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Item 15 on the agenda

DRAFT RESOLUTION

PROGRAM-BUDGET OF THE ORGANIZATION FOR 2022

(Agreed upon by the Permanent Council at its virtual regular meeting held on November 4, 2021,

and referred to the Plenary of the General Assembly for consideration)

THE GENERAL ASSEMBLY,

TAKING INTO ACCOUNT:

That, in accordance with Articles 54.e and 55 of the Charter of the Organization of American States, the General Assembly approves the program-budget of the Organization and establishes the basis for setting the quota that each government is to contribute to the maintenance of the Organization, taking into account the respective countries’ ability to pay and their determination to contribute in an equitable manner;

That, based on Article 86 of the General Standards to Govern the Operations of the General Secretariat of the Organization of American States (General Standards), the General Secretariat shall submit to the Permanent Council a proposed budget for use of the indirect cost recovery (ICR) resources, which shall be based on projected revenue equivalent to 90 percent of the average ICR obtained in the three years immediately preceding the year in which the program-budget is adopted, and that the General Assembly shall also adopt the ICR budget;

That the revenue to finance the program-budget includes quota income, income from interest and refunds, and other funds, in accordance with Chapter IV of the General Standards;

The proposed 2022 program-budget of the Organization ([CP/doc.5720/21](http://scm.oas.org/doc_public/ENGLISH/HIST_21/CP44625E03.docx)) presented by the General Secretariat on August 23, 2021 and the annual report of the Board of External Auditors to the Permanent Council ([CP/doc.5700/21](http://scm.oas.org/doc_public/ENGLISH/HIST_21/CP44030E03.docx)), presented on May 12, 2021;

The “Report of the Chair of the Committee on Administrative and Budgetary Affairs on the on the activities of the CAAP and the Proposed Program-Budget of the Organization for 2022” ([CP/CAAP-3788/21](http://scm.oas.org/doc_public/ENGLISH/HIST_21/CP45200E03.docx)), presented in accordance with Article 60.b of the Charter of the Organization of American States;

The following resolutions:

[AG/RES. 1319 (XXV-O/95](http://www.oas.org/consejo/GENERAL%20ASSEMBLY/Documents/pl00095e05.doc)) “Modification and Clarification of Resolutions AG/RES. 1275 (XXIV-O/94) and CP/RES. 631 (989/94) for the Modification of the General Secretariat’s Staff Compensation System”

AG/RES. 1757 (XXX-O/00) “Measures to Encourage the Timely Payment of Quotas” modified by resolutions AG/RES. 2157 (XXXV-O/05) and AG/RES. 1 (XLII-E/11) rev. 1

[AG/RES. 1 (XXXIV-E/07) rev. 1](http://scm.oas.org/doc_public/ENGLISH/HIST_07/AG03819E08.doc) “Methodology for Calculating the Scale of Quota Assessments to Finance the Regular Fund of the Organization”

[CP/RES. 1103 (2168/18) rev. 1](http://scm.oas.org/doc_public/ENGLISH/HIST_18/CP39515E03.doc) “Amendments to the Methodology for Calculating the Scale of Quota Assessments to Finance the Regular Fund of the OAS 2019-2023”

AG/RES. 2942 (XLIX-O/19) “Strengthening Ethics, Oversight, and Transparency of the Organization of American States”

[AG/RES. 1 (LI-E/16) rev. 1](http://scm.oas.org/IDMS/Redirectpage.aspx?class=AG/RES.%20%20(LI-E/16)&classNum=1&lang=e) “Comprehensive Strategic Plan of the Organization”

[CP/RES. 1121 (2209/19)](http://scm.oas.org/doc_public/english/hist_19/cp40513e02.doc) “Strategic Planning of the Organization”

BEARING IN MIND:

That, the Regular Fund notwithstanding, the specific funds are an important source of supplementary financing for the activities of the Organization and, therefore, should be consistent with the nature, purposes, and principles of the Organization, as envisaged in the Charter of the Organization of American States;

That, in accordance with Article 78 (b) of the General Standards, in order to ensure the regular and continuous financial operations of the General Secretariat, the amount of the Reserve Subfund of the Regular Fund shall be 30 percent of the total of the annual quotas of the member states;

That said fund lacks sufficient resources to fulfill its purpose and that it is advisable, accordingly, that efforts be made to increase such reserves, such as by setting, a priori, Regular Fund spending limits at a level below the gross total of quotas;

That the Permanent Council can continue to examine, through the CAAP, measures to encourage prompt payment of quotas and increase liquidity;

That it is important to maintain a culture and practice of austerity, efficacy, accountability, efficiency, transparency, and prudence in the use, execution, and management of the Organization’s resources and ensure the allocation of adequate and sustainable financing to perform its work; and

The importance of the four pillars of the Organization– democracy, human rights, security, and integral development – considers it necessary that they all be allocated adequate funding to operate properly by providing them an equitable allocation of resources aimed at ensuring strict fulfillment of the mandates agreed upon by the political organs of the Organization,

RESOLVES:

1. FINANCING OF BUDGET APPROPRIATIONS
2. To set the quotas through which the member states will finance the Regular Fund of the Organization for 2022, and the assessments for income tax reimbursements, in keeping with the methods adopted by resolutions AG/RES. 1 (XXXIV-E/07) rev. 1, AG/RES. 41 (I-O/71) and CP/RES. 1103 (2168/18), of the Permanent Council, and AG/RES. 1 (LIII-E/18), by the General Assembly, using the scale and amounts that appear in Annex I, “Regular Fund Quota Assessments for 2022.”
3. To set the overall budget level of the 2022 Regular Fund program-budget, including the cost-of-living and inflation adjustment, at US$84,968,407, and to finance it as follows: 
   1. Net contributions of member states in the form of quota payments to the Regular Fund totaling US$84,489,287, computed as follows:
      1. Total gross assessments of US$84,929,900, apportioned according to the current methodology for calculating the scale of quota assessments;
      2. A reduction of US$440,613 in prompt payment discounts pursuant to the measures to encourage the prompt payment of quotas adopted by means of resolution AG/RES. 1757 (XXX-O/00), as amended by AG/RES. 2157 (XXXV-O/05) and AG/RES. 1 (XLII-E/11) rev. 1.
   2. Income in the amount of US$479,120 from interest and refunds and other income, in accordance with Article 78 of the General Standards.
4. To establish the level of expenditure of the Regular Fund for 2022 at US$81,000,000.
5. To instruct the Secretary General to make such adjustments, reductions, and restructurings as may be needed to comply with the foregoing paragraphs, and under the legal framework of the General Secretariat.
6. To authorize the General Secretariat to use in fiscal year 2022 an internal loan of up to 30 percent of the annual quotas (US$25.4 million) from the Treasury Fund, which will allow it to cash manage the current budgeted expenses of the Regular Fund corresponding to fiscal year 2022. No interest will be generated for the temporary use of these resources. The General Secretariat shall reimburse without delay the balance of the internal loan of the resources used from the Treasury Fund in fiscal year 2022 as soon as the quotas of the member states are received in the Regular Fund. The General Secretariat will notify the Permanent Council in writing whenever resources from the Treasury Fund are used and will submit monthly reports to the Committee on Administrative and Budgetary Affairs (CAAP) on the status of that Fund.
7. To set the overall expenditure ceiling for the Indirect Cost Recovery Fund account at US$7,192,000, in accordance with the General Standards.
8. To set the tentative overall budget level for 2023 at US$84,968,407.
9. BUDGET APPROPRIATIONS
10. To approve and authorize the program-budget of the Organization for the fiscal year from January 1 to December 31, 2022, financed by funds not to exceed:
    1. Regular Fund (RF) US$ 81,000,000
    2. Indirect Cost Recovery (ICR) US$ 7,192,000
11. To approve the appropriation levels for the Regular Fund and ICR, by chapter, and subprograms, with the recommendations, instructions, or mandates detailed below:

|  |  | **RF** | **ICR** |
| --- | --- | --- | --- |
| **Chapter 1 - Office of the Secretary General** | |  |  |
| 14A | Office of the Secretary General | 2,095.5 | 24.9 |
| 14B | Office of Protocol | 617.1 | 0.0 |
| **Chapter 1 - Office of the Secretary General Total** | | **2,712.6** | **24.9** |
|  |  |  |  |
| **Chapter 2 - Office of the Assistant Secretary General** | |  |  |
| 24A | Office of the Assistant Secretary General | 2,058.6 | 0.0 |
| 24B | Office of the Secretariat of the General Assembly, the Meeting of Consultation, the Permanent Council, and Subsidiary Bodies | 1,209.2 | 0.0 |
| 24C | Coordinating Office for the Offices and Units of the General Secretariat in the Member States | 4,563.5 | 0.0 |
| 24D | Conferences and Meetings | 2,872.2 | 0.0 |
| 24E | Regular sessions of the General Assembly | 110.0 | 0.0 |
| 24F | Permanent Council meetings | 291.0 | 0.0 |
| 24G | Preparatory Committee meetings | 33.3 | 0.0 |
| 24H | General Committee meetings | 20.0 | 0.0 |
| 24I | CAJP meetings | 100.0 | 0.0 |
| 24J | CSH meetings | 100.0 | 0.0 |
| 24K | CAAP meetings | 99.8 | 0.0 |
| 24M | CISC meetings | 25.0 | 0.0 |
| 24N | CIDI meetings | 90.0 | 0.0 |
| **Chapter 2 - Office of the Assistant Secretary General Total** | | **11,572.6** | **0.0** |
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| --- | --- | --- | --- |
| **Chapter 3 - Principal and Specialized Organs** | |  |  |
| 34A | Secretariat of the Inter-American Court of Human Rights | 5,024.0 | 0.0 |
| 34B | Executive Secretariat of the Inter-American Commission on Human Rights (IACHR) | 10,256.8 | 90.9 |
| 34C | Secretariat of the Inter-American Commission of Women (CIM) | 1,621.6 | 73.0 |
| 34D | Office of the Director General of the Inter-American Children’s Institute | 971.4 | 14.4 |
| 34E | Inter-American Juridical Committee (CJI) | 405.0 | 0.0 |
| 34F | Secretariat of the Inter-American Telecommunication Commission (CITEL) | 597.3 | 25.7 |
| 34G | Meetings of the CITEL Assembly | 81.6 | 14.3 |
| 34H | Inter-American Defense Board (IADB) | 745.4 | 0.0 |
| 34I | Pan American Development Foundation | 66.1 | 0.0 |
| 34J | Trust for the Americas | 228.6 | 0.0 |
| 34K | IADB - Maintenance of the Casa del Soldado | 171.0 | 0.0 |
| **Chapter 3 - Principal and Specialized Organs Total** | | **20,168.8** | **218.3** |
|  |  |  |  |
| **Chapter 4 - Strategic Counsel for Organizational Development and Management for Results** | | | |
| 44A | Office of the Strategic Counsel for Organizational Development and Management for Results | 474.1 | 173.4 |
| 44C | Department of Press and Communication | 906.7 | 120.1 |
| 44E | Department of External and Institutional Relations | 393.5 | 111.2 |
| **Chapter 4 - Strategic Counsel for Organizational Development and Management for Results Total** | | **1,774.3** | **404.7** |
|  |  |  |  |
| **Chapter 5 - Secretariat for Access to Rights and Equity** | |  |  |
| 54A | Secretariat for Access to Rights and Equity | 482.8 | 0.0 |
| 54B | Department of Social Inclusion | 1,250.4 | 0.0 |
| **Chapter 5 - Secretariat for Access to Rights and Equity Total** | | **1,733.2** | **0.0** |
|  |  |  |  |
| **Chapter 6 - Secretariat for Strengthening Democracy** | |  |  |
| 64A | Secretariat for Strengthening Democracy | 1,153.5 | 893.5 |
| 64C | Department of Electoral Cooperation and Observation | 1,463.3 | 0.0 |
| 64D | Department of Sustainable Democracy and Special Missions | 657.4 | 0.0 |
| 64F | Department for Promotion of Peace and Coordination with Subnational Governments | 219.1 | 0.0 |
| **Chapter 6 - Secretariat for Strengthening Democracy Total** | | **3,493.3** | **893.5** |
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| --- | --- | --- | --- |
| **Chapter 7 - Executive Secretariat for Integral Development** | |  |  |
| 74A | Executive Secretariat for Integral Development | 1,776.8 | 282.9 |
| 74C | Department of Economic Development | 1,529.2 | 0.0 |
| 74D | Department of Human Development, Education, and Employment | 3,066.9 | 0.0 |
| 74F | CIDI Ministerial and Inter-American Committee meetings | 149.8 | 0.0 |
| 74G | Secretariat of the Inter-American Committee on Ports | 214.4 | 0.0 |
| 74I | Department of Sustainable Development | 838.1 | 0.0 |
| **Chapter 7 - Executive Secretariat for Integral Development Total** | | **7,575.2** | **282.9** |
|  |  |  |  |
| **Chapter 8 - Secretariat for Multidimensional Security** | |  |  |
| 84A | Secretariat for Multidimensional Security | 910.5 | 318.0 |
| 84D | Secretariat of the Inter-American Committee against Terrorism (CICTE) | 546.5 | 152.5 |
| 84E | Department of Public Security | 801.7 | 86.1 |
| 84F | Multidimensional security meetings | 42.0 | 0.0 |
| 84G | Executive Secretariat of the Inter-American Drug Abuse Control Commission (CICAD) | 1,137.6 | 207.2 |
| 84H | Department against Transnational Organized Crime | 396.8 | 0.0 |
| **Chapter 8 - Secretariat for Multidimensional Security Total** | | **3,835.1** | **763.8** |
|  |  |  |  |
| **Chapter 9 - Secretariat for Hemispheric Affairs** | |  |  |
| 94A | Secretariat for Hemispheric Affairs | 555.3 | 30.0 |
| 94B | Department of Effective Public Management | 720.2 | 0.0 |
| 94D | Art Museum of the Americas | 376.0 | 0.0 |
| 94E | Summits Secretariat | 217.1 | 69.2 |
| 94F | Columbus Memorial Library | 373.4 | 0.0 |
| **Chapter 9 - Secretariat for Hemispheric Affairs Total** | | **2,242.0** | **99.2** |
|  |  |  |  |
| **Chapter 10 - Secretariat for Legal Affairs** | |  |  |
| 104A | Secretariat for Legal Affairs | 813.4 | 111.7 |
| 104B | Department of Legal Services | 1,130.9 | 0.0 |
| 104C | Department of International Law | 1,150.6 | 0.0 |
| 104F | Department of Legal Cooperation | 742.7 | 0.0 |
| **Chapter 10 - Secretariat for Legal Affairs Total** | | **3,837.6** | **111.7** |
|  |  |  |  |
| **Chapter 11 - Secretariat for Administration and Finance** | |  |  |
| 114A | Secretariat for Administration and Finance | 581.2 | 0.0 |
| 114B | Department of Human Resources | 2,512.5 | 103.7 |
| 114C | Department of Financial Services | 2,399.1 | 734.3 |
| 114D | Department of Information and Technology Services | 1,760.8 | 0.0 |
| 114E | Department of Procurement Services and Management Oversight | 1,501.4 | 727.8 |
| 114F | Department of General Services | 1,399.1 | 99.9 |
| **Chapter 11 - Secretariat for Administration and Finance Total** | | **10,154.1** | **1,665.7** |
|  |  |  |  |
| **Chapter 12 - Basic Infrastructure and Common Costs** | |  |  |
| 124A | OAS Technology Services and Network Infrastructure | 1,203.5 | 0.0 |
| 124B | Office Equipment and Supplies | 24.9 | 0.0 |
| 124C | OAS Maintenance of Internal Management Control Systems | 306.1 | 250.0 |
| 124D | Building Management and Maintenance | 953.7 | 500.2 |
| 124E | General Insurance | 367.4 | 50.0 |
| 124F | Post Audits | 35.9 | 0.0 |
| 124G | Recruitment and Transfers | 177.9 | 0.0 |
| 124H | Terminations and Repatriations | 555.5 | 50.0 |
| 124I | Home Leave | 228.5 | 10.0 |
| 124J | Education and Language Allowance, Medical Examinations | 42.5 | 0.0 |
| 124K | Pensions for Retired Executives, and Health and Life Insurance for Retired Employees | 3,788.8 | 0.0 |
| 124L | Human Resources Development | 46.8 | 0.0 |
| 124M | Contribution to the Staff Association | 4.6 | 0.0 |
| 124N | Contribution to AROAS | 4.6 | 0.0 |
| 124S | OASCORE Licensing | 149.4 | 400.0 |
| 124U | Cleaning Services | 919.7 | 491.0 |
| 124V | Security Services | 760.3 | 334.8 |
| 124Y | OAS Telecommunications Infrastructure Services | 255.9 | 0.0 |
| 124Z | Public Utilities | 763.2 | 391.1 |
| **Chapter 12 - Basic Infrastructure and Common Costs Total** | | **10,589.2** | **2,477.1** |
|  |  |  |  |
| **Chapter 13 - Compliance Oversight Management Bodies** | |  |  |
| 133A | Secretariat of the OAS Administrative Tribunal (TRIBAD) | 235.8 | 39.0 |
| 134B | Office of the Inspector General | 801.7 | 68.3 |
| 134C | Board of External Auditors | 74.8 | 83.1 |
| 134D | Ombudsperson | 199.7 | 59.8 |
| **Chapter 13 - Compliance Oversight Management Bodies Total** | | **1,312.0** | **250.2** |
|  |  |  |  |
| **TOTAL** |  | **81,000.0** | **7,192.0** |

3. To instruct the General Secretariat to identify savings in the amount of US$20,000 during the first semester of 2022 in order to redirect that amount to finance the work of the Working Group to Examine the Periodic Reports of the States Parties to the Protocol of San Salvador (WGPSS), in Chapter 5, Subprogram 54B; this instruction will be applicable only for fiscal year 2022.

4. To request that consideration be given so that the possible savings accumulated in Chapter 3 of the 2022 budget be assigned, as a priority, to the Secretariat of the Inter-American Commission of Women (CIM), and to the Interamerican Juridical Committee*.*

5. To instruct the General Secretariat to ensure that the Organization’s resources are used to fulfill the mandates from the political organs, pursuant to Article 107 of the Charter of the Organization of American States.

6. To authorize the General Secretariat to utilize, in addition to the budget allocation for this purpose in the 2022 program-budget, up to US$174,475 from savings accrued during the 2022 budget execution, in the event that the fifty-second regular session of the General Assembly is held at headquarters, as envisaged at Article 57 of the OAS Charter.

7. Should it be necessary to use those resources, a detailed estimate of the expected expenditures of up to US$174,475 shall be submitted in advance to the Permanent Council through the CAAP. The General Secretariat shall also provide an accounting of the use made of the resources within 90 days after the fifty-second regular session of the General Assembly, if held at headquarters.

8**.** Meetings of the Permanent Council

a. To recall Article 36 of the Rules of Procedure of the Permanent Council, which establishes that regular meetings should be held on the first and third Wednesday of each month, and to urge the Chair of the Permanent Council to rationalize the scheduling of meetings and the elaboration of their agenda, establishing that the Member States have a shared responsibility in that regard, and always taking into account the need to strictly observe assigned budgetary allocations. To instruct the Office of the Assistant Secretary General to hold a briefing at the start of each year with all incoming Permanent Council Chairs together to provide information on the overall budget allocation for meetings, including an approximate breakdown per Chairmanship. To request a quarterly brief report to the Permanent Council on the status of the budget execution for Permanent Council meetings.

b. To instruct the General Secretariat to present to the Permanent Council through the CAAP, any requests for reinforcements for meetings of the Permanent Council which exceed 2.5% of transfers across chapters and to mandate the Permanent Council to make a decision within fifteen days of the date of such request in order to ensure timely consideration of potential options for funding available for the Chair to be able to convene meetings in response to the political exigencies in the hemisphere*.*

1. PROVISIONS OF AN ADMINISTRATIVE AND BUDGETARY NATURE
2. Renewal of mandates
3. That the operative paragraphs listed on Annex II shall remain in force throughout the 2022 budgetary cycle with the respective amended timelines as established in the fourth column "Change in Timeline and/or Periodicity” of the chart contained in Annex II.
4. To urge Member States to continue to contribute to the achievement of the mandates of past resolutions that remain in force during the 2022 budgetary cycle, and to instruct the General Secretariat to continue to take the required actions and/or support for their implementation, as provided in those same mandates.
5. Accountability to the Member States

To request the General Secretariat, Specialized Entities, and Oversight Bodies to present reports, strategies and plans mentioned in this resolution to the Permanent Council, and the CAAP as appropriate, according to Annex II and Annex III such that the member states will be able to corroborate in a timely fashion the information provided and provide effective follow-up on fulfillment of mandates, on budget execution of the Regular Fund, and on execution of voluntary, specific, trust, and service funds, including ICR.

1. Direct and Indirect Cost Recovery

a. Ratify resolution CP/RES. 1176 (2325/21) “Reduction of the indirect cost recovery rate (ICR) for contributions greater than US$5 million and extraordinary appropriation to conclude the study on the ICR” approved by the Permanent Council in the virtual regular session held on June 23, 2021; likewise, extend to March 31, 2022, the deadline for the presentation of the results of the analysis referred to in numeral 2 of said resolution, with the understanding that the budgetary appropriation authorized for this project is not modified.

b. To extend the authorization to the Permanent Council granted by AG/RES 2957 (L-O/20) to adopt the necessary measures to enhance the indirect cost recovery policy, taking into account the recommendations of the CAAP.

c. To establish the partition of ICR resources in the program-budget, from the 2022 budgetary cycle until further reviewed, as follows:

i. 33% to cover indirect costs incurred by the central administration (chapters 4, 11 and 13, as well as subprogram 104B);

ii. 34% to cover basic infrastructure costs (chapter 12);

iii. 33% to finance secretariats and entities in proportion to the amount of work associated with administering projects, adjusted by whether they receive Regular Fund money to pay for their Administrative Management Support staff.

d. To allow a variance of up to 3% on the shares of ICR rates established in paragraph c. above, from the 2022 budgetary cycle until further reviewed and decided by member states.

1. OAS Scholarships and Training Program funds

a. To authorize the General Secretariat to use, in 2022, up to US$1,740,000 from the Regular Fund for the OAS Scholarships and Training Programs to finance the activities of the following programs: Partnerships Program for Education and Training (PAEC)**,** Professional Development Scholarships Program (PDSP**),** and the OAS Academic Programs, in a way to be defined by the Management Board of the IACD.

b. To take note of the decision adopted by the Management Board of the Inter-American Agency for Cooperation and Development (document AICD/JD/DE-129/21 corr.1) instructing the Department of Financial Services (DFS) to invest the funds of the OAS Scholarship Capital Fund, pursuant to the mandate established in section IV, operative paragraph 5.e of resolution AG/RES.2957 (L-O/20); and to instruct the DFS to report to the CIDI and the Management Board of IACD biannually on the status of the investment strategy under implementation.

5. Per diem

To request that the General Secretariat present a proposal for a policy that will govern the payments of travel related expenses within 90 days of the implementation of the OASCORE business process modernization program. OASCORE will automate OAS travel management in accordance with the best practices of other international organizations, with an aim of simplifying and improving the current allowance system. Once the OASCORE travel management process is implemented, the General Secretariat shall conduct a rate comparison, analyze what benefits if any would arise from the presentation of invoices and receipts for certain components of any applicable daily subsistence allowances, and present a travel-related expenses proposal to the CAAP for its consideration.

6. Human Resources

To instruct the General Secretariat to review and update the comprehensive Human Resources Strategy for the Organization and to submit to CAAP by March 30, 2022 an updated implementation plan including a timetable for reaching milestones. The updated plan should also reflect the implementation of the new ERP, and that the Terms of Reference of CPRs financed by the Regular Fund or ICR Fund must be relevant to and within the Secretariat that finances their contract. Further, to instruct the Office of the Inspector General to perform an annual review that is presented to CAAP, to ensure compliance.

7. Limit on Job Positions Financed by the Regular Fund

* 1. That the total expenditure on personnel (Object 1, Article 91 of the General Standards) shall not exceed 64.38 percent of the overall budget level of the 2022 Regular Fund, including any statutory increases that may be required.
  2. That the Permanent Council shall be authorized, at its discretion [PAN: and on exceptional basis, to adjust the percentage referred to in the previous paragraph.

1. Trust Personnel

To waive the enforcement of Article 21.b.v of the General Standards to authorize the financing by the Regular Fund of the 21 trust positions contained in Annex IV, as well as the financing of the position of “Secretary Treasurer of the Pension Fund” by specific funds, during the execution of the 2022 program-budget.

1. Creation of new mandates

a. To ratify the “Agreement reached by member states in reference to the criteria for classification of mandates, the template for new mandates, and the criteria for the use of the template,” approved by the Permanent Council in its virtual regular session held on October 6, 2021, and instruct the Permanent Council and CIDI to apply these guidelines during the negotiations of resolutions of the 52nd Regular Session of the General Assembly.

b. To instruct the General Secretariat to prioritize its resources upon receipt of a template for new mandates submitted by a member state, in order to complete the sections of such template under its responsibility and return it within 5 business days or within another timeframe agreed by the proponent member state(s).

c. To urge the Councils of the Organization to modify their work methodologies to consider the instruments approved by the Permanent Council and ratified by this resolution.

d.To request the CAAP Chair to ensure the Permanent Council, CIDI and Committee Chairs are briefed prior to the commencement of General Assembly negotiations, on the new mandate template and criteria process as approved by the Permanent Council.

e. The CAAP, in conjunction with the General Secretariat, shall develop an evaluation of these instruments with the mandates of the 51st Regular Session of the General Assembly, so as to guarantee their correct application, and where appropriate, propose to the Permanent Council any necessary modifications.

10. Prioritization of Mandates

To take note of the proposal, submitted by the General Secretariat, of a methodology for the prioritization of mandates, through the document CAAP/GT/RVPP-455/21 corr. 1, presented on 21 September 2021, and to urge Member States to review said methodology, as appropriate, and to endeavor to conclude the prioritization of current mandates before the 52nd Regular Session of the General Assembly.

11. External Resource Mobilization

* 1. To instruct the Secretary General to continue efforts toward external resource mobilization for the implementation of the mandates of the General Assembly, especially for those that are unfunded or underfunded. As well as to keep CAAP appraised of its endeavors to identify said external resources, and to maintain transparency and accountability in the utilization and reporting of those funds in the annual resource management and performance report.

b. To instruct the General Secretariat to present to the Permanent Council for consideration, no later than March 15, 2022, an analysis of different additional funding options for the Regular Fund and the ICR, from the member states and permanent observers, that ensure the long-term sustainability of the Inter-American Commission on Human Rights (IACHR) and the Inter-American Court of Human Rights, in keeping with AG/RES. 2957 (L-O/20) paragraph IV. 3.e.

* + - 1. Oversight Bodies

a. Audit Committee

To adopt the amendments to Chapters VIII and IX of the General Standards for the establishment of an Audit Committee and related reforms, contained in annex V of this resolution, which shall enter into effect upon adoption of this resolution.

b. Ombudsperson

1. To update the General Standards to Govern the Operations of the General Secretariat of the Organization of American States, Chapter III, Subchapter H: The Ombudsperson, with the objective of strengthening that office and giving legal certainty to the exercise of its responsibilities, based on the standards of the profession and those implemented by similar offices in other international organizations, particularly the United Nations (UN), the Pan American Health Organization (PAHO), the Inter-American Development Bank (IDB), the World Bank, and the International Monetary Fund (IMF), as well as the Code of Ethics and the Standards of Practice of the International Ombudsman Association (IOA), and the Review of the Organizational Ombudsman Services across the United Nations System (JIU/REP/2015/6) conducted by the UN Joint Inspection Unit (JIU) in 2015, while taking into account the specific OAS context; and to use the accompanying preliminary draft proposed by the delegation of Canada (Annex VI) to begin discussions as soon as possible, with a view to considering its approval by the PC before the end of Canada’s CAAP Chairmanship at the end of January 2022.
2. To encourage member states to conduct broad and inclusive consultations with relevant stakeholders in the context of the discussion process. To note that the meetings of the CAAP to discuss this topic will include input from key stakeholders. To request additional comments and counter proposals on the preliminary draft by Dec 15th, 2021.

13. Program-budget for the 2023 budgetary cycle

a. To instruct the General Secretariat to include all statutory increases and comply with all the requirements mandated by the General Standards when presenting the draft budget of the Regular Fund and the ICR. The draft program-budget for the cycle must also take into account the following guidelines:

i. It does not proposes to cut the Reserve Sub-funds or use them in order to fund vacancies.

ii. If the budget ceiling is set to decrease relative to the preceding year, in actual or expected inflation adjusted terms, those cuts would be distributed in a way that seeks to ensure an adequate and sustainable financial allocation that minimizes possible negative impacts on the work of all areas.

iii. It allocates the necessary amount to cover all costs of the Organization included in Chapter 12.

iv. It is presented at Chapter and Subprograms level.

b. The negotiations of the Member States will initially focus on establishing agreements at the Chapter level and, in the case of Chapters 3 and 13, at the Subprogram level. Their allocations will be included at this level in the Program-Budget resolution, in the section on Budget Appropriations. Subsequently, all appropriations at Subprograms level may also be included on the section on Budget Appropriations if Member States decide so.

14. Methodology for Calculating the Scale of Quota Assessments to Finance the Regular Fund of the Organization

To take note of the presentation made by the General Secretariat to the CAAP Working Group on June 22, 2021, regarding progress on the mandate established by resolution CP/RES. 1104 (2168/18) rev. 1, adopted by the General Assembly through resolution AG/RES.  1 (LIII-E/18), and on the SAF opinion document dated October 19, 2021, regarding the Expert Group on the Methodology for Calculating the Scale of Quota Assessments. Additionally, to instruct the Permanent Council to continue monitoring, through the CAAP, the review of the quota assessments methodology conducted by the United Nations Committee on Contributions and, on the basis of the findings of those proceedings revaluate, with the urgency that the present socio-economic situation in the region requires, going ahead with the creation of an independent expert group and on how to consider the methodology for calculating the scale of quota assessments to finance the Regular Fund of the Organization of American States.

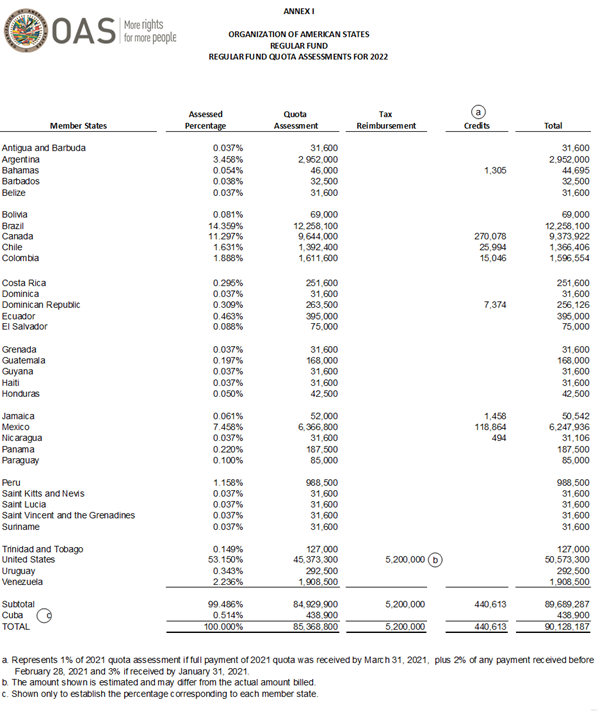
15. Offices of the General Secretariat in the member States

To request the Secretary General to instruct the Coordinating Office for the Offices and Units of the General Secretariat in the Member States to continue optimizing and implementing its current strategy. To take into account the report of the comprehensive review of the Offices and Units of the General Secretariat in the Member States presented to the CAAP on July 13, 2021, in preparing a strategic plan for adoption by the regular session of the General Assembly in 2022.

16. Comprehensive Strategic Plan of the Organization

Bearing in mind that, in compliance with resolution CP/RES. 1121 (2209/19), the OAS General Secretariat is working on updating the Comprehensive Strategic Plan of the Organization for the Period 2021-2024, the Member States have recognized that the Comprehensive Strategic Plan of the Organization for the 2016-2020 Period, approved by the General Assembly at its forty-ninth regular session by resolution; AG/RES. 2940 (XLIX-O/19), in particular what refers to the structural elements of the plan , such as the strategic lines and objectives, will remain in force until the General Assembly at its fifty-second regular session approves the Strategic Plan of the Organization for the Period 2021-2024 that will replace it, in its entirety.

ANNEX I



ANNEX II – Renewal of operative paragraphs for budget cycle 2022

|  | **TITLE** | **MANDATES/** | **CHANGE IN TIMELINE AND/OR PERIODICITY** |
| --- | --- | --- | --- |
| 1. | Semiannual reports on budget execution by the Inter-American System of Human Rights | **AG/RES. 2957 (L-O/20) paragraph I.4**  **Mandate:**  To request the Inter-American Court of Human Rights and the Inter-American Commission on Human Rights (IACHR) to present a semi-annual report on budget execution to the Permanent Council and, in due time, a detailed plan of expenditures corresponding to its budget. | Annual |
| 2. | Program-budget for the 2022 budgetary cycle | **AG/RES. 2957 (L-O/20) paragraph IV.1**  **Mandate:**  d. To request the General Secretariat, once the 2022 program-budget has been submitted to the Permanent Council, to disclose in writing to the CAAP the specific transfers that were made between chapters, whether personnel or non-personnel, so that discussions on the program-budget are conducted on the basis of duly updated information, in order to enable and facilitate evidence-based and informed decision making. | 2023 |
| 3. | External Resource Mobilization | **AG/RES. 2957 (L-O/20) paragraph IV.3**  **Mandate:**  b) In its pursuit of the mandate of external resource mobilization, the General Secretariat is further instructed to emphasize the equal importance of the four pillars of the Organization – democracy, human rights, integral development and multidimensional security - and to ensure that advocacy undertaken to fulfill this mandate includes the pursuit of resources governed by the principles of balance, proportionality and equity of the pillars, and reflects the mandates agreed upon by the representative bodies of the Organization.  c) To instruct the Secretary General to include in the semiannual reports on management and performance, under the chapter on projects submitted by the Project Evaluation Committee, additional information on approved and ongoing projects, including on their scope, supporting mandates, periodicity, implementation status, and sources of financing, so as to have a consolidated document on the use of specific fund resources.   1. To instruct the Secretary General to continue, in consultation with the Permanent Council, with the implementation of a strategic plan for mobilizing the external support and funding needed to implement the mandates of the member states and the priorities of the Organization; and to instruct the General Secretariat to report on the progress of this implementation in the semiannualreports on management and performance.   f) To instruct the General Secretariat, in accordance with resolution [AG/RES. 617 (XII-O/82)](http://scm.oas.org/doc_public/english/HIST_07/AG03796e02.doc):   1. In the case of projects not included in the program-budget of the Organization that receive contributions from non-member states that are permanent observers to the Organization, to submit semiannual reports to the appropriate competent organs of the Organization. 2. In the case of projects whose external contributions come from non-member states that are not permanent observers to the Organization, to consult first with whichever council is appropriate to the subject matter. 3. In the case of global cooperation agreements with permanent observer countries or with other non-member states, to request prior approval of the Permanent Council.   g) To inform Member States of any agreements, contracts, and/or memoranda of understanding being discussed or agreed for the cases described in item f.(i) of this paragraph, and to submit semiannual reports to the CAAP and the appropriate competent organs of the Organization*.* |  |
| 4. | OAS Scholarships and Training Program Funds | **AG/RES. 2957 (L-O/20) paragraph IV.5**  **Mandate:**  a) To reiterate paragraph 22 of resolution AG/RES. 2916 (XLVIII-O/18), which endorses the provisional and comprehensive recommendations that were issued by the Working Group to analyze and assess the functioning of all OAS scholarship and training programs and adopted by the Inter-American Council for Integral Development (CIDI) ([CIDI/doc.239/17](http://scm.oas.org/doc_public/english/hist_17/CIDRP02030e02.doc) and [CIDI/doc.256/18](http://scm.oas.org/doc_public/english/hist_18/CIDRP02360e05.doc)), and which tasks CIDI with overseeing the implementation of those mandates.  b) To recognize resolution CIDI/RES. 337 (LXXXVIII-O/19), “Allocation of Resources in 2019 for the OAS Scholarships and Training Programs,” adopted by CIDI on April 9, 2019, endorsing the decision taken by the Management Board of the Inter-American Agency for Cooperation and Development (IACD) to facilitate the transition to a more sustainable and cost-effective scholarship program.  d) To instruct the General Secretariat to pursue options for strengthening partnerships, including the incorporation of language training wherever possible.    f) To authorize the General Secretariat to deposit in the Capital Fund for the OAS Scholarship and Training Programs, in accordance with Article 18 of the Statutes of the IACD, any unused or deobligated scholarship funds under Object 3, to the extent permitted under Article 105 of the General Standards. In implementing this mandate, the General Secretariat shall consult with CIDI through the IACD Management Board and obtain approval from the Permanent Council through the CAAP. |  |
| 5. | Foundations supported by the OAS | **AG/RES. 2957 (L-O/20) paragraph IV.6**  **Mandate:**  To request foundations supported by the OAS, the Pan American Development Foundation and the Trust for the Americas, to maintain a culture and practice of austerity, effectiveness, efficiency, transparency, prudence, and accountability in the use, execution, and management of resources allocated by the Organization. |  |
| 6. | Establishment of a Structured Budget Preparation and Presentation Process | **AG/RES. 2957 (L-O/20) paragraph IV.7**  **Mandate:**   1. To instruct the General Secretariat to entrust the Secretariat for Administration and Finance with the analysis and preparation of the program-budget of the Organization, with adequate human resources having relevant budgetary expertise, and in coordination with all areas and organs of the Organization. 2. To instruct the General Secretariat, in direct collaboration with the different secretariats of the Organization, to adopt a rigorous approach to developing, clearly presenting, executing, and evaluating the program-budget in accordance with Chapters IV to VIII of the General Standards. The draft program-budget shall include the rationale for proposals as well as explanations of variances from the previous year and of human and financial resources requirements in line with expected results. The General Secretariat shall also include expenditure forecasts for two additional years in the preparation of each annual proposed program-budget. 3. To instruct the General Secretariat to continue using the standard template approved by the member states, ([CP/CAAP-3664/20 rev.](http://scm.oas.org/doc_public/english/HIST_20/CP42562e03.docx) [1](http://scm.oas.org/doc_public/SPANISH/HIST_20/CP42562S03.docx)), when the secretariats present information to the CAAP about the impact of proposed budgets prepared by the Secretariat for Administration and Financein their areas. The template completed with information from the secretariats shall be reviewed by the Secretariat for Administration and Finance prior to presentation to the CAAP together with the presentation of the draft Program-Budget of the Organization. In turn, the Secretariats should be cognizant of the final versions of the templates circulated to the CAAP*.* The template should include but is not limited to the following: 4. A table indicating the previous year's approved budget, the amount allocated, execution level, and the new budget proposal level. 5. ii. Bullet points on the key impacts of the proposed funding level.   d) To instruct the Permanent Council to continue analyzing, through the CAAP and with support from the General Secretariat, options for establishing a separate and independent budget process for OAS oversight mechanisms, including the Office of the Ombudsperson, the Inspector General, and the Administrative Tribunal (TRIBAD). The Permanent Council is authorized to adopt such measures in this area, taking into account the recommendations of the CAAP.  e) To instruct the General Secretariat to take into consideration, when the circumstances so allow, the need for equity among the four programmatic pillars in the budget preparation process, with a view to ensure that the proposed allocations allow the fulfillment of the mandates agreed upon by the political organs of the Organization, and to further instruct the General Secretariat to present to CAAP, by February 28, 2021, considerations about the feasibility of achieving equity in the allocation of resources between the pillars from the Budget-Program 2022. | July 31, 2022 |
| 7. | Review of the General Standards to Govern the Operations of the General Secretariat of the Organization of American States | **AG/RES. 2957 (L-O/20) paragraph IV.9**  **Mandate:**   * 1. To renew the mandate contained in resolution [AG/RES.](http://scm.oas.org/IDMS/Redirectpage.aspx?class=AG/RES.%20%20(XLVIII-E/14)&classNum=1&lang=s)[1 (XLVIII-E/14)](http://scm.oas.org/IDMS/Redirectpage.aspx?class=AG/RES.%20%20(XLVIII-E/14)&classNum=1&lang=e) rev. 1, which instructed the Permanent Council, through the CAAP, to conduct a comprehensive review of the General Standards, particularly Chapters VII and VIII thereof, and to instruct the CAAP to review those chapters and present the findings of that review and analysis and/or such recommendations as may emanate therefrom to the General Assembly at its fifty-first regular session. Said proposal will contain rules on financial and budgetary stability and discipline for ensuring the Organization’s medium- and long-term sustainability.   b) To instruct the Secretary General to accompany all fund transfer requests that require Permanent Council approval with options, based on Program Budget Chapter savings and efficiencies, for where the funds can be sourced and a rationale for each option. | Fifty-second regular session of the General Assembly |
| 8. | Official Travel | **AG/RES. 2957 (L-O/20) paragraph IV.10**  **Mandate:**   1. To instruct the Secretary General, the Assistant Secretary General, and the secretaries for all the chapters, including those for the specialized agencies and entities, to submit to the Permanent Council, on a quarterly basis, a detailed report on the activities of their offices away from headquarters, including, inter alia: dates of travel, destination, delegation, and purpose of travel, with a mention as to the mandate approved by the member states that justifies the travel.   b) To instruct the OAS General Secretariat to publish on its website the reports requested in the preceding paragraph. | Semiannually |
| 9. | Human Resources | **AG/RES. 2957 (L-O/20) paragraph IV.12**  **Mandate:**  b) To request the Office of the Inspector General to continue preparing its semiannual reports on actual personnel transfers, internal and external competitions concluded, and reclassifications included in this program-budget and to ascertain that they are done in strict accordance with the applicable standards.  c) The General Secretariat will provide a detailed report to CAAP by on the status of all open Regular Fund positions. If an open position has not been publicly announced, the General Secretariat will provide a detailed explanation regarding the reason for the delay with cash flow not being an appropriate justification. The status report on the Regular Fund recruitment process shall be provided on a monthly basis.  d) The Member States recognize that in order to deal with the significant budget cuts contemplated in this resolution, the Secretaries and Executive Secretaries should be held accountable and authorized to make necessary changes – to reorganize, consolidate and cut. Consequently, in recognition of this principle, the General Secretariat will:  (i) Allow hiring of needed personnel under reorganization plans and not implement any hiring freezes until that reorganization is complete; and  (ii) Allow reclassification of positions only where budget driven position abolishment requires re-allocation of responsibilities.  (iii) Instruct the SG to report to the PC by January 2021, on the re-organization of the Secretariat, in particular hiring and reclassification plans. | Quarterly  January 2022 |
| 10. | Gender Equity and Equality Policies | **AG/RES. 2957 (L-O/20) paragraph IV.13**  **Mandate:**  To urge the General Secretariat to continue the work of implementing and executing gender equity and equality policies in the workplace, and in a framework of parity promote access for women in categories where they are currently underrepresented within the Organization and ensure accountability for their implementation and fulfillment of the provisions set forth in resolution [CP/RES.](http://scm.oas.org/doc_public/SPANISH/HIST_20/CP42142S03.docx) [1149 (2278/20)](http://scm.oas.org/doc_public/english/HIST_20/CP42142e03.docx), “Women’s Representation and Participation in the OAS.” | April 30, 2022 |
| 11. | Geographical Representation | **AG/RES. 2957 (L-O/20) paragraph IV.14**  **Mandate:**  To take note of the Geographic Representation Strategy presented to the Permanent Council on March 13, 2019 and instruct the General Secretariat to set objectives and indicators for that strategy in order to implement the plan of action and achieve equitable geographic representation of staff in accordance with Article 120 of the Charter of the Organization of American States, which should include, in addition, consultants and interns. | April 30, 2022 |
| 12. | Honoraria | **AG/RES. 2957 (L-O/20) paragraph IV.15**  **Mandate:**  That the honoraria paid to members of the IACHR, Inter-American Court of Human Rights, TRIBAD, Board of External Auditors, and Inter-American Juridical Committee shall be US$300 per day, and that the cost of those honoraria shall be covered with the resources allocated in this program-budget. |  |
| 13. | Inter-American Commission on Human Rights | **AG/RES. 2957 (L-O/20) paragraph IV.16**  **Mandate:**  To maintain the budgetary authorization to the IACHR to cover payments to members of the Commission for special services, up to a maximum of US$4,000 per month per member. This budgetary measure shall be taken without prejudice to the right to the payment of honoraria, as provided by the General Assembly in paragraph IV.15 of this resolution. |  |
| 14. | Inter-American Court of Human Rights | **AG/RES. 2957 (L-O/20) paragraph IV.17**  **Mandate:**  To maintain the budgetary authorization to the Inter-American Court of Human Rights to cover the payment of emoluments to judges of the Court, up to a maximum of US$4,000 per month per judge. This budgetary measure shall be taken without prejudice to Article 26 of the Statute of the Court and without prejudice to the right to the payment of honoraria, as provided by the General Assembly in paragraph IV.15 of this resolution. |  |
| 15. | Cost-efficiencies | **AG/RES. 2957 (L-O/20) paragraph IV.19**  **Mandate:**  To instruct the General Secretariat to include in its semiannual resource management and performance report to the CAAP any savings generated as a result of efficiencies in the operations of the General Secretariat, including those related to common costs. |  |
| 16. | Department of Press and Communication | **AG/RES. 2957 (L-O/20) paragraph IV.20**  **Mandate:**  To request the Secretary General to instruct the Department of Press and Communication to submit progress reports on implementation of the Communication Strategy and that they be included in the Semiannual Resource Management and Performance Report. |  |
| 17. | Trust Personnel | **AG/RES. 2957 (L-O/20) paragraph IV.21**  **Mandate:**  c) That personnel hired under a trust appointment shall not be eligible for the payment of accumulated unused annual leave upon their separation from the Organization. This provision shall not apply to Career Service, continuing contract, or Series A and Series B personnel who accepted a trust appointment. |  |
| 18. | Ethics and Integrity | **AG/RES. 2957 (L-O/20) paragraph IV.23**  **Mandate:**  To instruct the Secretary General to update the Statements of Loyalty and of Ethics of Conduct and Conflicts of Interest of the General Secretariat in accordance with Article 120 of the OAS, which requires personnel to be selected for their efficiency, competence, and integrity. The concept of integrity includes, but is not limited to, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work, status, and engagement with others. The Statements of Loyalty and of Ethics of Conduct and Conflicts of Interest shall be renamed “Statement of Conflict of Interest and Acknowledgement of Acceptable Conduct,” to be signed (physically or electronically) by all personnel by December 1, 2020, and all new personnel prior to employment. Thereafter, the Statement shall be signed by all personnel yearly. | December 1, 2021 |
| 19. | International Public Sector Accounting Standards | **AG/RES. 2957 (L-O/20) paragraph IV.25**  **Mandate:**  To instruct the Permanent Council, through the CAAP, to identify the necessary funding for the project on Implementation of the International Public Sector Accounting Standards (IPSAS) within the General Secretariat once the new Enterprise Resource Planning (ERP) system has been implemented, and within a reasonable timeframe. |  |
| 20. | Accountability and transparency | **AG/RES. 2957 (L-O/20) paragraph IV.28**  **Mandate:**   1. The General Secretariat shall continue to publish the following updated information on the Organization’s website, in accordance with the Organization’s legal structure: 2. Organizational structure of each organizational unit. 3. The operational plans of the organizational units of the General Secretariat established based on the strategic lines and objectives of the Strategic Plan approved in resolution AG/RES. 1 (LI-E/16) rev. 1 and resolution CP/RES. 1121 (2209/19). 4. The results of evaluations, monitoring, and audits of programs and operations. 5. Staffing per organizational unit, also including the salary scale and other benefits, as well as vacant positions. 6. Results-based contracts awarded for both consultants and goods and services, pursuant to applicable regulations. |  |
| 21. | Recommendations of the Inspector General | **AG/RES. 2957 (L-O/20) paragraph IV.30**  **Mandate:**   1. To instruct the Inspector General to continue presenting to the CAAP on a quarterly basis an analysis on the status of implementation of recommendations made.      1. To instruct the General Secretariat to present, for consideration by the CAAP in preparation for the program-budget 2022 discussions, an overview of the proposed organizational changes to strengthen the Office of the Inspector General and resource requirements associated with these proposed changes. | Semiannually  b) change to 2023 |
| 22. | Ethics/harassment | **AG/RES. 2957 (L-O/20) paragraph IV.31**  **Mandate:**  To instruct the Office of the Inspector General and the Office of the Ombudsperson to present to member states a report detailing the number of cases – among them the fraud, harassment, and whistleblower cases – that were handled annually, the time spent in the course of each proceeding of those investigations, the measures generally adopted as well as identification of potential weaknesses and violations observed with respect to the implementation of the Organization’s policies on fraud, harassment, and whistleblowers and whistleblower protections. |  |
| 23. | Real estate strategy | **AG/RES. 2957 (L-O/20) paragraph IV.32**  **Mandate:**  b) To instruct the Secretariat to explore, in close collaboration with the CAAP and as part of the Real Estate Strategy, alternatives for the optimal use of the Organization's real estate assets and, to that end, to look into possibilities of obtaining the resources required for their maintenance. |  |
| 24. | Implementation of the Institutional Resource Planning (ERP) System | **AG/RES. 2957 (L-O/20) paragraph IV.33**  **Mandate:**  To instruct the General Secretariat to continue with the implementation of the ERP system, pursuant to resolution [CP/RES.](http://scm.oas.org/doc_public/SPANISH/HIST_20/CP42590S03.docx) [1155 (2290/20)](http://scm.oas.org/doc_public/english/HIST_20/CP42590e03.docx), and to inform the CAAP on a monthly basis, on the progress. |  |

ANNEX III – Schedule of Reporting

| *Frequency and Deadlines* | *Most recent reference* | *Report/Theme* | *Responsible Area*  *ACORDADO* |
| --- | --- | --- | --- |
| Annually  (No later than the end of January 2022) | AG/RES. 2957 (L-/20)  IV.12.d.iii | Report on re-organization of the Secretariat for new financial year, if applicable, in particular hiring and reclassification plans. | SAF (DHR and DFS) |
| Annually  (no later than 45 days after end of year) | AG/RES. 2957 (L-/20)  I.4 | Annual Report and plan of expenditures of the Inter-American Court of Human Rights and the Inter-American Commission on Human Rights (IACHR) | IACoHR and IACHR |
| Annually  (no later than 60 days after end of year) | AG/RES. 2957 (L-/20)  IV.31 | Report of the Inspector General and of the Ombudsperson on the annual number **of** cases that were handled during the previous year and recommendations with respect to the implementation of the Organization’s policies on fraud, harassment, and whistleblowers and whistleblower protections. | OIG and Ombudsperson |
| Annually  (no later than 60 days after end of year) | AG/RES. 2957 (L-/20)  IV.24 | Report on activities of Columbus Memorial Library | SHA/CML |
| Semiannually  (no later than 45 days after end of semester) | AG/RES. 2957 (L-/20)  IV.2  IV.3 (“a”, “c”, “d”)  IV.13  IV.14  IV.18.a  IV.19  IV.20 | Semiannual Resource Management and Performance Report  [in accordance with Annex I of resolution AG/RES. 1 (XLVIII-E/14) rev. 1] | SAF/SCODMR/OGSMS |
| Semiannually  (no later than 45 days after end of semester) | AG/RES. 2957 (L-/20)  IV.10.a  IV.10.b | Report of the Secretary General, the Assistant Secretary General, and the secretaries for all the chapters, including those for the specialized agencies and entities, on the activities of their offices away from headquarters. | OSG, ASG and All Secretariats |
| Semiannually  no later than 45 days after the closing of the semester | AG/RES. 2957 (L-/20)  IV.3.f.i  IV.3.g | Report on projects not included in the program-budget that receive contributions from non-member states that are permanent observers to the Organization, as well as on any related agreements, contracts, and/or memoranda of understanding being discussed or agreed. | SCODMR |
| Semiannually  no later than 45 days after the closing of the semester | AG/RES. 2957 (L-/20)  IV.12.b | Report of the Inspector General on actual personnel transfers, internal and external competitions concluded, and reclassifications included in current program-budget. | OIG |
| Semiannually  no later than 45 days after the closing of the semester | AG/RES. 2957 (L-/20)  IV.30.a. | Report of the Inspector General on status of implementation of recommendations made by Audit Committee. | OIG |
| Quarterly  no later than 30 days after the closing of the quarter | AG/RES. 2957 (L-/20)  IV.12.c | Detailed report on the status of all open Regular Fund positions and, if applicable, explanation of reasons for delay of public announcement of open positions. | SAF(DHR) |
| Monthly | AG/RES. 2957 (L-/20)  IV.33 | Report on progress of OASCORE business process modernization program. | SAF(EO/SAF) |
| Monthly  whenever there is an outstanding loan balance | AG/RES. 2957 (L-/20)  I.6 | Report to CAAP on status of the Treasury Fund | SAF(DFS) |
| On-going | AG/RES. 2957 (L-/20)  IV.28.a | Publication of updated information on the Organization’s website | SCODMR/SAF |
| Immediately, whenever an applicable fund transfer request occurs | AG/RES. 2957 (L-/20)  IV.9.b | Report presenting options of sources to fund transfer requests that exceeds limits set on Article 110 of the General Standards. Options should preferably be based Program Budget Chapter savings and efficiencies, if available. | SAF |
| March 30, 2022 | II.6 | Updated implementation plan of the Comprehensive Human Resource Strategy for the Organization. | SAF(DHR) |

ANNEX IV

|  |  |  |  |
| --- | --- | --- | --- |
| POSITIONS | DESCRIPTION | LEVEL | SOURCE OF FUNDING |
| 1 | Chief of Staff of the Secretary General | D01 | Regular Fund |
| 1 | Chief of Staff of the Assistant Secretary General | D01 | Regular Fund |
| 1 | Office of the Strategic Counsel for Organizational Development and Management for Results | D02 | Regular Fund |
| 7 | Secretaries | D02 | Regular Fund |
|  | • Executive Secretary for Integral Development |  | Regular Fund |
|  | • Secretary for Access to Rights and Equity |  | Regular Fund |
|  | • Secretary for Strengthening Democracy |  | Regular Fund |
| CPSC09911E03.docx  CPSC09911E03.docx  CPSC09911E03.docx | • Secretary for Multidimensional Security |  | Regular Fund |
|  | • Secretary for Hemispheric Affairs |  | Regular Fund |
|  | • Secretary for Legal Affairs |  | Regular Fund |
|  | • Secretary for Administration and Finance |  | Regular Fund |
| 2 | Advisers to the Secretary General | D01 | Regular Fund |
|  |  | P05 | Regular Fund |
| 1 | Adviser to the Assistant Secretary General | P04 | Regular Fund |
| 1 | Executive Assistant to the Secretary General | G07 | Regular Fund |
| 1 | Junior Adviser to the Assistant Secretary General | P02 | Regular Fund |
| 1 | Office of Protocol | P05 | Regular Fund |
| 1 | Director of CICAD[[1]](#footnote-2)/ | P05 | Regular Fund |
| 1 | Director of CICTE[[2]](#footnote-3)/ | P05 | Regular Fund |
|  | ADDITIONAL TRUST POSITIONS |  |  |
| 1 | Adviser to the Secretary General | P05 | Regular Fund |
| 2 | Adviser to the Assistant Secretary General | P05 | Regular Fund |
|  |  |  |  |
|  | SPECIFIC FUNDS (not included in regulated positions count) | |  |
| 1 | Secretary Treasurer of the Pension Fund | D01 | Specific Funds |

ANNEX V

[MODIFICATIONS TO THE GENERAL STANDARDS TO GOVERN THE OPERATIONS OF THE GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES – CHAPTER VIII CONTROL AND EVALUATION OF FINANCIAL AND BUDGETARY MANAGEMENTAND CHAPTER IX - ADVISORY SERVICES, AUDITING, AND FISCAL CONTROL](http://scm.oas.org/pdfs/2021/CP45227E_V.pdf)

ANNEX VI

[PROPOSED MODIFICATIONS TO THE GENERAL STANDARDS TO GOVERN THE OPERATIONS OF THE GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES - CHAPTER III -SUBCHAPTER H:  THE OMBUDSPERSON](http://scm.oas.org/pdfs/2021/CP45227E_VI.pdf)

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1. . These positions will continue to be trust positions until such time as the General Assembly adopts the amendments to the relevant statutes required for the Executive Secretary to be selected through a competition process. [↑](#footnote-ref-2)
2. . Idem. [↑](#footnote-ref-3)