|  |  |  |
| --- | --- | --- |
| **UNITED  NATIONS** |  | **MC** |
|  |  | **UNEP****/**MC/COP.3/INF/11[[1]](#footnote-1)\* |
| EP | **United Nations  Environment  Programme** | Distr.: General  9 August 2019  English only |

Conference of the Parties to the   
Minamata Convention on Mercury

Third meeting

Geneva, 25–29 November 2019

Item 7 of the provisional agenda[[2]](#footnote-2)\*\*

**Programme of work and budget**

Programme of work and budget: proposed operational budgets for the two funding scenarios

Note by the secretariat

1. The period 2020–2021 marks the second biennium of work for the secretariat of the Minamata Convention on Mercury. At its second meeting, the Conference of the Parties, in its decision MC-2/12 on update on the budget for 2019, recalling decision MC-1/15, requested the Executive Secretary to prepare a budget for the biennium 2020–2021, for consideration by the Conference of the Parties at its third meeting, in 2019, explaining the key principles, assumptions and programmatic strategy on which the budget was based and presenting expenditures for that biennium in a programmatic format and broken down by budget activities. In the same decision, the Conference of the Parties also requested the Executive Secretary, in preparing the budget and programme of work for the biennium 2020–2021, to present two scenarios, one maintaining the operational budget at the 2018–2019 level in nominal terms, and one reflecting required changed to the above-mentioned scenario to meet the projected needs and costs or savings related thereto.
2. The present document should be read in conjunction with the notes by the secretariat on the main activities of the secretariat in the intersessional period (UNEP/MC/COP.3/19), on information on financial matters (UNEP/MC/COP.3/INF/10), entitled “Programme of work and budget: budget activity fact sheets” (UNEP/MC/COP.3/INF/9), and on the programme of work and budget for the biennium 2020–2021 (UNEP/MC/COP.3/20).
3. Annex I to the present note presents the two scenarios for the programme of work and budget for the biennium 2020–2021 compared to the approved budget for the general trust fund and the special trust fund for 2018–2019 (table 1), as well as an overview of the resource requirements for the general trust fund (table 2). Annex II provides an overview of the indicative scale of assessments for the general trust fund for the operational budgets for the two scenarios (table 3). Annex III presents the background data on the staffing component for the two budget scenarios for 2020–2021 for all sources of funding and includes the staffing tables of the scenarios compared to the approved staffing table for 2018–2019 (table 4), the organizational chart, including staff from all funding sources for the Executive Secretary’s scenario (table 5), as described in document UNEP/MC/COP.3/19, and the organizational chart for the zero nominal growth scenario (table 6). For ease of reference, the current organizational chart based on the approved staffing table for 2018–2019 is presented in table 7.
4. All amounts are in United States dollars, unless otherwise stated. The annexes are presented without formal editing.

Annex I

Presentation of the two scenarios for the programme of work and budget for 2020–2021

1. Table 1 below presents the two budget scenarios for 2020-2021 for the general trust fund and the special trust fund for each budgeted activity and, for ease of reference, the approved 2018-2019 budget for both trust funds. It further compares the Executive Secretary’s scenario with the zero nominal growth scenario as well as the zero nominal growth scenario with the 2018-2019 approved budget.
2. Table 2 provides the overall resource requirements for the 2020-2021 biennium for the two proposed scenarios, taking into account the working capital reserve of 15%.

Table 1

**Comparison of the two scenarios for 2020-2021 for the General Trust Fund and the Special Trust Fund**



Table 2

**Overview of overall resource requirements for the General Trust Fund**

|  |  |  |
| --- | --- | --- |
|  | **Executive Secretary's  scenario** | **Zero nominal growth  scenario** |
| **Proposed budget for 2020-2021** |  |  |
| Proposed Budget Direct Costs 2020-2021 | 8,665,706 | 6,866,900 |
| Programme Support Costs (13%) | 1,126,542 | 892,697 |
| **Total operational budget 2020-2021** | **9,792,248** | **7,759,597** |
| *Percentage change in direct costs from 2018-19 to 2020-21* | *26%* | *0%* |
|  |  |  |
| Current Level of the Working Capital Reserve (15%) | 587,479 | 587,479 |
| Required Level of the Working Capital Reserve (15%) | 734,419 | 587,479 |
| **Change in the Working Capital Reserve** | **146,940** | **0** |
|  |  |  |
| **Total resources required for 2020-2021 (in USD)** | **9,939,188** | **7,759,597** |

Annex II

Indicative scale of assessments for the General Trust Fund for contributions for 2020–2021

Table 3 presents the indicative scale of assessment for the general trust fund for the two operational budget scenarios based on the UN Scale of Assessment for 2019 to 202[[3]](#footnote-3) for the Parties who have ratified the Minamata Convention as at 15 July 2019, modified in line with the Financial rules for the conference of the Parties to the Minamata Convention on Mercury and any of its subsidiary bodies, as well as financial provisions governing the functioning of the secretariat as adopted in decision MC-1/10. The European Union continues contributing at a rate of 2.5%.

Table 3

**Indicative scale of assessment for the general trust fund for the operational budget scenarios**

*(in United States dollars)*

| **Party** | | **UN Scale of Assessment (%)** | **Minamata Scale with 22% ceiling and 0.010% base (%)** | **Total Contributions ES Scenario (2020-2021)** | **Total Contributions Zero Nominal Growth Scenario (2020-2021)** | **Total Contributions (2018-2019)\*\*** |
| --- | --- | --- | --- | --- | --- | --- |
| **AFRICA (28)** | |  |  |  |  |  |
| 1 | Benin | 0.003 | 0.010 | 877 | 671 | 662 |
| 2 | Botswana | 0.014 | 0.018 | 1,571 | 1,202 | 1,341 |
| 3 | Burkina Faso | 0.003 | 0.010 | 877 | 671 | 662 |
| 4 | Chad | 0.004 | 0.010 | 877 | 671 | 662 |
| 5 | Djibouti | 0.001 | 0.010 | 877 | 671 | 662 |
| 6 | Gabon | 0.015 | 0.019 | 1,684 | 1,288 | 1,628 |
| 7 | Gambia | 0.001 | 0.010 | 877 | 671 | 662 |
| 8 | Ghana | 0.015 | 0.019 | 1,684 | 1,288 | 1,532 |
| 9 | Guinea | 0.003 | 0.010 | 877 | 671 | 662 |
| 10 | Guinea-Bissau | 0.001 | 0.010 | 877 | 671 | - |
| 11 | Lesotho | 0.001 | 0.010 | 877 | 671 | 662 |
| 12 | Madagascar | 0.004 | 0.010 | 877 | 671 | 662 |
| 13 | Mali | 0.004 | 0.010 | 877 | 671 | 662 |
| 14 | Mauritania | 0.002 | 0.010 | 877 | 671 | 662 |
| 15 | Mauritius | 0.011 | 0.014 | 1,235 | 944 | 1,148 |
| 16 | Namibia | 0.009 | 0.012 | 1,010 | 773 | 957 |
| 17 | Niger | 0.002 | 0.010 | 877 | 671 | 662 |
| 18 | Nigeria | 0.250 | 0.320 | 28,061 | 21,461 | 15,643 |
| 19 | Rwanda | 0.003 | 0.010 | 877 | 671 | 662 |
| 20 | Sao Tome and Principe | 0.001 | 0.010 | 877 | 671 | 329 |
| 21 | Senegal | 0.007 | 0.010 | 877 | 671 | 662 |
| 22 | Seychelles | 0.002 | 0.010 | 877 | 671 | 662 |
| 23 | Sierra Leone | 0.001 | 0.010 | 877 | 671 | 662 |
| 24 | South Africa | 0.272 | 0.348 | 30,530 | 23,350 | - |
| 25 | Eswatini | 0.002 | 0.010 | 877 | 671 | 662 |
| 26 | Togo | 0.002 | 0.010 | 877 | 671 | 662 |
| 27 | Uganda | 0.008 | 0.010 | 877 | 671 | - |
| 28 | Zambia | 0.009 | 0.012 | 1,010 | 773 | 662 |
| **ASIA PACIFIC (26)** | |  |  |  |  |  |
| 29 | Afghanistan | 0.007 | 0.010 | 877 | 671 | 662 |
| 30 | China | 12.005 | 15.362 | 1,347,489 | 1,030,560 | 758,411 |
| 31 | India | 0.834 | 1.067 | 93,611 | 71,594 | 32,580 |
| 32 | Indonesia | 0.543 | 0.695 | 60,948 | 46,613 | 48,256 |
| 33 | Iran (Islamic Republic of) | 0.398 | 0.509 | 44,673 | 34,166 | 45,097 |
| 34 | Japan | 8.564 | 10.959 | 961,257 | 735,170 | 926,829 |
| 35 | Jordan | 0.021 | 0.027 | 2,357 | 1,803 | 1,915 |
| 36 | Kiribati | 0.001 | 0.010 | 877 | 671 | 662 |
| 37 | Kuwait | 0.252 | 0.322 | 28,285 | 21,633 | 27,288 |
| 38 | Lao People's Democratic Republic | 0.005 | 0.010 | 877 | 671 | 662 |
| 39 | Lebanon | 0.047 | 0.060 | 5,275 | 4,035 | 4,059 |
| 40 | Marshall Islands | 0.001 | 0.010 | 877 | 671 | - |
| 41 | Mongolia | 0.005 | 0.010 | 877 | 671 | 662 |
| 42 | Palau | 0.001 | 0.010 | 877 | 671 | 662 |
| 43 | Palestine (State of) | 0.008 | 0.010 | 877 | 671 | - |
| 44 | Samoa | 0.001 | 0.010 | 877 | 671 | 662 |
| 45 | Saudi Arabia | 1.172 | 1.500 | 131,550 | 100,609 | - |
| 46 | Singapore | 0.485 | 0.621 | 54,438 | 41,634 | 42,799 |
| 47 | Sri Lanka | 0.044 | 0.056 | 4,939 | 3,777 | 2,968 |
| 48 | Syrian Arab Republic | 0.011 | 0.014 | 1,235 | 944 | 2,298 |
| 49 | Thailand | 0.307 | 0.393 | 34,459 | 26,354 | 27,862 |
| 50 | Tonga | 0.001 | 0.010 | 877 | 671 | - |
| 51 | Tuvalu | 0.001 | 0.010 | 877 | 671 | - |
| 52 | United Arab Emirates | 0.616 | 0.788 | 69,142 | 52,880 | 57,831 |
| 53 | Vanuatu | 0.001 | 0.010 | 877 | 671 | - |
| 54 | Viet Nam | 0.077 | 0.099 | 8,643 | 6,610 | 5,553 |
| **CENTRAL AND EASTERN EUROPE (13)** | | | | | | |
| 55 | Armenia | 0.007 | 0.010 | 877 | 671 | 592 |
| 56 | Bulgaria | 0.046 | 0.059 | 5,163 | 3,949 | 4,308 |
| 57 | Croatia | 0.077 | 0.099 | 8,643 | 6,610 | 9,479 |
| 58 | Czech Republic | 0.311 | 0.398 | 34,908 | 26,698 | 32,937 |
| 59 | Estonia | 0.039 | 0.050 | 4,378 | 3,348 | 3,629 |
| 60 | Hungary | 0.206 | 0.264 | 23,122 | 17,684 | 15,415 |
| 61 | Latvia | 0.047 | 0.060 | 5,275 | 4,035 | 4,787 |
| 62 | Lithuania | 0.071 | 0.091 | 7,969 | 6,095 | 5,527 |
| 63 | Moldova (Republic of) | 0.003 | 0.010 | 877 | 671 | 662 |
| 64 | Montenegro | 0.004 | 0.010 | 877 | 671 | - |
| 65 | Romania | 0.198 | 0.253 | 22,224 | 16,997 | 17,617 |
| 66 | Slovakia | 0.153 | 0.196 | 17,173 | 13,134 | 15,319 |
| 67 | Slovenia | 0.076 | 0.097 | 8,531 | 6,524 | 8,042 |
| **LATIN AMERICA AND THE CARIBBEAN (22)** | | | |  |  |  |
| 68 | Antigua and Barbuda | 0.002 | 0.010 | 877 | 671 | 662 |
| 69 | Argentina | 0.915 | 1.171 | 102,703 | 78,548 | 85,406 |
| 70 | Bolivia (Plurinational State of) | 0.016 | 0.020 | 1,796 | 1,374 | 1,148 |
| 71 | Brazil | 2.948 | 3.772 | 330,895 | 253,069 | 366,040 |
| 72 | Chile | 0.407 | 0.521 | 45,683 | 34,939 | 17,638 |
| 73 | Costa Rica | 0.062 | 0.079 | 6,959 | 5,322 | 4,500 |
| 74 | Cuba | 0.080 | 0.102 | 8,980 | 6,868 | 4,865 |
| 75 | Dominican Republic | 0.053 | 0.068 | 5,949 | 4,550 | 3,090 |
| 76 | Ecuador | 0.080 | 0.102 | 8,980 | 6,868 | 6,415 |
| 77 | El Salvador | 0.012 | 0.015 | 1,347 | 1,030 | 1,341 |
| 78 | Guyana | 0.002 | 0.010 | 877 | 671 | 662 |
| 79 | Honduras | 0.009 | 0.012 | 1,010 | 773 | 662 |
| 80 | Jamaica | 0.008 | 0.010 | 877 | 671 | 662 |
| 81 | Mexico | 1.292 | 1.653 | 145,019 | 110,911 | 137,396 |
| 82 | Nicaragua | 0.005 | 0.010 | 877 | 671 | 662 |
| 83 | Panama | 0.045 | 0.058 | 5,051 | 3,863 | 3,256 |
| 84 | Paraguay | 0.016 | 0.020 | 1,796 | 1,374 | 619 |
| 85 | Peru | 0.152 | 0.195 | 17,061 | 13,048 | 13,021 |
| 86 | Saint Kitts and Nevis | 0.001 | 0.010 | 877 | 671 | 662 |
| 87 | Saint Lucia | 0.001 | 0.010 | 877 | 671 | - |
| 88 | Suriname | 0.005 | 0.010 | 877 | 671 | 329 |
| 89 | Uruguay | 0.087 | 0.111 | 9,765 | 7,468 | 7,564 |
| **WESTERN EUROPEAN AND OTHERS GROUP (21)** | | | |  |  |  |
| 90 | Austria | 0.677 | 0.866 | 75,989 | 58,117 | 68,938 |
| 91 | Belgium | 0.821 | 1.051 | 92,152 | 70,478 | 62,849 |
| 92 | Canada | 2.734 | 3.499 | 306,875 | 234,698 | 279,677 |
| 93 | Denmark | 0.554 | 0.709 | 62,183 | 47,558 | 55,917 |
| 94 | European Union | 2.500 | 2.500 | 219,286 | 167,710 | 165,434 |
| 95 | Finland | 0.421 | 0.539 | 47,255 | 36,140 | 43,660 |
| 96 | France | 4.427 | 5.665 | 496,904 | 380,033 | 465,234 |
| 97 | Germany | 6.090 | 7.793 | 683,566 | 522,792 | 611,727 |
| 98 | Iceland | 0.028 | 0.036 | 3,143 | 2,404 | 1,017 |
| 99 | Ireland | 0.371 | 0.475 | 41,643 | 31,848 | - |
| 100 | Liechtenstein | 0.009 | 0.012 | 1,010 | 773 | 690 |
| 101 | Luxembourg | 0.067 | 0.086 | 7,520 | 5,752 | 6,128 |
| 102 | Malta | 0.017 | 0.022 | 1,908 | 1,459 | 1,532 |
| 103 | Monaco | 0.011 | 0.014 | 1,235 | 944 | 957 |
| 104 | Netherlands | 1.356 | 1.735 | 152,203 | 116,405 | 141,897 |
| 105 | Norway | 0.754 | 0.965 | 84,632 | 64,727 | 81,289 |
| 106 | Portugal | 0.350 | 0.448 | 39,285 | 30,045 | 17,329 |
| 107 | Sweden | 0.906 | 1.159 | 101,693 | 77,775 | 91,534 |
| 108 | Switzerland | 1.151 | 1.473 | 129,193 | 98,807 | 109,151 |
| 109 | United Kingdom | 4.567 | 5.844 | 512,618 | 392,051 | 299,851 |
| 110 | United States of America | 22.000 | 22.000 | 1,929,717 | 1,475,849 | 1,455,822 |
| **Total Assessed Contributions** | | | **100.00** | **8,771,443** | **6,708,405** | **6,757,759** |
| **Total proposed budget  (including Host Country Contribution\*)** | | | | **9,792,248** | **7,759,597** | **7,759,597** |
| \* Includes estimated host country contribution of Switzerland to the General Trust Fund in USD.  \*\* New Parties are invoiced separately. | | | | | | |

Annex III

Background data on the staffing component for both scenarios for all sources of funding

1. The staffing component was budgeted using current UN standard salary costs as per usual UN budgeting practice, based on standard costs covering estimated salary costs including entitlements and mobility and including a 3% increase per year. Furthermore, an additional 5.2% was taken into account to cover a possible additional liability of bringing the salary levels back to its original level in 2017 in the Geneva duty station following a recent judgment adopted by the tribunal of the International Labour Organization which found shortcomings in the salary reductions recommended by the International Civil Servants Commission (ICSC) in 2017. The 2017 reductions in salary were implemented across all UN entities in Geneva including the specialized agencies. The judgment is applicable to all UN specialized agencies. The judgement of the UN Dispute Tribunal concerning the UN Secretariat entities in Geneva is expected later this year.
2. The proposed changes to the staffing table for the 2020-2021 biennium are as follows:
3. In the Executive Secretary’s scenario, in addition to the two new positions proposed in the zero nominal growth scenario, a P4 Programme Officer position is added to provide support to the Specific International Programme and provide secretariat services to the Governing Board, to manage the application and appraisal process to the Programme, to manage the administrative and substantive implementation of approved projects, to provide the substantive part of donor reports, and to oversee evaluation, monitoring and auditing requirements for the Programme. Furthermore, under this activity area, it is proposed that the current P-3 Communications/Knowledge Management Officer post is split into two distinct functional areas of expertise, that is a P-3 Communications Officer and a P-3 Knowledge Management Officer. This split in functions is necessitated based on the experience gained over the past 18 months on the need for specific expertise in both areas of work, and more capacity required to manage the tasks that need to be fulfilled for the communication portfolio, and for the knowledge management tasks.
4. In the zero nominal growth scenario, a P-3 Programme Officer position was added to deal with reporting, effectiveness evaluation and capacity-building as well as a G-6 Administrative Assistant position to take over important functions in procurement and human resources as well as project administration. Some of these functions are currently provided by various UN entities, in most cases free of charge, which is neither stable nor sustainable in the long-term. Furthermore, the introduction of UMOJA extension 2 in 2019 starting with the implementing partner module, has further increased the workload of concluding agreements with implementing partners.
5. In both scenarios, the two positions funded by Programme Support Costs (PSC) are being reclassified to a P4 Administrative Officer and a G-6 Finance and Budget Assistant to align the positions to reflect the level of the current duties, responsibilities and workload. These reclassifications do not have any cost implications for the Parties as these two positions are funded by PSC which is enough to cover these changes.
6. Table 4 provides an overview over the proposed staffing table for the 2020-2021 biennium compared to the 2018-2019 approved staffing level for all sources of funding. Table 5 provides the organizational chart of the Executive Secretary’s scenario for the 2020-2021 biennium for all sources of funding and table 5 shows the organizational chart based on the proposed staffing table for the 2020-2021 biennium under the zero nominal growth scenario for all sources of funding. For ease of reference, the current organizational chart based on the approved staffing table for 2018-2019 is presented in table 7.

Table 4

**Proposed staffing table for the Secretariat for the 2020-2021 biennium**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Staff category and level** | **Approved 2018-2019** | | | | **Proposed 2020-2021 Executive Secretary's sc.** | | | | **Proposed 2020-2021 zero nominal growth sc.** | | | |
| **General TF** | **Special TF** | **UNEP PSC** | **Total** | **General TF** | **Special TF** | **UNEP PSC** | **Total** | **General TF** | **Special TF** | **UNEP PSC** | **Total** |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| D-1 | 1 |  |  | 1 | 1 |  |  | 1 | 1 |  |  | 1 |
| P-5 | 1 | 1 |  | 2 | 1 | 1 |  | 2 | 1 | 1 |  | 2 |
| P-4 | 2 |  |  | 2 | 3 |  | 1 | 4 | 2 |  | 1 | 3 |
| P-3 | 2 |  | 1 | 3 | 4 |  |  | 4 | 3 |  |  | 3 |
| P-2 |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| *Sub-total (A)* | *6* | *1* | *1* | 8 | *9* | *1* | *1* | 11 | *7* | *1* | *1* | 9 |

1. Professional categories
2. General Service categories

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| GS | 4 |  | 1 | 5 | 5 |  | 1 | 6 | 5 |  | 1 | 6 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |
| *Sub-total (B)* | *4* | *0* | *1* | 5 | *5* | *0* | *1* | 6 | *5* | *0* | *1* | 6 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Total (A+B)** | **10** | **1** | **2** | **13** | **14** | **1** | **2** | **17** | **12** | **1** | **2** | **15** |

Note: In addition to the above staffing table, Japan is funding a P-2 Junior Professional Officer for an original period from April 2019 to April 2021

Table 5

**Organizational chart of the Minamata Secretariat based on the proposed staffing table for 2020-2021 under the Executive Secretary’s scenario**

\* Currently funded by Japan

\*\* Currently funded by PSC

Science and Technology

Associate Programme Officer (Science and Technology)\*

P-2

Senior Programme Management Officer (Science and Technology)\*

P-5

Programme Officer (Science and Technology)

P-4

Legal Officer

P-3

Programme Management Assistant

G-5

**Executive Secretary**

**D-1**

Administration

Administrative Assistant

G-6

Finance and Budget Assistant\*\*

G-6

Administrative Officer\*\*

P-4

Team Assistant (HR/Procurement)

G-4

Policy, Implementation support and Communication

Team Assistant

G-4

Programme Officer (Knowledge Management/Reporting)

P-3

Programme Officer SIP

P-4

Programme Officer (Reporting, Effectiveness, Evaluation, Capacity-building)

P-3

Senior Coordination Officer

P-5

Programme Officer (Capacity-building and Technical Assistance/Financial Mechanism)

P-4

Communications Officer P-3

Public Information Assistant

G-5

Table 6

**Organizational chart of the Minamata Secretariat based on the proposed staffing table for 2020-2021 under the zero nominal growth scenario**

\* Currently funded by Japan

\*\* Currently funded by PSC

Science and Technology

Associate Programme Officer (Science and Technology) \*

P-2

Senior Programme Management Officer (Science and Technology) \*

P-5

Programme Officer (Science and Technology)

P-4

**Executive Secretary**

**D-1**

Programme Management Assistant

G-5

Legal Officer

P-3

Administration

Administrative Assistant

G-6

Finance and Budget Assistant\*\*

G-6

Administrative Officer\*\*

P-4

Team Assistant (HR/Procurement)

G-4

Policy, Implementation support and Communication

Team Assistant

G-4

Public Information Assistant

G-5

Programme Officer (Communication and Knowledge Management/Reporting)

P-3

Programme Officer (Capacity-building and Technical Assistance/Financial Mechanism)

P-4

Programme Officer (Reporting, Effectiveness, Evaluation, Capacity-building)

P-3

Senior Coordination Officer

P-5

Table 7

**Organizational chart of the Minamata Secretariat based on the approved staffing table for 2018-2019**

\* Currently funded by Japan

\*\* Currently funded by PSC

Science and Technology

Associate Programme Officer (Science and Technology)\*

P-2

Senior Programme Management Officer (Science and Technology)\*

P-5

Programme Officer (Science and Technology)

P-4

**Executive Secretary**

**D-1**

Programme Management Assistant

G-5

Legal Officer

P-3

Administration

Finance and Budget Assistant\*\*

G-5

Administrative Officer\*\*

P-3

Team Assistant (HR/Procurement)

G-4

Policy, Implementation support and Communication

Team Assistant

G-4

Public Information Assistant

G-5

Programme Officer (Communication and Knowledge Management/Reporting)

P-3

Programme Officer (Capacity-building and Technical Assistance/Financial Mechanism)

P-4

Senior Coordination Officer

P-5

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  |  |  |  |

1. \* Reissued for technical reasons on 22 October 2019. [↑](#footnote-ref-1)
2. \*\* UNEP/MC/COP.3/1. [↑](#footnote-ref-2)
3. A/RES/73/271 [↑](#footnote-ref-3)