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ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING OF  
THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Report of the Advisory Committee on Administrative  
and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the financing of 17 peace-keeping operations (A/C.5/48/40). In this connection, the Secretary-General states in paragraphs 2 and 3 of his report that items on the agenda of the Fifth Committee related to the financing of peace-keeping operations may have to be postponed until the resumed session of the Assembly in April owing to the priority given for completing consideration of agenda item 123, "Proposed programme budget for 1994-1995". To provide for the operational requirements of the peace-keeping operations, he is therefore requesting that the General Assembly grant him financial authority for the maintenance of those operations through 30 April 1994. The requirements for each operation are briefly outlined in the remainder of his report.

2. The Advisory Committee's comments and recommendations with regard to each peace-keeping operation are contained in separate reports. In this connection, the Committee understands that the Secretary-General's report represents a compilation of the operations' requirements for ease of reference only; the Committee was informed that this approach represented an exceptional measure in order to expedite the approval of resources necessary for the maintenance of the operations. The Committee further understands that this in no way implies an attempt to submit a consolidated overall budget for peace-keeping operations.

3. Each of the peace-keeping operations is dealt with in a separate subsection of the Secretary-General's report. However, the Advisory Committee emphasizes that those subsections in no way constitute the "normal" performance/financing reports submitted by the Secretary-General. The Committee, notwithstanding the explanations provided by the Secretary-General, expresses its serious concern in this regard, noting that it represents a lack of budgetary discipline and erodes the role of the General Assembly.

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4. The Advisory Committee regrets the trend in recent years for the late submission of documentation, including reports on the financing of peace-keeping operations. Despite requests for corrective action, the situation in this regard has steadily worsened. Notwithstanding the special circumstances prevailing this year with regard to the review of the proposed programme budget, the Advisory Committee believes that all of the peace-keeping reports should have been submitted in a more timely manner; the circumstances related to the regular budget are irrelevant to the timely submission of the peace-keeping reports.

5. The Committee therefore requests the Secretary-General to take corrective measures to prevent the recurrence of such a situation and report to the Committee on the implementation of those measures. The Committee also requests that all reports which have not yet been submitted be available by 15 January 1994. In preparing these and future reports the Secretary-General should take into account the recommendations of the Committee in its report (A/47/990) in order to improve the presentation and type of information contained in such reports.

6. That being said, the Committee recognizes that resources are required to ensure the continuation of the operations in question. The Committee therefore undertook as best a review as was feasible, given the information before it and time constraints. The Committee points out that in a number of instances its recommendations relate only through 31 March 1994 rather than 30 April. The amounts to be recommended in future by the Committee in respect of the various peace-keeping operations will take into account the performance during the initial months, thereby effecting a de facto adjustment as necessary to the amounts now being recommended.

7. The recommendations of the Advisory Committee with regard to the various peace-keeping operations took into account not only requirements for expenditure but also requisite assessment levels. The recommendations of the Committee in respect of each operation are for commitment authority rather than appropriation in view of the fact that the relevant budgets have not been considered and approved. However, consistent with past practice, amounts authorized by the Assembly for commitment can be assessed and apportioned. In a number of cases, the amount recommended for assessment is less than the amount recommended for commitment in view of available cash balances, or the unencumbered balances of appropriations.

8. The Committee stresses that its agreement to consider the Secretary-General's report and make recommendations thereon derived solely from the need to provide for the continuation of the operations in question. It does not constitute a precedent and should not be viewed as such.

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FINANCING OF THE UNITED NATIONS ASSISTANCE MISSION FOR RWANDA

Report of the Advisory Committee on Administrative  
and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the financing of the United Nations Assistance Mission for Rwanda (UNAMIR) (A/C.5/48/40, paras. 110-118).
2. By its resolution 872 (1993) of 5 October 1993 the Security Council, inter alia, decided to establish UNAMIR for a period of six months, subject to the proviso that it would be extended beyond the initial 90 days upon a review by the Council. By the same resolution, the Council approved the proposal that the United Nations Observer Mission for Uganda-Rwanda (UNOMUR) be integrated within UNAMIR.
3. As indicated in paragraph 115 of the Secretary-General's report, for the initial requirements of UNAMIR, the Advisory Committee authorized the Secretary-General to enter into commitments not exceeding \$4.6 million, under the provisions of General Assembly resolution 46/187 on unforeseen and extraordinary expenses, for the period from 5 October to 30 November 1993.
4. As indicated in paragraph 116 of the Secretary-General's report, the total cost of UNAMIR for the period from 5 October to 4 April 1994, including the amount of \$4.6 million previously authorized by the Advisory Committee, has been estimated at \$51,120,000 gross (\$50,478,000 net). The Advisory Committee recommends that the General Assembly authorize further commitments of up to \$46.5 million gross (\$45.9 million net) and that the entire amount of \$51,120,000 gross (\$50,478,000 net) be assessed.

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ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING  
OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Use of civilian personnel in peace-keeping operations

Report of the Secretary-General

I. INTRODUCTION

1. The Secretary-General last reported to the General Assembly on the specific subject of civilian personnel in peace-keeping operations in 1990 (A/45/502). That report, which dealt mainly with personnel provided by Governments, led to the adoption by the Assembly of resolution 45/258 of 3 May 1991, in which it approved the procedures and the basis for the participation of such persons in peace-keeping operations, and requested a further report on the use of civilians in peace-keeping operations, a request reiterated the following year in resolution 47/218 A of 23 December 1992, as well as on a number of other aspects of the administration of such operations.

2. Those earlier requests have been supplemented by the recent adoption of General Assembly resolution 47/218 B of 14 September 1993, as well as by a series of reports by the Advisory Committee on Administrative and Budgetary Questions, notably its report on administrative and budgetary aspects of the financing of peace-keeping operations (A/47/990). Recommendations, suggestions and requests have also been made by the Special Committee on Peace-keeping Operations (A/47/253-S/21269, A/47/386 and more recently A/48/173) and by the General Assembly in its related resolution 47/71 of 14 December 1992. The present report is intended to respond to all those documents. Its use of the terms "mission" and "peace-keeping operation" should be understood as including all field operations of the United Nations.

3. In the preparation of the present report, the Secretary-General has been mindful of the conclusions and recommendations reached by the Joint Inspection Unit in a report on mission staffing (A/48/421, annex); he shares the views as well as the reasoning expressed therein as to the need for outside recruitment

to be more actively pursued. The Secretary-General has also taken account of views expressed by representatives of Member States participating in an informal working group that met at Headquarters between July and October 1993 to consider all aspects of United Nations peace-keeping operations.

4. Since the Secretary-General last reported on civilian personnel in peace-keeping operations (A/45/502) and, as was stated in his report (A/47/965-S/25944) on the implementation of the recommendations contained in "An Agenda for Peace" (A/47/277-S/24111), as well as in his report on the work of the Organization under the heading "Peace-keeping in a changing context", 1/ the use of such personnel has increased considerably. Not only have the number and size of peace-keeping operations grown at an unprecedented rate, but their scope has tended increasingly to extend beyond traditional military concerns into such areas as election monitoring, policing, humanitarian affairs and even, as in the case of the United Nations Transitional Authority in Cambodia (UNTAC), national administration. Thus the civilian personnel, in addition to categories traditionally required for an operation (political and legal affairs, public information, personnel administration, finance and budget, general support functions, etc.), have tended more and more to expand into these new areas. The "new generation" of peace-keeping missions requires additional sources of qualified and readily available civilian personnel. This requirement has not been successfully met in all cases. There is currently a fairly high vacancy rate in authorized posts in some field operations and the anticipated requirements of future operations may well exacerbate the problem. The present report surveys major existing sources of civilian personnel, and suggests the pursuit of an innovative approach towards the alleviation of the shortage in civilian personnel in both existing and future missions.

## II. CIVILIAN PERSONNEL PROVIDED BY GOVERNMENTS

5. As stated by the Secretary-General in his report (A/45/502), there are certain "core" functions in peace-keeping operations that must be performed by United Nations staff members rather than by personnel provided by Governments. Such core functions, in the opinion of the Secretary-General, can be defined as "the political direction and the administration of an operation in all its facets". These include the formulation of policy and functions involving financial or personnel certifying authority (see A/45/801, para. 32). Bearing in mind this limitation, significant numbers of civilian staff have been provided by Governments for recent operations, particularly for short periods in the capacity of election monitors and human rights officers (United Nations Observer Mission to Verify the Referendum in Eritrea, United Nations Transitional Assistance Group in Namibia, United Nations Observer Mission to Verify the Electoral Process in Nicaragua, United Nations Angola Verification Mission and United Nations Transitional Authority in Cambodia). The Secretary-General notes that in its recent report (A/47/990), endorsed by the General Assembly in resolution 47/218 B of 14 September 1993, the Advisory Committee asked for the development of specific guidelines for the participation of civilian personnel provided by Governments along the lines of those already issued for election and police monitors. He is pleased to report the signing, on 13 September 1993, of a memorandum of understanding to that effect with the Government of one Member State within the framework approved by the General

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Assembly in its resolution 45/258. Similar memoranda are currently being negotiated with other Governments.

6. In common with Member States, the Secretary-General favours the extensive use in peace-keeping operations of qualified civilian personnel made available - on either a loan or a secondment basis - by Governments. A number of notes verbales to that effect have been circulated. Indeed, the Secretary-General urges Member States to provide not only individuals, but also organized teams of personnel to meet specific and urgent needs of missions, whether as direct providers or as intermediaries with international service agencies incorporated in their respective jurisdictions (as to the latter source of personnel (see paras. 19-37 below).

7. While government nominations have made it possible to strengthen appreciably the rosters of prospective candidates for mission service, this important source is nevertheless insufficient. In particular, it has been proven difficult in practice always to match the qualifications and capacities of persons offered for service by their Governments with the needs of specific operations.

### III. CIVILIAN STAFF ASSIGNED FROM THE SECRETARIAT

8. Staff members assigned from established United Nations offices, principally New York, make up the majority of international civilian personnel in peace-keeping operations. They perform the "core" functions described in paragraph 5 above, as well as support functions in the Professional, Field Service and General Service categories. They have the advantage of being familiar with United Nations policies and practices and, until fairly recently, it has normally been possible to deploy them to the field relatively quickly when new operations have been established or existing ones expanded.

9. Although the Secretary-General has the authority to assign staff members to duty stations anywhere in the world, it has been the policy to assign to peace-keeping operations only those who volunteer for such service. This approach reflects the fact that most peace-keeping assignments are in sites or areas considered "non-family" for reasons of hardship or security. Indeed, when the Organization's peace-keeping responsibilities began expanding rapidly in the late 1980s and early 1990s, large numbers of staff in established offices volunteered for mission service and a great number of them were successfully placed in posts that matched their qualifications and levels of experience. It has become increasingly difficult, however, to draw on this source because staff resources at established offices at Headquarters have become so depleted that other ongoing programmes of the Organization are being delayed and supervisors are less and less willing to release staff, particularly those whose performance is above average. It should further be noted in this context that the qualifications of staff volunteering for mission service often correspond to some actual requirements in the field, but never to all.

10. One factor limiting the number of staff volunteering for mission service is the security risk involved. Another is the perception that such service may impair a staff member's promotion and/or career prospects. This has been one of

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the issues addressed on a priority basis by a Secretariat working group on field staffing that was established in January 1993. Remedial action, in the form of new procedures, was taken by the Office of Human Resources Management (OHRM). Other initiatives in this respect are currently being actively pursued. They deal, inter alia, with issues pertaining to assignment to, and reintegration from, the mission area and include the possible introduction of incentives for mission service, as well as a study of how a systematic rotation policy might be developed for the Secretariat.

#### IV. CIVILIAN STAFF PROVIDED FROM OTHER ORGANIZATIONS IN THE UNITED NATIONS SYSTEM

11. The secretariats of the other organizations in the United Nations system are another source of qualified and experienced civilian staff for peace-keeping operations. Although the Secretary-General has made repeated appeals for volunteers from these secretariats, the responses have not always brought about the results expected. The reasons for this may be similar to those indicated in the preceding paragraph with reference to the United Nations Secretariat. The Secretary-General intends to pursue this matter vigorously through the mechanisms of the Administrative Committee on Coordination (ACC).

#### V. CIVILIANS RECRUITED INDIVIDUALLY FROM OUTSIDE THE UNITED NATIONS SYSTEM

12. Recruitment of new staff members from non-governmental sources outside the United Nations system has been actively pursued to help satisfy the increased demand for mission personnel. The pool of potential candidates is very large and is increasing as military establishments in many countries are cut back to reflect the changed international political climate. The names of several thousand potential recruits are on the rosters maintained by OHRM, and measures are being taken to extend those rosters and also to refine them so that candidates with qualifications and skills matching specific mission positions can be more easily and quickly identified. This is one of the areas being pursued by the Secretariat working group referred to in paragraph 10 above.

13. Recruitment of this type has provided excellent staff for many missions. Until recently, however, it has been constrained by checks, clearances and other procedures required by the standard recruitment process. Further, staff recruitment in this category has added significantly to the administrative burdens and costs of mission personnel offices, as they were subject to the provisions of the 100-series of staff rules normally meant to cover non-project United Nations career personnel.

14. Following inter-departmental consultations on this problem within the Secretariat, an accelerated recruitment procedure for missions, involving streamlined arrangements for medical and other clearances, was introduced in April 1993.

15. A related difficulty is that the Organization's staff rules did not provide for a suitable contractual instrument to employ large numbers of personnel for

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short assignments. To address this problem, a revision of the 300 series of staff rules has been completed and will be submitted to the General Assembly during its current session. The new rules provide a non-career regime for appointments of limited duration (up to four years) and will do much to speed the recruitment process and alleviate the burden of administering large numbers of staff members in the field under the 100-series staff rules. OHRM and the Field Operations Division (FOD) are also examining other aspects of the staff rules, as well as related policies and procedures, with a view to adjusting them to serve the Organization better in field situations.

16. The improvements listed above will do much to streamline the recruitment and administration of new United Nations staff for core positions. This system, however, does not provide the most suitable means for the rapid mobilization of teams of personnel for non-core functions that need to be deployed urgently, particularly during the start-up, "surge" phase of a mission. Consequently, alternative methods had to be investigated.

#### VI. USE OF UNITED NATIONS VOLUNTEERS

17. The use of significant numbers of United Nations Volunteers in peace-keeping operations is fairly recent. These Volunteers possess a wide range of skills, often have experience with field activities in a United Nations context and are less costly than internationally recruited staff members. Many were employed in UNTAC and significant numbers are also being recruited for the United Nations Operation in Mozambique (ONUMOZ) and for the United Nations Operation in Somalia (UNOSOM). The experience with United Nations Volunteers thus far suggests both the strengths and the limitations of this source of civilian personnel.

18. The UNTAC experience suggests that the Volunteers can be a very useful and cost-effective source of civilian support personnel for tasks such as election monitoring, which require their deployment at the grass-roots level where their interaction with the local population seems to be especially effective. The Secretary-General thus sees no difficulty with the recommendation of the Advisory Committee on Administrative and Budgetary Questions (A/47/990, para. 19) that greater use be made of their services in missions. It should therefore be noted that their mandate, as established by General Assembly resolution 2659 (XXV) of 7 December 1970, may have to be clarified to confirm their involvement in activities beyond those related to development assistance. The administrative aspects of using United Nations Volunteers are normally addressed in the memoranda of understanding signed for individual missions. In this context, it has been clarified that in matters of security, the Volunteers and other United Nations staff shall henceforth be subject to the same conditions, stipulations and entitlements, under the overall authority of the Security Coordinator. It should further be clarified that for the duration of their service in a United Nations peace-keeping mission, the Volunteers should be under the authority of, and accountable to, the Chief of Mission.

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## VII. USE OF INTERNATIONAL CONTRACTUAL PERSONNEL

### 1. Pilot project in the United Nations Protection Force (UNPROFOR)

19. By mid 1992, a serious staff shortage had developed in UNPROFOR, despite strenuous attempts to provide qualified staff through secondment from Governments, assignment from within the United Nations system and recruitment from outside. To alleviate the problem and allow the operation to carry out the mandate, an innovative means of recruitment had to be devised. It was against this background that the pilot project to acquire urgently the services of civilian support personnel by contract through international service agencies, summarized by the Secretary-General to the General Assembly in his report on the financing of UNPROFOR (A/47/741), was begun by the Protection Force in November 1992. This situation provides, in effect, a classic example of the difficulty described in paragraphs 8-12 above: the inadequacy of existing mechanisms and procedures to provide rapidly a large number of personnel needed for the establishment or strengthening of a major peace-keeping operation. It should be noted that in UNPROFOR, the problem was compounded by the political circumstances in the mission area, which made it impractical to use locally recruited staff for a great number of positions. While this kind of difficulty may not arise in every operation, it may well occur in some.

20. In UNPROFOR, the personnel acquired represent a variety of support skills, especially in technical and trades areas. Their services are being provided for 12-month periods through contracts under which the international service agencies concerned undertook responsibility for (a) the nomination of personnel for review and selection by the mission; (b) the recruitment of those selected; (c) their travel to and from the mission; (d) their remuneration; and (e) their insurance. UNPROFOR assumed responsibility for their meals and accommodation and for emergency medical care. These arrangements are in line with those frequently and increasingly employed by Governments to provide similar services, particularly in conjunction with the deployment of military personnel, as well as by the private sector for projects requiring qualified technical support staff.

21. The contracting international service agencies, which provide several candidates for each available post, were specifically requested to offer multinational personnel to the extent possible; at the end of August 1993, the 304 persons employed in UNPROFOR under these arrangements were drawn from more than two dozen countries on five continents.

22. Reporting in December 1992 on the financing of UNPROFOR, ACABQ noted the relatively low cost of the contractual personnel (see also para. 24 below) and expressed the view that similar procedures should be used, where appropriate, in other peace-keeping operations (A/47/778, para. 41).

### 2. Evaluation of the pilot project

23. From the operational point of view, this initiative has been a notable success. On average, the contracted personnel have been deployed to their mission stations within 28 days of the signing of contracts - significantly

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faster than would have been possible had staffing proceeded through the normal channels. The differences between their status and that of staff members has not caused difficulties with the local population nor compromised the political objectives of the mission in any way. Their performance on the job is evaluated as at least equal to that which would be expected of United Nations personnel recruited for mission service by OHRM or assigned to a mission from other offices. On this subject, UNPROFOR has reported that the personnel in question are performing satisfactorily and that their standards "are quite high in terms of both professionalism and work ethics"; it considers the pilot project instrumental in enabling the mission to carry out its mandate.

24. The Advisory Committee on Administrative and Budgetary Questions, as indicated in paragraph 22 above, noted the cost-effectiveness of this procedure. Cost, however, has not been the prime criterion in selecting one contracting international service agency in preference to another. Considerable weight has been given to the following factors: the experience and reliability of each contractor; how the contractor proposes to ensure the high quality of the personnel that it nominates; how quickly the contractor can deploy the personnel selected and how well can it support them; the number of qualified female candidates the contractor can nominate; and, finally, the geographic distribution of the personnel that it proposes. Similarly, cost is not the exclusive criterion for the selection of individuals; due account is taken of qualifications, experience, perceived ability to perform effectively and the need for a broad geographic spread.

### 3. Remuneration of contractual personnel

25. In its report to the General Assembly on administrative and budgetary aspects of the financing of United Nations peace-keeping operations, the Advisory Committee on Administrative and Budgetary Questions raised questions related to the remuneration of contractual personnel. It considered that the Assembly should be apprised in particular of the issue of whether their salary rates should reflect primarily their country of recruitment or the quality of the services delivered, due regard being paid to compliance with the principle of equal pay for equal work and safeguards against possible abuse and exploitation (A/47/990, para. 18).

26. The Secretary-General understands and shares the Advisory Committee's concerns. At the same time, it is important to point out that so far, no evidence of exploitation or abuse has emerged in connection with the use by the United Nations of contractual personnel of this kind. Applicants interested in such employment write to the contracting company at their own initiative and are under no obligation to accept any conditions of service offered to them. In fact, in order to attract good candidates, contractors tend to offer a salary and benefits package considered competitive to the pool of potential candidates from which they would recruit.

27. To answer such concerns further, the Secretary-General will review the language of contracts to ensure that full disclosure of the terms of employment is communicated to the applicants and to prohibit any exploitative practices such as hidden or unauthorized deduction from wages. He also intends to review

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compensation packages offered by contractors for contract field teams within the more general framework of other contracted personnel to ensure that no abusive or exploitative practices are allowed. In this context, it should be noted further than the international service agencies themselves are subjected to a rigorous pre-selection process to ensure that they are reputable and reliable businesses, as well as companies that adhere to generally accepted business standards and ethics.

28. On the question of pay equality, contractual personnel receive a base salary and a uniform monthly incentive allowance. While there are cases in which persons performing similar functions are not paid the same aggregate amount, such disparities can be attributed to differences in the qualifications and experience of the appointees.

#### 4. Future plans

29. In its report on the staffing of missions the Joint Inspection Unit has recommended that resort to contractual arrangements be further explored and examined (A/48/421, annex, recommendation IV (b)). Furthermore, as indicated in paragraph 5 above the positive outcome of the pilot project in UNPROFOR has encouraged the Secretary-General to envisage using similar arrangements to fill non-core support positions across the whole range of peace-keeping missions when the normal methods of assignment or recruitment prove inadequate to the task of providing qualified personnel in sufficient numbers without unacceptable delays. The use of contractual arrangements in such cases would have a number of advantages, among them the following:

(a) It would greatly accelerate the deployment of qualified support personnel to missions;

(b) It would give the Organization easy access to a reservoir of technical/trade/professional skills that are not readily available in the United Nations system or do not exist at all within it;

(c) It would make available more Field Service staff members for managerial and supervisory functions;

(d) It would significantly reduce the burden on mission administrative staff;

(e) It could eventually become a useful source of staff of proven competence for recruitment to the organizations and programmes of the United Nations system;

Moreover, since personnel obtained through these channels would normally hold one-year contracts with their employers, they would not become a burden on the Organization when missions were reduced in scale or terminated. Those whose performance proved unsatisfactory could be promptly removed and replaced. For these reasons, as well as the others indicated above, personnel costs would be contained.

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30. It is intended to refine and improve the candidate selection process further in an effort to achieve even broader geographic distribution of personnel, more women appointees at higher levels and more candidates for each post so as to give the United Nations a greater role in the selection process. At the same time, the contracting international service agencies would be required to propose not just individuals, but contract field teams, i.e. teams of workers complete with their own procedures and administrative support. This provision should improve efficiency and, in addition, would reflect more clearly the distinct character and status of this category of personnel.

31. In light of the above, the Secretary-General would welcome endorsement by the General Assembly of his plans to resort to contractual arrangements as an additional source of civilian personnel in peace-keeping missions, under the terms specified in paragraphs 33-37 below.

32. International contractual personnel are employees of their respective international service agencies. They are not staff members, employees or agents of the United Nations. They are therefore not entitled to the emoluments and benefits of United Nations staff members, employees or agents.

33. International contractual personnel would not perform "core functions" as these functions have been defined in paragraph 5 above. Furthermore, to the extent possible, the functions to be performed by such personnel would relate to technical and mechanical skills, trade and related fields. Whenever possible, the personnel would be organized in self-contained teams. These delineations, are designed to distinguish further among the various categories of personnel engaged in peace-keeping operations and, inter alia, to ensure that contractual personnel would not normally find themselves in supervisory positions as regards United Nations staff members, while still allowing for the proper functioning of such operations.

34. Although international contractual personnel are employees of the contracted international service agencies, they work under the overall authority of the Chief of the Mission for the duration of their tenure with the United Nations peace-keeping operation. The Chief of Mission therefore has the authority, and indeed the obligation, to monitor their services and, when necessary, demand that the relevant service agency replace those persons whose performance or conduct is deemed unsatisfactory. The Secretariat would introduce appropriate internal mechanisms to monitor the performance and the conduct of the contractual personnel and to control the quality of services they perform.

35. The contractual documents to be concluded between the United Nations and the international service agencies would require that they fully indemnify, defend and hold harmless the United Nations from and against third party claims arising from acts or omissions of personnel supplied by them. Such indemnity obligations would be accompanied by financial guarantees in amounts commensurate with the potential exposure of the Organization to such third party claims.

36. International contractual personnel, while not covered under the Convention on Privileges and Immunities of the United Nations, as they are neither officials of the Organization nor experts performing missions for the

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Organization, should nevertheless be accorded legal protection. This protection would extend to immunity from legal process in respect of words spoken and written and all acts performed by them in their official capacity, as well as entitlement to repatriation in times of international crisis. This legal protection would be expressly stated and included in the Status of Force Agreements concluded between the United Nations and future host Governments.

#### VIII. LOCAL STAFF

37. About two thirds of the civilian posts in current peace-keeping operations are staffed by locally recruited personnel, usually in the General Service and related categories. These persons are largely clerks, typists, secretaries, drivers, security guards, messengers and other administrative support staff. In general, the difficulties encountered in filling international civilian posts in missions, as described in sections II-VII above, have not applied to these locally recruited posts and vacancy levels have been relatively low.

38. In its report, the Advisory Committee called attention to the "significant number" of international General Service staff employed in such operations and expressed the belief that greater efforts should be made to recruit such personnel locally (A/47/990, para. 15). A similar recommendation has indeed been recently made by the Joint Inspection Unit (A/48/421, annex, recommendation IV (a)). The Secretary-General is prepared to make all reasonable efforts in this direction, but wishes to point out that the ability to make use of local personnel for a particular peace-keeping operation depends largely on (a) the size and nature of that operation and of its staffing table; (b) the labour market in the country in which it is situated, including the language and other more specialized skills available; and (c) political factors, such as the ability of local personnel to move freely and otherwise function within the mission area.

#### IX. SECURITY

39. The Secretary-General has reported separately to the General Assembly and to the Security Council on the security of United Nations operations and the personnel attached to them, both civilian and military (A/48/349-S/26358 of 27 August 1993). The security measures envisaged therein apply to all categories of personnel contributing to United Nations field operations.

#### X. CONCLUSION

40. Experience has shown that no single source can provide the civilian personnel required to support field missions. Although staffing needs can vary enormously from mission to mission, in all but the smallest of missions a mix will usually be required, including seconded or assigned personnel, newly recruited staff, volunteers and contractual personnel. The Secretary-General intends to draw on all the categories described in sections II to VIII of the present report so as to provide existing and future missions with the personnel they need to function effectively and at minimum cost.

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Notes

1/ Official Records of the General Assembly, Forty-eighth Session,  
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## FINANCING OF THE UNITED NATIONS OBSERVER MISSION UGANDA-RWANDA

Report of the Secretary-General

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## I. INTRODUCTION

1. Fighting between the Armed Forces of the Government of Rwanda and the Rwandese Patriotic Front (RPF) first broke out in October 1990. Despite a number of cease-fire agreements thereafter, hostilities resumed in early February 1993. Those hostilities interrupted comprehensive negotiations between the Government of Rwanda and the RPF that had been supported by the Organization of African Unity (OAU) and facilitated by the United Republic of Tanzania.

2. In support of resumption of the negotiations, the Governments of Rwanda and Uganda, in separate letters to the President of the Security Council on 22 February 1993, 1/ called for the deployment of United Nations military observers at their common border.

3. Following consultations in the Security Council concerning these letters, the Secretary-General decided to send a goodwill mission to the region to assist him in making recommendations to the Council on the peace process. The goodwill mission visited the region from 4 to 19 March 1993.

4. In the meantime, efforts by the OAU and the United Republic of Tanzania led to an agreement between the Government of Rwanda and the RPF on a reinstatement of the cease-fire and to the resumption of peace talks in Arusha, United Republic of Tanzania. In addition to visiting Rwanda and Uganda from 4 to 19 March 1993, the goodwill mission also visited Dar-es-Salaam and Addis Ababa for consultations with the Facilitator and the Coordinator of the Arusha peace talks respectively.

5. By its resolution 812 (1993) of 12 March 1993, the Security Council, inter alia, took note of the letters from the Governments of Rwanda and Uganda, 1/ welcomed the decision of the Secretary-General to send a goodwill mission to the region, having heard a first oral report on the mission, invited the Secretary-General to examine in consultation with the OAU the contribution that the United Nations, in support of the OAU's efforts, could bring to strengthen the peace process in Rwanda, in particular through the possible establishment of an international force under the aegis of the OAU and the United Nations, and invited the Secretary-General to examine the request by Rwanda and Uganda for the deployment of observers at the border between these two countries.

6. Following the adoption of resolution 812 (1993), the Secretary-General sent a technical team to Uganda and Rwanda with a view to gathering all information relevant to the possible deployment of United Nations military observers on the Uganda/Rwanda border. The mission visited Uganda from 2 to 5 April and Rwanda on 6 April 1993. The mission was instructed to make recommendations, as appropriate, regarding the tasks that could be performed by such observers and to prepare a concept of operations, as well as an estimate of the logistic and administrative support requirements. The mission was also asked to suggest a time-frame for the deployment of observers, following authorization of such an operation by the Security Council.

7. On 20 May 1993, based on the discussions held in Uganda and Rwanda and on a preliminary assessment of conditions on the ground by the technical mission, the

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Secretary-General submitted a report to the Security Council. 2/ In his report, the Secretary-General stated that it would be possible to deploy United Nations military observers to monitor the Uganda/Rwanda border and to verify that no military assistance would be provided across the border between the two countries. As the RPF controlled about four fifths of the border and was opposed to the deployment of observers on the Rwanda side, the military observers would be deployed on the Uganda side of the border. The monitoring and verification activities that the observers would perform would focus primarily on transit or transport of lethal weapons and ammunition across the border.

8. The Secretary-General further stated in his report that these monitoring and verification activities could be carried out by an observer mission to be known as the "United Nations Observer Mission Uganda-Rwanda" (UNOMUR). Subject to the approval of the Security Council, UNOMUR would be established for an initial period of up to six months and the duration of the mission would be subject to review, following the conclusion of the Arusha peace talks. If the Council approved the establishment of UNOMUR, the mission would be deployed progressively, with full deployment to be completed within 45 days.

9. On 3 June 1993, the Secretary-General submitted to the Council an addendum to his report 3/ covering the preliminary cost estimates related to the establishment and deployment of UNOMUR. Based on the concept of operations outlined in his main report, it was estimated that an amount of \$8.5 million would be required for the initial six-month period, inclusive of start-up costs and acquisition of capital equipment.

10. With respect to the method of financing, the Secretary-General recommended, in paragraph 3 of the addendum to his report that, should the Security Council agree to the establishment of UNOMUR, the cost relating thereto should be considered as an expense of the Organization to be borne by Member States in accordance with Article 17, paragraph 2, of the Charter of the United Nations and that the assessment to be levied on Member States be credited to a special account for that purpose.

11. By its resolution 846 (1993) of 22 June 1993, the Security Council, inter alia, took note of the interim report of the Secretary-General, decided to establish the United Nations Observer Mission Uganda-Rwanda (UNOMUR) to be deployed on the Ugandan side of the border, for an initial period of six months, as set out in the report of the Secretary-General, and subject to review every six months and requested the Secretary-General to report to the Council on the implementation of resolution 846 (1993) within 60 days of the deployment of UNOMUR.

12. In pursuance of resolution 846 (1993), on 24 August 1993 the Secretary-General submitted a further report to the Security Council, 4/ in which he reported on the results of the Arusha peace talks, as well as on the contribution the United Nations could make to assist the OAU in the implementation of the peace agreement.

13. In that report, the Secretary-General informed the Council that the peace agreement between the Government of Rwanda and the RPF had been signed in Arusha on 4 August 1993. In signing the peace agreement, the two parties agreed that

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the war between them had come to an end and that they would spare no effort to promote national unity and reconciliation. They also agreed that all six protocols of agreement, which they had concluded and signed during the Arusha talks, would be attached to the peace agreement, of which they would form an integral part.

14. The Secretary-General also reported that he had sent a reconnaissance mission to Rwanda at the request of the Government of Rwanda and the RPF in order to assess the needs of a proposed neutral international force that would facilitate the implementation of the provisions of the peace agreement. As envisaged by the two parties, a neutral international force would be deployed in Rwanda to monitor and supervise the cease-fire; secure the continued distribution of humanitarian assistance; and assist in the protection of the expatriate community and in the implementation of the provisions of the peace agreement pertaining to the demobilization and encampment of the belligerent forces, their retraining and integration to form a new national army. The mandate of the reconnaissance mission would be to examine the possible functions of such a force and evaluate the human and financial resources that would be needed to carry them out.

15. The Secretary-General stated that, on the basis of the findings of the reconnaissance mission, he would submit a further report to the Security Council regarding the contribution the United Nations could make to facilitate the implementation of the peace agreement.

16. In paragraph 11 of its resolution 846 (1993) of 22 June 1993, the Security Council had requested the Secretary-General to report on the contribution the United Nations could make to assist the OAU in the implementation of a comprehensive peace agreement between the Government of Rwanda and the RPF and to begin contingency planning in the event that the Council decided such a contribution was needed. In pursuance of that request and as previously indicated in his report of 24 August 1993, the Secretary-General submitted a report to the Council on 24 September 1993, 5/ in which he reported on the findings of the reconnaissance mission which had been sent to Rwanda to assess the possibility of the establishment of a neutral international force.

17. On the basis of the findings of the reconnaissance mission, the Secretary-General decided to recommend to the Security Council that it authorize the establishment of a "United Nations Assistance Mission for Rwanda", to be known as UNAMIR, with the mandate of contributing to the establishment and maintenance of a climate conducive to the secure installation and subsequent operation of a transitional Government in Rwanda. The operation would be deployed according to the schedule described in section III of the Secretary-General's report. The Secretary-General indicated that the military observers of UNOMUR would come under the command of UNAMIR, while continuing to discharge the mandate entrusted to them on the Uganda/Rwanda border.

18. In an addendum to his main report, 6/ dated 29 September 1993, the Secretary-General estimated that, based on the operational plan and general assumptions outlined in his main report, an amount of \$62.6 million would be required for the deployment and operation of UNAMIR for a six-month period, inclusive of the costs of start-up and acquisition of capital equipment.

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19. By its resolution 872 (1993) of 5 October 1993, the Security Council, having considered the report of the Secretary-General, decided to establish the United Nations Assistance Mission for Rwanda (UNAMIR) for a period of six months subject to the proviso that it would be extended beyond the initial 90 days only upon a review by the Council based on a report from the Secretary-General as to whether or not substantive progress had been made towards the implementation of the Arusha Peace Agreement. By the same resolution, the Council approved the proposal that the United Nations Observer Mission Uganda-Rwanda (UNOMUR) be integrated within UNAMIR.

## II. MANDATE AND OPERATIONAL PLAN OF THE UNITED NATIONS OBSERVER MISSION UGANDA-RWANDA

20. The mandate of the United Nations Observer Mission Uganda-Rwanda is to monitor the Uganda/Rwanda border in order to verify that no military assistance reaches Rwanda, the focus being put primarily in this regard on transit or transport, by roads or tracks that could accommodate vehicles, of lethal weapons and ammunition across the border, as well as any other material which could be of military use.

21. UNOMUR will establish its headquarters in Kabale, a city centrally located close to the border area. It will also have two sector headquarters. In order to perform its monitoring functions effectively, UNOMUR will establish a combination of static observation posts and mobile patrols. The five static observation posts will be established at the five main road crossing sites on the border and will be supported by extensive patrols on the Uganda side of the border, by day and at night. Helicopter patrols using sensory devices will also be required, since ground fog is prevalent in the border area and because of the presence of dense vegetation and the difficulty of the terrain.

22. UNOMUR will be headed in the field by a Chief Military Observer (CMO). In order to carry out its monitoring and verification activities, UNOMUR will have a military component of 81 military observers and a civilian component of 17 international and seven local civilian support staff.

23. According to the operational plan, UNOMUR provided for progressive deployment: an advance party of 21 military observers and some civilian support staff within 15 days of the adoption of Security Council resolution 846 (1993); the remaining personnel in accordance with the emplacement of the necessary logistic support within 45 days.

24. On 22 October 1993, the Secretary-General submitted a report <sup>2/</sup> in pursuance of paragraph 12 of Security Council resolution 846 (1993), which requested the Secretary-General to report to the Council on the implementation of that resolution within 60 days of the deployment of UNOMUR. The Secretary-General reported that, since the adoption of resolution 846 (1993), and with the consent of the Council, Brigadier-General Romeo A. Dallaire (Canada) had been appointed Chief Military Observer of UNOMUR.

25. The Secretary-General also reported that a Status of Mission Agreement had been finalized with the Government of Uganda and had entered into force on

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16 August 1993. This Agreement opened the way to deployment of the advance party, which had arrived in the mission area on 18 August 1993.

26. The Secretary-General reported further that UNOMUR had been fully deployed and had reached its authorized strength of 81 military observers. Eleven international civilian staff had also been deployed.

27. Within the first three weeks of its deployment, UNOMUR had concluded a thorough reconnaissance of the Uganda/Rwanda border, set up a communication network and established its Headquarters and a Sector Headquarters in Kabale and a second Sector Headquarters in Kisoro. In accordance with its concept of operations, the mission had also established observation posts at two major crossing sites on the Ugandan side of the border at Katuna and Cyanika and had also been monitoring the border through mobile patrols. UNOMUR was preparing to establish additional observation posts at three secondary crossing sites and to enhance its operational capability with airborne coverage.

## III. INITIAL MEASURES AUTHORIZING COMMITMENTS FOR THE UNITED NATIONS OBSERVER MISSION UGANDA-RWANDA

28. In order to provide for the expenses related to a technical mission that was sent to Uganda and Rwanda in April 1993 and for a fact-finding mission that was sent to the mission area from 15 April to 31 July 1993, the Secretary-General authorized the entering into commitments in an amount of \$96,700 under the authority granted to him in paragraph 1 (a) of General Assembly resolution 46/187 of 20 December 1991, relating to unforeseen and extraordinary expenses for the biennium 1992-1993, under which the Secretary-General is authorized to enter into commitments not exceeding \$3 million in any one year.

29. The Secretary-General subsequently sought the concurrence of the Advisory Committee on Administrative and Budgetary Questions for entering into commitments in an amount not to exceed \$6.7 million, including the amount of \$96,700 previously authorized by him under General Assembly resolution 46/187, for meeting the initial requirements for the deployment of military observers and substantive and administrative support staff and for capital equipment for the period from 22 June to 31 October 1993. Pending the submission of the report of the Secretary-General to the General Assembly on the financing of UNOMUR, the Advisory Committee authorized the Secretary-General to enter into commitments not exceeding \$6 million, including pre-implementation costs, under the provisions of resolution 46/187. The projected commitments for the period from 22 June to 21 December 1993 are now estimated at \$4,392,900 gross (\$4,308,000 net).

## IV. COST ESTIMATE FOR THE PERIOD FROM 22 JUNE TO 21 DECEMBER 1993

30. The total cost of UNOMUR for the period from 22 June to 21 December 1993, including pre-implementation costs, has been estimated at \$4,392,900 gross (\$4,308,000 net). The cost estimate takes into account the actual dates of arrival of military and civilian personnel in the mission area and savings

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realized by the redeployment of equipment from other missions to UNOMUR. A summary of the cost estimate for this period is provided in annex I and supplementary information thereon is provided in annex II. The deployment schedules for military and civilian personnel are indicated in annex III. Annex IV provides the proposed civilian staffing table for UNOMUR. The functional titles of the proposed posts in the Professional category and above and the related job description summaries are contained in annex V. Annex VI details civilian staff and related costs for the period.

#### V. VOLUNTARY CONTRIBUTIONS

31. The Secretary-General hereby appeals to Member States to make advances, on a voluntary basis, to meet the initial expenses of UNOMUR pending formal action by the General Assembly. The Secretary-General also appeals to all Governments to consider making available voluntary contributions in support of the continuing operation of UNOMUR.

#### VI. FINANCIAL ADMINISTRATION

32. The Secretary-General recommends the establishment of a special account for UNOMUR under the authority of financial regulation 6.6 for the purpose of accounting for income received and expenditure made in respect of the mission. The financial accounts will be kept in accordance with the approved mandate period. Should the mandate of UNOMUR be extended by the Security Council, appropriate additional accounting arrangements may be proposed to the General Assembly.

#### VII. OBSERVATIONS

33. By its resolution 872 (1993) of 5 October 1993 by which the Security Council decided to establish the United Nations Assistance Mission for Rwanda (UNAMIR), the Council approved the Secretary-General's proposal, contained in his report S/26488 and Add.1, that the United Nations Observer Mission Uganda-Rwanda (UNOMUR) should be integrated within UNAMIR. This integration, however, will be purely administrative in nature and will not affect the mandate of UNOMUR as set out in Security Council resolution 846 (1993). According to the UNAMIR operational plan, the proposed integration of UNOMUR into UNAMIR will take place during the second phase of UNAMIR's deployment. In this regard, the Secretary-General's report on the financing of UNAMIR contains the cost estimate for UNOMUR for the period beyond 21 December 1993 based on the proposed integration. Should a decision be taken to continue UNOMUR as a separate operation beyond 21 December 1993, financial provision for such extension will be reported to the Advisory Committee and the General Assembly, as appropriate.

#### VIII. ACTION TO BE TAKEN BY THE GENERAL ASSEMBLY AT ITS FORTY-EIGHTH SESSION

34. The action that would appear to be required at the present time in connection with the financing of UNOMUR, taking into consideration the authorization provided by the Advisory Committee on Administrative and Budgetary Questions, is the appropriation and apportionment of an amount of \$4,392,900 gross (\$4,308,000 net) for the operation of UNOMUR for the period from 22 June to 21 December 1993.

#### Notes

- 1/ S/25355 and S/25356.
- 2/ S/25810.
- 3/ S/25810/Add.1.
- 4/ S/26350.
- 5/ S/26488.
- 6/ S/26488/Add.1.
- 7/ S/26618.

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ANNEX I

United Nations Observer Mission Uganda-Rwanda (UNOMUR)

Cost estimate for the period from 22 June to 21 December 1993

Summary statement

(United States dollars)

Cost  
estimate

1. Military personnel costs

(a) Military observers

Mission subsistence allowance	898 600
Travel costs	229 400
Clothing and equipment allowance	4 700

Subtotal

1 132 700

(b) Military contingents

-

(c) Other costs pertaining to military personnel

-

Total, line 1

1 132 700

2. Civilian personnel costs

(a) Civilian police

-

(b) International and local staff

International staff salaries	195 800
Local staff salaries	7 800
Consultants	-
Overtime	-
Common staff costs	130 100
Mission subsistence allowance	150 800
Travel to and from the mission area	86 300
Other official travel costs	12 000

Subtotal

582 800

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Cost  
estimate

(c) International contractual personnel

-

(d) United Nations Volunteers

-

(e) Government provided personnel

-

(f) Civilian electoral observers

-

Total, line 2

582 800

3. Premises/accommodation

Rental of premises	37 500
Alterations and renovations to premises	4 500
Maintenance supplies	7 500
Maintenance services	15 000
Utilities	15 000
Construction/prefabricated buildings	-

Subtotal

79 500

4. Infrastructure repairs

-

5. Transport operations

Purchase of vehicles	460 100
Rental of vehicles	105 600
Workshop equipment	15 000
Spare parts, repairs and maintenance	12 800
Petrol, oil and lubricants	48 200
Vehicle insurance	4 300

Subtotal

646 000

6. Air operations

(a) Helicopter operations

Hire/charter costs	594 000
Aviation fuel and lubricants	61 600
Positioning/depositioning costs	75 000
Resupply flights	-
Painting/preparation	15 000
Liability insurance	-

Subtotal

745 600

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	<u>Cost estimate</u>
(b) <u>Fixed-wing aircraft</u>	-
(c) <u>Air crew subsistence allowance</u>	-
(d) <u>Other air operations costs</u>	-
Air traffic control services	5 000
Landing fees and ground handling	-
Fuel storage containers	-
Subtotal	5 000
Total, line 6	750 600
7. <u>Naval operations</u>	-
8. <u>Communications</u>	-
(a) <u>Complementary communications</u>	-
Communications equipment	306 600
Spare parts and supplies	18 700
Workshop and test equipment	20 700
Commercial communications	68 500
Subtotal	414 500
(b) <u>Main trunking contract</u>	-
Total, line 8	414 500
9. <u>Other equipment</u>	-
Office furniture	13 200
Office equipment	27 600
Data-processing equipment	365 300
Generators	-
Observation equipment	21 000
Petrol tank plus metering equipment	-
Medical and dental equipment	10 000
Accommodation equipment	-
Miscellaneous equipment	15 000
Field defence equipment	-
Spare parts, repairs and maintenance	-
Water purification equipment	-
Subtotal	452 100

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	<u>Cost estimate</u>
10. <u>Supplies and services</u>	-
(a) <u>Miscellaneous services</u>	-
Audit services	10 500
Contractual services	2 500
Data-processing services	-
Security services	45 000
Medical treatment and services	2 500
Maintenance services	-
Claims and adjustments	5 000
Official hospitality	2 500
Miscellaneous other services	4 500
Subtotal	72 500
(b) <u>Miscellaneous supplies</u>	-
Stationery and office supplies	25 000
Medical supplies	20 000
Sanitation and cleaning supplies	5 000
Subscriptions	300
Ballistic protective blankets for vehicles	-
Uniform items, flags and decals	2 500
Field defence stores	-
Operational maps	-
Quartermaster and general stores	-
Subtotal	52 800
Total, line 10	125 300
11. <u>Election-related supplies and services</u>	-
12. <u>Public information programmes</u>	-
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 and cartage	75 000
Subtotal	75 000

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	Cost estimate
17. <u>Integrated Management Information System</u>	-
18. <u>Support account for peace-keeping operations</u>	49 500
19. <u>Staff assessment</u>	84 900
GROSS TOTAL, lines 1-19	4 392 900
20. <u>Income from staff assessment</u>	(84 900)
NET TOTAL	4 308 000
21. <u>Voluntary contributions in-kind</u>	-
TOTAL RESOURCES	4 308 000

## ANNEX II

### United Nations Observer Mission Uganda-Rwanda (UNOMUR)

Cost estimate for the period from 22 June to 21 December 1993

#### Supplementary information

(United States dollars)

#### I. COST PARAMETERS

1. These estimates were calculated, where applicable, on the basis of the cost parameters indicated below.

##### (a) Mission subsistence allowance

2. Provision is made for the payment of mission subsistence allowance to military observers and international civilian staff as follows:

(i) For the period from 22 June to 4 October 1993: (a) \$137 per person per day for the first 30 days; and (b) \$85 per person per day thereafter. The rates are subject to supplements of 10 and 25 per cent for civilian staff at the D-1/D-2 and ASG/USG levels, respectively;

(ii) For the period from 5 October to 21 December 1993: (a) \$110 per person per day for the first 30 days; and (b) \$85 per person per day thereafter. The rates are subject to supplements of 10 and 25 per cent for civilian staff at the D-1/D-2 and ASG/USG levels, respectively.

##### (b) Travel costs

3. The travel of military observers to the mission area has been estimated at an average cost of \$2,700 per person for a one-way trip (basic airfare \$1,100 and 100 kgs. accompanied baggage \$1,600). The travel of international civilian staff to the mission area has been estimated at an average cost of \$4,500 per person for a one-way trip (basic airfare \$1,700 and 100 kgs. accompanied baggage \$2,800).

##### (c) Civilian personnel costs

4. The proposed civilian staffing strength for UNOMUR is a total of 17 international staff (5 Professional and above, 7 Field Service and 5 General Service) and 7 locally recruited staff.

5. Salaries and common staff costs of international staff are net of staff assessment and are based on New York standard costs except for staff appointed for the Mission. Field Operations standard cost rates have been used for staff in the Field Service category. Salaries for locally recruited staff are based on the scale currently in effect for Kampala, Uganda. A detailed cost breakdown of civilian salaries is contained in annex VI.

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## II. REQUIREMENTS

### 1. Military personnel costs

#### (a) Military observers

(i) Mission subsistence allowance ..... 898 600

6. Provision is made for mission subsistence allowance for 81 military observers for a total of 8,671 person-days in accordance with the deployment schedule contained in annex III and as per the rates indicated in paragraph 2 above (\$851,000). Additional provision is made for subsistence expenses related to the military observers who formed part of the technical and fact-finding missions that visited the mission area during the period from April to July 1993 (\$47,600).

(ii) Travel costs ..... 229 400

7. The cost estimate provides for the one-way travel of 81 military observers at the rate indicated in paragraph 3 above (\$218,700). Due to the expected integration of UNOMUR within UNAMIR, no provision is made at this time for repatriation travel costs. Provision is also made for expenses related to the travel of military observers who formed part of the technical and fact-finding missions (\$10,700).

(iii) Clothing and equipment allowance ..... 4 700

8. Provision is made for clothing allowance for 81 military observers at the rate of \$200 per annum per observer, prorated for the period covered.

(b) Military contingents ..... -

9. No provision is required under this heading.

(c) Other costs pertaining to military personnel ..... -

10. No provision is required under this heading.

### 2. Civilian personnel costs

(a) Civilian police ..... -

11. No provision is required under this heading.

(b) International and local staff

(i) International staff salaries ..... 195 800

12. The proposed civilian staffing table for UNOMUR is provided in annex IV. The cost estimate provides for the salaries of 17 international staff (5 Professional, 7 Field Service and 5 General Service) based on the dates of

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arrival contained in annex III and on the standard cost rates referred to in paragraph 5 above, and as detailed in annex VI.

(ii) Local staff salaries ..... 7 800

13. The cost estimate provides for the salaries of 7 locally recruited staff based on the dates of arrival contained in annex III and on the local salary scale referred to in paragraph 5 above, and as detailed in annex VI.

(iii) Consultants ..... -

14. No provision is required under this heading.

(iv) Overtime ..... -

15. No provision is required under this heading.

(v) Common staff costs ..... 130 100

16. The calculation of common staff costs for international staff (\$128,700) and local staff (\$1,400) is based on the standard scales referred to in paragraph 5 above and as detailed in annex VI.

(vi) Mission subsistence allowance ..... 150 800

17. Provision is made for mission subsistence allowance for 17 international staff based on the dates of arrival contained in annex III and on the rates indicated in paragraph 2 above, and as detailed in annex VI (\$145,200). Provision is also made for subsistence expenses for civilian staff who formed part of the technical and fact-finding missions (\$5,600).

(vii) Travel to and from the mission area ..... 86 300

18. Provision is made for one-way travel costs for 17 international civilian staff at the rate indicated in paragraph 3 above (\$76,500). Due to the expected integration of UNOMUR within UNAMIR, no provision is made at this time for repatriation travel costs. Additional provision is made for expenses related to the travel of civilian staff who formed part of the technical and fact-finding missions (\$9,800).

(viii) Other official travel costs ..... 12 000

19. The cost estimate provides for two official trips between New York and the mission area at an average cost of \$6,000 per trip including subsistence allowance.

(c) International contractual personnel ..... -

20. No provision is required under this heading.

(d) United Nations Volunteers ..... -

21. No provision is required under this heading.

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- (e) Government-provided personnel ..... -
22. No provision is required under this heading.
- (f) Civilian electoral observers ..... -
23. No provision is required under this heading.
3. Premises/accommodation
- (a) Rental of premises ..... 37 500
24. Provision is made for the rental of three premises as follows: (a) mission headquarters in Kabale; (b) sector headquarters in Kabale; and (c) sector headquarters in Kisoro at a monthly rental charge of \$2,500 per premise, costed for a five-month period.
- (b) Alterations and renovations to premises ..... 4 500
25. Provision is made for necessary upgrading and repair of three premises as indicated above at an average cost of \$1,500 per premise.
- (c) Maintenance supplies ..... 7 500
26. Provision is made for maintenance supplies for three premises at an average monthly cost of \$500 per premise, costed for a five-month period.
- (d) Maintenance services ..... 15 000
27. Provision is made for maintenance services for three premises at an average monthly cost of \$1,000 per premise, costed for a five-month period.
- (e) Utilities ..... 15 000
28. Provision is made for water and electricity charges for three premises as indicated above at an average monthly cost of \$1,000 per premise, costed for a five-month period.
- (f) Construction/prefabricated buildings ..... -
29. No provision is required under this heading.
4. Infrastructure repairs ..... -
30. No provision is provided under this heading.

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5. Transport operations

(a) Purchase of vehicles ..... 460 100

31. Provision is made for the acquisition of 18 vehicles as indicated below. These vehicles were purchased locally as right-hand drive vehicles were required; unit costs include freight charges to the mission area. The number of vehicles redeployed to UNOMUR from UNAVEM (22) have been deducted from the total number of vehicles to be procured, as shown below.

Description	Quantity	Unit cost	Total cost
		\$	\$
Sedan, light	2	21 200	42 400
Sedan, light*	1	13 000	13 000
Jeep, 4 x 4	12	20 500	246 000
Jeep, 4 x 4*	20	20 500	410 000
Minibus	3	24 900	74 700
Pick-up double cabin	1	26 000	26 000
Cargo truck*	1	50 000	50 000
Subtotal	40		862 100
Freight 15% (applied only to vehicles redeployed from United Nations Angola Verification Mission (UNAVEM))			
			71 000
Total			933 100
*Less: UNAVEM vehicles			
Sedan, light	1	13 000	(13 000)
Jeep, 4 x 4	20	20 500	(410 000)
Cargo truck	1	50 000	(50 000)
Subtotal	22		(473 000)
Total			460 100

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(b) Rental of vehicles ..... 105 600

32. Provision is made for the rental of 20 vehicles for three months, pending the delivery of purchased vehicles, at an estimated monthly rate of \$1,600 per vehicle (\$96,000). Additional provision is made for the rental of vehicles for the technical and fact-finding missions (\$9,600).

(c) Workshop equipment ..... 15 000

33. Provision is made for workshop equipment and non-expendable tools.

(d) Spare parts, repairs and maintenance ..... 12 800

34. Provision is made for the purchase of spare parts, repairs and regular maintenance for 40 United Nations-owned vehicles estimated at \$100 per vehicle per month. Based on the expected date of delivery for locally procured vehicles, the cost estimate provides for spare parts for a one-month period (\$1,800); for redeployed vehicles from UNAVEM, the cost estimate provides for a five-month period (\$11,000).

(e) Petrol, oil and lubricants ..... 48 200

35. Provision is made for fuel costs for 20 rental vehicles costed for three months (\$14,000). Provision is also made for fuel costs for 18 locally procured United Nations-owned vehicles costed for one month (\$4,200) and for 22 United Nations-owned vehicles redeployed from UNAVEM costed for five months (\$25,600). Fuel costs are based on an average daily usage of 5 gallons of fuel per vehicle and a unit cost of \$1.52 per gallon.

36. The calculations are as follows:

- For 20 rental vehicles (\$14,000): 20 vehicles x 92 days x 5 gallon/day x \$1.52/gallon = \$14,000
- For 18 UN-owned vehicles costed for one month (\$4,200): 18 vehicles x 31 days x 5 gallon/day x \$1.52/gallon = \$4,200
- For 22 UN-owned vehicles costed for five months (\$25,600): 22 vehicles x 153 days x 5 gallon/day x \$1.52/gallon = \$25,600

Provision is also made for the cost of oil and lubricants at 10 per cent of the cost of fuel (\$4,400).

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(f) Vehicle insurance ..... 4 300

37. Provision is made for the cost of third-party liability insurance estimated at \$400 per vehicle per annum for 40 United Nations-owned vehicles, costed for one month for 18 locally procured vehicles (\$600) and for five months for 22 vehicles redeployed from UNAVEM (\$3,700).

6. Air operations

(a) Helicopters

(i) Hire/charter costs ..... 594 000

38. Provision is made for the commercial hiring of three Bell 212 helicopters which will be used for air observation, logistic support, medical evacuation, command liaison and general utility purposes. The monthly charter cost of \$132,000 per helicopter (\$120,000 for the basic hire charge plus an additional 10 per cent for infra-red capability, which is required because of heavy fog conditions in the mission area) includes 75 flying hours. The cost estimate provides for the charter of each helicopter for one-and-one-half months. Charter costs include charges for liability insurance.

(ii) Aviation fuel and lubricants ..... 61 600

39. Provision is made for aviation fuel for three Bell 212 helicopters based on a total of 225 flying hours per month and a fuel consumption of 96 gallons per hour. The type of fuel required is jet fuel A-1 at a cost of \$1.90 per gallon. The calculation is as follows:

$$225 \text{ flying hours} \times 96 \text{ gallons} \times \$1.90 \text{ per gallon} \times 1.5 \text{ months} = \$61,600$$

As the basic charter cost includes charges for lubricants, no provision is made for this item.

(iii) Positioning/depositioning costs ..... 75 000

40. Provision is made for positioning and depositioning costs for three Bell 212 helicopters at a cost of \$25,000 per helicopter.

(iv) Resupply flights ..... -

41. No provision is required under this heading.

(v) Painting/preparation ..... 15 000

42. Provision is made for painting three helicopters in United Nations colours at a cost of \$5,000 per helicopter.

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(vi) <u>Liability insurance</u> .....	-
43. No provision is required under this heading as costs for liability insurance are included in the basic monthly hire charge.	
(b) <u>Fixed-wing aircraft</u> .....	-
44. No provision is required under this heading.	
(c) <u>Air crew subsistence allowance</u> .....	-
45. No provision is required under this heading.	
(d) <u>Other air operations costs</u> .....	
(i) <u>Air traffic control services</u> .....	-
46. No provision is required under this heading.	
(ii) <u>Landing fees and ground handling</u> .....	5 000
47. Provision is made for ground handling charges estimated at \$1,100 per helicopter per month for one-and-one-half months.	
(iii) <u>Fuel storage containers</u> .....	-
48. No provision is required under this heading.	
7. <u>Naval operations</u> .....	-
49. No provision is required under this heading.	
8. <u>Communications</u>	
(a) <u>Complementary communications</u>	
(i) <u>Communications equipment</u> .....	306 600
50. Provision is made for the acquisition of communications equipment as follows:	

Description	Quantity	Unit cost	Total cost
		\$	\$
<u>HF equipment</u>			
HF static radio	9	9 000	81 000
HF mobile radio	17	7 500	127 500
<u>VHF equipment</u>			
VHF repeater station	3	2 000	6 000
VHF mobile station	14	800	11 200
VHF mobile station*	3	800	2 400
Handie talkie*	100	500	50 000
<u>Satellite equipment</u>			
INMARSAT A terminal*	2	30 000	60 000
<u>Fax equipment</u>			
Cryptofax, secure	1	30 000	30 000
Fax machine, non-secure	3	2 000	6 000
Subtotal			374 100
Freight at 12 per cent			44 900
Total			419 000
<u>*Less: UNTAC equipment</u>			
Handie talkie	100	500	(50 000)
VHF mobile station	3	800	(2 400)
INMARSAT A terminal	2	30 000	(60 000)
Subtotal			(112 400)
Total			306 600

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(ii) Spare parts and supplies ..... 18 700

51. Provision is made for the cost of spare parts for repairs and maintenance of the equipment listed above at 10 per cent per annum of the equipment value costed for six months.

(iii) Workshop and test equipment ..... 20 700

52. Provision is made for the acquisition of one communications analyzer (\$15,000), one frequency counter (\$2,000) and one power meter (\$1,500) plus related freight charges (\$2,200).

(iv) Commercial communications ..... 68 500

53. Provision is made for a five-month period as follows:

- INMARSAT user charges estimated at \$5,000 per month (\$25,000);
- telephone, telex and facsimile charges estimated at \$5,000 per month (\$25,000);
- pouch services estimated at \$2,000 per month (\$10,000).

54. Additional provision is made for expenses incurred by the technical and fact-finding missions (\$8,500).

(b) Main trunking contract ..... -

55. No provision is required under this heading.

9. Other equipment

(a) Office furniture ..... 13 200

56. Provision is made for the acquisition of office furniture as follows:

Description	Quantity	Unit cost	Total cost
		\$	\$
Desk*	25	230	5 750
Chair*	125	100	12 500
Filing cabinet*	20	290	5 800
Computer table	24	150	3 600
Storage cabinet	3	180	540
Ancillary furniture (bookcases, conf. tables)	1 lot	5 000	5 000
Subtotal			33 200
Freight at 12 per cent			4 000
Total			37 200
*Less: UNTAC furniture			
Desk	25	230	(5 750)
Chair	125	100	(12 500)
Filing cabinet	20	290	(5 800)
Subtotal			(24 000)
Total			13 200

(b) Office equipment ..... 27 600

57. Provision is made for the acquisition of office equipment as listed below:

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Description	Quantity	Unit cost	Total cost
		\$	\$
Copier, medium	3	5 000	15 000
Copier, small	3	1 000	3 000
Typewriter, manual	10	250	2 500
Typewriter, electric	5	700	3 500
Typewriter, electric*	5	700	3 500
Calculator, desk	5	50	250
Subtotal			27 800
Freight at 12 per cent			3 300
Subtotal			31 100
*Less: UNTAC equipment			
Typewriters, electric	5	700	(3 500)
Total			27 600

(c) Data-processing equipment ..... 365 300

58. Provision is made for the acquisition of data-processing equipment as follows:

Description	Quantity	Unit cost	Total cost
		\$	\$
Desktop and printer	5	1 700	8 500
Desktop and printer*	10	1 700	17 000
Desktop and laser printer	5	2 900	14 500
Laptop and printer	5	3 000	15 000
Laptop and printer*	15	3 000	45 000
UPS power source	10	400	4 000
UPS power source*	10	400	4 000
Regulators for UPS	4	400	1 600
Server and software	4	45 000	180 000
Multi-user software	4	10 000	40 000
Single-user software	20	900	18 000
Modems	5	900	4 500
Test equipment/MT 3500 line scanner	1	5 000	5 000
Connectivity elements (cables, hubs)	1 lot	28 000	28 000
Subtotal			385 100
Freight at 12 per cent			46 200
Total			431 300

\*Less: UNTAC equipment

Desktop and printer	10	1 700	(17 000)
Laptop and printer	15	3 000	(45 000)
UPS power source	10	400	(4 000)
Subtotal			(66 000)
Total			365 300

(d) Generators ..... -

59. No provision is required under this heading.

(e) Observation equipment ..... 21 000

60. Twenty-five hand-held night observation devices at a unit value of \$7,000 (\$175,000) will be redeployed from UNTAC. Provision is made only for related freight charges (\$21,000).

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- (f) Petrol tank plus metering equipment ..... -
61. No provision is required under this heading. 10 000
- (g) Medical equipment and dental equipment ..... 10 000
62. Provision is made for the purchase of medical kits to be used at mission headquarters and at two sector headquarters.
- (h) Accommodation equipment ..... -
63. No provision is required under this heading. 15 000
- (i) Miscellaneous equipment ..... 15 000
64. Provision is made for the acquisition of cleaning equipment, security and safety equipment and other miscellaneous equipment that has not been budgeted for elsewhere.
- (j) Field defence equipment ..... -
65. No provision is required under this heading.
- (k) Spare parts, repairs and maintenance ..... -
66. No provision is required under this heading.
- (l) Water purification equipment ..... -
67. No provision is required under this heading.
10. Supplies and services
- (a) Miscellaneous services ..... 10 500
- (i) Audit services ..... 10 500
68. Provision is made for audit services throughout the mandate period. 2 500
- (ii) Contractual services ..... 2 500
69. Provision is made for cleaning services for three rental premises at an estimated cost of \$500 per month for five months.
- (iii) Data-processing services ..... -
70. No provision is required under this heading.

/...

- (iv) Security services ..... 45 000
71. Provision is made for security services at three rental premises for a five-month period at an estimated monthly cost of \$3,000 per premise.
- (v) Medical treatment and services ..... 2 500
72. Provision is made for medical examinations at an estimated cost of \$500 per month for five months.
- (vi) Maintenance services ..... -
73. No provision is required under this heading.
- (vii) Claims and adjustments ..... 5 000
74. Provision is made to satisfy miscellaneous claims and adjustments arising from the day-to-day operation of the mission, except for third-party vehicle accident claims which are covered under the vehicle insurance policy.
- (viii) Official hospitality ..... 2 500
75. Provision is made for hospitality to government officials, local dignitaries and official delegations visiting the mission.
- (ix) Miscellaneous other services ..... 4 500
76. Provision is made for miscellaneous expenses that were incurred by the technical and fact-finding missions.
- (b) Miscellaneous supplies
- (i) Stationery and office supplies ..... 25 000
77. Provision is made for stationery, data-processing supplies and general office supplies estimated at \$5,000 per month for five months.
- (ii) Medical supplies ..... 20 000
78. Provision is made for medical and dental supplies for military and civilian personnel and for the cost of vaccines for inoculations and follow-up vaccinations.
- (iii) Sanitation and cleaning materials ..... 5 000
79. Provision is made for sanitation and cleaning materials estimated at \$1,000 per month for five months.

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(iv) <u>Subscriptions</u> .....	300
80. Provision is made for subscriptions to newspapers and periodicals.	
(v) <u>Ballistic protective blankets for vehicles</u> .....	-
81. No provision is required under this heading.	
(vi) <u>Uniform items, flags and decals</u> .....	2 500
82. Provision is made for United Nations flags and decals.	
(vii) <u>Field defence stores</u> .....	-
83. No provision is required under this heading.	
(viii) <u>Operational maps</u> .....	-
84. No provision is required under this heading.	
(ix) <u>Quartermaster and general stores</u> .....	-
85. No provision is required under this heading.	
11. <u>Election-related supplies and services</u> .....	-
86. No provision is required under this heading.	
12. <u>Public information programmes</u> .....	-
87. No provision is required under this heading.	
13. <u>Training programmes</u> .....	-
88. No provision is required under this heading.	
14. <u>Mine-clearing programmes</u> .....	-
89. No provision is required under this heading.	
15. <u>Assistance for disarmament and demobilization</u> .....	-
90. No provision is required under this heading.	

16. <u>Air and surface freight</u>	
(a) <u>Transport of contingent-owned equipment</u> .....	-
91. No provision is required under this heading.	
(b) <u>Military airlifts</u> .....	-
92. No provision is required under this heading.	
(c) <u>Commercial freight and cartage</u> .....	75 000
93. Provision is made for shipping and clearing charges not covered elsewhere.	
17. <u>Integrated Management Information System</u> .....	-
94. No provision is required under this heading.	
18. <u>Support account for peace-keeping operations</u> .....	49 500
95. In accordance with the methodology proposed for the funding of posts authorized from the support account for peace-keeping operations, provision is made hereunder based on 8.5 per cent of the total cost for salaries, common staff costs and travel of the civilian staff members in the mission area.	
19. <u>Staff assessment</u> .....	84 900
96. Staff costs have been shown on a net basis under budget line item 2 (b). The estimate under this heading represents the difference between gross and net emoluments, that is, the amount of staff assessment to which United Nations staff members are subject, in accordance with the Staff Regulations of the United Nations.	
20. <u>Income from staff assessment</u> .....	(84 900)
97. The staff assessment requirement provided for under expenditure budget line item 19 has been credited to the Tax Equalization Fund established by the General Assembly in its resolution 973 A (X) of 15 December 1955. Member States are given credit in proportion to their rates of contribution to the UNOMUR budget.	

ANNEX III

United Nations Observer Mission Uganda-Rwanda

Deployment schedules for military and civilian personnel

Deployment schedule for military observers

Number	Date of arrival	No. of days	MSA
1	23 June 1993	182	17.0
10	18 August 1993	1 260	122.7
9	30 August 1993	1 026	101.3
3	01 September 1993	336	33.2
20	02 September 1993	2 220	219.9
1	03 September 1993	110	10.9
18	09 September 1993	1 872	185.3
4	18 September 1993	380	37.1
10	25 September 1993	880	85.0
5	02 October 1993	405	38.6
<b>Total</b>	<b>81</b>	<b>8 671</b>	<b>851.0</b>

Deployment schedule for civilian personnel

Level and number	Date of arrival	No. of days	MSA
D-1	07 July-31 October 1993	117	12.7
P-5	24 August 1993	120	11.8
P-5	16 October 1993	67	6.4
P-3	25 October 1993	58	5.7
P-3	15 November 1993	37	3.9
<b>General Service</b> (5 posts)	19 August 1993	125	12.2
	14 September 1993	99	9.7
	22 September 1993	91	8.8
	25 September 1993	88	8.5
	12 October 1993	71	6.8
<b>Field Service</b> (7 posts)	19 August 1993	125	12.2
	06 September 1993	107	10.7
	07 September 1993	106	10.5
	06 October 1993	77	7.3
	16 October 1993	67	6.4
	18 October 1993	65	6.3
	29 October 1993	54	5.3
<b>Total</b>		<b>1 474</b>	<b>145.2</b>
<b>Locally recruited</b> (7 posts)	01 September 1993	112	0.0
	04 October 1993 (3 staff)	237	0.0
	18 October 1993 (2 staff)	130	0.0
	01 November 1993	51	0.0

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ANNEX IV

United Nations Observer Mission Uganda-Rwanda

Proposed civilian staffing table

Category	Number of staff
Professional and above	
D-1 Chief Military Observer	1
P-5 Chief Administrative Officer	1
Political Information Officer	1
P-3 Administrative Officer	1
Finance Officer	<u>1</u>
	5
General Service	5
Field Service	<u>7</u>
Total international staff	17
Local staff	<u>7</u>
Total	<u>24</u>

ANNEX V

United Nations Observer Mission Uganda-Rwanda

Functional titles of the proposed posts in the Professional category and above and the related job description summaries

Chief Military Observer (CMO) (D-1)

Responsible for the overall command of military observers assigned to the mission, in observance and fulfilment of the mission's mandate as delineated and authorized by the Security Council.

Chief Administrative Officer (CAO) (P-5)

Responsible for the overall administration, personnel, procurement and finance of the mission; assumes day-to-day management control of the mission.

Political Information Officer (P-5)

Responsible for monitoring the local political situation and advising the Chief Military Observer; consults with and advises Headquarters on the same. Also responsible for the collection of information relevant to the mission, including political, social and economic developments and preparation of materials for public dissemination.

Administrative Officer (P-3)

Under the direction of the Chief Administrative Officer, responsible for supervision of all support services and staff and overall administrative responsibility in the mission area.

Finance Officer (P-3)

Responsible for the overall administration of the mission accounts; develops and produces programme cost estimates; ensures implementation of financial regulations and rules and other financial directives; supervises the staff of the finance unit.

ANNEX VI

United Nations Observer Mission Uganda-Rwanda

Civilian staff and related costs for the period from 22 June to 21 December 1993

(Thousands of United States dollars)

	Number of persons	Person/ months	Annual standard costs			Estimated total costs			Mission subsid- ence allowance
			Salary	Common staff costs	Staff assess- ment	Salary	Common staff costs	Staff assess- ment	
International staff									
D-1 (mission appointee)	1	3.8	64.3	36.8	40.5	20.6	11.8	12.9	12.7
P-5 (NY)	1	3.9	84.7	33.6	35.5	27.8	11.0	11.6	11.8
P-5 (mission appointee)	1	2.2	58.7	33.6	35.5	10.7	6.2	6.5	6.4
P-3 (NY)	1	1.2	60.9	24.2	21.2	6.2	2.4	2.1	3.9
P-3 (mission appointee)	1	1.9	42.2	24.2	21.2	6.7	3.8	3.4	5.7
Field Service	7	19.7	48.5	46.3	18.8	79.6	76.0	30.9	58.7
General Service	5	15.5	34.1	13.5	12.5	44.2	17.5	16.2	46.0
Total international	17					195.8	128.7	83.6	145.2
Local staff	7	17.4	4.9	1.0	0.4	7.8	1.4	1.3	0.0
Total (international and local)	24					203.6	130.1	84.9	145.2

ANNEX VII

United Nations Observer Mission Uganda-Rwanda

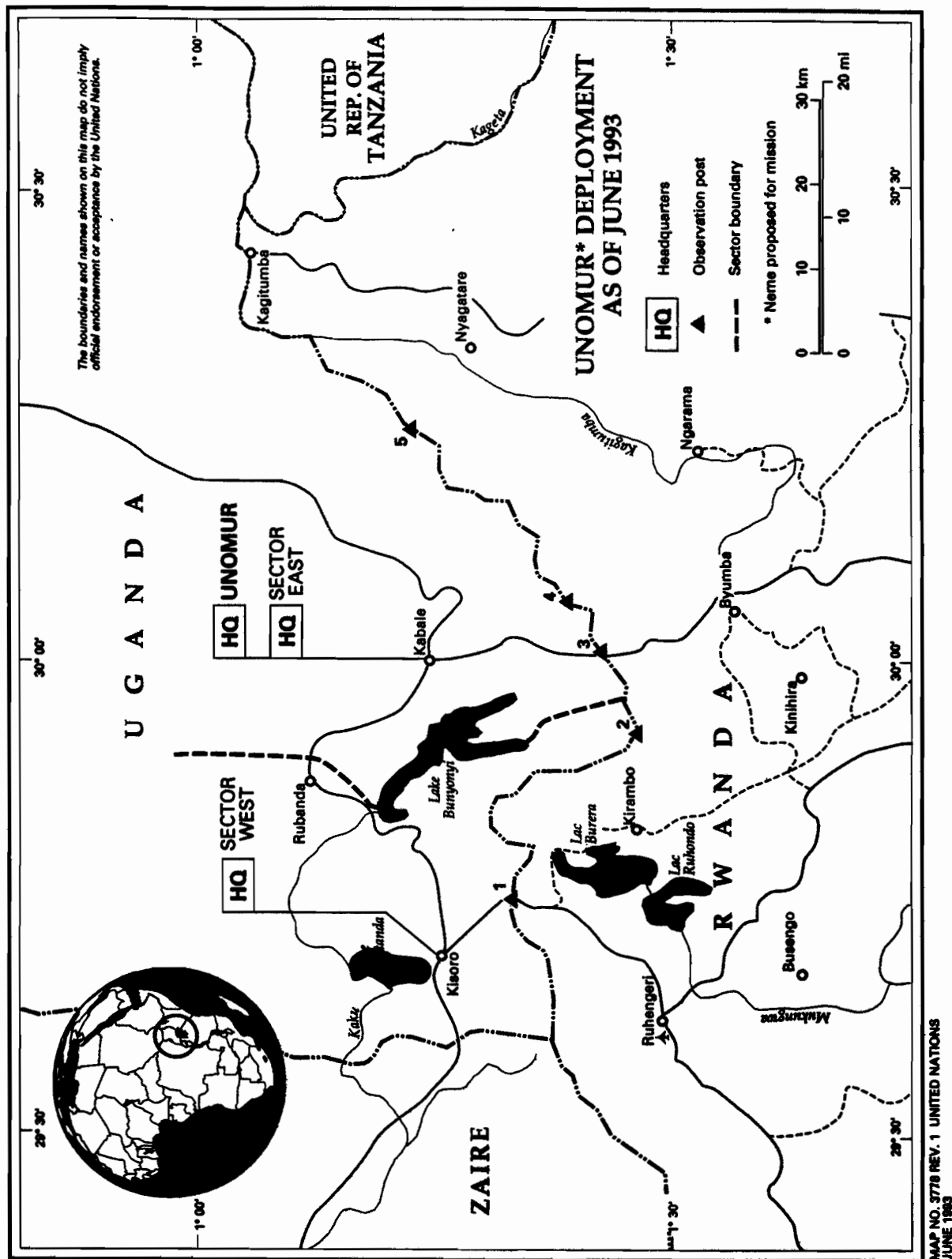
Proposed vehicle distribution

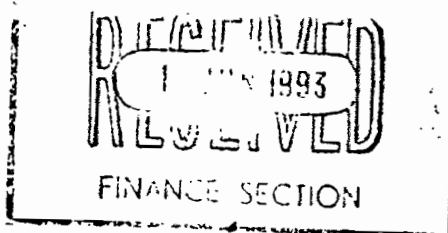
	Light sedan	4x4 Jeep	Cargo truck	Pick-up	Minibus	Total
Mission headquarters	3	8	1	1	3	16
Sector headquarters	-	5	-	-	-	5
Observation post	-	10	-	-	-	10
Forward patrols	-	6	-	-	-	6
Rear patrols	-	3	-	-	-	3
Aviation	-	-	-	-	-	-
	3	32	1	1	3	40



ANNEX VIII

Map of the Mission area





Secretariat

ST/AI/149/Rev.4  
14 April 1993

ADMINISTRATIVE INSTRUCTION

To: Members of the staff

From: The Controller

Subject: COMPENSATION FOR LOSS OF OR DAMAGE TO PERSONAL  
EFFECTS ATTRIBUTABLE TO SERVICE\*

Purpose

1. Staff rules 106.5, 206.6 and 306.4 provide that staff members shall be entitled, within the limits and under the terms and conditions established by the Secretary-General, to reasonable compensation in the event of the loss of or damage to their personal effects, determined to be directly attributable to the performance of official duties on behalf of the United Nations. The purpose of the present instruction is to define the terms, conditions and limits governing such compensation and to set forth the procedure for the submission and examination of claims in connection with such loss or damage.

2. The present instruction shall apply to incidents occurring on or after 1 January 1993. It cancels and supersedes administrative instruction ST/AI/149/Rev.3 of 17 November 1988.

Conditions for the entitlement

3. Without restricting the generality of the provisions of staff rules 106.5, 206.6 and 306.4, loss of or damage to the personal effects of a staff member shall be considered to be directly attributable to the performance of official duties when such loss or damage:

(a) Was caused by an incident which occurred while the staff member was performing official duties on behalf of the United Nations; or

(b) Was directly due to the presence of the staff member, in accordance with an assignment by the United Nations, in an area designated by the United

\* Personnel Manual index No. 6100.

Nations Security Coordinator as hazardous, and occurred as a result of the hazards in that area; or

(c) Was caused by an incident which occurred during any travel, by means of transportation furnished by or at the expense or direction of the United Nations, undertaken in connection with the performance of official duties.

4. No compensation shall be paid for any loss or damage which was:

(a) Caused by the negligence or misconduct of the claimant; or

(b) Sustained by a private vehicle which was being used for official business, including travel in connection with home leave, when such use of a private vehicle was solely at the request of and for the convenience of the staff member.

5. Staff members should note that no compensation shall be paid for the loss of or damage to personal effects, except as provided under the Staff Rules and paragraph 3 of the present instruction. Otherwise, such loss or damage shall be the sole responsibility of the staff member. For this reason, it is recommended that staff members obtain, at their own expense, adequate personal property insurance coverage.

Exclusions and limitations

6. The personal effects of a staff member shall be deemed to include the personal effects of the staff member's spouse and dependent children residing with the staff member at the time of the damage or loss, provided that no claim shall be admissible for loss of or damage to the personal effects of the spouse or dependent children in a mission area if the Secretary-General has decided that special circumstances or local conditions make it undesirable for the staff member to be accompanied by dependants.

7. Staff rules 107.22 (b) and (c) and 207.21 (b) and (c) stipulate that insurance coverage will be provided by the United Nations, up to specified limits, in connection with the removal of household goods or the unaccompanied shipment of personal effects for travel on appointment, transfer and repatriation. Loss of or damage to such goods or effects shall be governed exclusively by the provisions of those rules and shall not be compensated for under this instruction.

8. No compensation shall be paid for loss of or damage to any articles which, in the opinion of the Secretary-General, cannot be considered to have been reasonably required by the staff member for day-to-day life under the conditions existing at the duty station. In addition, no compensation shall be paid for loss of or damage to animals, motor cycles, boats, motors of all types and their appurtenances, jewellery, money (except as provided in subpara. 9 (h) below), negotiable instruments, tickets or documents.

9. Compensation in respect of the following items shall be subject to the maximum limits indicated:

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	£
(a) Automobile (and all accessories)	15 000
(b) Television and/or video cassette recorder	1 000
(c) Stereo systems (compact disc players, tape recorder, radio, amplifier, speakers and other accessories)	1 500
(d) Video camera	1 500
(e) Still camera	350
(f) Personal computer equipment (including hardware and software)	3 000
(g) Watch	350
(h) Cash	400

10. No compensation shall be paid for loss of or damage to more than one of each of the articles mentioned above, for any one incident. Compensation in respect of any single article, including its accessories, not listed in paragraph 9 shall be subject to a maximum limit of \$3,000.

11. Excluding any compensation in respect of an automobile (and all its accessories), which shall be treated as a separate award, the maximum allowable compensation in respect of any one incident shall be \$12,000 for a staff member without recognized dependants residing with him or her at the duty station, and \$20,000 for a staff member with recognized dependants residing with him or her at the duty station.

Notification of loss and presentation of a claim for compensation

12. In the event of any loss of or damage to a staff member's personal effects, he or she shall, as soon as possible, notify the appropriate United Nations authorities and other authorities, including the local police, and submit any pertinent evidence. Where articles have been lost or damaged, the staff member shall take all reasonable steps to recover said articles or to receive suitable compensation from the party responsible, or from his or her insurance company, for such loss or damage. Compensation shall be reduced by the amount of any such recovery.

13. In order to be receivable by the Claims Board (see paras. 16 to 18 below), claims for compensation shall be made within two months of the discovery of the loss or damage, shall include copies of reports of investigations into the loss or damage and shall be submitted by the claimant to his or her executive officer/chief administrative officer for examination and submission to the Claims Board. Both the submissions by the claimant and by the executive officer/chief administrative officer shall be in the form of signed statements as described below.

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14. The claimant shall set out in detail:

(a) Information pertinent to the amount of compensation claimed, including:

- (i) A description of the article;
- (ii) The age and the condition of the article;
- (iii) The original cost of the article and the date of purchase or acquisition;
- (iv) The replacement cost of the article and supporting documentation on both price and comparability of the proposed replacement article;

(b) All the circumstances pertinent to the loss or damage and the action taken by the claimant in respect thereof (see para. 12 above), including:

- (i) Statements signed by any other person or persons in a position to furnish information relating to the loss or damage, including copies of reports of investigations into the loss or damage;
- (ii) Personal insurance coverage, if any, the action taken to claim under that coverage and the results thereof;
- (iii) In the case of travel by common carrier (air, rail, etc.), a copy of the lost property report and information on any reimbursement claimed from the carrier;
- (iv) In the case of damage, the cost of repair supported by a copy of the invoice and receipt.

15. On receipt of a claim, the executive officer/chief administrative officer shall:

(a) Examine the claim and ascertain whether all required information and material as set forth in the present instruction have been provided and, if necessary, request such further information or material as may be required or as he or she considers desirable;

(b) Provide any additional information on the causes and circumstances of the loss or damage including copies of any investigation reports on the incident which may be available;

(c) As appropriate, certify and provide supporting documentation:

- (i) With regard to paragraph 11, as to the dependency status of the staff member;
- (ii) With regard to subparagraph 3 (c), that the staff member was in official travel status;

/...

- (d) Supply a copy of the inventory filed by the staff member in accordance with the applicable security plan, as appropriate;
- (e) Provide other pertinent observations including information regarding the replacement cost claimed as appropriate;
- (f) Forward the claim, other relevant documents, and his or her comments thereon to the Secretary of the Claims Board.

Consideration of claims

16. All claims shall be examined by the Claims Board in accordance with its terms of reference, set out in annex I/Amend. 2 to the Secretary-General's Bulletin ST/SGB/Organization. The composition of the Board and its administrative arrangements are announced periodically in information circulars. At locations away from Headquarters, local claims review panels may be established, as authorized by the Controller.

17. The Claims Board shall determine its own rules of procedure.

18. The Claims Board shall act in an advisory capacity to the Controller and shall transmit its recommendation regarding the settlement of each claim to the Controller.

19. Where an article is lost, the amount of compensation shall be determined having regard to the following factors:

- (a) The age, condition and place of purchase of the article;
- (b) The original cost and the amount by which it had depreciated in value at the time of loss;
- (c) The replacement cost of the article; and
- (d) Any other relevant factors.

20. Where an article is damaged and can be repaired, the amount of compensation shall be equal to the actual cost of repairs but shall not exceed the amount that would have been payable under paragraph 19 if the article had been lost.

Where an article is damaged and cannot be repaired, the amount of compensation shall be equal to the amount that would have been payable under paragraph 19 if the article had been lost.

21. In calculating the amount of compensation payable, consideration shall be given to such amounts as the claimant might have recovered or might be entitled to recover under insurance arrangements or from a third party liable for the loss or damage.

22. When, in the opinion of the Claims Board, unusual hardship would be caused or it would be clearly unreasonable if the amount of compensation were limited to the relevant maxima prescribed in paragraphs 9 to 11 above, or where the claim is otherwise not compensable under this instruction, the Claims Board may

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Ishami ry'Umuryango w'Abibumbye riharanira Amajyambere

## SECURITY ADVISORY

(Vehicle Hijacking)

13 October, 1995

TO: ALL UN Agencies  
FROM: M'Baye Babacar Cisse, R.R., a.i.  
Deputy Designated Official  
for Security in Rwanda

The UNDP Security Unit has received information from Kenya that a gang (possibly Somalia nationals) is intending to begin operating in Rwanda. It is their intent to hijack vehicles (large trucks) and take them back to Somalia. The method of the gangs' operation is unknown at this time.

All UN personnel are advised to take additional precautions.

*The attention of all UNDP staff is drawn to the above information for their guidance & necessary precautions.*  
*18/10/95*

SRSG  
FC  
CAO  
Security





UNAMIR - MINUAR

File: Security  
2) Inter-Office

TO: Liz Hughes  
UNV Program Manager

FROM: Paul Ischlika  
CSO/ASC

DATE: 26 May 1995  
Ref.: UNAMIR/SO/097

SUBJECT: UNV ZONE WARDEN

The presence of some 75 UNVs in the mission, and residing all over the city, makes it extremely necessary that a UNV security officer be appointed as a zone warden who will be responsible

- (i) To coordinate the activities of all the UNVs with the security and safety unit;
- (ii) To assist all new arrivals with their immigration process at the airport;
- (iii) To acquaint himself with the residences of all UNVs, draw up plans of residences showing their exact locations, in collaboration with the UNV accommodation officer;
- (iv) To carry out preliminary inspections on residences intended for rent, and report to the CSO for his approval;
- (v) All security related matters affecting UNVs will be channelled through him to the chief of security;
- (vi) Disseminate security instructions to all UNVs from time to time;
- (vii) Monitor the movements of all UNVs, and bring to light any undisciplined behavior on the part of any UNV such as violation of security standing instructions, and accordingly inform the UNV Program Manager and the CSO.
- (viii) Maintain an up-to-date staff list of all UNVs and advise the CSO on all security related matters pertaining to UNVs.

Any candidate considered for this position will have to be somebody with a very good military experience, and a good knowledge of Rwanda in general, and Kigali in particular. He should also have good knowledge of the Gendarmes and the RPAS for easy coordination.

Considering the nature of such responsibility, and if my proposal is accepted, I would like to recommend Capt Kojo Amonoo Appiah (rtd.) who has just arrived a few days ago on the mission. For your information, Capt. Appiah served as a military Observer in Rwanda before, during and after the war, and has a very outstanding record during those difficult times. As a matter of interest, he was very highly recommended by the former Executive Director Dr.A.H.Kabia to New York for employment as Security Officer with the United Nations.

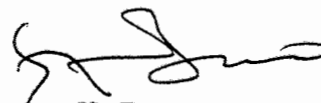
I am reliably informed that Capt.Appiah was recruited as Transport Assistant, but with us all agreeing to utilize his knowledge and experience, I am sure there be no difficulty in redeploying him as a UNV security officer/zone warden.

cc: CCPO  
Acting ED ✓

File: Security  
2) In-office  
memo

Note to Chief of Security

I requested the report when I was serving as Acting ED and OIC/OSRSG because I believe the Head of Mission or the Executive Director should be consulted before such operations are mounted. I was as surprised as my colleagues to see armed, uniformed troops roaming through our offices in search of stolen computers. We are all concerned and would like to see an immediate end to the recent increases in the theft and other loss of UNAMIR equipment. I believe, however, that the proper methods should be followed.



Sammy K. Buo  
Senior Political Advisor

1 June 1995

cc: SRSG  
ED  
CAO



UNAMIR - MINUAR

TO: Mr. Sam Buo  
Political adviser

FROM: Paul Ischlika  
CSO/ASC

DATE: 31 May 1995  
REF.: UNAMIR/SO/098

SUBJECT: SEARCH IN UNAMIR HEADQUARTERS COMPLEX

As requested by you to submit to you a report for the file, on the search done in UNAMIR HQ., below is a report on the situation as it presented itself.

At 11.30 hrs. on Sunday 28 May, 1995, whilst I was in my office, both the FPM Major Jimson Sichilima and the Camp Commandant Capt. S. Renga, came and informed me about a theft incident that took place at the UNAMIR HQ on the night of Saturday 27 May, 1995. As it was later established, it turned out to be the Movcon office situated on the ground floor in the annex building to the HQ. The office is the last on the left hand side to the cafeteria.

According to the two Movcon staff members occupying the office, some computers, telephone fax machine, and some other personal belongings were stolen. A search was conducted around the building, and in the outlining bushes but to no avail. From that moment, instruction was given to the guards at the gate to search vehicles leaving the HQ. in an attempt to recover the stolen items, while the CAO was appraised of the situation.

The following morning, Monday 29, May, I informed the CAO Mr. Chaim Ouziel about the incident. Not long after, the FPM and the Camp Commandant called on me to ask for permission to search the UNAMIR HQ. as it was possible that the items may still be hidden somewhere in the Headquarters. I told them that I hadn't the power to authorize them, but I will take them to the CAO for his decision on the matter. I then took them to the CAO where they requested his permission to search the HQ.

NE  
DQ

IK

95

According to the CAO, He said this was a police matter and since the military police was conducting the investigation, he said he didn't see any thing wrong in carrying out the search. He then authorized them to go ahead with the search. In order to avoid any problems in their operation, the FPM requested me to the give them something in writing which I did in the name of the CAO.

UN

Attached is a copy of the written permission I gave the FPM in the name of the CAO.

F (   
DVI  
TA  
IT.

AT

CC: CAO  
FPM  
Camp Commandant



TO: - ALL CONCERNED  
UNAMIR HEADQUARTERS

FROM: PAUL ISCHLIKA  
CSO/ASC

DATE: 29 MAY, 1995

SUBJECT: SEARCH OF UNAMIR HEADQUARTERS COMPLEX

AS A RESULT OF THE RECENT THEFT INCIDENT THAT TOOK PLACE AT THE HEADQUARTERS OVER THE WEEKEND, THE CAO MR. CHAIM OUZIEL HAS AUTHORIZED THE MILITARY POLICE HANDLING THE INVESTIGATION TO SEARCH ALL OFFICES WITHIN THE UNAMIR HEADQUARTERS.

THE COOPERATION OF ALL IS KINDLY SOLICITED.

CC: CAO  
CCPO  
COS  
FPM  
CAMP COMMANDAT

Full Security

cc: Spokesman  
MPAO  
Head of Radio UNHCR

207 Received Message

01:38 12/05/95

ZCZC KGMS2486 MCX0187

DD KGM

.NEWYORK (DAM/UNSEC)11 2334Z

BT

UNAVEM II-MR. BEYE SRSG/UNPROFOR-MR. Y. AKASHI-M. PEREYRA/  
ONUSAL-SRSG MR. E. TER HORST/UNOMIG-FORCE COMMANDER/UNMIH-DSRSG C.  
OSSA/HUMANITARIAN COORDINATOR-MR. ZEJJARI/ESCWA-EXEC SEC-MR.  
BAKJAJI/UNIKOM-FORCE COM MAJOR GEN. K. THAPA/UNOMIL-SRSG MR. NYAKYI/  
UNHCR-MR. J. AMUNATEGUI/UNAMIR-SRSG MR. S. KHAN/UNMOT-UN HEAD OF  
MISSION- MR. D. SILOVIC/MINURSO-CAO MR. A OUNI

I MUST VERY FORCEFULLY REMIND YOU THAT UNDER NO  
CIRCUMSTANCES ARE ANY STATEMENTS REGARDING A SECURITY  
SITUATION TO BE MADE TO THE PRESS UNLESS THE TEXT HAS BEEN  
CLEARED BY MY OFFICE. THIS IS PARTICULARLY CRITICAL IN CASES  
INVOLVING THE KIDNAPPING/DETENTION OF STAFF MEMBERS WHERE  
PREMATURE AND IRRESPONSIBLE STATEMENTS TO THE MEDIA CAN, AND  
HAVE JEOPARDIZED DELICATE NEGOTIATIONS AND PLACED THE LIVES OF  
STAFF AT RISK. PLEASE ENSURE THAT ALL STAFF MEMBERS IN YOUR  
ORGANIZATION ARE INFORMED OF THIS MATTER. REGARDS. SEVAN.

COL CKD

M5919 RUSSLER 2733 AAR

=0512950144GMT

NNNN

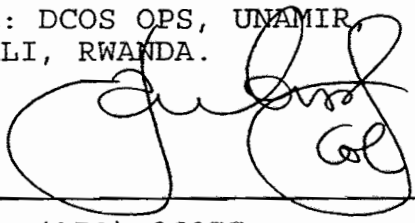
SRSG (F/DIR) CAS PAs CSE

12/05/95  
01:38  
ZCZC  
KGMS2486  
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NEWYORK  
(DAM/UNSEC)  
11 2334Z  
BT  
UNAVEM II-MR. BEYE  
SRSG/UNPROFOR-MR. Y.  
AKASHI-M. PEREYRA/  
ONUSAL-SRSG MR. E.  
TER HORST/UNOMIG-  
FORCE COMMANDER/  
UNMIH-DSRSG C. OSSA/  
HUMANITARIAN COORDINATOR-  
MR. ZEJJARI/ESCWA-EXEC  
SEC-MR. BAKJAJI/  
UNIKOM-FORCE COM MAJOR  
GEN. K. THAPA/UNOMIL-  
SRSG MR. NYAKYI/  
UNHCR-MR. J. AMUNATEGUI/  
UNAMIR-SRSG MR. S. KHAN/  
UNMOT-UN HEAD OF  
MISSION- MR. D. SILOVIC/  
MINURSO-CAO MR. A OUNI

file SITREP  
1/2 SECURITY

UNAMIR FORCE HQ  
OUTGOING FACSIMILE NO:- 2950  
MIR NO:- 1616  
MISC NO:-

May, 09, 1995

TO: ANNAN, UNATIONS, NEW YORK	FROM: DCOS OPS, UNAMIR, KIGALI, RWANDA.
INFO: SITUATION CENTRE, NEW YORK UN SECUR COORD SEVAN/	
FAX: 001 (212) 963 9069 FAX: 001 (212) 963 9053	FAX: (250) 86877
SUBJECT: SPECIAL SITREP ON SECURITY SITUATION IN KIGALI	
NUMBER OF PAGES, INCLUDING THIS ONE: TWO	

1. AS PER OUR DAILY SITREPS, YOU WOULD HAVE NOTED A SERIES OF SECURITY INCIDENTS IN AND AROUND KIGALI WHICH DEMONSTRATED THAT THE SECURITY SIT WAS DETERIORATING. UNAMIR MIL SPOKESMAN IS IN THE PROCESS OF PREPARING A NEWS RELEASE ALONG THE FOLLOWING LINES:

A. A SERIES OF ARMED INCIDENTS DETAILS OF WHICH ARE GIVEN BELOW, TOOK PLACE IN AND AROUND KIGALI IN WHICH UNAMIR, STAFF OF INTERNATIONAL ORGANISATIONS AND THEIR EQUIPMENT WERE TARGETED.

B. 06 MAY 95

(1) SIX ARMED UNIFORMED MEN ATTEMPTED TO HIJACK A UN VEHICLE, BUT WERE UNSUCCESSFUL. IN ANOTHER SEPARATE INCIDENT, FIVE ARMED MED HIJACKED ANOTHER UN VEHICLE. NO INJURIES OCCURRED.

(2) THE RESIDENCE OF A CARITAS NON GOVERNMENTAL ORGANIZATION REPRESENTATIVE WAS ROBBED BY THREE ARMED MEN WHO MADE THE RESIDENTS LIE ON THE FLOOR AT GUNPOINT WHILE THEY RANSACKED THE HOME AND MADE OFF WITH \$10,000 US IN PROPERTY AND MONEY - ONE OF THE MEN ATTEMPTED TO RAPE A EUROPEAN WOMAN AT THE RESIDENCE BEFORE LEAVING.

02 01 95 - 140 96

SRSg FC (P) LA6

3/2

C. 07 MAY 95

(1) THERE WAS AN ATTEMPTED HIJACK OF A UN VEHICLE BY TEN UNIFORMED RPA SOLDIERS ON AN ACCESS ROAD TO A UN ACCOMMODATIONS COMPLEX. WHEN DESPATCHED TO THE SCENE, THREE UN MILITARY POLICE VEHICLES WERE DETAINED FOR REASONS UNKNOWN ALONG WITH THE ORIGINAL VEHICLE AND ANOTHER UN VEHICLE WHICH HAD HAPPENED UPON THE SCENE. THE ARRIVAL OF THE INDIAN BATTALION RAPID DEPLOYMENT FORCE AND A GENDARME OFFICER HELPED TO RESOLVE THE SITUATION AND ALL VEHICLES WERE RECOVERED.

(2) THE SAME EVENING, TWO UNAMIR MINIBUSES APPARENTLY STOLEN WERE DISCOVERED BY UN MILITARY POLICE ON PATROL NEAR A UN RESTAURANT. THE VEHICLES WERE RECOVERED BY THE UN MILITARY POLICE ALTHOUGH ONE OF THE MEN MANAGED TO ESCAPE, LEAVING BEHIND TWO WEAPONS.

(3) LATE IN THE EVENING OF MAY 7, THREE ARMED AND UNIFORMED MEN RAIDED THE HOUSE OF SOME BRITISH DIRECT AID WORKERS AND STOLE AN ELECTRICAL GENERATOR.

D. 8 MAY 95. AN ATTEMPTED ROBBERY AT A UN CIVILIAN'S RESIDENCE WAS THWARTED BY THE ARRIVAL OF UN MILITARY POLICE ON THE SCENE WHO HAD BEEN SUMMONED BY RADIO BY THE RESIDENT.

E. "THE DECLINE IN THE SECURITY SITUATION IN KIGALI CONTINUES", SAID BRIG-GEN HENRY ANYIDHO, UNAMIR DEPUTY FORCE COMMANDER. "IT IS CLEAR THAT THE SITUATION IS GETTING WORSE AND WE ARE TAKING ALL PRECAUTIONS TO ENSURE THE SAFETY AND SECURITY OF BOTH UN SOLDIERS AND CIVILIANS IN RWANDA. WE ARE ALSO INVESTIGATING THESE CASES THOROUGHLY TO DETERMINE WHO IS RESPONSIBLE AND BRING THEM TO JUSTICE".

F. UN MILITARY POLICE HAVE CONTACTED THE GENDARMES AND BOTH ARE CURRENTLY INVESTIGATING EACH OF THESE INCIDENTS.

2. ALTHOUGH PRESS RELEASE NOT YET RELEASED, IT APPEARS THAT CONTENTS MAY HAVE BEEN GIVEN TO THE PRESS AS SOME INTERNATIONAL NEWS AGENCIES HAVE BEEN ANNOUNCING ALONG SIMILAR LINES.

UNITED NA

To SRSG

28/4

28/4

NIES

File: SRSG

2) Security

1389

In view of the worsening security situation, could you use one of these vehicles here? *Sammy Bus*

"UNOSOM RECEIVED"

1995 APR 27 15:58

OUTGOING FAX NO: 1114	
TO: HOCINE MEDILI DIRECTOR FALD/ ATTN: ALEXANDER WAI	
INFO: MR A. GOLO CHIEF ADMINISTRATIVE OFFICER UNAMIR	
FAX NO: 3-0383 ✓	FAX NO: 963 3082 - 963 2662
TOTAL NO OF PAGES: 1	REFERENCE: TPT/426/U11(95)
SUBJECT: TRANSFER OF CHEVROLET SILVERADO VEHICLES	

AAA. WHEN UNOSOM II LEFT MOGADISHU WE WERE REQUIRED TO STORE TWO CHEVROLET SILVERADO ARMoured VEHICLES IN NAIROBI FOR POSSIBLE REDEPLOYMENT BACK TO SOMALIA. THE VEHICLES ARE STILL HELD HERE.

BBB. AS PART OF THE CLOSE DOWN ALL VEHICLES ARE GRADUALLY BEING TRANSFERRED TO UNAMIR. UNOSOM NO LONGER HAS STORAGE SPACE AT THE AIRPORT AND CANNOT CONTINUE TO HOLD THE VEHICLES.

CCC. UNLESS ADVICE TO THE CONTRARY IS RECEIVED BY CLOSE OF BUSINESS 29 APR 95 UNOSOM II INTENDS TO TRANSFER THE VEHICLES TO UNAMIR FOR CONTINUED FALD STORAGE IN NAIROBI. IF THIS IS NOT SUITABLE YOUR URGENT ADVICE ON DISPOSITION WOULD BE APPRECIATED.

② yes we could. *Sammy*  
ED/cro

(E/DIR) CAR CITMM

③ sic - OCSG  
As you may be aware I already requested 2 armoured civilian vehicles some 3 months ago - so far, there has been no response from FALD - I

DRAFTED BY: ERICH A. BALL  
CLEARED BY: RON E. STOKES

RELEASED BY: STEINAR B. BJORNSSON

*continuing efforts*

*28/4*



File: Security

TO: Mr. M. Shaharyar Khan  
SRSG

FROM: Paul Ischlika  
CSO/ASC

DATE: 20, April 1995  
Ref.: UNAMIR/SO/078

SUBJECT: SITUATION REPORT

**General:**

The overall security situation in Rwanda although is somehow relatively calm but is far from it in the true sense of the situation.

Threats from external sources are sipping in on daily basis; reports of arm shipment to the Former Rwandan Government Forces in Zaire is fast becoming a reality. Attacks on the refugee camps and incidents of killings are on the increase.

The indiscriminate arrest of people suspected of genocide is also getting out of proportion as the prisons are over crowded, which seems to be an ongoing operation.

The current rising tension over the last few weeks of the genocide anniversary celebrations, and escalated by the anti UNAMIR demonstration are all painting gloomy pictures of the overall situation in Rwanda, and also the Rwandese feelings, opinions and total disapproval of UNAMIR's presence in Rwanda.

**Banditry and hijacking:**

Banditry and hijacking of UNAMIR vehicles, UN Agencies, and other international organizations by Armed RPA has reached an unprecedented level that the security and safety of all international staff is no longer guaranteed particularly when the Rwandese authorities seem to be given the whole issue a blind eye.



Reports of the following incidents have been received in the last two months:

- (a) On Sunday 26, February 1995 at about 5.15 pm, 3 UNAMIR International Civilian staff driving in a UNAMIR vehicle were fired upon with an automatic weapon by an unknown person, on the Ruhengeri/Kigali road, less than 10 km from Kigali. The front tire exploded as the bullet pierced through it, but the staff members never stopped. The gunman in desperation continued shooting at the vehicle as they sped away. Fortunately there were no injuries.
- (b) On Wednesday March 8, one Nigerian Civpol Officer was physically attacked by three unidentified armed men at his residence between 1900 and 1930 hrs. The location was Kiyovu Rugenge in Kigali. His vehicle UNAMIR # 1144 was taken away with his motorola radio, a wrist watch and US\$300 in cash.
- (c) Another UNAMIR International Civilian staff of the Transport Section was attacked by 3 RPA soldiers at his residence in Remera, at about 1930 hrs on 14 March, 1995. At gunpoint, he was blindfolded and all his personal belongings taken away. For some strange reason, they did not take his vehicle. Losses were estimated at US\$4885. The matter is being investigated by the military police.
- (d) Another UNAMIR International civilian staff was chased a few days ago by 4 unidentified men in a small red jeep all around Kigali at night. The chase started from the foot of the hill at Chez Lando Hotel and continued through the city. The staff member made a series of evasive moves and confirmed. He however decided to make his way back to Chez Lando hotel, and as soon as he entered the car park, his assailants drove off.
- (e) On Saturday 18 March Human Rights Land Cruiser # 1926HR was reported stolen outside a UN house in Kimihurura in Kigali.
- (f) On Sunday evening, 19 March, 3 armed men attempted to steal Human Rights vehicle # 1907HR from the Human Rights house at Rugenge in Kigali. The attempt was foiled when the vehicle broke down. The incident was witnessed by the local guard.
- (g) Banditry and robbery on Brown and Root complex at Iveco;

- (h) An International civilian staff member's residence was attacked and a UNAMIR 1464 Jeep (Korando Jeep) Vandalized by armed RPA on Saturday night 15/04/95;
- (i) One Brown and Root vehicle UN 1136 was stolen in the morning hours of 16/04/95 from Iveco parking lot;
- (j) On the night of 18/04/95, a Sedan Car UNAMIR 47 was hijacked at gun point by an RPA soldier in the compound of the Meridien Hotel from the Chief of BMS;
- (k) On the same night of 18/04/95, Brown and Root Administration office at Kicyru was attacked by four armed RPA soldiers and the office robbed of computers, among other valuable items, 33 000 US\$ (thirty three thousand dollars) and one vehicle UN 616, as reported; both of which took place in the early hours of the evening.
- (l) On 19/4/95 at 14.00 hrs, one UNHCR vehicle No.5733 was hijacked on the main Kigali/Butare road.
- (n) On the same day 19/4/95 at 21.00 hrs another vehicle UNAMIR 1107 was hijacked at Gun point from an International Civilian staff at Meridien Hotel by two RPA soldiers in Military uniforms; while another vehicle was damaged in the same place.

This brings the total number of United Nations vehicles hijacked to five, with two seriously damaged, in four days.

#### Conclusion

The above is a brief outline of the security situations in Rwanda, indicative of the deteriorating relationship between the Rwandese authorities and its people on one hand, and UNAMIR and other International Agencies on the other.

The current state of affairs definitely demands that every effort should be done to improve our deteriorating relationship with the Rwandese, otherwise, we should be prepared for similar incidents on an increased level and of serious nature.



Security:

INTER-OFFICE MEMORANDUM

DATE: 20 April, 1995

TO: S. Khan  
Special Representative of the Secretary-General

Major General G. C. Tousignant  
Force Commander

FROM: A. H. Golo  
O.I.C. Administration

SUBJECT: PROTECTION OF UNAMIR INSTALLATIONS AND CIVILIAN PERSONNEL

As you are aware UNAMIR has a number of installations contracted or government provided for both living and office accommodation throughout Rwanda. As you are also aware there have been a series of robberies, most of which were at gunpoint, against UNAMIR contracted installations and UNAMIR military, civilian and contractor's personnel. Almost all attackers were dressed in army fatigues, conveying strong suspicion that they are RPA soldiers. In this connection, I should like to request a meeting at the level of the SRSG, FC and the Administration to assess the situation with a view to developing a scheme to provide military protection and visibility at all or selected UNAMIR locations, in order to minimize the effect of this increasing trend of attacks against UNAMIR personnel, UNAMIR installations and UNAMIR contractor's locations.

As a suggestion, this meeting may also wish define the best way to shed light on government protection, as the security of UNAMIR personnel and the protection of UN property in Rwanda lies primarily with the host government.

Kindly submitted for your consideration and guidance.

cc: COS  
DCOS Ops  
DCOS Supp  
CSO

yes. We should have  
an early meeting  
Mr Golo / Mr Bsch /  
Pl. prepare and  
attend. Sherry 2  
E1  
CAO  
Mr Bsch

*for Security*

UNITED NATIONS  
ASSISTANCE MISSION FOR RWANDA



NATIONS UNIES  
MISSION POUR L'ASSISTANCE AU RWANDA

UNAMIR - MINUAR

TO: TO ALL UNAMIR/ AGENCIES PERSONNEL

FROM: PAUL ISCHLIKA  
CSO/ASC

DATE: 24 March, 1995

Ref.: UNAMIR/SO/058

SUBJECT: SECURITY AWARENESS BULLETIN OF CURRENT SITUATION VOL. 3

The current security situation has necessitated the production of this news bulletin in order to appraise staff members of the over all security situation in Kigali, and Rwanda in general. It is hoped that UNAMIR personnel will take this information to heart and adjust their movements accordingly.

1. GENERAL:

The overall security situation in Rwanda although is relatively calm, but is still of serious concern, particularly with the rising tension experienced over the last two of weeks. Incidents of hostility in the Refugee camps still continue unabated, and UNAMIR military positions in some of the sectors have come under grenade attacks resulting in serious injuries to UNAMIR military personnel.

Aid Agencies are also undergoing searches at RPA check points as they travel to the sectors. UN personnel are regularly stopped and searched at these check points without consideration for their status as United Nations personnel. UN Laissez-passers, UNAMIR ID cards, and United Nations marked vehicles do not exempt them from these searches. Vehicles, bags, personal belongings, official documents, and even diplomatic bags are all subjected to these searches. The frequency and degree of search is now far beyond the search for weapons. The most common areas are between Gisenyi and Cyangugu, and Kibungo and Rusumo.

Arriving and departing passengers at the Kigali International Airport are also equally subjected to similar searches, and most often, asked to pay custom duties on personal effects.

The office of the SRSG is fully aware of the situation and "NOTE VERBALES" on the issue have been sent to the Foreign Ministry as letters of protest, but to no avail.

## 2. KIGALI:

The security situation in Kigali and its environs had remained calm for quite sometime. However it seems to have deteriorated in the last two weeks with threats against UN personnel and hijacking of UNAMIR vehicles being reported. The following are highlights of some of the incidents.

- (a) There has recently been an increase in the number of road blocks and check points mounted by the RPA around the city, particularly at night, sometimes starting at 1900 hrs. As usual, these road blocks are put up in most cases with empty crates and are not lit to be seen from afar. Again, UN vehicles do not escape the searches at these check points. Intensified routine foot, and mobile patrols around the city however continue at night as well.
- (b) In sector 5, Tunbatt HQ. in Ruhengeri came under grenade attack from unidentified gunmen, and 8 military personnel were injured, 4 seriously.
- (c) On the night of Sunday March 5, Nibatt HQ in Byumba also came under grenade attack by unknown persons in which 2 Nigerian military personnel sustained minor injuries. The cause for the attack is unknown.
- (d) On Sunday 26, February 1995 at about 5.15 pm, 3 UNAMIR International Civilian staff driving in a UNAMIR vehicle were fired upon with an automatic weapon by an unknown person, on the Ruhengeri/Kigali road, less than 10 km from Kigali. The front tire exploded as the bullet pierced through it, but the staff members never stopped. The gunman in desperation continued shooting at the vehicle as they sped away. Fortunately there were no injuries.
- (e) On Wednesday March 8, one Nigerian Civpol Officer was physically attacked by three unidentified armed men at his residence between 1900 and 1930 hrs. The location was Kiyovu Rugenge in Kigali. His vehicle UNAMIR # 1144 was taken away with his motorola radio, a wrist watch and US\$300 in cash.
- (f) Another UNAMIR International Civilian staff of the Transport Section was attacked by 3 RPA soldiers at his residence in Remera, at about 1930 hrs on 14 March, 1995.

At gunpoint, he was blindfolded and all his personal belongings taken away. For some strange reason, they did not take his vehicle. Losses were estimated at US\$4885. The matter is being investigated by the military police.

- (g) Another UNAMIR International civilian staff was chased a few days ago by 4 unidentified men in a small red jeep all around Kigali at night. The chase started from the foot of the hill at Chez Lando Hotel and continued through the city. The staff member made a series of evasive moves and confirmed. He however decided to make his way back to Chez Lando hotel, and as soon as he entered the car park, his assailants drove off.
- (h) On Saturday 18 March Human Rights Land Cruiser # 1926HR was reported stolen outside a UN house in Kimihurura.
- (i) On Sunday evening, 19 March, 3 armed men attempted to steal Human Rights vehicle # 1907HR from the Human Rights house at Rugenge in Kigali. The attempt was foiled when the vehicle broke down. The incident was witnessed by the local guard.
- (j) The latest incident was in Byumba in the early hours of Monday 20 March 1995, between 0100 and 0130 hrs, when a Nigerian Guard on sentry duty shot and killed an attacker, while the second one was arrested by the duty officer. Both were later identified to be local staff members of Brown & Root working in Byumba.

### 3. ARREST OF UNITED NATIONS LOCAL STAFF MEMBERS:

There has been an increase in arrests of UN local staff members by the RPA, all held on charges of genocide. The number has increased from 4 in February in Kigali central prisons to 6, with 3 more held in the gendarmerie stations in the city. In addition to the above, a UNAMIR translator was arrested and finally released.

### 4. KANOMBE INTERNATIONAL AIRPORT - KIGALI:

The Rwandese airport authorities have expressed their growing concern over the number of UNAMIR staff members attempting to enter the airport. Airport rules and regulations must be followed, and no unauthorised vehicles are allowed inside the airport.

Entering the airport without the appropriate ID cards, and vehicles passes, driving on the ramp to meet aircraft, driving across the runway without permission from the control tower, as well as receiving VIPs and baggage are to cease immediately.

Searching of personal effects of UN staff members with valid UN Laissez-passer, to the airport authorities, is a routine exercise, though its a violation of the status mission agreement between the UN and the Rwandese Government.



## 5. ROAD ACCIDENTS:

Vehicle accidents are on the increase. UNAMIR personnel should drive with extreme caution at all times.

The RPA drivers are contributing factors who have little or no regard for traffic rules. Nearly all road accidents that involve UN vehicles, the UN staff member is always held responsible even where he/she is not at fault. The investigations and findings are always one-sided, and in which case the staff member has no redress. All staff members are advised to be very careful on the roads, obey all road signs, and have due concern for all road blocks and the officers manning them; and above all, to observe speed limits. Remember the MPs are on the roads, and have been empowered to impound vehicles flaunting the rules. **PLEASE ALSO REMEMBER THAT IF YOU DRINK, DON'T DRIVE.**

## 6. THE ISSUE OF UNAMIR ID CARDS

The issue of UNAMIR ID cards has come under serious criticisms by the Rwandese authorities hence the curtailing of our privileges and immunities by them. In order to streamline the issuing of ID cards, the SRSG has decided that the following action be taken;

- (a) That UNAMIR will cease issuing ID cards to the following:
  - (i) All UN Agencies except for the Human Rights and members of the International Tribunal;
  - (ii) All Foreign Embassies in Kigali
  - (iii) All Registered Contractors with UNAMIR, except for the International Contract staff in the interim.
- (b) That all the existing UNAMIR cards will be withdrawn by the respective Agencies/Contract Companies as soon as they have devised their own system, and return them to the ID card section at UNAMIR HQ.

## 7. STANDARDS OF CONDUCTS:

In order not to lose sight of our moral code of conduct as International civil servants, all staff are reminded of the Administrative Instructions issued in August 1994, and recently reproduced by the Chief of Administration on 9 March, 1995 including the following headlines;

Local Laws, Regulations and Customs  
Currency Regulations  
Photography  
Privately Owned Weapons  
War Souvenirs  
Hunting and Shooting  
Contact with Local Population  
Handling of Information  
Consumption and disposal of Drugs  
Consumption of Alcohol  
Driving

8. SECURITY:

Having gone at length to remind staff members of the deteriorating security situation that is currently prevailing in Rwanda as a whole, I would like to conclude by strictly warning all members of staff to restrict their movements particularly at night, to keep off the streets, and to be at their residences not later 8 pm.

For the benefit of our new staff members I would like to reproduce our Security Guidelines recalled from our earlier edition of the Security Awareness bulletin, most of which is also found in the Security Pamphlet issued to you on your arrival;

SECURITY GUIDELINES:

- (i) Carry your ID card with you at all times. If you are issued with a Motorola Radio, you are advised to carry it with you as well.
- (ii) Avoid going out on your own and staying out too late at night. It is advisable that you go out in groups of two or more and where possible, go in convoys of two or more vehicles.
- (iii) Avoid driving at night in remote and isolated areas in the city. Know safe streets and routes.
- (iv) Avoid using local taxis and privately owned cars particularly at night, except if you know the private car owner. Should you be forced to use a local taxi, you must always be in the company of somebody you know and trust too well. Relying on Registration number plates of taxis is not enough.

- (v) Should you be attacked, you should always try to be calm and firm, and courteous. Never show signs of stress and intimidation, even though you may feel intimidated.
- (vi) It is always in your best interest to yield to the demands of your attackers and where possible establish some kind of rapport with them.
- (vii) Stop only at established road blocks/check points, and avoid giving lifts to non UN personnel. Do not stop at hand signals of any kind at night, especially in suspicious circumstances and areas.
- (viii) Should you be trailed at night, avoid heading for your residence especially if it is a distance away from you. You should always try to head for Public houses especially where there is crowd and call for help on your radio describing your exact location.
- (ix) Above all, please do not discard "COMMON SENSE" as it will assist you to appreciate the situation on the ground, make sensible deductions and take decisions in your best interest. **REMEMBER YOUR LIFE COMES FIRST.**

You can call for help on the following channels and callsigns:-

#### **Civilian Security**

- (i) Channel 11  
Callsign " Sierra Oscar 1 through 9 "  
between 0830 and 1800 hrs.  
Monday -Saturday.  
Telephone # 84268 Exts. 11130/11135/11073

#### **Military**

- (ii) Military Duty Officer  
UNAMIR HQ - Amahoro  
Channel 4, or 8 after 1800 hrs.  
Callsign " Zero "  
Telephone # 84268 Ext 11150
- (iii) Indian Battalion (Indbatt)  
Channel 4  
Callsign 6  
Telephone # 84268 Exts. 11217/11218  
Rwandatel: # 76803

- (iv) Military Police Duty Officer  
Channel 4  
Callsign " Escort Zero "  
Telephone # 84268 Ext.86855/86856
- (v) Force Provost Marshal  
Channel 4  
Callsign " Papa Mike "  
Telephone # 84268 Ext. 11108

**UNAMIR MILITARY RAPID REACTION FORCE (RRF):**

For the general information of all staff members, there is also the Rapid Reaction Force specially tasked to react to all emergency situations within a short timeframe, and is on standby 24 hourly. The RRF can be contacted through the UNAMIR duty officer at UNAMIR HQ Amahoro on channel 4, or channel 8 after 1800 hrs. or through Indbatt on channel 4, callsign 6, or call Sierra Oscar between 0830 and 1800 hours. The callsign for the Rapid Reaction Force is Romeo Romeo Foxtrot.



25 February 1994

INTEROFFICE MEMORANDUM

To: All Civilian Staff

From: Christine De Liso,  
OIC/Administration UNAMIR

Subject: SECURITY PROCEDURES

I wish to inform all staff that we are remaining in Security Phase 2 today as a precautionary measure. The situation is calm but in the light of current events it can change at any time. International Civilian Staff have been authorized to report to work. Local staff are being authorized on a case by case basis. If the situation remains calm, I expect International Staff to report for work throughout the weekend to bring essential tasks up to date.

However, I wish to remind all staff that the Phase 2 restrictions have not been lifted, and that movements are restricted. This means that any staff member leaving the building should first clear their movements with their immediate supervisor, and supervisors should be aware of the location of staff and their estimated time of return. It is not advisable to circulate around town after dark.

I also wish to repeat the instructions previously given to all staff: **IF AT ANY TIME YOU ARE NOT SURE WHETHER TO REPORT TO THE OFFICE, CALL THE ADMIN DUTY OFFICER CALL SIGN: ALPHA DELTA OSCAR ON CHANNEL 9 OR TELEPHONE 84278/85 OR ACTING CHIEF SECURITY OFFICER CALL SIGN: SIERRA OSCAR OR TELEPHONE 84278/85 EXTENSION 1413 FOR INSTRUCTIONS.** It is not possible for us to contact all staff individually. Second, while you are travelling, if you see a roadblock or a crowd of people which appears threatening, **IMMEDIATELY TURN YOUR VEHICLE AROUND AND RETURN TO YOUR HOME OR THE NEAREST SAFE PLACE AND REPORT TO THE ADMIN DUTY OFFICER BY TELEPHONE OR RADIO.** Under no circumstances should you endanger your own safety or the safety of others by attempting to negotiate a difficult situation on your own.

Attached for your information is a listing of the five security phases applicable for Civilian Staff. Decisions on security phases are made in consultation with the designated security representatives, Dr. Booh Booh (SRSG) and Mr. Ly (UNDP Resident Representative), the Military Component, The UNDP Chief of Security, Mr. Jean Francois Faivre, and the UNAMIR Chief of Security Mr. Ronald Baumann (CIVPOL). A complete security plan is being prepared and will be distributed shortly.

At 4:00 P.M. today 25 February 1994 there will be a security briefing for Civilian Staff by the Deputy Force Commander. It will be held in the cafeteria. All staff are required to attend.

CIVILIAN STAFF  
SECURITY PHASES

- PHASE ONE: PRECAUTIONARY  
Staff alerted to possible problems. Travel to the country requires prior approval.
- PHASE TWO: RESTRICTED MOVEMENT  
All staff and dependents remain at home. No travel unless specifically authorized by the designated official.
- PHASE THREE: RELOCATION  
Stand by for possible relocation within or outside the country. Essential staff who have previously designated will remain.
- PHASE FOUR: MISSION SUSPENSION  
All international civilian staff are relocated outside the country. This may exclude designated staff required for emergency operations or security and military staff for protection purposes.
- PHASE FIVE: EVACUATION

# **PHASE 1**

## **PRECAUTIONARY**

Staff alerted to possible problems.  
Travel to the country requires prior  
UNAMIR approval.

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# **PHASE 2**

## **RESTRICTED MOVEMENT**

All staff and dependents remain at home. No travel unless specifically authorized by the designated official.

# **PHASE 3**

## **RELOCATION**

Stand by for possible relocations  
within or outside the country.

Designated staff to remain in phase 3:

# **PHASE 4**

## **MISSION SUSPENSION**

All international civilian staff are  
relocated outside the country.  
(May exclude designated staff  
required for emergency operations or  
security.)

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# PHASE 5

# EVACUATION



file:  
① Inter-office  
② Security

INTEROFFICE MEMORANDUM  
MEMORANDUM INTERIEUR

Kigali, 21. Februar 1994

To: ALL UNAMIR STAFF  
From: Chief Security Office  
Subject: READINESS AND ALERTNESS FOR 22 02 94

CONCERNING THE ABOVE NAMED SUBJECT, SECURITY OFFICE WOULD LIKE TO INFORM ALL UNAMIR MEMBERS, THAT ON TUESDAY 22 02 94 MANIFESTATIONS, ORGANIZED BY LOCAL POLITICAL PARTIES ARE EXPECTED. DUE TO THESE FACTS ROADBLOCKS NEAR "CND" AND ALSO "DOWNTOWN KIGALI" MAY BE PLANNED BY THESE GROUPS. THEREFORE, PLEASE MENTION THAT IN THE EVENT YOU GET STUCK IN A ROADBLOCK, TURN YOUR VEHICLE AND REMAIN AT HOME. MOREOVER TRY TO GET IN TOUCH WITH UNAMIR HEADQUARTERS BY WALKIE TALKIE OR PHONE AND CONTACT EITHER MILITARY COMPONENT, OR ADMINISTRATION DUTY OFFICER:

DUTY OFFICER: CALLSIGN: "FOXTROT ZERO" CHANNEL: "7"  
PHONE: 84278 / EXT.: 89

ADMIN.DUTY-OFFICER: CALLSIGN: "ALPHA DELTA OSCAR" CHANNEL: "9"  
(MR.P. MITNICK) PHONE: 84280 / EXT.: 1136

IN CASE OF REMAINING AT HOME CONTACT ABOVE NUMBERS OR YOUR PERSONAL SECTION.

Many thanks for Your cooperation !

*[Signature]*  
CAO/UNAMIR

File: Admin

BK  
pl circulate  
27/1

**SKB**

Exec. Dir. Dr. A.H. Kadiya  
You may wish to advise staff in  
SRSG's Office

27 January 1994

*[Signature]*  
CA

SECURITY BRIEFING FOR INTERNATIONAL CIVILIAN STAFF  
IN THE DIVISION OF MANAGEMENT & ADMINISTRATION

1. Security situation in general

No BBTG and no sign of major progress.  
Tense and a lot of nervous reactions.  
Despite UNAMIR's search actions still a lot of weapons  
in town.

2. Specific incidents

- Yesterday morning road-block between CND and Chez Lando on the airport road. RPF overreacted and fired in the air. A protest has been launched. Nervousness after one month of "no results" of political negotiations?
- The night before last one of our colleagues was attacked when driving to a restaurant in the city centre in the evening. Escaped unharmed.
- A Belgian lady was robbed of her car and valuables yesterday.
- At demonstration in city centre yesterday two young men were shot and killed.

3. Dangerous areas

All Kigali and probably also most of northern Rwanda.

"Safe havens": UN and specifically UNAMIR installations; "Meridien", "Les Diplomates"; your home if behind a wall and with bars on windows and doors, good door-bolts, telephone.

4. Some advise

We will continue work as normal but with increased security awareness. Also many have to work this week-end.  
Not take "chances". Careful with alcohol (bad judgement, slow reaction).

Work days - if quiet - wait for UNAMIR transport; if not there within 20 min's, call your Section Head or other colleague to inquire.  
Transport home after darkness - military escort provided.

Non-work days, free-time:  
Shopping (never alone) in safe supermarkets in the morning hours. No walking around in town; avoid the market!  
Never move in the darkness - not even by car. Stay at home, in the hotel or in UNAMIR HQ.  
If anything abnormal occurs, contact our D.O. or, if he fails to react, the Force HQ D.O. Their telephone numbers:  
Mr. Wantajja 8 44 59 (until Monday 08:00).  
Force HQ D.O. 8 4281 - 5 ext 1035.

File Security

UNITED NATIONS  
ASSISTANCE MISSION FOR RWANDA



NATIONS UNIES  
MISSION POUR L'ASSISTANCE AU RWANDA

UNAMIR - MINUAR

TO: TO ALL UNAMIR/ AGENCIES PERSONNEL

DATE: 21 November 1994

FROM: Paul Ischlika  
CSO/ASC

Ref.: UNAMIR/SO/045

SUBJECT: SECURITY AWARENESS OF CURRENT SITUATION

The object of this memorandum is to appraise all staff members of the day to day events within the Mission with a view of creating a sense of security awareness in the hearts and minds of all concern. Therefore it will be in everybody's interest if all security related incidents are promptly reported in writing or even verbally, to the CSO/ASC - Paul Ischlika on Telephone No.11073 - Room No.4061 on the 3rd. floor. The security awareness bulletin will be issue every Monday of the week, providing information on events which occurred during the preceding week.

1. GENERAL:

The overall security situation in Rwanda although it remains relatively calm, is of serious concern. Incidents of hostility in the Refugee camps were reported where Aid Agencies are threatening to pull out because of lack of security protection. The worst incidents were reported on 11, November (i) Musebeya in Kigongoro, in the sector 4A (N) area, where a clash between the RPA and the Displaced people in the DPs camp led to 7 killings, 13 seriously injured, and an unknown number wounded people. (ii) In Musange in Kigongoro, 7 DPs were reported killed and 4 wounded. The situation is however reported to be returning to normalcy.

3. KIGALI:

Although the security situation in Kigali city and its environs remain calm, threats on personnel and hijacking of UNAMIR vehicles have been reported. The following are tit-bits of incidents worth mentioning for the attention of staff members:

- (a) In recent times the RPA has mounted an increased number of Road Blocks and check points around the city particularly at night time. These road blocks are put up in most cases with empty crates, and not lit to be seen from afar. They have also intensified routine foot and mobile patrols around the city.



- (b) A military Convoy bringing Returnees to the city from Gitarama end on 25 October was reported to have hit and killed an old man of 50 years of age, and abandoned the body on the road. The angry relatives have demanded an explanation from UNAMIR. A letter of condolence has been written to the bereaved family, and the matter is under investigation.

This hit-and-run attitude on the part of any personnel is totally unacceptable by any International standard, and as such, cannot be tolerated or condoned. It is more honorable to own up and help resolved the matter amicably, than to leave the person to die with no remorse for human feeling. Please refer to all administrative issuances and the Force directives to conduct yourselves in line with UN regulations at all times.

- (c) On 8, November one International staff was followed in the city by some uniformed RPA soldiers driving in a small Jeep. The Staff member suspecting that he was being followed, made some tactical moves to confirm his suspicion. Realizing that he was actually followed, he headed for his residence. Arriving and finding his main entrance gate closed and in an attempt to alert his inmates to open the gate, he was immediately surrounded by his followers who started to hit at his vehicle with their AK47s in desperation. The staff member did not give up, he continued to hoot his horn while making an emergency call on his radio. He finally bashed the gate and drove in while his attackers drove off. One bayonet and a 9mm round was found which, had apparently fallen off from their weapon while bashing on the vehicle. The time of incident was at 8.30pm.
- (d) On 29, October one UNAMIR International staff in the finance section in Kigiri - Nairobi was mobbed by 8 bandits along the Jomo Kenyatta Avenue around 19.30 hrs. and robbed of everything he had; Cash in Dollars and Kenyan Shillings, Calculator, shoes, spectacles and UNAMIR ID card etc. The incident was reported at the Kilimani Police station but no arrest has so far been made.
- (e) One International staff working for Candy House was attacked and assaulted by Uniformed RPA soldiers on Tuesday night 15, November at about 2145 hrs. The incident took place on a bridge on a side road within walking distance from Kigali Night Club. He was questioned and searched for dollars which he didn't have on him. He was saved by an oncoming vehicle which the attackers saw and fled into the bush. He sustained minor bruises on his face.

- (f) On 29, October one International staff was fined 10,000 Rwandee Francs by the RPA Gendarmerie for Careless driving after impounding the Vehicle UNAMIR 43 for about 10 days. The staff member had to pay before the vehicle could be released.

(g) **HIJACKING OF VEHICLES:**

- (i) On 29, October 1994 one Toyota Land cruiser No.1045 was forcefully hijacked at gun point by Armed RPA soldiers from UNAMIR Military Officer, outside his residence in Kigali city.
- (ii) On 14, November 1994 another 4 Runner Land cruiser No.1088 was hijacked from a staff member of UNAMIR. This took place around 2145 hrs. between the junction of Belgian village and the slope coming to Chez Lando on the main airport road. At gun point he was asked to drive to a remote area where he was given some beatings and asked to get off the vehicle.

This brings the number of hijacked vehicles in two months, to four - 413, 455, (double cab pickups) and, 1045 and 1088 (4 Runner LandCruisers), besides 1016 that was hijacked on 15, October and was recovered by the RPA and returned to UNAMIR on 19 October 1994.

4. **ROAD ACCIDENTS:**

The following road accidents were reported:-

22/10/94 - UNAMIR 49	02/11/94 - UNAMIR 404
29/10/94 - UNAMIR 703	12/11/94 - UNAMIR 724
30/10/94 - UNAMIR 809	15/11/94 - UNAMIR 1073

5. A UNAMIR Military Police Company has been established and is now operational. The military police office is located 500 meters East of the old UNICEF Building on the main Airport road, opposite the Nobiscum Restaurant.

Major J.G. Plante is the FORCE PROVOST MARSHAL, and the Detachment operates on channel 7, call sign " GOLF HOTEL ZERO. " You can contact the MP Desk Officer on telephone # 86855 and the FPM on Telephone # 86856. All accident cases should be reported to the FPM and a copy sent to the CSO/ASC.

**SECURITY GUIDELINES:**

- (i) Carry your ID card with you at all times. If you are issued with a Motorola Radio, you are advised to carry it with you as well.

- (ii) Avoid going out on your own and staying out too late at night. It is advisable that you go out in groups of two or more, and where possible, go in convoys of two or more vehicles.
- (iii) Avoid driving at night in remote and isolated areas in the city. Know safe streets and routes.
- (iv) Avoid using local taxis and privately owned cars particularly at night time, except if you know the private car owner. Should you be forced to use a local taxi, you must always be in the company of somebody you know and trust too well. Relying on Registration number plates of taxis is not enough.
- (v) Should you be attacked, you should always try to be calm and firm, and courteous. Never show signs of stress and intimidation, even though you may feel intimidated.
- (vi) Avoid all forms of arguments with your attackers even where you have your right.
- (vii) It is always in your best interest to yield to the demands of your attackers and where possible establish some kind of rapport with them.
- (viii) Stop only at established road blocks/check points, and avoid giving lifts to non UN personnel. Do not stop at hand signals of any kind at night, especially in suspicious circumstances and areas.
- (ix) Should you be trailed at night, avoid heading for your residence especially if it is a distance away from you. You should always try to head for Public houses specially HQ where there is crowd and call for help on your radio describing your exact location.
- (x) Above all, please do not discard "COMMON SENSE" as it will assist you to appreciate the situation on the ground, make sensible deductions and take decisions in your best interest. REMEMBER YOUR LIFE COMES FIRST, AND THEREAFTER, ALL OTHER THINGS SHALL BE ADDED UNTO YOU.

You can call for help on the following channels and callsigns:-

- (i) Channel 11 - " Sierra Oscar 9 " HQ Civilian Security Officer - between 0830 and 1800 hrs. Monday - Saturday.

- (ii) Channel 7 or 8 - Callsign "Zero"  
Military Duty Officer - after 1800 hrs.
- (iii) Civilian Security Officer - Telephone # 84268  
Ext. 11073/11135.
- (iv) Military Duty Officer - Telephone # 84268  
Ext. 11150.

**Please be guided accordingly.**

CC: SRSG.  
ED.