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**Chairmanship of Kazakhstan**

**ROAD MAP FOR CICA TRANSFORMATION\***

This Road Map for CICA Transformation (RMT) is developed pursuant to the decisions of the Sixth CICA Summit set forth in paragraphs 1, 2 and 6 of the Astana Statement on CICA Transformation of 13 October 2022.

This document aims at assisting the Member States in determining the details of the transformation process and making a meaningful practical step, and therefore offers a structured agenda for negotiations.

The following open-ended and non-exhaustive list of areas, or clusters of transformation, is hereby proposed for detailed discussion by the Member States and taking decisions on specific measures under any cluster as and when appropriate.

1. Elaborating a charter,
2. Improving current modalities of implementation of CICA confidence building measures (CBMs) until completion of the transformation process and exploring focus areas of our cooperation within the future organization,
3. Defining the international status of the Secretariat contracted personnel, including amendments to the Host Country Agreement,
4. Updating the Rules of Procedure,
5. Updating the Guidelines for External Relations,

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\* As endorsed by the CICA Ministerial Council (document MC/DEC/2023/1 of 21 September 2023)

6. Defining the role and functions of the Secretary General and the Secretariat,
7. Elaborating budget reform,
8. Elaborating human resources management reform, including making the Secretariat more internationalized.