



United Nations Environment Programme

EP

UNEP(DEPI)/MED WG 376/Inf.5
17 April 2013

ENGLISH



MEDITERRANEAN ACTION PLAN

1st Meeting of the MAP Focal Points

Athens (Greece), 22-23 April 2013

Note submitted by the UNEP/Secretariat

This note is being prepared by the UNEP/Secretariat in order to present an option within the UN rules and regulations as part of the structural changes that would result from the Functional Review for the consideration by the Parties, particularly as it concerns options 1 and 2 suggested in the report.

After almost 38 years in the implementation of the Mediterranean Action Plan, Parties of the Barcelona Convention commissioned an Extended Functional Review (FR) of the MAP system. The FR aims at improving the efficiency and strengthening the Governance of the Barcelona Convention and the Secretariat.

In accordance with the Contracting Parties' decision, the Executive Director of UNEP has established, in 1975, the Coordinating Unit to ensure the Secretariat function.

The Coordinating Unit is mandated on behalf of UNEP with the Secretariat functions for the Barcelona Convention and its Protocols. Decision IG 17/5 on MAP Governance adopted by COP 15 in Almeria (Spain) in 2008 called for the Coordinating Unit to be known externally as Barcelona Convention /MAP Secretariat and defined the tasks it should perform as follows: representation and external relations; legal affairs; preparation and organization of meetings; work-programme development and implementation; and, information and communication.

The Coordinating Unit is supported by Regional Activity Centres (RACs) in technical and Secretariat functions for three (3) Protocols, SPA and Biodiversity Protocol with SPA/RAC; ICZM Protocol with PAP/RAC and Prevention and Emergency Protocol with REMPEC, as stipulated in the respective provisions of those Protocols.

The Mediterranean Pollution Programme (MEDPOL) was created in 1975 as an operational programme of MAP under the United Nations Environment Programme (UNEP) with a view to assess and monitor pollution in the Mediterranean. Later the programme was adjusted to also service and implement the Protocols concerning the prevention of pollution from Land Based Sources (LBS), the Dumping and Hazardous Waste. MEDPOL is considered by the Contracting Parties as one of MAP Components and it has been working as such, as evidenced by its structure and way of operating as well as by above-cited decision IG 17/5 on Governance and decision IG 19/5 on the mandates of the Components of MAP adopted by COP 16 in 2009 (Marrakesh, Morocco). MEDPOL's main fields of actions are: monitoring, assessment and collection, analysis and dissemination of data preparation of regional policies, measures and programmes, and support to national implementation of the three Protocols.

Since UNEP has been entrusted by the Parties to the Barcelona Convention with the Secretariat functions, it is the view of UNEP that a critical mass of Secretariat staff to serve the Barcelona Convention is required for a healthy and sustainable delivery of the priorities as identified by the Parties. Furthermore, the suggestion of hiring National Officers to replace internationally recruited staff under UN contractual status as suggested in the Final Functional Review report presented by Dalberg is not ideal since National Officers can only be employed for the implementation of national assignments and not for the coordination of regional activities.

The following is being proposed for consideration of the Parties:

1. Rationalizing the staffing in the Coordinating Unit and MEDPOL by:
 - (i) downgrading the posts of the Coordinator and Deputy Coordinator and reformulating their functions as well as keeping other posts as suggested by the Extended Functional Review report for the Coordinating Unit

- (ii) abolishing two (2) professional posts (2 P5) and one (1) G5 programme assistant post as well as downgrading one (1) professional post from P4 to P3 level
- 2. Integrating core Secretariat functions from the MEDPOL programme into the Coordination Unit (CU), thus establishing a consolidated and coherent Secretariat in Athens. Such consolidated structure would allow to better perform the secretariat functions as stipulated in Article 17 of the Barcelona Convention as well as the functions assigned under the Dumping, LBS and Hazardous Waste Protocols as mentioned above.
- 3. Other MEDPOL -pollution control- activities previously performed by UNEP staff will be sub-contracted.

The Secretariat would therefore be staffed by a Coordinator (D1), a Deputy Coordinator with programming responsibilities (P5), 2 Programme Officers (P4) instead of one, the second one being in charge of the Organization's responsibilities under the LBS, Dumping and Hazardous Waste Protocols, 1 Legal Officer (P3), 1 Information Officer (P3) and 1 monitoring officer (P3) in charge of enhanced integrated monitoring of the Convention and the Protocols in line with the demands of the implementation of the Ecosystems Approach.

This Professional staffing table is smaller as compared to the current Professional staffing table approved by the Parties at their 17th meeting of the COP for Athens based staff as can be seen in the Annex 1.

This will result in a total savings of Euro 418,408 that will be liberated for activities as indicated in 3 above.

Table 1: MTF funded Staffing Table for the Secretariat

All amounts in EURO

Existing Post	Budget 2013	New Post	Proposed Budget	Difference
P Staff				
Coordinator - D2	187,364	Coordinator - D1	175,921	-11,443
Deputy Coordinator - D1	175,921	Deputy Coordinator - P5	145,665	-30,256
C. Unit Programme Officer - P4	139,768	Programme Officer - P4	139,768	0
MEDPOL Programme Officer - P4	139,768	Programme Officer - P4	139,768	0
MEDPOL Programme Officer - P4	139,768	Programme Officer - P3	108,389	-31,379
Information Officer - P3	108,389	Information Officer - P3	108,389	0
Legal Officer - P3	108,389	Legal Officer - P3	108,389	0
MEDPOL Manager - P5	145,665		0	-145,665
WHO Programme Officer - P5	145,665		0	-145,665
Sub-total	1,290,697		926,289	-364,408
GS Staff				
C. Unit Programme Assistant - G5	57,000	Programme Assistant - G5	57,000	0
C. Unit Programme Assistant - G5	58,000	Programme Assistant - G5	57,000	0
MEDPOL Programme Assistant - G5	55,000	Programme Assistant - G5	57,000	0
WHO Secretary - G5	55,000		0	-55,000
Sub-total	225,000		171,000	-55,000
GRAND TOTAL	1,515,697		1,097,289	-418,408