



AGREEMENT ON THE CONSERVATION OF  
AFRICAN-EURASIAN MIGRATORY WATERBIRDS



5<sup>th</sup> SESSION OF THE MEETING OF THE PARTIES  
14 – 18 May 2012, La Rochelle, France

*“Migratory waterbirds and people - sharing wetlands”*

RESOLUTION 5.21

**FINANCIAL AND ADMINISTRATIVE MATTERS**

*Recalling* Article V, Paragraph 2 (a) and (b), of the Agreement, which states that Parties shall contribute to the budget of the Agreement in accordance with the United Nations scale of assessment,

*Acknowledging with appreciation* the financial and other support provided by the Government of the Federal Republic of Germany for hosting the Agreement Secretariat, which is co-located with the Secretariat of the Convention on the Conservation of Migratory Species of Wild Animals in Bonn,

*Aware* that the 5<sup>th</sup> Conservation Status report shows that 38 per cent of the waterbird populations covered by AEWA for which trends are known are in decline and that some are even on the brink of extinction,

*Further aware* that more needs to be done to significantly reduce the current rate of biodiversity loss in accordance with the Aichi 2020 biodiversity targets,

*Recognising* the importance of all Parties being able to participate in the implementation of the Agreement and related activities,

*Appreciating* the additional support given by various Parties and intergovernmental and non-governmental organizations on a voluntary basis to implement the Agreement,

*Taking note with appreciation* of the generous pledge from the Government of Norway to cover the costs of the Associate Programme Officer (LWfG Coordination),

*Furthermore appreciating* the support of the Global Environment Facility for the development and implementation of the Wings over Wetlands (WOW) UNEP-GEF African-Eurasian Flyways project,

*Recognising* the need to provide sufficient resources to enable the Secretariat to implement the AEWA Strategic Plan 2009-2017 and to serve all Parties in the Agreement area,

*Welcoming* the adoption of the AEWA Plan of Action for Africa 2012-2017, and recognizing the need to provide adequate human, technical and financial resources for the coordination and implementation of the Plan,

*Taking note with appreciation* of the generous offer from the Government of France to provide technical support towards the implementation of the AEWA Plan of Action for Africa, as reflected in Resolution 5.9,

*Aware* that many Parties, particularly developing countries or countries with economies in transition, may not have the financial means to send representatives to meetings of bodies established under the Agreement,

*Noting* the increased number of Contracting and non-Contracting Parties as well as organisations attending the 5<sup>th</sup> Session of the Meeting of the Parties, and the resulting additional expenditures to Parties thus incurred,

*Stressing* the need for the appointment of the next Executive Secretary to be carried out in a transparent way that involves the Parties to the Agreement,

*Emphasising* the desire of the Parties to the Agreement to be consulted in respect of the appointment of the next Executive Secretary in a full and timely manner.

*The Meeting of the Parties:*

1. *Decides* that the 6<sup>th</sup> Session of the Meeting of the Parties shall take place in 2015;
2. *Confirms* that Parties shall contribute to the budget adopted at the scale agreed upon by the Meeting of the Parties in accordance with Article V, Paragraph 2 (a) and (b), of the Agreement;
3. *Adopts* the budget for 2013-2015 attached as Appendix I to the present Resolution;
4. *Decides* to draw from the reserve of the Trust Fund of the Agreement the amount of 370,000 Euros to support the budget for the next triennium, thereby reducing the assessed contributions required from the Parties;
5. *Agrees* with the scale of contributions for Parties to the Agreement as listed in Appendix II to the present Resolution, and to the application of that scale *pro rata* to new Parties;
6. *Agrees* that the minimum contribution shall not be less than 2,000 Euros per annum and that exceptionally for the period 2013-2015, the maximum contribution shall be restricted to 20 per cent of the total budget;
7. *Instructs* the Secretariat, using the financial rules and regulations of the United Nations; the staff rules and regulations of the United Nations and other administrative policies or procedures promulgated by the Secretary-General of the United Nations, to develop a series of budget scenarios for further consideration by Parties at the 6<sup>th</sup> Session of the Meeting of Parties;
8. *Further instructs* the Secretariat, in preparing the draft budget for the 6<sup>th</sup> Session of the Meeting of the Parties, to clearly indicate the composition and organisation of the Secretariat and the activities carried out by each post identified in the budget in order to enable the Parties to effectively prioritise;
9. *Requests* Parties, in particular those that are required to pay the minimum contribution, to consider paying for the whole triennium in one instalment;
10. *Further requests* Parties to pay their contributions promptly as far as possible, but in any case not later than the end of June of the year to which they relate;
11. *Decides* that a working capital be maintained at a constant level of at least 15 per cent of the estimated annual expenditure or 150,000 Euros, whichever is higher;
12. *Agrees* to set the threshold of eligibility for funding of delegates to attend AEWA meetings at 0.200 on the UN Scale of Assessment and, as a general rule, to exclude countries from the European Union and European countries with strong economies, as listed in Appendix IV attached hereto and/ or countries that have payments in arrears of more than 3 years;
13. *Takes note* of Resolution 5.3 on the *AEWA International Implementation Tasks* for the period 2012-2015 and its related appendices;

14. *Urges* all Parties to make voluntary contributions to the Trust Fund to support requests from developing countries and countries with economies in transition to participate in and implement the Agreement throughout the triennium;
15. *Further urges* Contracting Parties and other partners to make an increased effort in providing additional contributions to secure urgent implementation of the Agreement, in particular implementation of the AEWA Strategic Plan 2009-2017, implementation of the AEWA Plan of Action for Africa 2012-2017 and the *AEWA International Implementation Tasks* for the period 2012-2015;
16. *Invites* States not Party to the Agreement, governmental, intergovernmental and non-governmental organisations and other sources to consider contributing to the implementation of the Agreement on a voluntary basis;
17. *Approves*, taking into account the UN Rules and Regulations:
  - the establishment of a part time (50%) post of Associate Programme Officer/African Coordinator, at the P-2 level (fixed-term), to be based in the UNEP/AEWA Secretariat in Bonn;
18. *Instructs* the Secretariat to find additional funding in the form of voluntary contributions to extend the post of Associate Programme Officer/African Coordinator beyond 50%, as appropriate and in accordance with UN Rules and Regulations;
19. *Requests* the Standing Committee to assess the need to establish the post of Programme Assistant for the African Initiative, before voluntary contributions are sought for this post;
20. *Invites* Contracting Parties as well as the United Nations Environment Programme to consider the feasibility of providing gratis personnel and/or junior professional officers, in accordance with the United Nations rules and regulations, to strengthen the capacity of the Agreement Secretariat;
21. *Requests* the Executive Director of the United Nations Environment Programme to extend the duration of the Trust Fund to 31 December 2015;
22. *Approves* the terms of reference for the administration of the Agreement budget as set out in Appendix III to the present Resolution for the period 2013-2015;
23. *Requests* the UNEP Executive Director to arrange for the recruitment of a new Executive Secretary (P4) who will be selected and appointed before the end of 2012 as a UNEP staff member in accordance with the United Nations staff rules and regulations and following the procedure set out in Appendix V to the present Resolution.

## Appendix I

## CORE BUDGET FOR THE TRIENNium 2013-2015

BL	Budget Item	2013	2014	2015	TOTAL
		EUR	EUR	EUR	EUR
<b>GENERAL MANAGEMENT</b>					
1101	Executive Secretary (P4)	155,256	158,361	161,528	475,145
1102	Technical Officer (P3)	126,086	128,608	131,180	385,874
1103	Associate Information Officer (P2)	83,693	85,367	87,074	256,134
1104	Associate Programme Officer (P2)	77,101	78,643	80,216	235,960
1105	Associate Programme Officer (LWfG Coordination) (P2)*	*	*	-	-
1301	Administrative Assistant (G5)	62,516	63,766	65,041	191,323
1302	Team Assistant (G4) 75%	50,630	51,643	52,676	154,949
1303	Information Assistant (G4) 50%	31,509	32,139	32,782	96,430
1201	Translators	6,500	6,500	9,000	22,000
1601	Official travel AEWA staff	31,500	31,500	31,500	94,500
3201	Training of staff	2,500	2,500	2,500	7,500
4101	Miscellaneous office supplies	3,000	3,000	3,000	9,000
4201	Office equipment	7,000	7,000	7,000	21,000
4301	Rent and maintenance costs **	-	-	-	-
4302	IT service provider	40,000	40,000	40,000	120,000
5101	Operation/maintenance of computers	1,500	1,500	1,500	4,500
5102	Operation/maintenance of photocopiers	2,500	2,500	2,500	7,500
5103	Operation/ maintenance -others	1,000	1,000	1,000	3,000
5201	Document production (external)	1,000	1,000	1,000	3,000
5203	Reference material	300	300	300	900
5301	Telephone, fax	4,000	4,000	4,000	12,000
5302	Postage and miscellaneous	6,000	6,000	7,500	19,500
5303	Bank charges	100	100	100	300
5400	Hospitality	500	500	500	1,500
	<b>Sub-total</b>	<b>694,191</b>	<b>705,927</b>	<b>721,897</b>	<b>2,122,015</b>

<b>IMPLEMENTATION OF THE AFRICAN INITIATIVE</b>					
1106	Associate Programme Officer/African Coordinator (P2) 50%	42,500	43,350	44,217	130,067
1304	Programme Assistant (G4) 50%	-	-	-	-
2203	Small Grant Fund Projects in African countries	30,000	30,000	30,000	90,000
2204	Implementation of the African Action Plan	15,000	15,000	15,000	45,000
	<b>Sub-total</b>	<b>87,500</b>	<b>88,350</b>	<b>89,217</b>	<b>265,067</b>

<b>SERVICING THE MEETING OF THE PARTIES</b>					
1201	English translators	-	-	-	-
1202	French translators	-	-	30,000	30,000
1204	Report writers	-	-	7,500	7,500

1205	Interpreters	-	-	50,000	50,000
1220	Consultancies for MOP (1 review)	50,000	-	-	50,000
1602	Travel of staff to the MOP	-	-	-	-
2201	Organisation of MOP	-	-	80,000	80,000
5201	Document production (external)	-	-	7,500	7,500
	<b>Sub-total</b>	<b>50,000</b>	<b>-</b>	<b>175,000</b>	<b>225,000</b>

<b>SERVICING THE TECHNICAL COMMITTEE</b>					
1201	English translators	-	-	-	-
1202	French translators	-	5,000	-	5,000
1204	Report writers	-	-	-	-
1205	Interpreters	-	10,000	-	10,000
3302	Meetings of the TC (travel/dsa/organisational costs)	-	17,500	-	17,500
	<b>Sub-total</b>	<b>-</b>	<b>32,500</b>	<b>-</b>	<b>32,500</b>

<b>SERVICING THE STANDING COMMITTEE</b>					
1201	English translators	-	-	-	-
1202	French translators	-	5,000	20,000	25,000
1204	Report writers	-	-	-	-
1205	Interpreters	-	10,000	10,000	20,000
3303	Meeting of the StC (travel/dsa/ organisational costs)	-	17,500	17,500	35,000
	<b>Sub-total</b>	<b>-</b>	<b>32,500</b>	<b>47,500</b>	<b>80,000</b>

	<b>TOTAL</b>	<b>831,691</b>	<b>859,277</b>	<b>1,033,614</b>	<b>2,724,582</b>
	13 % PSC ***	108,120	111,706	134,370	354,196
	<b>GRAND TOTAL</b>	<b>939,811</b>	<b>970,983</b>	<b>1,167,984</b>	<b>3,078,778</b>
	Withdrawal from Trust Fund	130,000	120,000	120,000	<b>370,000</b>
	<b>TOTAL TO BE SHARED BY PARTIES</b>	<b>809,811</b>	<b>850,983</b>	<b>1,047,984</b>	<b>2,708,778</b>

\* Covered by a pledge from the Government of Norway

\*\* Covered by the Government of Germany

\*\*\* From the 13% overhead, UNEP is covering the costs of one professional and four general service staff members of the CMS Administrative and Fund Management Unit, which support the UNEP/AEWA Secretariat

Appendix II

SCALE OF CONTRIBUTIONS BY PARTIES TO THE UNEP/AEWA TRUST FUND FOR 2013-2015

N°	Party	2013	2014	2015	Total 2013-2015
1	Albania	2,000	2,000	2,000	6,000
2	Algeria	2,000	2,000	2,000	6,000
3	Belgium	23,494	23,494	23,494	70,482
4	Benin	2,000	2,000	2,000	6,000
5	Bulgaria	2,000	2,000	2,000	6,000
6	Chad	2,000	2,000	2,000	6,000
7	Congo	2,000	2,000	2,000	6,000
8	Croatia	2,000	2,000	2,000	6,000
9	Czech Republic	2,784	2,784	2,784	8,352
10	Cyprus	2,000	2,000	2,000	6,000
11	Denmark	22,932	22,932	22,932	68,796
12	Djibouti	2,000	2,000	2,000	6,000
13	Egypt	3,833	3,833	3,833	11,499
14	Equatorial Guinea	2,000	2,000	2,000	6,000
15	Estonia	2,000	2,000	2,000	6,000
16	Ethiopia	2,000	2,000	2,000	6,000
17	European Union	16,593	16,593	16,593	49,779
18	Finland	17,195	17,195	17,195	51,585
19	France	132,745	132,745	132,745	398,235
20	Gambia	2,000	2,000	2,000	6,000
21	Georgia	2,000	2,000	2,000	6,000
22	Germany	132,745	132,745	132,745	398,235
23	Ghana	2,000	2,000	2,000	6,000
24	Guinea	2,000	2,000	2,000	6,000
25	Guinea-Bissau	2,000	2,000	2,000	6,000
26	Hungary	3,302	3,302	3,302	9,906
27	Ireland	9,174	9,174	9,174	27,522
28	Israel	14,915	14,915	14,915	44,745
29	Italy	75,007	75,007	75,007	225,021
30	Jordan	2,000	2,000	2,000	6,000
31	Kenya	2,000	2,000	2,000	6,000
32	Latvia	2,000	2,000	2,000	6,000
33	Lebanon	2,000	2,000	2,000	6,000
34	Libya	3,203	3,203	3,203	9,609
35	Lithuania	2,000	2,000	2,000	6,000
36	Luxembourg	2,000	2,000	2,000	6,000
37	Madagascar	2,000	2,000	2,000	6,000
38	Mali	2,000	2,000	2,000	6,000
39	Mauritius	2,000	2,000	2,000	6,000
40	Monaco	2,000	2,000	2,000	6,000
41	Montenegro	2,000	2,000	2,000	6,000
42	Netherlands	53,977	53,977	53,977	161,931
43	Niger	2,000	2,000	2,000	6,000
44	Nigeria	2,000	2,000	2,000	6,000
45	Norway	16,288	16,288	16,288	48,864
46	Portugal	11,838	11,838	11,838	35,514
47	Republic of Moldova	2,000	2,000	2,000	6,000
48	Romania	2,000	2,000	2,000	6,000
49	Senegal	2,000	2,000	2,000	6,000
50	Slovakia	2,000	2,000	2,000	6,000
51	Slovenia	2,149	2,149	2,149	6,447
52	South Africa	9,326	9,326	9,326	27,978
53	Spain	62,576	62,576	62,576	187,728

54	Sudan	2,000	2,000	2,000	6,000
55	Sweden	31,874	31,874	31,874	95,622
56	Switzerland	38,230	38,230	38,230	114,690
57	Syrian Arab Republic	2,000	2,000	2,000	6,000
58	The former Yugoslav Republic of Macedonia	2,000	2,000	2,000	6,000
59	Togo	2,000	2,000	2,000	6,000
60	Tunisia	2,000	2,000	2,000	6,000
61	Uganda	2,000	2,000	2,000	6,000
62	Ukraine	2,000	2,000	2,000	6,000
63	United Kingdom of Great Britian and Northern Ireland	132,745	132,745	132,745	398,235
64	United Republic of Tanzania	2,000	2,000	2,000	6,000
65	Uzbekistan	2,000	2,000	2,000	6,000
	<b>Total</b>	<b>902,925</b>	<b>902,925</b>	<b>902,925</b>	<b>2,708,775</b>

## Appendix III

### **TERMS OF REFERENCE FOR THE ADMINISTRATION OF THE TRUST FUND FOR THE AGREEMENT ON THE CONSERVATION OF AFRICAN-EURASIAN MIGRATORY WATERBIRDS**

1. The terms of reference for the Trust Fund of the Agreement on the Conservation of African-Eurasian Migratory Waterbirds (AEWA) shall refer to the financial years beginning 1 January 2013 and ending 31 December 2015.
2. The Trust Fund shall be administered by the Executive Director of the United Nations Environment Programme (UNEP) subject to the approval of the Governing Council of UNEP and the consent of the Secretary-General of the United Nations.
3. The administration of the Trust Fund shall be governed by the financial regulations and rules of the United Nations, the staff regulations and rules of the United Nations and other administrative policies or procedures, promulgated by the Secretary-General of the United Nations.
4. In accordance with United Nations rules, UNEP shall deduct from the income an administrative charge equal to 13 per cent of the expenditure charged to the AEWA Trust Fund in respect of activities financed under AEWA.
5. The financial resources of the Trust Fund for 2013-2015 shall be derived from:
  - (a) Contributions made by Parties by reference to Appendix II of Resolution 5.21, including contributions from any new Party; and
  - (b) Further contributions from Parties and contributions from States not Parties to the Agreement, other governmental, intergovernmental and non-governmental organisations and other sources.
6. All contributions to the Trust Fund shall be paid in fully convertible Euros. For contributions from States that become Parties after the beginning of the financial period, the initial contribution (from the first day of the third month after deposit of the instrument of ratification, acceptance or accession until the end of the financial period) shall be determined *pro rata* based on the contribution of other States Parties on the same level of the United Nations scale of assessments, as it applies from time to time. However, if the contribution of a new Party determined on this basis would be more than 20 per cent of the budget, the contribution of that Party shall be 20 per cent of the budget for the financial year of joining (or *pro rata* for a part year). No contribution shall be less than 2,000 Euros. The contribution of each Party as laid down in Appendix II of Resolution 5.21 shall be fixed until the next ordinary session of the Meeting of the Parties. Contributions of new Parties shall flow into the Trust Fund of the Agreement. Contributions shall be paid in annual instalments. The contributions shall be due on 1 January 2013, 2014 and 2015.

Contributions shall be paid into the following account:

UNEP Euro Account  
Account No. 6161603755  
J.P. Morgan AG  
Junghofstrasse 14  
60311 Frankfurt / Main  
Germany  
Bank code number 501 108 00  
SWIFT No. CHASDEFX  
IBAN: DE 565011080061616 03755

7. For the convenience of the Parties, for each of the years of the financial period, the Executive Director of UNEP shall, as soon as possible, notify the Parties to the Agreement of their assessed contributions.
8. Contributions received into the Trust Fund that are not immediately required to finance activities shall be invested at the discretion of the United Nations, and any income shall be credited to the Trust Fund.
9. The Trust Fund shall be subject to audit by the United Nations Board of Auditors.
10. The budget estimates covering income and expenditures for each of the three calendar years constituting the financial period to which they relate, prepared in Euros, shall be submitted to the Meeting of the Parties to the Agreement.
11. The estimates of each of the calendar years covered by the financial period shall be divided into sections and objects of expenditure, shall be specified according to budget lines, shall include references to the programmes of work to which they relate, and shall be accompanied by such information as may be required by or on behalf of the contributors, and such further information as the Executive Director of UNEP may deem useful and advisable. In particular, estimates shall also be prepared for each programme of work for each of the calendar years, with expenditure itemized for each programme so as to correspond to the sections, objects of expenditure, and budget lines described in the first sentence of this paragraph.
12. The proposed budget, including all the necessary information, shall be dispatched by the Secretariat to all Parties at least 90 days before the date fixed for the opening of the Meeting of the Parties.
13. The budget shall be adopted by unanimous vote of the Parties present and voting at the Meeting of the Parties.
14. In the event that the Executive Director of UNEP anticipates that there might be a shortfall in resources over the financial period as a whole, the Executive Director shall consult with the Secretariat, which shall seek the advice of the Standing Committee as to its priorities for expenditure.
15. Commitments against the resources of the Trust Fund may be made only if they are covered by the necessary income of the Agreement. No commitments shall be made in advance of the receipt of contributions.
16. Upon the request of the Secretariat of the Agreement, after seeking the advice of the Standing Committee, the Executive Director of UNEP should, to the extent consistent with the financial regulations and rules of the United Nations, make transfers from one budget line to another. At the end of the first, second or third calendar year of the financial period, the Executive Director of UNEP may proceed to transfer any uncommitted balance of appropriations to the second, third or fourth calendar year respectively, provided that it does not exceed the total budget approved by the Parties, unless this is specifically sanctioned in writing by the Standing Committee.
17. At the end of each calendar year of the financial period<sup>1</sup>, the Executive Director of UNEP shall submit to the Parties, through the Agreement Secretariat, the accounts for the year. The Executive Director shall also submit, as soon as practicable, the audited accounts for the financial period. These shall include full details of actual expenditure compared to the original provisions for each budget line.
18. Those financial reports required to be submitted to the Executive Director of UNEP shall be transmitted simultaneously by the Secretariat of the Agreement to the members of the Standing Committee.

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<sup>1</sup> The calendar year 1 January to 31 December is the accounting and financial year, but the official closure date is 31 March of the following year. Thus, on 31 March the accounts of the previous year have to be closed, and it is only then that the Executive Director can submit the accounts of the previous calendar year.

19. The Secretariat of the Agreement shall provide the Standing Committee with an estimate of proposed expenditures over the coming year simultaneously with, or as soon as possible after, distribution of the accounts and reports referred to in the preceding paragraphs.
20. The present terms of reference shall be effective from 1 January 2013 to 31 December 2015.

Appendix IV

**ELIGIBILITY FOR SPONSORSHIP FOR AEWA MEETINGS**

<b>N°</b>	<b>Party</b>	<b>Proposed rules UN Scale in % 2012*</b>
1	Albania	0.010
2	Algeria	0.128
3	Belgium	1.075
4	Benin	0.003
5	Bulgaria	0.038
6	Chad	0.002
7	Congo	0.003
8	Croatia	0.097
9	Cyprus	0,046
10	Czech Republic	0.349
11	Denmark	0.736
12	Djibouti	0.001
13	Egypt	0.094
14	Equatorial Guinea	0.008
15	Estonia	0,040
16	Ethiopia	0.008
17	European Union	2.500
18	Finland	0.566
19	France	6.123
20	Gambia	0.001
21	Georgia	0.006
22	Germany	8.018
23	Ghana	0.006
24	Guinea	0.002
25	Guinea-Bissau	0.001
26	Hungary	0.291
27	Ireland	0.498
28	Israel	0.384
29	Italy	4.999
30	Jordan	0.014
31	Kenya	0.012
32	Latvia	0.038
33	Lebanon	0.033
34	Libya	0.129
35	Lithuania	0.065
36	Luxembourg	0.090
37	Madagascar	0.003

N°	Party	Proposed rules UN Scale in % 2012*
38	Mali	0.003
39	Mauritius	0.011
41	Monaco	0.003
42	Montenegro	0.004
43	Netherlands	1.855
44	Niger	0.002
45	Nigeria	0.078
46	Norway	0,871
47	Portugal	0.511
48	Republic of Moldova	0.002
48	Romania	0.177
49	Senegal	0.006
50	Slovakia	0.142
51	Slovenia	0.103
52	South Africa	0.385
53	Spain	3.177
54	Sudan	0.010
55	Sweden	1,064
56	Switzerland	1.130
57	Syrian Arab Republic	0.025
58	The former Yugoslav Republic of Macedonia	0.007
59	Togo	0.001
60	Tunisia	0.030
61	Uganda	0.006
62	Ukraine	0.087
63	United Kingdom of Great Britain and Northern Ireland	6.604
64	United Republic of Tanzania	0.008
65	Uzbekistan	0.010

Parties which are considered eligible for financial support to attend relevant AEWA-sponsored meetings.

Parties which are considered non-eligible for financial support to attend relevant AEWA-sponsored meetings.

\* UN Scale of Assessment 2010 -2012 as adopted by the General Assembly (doc. A/REs/64/248) on 5-2-2010.

## Appendix V

### **RECRUITMENT PROCEDURES FOR THE AEWA EXECUTIVE SECRETARY**

1. The Executive Director will consult the Standing Committee through its Chair, or such other member of the Standing Committee as it may appoint for that purpose, on the recruitment, selection and appointment of the new AEWA Executive Secretary and will make every effort to recommend an Executive Secretary who is acceptable to the Standing Committee, while recognising that the United Nations personnel rules will govern the recruitment, selection and appointment.
2. The Executive Director will invite the Standing Committee, through its appointed representative:
  - to review and offer the Committee's comments on candidates for the post, including the short-listing of anonymised candidates for the post and comments on the selection of final candidates from any such short list, and
  - to join the assessment panel established by the Executive Director for the identification and recommendation of suitably qualified candidates for the position of Executive Secretary.
3. To the extent possible within his powers and in accordance with UN rules, the Executive Director will consult with the Standing Committee through its appointed representative at all stages of these processes.
4. Contracting Parties to AEWA shall be consulted by their regional representatives at all stages of these processes.