**UNDP South Sudan**

**2014 Annual Work Plan**

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| **Project name** | **Amount** |
| Community Security & Small Arms Control (CSAC) | **USD 15,210,455** |

|  |  |
| --- | --- |
| **Bureau for Community Security & Small Arms Control (BCSSAC)**  **Government of the Republic of South Sudan**  **Chuol Rambang Luoth, Chairperson**  **South Sudan Peace & Reconciliation Commission (SSPRC)**  **Government of the Republic of South Sudan** | **Balázs Horváth**  **Country Director**  **UNDP South Sudan Programme** |
| Signature: | Signature: |
| Date: | Date: |

**United Nations Development Programme**

**South Sudan**

**Annual Work plan 2014**

|  |  |
| --- | --- |
| Project Title: | Community Security & Arms Control (CSAC) |
| UNDAF Outcome(s): | Violence is reduced and community security improves |
| Expected CP Output(s): | Conflict sensitivity and responsiveness mainstreamed into state and county planning |
| Implementing Partner: | UNDP |
| Responsible Parties: | GRSS Bureau for Community Security and Arms Control, South Sudan Peace & Reconciliation Commission, South Sudan National Police Service, State line ministries and county governments. |

**Brief Description**

UNDP’s Community Security & Arms Control (CSAC) project provides technical and financial support to the Government of the Republic of South Sudan (GRSS) – the Bureau for Community Security & Small Arms Control (BCSSAC) and the South Sudan Peace & Reconciliation Commission (SSPRC) – in areas of fostering dialogue and community engagement, improving community security, arms control, strengthening local government and rule of law institutions, and broader post-war recovery initiatives.  These interventions help the new State to extend its authority and consolidate peace in South Sudan.

Programme Period: 2014-2016

Programme Component: Conflict Prevention

Atlas Award ID: TBD

Start Date: 01 Jaguar 2014

End Date : 31December 2016

PAC Meeting Date: TBD

Management Arrangements: DIM

2014 AWP budget: USD **13,733,810**

Total resources required: USD **13,733,810**

Total allocated resources: USD TBD

* Other:
  + UK (DFID) USD
  + EU USD
  + U.S. USD
  + JP/MDG USD
  + SP USD
  + Norway USD
  + Dutch USD
  + Japan USD

Unfunded budget: USD

In-kind Contributions: USD 0.0

Agreed by Ministry of Finance and Economic Planning (MoFEP) Republic of South Sudan:

Agreed by UNDP:

# Annual Work plan

**Year: 2014**

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| ***Community Security & Arms Control (CSAC)*** | | | | | | | | | | | |
| ***2014 Annual Work Plan*** | | | | | | | | | | | |
|  | **Output / Target / Baseline / Indicators** |  | **Activity Results** | **Timeframe** | | | | **Responsible Party** | **Funding Source** | **Budget Description** | **USD** |
| **Q1** | **Q2** | **Q3** | **Q4** |
| *1* | ***GRSS Community Security & Small Arms Control Agenda Strengthened*** | ***1.1.*** | ***Core management and administration functions of the Bureau are strengthened at national and state level*** | *X* | *X* | *X* | *X* | *UNDP in support of BCSSAC* |  | *International Consultants* | $ 100,000.00 |
| ***Output Target:*** *By 2016, South Sudan has endorsed a national legal framework regulating the illegal possession and use of small arms, with key security and rule of law institutions trained on its implementation; Bureau effectively monitors the implementation of national SALW obligations (including cease-fires); and has adopted a national strategy on voluntary and peaceful civilian disarmament, in close coordination with neighboring countries* | *Activity Action 1.1.1. Organizational Capacity Assessment Completed and ToRs developed for management training programme* |  | *X* | *X* | *X* | *Travel* | $ 10,000.00 |
| ***Baseline:*** *National legislation drafted but not yet adopted or implemented; no effective national monitoring mechanism or national body on SALW obligations; and no nationally endorsed strategy on conducting voluntary peaceful disarmament, particularly given the recent rearmament of communities* | *Activity Action 1.1.2. Job Descriptions drafted and national ministerial staff on secondment are co-located within Bureau offices* | *X* | *X* | *X* |  | *Trainings, Workshops & Conferences* | $ 15,000.00 |
| ***Indicator:*** *Legislation passed - yes/no; monitoring mechanism established - yes/no; national strategy on civilian disarmament in partnership with regional governments that promotes voluntary and civilian-led processes - yes/no* | *Activity Action 1.1.3. Bureau is supported in national budgeting and planning processes* | *X* | *X* | *X* |  | *Contractual Services - Companies* | $ 200,000.00 |
|  |  |  |  |  |  | *Equipment & Furniture* | $ 40,000.00 |
| *Supplies* | $ 10,000.00 |
| *Activity Result Total* | *$ 375,000.00* |
| *GMS* | *$ 26,250.00* |
| ***Activity Result Total*** | ***$ 401,250.00*** |
| ***1.2.*** | ***National policies and legislation on small arms control are developed and implemented in adherence with regional and international norms to address the threat posed by the recent re-armament of communities.*** | *X* | *X* | *X* | *X* | *UNDP in support of BCSSAC* |  | *Staff* | $ 80,000.00 |
| *Activity 1.2.1. SALW baseline survey is launched, specifically geared towards addressing the recent influx of SALW in communities* | *X* | *X* | *X* | *X* | *International Consultants* | $ 200,000.00 |
| *Activity Result 1.2.2. South Sudan hosts its first national conference on civilian arms control with a key focus on addressing recent re-armament of communities and mechanisms to civic participation in local arms control* |  |  | *X* | *X* | *Travel* | $ 60,000.00 |
| *Activity Action 1.2.3. Bureau supports in establishing mechanism for civic monitoring of relevant conditions under cease-fire and peace agreements* | *X* | *X* | *X* | *X* | *Trainings, Workshops & Conferences* | $ 200,000.00 |
| *Activity Result 1.2.3. Working group on SALW control established, with sub-committees leading development of key technical guidance* | *X* | *X* | *X* | *X* | *Contractual Services - Companies* | $ 10,000.00 |
| *Activity Result 1.2.4. Regional and international treaties, conventions and protocols are ratified and enacted into national law* |  |  | *X* | *X* | *Supplies* | $ 10,000.00 |
| *Activity 1.2.5. National legislation is passed and implementation commences* | *X* | *X* | *X* | *X* | *Activity Result Total* | *$ 560,000.00* |
| *GMS* | *$ 39,200.00* |
| ***Activity Result Total*** | ***$ 599,200.00*** |
| ***2*** | ***Conflict sensitivity and community participation is mainstreamed into development planning, public policy advocacy and government response to community insecurity*** | ***2.1.*** | ***Conflict sensitivity and participatory approaches integrated into government development planning and decision-making processes, particularly at the local level*** | *X* | *X* | *X* | *X* | *UNDP in support of BCSSAC, SSPRC, Ministry of Local Government, County Authorities* |  | *Staff* | $ 156,000.00 |
| ***Output Target:***  *By 2016, South Sudan has a conflict analysis framework for development planning and budgeting processes, endorsed by the Local Government Board and Ministry of Finance & Economic Planning, with conflict-sensitive development plans completed in 38 counties; Improved awareness and understanding of SALW control and peacebuilding; government responses to community insecurity create an enabling environment for peaceful reintegration and social cohesion and are capable of mitigating root causes of conflict; and the CSAC analysis cell produces 9 analytical policy briefs, contributing to key peace and security issues in South Sudan* | *Activity Action 2.1.1: Tool-kits and methodology developed and integrated into LGB and MoFEP planning guidelines* |  |  | *X* | *X* | *International Consultants* | $ 100,000.00 |
| ***Baseline:*** *No national strategy or tool to mainstream conflict-sensitivity or community participation in development planning, with only 4 counties that have developed conflict-sensitive strategic plans; [baseline on public awareness to be established through baseline survey in early 2014]; government responses to community insecurity remain fragile and lack capacities to ensure peaceful reintegration and address root causes of violent conflict.* | *Activity action 2.1.2: Master trainers trained on tool-kits and guideline at national level; and in 2 states* |  |  | *X* | *X* | *Travel* | $ 200,000.00 |
| ***Indicator:*** *Endorsement of tool-kit and training manual on conflict-sensitivity and community participation by LGB and MoFEP; # of counties that are supported to develop County Strategic Plans; % increase in positive perceptions towards SALW control and reconciliation; % community security projects that are facilitate peaceful reintegration are perceived to have addressed root causes of violent conflict.* | *Activity Action 2.1.3: 14 counties supported in developing conflict-sensitive development plans* |  |  | *X* | *X* | *Trainings, Workshops & Conferences* | $ 100,000.00 |
|  | *Activity Action 2.1.4: Communities mobilized to participate in key development planning and decision-making forums* |  |  | *X* | *X* | *Contractual Services - Companies* | $ 20,000.00 |
|  |  |  |  |  | *Supplies* | $ 30,000.00 |
| *Activity Result Total* | *$ 606,000.00* |
| *GMS* | *$ 42,420.00* |
| ***Activity Result Total*** | ***$ 648,420.00*** |
| ***2.2.*** | ***Key national 'Peace & Reconciliation' institutions undertake public outreach efforts through public awareness raising, peace promotion and national unity messaging*** | *X* | *X* | *X* | *X* | *UNDP in support of BCSSAC, SSPRC, Ministry of Local Government, County Authorities* |  | *Staff* | $ 275,371.00 |
| *Activity Action 2.2.1: Develop and communicate messages to relieve the prevailing ethnic tension and fracture through television, radio mobile theatre* | *X* | *X* |  |  | *International Consultants* |  |
| *Activity Action 2.2.2: Train the radio and TV programme hosts on the “Do’s and “Don’ts” in hosting discussions on politically sensitive and highly charged topical issues* | *X* | *X* | *X* | *X* | *Travel* | $ 35,000.00 |
| *Activity Action 2.2.3: Establish community-based radio stations and train radio operators to relay peace messages to communities* | *X* | *X* |  | *X* | *Trainings, Workshops & Conferences* | $ 15,000.00 |
| *Activity Action 2.2.3: Engage and support the media in dissemination of the contents of the peace agreement and in conducting civic monitoring of the ceasefire* | *X* | *X* | *X* | *X* | *Contractual Services - Companies* | $ 1,000,000.00 |
|  |  |  |  |  | *Audio Visual Production* | $ 25,000.00 |
| *Activity Result Total* | *$ 1,350,371.00* |
| *GMS* | *$ 94,525.97* |
| ***Activity Result Total*** | ***$ 1,444,896.97*** |
| ***2.3.*** | ***Community stability, social cohesion and a favorable environment for dialogue is realized through targeted stabilization and rule of law initiatives*** | *X* | *X* | *X* | *X* | *UNDP in support of BCSSAC, SSPRC, State Line Ministries, County Authorities* |  | *Staff* | $ 80,000.00 |
| *Activity Action 2.3.1: Facilitate missions for national 'peace and reconciliation' institutions to conflict affected areas targeting IDPs to assess extent of tensions and identify entry points for confidence building between the conflicting communities* | *X* | *X* |  |  | *Travel* | $ 100,000.00 |
| *Activity Action 2.3.2: Assess entry points for implementing ‘quick impact’ stabilization / recovery projects in targeted hot-spots to facilitate safe return and reintegration of IDPs and refugees* | *X* | *X* |  |  |  |  |
| *Activity Action 2.3.4: Stock-taking missions are carried out to all accessible Conflict-Sensitive Development Project sites to assess status and opportunities to support local recovery initiatives* | *X* | *X* |  |  | *Trainings, Workshops & Conferences* | $ 120,000.00 |
| *Activity Action 2.3.3: LPU is fully integrated into the national SSNPS structure and an additional 150 LPU officers trained and equipped* |  | *X* | *X* | *X* | *Contractual Services - Companies* | $ 3,069,530.00 |
|  |  |  |  |  | *Activity Result Total* | *$ 3,369,530.00* |
|  |  |  |  | *GMS* | *$ 235,867.10* |
| ***Activity Result Total*** | ***$ 3,605,397.10*** |
| ***2.4.*** | ***Project Management*** | *X* | *X* | *X* | *X* | *UNDP* |  | *Staff* | $ 1,431,094.09 |
| *•* | *Project Board Meetings* | *Travel* | $ 75,000.00 |
| *•* | *Analysis 'Cell' + Knowledge Products* | *Trainings, Workshops & Conferences* | $ 45,000.00 |
| *•* | *Corporate & Donor Reporting* | *Equipment & Furniture* | $ 15,000.00 |
| *•* | *Communications* | *Supplies* | $ 12,000.00 |
| *•* | *Audits (0.1%allocated for DIM Audit)* | *Rental & Maintenance* | $ 326,693.90 |
|  |  |  |  |  |  |  | *Security* | $ 108,897.97 |
| *Common Services* | $ 108,897.97 |
| *Activity Result Total* | *$ 2,122,583.91* |
| *GMS* | *$ 148,580.87* |
| ***Activity Result Total*** | ***$ 2,271,164.79*** |
| ***3*** | ***‘Infrastructures for Peace’ are established and operational, ensuring effective coordination of national unity and reconciliation at all levels*** | ***3.1.*** | ***Core functions of 'IfPs' are strengthened at national and state level, particularly in management and administration*** | *X* | *X* | *X* | *X* | *UNDP in support of the SSPRC* |  | *International Consultants* | $ 75,000.00 |
| ***Output Target:*** *By 2016, a national and inclusive agenda for reconciliation and national unity is fully operational and is capable of mediating discourse on prominent governance, national unity and peacebuiling issues; Local conflict resolution mechanisms successfully mediate conflict across ethnic/tribal/geographic boundaries and are integrated into South Sudan's early warning / response system* | *Activity Action 3.1.2: Establish, equip and train a joint secretariat for the three ‘peace and reconciliation’ institutions at state and county levels in order to advance and coordinate the national reconciliation agenda* | *X* | *X* | *X* |  | *National Consultants* | $ 10,000.00 |
| ***Baseline:*** *Current peace and reconciliation efforts are dominated by track 1 political elites and there is no common strategic framework in place to enable the key national institutions to coordinate and advance national reconciliation efforts in a manner that provides inclusive access and participation of sub-national and civic entities; Local / traditional dispute resolution systems primarily exert influence within ethnic/tribal/geographic boundaries only and are not integrated into the formal state structures.* | *Activity Action 3.1.2: Develop an overarching and inclusive roadmap and implementation plan for confidence building, dialogue, peace building, reconciliation and healing* | *X* | *X* | *X* |  | *Travel* | $ 10,000.00 |
| ***Indicator:*** *Extent of participation and representation of stakeholders in reconciliation and national unity processes; extent of implementation of reconciliation framework; number of CT facilitations that mediate across clan, tribal, ethnic or geographic lines; extent of engagement between peace cadres and formal governance structures* | *Activity Action 3.1.3: IfPs' mandate is actively disseminated and promoted at national and state levels* | *X* | *X* |  |  | *Trainings, Workshops & Conferences* | $ 25,000.00 |
|  | *Activity Action 3.1.4: Data collection and ‘analysis cell’ established at the national level for early warning / preventative diplomacy responses and policy formulation* | *X* | *X* | *X* | *X* | *Contractual Services - Companies* | $ 150,000.00 |
| *Activity Action 3.1.5: Organizational Capacity Assessment findings are integrated into an implementation plan and ToRs developed for a management training and collaborative leadership training programme* |  | *X* | *X* | *X* | *Equipment & Furniture* | $ 50,000.00 |
|  |  |  |  |  | *Activity Result Total* | *$ 320,000.00* |
| *GMS* | *$ 22,400.00* |
| ***Activity Result Total*** | ***$ 342,400.00*** |
| **3.2.** | ***Political Dialogue and peacebuilding space is expanded to include national ‘peace and reconciliation’ institutions and civic participation*** | *X* | *X* | *X* | *X* | *UNDP in support of the SSPRC* |  | *Staff* | $ 691,429.89 |
| *Activity Action 3.2.1: Mobilise political support for the inclusion of South Sudan’s three primary ‘peace and reconciliation’ institutions to participate as observers in the Addis Ababa peace talks* | *X* | *X* | *X* |  | *Travel* | $ 100,000.00 |
| *Activity Action 3.2.2: Provide technical advisory and logistical support to representatives of the three ‘peace and reconciliation’ institutions as well as eminent facilitators to participate and support the Addis Ababa peace talks* | *X* | *X* | *X* | *X* | *Trainings, Workshops & Conferences* | $ 75,000.00 |
| *Activity Action 3.3.4: Establish an inclusive mechanism for participation of other interest groups especially youth, women, media, civil society, academia and traditional chiefs.* | *X* | *X* | *X* | *X* | *Supplies* | $ 30,000.00 |
| *Activity Action 3.2.3: Support the collection, analysis and compilation of perceptions and public opinion through diverse means, including video dialogue to facilitate dialogue on causal drivers of conflict, social cohesion and reconciliation* | *X* | *X* | *X* | *X* | *Activity Result Total* | *$ 896,429.89* |
|  |  | | | | *GMS* | *$ 62,750.09* |
| ***Activity Result Total*** | ***$ 959,179.98*** |
| **3.3.** | **Conflict Transformation Facilitation effectively supports conflict mediation efforts in hotspot conflict systems and are integrated into South Sudan's early warning system** | *X* | *X* | *X* | *X* | *UNDP in support of the SSPRC* |  | *Staff* | $ 859,371.60 |
| *Activity Action 3.3.1: National Conflict Transformation Tool-kit drafted and endorsed* | *X* | *X* | *X* | *X* | *Travel* | $ 200,000.00 |
| *Activity Result 3.3.2: CTF participants effectively trained and utilize trainings to support local reintegration, social cohesion and reconciliation activities* | *X* | *X* | *X* | *X* | *Trainings, Workshops & Conferences* | $ 500,000.00 |
| *Activity Action 3.3.4: Entry points for institutional integration with local government and early warning structures are established* |  |  | *X* | *X* | *Contractual Services - Companies* | $ 175,000.00 |
|  |  |  |  |  | *Supplies* | $ 100,000.00 |
| *Activity Result Total* | *$ 1,834,371.60* |
| *GMS* | *$ 128,406.01* |
| ***Activity Result Total*** | ***$ 1,962,777.61*** |
| *4* | **Operational capacity of county governments in conflict-prone counties improved through infrastructure rehabilitation and provision of equipment** | **4.1** | **Priority construction, renovations and equipping of local governments in 8 counties** |  |  |  |  | *UNDP in support of County Authorities* |  | *Staff* | $ 240,000.00 |
| ***Baseline:*** *Target Counties have variable but limited physical presence and limited absorptive capacity for co-location with UNCT and other development partners; Target counties have inadequate physical presence for meaningful outreach to communities* |  | *Activity Action: 4.1.2: preparation and advertisement of tender documents for works* |  |  |  |  | *Travel* | $ 50,000.00 |
| ***Target:*** *8 target counties have improved absorptive capacity to enable co-location and engage with international partners and enable development support; 8 target counties have improved physical presence for development outreach to communities* |  | *Activity Action 4.1.3: Contracting, implementation and monitoring and engineering oversight of works underway* |  |  |  |  | *Contractual Services - Companies* | $ 2,491,092.30 |
| ***Indicators:*** *# of completed CSB Development Portals; # of times CSB Portals are utilized for meetings/engagement between communities and government; # of 'co-location events' where CBOs, NGOs and UN agencies use CSB Portal facilities for capacity building trainings or support in the delivery of key services* |  |  |  |  |  |  | *Activity Result Total* | *$ 2,781,092.30* |
|  |  |  |  |  |  |  |  |  | *GMS* | *$ 194,676.46* |
| ***Activity Result Total*** | ***$ 2,975,768.76*** |
| **Total Direct Costs** | | | | | | | | | | | **$ 13,840,378.70** |
| **Total GMS** | | | | | | | | | | | **$ 968,826.51** |
| **GRAND TOTAL** | | | | | | | | | | | **$ 15,210,455.21** |

# Management Arrangements

**(UNDP)**

**Project Manager (P4)**

**Project Board**

**Senior Beneficiary**

**(MoI, MoLACD, JoSS, Presidency)**

**Executive**

**(BSSAC/SSPRC)**

**Senior Supplier**

**(Donor Representatives)**

**Project Assurance**

**(UNDP)**

CPR Team Leader,

CPR Programme Analyst

**Project Organisation Structure**

**POLICY DEVELOPMENT**

Technical Advisor to CSSAC Bureau (P4),

Public Information & Community Awareness Technical Specialist BCCSAC (P3)

Rule of Law Coordinator,

Technical Advisor to GSS South Sudan Peace & Reconciliation Commission (P5)

**PROJECT SUPPORT**

Programme Specialist,

Operations Manager,

CSB Project Manager,

Field Programming Coordinator

Travel Associate (National),

Logistics Officer (National),

Drivers (x6)

**FIELD PROGRAMMING**

LPU Specialist (IUNV)

Conflict Transformation Training Specialist (x3),

Peacebuilding Specialists (x3)

Conflict Sensitive Development Officer (National) (x3),

Peace and Community Specialists (IUNV) (x6),

Project Engineer (IUNV) (x3).

Monthly Coordination and weekly level meetings

Project Executive Board

The Project Board manages the strategic direction of the project and monitors progress to ensure achievements of objectives, major policy issues, endorses annual work plans and budgets, and review quarterly progress reports. This comprised of senior representatives of the BCSSAC, the South Sudan Peace & Reconciliation Commission, line Ministry representatives, incl. MoIA, MoLACD, JoSS and Presidency (beneficiaries), as appropriate and CSAC donors, UNDP CPRU programme/project management.

The Project Executive Board will meet quarterly and chaired by the BCSSAC and SSPRC as Co-chair. Decision-making at the Project Board is based consensus. The UNDP CSAC Project Manager serve as the secretariat to the Board, ensuring agendas and minutes are properly prepared and disseminated.

**United Nations Development Programme (UNDP)**

CSAC project will be administered by the UNDP South Sudan Country Office under the Direct Execution (DIM) modality. All UNDP projects in South Sudan, as a fragile post-conflict recovery environment, are implemented through DIM, and based on UNDP global experience. Under the direct modality, the UNDP Office will assume overall financial management responsibility and accountability for the project implementation. The project will be managed in a way to builds South Sudanese capacities, while ensuring accountability of funds and achievement of project output-level results. The modality minimises setting separate structures by working directly with Govt. of South Sudan ministries through existing coordination structures. The project will also continue to collaborate with other line ministries through UNDP technical advisors embedded within key ministries and staff of the ministries seconded to the project.

**Project Quality Assurance**

UNDP Crisis Prevention and Recovery UNIT Programme Team will give guidance and provide day-to-day oversight and responsibility for producing programme results on behalf of the Project Board and Project Technical Committees. The Programme Team will closely coordinate with UNDP in ensuring that management systems (finance, procurement, human resources, M & E, etc) are implemented efficiently and effectively and will act as liaison with UNDP, counterparts, implementing agencies and donor relations. The Programme Team will be also responsible to the Project Board and Project Technical Committee for financial performance and development results as indicated in the Result and Resources Framework (RRF). UNDP will also play the oversight and quality assurance role, monitoring and evaluating the project as objectively and independently as possible.

**Project Management & Support**

UNDP will channel funding and the technical expertise needed to successfully implement the project. UNDP recruits and places a project manager who will be responsible for the day-to-today management of the project. The project manager will be supported by project support staff who will provide technical programming input and operations support to facilitate the delivery of project outputs, activities and results in accordance with the Annual Work Plan. The project team will also serve as secretariat for the project board. The project team will make quarterly counterpart/field visit to interact with the project beneficiaries in order to ensure quality delivery of project outputs.

**Policy Development**

As underscored throughout this document, development of policies and strategic frameworks comprises an important ingredient of UNDP’s support to develop the capacities of national systems and will ensure project outputs are rooted in broader nationally owned policies. Technical advisors in both government counterpart institutions of the CSAC project will be seconded on behalf of UNDP to oversee technical policy development.

**Donor**

The project is funded by the Government of Japan, Canada, European Union, United Kingdom, the United States Department of State, Netherlands, Norway, and UNDP’s own core resources. Besides providing the funding needed for activity implementation, the donors will provide general oversight through counterpart visits and project joint field visits, where possible.

Coordination

A Coordination Committee at State level (through the State Steering Committees) will oversee and ensure effective communication and knowledge sharing of progress on the ground by reviewing and implementing lessons learnt as the project continues. The Committee will meet monthly and will be chaired by the BCSSAC. Participants will include the BCSSAC, the UNDP CSAC Project Manager and staff, representatives from the Project’s principle partners, Project donors, as well as the relevant UN and UNDP programme representatives. Relevant national and international NGO and CBO partners will also be encouraged to participate and ensure working-level collaboration between related peacebuilding, security and development initiatives across South Sudan.

The Govt. of South Sudan, States Govt. and Local Government

The following are the roles of government at all levels as it relates to the project - details of engagement will vary over time, as the capacities and responsibilities of the different tiers and sectors of government evolve.

The centre (Govt. of South Sudan) – Development and implementation of policy and legislative frameworks will be central to Community Security and Arms Control in South Sudan. Priority focus should be on developing GSS endorsed policy and strategy on small arms and light weapons control. There remains significant need to establish a South Sudan wide Security Sector Reform policy that will guide and coordinate all relevant stakeholders in providing security and stabilization activities.

States Level – States will coordinate stakeholders through the State Steering Committee. States will shape the CSAC planning process in various ways and through various entry points - reflected at the level of Govt. of South Sudan, including: Minister for Interior, Minister for Local Government, State Security Budget Sector Working Group, State Police, Prisons, Legal Affairs, South Sudan DDR Commission and South Sudan Peace Commission:

1. Through informing and strengthening of the policy framework, using lessons learnt from the project, as well as coordinating CSAC efforts together with the BCSSAC
2. Supporting CSAC through resource mobilisation (financial and human)
3. Providing security and political updates.
4. Synchronised provision of security through Police and SPLA

Since the majority of physical CSAC support is targeted at supporting the County and State level GSS institutions (especially in areas where considerable decision making) has already been devolved through a decentralization process, State and County strategic plans and consultations are critical to the planning and implementation of CSAC support. Planning and consultations have already occurred within three States and will be expanded into three additional States through further State and County Security Committees. The model for GSS-level CSAC representation is reflected in the Bureau’s mandate.

Counties –County Administrations and County Steering Committees will have the crucial role of supporting CSAC at the community level. The assistance from CA and CSCs will be to:

1. Inform, motivate and mobilise communities to seek a secure, prosperous environment through use of local government organs, including traditional authorities, civil society, religious groups, youth groups etc.
2. Plan and help implement the exercises in arms reduction within communities as well as the secure storage of weapons
3. Support security, recovery and development planning within counties in collaboration with the County Development Committees, County Security Committees, civil society stakeholders, traditional authorities and CBOs/NGOs
4. Facilitate provision of social services that help meet priorities from step (c) and increase community security and arms control.

Role of International Agencies

UNMISS

* Political – ensuring that decisions made are supported, while having close cooperation and liaison with the Regional Coordinator and Civil and Political Affairs.
* Material – including provision of Force Protection and Military Observers, UN Police and UN IDDR personnel, as well as logistical support through provision of special flights and facilitation of movement of personnel among other activities. At the State and County level, cooperation will require sharing of premises, division of labour and joint operations as well as the coordination of assets and human resources.
* The GSS-UNDP CSAC Project will continue to strengthen the coordination and consultation with the UN IDDR unit to maximise the comparative advantage of each office.

**RC/HC Office**

As one of the key and well-established structures within South Sudan, with its HQ in Juba and a States-wide network, the UNDP has, and will continue to, cooperate closely with the RC/HC Office.

* Political - ensuring that decisions made are supported, while having close cooperation and liaison with RC/HC and various offices, as well as humanitarian agencies and NGOs to ensure constructive programming in the humanitarian, recovery and development phases
* Material – including financial resources, support to the project by RC/HC staff in States, logistical support of transportation, communication etc.

# Monitoring Framework and Evaluation

The BCSSAC will be engaging with UNDP to monitor and evaluate the project. Ongoing review, reporting and evaluation are considered critical to the success of the project. Building in active learning and adaptation mechanisms will be one of the priority responsibilities of all the partners, led by the Project Executive Board and the Project Manager.

The outputs and activities detailed in this project document are part of a multi-donor action. As such, monitoring/evaluation and reporting will be harmonized in accordance with the overarching CSAC Annual Work Plan and Results Framework, which will surmise results at the project level.

In accordance with the programming policies and procedures outlined in the UNDP User Guide, the project will be monitored through the following:

**Within the annual cycle:**

* Compile weekly and monthly field reports against the CSAC 2012 Annual Work Plan Activity Results, targets and indicators.
* On a quarterly basis, a quality assessment will record progress towards the completion of key results, based on quality criteria and methods captured in the Quality Management table below.
* An Issue Log will be activated in Atlas and updated by the Project Manager to facilitate tracking and resolution of potential problems or requests for change.
* Based on the initial risk analysis submitted (ANNEX I), a risk log will be activated in Atlas and regularly updated by reviewing the external environment that may affect the project implementation.
* Based on the above information recorded in Atlas, a Project Progress Reports (PPR) will be submitted by the Project Manager to the Project Board through Project Assurance, using the standard report format available in the Executive Snapshot.
* A project Lesson-learned log will be activated and regularly updated to ensure on-going learning and adaptation within the organization, and to facilitate the preparation of the Lessons-learned Report at the end of the project
* A monitoring Schedule Plan will be activated in Atlas and updated to track key management actions/events.

**Annually:**

* Annual Review Report. An Annual Review Report will be prepared by the Project Manager and shared with the Project Board and the Outcome Board. As minimum requirement, the Annual Review Report will consist of the Atlas standard format for the QPR covering the whole year with updated information for each above element of the QPR as well as a summary of results achieved against pre-defined annual targets at the output level.
* Annual Project Review. Based on the above report, an annual project review will be conducted during the fourth quarter of the year or soon after, to assess the performance of the project and appraise the Annual Work Plan (AWP) for the following year. In the last year, this review will be a final assessment. This review is driven by the Project Board and may involve other stakeholders as required. It will focus on the extent to which progress is being made towards outputs, and that these remain aligned to appropriate outcomes.

Additional mechanisms to be used for monitoring the project will include:

Project Executive Board

* Quarterly, the Project Executive Board will receive statements of progress against AWP (organised by output targets in the RRF), which will be submitted by the Project Manager. There will also be an analysis of relevant external developments that affect the project. The Project Executive Board will include comments for any expected actions or decisions requested. The Project Executive Board minutes will indicate their acceptance and any follow-up actions required.

State Monitoring and Review Committees

* These will be developed once the states CSAC planning processes have become established and are likely to meet quarterly with the BCSSAC and UNDP representatives.

County Monitoring & Review Committees

* These will be supported by the BCSSAC, the County Planning Officer, representatives of the key sectors and representatives of non-state actors. They are also likely to meet quarterly.

Monthly Progress Reporting Systems

* Because of the size and scope of the project, there will be a system of brief monthly reports that are aggregated from the County to State and fed into the Project Coordination Committee by the Field Programming Manager. These will be designed as a management tool for all parties, will include reflection on technical methodologies used, as well as track progress on outputs and provide information on specific risks.
* The project will also incorporate significant information and data that will be provided by the annual county strategic planning and budgeting process, supported by the UNDP Governance Programme and in turn by the CSAC Project. This, along with civil education and public opinion polls, will provide valuable information from grassroots stakeholders that will be fed into the M&E framework.

**Quality Management for Project Activity Results**

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| --- | --- | --- | --- | --- | --- |
| OUTPUT 1: GRSS Community Security & Small Arms Control Agenda Strengthened | | | | | |
| Activity Result 1.1  (Atlas Activity ID) | | | Core functions of the Bureau are strengthened at national and state level, particularly in management and administration | | Start Date: 01 Jan 2014  End Date: 31 Dec 2016 |
| Purpose | Provide dedicated support to the management and administration functions of the Bureau in order to enhance its institutional efficiency and effectiveness | | | | |
| Description | Activity Action 1.1.1. Organizational Capacity Assessment Completed and ToRs developed for management training programme  Activity Action 1.1.2. Job Descriptions drafted and national ministerial staff on secondment are co-located within Bureau offices  Activity Action 1.1.3. Bureau is supported in national budgeting and planning processes | | | | |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | | Date of Assessment  When will the assessment of quality be performed? | |
| 1. TA needs/capacity assessment of counterpart’s ministries. | | Needs/capacity assessment report. | | Project initiation/LPAC/AWP. | |
| 2. Scope of work, tasks and responsibilities of TA clearly defined. | | TOR defined and agreed upon with counterparts.  Counterparts input in recruitment process | | AWP discussion | |
| 3. TA outputs and milestones for performance monitoring. | | TA performance management plan (incl. capacity transfer plans) developed and agreed upon with counterparts. | | AWP discussion | |
| 1. Assessment of learning needs (computer literacy, financial management, data collection and reporting, project management, accountancy etc) | | Learning plan developed by counterparts and UNDP. | | AWP discussions with counterparts/Project Board meetings | |
| 1. # of government staff trained | | Progress reporting | | Quarterly | |
| 1. Impact of equipment and training and extent to which it contributed to achievement of outputs. | | Equipment tracking sheets developed and updated by counterparts/asset management systems in place, and this equipment factored in. Project staff spot checks during project life cycle. Training delivered and repeated. Assessment of State office management and accountability of funds and state office efficacy. | | Evaluation phase/project review phase. | |

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| --- | --- | --- | --- |
| OUTPUT 1: GRSS Community Security & Small Arms Control Agenda Strengthened | | | |
| Activity Result 1.2  (Atlas Activity ID) | National policies and legislation on small arms control are developed and implemented, reflecting regional and international strategies and norms | | Start Date: 01 Jan 2014  End Date: 31 Dec 2016 |
| Purpose | Advance the small arms and light weapons control agenda in South Sudan through enhanced regulatory and oversight frameworks and policies | | |
| Description | Activity Action 1.2.1: National legislation is passed and implementation commences  Activity Result 1.2.2. Regional and international treaties, conventions and protocols are ratified and enacted into national law  Activity Result 1.2.3. South Sudan hosts its first national conference on civilian disarmament and examines regional approaches  Activity 1.2.4. SALW baseline survey is launched  Activity Result 1.2.5. Working group on SALW control established, with sub-committees leading development of key technical guidance | | |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | Date of Assessment  When will the assessment of quality be performed? |
| 1. SALW bill passed – yes/no | | Entry into force of legislation | AWP discussions with counterparts/Project Board meetings |
| 1. # of regional/international conventions/treaties signed and ratified; # of engagements in national, regional and international forums on SALW control | | Signatory and ratification process completed – yes/no; minutes of national, regional and international forums | AWP discussions with counterparts/Project Board meetings |
| 1. Number of coordination meetings held and diversity of participants | | Minutes of meetings, attendance sheets | Monthly |

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| Activity Result 1.4  (Atlas Activity ID) | | Public awareness and sensitization raised and communities empowered to effectively engage with government on community security | Start Date: 01 Jan 2012  End Date: 31 Dec 2012 |
| Purpose | Enhance the awareness and common knowledge of the community on CSSAC | | |
| Description | Activity Action 1.4.1: Implementation of public information strategy in coordination with GSS and other UNDP projects on community security with an emphasis on security for women  Activity Action 1.4.2:  Identify and engage with partners that can provide a range of awareness raising activities and methodologies (e.g., media, peer-to-peer, etc.) Targeted at groups and communities, with a priority given to communications that prevent occurrence of S/GBV.  Activity Action 1.4.3:  Documentation, publication and dissemination of Bureau project reports, best practices and other knowledge products. | | |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | Date of Assessment  When will the assessment of quality be performed? |
| 1. PA/I strategy developed – yes/no | | * PA/I strategy designed in consultation with GSS and other key partners | Pre AWP and AWP phase. |
| 1. Capacity of implementing partners identified and assessed | | * Comprehensive list of diverse IPs approved by GSS * Capacity assessment report | Pre AWP and AWP phase. |
| 1. Community awareness of CSAC increased | | * Random assessments of community knowledge of CSAC | Project delivery phase |

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| Output 2: Local security environment improves through mainstreaming conflict sensitivity and community participation into development planning, public policy advocacy and government response to community insecurity | | | | |
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| Activity Result 2.1.  (Atlas Activity ID) | Conflict sensitivity and participatory approaches integrated into government development planning and decision-making processes, particularly at the local level | | | Start Date: 01 Jan 2014  End Date: 31 Dec 2016 |
| Purpose | To ensure development priorities are identified with the direct participation of communities, respond to the diversity of needs and priorities, and do not exacerbate underlying conflict dynamics. | | | |
| Description | Activity Action 2.1.1: Tool-kits and methodology developed and integrated into LGB and MoFEP planning guidelines  Activity action 2.1.2: Master trainers trained on tool-kits and guideline at national level; and in 2 states  Activity Action 2.1.3: 14 counties supported in developing conflict-sensitive development plans  Activity Action 2.1.4: Communities mobilized to participate in key development planning and decision-making forums | | | |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | Date of Assessment  When will the assessment of quality be performed? | |
| 1. Endorsement of tool-kit and training manual on conflict-sensitivity and community participation by LGB and MoFEP; | | Publication of tool-kit | Post event | |
| 1. # of counties that are supported to develop County Strategic Plans | | Consultation sessions and publication of County Strategic Plans | Quarterly | |

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| --- | --- | --- | --- |
| Output 2: Local security environment improves through mainstreaming conflict sensitivity and community participation into development planning, public policy advocacy and government response to community insecurity | | | |
| Activity Result 2.2  (Atlas Activity ID) | Community outreach and awareness campaign on SALW control and peacebuilding reaches communities in all 10 states in an integrated manner | | Start Date: Jan 2014  End Date: Dec 2016 |
| Purpose | To prompt a behavioural and attitudinal change on the use of SALW and promote the use of peaceful conflict/dispute resolution systems | | |
| Description | Activity Action 2.2.1: Complete a baseline public opinion poll on SALW and Peacebuilding  Activity Action 2.2.2: Messaging developed on SALW bill and aired across all 10 states  Activity Action 2.2.3: Community Outreach campaign reaches cattle camps and market places in six states  Activity Action 2.2.4: 'Road to Peace' Programme is launched with national coverage | | |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | Date of Assessment  When will the assessment of quality be performed? |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | Date of Assessment  When will the assessment of quality be performed? |
| 1. # of radio and TV programmes aired | | * CSAC Weekly Reports | Collated monthly |
| 1. Extent of community participation in radio and T V programmes | | * CSAC Weekly Reports | Collated monthly |
| 1. Change in communities’ and governments’ attitudes, behaviours and perceptions on SALW control and peacebuilding issues | | * Perception survey | End of the year |

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| Output 2: Local security environment improves through mainstreaming conflict sensitivity and community participation into development planning, public policy advocacy and government response to community insecurity | | | |
| Activity Result 2.2  (Atlas Activity ID) | State authority, rule of law and basic services are extended to conflict prone regions in a conflict-sensitive manner | | Start Date: Jan 2014  End Date: Dec 2016 |
| Purpose | To improve the local security environment and promote an enabling environment for broader development initiatives | | |
| Description | Activity Action 2.3.1: LPU is fully integrated into the national SSNPS structure and an additional 150 LPU officers trained and equipped  Activity Action 2.3.2: Conflict Sensitive Development projects completed in Unity and Warrap and defects rectification assessments are carried out in CSAC's Phase I states  Activity Action 2.3.3: All infrastructure projects are monitored, ensuring effective use, impact and sustainability  Activity Action 2.3.4: Peacebuilding through Food Security projects integrate peacebuilding training for youth | | |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | Date of Assessment  When will the assessment of quality be performed? |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | Date of Assessment  When will the assessment of quality be performed? |
| 1. # of LPU officers trained and # of patrols carried out | | * Training and patrol logs | Quarterly |
| 1. Extent of utilization and impact of CSDPs | | * Field Mission Reports | Quarterly |
| 1. # of youth engaged and trained in peacebuilding; # of feddans cultivated | | * Filed Mission Reports | Quarterly |
| 1. % of communities who perceive projects to have positively impacted on the local security environment | | * Perception Survey | Q1, Q2 |

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| Output 3: The capacity of the South Sudan Peace & Reconciliation Commission is enhanced in supporting peace building, conflict transformation and mitigation at county and lower levels, reflecting the variety of leadership including women at county level. | | | |
| Activity Result 3.2  (Atlas Activity ID) | Support to SSPRC State offices to develop and implement State Conflict Transformation Strategies (CTS) in 6 states | | Start Date: Jan 2012  End Date: Dec 2012 |
| Purpose | To promote and capacitate local authorities and communities with conflict mitigation, peacebuilding and conflict transformation tool. | | |
| Description | Activity Action 3.2.1 Support the Commission's capacity to conduct Training of Trainers to local authorities, communities and other stakeholders on conflict transformation, peacebuilding and conflict mitigation | | |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | Date of Assessment  When will the assessment of quality be performed? |
| 1. Training Toolkits developed and utilised – yes/no | | * Toolkits developed with counterparts | AWP phase |
| 1. Training sessions evaluated by trainees on whether it met its intended objectives | | * Progress reporting on capacity transfer plans in monthly, quarterly and annual reports, evaluation reports. | Project delivery stages |

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| Output 4: Operational capacity of county governments improved through infrastructure rehabilitation and provision of equipment | | | | | |
| Activity Result 4.1  (Atlas Activity ID) | | | Activity Result 4.1: Priority construction, renovations and equipping of local governments in 19 counties | | Start Date: 01 Jan 2012  End Date: 31 Dec 2012 |
| Purpose | Enhance UNMISS/UNCT support at county | | | | |
| Description | Activity Action 4.1.1: Confirmation with county governments of specific construction/rehabilitation works to be prioritized in each county  Activity Action: 4.1.2: preparation and advertisement of tender documents for works  Activity Action 4.1.3: Monitoring and engineering oversight of works underway  Activity Action 4.1.4: Confirmation with County Governments of priority equipment/furnishing needs  Activity Action 4.1.5: Procurement of equipment/furnishings, prioritizing local suppliers  Activity Action 4.1.6: Delivery of equipment / furnishings | | | | |
| Quality Criteria  How/with what indicators the quality of the activity result will be measured? | | Quality Method  Means of verification. What method will be used to determine if quality criteria has been met? | | Date of Assessment  When will the assessment of quality be performed? | |
| 1. Counterpart input in consultation design – Yes/No | | * Counterpart participation in workshop design facilitated and documented. | | Pre event phase | |
| 1. Consultation delivery monitored and adjustments made, as appropriate. | | * Process monitoring mechanism designed, used and analysed | | During consultation event | |
| 1. Consultation sessions evaluated | | * Comprehensive consultation process report compiled, produced and disseminated to counterparts including Project Board. | | Post consultation event | |
| 1. Beneficiaries perceive projects to have contributed towards enhanced governance capacity | | * Perception surveys | | Pre/post learning event | |
| 1. Infrastructure completed and equipment delivered in counties – Yes/No | | Use of peace dividend by community | | Post event | |
| 1. Equipment specifications (brand, maintenance, spares and parts, access to technical support/after sales services) | | * Resolutions agreed with counterparts documented and shared (Programme staff, Project Board members). | | AWP discussions with counterparts/Project Board meetings. | |
| 1. Equipment usage. | | * Equipment tracking sheets developed and updated by counterparts / asset management systems in place, and this equipment factored in. * Project staff spot checks during project life cycle. | | During and after project delivery | |

# Legal Context

This document together with a CPAP to be signed by the Government and UNDP which is incorporated by reference constitute together a Project Document as referred to in the SBAA and all CPAP provisions apply to this document.

The following types of revisions may be made to this document with the signature of the UNDP Head of Office only, provided s/he is assured that the other signatories of the document have no objections to the proposed changes:

* Revisions in or additions to, any of the annexes of the document.
* Revisions which do not involve significant changes in the immediate objectives and outputs of the project, but caused by the rearrangement of activities and inputs already agreed to, or by cost variations due to inflation and exchange rates or by taking into account agency expenditure flexibility
* Those revisions which are done to re-phase the delivery of agreed inputs without changing the overall project budget.

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the executing agency and its personnel and property, and of UNDP’s property in the executing agency’s custody, rests with the executing agency.

The executing agency will:

1. put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
2. Assume all risks and liabilities related to the executing agency’s security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder will be deemed a breach of this agreement.

The executing agency agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document.

**VII. ANNEXES**

**Risk Log & Mitigating Actions**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| ID | Description | Category | Impact and Probability  (Low 1 and High 5) | Countermeasures/ Management responses | Owner |
| 1. | The continued existence of militias or OAGs in across South Sudan leads to an intensification of conflict against the GSS and/or the SPLA. | Security | Project activities would be disrupted if conflicts occur in project areas.  Probability = 3  Impact = 4 | Contingency plan regarding implementation of project activities. | Project Board |
| 2. | Inter or Intra-State community-based conflicts over grazing, water etc. leads to political tensions and open conflict within or between States. | Security | Project activities would be disrupted if conflicts occur in project areas.  Probability = 3  Impact = 4 | These are the crux of the issues CSAC is working on. Given adequate political space, the project will seek to engage and address these issues through the programming tools it has within its disposal. | Project Manager, in collaboration with GSS counterparts |
| 3. | Lack of accessibility of some project locations due to environmental/operational constraints | Environmental | Delay in completion of planned project activity.  Probability = 4  Impact = 4 | Contingency plan regarding implementation of affected project activities. | Project Manager |
| 4. | Inadequate /delay in allocation of funds to the project. | Financial | Inability to implement planned project activities.  Probability = 2  Impact = 4 | Collaboration with GSS institutions in prioritising areas of institutional support based on available funds, and resource mobilisation for the project. | Project Manager |
| 5. | Lack of political support/will from government counterparts | Political | Sustainability and impact of the project will be undermine  Probability = 2  Impact = 4 | Early joint planning and regular follow-up with government counterparts to keep them engaged through project cycle. | Project Manager |
| 6. | Bottlenecks in UNDP operations (procurement, recruitment of staff, etc) | Operational | Delays in completion of planned project activities  Probability = 3  Impact = 4 | Early and contingency planning will be required to provide stop-gap measures as they arise. | Project Manager |

**Staffing Table**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Position** | **International / National** | **Contract Type** | **Number of Months** | **Activity Result** | **Duty Station** |
| 1 | Admin  Associate | National | SB 3 | 12 | 2.4 | Juba |
| 2 | Communications Specialist | International | UNV | 12 | 2.4 | Juba |
| 3 | Community Outreach Specialist | International | P3 | 12 | 2.2 | Juba |
| 4 | Conflict Sensitive Development Officer | National | SB4 | 12 | 2.1 | Lakes |
| 5 | Conflict Sensitive Development Officer | National | SB4 | 12 | 2.1 | Jonglei |
| 6 | Conflict Sensitive Development Officer | National | SB4 | 12 | 2.1 | Unity |
| 7 | Conflict transformation Training officer | National | SB4 | 12 | 3.2 | Juba |
| 8 | Conflict transformation Training officer | National | SB4 | 12 | 3.3 | Juba |
| 9 | Conflict transformation Training officer | National | SB4 | 12 | 3.3 | Juba |
| 10 | Driver | National | SC 2 | 12 | 2.4 | Juba |
| 17 | Engineer | International | UNV | 12 | 4.1 | Malakal |
| 18 | Engineer | International | UNV | 12 | 4.1 | Juba |
| 20 | Field Coordination Officer | National | NO-A | 12 | 2.4 | Juba |
| 21 | Logistics Associate | National | SB 3 | 12 | 2.4 | Juba |
| 22 | Operations Specialist | International | P3 | 12 | 2.4 | Juba |
| 24 | Peace & Community Security Expert | International | UNV | 12 | 3.3 | Jonglei |
| 25 | Peace & Community Security Expert | International | UNV | 12 | 3.3 | Unity |
| 26 | Peace & Community Security Expert | International | UNV | 12 | 3.3 | Upper Nile |
| 27 | Peace & Community Security Expert | International | UNV | 12 | 3.3 | Rumbek |
| 28 | Peace & Community Security Expert | International | UNV | 12 | 3.2 | Juba |
| 29 | Project Associate | National | SC 2 | 12 | 2.4 | Juba |
| 30 | Project Management Analyst | International | P2 | 12 | 2.4 | Juba |
| 31 | Project Manager | International | P4 | 12 | 2.4 | Juba |
| 33 | Technical Advisor, Peace Commission | International | P5 | 12 | 3.2 | Juba |
| 34 | LPU Specialist | International | UNV | 12 | 2.3 | Jonglei |
| 35 | Conflict Analyst Specialist | International | P3 | 12 | 2.4 | Juba |
| 36 | Peace & Community Security Expert | International | UNV | 12 | 3.3 | Eastern Equatoria |
| 37 | Peacebuilding Specialist | International | P3 | 9 | 3.2 | Lakes |
| 38 | Peacebuilding Specialist | International | P3 | 6 | 3.3 | Upper Nile |
| 39 | Peacebuilding Specialist | International | P3 | 6 | 3.3 | Juba |
| 40 | Rule of Law - LPU Coordinator | International | Seconded - UNPOL | 12 | 2.3 | Juba |
| 41 | Rule of Law - Radio Communications | International | Seconded - UNPOL | 12 | 2.3 | Juba |
| **41** | **Engineer** | **International** | **P2** | **12** | **4.1** | **Juba** |