



Convention on Biological Diversity

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**Conference of the Parties
to the Convention on
Biological Diversity
Sixteenth meeting**

Cali, Colombia, 21 October–
1 November 2024

Item 7 of the provisional
agenda*

Administration of the
Convention and budget for the
trust funds

**Conference of the Parties
to the Convention on Biological
Diversity serving as the meeting
of the Parties to the Cartagena
Protocol on Biosafety
Eleventh meeting**

Cali, Colombia, 21 October–
1 November 2024

Item 6 of the provisional agenda**
Administration of the Protocol and
budget for the trust funds

**Conference of the Parties to the
Convention on Biological Diversity
serving as the meeting of the Parties
to the Nagoya Protocol on Access to
Genetic Resources and the Fair and
Equitable Sharing of Benefits
Arising from their Utilization
Fifth meeting**

Cali, Colombia, 21 October–1 November
2024

Item 6 of the provisional agenda***
Administration of the Convention and
budget for the trust funds

Administration of the Convention and its Protocols for the biennium 2023–2024

Note by the Secretariat

I. Introduction

1. In its decision 15/34, the Conference of the Parties to the Convention on Biological Diversity requested the Executive Secretary to report to the Conference of the Parties to the Convention, the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol on Biosafety and the Conference of the Parties serving as the meeting of the Parties to the Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization at their sixteenth, eleventh and fifth meetings, respectively, on income and budget performance, unspent balances and the status of surplus and carry-overs, as well as any adjustments made to the budget for the biennium 2023–2024.

2. The present document provides detailed information on the financial and administrative performance of the Secretariat for the biennium 2023–2024 up to, unless otherwise indicated, 31 July 2024. Further information on the status of contributions to the three general trust funds (General Trust Fund for the Convention, General Trust Fund for the Core Programme Budget for the Cartagena Protocol and General Trust Fund for the Core Programme Budget for the Nagoya Protocol), the Special Voluntary Trust Fund for Additional Voluntary Contributions in Support of Approved Activities under the Convention, the Special Trust Fund for Additional Voluntary Contributions to Facilitate the Participation of Parties in the Processes under the Convention and the Special Voluntary Trust Fund for Facilitating the Participation of Indigenous Peoples and Local Communities in the Processes under the Convention as at 30 September 2024, as well as the financial statements for 2023, is available on the Secretariat's website.¹

* CBD/COP/16/1.

** CBD/CP/MOP/11/1.

*** CBD/NP/MOP/5/1.

¹ www.cbd.int/information/adm-fin/.

II. Income and financial performance for the biennium 2023–2024

A. Status of assessed contributions

3. In its decision 15/34, the Conference of the Parties adopted an integrated programme of work and budget for the Convention and its Protocols. In the same decision, it decided to share the costs for secretariat services among the Convention, the Cartagena Protocol and the Nagoya Protocol on a ratio of 72 to 15 to 13, respectively, for the biennium 2023–2024. The integrated budget was also adopted by the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol on Biosafety and the Conference of the Parties serving as the meeting of the Parties to the Nagoya Protocol in decisions CP-10/14 and NP-4/12, respectively.

4. The integrated budget of \$19,931,600 and \$21,714,500 was approved for 2023 and 2024, respectively, amounting to a total of \$41,646,100 for the biennium, including the programme support costs of 13 per cent. The individual budgets for the Convention and the Protocols, as approved by the respective governing bodies, are shown in table 1.

Table 1

Summary of resources approved by trust fund, 2023–2024

(United States dollars)

<i>Trust fund</i>	<i>Approved budget for 2023</i>	<i>Approved budget for 2024</i>	<i>Total approved budget for the biennium 2023– 2024</i>
General Trust Fund for the Convention	14 350 800	15 634 400	29 985 200
General Trust Fund for the Core Programme Budget for the Cartagena Protocol	2 989 700	3 257 200	6 246 900
General Trust Fund for the Core Programme Budget for the Nagoya Protocol	2 591 100	2 822 900	5 414 000
Total	19 931 600	21 714 500	41 646 100

5. As shown in table 2, after deducting savings from prior periods of \$410,000 and the contribution from the host country of \$3,298,100 and adding the contributions of \$10,400 from three new Parties to the Nagoya Protocol, total assessed contributions from Parties to the Convention and its Protocols, in line with the scale of assessments, amounted to \$37,948,400 for the biennium.

Table 2

Overall status of assessed contributions, 2023–2024

(Thousands of United States dollars)

<i>Funding source</i>	<i>Amount</i>
Approved budget	41 646.1
Host country	(3 298.1)
Savings from prior years	(410.0)
Additional Parties to the Protocols	10.4
Total assessment	37 948.4

Table 3

Status of contributions to the Convention and its Protocols for the biennium 2023–2024, as at 31 July 2024

(Thousands of United States dollars)

	<i>Amount assessed</i>	<i>Amount received</i>	<i>Percentage</i>	<i>Unpaid amount</i>	<i>Percentage</i>
General Trust Fund for the Convention	27 315.4	21 343.6	78.14	5 971.8	21.86
General Trust Fund for the Core Programme					
Budget for the Cartagena Protocol	5 690.7	4 577.6	80.44	1 113.1	19.56
General Trust Fund for the Core Programme					
Budget for the Nagoya Protocol	4 942.3	3 620.6	73.26	1 321.8	26.74
Total	37 948.4	29 541.8	77.85	8 406.7	22.15

6. As shown in table 3, as at 31 July 2024, 77.85 per cent of total assessed contributions for the 2023–2024 biennium were paid by the Parties. As shown in table 4, as at the same date, 92 Parties to the Convention, 82 Parties to the Cartagena Protocol and 59 Parties to the Nagoya Protocol had paid their assessed contributions for 2023 in full. With regard to 2024, 51 Parties to the Convention, 49 Parties to the Cartagena Protocol and 29 Parties to the Nagoya Protocol had paid their assessed contributions in full.

Table 4

Status of assessed contributions for the biennium 2023–2024 in full as at 31 July 2024

<i>Trust fund</i>	<i>Number of Parties</i>	<i>Number of Parties that had paid their assessed contributions for 2023 in full</i>	<i>Percentage</i>	<i>Number of Parties that had paid their assessed contributions in full</i>	<i>Percentage</i>
General Trust Fund for the Convention	196	92	46.94	51	26.02
General Trust Fund for the Core Programme					
Budget for the Cartagena Protocol	173	82	47.40	49	28.32
General Trust Fund for the Core Programme					
Budget for the Nagoya Protocol	141	59	41.84	29	20.57

7. The status of contributions to the three general trust funds is available on the Secretariat's website.

B. 2023–2024 integrated budget performance

8. As shown in the third column of table 5, as at 31 July 2024, expenditure incurred under the approved budget for the biennium 2023–2024 amounted to a total \$39,824,700, including actual costs and commitments that would be disbursed by the end of 2024.

Table 5

Expenditure by object of expenditure in relation to the 2023–2024 approved integrated budget, as at 31 July 2024

(Thousands of United States dollars)

<i>Object of expenditure</i>	<i>Approved budget for 2023–2024</i>	<i>Expenditure</i>	<i>Variance</i>
Staff costs	24 157.3	23 394.0	763.3
Temporary assistance and overtime	200.0	210.0	(10.0)
Consultants and subcontractors	100.0	90.0	10.0
Training	10.0	7.2	2.8
Structural review	250.0	23.0	227.0
Bureau meetings	278.9	280.0	1.1
Expert meetings	480.0	453.1	26.9

<i>Object of expenditure</i>	<i>Approved budget for 2023–2024</i>	<i>Expenditure</i>	<i>Variance</i>
Meetings of intergovernmental bodies ^a	5 584.6	5 500.0	84.6
Public awareness material and communications	100.0	100.0	–
Translation of the clearing-house mechanism website and website projects	130.0	70.0	60.0
Travel on official business	640.0	720.0	(80.0)
Rent and associated costs	2 918.7	2 895.8	22.9
Information technology	130.0	100.0	30.0
General operating expenses	1 453.2	1 400.0	53.2
Subtotal	36 432.7	35 243.1	1 189.6
Programme support costs (13 per cent)	4 736.2	4 581.6	154.6
Total	41 168.9	39 824.7	1 344.2

^a Meetings funded from the core budget.

Staff costs

9. In its decision 15/34, the Conference of the Parties approved 82 posts (53 posts in the Professional and higher categories and 29 posts in the General Service category) for the consolidated core budget of the three general trust funds for the biennium 2023–2024. A variance of \$763,300 is expected at the end of 2024, owing mainly to unfilled vacancies in 2023 and 2024.

Temporary assistance and overtime

10. As at 31 July 2024, the Secretariat had spent some \$210,000 to recruit 28 individual contractors to meet increased operational needs.

Consultants and subcontractors

11. As at 31 July 2024, the Secretariat had spent some \$90,000 for consultancy on the review of the effectiveness of the financial mechanism, to meet the objectives set out in the terms of reference for the review (decision 15/15, annex IV).

Training

12. As at 31 July 2024, \$7,200 had been spent to cover the travel costs of the United Nations Environment Programme (UNEP) team that provided training on the Umoja Integrated Planning, Management and Reporting solution.

Structural review

13. The Secretariat commissioned a consultancy to prepare a scoping report² to assist in the launch of the functional review after the present meeting (see sect. E).

Bureau meetings

14. During the period from January 2023 to February 2024, five meetings of the Bureau of the Conference of the Parties, two meetings of the Bureau of the Subsidiary Body on Scientific, Technical and Technological Advice and one joint meeting of the two Bureaux were held in person. A total of \$280,000 was spent to facilitate the travel of the Bureau members from developing country Parties.

² CBD/COP/16/4/Add.2-CBD/CP/MOP/11/5/Add.2-CBD/NP/MOP/5/5/Add.2.

Expert meetings

15. At its fifteenth meeting, the Conference of the Parties approved a budget of \$480,000 to organize several expert meetings in 2023–2024. During the period from 1 January 2023 to 31 July 2024, the Secretariat organized the following in-person expert meetings, for a total cost of \$453,100:

- Twelfth meeting of the Informal Advisory Committee on the Biosafety Clearing-House (15 and 16 May 2023)
- First meeting of the Informal Advisory Group on Technical and Scientific Cooperation (14–16 June 2023)
- Fifth meeting of the Informal Advisory Committee on Capacity-building for the Implementation of the Nagoya Protocol (20–22 June 2023)
- First meeting of the Advisory Committee on Resource Mobilization (25–29 September 2023)
- Eighteenth and nineteenth meetings of the Compliance Committee under the Cartagena Protocol (24–26 October 2023 and 30 April–2 May 2024, respectively)
- Fifth meeting of the Informal Advisory Committee to the Access and Benefit-sharing Clearing-House (13–15 February 2024)
- Sixth meeting of the Ad Hoc Technical Expert Group on Indicators for the Kunming-Montreal Global Biodiversity Framework (12–15 March 2024)
- Fourth meeting of the Compliance Committee under the Nagoya Protocol on Access and Benefit-sharing (25–27 March 2024)

Meetings of intergovernmental bodies

16. In its decision 15/34, the Conference of the Parties approved a budget of \$5,584,600 for the biennium to cover the costs of the meetings of the subsidiary bodies, the sixteenth meeting of the Conference of the Parties to the Convention, the eleventh meeting of the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol and the fifth meeting of the Conference of the Parties serving as the meeting of the Parties to the Nagoya Protocol. As at 31 July 2024, some \$5.5 million had been spent to cover the costs of the twenty-fifth and twenty-sixth meetings of the Subsidiary Body on Scientific, Technical and Technological Advice; the fourth and fifth meetings of the Subsidiary Body on Implementation; the resumed second parts of the fifteenth meeting of the Conference of the Parties to the Convention, tenth meeting of the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol and fourth meeting of the Conference of the Parties serving as the meeting of the Parties to the Nagoya Protocol; the twelfth meeting of the Ad Hoc Open-ended Intersessional Working Group on Article 8(j) and Related Provisions of the Convention, the sixteenth meeting of the Conference of the Parties to the Convention, the eleventh meeting of the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol and the fifth meeting of the Conference of the Parties serving as the meeting of the Parties to the Nagoya Protocol.

Public awareness materials and communications

17. As at 31 July 2024, the Secretariat had spent \$100,000 to produce information materials for print, web, social media, audio and television dissemination that highlighted and raised awareness of the Framework, as well as for the sixteenth meeting of the Conference of the Parties, other work undertaken under the Convention and the celebration of the International Day for Biological Diversity.

Translation of the clearing-house mechanism website and website projects

18. As at 31 July 2024, the Secretariat had spent some \$70,000 under this object of expenditure, mostly on the translation of the Biosafety Clearing-House and the Access and Benefit-sharing Clearing-House platforms. As the Secretariat's website is under redevelopment, translation of the website content has been deferred until after redevelopment is complete.

Travel on official business

19. As at 31 July 2024, an amount of \$720,000 had been spent for official travel to cover the travel of Secretariat staff to represent the Convention and its Protocols at various meetings and events. The overrun of \$80,000 was due to the continuing and increasing demands on the Secretariat to attend meetings and events. It should also be noted that the budget for travel for the current biennium (\$640,000) is significantly lower than those for previous bienniums, which had varied between \$800,000 and \$900,000.

20. Staff members had undertaken 85 trips in 2023 and 75 from 1 January to 31 July 2024. During the biennium, the Secretariat staff also attended meetings with civil society and business forums and participated in relevant technical meetings and intergovernmental processes. The participation of staff in other meetings and events was funded through voluntary contributions, while some participation was paid by the different organizers. In addition, staff members attended meetings and events by videoconference.

Rent and associated costs

21. The rent and associated costs of the Secretariat's existing office space in Montreal, Canada, are paid by the Government of Canada and the Government of the Province of Quebec on a 75/25 cost-sharing basis. The Secretariat disbursed \$2,895,800 for the rental of its premises over the biennium, in accordance with the current 10-year lease agreement.

Information technology

22. The Secretariat spent \$100,000 to contract the services of user interface designers to improve the design and features of Secretariat's website. The output will result in a more dynamic, attractive and user-friendly website that will be device-responsive and aligned with themes of Kunming Montreal Global Biodiversity Framework.

General operating expenses

23. General operating expenses include funding for office equipment and supplies, utilities, insurance costs, courier services, communication costs and Umoja annual licence costs. The Secretariat completed the project to upgrade its existing office space and conference rooms, as well as enhance the information technology infrastructure to better support and streamline operations. The upgrade of the conference rooms and information technology infrastructure contributed to cost efficiency and to ensuring the security of the Secretariat's data.

Working capital reserve

24. The working capital reserve is equivalent to 15 per cent of the estimated annual expenditure, including programme support costs. The purpose of the working capital reserve is to ensure continuity of operations of the Secretariat in the event of a temporary shortfall of cash. Drawdowns from the working capital reserve are restored from contributions as soon as possible.

Table 6

Working capital reserve as at 31 December 2023

(Thousands of United States dollars)

<i>Trust fund</i>	<i>2023</i>
General Trust Fund for the Convention	2 317.0
General Trust Fund for the Core Programme Budget for the Cartagena Protocol	482.7
General Trust Fund for the Core Programme Budget for the Nagoya Protocol	418.4
Total	3 218.1

25. Table 6 shows the working capital reserve as at 31 December 2023. It is estimated that the cumulative surplus, excluding the working capital reserve of \$3,218,100, of the three general trust funds will stand at \$18 million at the end of 2024 (see table 7). The projection is based on the assumption that no further collection of assessed contributions will be received by the Secretariat between 1 August and 31 December 2024.

Table 7

Projected cumulative surplus (excluding the working capital reserve) as at 31 December 2024

(Millions of United States dollars)

Convention	11.0
Cartagena Protocol	4.9
Nagoya Protocol	2.2
Total	18.1

C. Special Voluntary Trust Fund for Additional Voluntary Contributions in Support of Approved Activities under the Convention

26. In its decision 15/34, the Conference of the Parties acknowledged a funding estimate of \$22,207,099 for the Special Voluntary Trust Fund for Additional Voluntary Contributions in Support of Approved Activities under the Convention for the biennium 2023–2024. As at 31 August 2024, the Secretariat had received contributions for additional approved activities totalling \$14,953,029.

27. The Secretariat incurred total expenditure of \$11,348,622 from January 2023 to 31 August 2024. The activities that it carried out by over that period related to, inter alia, resource mobilization, marine and coastal biodiversity, digital sequence information, planning and monitoring and biosafety.

D. Special Trust Fund for Additional Voluntary Contributions to Facilitate the Participation of Parties in the Processes under the Convention

28. In its decision 15/34, the Conference of the Parties acknowledged a funding estimate of \$8,604,000 for the Special Trust Fund for Additional Voluntary Contributions to Facilitate the Participation of Parties in the Processes under the Convention for the biennium 2023–2024. As at 31 August 2024, the Secretariat had received contributions to that Trust Fund totalling \$2,533,421.

29. As at 31 August 2024, the Secretariat had spent \$2,526,854 in 2023 and 2024 for the participation of 591 delegates from developing countries to attend the twenty-fifth and twenty-sixth meetings of the Subsidiary Body on Scientific, Technical and Technological Advice; the resumed second parts of the fifteenth meeting of the Conference of the Parties to the Convention, tenth meeting of the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol and fourth meeting of the Conference of the Parties serving as the meeting of the Parties to the Nagoya Protocol; the twelfth meeting of the Working Group on Article 8(j) and Related Provisions; the first and second meetings of the Ad Hoc Open-ended Working Group on Benefit-sharing from the Use of Digital Sequence Information on Genetic Resources; the fourth and fifth meetings of the Subsidiary Body on Implementation; the sixteenth meeting of the Conference of the Parties to the Convention; the eleventh meeting of the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol; and the fifth meeting of the Conference of the Parties serving as the meeting of the Parties to the Nagoya Protocol.

E. Special Voluntary Trust Fund for Facilitating the Participation of Indigenous Peoples and Local Communities in the Processes under the Convention

30. In its decision 15/34, the Conference of the Parties acknowledged a funding estimate of \$895,400 for the Special Voluntary Trust Fund for Facilitating the Participation of Indigenous Peoples and Local Communities in the Processes under the Convention for the biennium 2023–2024. As at 31 August 2024, the Secretariat had received contributions totalling \$420,460.

31. As at 31 July 2024, the Secretariat had incurred expenditure totalling \$535,894 to cover the travel costs of 91 participants from indigenous and local communities to attend the twenty-fifth and twenty-sixth meetings of the Subsidiary Body on Scientific, Technical and Technological Advice; the resumed second parts of the fifteenth meeting of the Conference of the Parties to the Convention, tenth meeting of the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol and fourth meeting of the Conference of the Parties serving as the meeting of the Parties to the Nagoya Protocol; the twelfth meeting of the Working Group on Article 8(j) and Related Provisions; the first and second meetings of the Ad Hoc Open-ended Working Group on Benefit-sharing from the Use of Digital Sequence Information on Genetic Resources; the fourth and fifth meetings of the Subsidiary Body on Implementation; the sixteenth meeting of the Conference of the Parties to the Convention; the eleventh meeting of the Conference of the Parties serving as the meeting of the Parties to the Cartagena Protocol; and the fifth meeting of the Conference of the Parties serving as the meeting of the Parties to the Nagoya Protocol.

III. Other administrative matters

A. Staffing

32. In its decision 15/34, the Conference of the Parties adopted a staffing table of the Secretariat for the biennium 2023–2024 of 53 posts in the Professional and higher categories and 29 posts in the General Service category. There are currently six vacant posts in the Professional and higher categories and one vacant post in the General Service category, for which recruitment is in progress and at various stages. All vacant positions are expected to be filled by the end of 2024.

33. In addition to the posts funded under the integrated core budget, there are 19 posts (4 in the Professional and higher categories and 15 in the General Service category) in the Administration, Finance and Conference Services Division that are funded from the UNEP overhead trust fund, 5 posts in the Japan Biodiversity Fund Team (3 in the Professional and higher categories and 2 in the General Service category). Furthermore, there are two posts in the Professional category financed by voluntary contributions from the European Union and Norway and two posts funded by the Republic of Korea through the Bio-Bridge Initiative project (one in the Professional and higher categories and one in the General Service category). The Republic of Korea is also directly funding one professional expert on mission.

34. Furthermore, four Junior Professional Officers sponsored by the Government of Japan (two), the Government of the United Kingdom of Great Britain and Northern Ireland (one) and the Government of Italy (one) are currently supporting the Secretariat in the implementation of the programme of work.

35. As at 31 July 2024, the Secretariat had used the services of 62 consultants and individual contractors over the biennium, mainly funded from voluntary contributions, as additional resources to implement the programme of work and manage short-term staffing needs.

B. Results-based budgeting

36. In response to a request by the Conference of the Parties in its decision 14/37 and to audit recommendations, the Secretariat has developed a results-based framework for its programming and budgeting work. The framework has been gradually introduced since early 2023 with the aim to make it fully operational during the 2025–2026 biennium. It will be updated on a regular basis, especially after major meetings, to ensure that planning is aligned with and adjusted on the basis of decisions of the Conference of the Parties to the Convention and the Conference of the Parties serving as the meetings of the Parties to the Protocols. The framework is expected to guide the Secretariat in determining its resource requirements and to further optimize the use of voluntary funds for the achievement of results.

37. The Secretariat has started to use the results-based framework to ensure the optimized implementation of its activities and of the voluntary funds. The framework will also enable the Secretariat to monitor the implementation of its activities and to report on results effectively.

C. Introduction of a new programme monitoring tool

38. The United Nations Secretariat has introduced the Integrated Planning, Management and Reporting solution, in line with the vision of the Secretary-General of the United Nations for a more agile and decentralized United Nations Secretariat. In its resolution 74/271 on progress towards an accountability system in the United Nations Secretariat, the General Assembly requested the Secretary-General to continue his efforts aimed at strengthening the implementation of results-based management. The solution is built to facilitate the implementation of results-based projects following the logical framework approach, in accordance with results-based management principles, and will thus support the commitment and efforts of the Secretary-General to implement a results-based management culture.

39. In March 2024, UNEP held a training session, hosted by the Secretariat of the Convention, on the Integrated Planning, Management and Reporting solution for the UNEP-administered multilateral environmental agreement secretariats, in support of their transition to the solution. The Secretariat of the Convention has started to roll out the new system and will use it for the management of its programme of work. The solution will support and strengthen the implementation of the results-based framework of the Secretariat.

D. Outstanding audit recommendations

40. The Secretariat was subject to three audits over the past five years. The first, carried out by the Office of the Internal Oversight Services in July 2019, was followed by two audits conducted by the Board of Auditors in January 2020 and October 2021, respectively. As at 31 July 2024, all the recommendations from the audits had been implemented and closed, except those concerning: (a) the closure of old grants; (b) the establishment of a resource mobilization mechanism; and (c) the development of an evaluation policy and mechanism to facilitate the evaluation of the Secretariat's multi-year programme of work.

41. Since the beginning of 2024, the Secretariat has successfully closed over 60 grants in close collaboration with UNEP and the United Nations Office at Nairobi. This exercise is also in line with the directives from the UNEP Executive Director and is scheduled to be completed by the end of 2024.

42. With regard to the establishment of a resource mobilization strategy and the development of an evaluation policy and mechanism, the Secretariat has prioritized the establishment of the result-based management framework to guide the preparation and management of its programme of work, a process that is still ongoing and is expected to be finalized in 2025. The result-based management framework is considered a necessary step before developing a resource mobilization strategy and an evaluation policy and mechanism. Given its lack of capacity, the Secretariat plans to secure funding to recruit specialists in resource mobilization strategies and policy evaluation with a view to implementing those recommendations by December 2025.

E. Functional review

43. In its decision 15/34, the Conference of the Parties requested the Executive Secretary to undertake an external in-depth functional review of the structure of the Secretariat, with a view to updating its structure and the grading of posts in the light of the Framework, for consideration by the Conference of the Parties at its sixteenth meeting. Undertaking a comprehensive functional review is a complex and time-consuming exercise that requires the active involvement of all staff of an organization and the committed leadership and strategic vision of its head.

44. Owing to the long process for the appointment of the new Executive Secretary, during which the Deputy Executive Secretary took on the role of Acting Executive Secretary, in addition to his

deputy functions, and the fact that other senior management posts were under also recruitment, and in the light of stretched staff resources across the Secretariat, no action could be taken to launch the functional review before the present meeting. However, the Secretariat commissioned a consultancy to prepare a scoping report to assist in the launch of the functional review after the present meeting.
