



Food and Agriculture  
Organization of the  
United Nations



**The International Treaty**  
ON PLANT GENETIC RESOURCES  
FOR FOOD AND AGRICULTURE

## RESOLUTION 14/2017

### WORK PROGRAMME AND BUDGET 2018-19

#### THE GOVERNING BODY,

##### *Recalling* that:

- a) The FAO Governing Bodies have determined that the Treaty on Plant Genetic Resources for Food and Agriculture is a priority FAO activity;
- b) That the FAO Conference has recommended that “*statutory bodies and conventions will be strengthened, enjoying more financial and administrative authority within the framework of FAO and a greater degree of self-funding by their Members*”;

##### *Recognizing* that:

- a) The International Treaty is at a crucial growth and enhancement stage;
  - b) The execution of the Work Programme is subject to adequate resources being available, in a timely manner, within the Core Administrative Budget, and that this will be essential to the future functioning, integrity and effectiveness of the International Treaty;
1. **Adopts** the International Treaty’s Work Programme and the Core Administrative Budget for the biennium 2018-19, as contained in *Annex 1* to this Resolution;
  2. **Adopts** the indicative scale of contributions, in accordance with Financial Rule V.1 b), as contained in *Annex 2* to this Resolution;
  3. **Urges** all Contracting Parties to provide the resources required in the Core Administrative Budget, as adopted;
  4. **Urges** Contracting Parties who made no, or only limited contributions in previous biennia, to make contributions to the Core Administrative Budget;
  5. **Recommends** the project proposals contained in the *Addendum to Annex 1* to this Resolution to donor Governments and institutions, and **invites** them to provide the funding necessary for the implementation of these projects;
  6. **Invites** States that are not Contracting Parties, inter-governmental organizations, non-governmental organizations and other entities, to also contribute to the Core Administrative Budget, consistent with relevant FAO rules;
  7. **Takes note** of the provisional proposed contribution from FAO of USD 2,000,000;
  8. **Approves** the level of the Working Capital Reserve at USD 580,000;
  9. **Notes** that Contracting Parties, who have not contributed to the Working Capital Reserve, will be requested to contribute the balance necessary to bring the reserve up to its established level, in the

call for contributions for the 2018-19 biennium, by separate voluntary contributions, in addition to their voluntary contributions to the Core Administrative Budget;

10. **Approves** the Secretariat staffing structure for the biennium 2018-19 set out in *Annex 3* to this Resolution, recognizing that the precise staffing arrangements are a matter of the normal executive authority of the Secretary;
11. **Thanks** those Governments who have generously donated substantial funds for additional project activities, outside the Core Administrative Budget, in support of the International Treaty's operational systems and **invites** Governments to replenish the funds for project activities which will be critical for the continued successful implementation of the International Treaty in the 2018-19 biennium;
12. **Warmly thanks** the Government of Italy for the staff resources that they have made available to support and extend the activities of the International Treaty;
13. **Confirms** that Contracting Parties that are developing countries and countries with economies in transition should be informed by the Secretary, in a timely manner before a meeting, of the availability of resources to support their participation in that meeting from the Fund referred to in the Treaty's Financial Rule VI.2 c), and that, where such funding is limited, priority should be given to the least developed countries;
14. **Encourages** Contracting Parties and other donors to replenish the Fund to Support the Participation of Developing Countries in the amount of USD700,000 for the 2018-19 biennium and requests the Secretary to include a call for funds to this effect in the annual letters calling for contributions to the Budget;
15. **Encourages** Contracting Parties to contribute to the Trust Fund for Agreed Purposes to replenish resources required to support the implementation and further evolution of the International Treaty in alignment with its 2018-19 Work Programme;
16. **Agrees and collectively grants its advance consent** to the budget revisions to the Trust Fund for Agreed Purposes and the Trust Fund to Support the Participation of Developing Countries that may arise from any additional contribution to these Trust Funds, in accordance with the financial rules or administrative requirements of FAO;
17. **Invites** FAO to take into account the specific nature and structure of the International Treaty's Trust Funds and to make necessary arrangements to minimize administrative burdens that might impede the receipt of contributions into those funds;
18. **Requests** the Secretary to continue to seek opportunities to hold International Treaty meetings back-to-back with other relevant meetings to save on travel and other costs;
19. **Requests** the Secretary to make all possible efforts to identify and use the most cost effective ways to undertake its activities;
20. **Requests** the Secretary to submit a draft Work programme and Budget for the biennium 2020-21, including a Secretariat staffing table and a Draft Resolution, for the consideration of the Governing Body at its Eighth Session, and to report on progress on income and expenditures, as well as any adjustments made to the budget in the biennium 2018-19;
21. **Requests** the Secretary to provide a detailed financial report, at least six weeks in advance, to the Eighth Session of the Governing Body.



**ANNEX 1****Core Work Programme: 2018 - 2019 Biennium – Resource requirements**

	<b>A</b>	<b>B</b>	<b>C</b>
	<b>Core Maintenance Function</b>	<b>Core Implementing Functions</b>	<b>Core Administrative Budget</b>
All amounts in USD			
<b>A. Human resources</b>			
A.1 Established staff positions	4,696,536	-	4,696,536
A.3 Other consultancy costs	560,049	406,448	966,497
<b>Total A. Human Resources</b>	<b>5,256,585</b>	<b>406,448</b>	<b>5,663,033</b>
<b>B. Meetings</b>			
B.1 Governing body	770,000	-	770,000
B.2 Bureau	32,500	-	32,500
B.3 Compliance Committee	40,000	-	40,000
B.4 Panel of Experts for the appraisal of project proposals	40,000	-	40,000
B.5 Activity related		224,500	224,500
<b>Total B. Meetings</b>	<b>882,500</b>	<b>224,500</b>	<b>1,107,000</b>
<b>C. Other costs</b>			
C.1 Core staff duty travel	200,000	30,000	230,000
C.2 Publications and communication	65,000	-	65,000
C.3 Supplies and equipment	25,000	-	25,000
C.4 Contracts	64,500	10,000	74,500
C.5 Miscellaneous	20,000	8,200	28,200
<b>Total C. Other Costs</b>	<b>374,500</b>	<b>48,200</b>	<b>422,700</b>
<b>Total A + B + C</b>	<b>6,513,585</b>	<b>679,148</b>	<b>7,192,733</b>
D. General Operating Services	260,543	27,166	287,709
<b>Operating Budget</b>	<b>6,774,128</b>	<b>706,314</b>	<b>7,480,442</b>
E. Project Servicing Cost	286,448	42,379	328,827
<b>Totals</b>	<b>7,060,576</b>	<b>748,693</b>	<b>7,809,269</b>

<b>Funding of the Proposed Core Administrative Budget</b>	
<b>Total Core Work Programme</b>	<b>7,809,269</b>
Less:	
<b>F. FAO contribution</b>	<b>[2,000,000]</b>
<b>Net amount to be funded by Contracting Parties</b>	<b>5,809,269</b>

### Maintenance Functions: 2018 - 2019 Biennium – Resource requirements

Treaty Article GB Doc reference	Core Maintenance Function	
	19-20 28, 28 Add.1	
	Cost - USD	Total Cost - USD
<b>A. Human resources</b>		
<b>A.1 Established staff positions</b>		
In accordance with approved Secretariat staffing table	<b>4,696,536</b>	<b>4,696,536</b>
<i>D1 Secretary</i>	504,912	
<i>P5 (Senior Technical Officer, Multilateral System and deputy to the Secretary)</i>	493,361	
<i>P4 (Programme Officer, Programme and Management)</i>	389,112	
<i>P4 (Technical Officer, Multilateral System and Global Information System Operations)</i>	420,241	
<i>P4 (Technical Officer, Funding Strategy and Benefit-sharing Fund Operations)</i>	420,241	
<i>P4 (Technical Officer, Donor Liaison, 12 months)</i>	210,120	
<i>P4 (Technical Officer, Liaison with CBD and other organizations)</i>	420,241	
<i>P3 (Technical Officer, Funding Strategy Support)</i>	346,680	
<i>P3 (Technical Officer, Communication and Outreach)</i>		
<i>P3 (Technical Officer, Multilateral System and Benefit-sharing)</i>	346,680	
<i>P3 (Technical Officer, Systems Operations Support)</i>	346,680	
<i>P3 (Technical Officer, Finance &amp; Budget)</i>		
<i>G5 Administrative support clerk</i>	214,848	
<i>G5 Meetings support clerk</i>	214,848	
<i>G4 Secretary</i>	184,656	
<i>G3 Clerk</i>	167,106	
<b>A.3 Consultancy costs</b>	<b>560,049</b>	<b>560,049</b>
Treaty maintenance and Statutory meeting related	309,149	
Communications and editorial related	250,900	
<b>Total A. Human Resources</b>	<b>5,256,585</b>	<b>5,256,585</b>
<b>B. Meetings -Statutory Bodies</b>		
<b>B.1 Governing body</b>	<b>770,000</b>	<b>770,000</b>
<i>Consultants</i>	50,000	
<i>Contracts</i>	60,000	
<i>Locally Contracted Labour &amp; Overtime</i>	38,000	
<i>Travel (Secretariat)</i>	-	
<i>Expendable Procurement</i>	7,000	
<i>General Operating Expenses</i>	10,000	
<i>General Operating Expenses - external common services</i>	10,000	
<i>General Operating Expenses - internal common services (interpretation, translation &amp; printing)</i>	595,000	
<b>B.2 Bureau</b>	32,500	32,500
<b>B.3 Compliance Committee</b>	40,000	40,000
<b>B.4 Panel of Experts - Benefit-sharing Fund</b>	40,000	40,000
<b>Total B. Meetings</b>	<b>882,500</b>	<b>882,500</b>
<b>C. Other costs</b>		
<b>C.1 Staff duty travel</b>	200,000	200,000
<b>C.2 Publications and communication</b>	65,000	65,000
<b>C.3 Supplies and equipment</b>	25,000	25,000
<b>C.4 Contracts</b>		
<i>Hosting SMTA in UNICC</i>	22,000	22,000
<i>Hosting GLIS in FAO &amp; website hosting and maintenance</i>	42,500	42,500
<b>C.5 Miscellaneous</b>	20,000	20,000
<b>Total C. Other Costs</b>	<b>374,500</b>	<b>374,500</b>
<b>Total A + B + C</b>	<b>6,513,585</b>	<b>6,513,585</b>
<b>D. General Operating Services (4% of A + B + C)</b>	260,543	260,543
<b>Operating Budget</b>	<b>6,774,128</b>	<b>6,774,128</b>
<b>E. Project Servicing Cost (6% of Operating Budget excluding FAO contribution)</b>	286,448	286,448
<b>Core Administrative budget</b>	<b>7,060,576</b>	<b>7,060,576</b>
<b>F. FAO contribution</b>	2,000,000	2,000,000
<b>Balance to be funded by Contracting Parties</b>	<b>5,060,576</b>	<b>5,060,576</b>

### Implementing Functions, 2018 - 2019 Biennium – Resource requirements

Reference	Core Implementing Functions										Total Core Implementation Functions				
	CIF-1		CIF-2		CIF-3		CIF-4		CIF-5						
	Ad Hoc Open-ended Working Group on the Enhancement of the Functioning of the Multilateral System of Access and Benefit-sharing		Information Systems for PGRFA		Funding Strategy and Ad Hoc Committee on the Funding Strategy		Capacity building and training for implementation of the MLS and GLIS		Implementation of Article 6 and related provisions						
	Treaty Articles	18,13	5,13,15 & 17	13,18	20.5	5,6,9									
GB Doc reference	IT/GB-7/17/7	IT/GB-7/17/14 & 15	IT/GB-7/17/12 & 13	IT/GB-7/17/09 & 14	IT/GB-7/17/16 & 17										
All amounts in USD															
<b>A. Human resources</b>															
A.3 Other consultancy costs	67,500	166,448	54,000	54,000	64,500	406,448									
<b>Total A. Human Resources</b>	<b>67,500</b>	<b>166,448</b>	<b>54,000</b>	<b>54,000</b>	<b>64,500</b>	<b>406,448</b>									
<b>B. Meetings</b>															
<b>Other Meetings</b>															
<b>B.5 Activity related</b>	Meetings		Total	Meetings		Total	Meetings		Total	Meetings		Total			
	Cost	No.		Cost	No.		Cost	No.		Cost	No.				
Consultants	8,100	5	40,500										40,500		
Contracts			-							8,000	1	8,000	8,000		
Travel - participants		2 (+3)	-	2	-		2 (+2)	-			2		4	-	
Travel - Secretariat	10,000	2	20,000				3,000	2	6,000	5,000	2	10,000		36,000	
Procurement			-											-	
General operating expenses (interpretation, translation, printing)	52,500	2	105,000				7,500	2	15,000			20,000	1	20,000	140,000
<i>Meeting cost per session</i>	70,600						10,500			5,000		28,000			
<b>Total B. Meetings</b>			165,500			-			21,000			10,000		28,000	224,500
<b>C. Other costs</b>															
C.1 Core staff duty travel			-		5,000				-		10,000		15,000	30,000	
C.2 Publications and communication			-		-				-		-		-	-	
C.3 Supplies and equipment			-		-				-		-		-	-	
C.4 Contracts			-		10,000				-		-		-	10,000	
C.5 Miscellaneous			-		8,200				-		-		-	8,200	
<b>Total C. Other Costs</b>			-		23,200				-		10,000		15,000	<b>48,200</b>	
<b>Total A + B + C</b>			<b>233,000</b>		<b>189,648</b>				<b>75,000</b>		<b>74,000</b>		<b>107,500</b>	<b>679,148</b>	
D. General Operating Services (4% of A + B + C)			9,320		7,586			3,000	2,960		4,300		27,166		
<b>Operating Budget</b>			<b>242,320</b>		<b>197,234</b>			<b>78,000</b>	<b>76,960</b>		<b>111,800</b>		<b>706,314</b>		
E. Project Servicing Cost (6% of Operating Budget)			14,538		11,836			4,681	4,617		6,707		42,379		
<b>Totals</b>			<b>256,858</b>		<b>209,070</b>			<b>82,681</b>	<b>81,577</b>		<b>118,507</b>		<b>748,693</b>		



**ADDENDUM TO ANNEX 1****POSSIBLE DONOR-FUNDED SUPPORTING PROJECTS FOR WHICH FUNDING WILL  
BE SOUGHT**

	<b>US\$</b>
The Benefit-sharing Support Programme of the Treaty	500,000
Joint Capacity-Building Programme for the harmonious implementation of the Treaty, and the CBD and its Nagoya Protocol	600,000
Outreach, Awareness-raising and Promotion of the Treaty	550,000
Training programme on the Treaty	460,000
The Global Information System on Plant Genetic Resources for Food and Agriculture under Article 17 of the Treaty	1.1million
Conservation, Sustainable Use of PGRFA and Farmers' Rights under the Article 5, 6 and 9 of the Treaty	500,000



**ANNEX 2****Indicative Scale of Contributions for the Calendar Years 2018-2019***(2016-17 scale is shown for comparison purposes)*

<b>Contracting Party</b>	<b>Scale<sup>1</sup></b>	<b>Scale<sup>2</sup></b>
	<b>2018-19</b>	<b>2016-17</b>
Afghanistan	<b>0.008%</b>	<b>0.008%</b>
Albania	<b>0.010%</b>	<b>0.015%</b>
Algeria	<b>0.201%</b>	<b>0.210%</b>
Angola	<b>0.012%</b>	<b>0.015%</b>
Antigua and Barbuda	<b>0.003%</b>	<b>n/a</b>
Argentina	<b>1.114%</b>	<b>n/a</b>
Armenia	<b>0.008%</b>	<b>0.011%</b>
Australia	<b>2.919%</b>	<b>3.184%</b>
Austria	<b>0.899%</b>	<b>1.225%</b>
Bangladesh	<b>0.012%</b>	<b>0.015%</b>
Belgium	<b>1.105%</b>	<b>1.532%</b>
Benin	<b>0.004%</b>	<b>0.005%</b>
Bhutan	<b>0.001%</b>	<b>0.001%</b>
Bolivia (Plurinational State of)	<b>0.015%</b>	<b>n/a</b>
Brazil	<b>4.775%</b>	<b>4.505%</b>

<sup>1</sup> Indicative Scale of Contributions for 2018-19 based on the UN Scale of Assessments for 2016-18, as established by General Assembly Resolution 70/245 adopted on 23 December 2015

<sup>2</sup> Indicative Scale of Contributions for 2016-17 based on the UN Scale of Assessments for 2013-15, as established by General Assembly Resolution 67/238 adopted on 21 December 2012

Bulgaria	<b>0.056%</b>	<b>0.072%</b>
Burkina Faso	<b>0.005%</b>	<b>0.005%</b>
Burundi	<b>0.001%</b>	<b>0.001%</b>
Cambodia	<b>0.005%</b>	<b>0.006%</b>
Cameroon	<b>0.012%</b>	<b>0.018%</b>
Canada	<b>3.648%</b>	<b>4.583%</b>
Central African Republic	<b>0.001%</b>	<b>0.001%</b>
Chad	<b>0.006%</b>	<b>0.003%</b>
Chile	<b>0.498%</b>	<b>n/a</b>
Congo, Republic of	<b>0.008%</b>	<b>0.008%</b>
Cook Islands	<b>0.001%</b>	<b>0.001%</b>
Costa Rica	<b>0.059%</b>	<b>0.058%</b>
Côte d'Ivoire	<b>0.011%</b>	<b>0.017%</b>
Croatia	<b>0.124%</b>	<b>0.193%</b>
Cuba	<b>0.081%</b>	<b>0.106%</b>
Cyprus	<b>0.054%</b>	<b>0.072%</b>
Czech Republic	<b>0.430%</b>	<b>0.593%</b>
Democratic People's Republic of Korea	<b>0.006%</b>	<b>0.009%</b>
Democratic Republic of the Congo	<b>0.010%</b>	<b>0.005%</b>
Denmark	<b>0.729%</b>	<b>1.036%</b>
Djibouti	<b>0.001%</b>	<b>0.001%</b>
Ecuador	<b>0.084%</b>	<b>0.068%</b>
Egypt	<b>0.190%</b>	<b>0.206%</b>
El Salvador	<b>0.018%</b>	<b>0.025%</b>

Eritrea	<b>0.001%</b>	<b>0.001%</b>
Estonia	<b>0.047%</b>	<b>0.061%</b>
Ethiopia	<b>0.012%</b>	<b>0.015%</b>
Fiji	<b>0.004%</b>	<b>0.005%</b>
Finland	<b>0.570%</b>	<b>0.797%</b>
France	<b>6.070%</b>	<b>8.589%</b>
Gabon	<b>0.021%</b>	<b>0.031%</b>
Germany	<b>7.981%</b>	<b>10.966%</b>
Ghana	<b>0.020%</b>	<b>0.021%</b>
Greece	<b>0.588%</b>	<b>0.98%</b>
Guatemala	<b>0.035%</b>	<b>0.041%</b>
Guinea	<b>0.003%</b>	<b>0.001%</b>
Guinea-Bissau	<b>0.001%</b>	<b>0.001%</b>
Guyana	<b>0.003%</b>	<b>n/a</b>
Honduras	<b>0.010%</b>	<b>0.012%</b>
Hungary	<b>0.201%</b>	<b>0.408%</b>
Iceland	<b>0.029%</b>	<b>0.041%</b>
India	<b>0.921%</b>	<b>1.023%</b>
Indonesia	<b>0.630%</b>	<b>0.531%</b>
Iran, Islamic Republic of	<b>0.588%</b>	<b>0.547%</b>
Iraq	<b>0.161%</b>	<b>0.104%</b>
Ireland	<b>0.418%</b>	<b>0.642%</b>
Italy	<b>4.681%</b>	<b>6.831%</b>

Jamaica	<b>0.011%</b>	<b>0.017%</b>
Japan	<b>12.092%</b>	<b>16.634%</b>
Jordan	<b>0.025%</b>	<b>0.034%</b>
Kenya	<b>0.022%</b>	<b>0.020%</b>
Kiribati	<b>0.001%</b>	<b>0.001%</b>
Kuwait	<b>0.356%</b>	<b>0.419%</b>
Kyrgyz Republic	<b>0.003%</b>	<b>0.003%</b>
Lao People's Democratic Republic	<b>0.004%</b>	<b>0.003%</b>
Latvia	<b>0.062%</b>	<b>0.072%</b>
Lebanon	<b>0.057%</b>	<b>0.064%</b>
Lesotho	<b>0.001%</b>	<b>0.001%</b>
Liberia	<b>0.001%</b>	<b>0.001%</b>
Libya	<b>0.156%</b>	<b>0.218%</b>
Lithuania	<b>0.090%</b>	<b>0.112%</b>
Luxembourg	<b>0.080%</b>	<b>0.124%</b>
Madagascar	<b>0.004%</b>	<b>0.005%</b>
Malawi	<b>0.003%</b>	<b>0.003%</b>
Malaysia	<b>0.402%</b>	<b>0.431%</b>
Maldives	<b>0.003%</b>	<b>0.001%</b>
Mali	<b>0.004%</b>	<b>0.006%</b>
Malta	<b>0.020%</b>	<b>n/a</b>
Marshall Islands	<b>0.001%</b>	<b>0.001%</b>
Mauritania	<b>0.003%</b>	<b>0.003%</b>

Mauritius	<b>0.015%</b>	<b>0.020%</b>
Montenegro	<b>0.005%</b>	<b>0.008%</b>
Morocco	<b>0.067%</b>	<b>0.095%</b>
Myanmar	<b>0.012%</b>	<b>0.015%</b>
Namibia	<b>0.012%</b>	<b>0.015%</b>
Nepal	<b>0.008%</b>	<b>0.009%</b>
Netherlands	<b>1.851%</b>	<b>2.540%</b>
Nicaragua	<b>0.005%</b>	<b>0.005%</b>
Niger	<b>0.003%</b>	<b>0.003%</b>
Norway	<b>1.060%</b>	<b>1.307%</b>
Oman	<b>0.141%</b>	<b>0.157%</b>
Pakistan	<b>0.116%</b>	<b>0.131%</b>
Palau	<b>0.001%</b>	<b>0.001%</b>
Panama	<b>0.042%</b>	<b>0.040%</b>
Papua New Guinea	<b>0.005%</b>	<b>0.006%</b>
Paraguay	<b>0.018%</b>	<b>0.015%</b>
Peru	<b>0.170%</b>	<b>0.180%</b>
Philippines	<b>0.206%</b>	<b>0.236%</b>
Poland	<b>1.050%</b>	<b>1.414%</b>
Portugal	<b>0.490%</b>	<b>0.728%</b>
Qatar	<b>0.336%</b>	<b>0.321%</b>
Republic of Korea	<b>2.547%</b>	<b>3.062%</b>
Republic of Moldova	<b>0.005%</b>	<b>0.005%</b>
Romania	<b>0.230%</b>	<b>0.347%</b>

Rwanda	<b>0.003%</b>	<b>0.003%</b>
Saint Lucia	<b>0.001%</b>	<b>0.001%</b>
Samoa	<b>0.001%</b>	<b>0.001%</b>
Sao Tome and Principe	<b>0.001%</b>	<b>0.001%</b>
Saudi Arabia	<b>1.431%</b>	<b>1.327%</b>
Senegal	<b>0.006%</b>	<b>0.009%</b>
Serbia	<b>0.040%</b>	<b>0.061%</b>
Seychelles	<b>0.001%</b>	<b>0.001%</b>
Sierra Leone	<b>0.001%</b>	<b>0.001%</b>
Slovakia	<b>0.200%</b>	<b>0.263%</b>
Slovenia	<b>0.105%</b>	<b>0.154%</b>
Spain	<b>3.051%</b>	<b>4.565%</b>
Sri Lanka	<b>0.039%</b>	<b>0.038%</b>
Sudan	<b>0.012%</b>	<b>0.015%</b>
Swaziland	<b>0.003%</b>	<b>0.005%</b>
Sweden	<b>1.194%</b>	<b>1.474%</b>
Switzerland	<b>1.424%</b>	<b>1.608%</b>
Syrian Arab Republic	<b>0.030%</b>	<b>0.055%</b>
Togo	<b>0.001%</b>	<b>0.001%</b>
Tonga	<b>0.001%</b>	<b>0.001%</b>
Trinidad and Tobago	<b>0.042%</b>	<b>0.068%</b>
Tunisia	<b>0.035%</b>	<b>0.055%</b>
Turkey	<b>1.271%</b>	<b>2.039%</b>

Tuvalu	<b>0.001%</b>	<b>n/a</b>
Uganda	<b>0.011%</b>	<b>0.009%</b>
United Arab Emirates	<b>0.754%</b>	<b>0.914%</b>
United Kingdom	<b>5.576%</b>	<b>7.953%</b>
United Republic of Tanzania	<b>0.012%</b>	<b>0.014%</b>
United States of America	<b>22.000%</b>	<b>n/a</b>
Uruguay	<b>0.099%</b>	<b>0.080%</b>
Venezuela	<b>0.713%</b>	<b>0.963%</b>
Yemen	<b>0.012%</b>	<b>0.015%</b>
Zambia	<b>0.009%</b>	<b>0.009%</b>
Zimbabwe	<b>0.005%</b>	<b>0.003%</b>
	<hr/> <b>100.000%</b>	<hr/> <b>100.00%</b>
	<hr/> <hr/>	<hr/> <hr/>

**ANNEX 3****2018-2019 SECRETARIAT STAFFING TABLE***Professional:*

D1

P5

P4 (5) – of which one post for 12 months only

P3 (3)

*General Service:*

G5 (2)

G4

G3