



**SECRETARIAT OF THE CONFERENCE ON INTERACTION
AND CONFIDENCE BUILDING MEASURES IN ASIA**

**СЕКРЕТАРИАТ СОВЕЩАНИЯ ПО ВЗАИМОДЕЙСТВИЮ
И МЕРАМ ДОВЕРИЯ В АЗИИ**

№SWG/568

The Secretariat of the Conference on Interaction and Confidence Building Measures in Asia (CICA) presents its compliments to the CICA Member States and has the honour to forward the Explanatory Note on the draft Road Map for CICA Transformation.

*Enclosure:
as stated,
on 18 p.*

The Secretariat avails itself of this opportunity to renew to the CICA Member States the assurances of its highest consideration.

Astana, 12 May 2023



**MEMBER STATES
OF THE CONFERENCE ON INTERACTION AND
CONFIDENCE BUILDING MEASURES IN ASIA**



**SECRETARIAT OF THE CONFERENCE ON INTERACTION
AND CONFIDENCE BUILDING MEASURES IN ASIA**

**СЕКРЕТАРИАТ СОВЕЩАНИЯ ПО ВЗАИМОДЕЙСТВИЮ
И МЕРАМ ДОВЕРИЯ В АЗИИ**

№SWG/568

Секретариат Совещания по взаимодействию и мерам доверия в Азии (СВМДА) свидетельствует свое уважение государствам-членам СВМДА и имеет честь препроводить пояснительную записку к проекту Дорожной карты трансформации СВМДА.

*Приложение:
упомянутое,
на 18 л.*

Секретариат пользуется случаем, чтобы возобновить государствам-членам СВМДА уверения в своем весьма высоком уважении.

город Астана, 12 мая 2023 г.



**ГОСУДАРСТВА-ЧЛЕНЫ
СОВЕЩАНИЯ ПО ВЗАИМОДЕЙСТВИЮ И
МЕРАМ ДОВЕРИЯ В АЗИИ**

Азиядағы өзара іс-қимыл және сенім шаралары кеңесінің (Азия Кеңесінің) Хатшылығы Азия Кеңесінің мүше мемлекеттеріне өзінің зор ілтипатын білдіре отырып, Азия Кеңесі трансформациясының жол картасы жобасына түсіндірме жазбаны жолдауды өзіне мәртебе санайды.

Хатшылық осы мүмкіндікті пайдалана отырып, Азия Кеңесінің мүше мемлекеттеріне өзінің зор ілтипатын тағы да растайды.

*Қосымша:
аталған, 18 п.*

Астана қаласы, 2023 жылғы 12 мамыр

**АЗИЯДАҒЫ ӨЗАРА ІС-ҚИМЫЛ ЖӘНЕ
СЕНІМ ШАРАЛАРЫ КЕҢЕСІНІҢ МҮШЕ
МЕМЛЕКЕТТЕРІ**



Chairmanship of Kazakhstan

**EXPLANATORY NOTE
ON THE DRAFT ROAD MAP FOR CICA TRANSFORMATION**

Introduction

An initial version of the draft Road Map for CICA Transformation (RMT) was issued by the Chairmanship in document SOC/2023-I/CHAIR/2 of 7 April 2023. The Senior Officials Committee (SOC) at its meeting on 19 April 2023 discussed this draft, generally welcomed it as a basis for further work and decided to engage in more detailed discussion of all its elements, including at the working and expert level.

Based on broad consultations with Member States, including the discussion at the SOC, the draft RMT has been reissued in document MC/2023/CHAIR/1 on 11 May 2023, and this explanatory note provides detailed clarifications on the content of the draft RMT and on questions raised by Member States.

Background

The draft RMT was developed in implementation of the following decisions of the Sixth CICA Summit set forth in the Astana Statement on CICA Transformation:

“1. We hereby launch the structured, inclusive and transparent negotiations process of gradual, incremental and consensus-based transformation of CICA into a full-fledged regional international organization;

...

2. The process of transforming CICA will pursue the following major goals: defining the overarching areas of our future cooperation and strengthening the organizational and institutional base of our interaction;

...

6. *The Member States will determine, when and as appropriate, the details of the transformation process, including criteria for membership, and, with a view to taking a meaningful practical step to that end, we request the Chairmanship to make proposals in 2023, with the assistance of the Secretary General and in close consultation with Member States, on a road map of necessary measures in the transformation process for consideration by the Member States”.*

The draft RMT also responds to the task contained in para. 5.3 of the Astana Statement on CICA Transformation: *“The Secretariat will submit to the Member States, through the Chairmanship, proposals for amendments to the relevant CICA documents for approval by the respective governing bodies”.*

Structured and results-based approach to the RMT development, endorsement and continuous update

The above Summit decisions determine that the RMT should seek to gradually achieve the strategic goal of transforming CICA into a full-fledged regional international organization through further strengthening CICA’s organizational and institutional framework.

As defined by the Summit, the RMT should contain necessary measures to implement the transformation process in a structured way, assist the Member States in determining the details of the transformation process and represent a meaningful practical step to that end.

In addition, some Member States proposed that the transformation process should be implemented also in a financially reasonable and timetabled way, and noted that transformation related measures are multifaceted and multi-layered.

Therefore, to ensure that the transformation process is most effective, the following approaches to the RMT development are proposed:

- Including in the RMT only necessary and sufficient measures to transform CICA into a full-fledged organization, indicating goals/outcomes;

- Structuring measures in the RMT to enable several parallel work-streams on several themes at the same time;
- Classifying measures into short-, medium- and long-term, based on the “simple-to-complex” principle and feasibility (summarized in Annex 1);
- Specifying the implementation form for each element – new decisions and/or amendments to all relevant CICA documents, including to related rules and regulations (summarized in Annex 2).

Some Member States proposed specifying also the means of implementation for each element of the RMT. In Chair’s view, the means of implementation are the same for all elements – it is inclusive discussions and negotiations and consensus-based decision-making by the Member States.

The Chair intends to make best use of consultations in all relevant CICA bodies and meeting formats – the Ministerial Council (MC), SOC, Special Working Group (SWG), expert meetings, as well as advisory bodies as appropriate.

The Chair will also utilize the means of bilateral consultations with Member States and will rely on the CICA Secretariat’s substantive and analytical assistance, expert advice, institutional memory and document drafting support.

The draft RMT consists of and implies parallel work on the below listed 8 elements of the RMT – thematic areas of reforms, or “clusters” of transformation.

- 1. *International status of the Secretariat contracted personnel – amendments to the Host Country Agreement (short-term, 2023-2024),***
- 2. *Improving modalities, mechanisms and means of implementation of confidence building measures (CBMs) (short-term, 2023-2024), and new focus areas for the CICA Catalogue of CBMs (long-term, 2026-2028),***
- 3. *Updating the CICA Rules of Procedure (short-term, 2023-2024),***
- 4. *Updating the Guidelines for CICA’s External Relations (medium-term, 2024-2025),***

5. *The role and functions of the Secretary General (SG) and the Secretariat (short-term, 2023-2024),*

6. *Human resources management reform - internationalizing the Secretariat (short-term, 2023-2024)*

7. *Budget reform, including mandatory contributions (medium-term, 2024-2025)*

8. *Elaboration of a CICA charter defining the principles and areas of cooperation within the organization (long-term, 2026-2028)*

These RMT clusters are based on the Kazakh Chairmanship's document *Concept of Transformation of CICA into an International Organization for Regional Security and Cooperation in Asia* (document SOC/2022-I/CHAIR/1 of 16 February 2022) and the negotiations of the Member States on the draft Astana Statement on CICA Transformation held prior to the Sixth CICA Summit.

Therefore, the draft RMT stems from the “transformation vector” thoroughly discussed by the Member States during 2021-2022. Additional elements were proposed by two Member States in April 2023, and they are grouped under Cluster 8.

Since the transformation process is defined by the Summit as an incremental and gradual process, the RMT should not be “cast in stone” and must be a living document enabling the Member States to further develop and update its elements, including timelines, at any time in the course of the transformation process.

Therefore the above list of clusters of transformation is open-ended and non-exhaustive, offers a structured “agenda” and indicative and flexible timeframes for the negotiations process, without setting artificial deadlines, can be seen as a general “action plan”, and is aimed at facilitating detailed discussion and decision-making by the Member States on specific measures under any cluster as and when appropriate.

It is therefore proposed that the draft RMT, i.e. the list of clusters of transformation as shown above and contained in document

MC/2023/CHAIR/1, be endorsed by a separate short MC decision with a wording that provides such flexibility to the Member States. A proposal by the Chairmanship on the text for such an MC decision has been issued separately in document MC/2023/DRAFT/3 on 11 May 2023.

As announced by the Chair at the SOC meeting on 19 April 2023, it is proposed to finalize the draft RMT at the next SOC meeting on 22 August 2023, following detailed consideration at SWG meetings. Thereafter, the RMT would be endorsed at the informal ministerial meeting on 21 September 2023 in New York on the margins of the high-level week of the UN General Assembly session.

Incremental and consensus-based method of RMT implementation

As decided by the SOC on 19 April 2023, the Member States will hold more detailed discussion of each element of the RMT at the working/expert level. The Chairmanship will organize a series of such meetings to that end, each focused on one or more specific clusters of transformation.

Clusters proposed for discussion in the short-term and medium-term timeframe will be considered in the course of 2023-2024 and 2024-2025, and longer-term clusters would be taken up in 2026-2028.

At this stage, the Chairmanship is not proposing to start implementing the RMT immediately, i.e. to take specific transformation related measures or to adopt specific decisions under the RMT before it is endorsed by the ministers in September 2023. Detailed negotiations towards decision-making will start thereafter.

For each of the RMT clusters, the Chairmanship, with the assistance of the SG, will propose texts for the drafts of individual “thematic” decisions/documents for consideration by the SWG and approval by the SOC or the MC, with explanatory documents. It is expected that the Member States approve each of these thematic decisions separately as soon as consensus is reached.

Discussions under Cluster 2 on improving modalities of CBM implementation are in a more advanced stage than on other clusters, therefore the Member States may wish to adopt an outcome document at the time of endorsement of the RMT, if consensus achieved by then. On the basis of the Member States’

discussions held since 2021, the Secretary General has prepared proposals on improvement of CBM implementation modalities, to be issued separately for consideration by the SWG.

Should there be good progress achieved under Cluster 1 on the amendments to the Host Country Agreement (HCA) before the ministerial meeting in September 2023, the Chair may propose approving a text of a Protocol on Amendments to the HCA by the Ministerial Council for its signature by the Secretary General and the Government of Kazakhstan in conjunction with the New York ministerial meeting.

For those transformation measures that require amendments to the Statute of the CICA Secretariat (including the Financial Rules), it is proposed that individual MC decisions be approved as and when ready. They would be applied immediately and subsequently integrated into a Protocol Amending the Statute of the CICA Secretariat to be approved, signed and ratified by the Member States (*especially Clusters 5-7: the role and functions of the SG and the Secretariat, HR management reform and budget reform*).

1. International status of the Secretariat contracted personnel - amendments to the HCA (short-term, 2023-2024)

Goals/outcomes:

- Enhancing the Secretariat's international status by granting the international civil servant status to all contracted staff members, in accordance with the practice of the UN and other international organizations,
- Bringing conditions of service closer to international standards, attracting highly qualified citizens from all Member States, including countries unable to second officers, and internationalizing the Secretariat personnel.

Necessary measures:

1.1 Including corresponding privileges and immunities for the General/Support Personnel (GSP) of the CICA Secretariat in the HCA.

Implementation form: Approval of the text of a Protocol Amending the HCA by the MC and its signature by the SG and the Republic of Kazakhstan.

Note: Initial proposals on amendments to the HCA are currently under consideration of the Chairmanship and will be submitted to the Member States in due course.

2. Improving modalities, mechanisms and means of implementation of CBMs (short-term, 2023-2024) and new focus areas for the CICA Catalogue of CBMs (long-term, 2026-2028)

A. Modalities of CBM implementation (short-term, 2023-2024):

Goals/outcomes:

- Codification and further improving *modi operandi* of CBM implementation by Member States,
- Reflection of the Secretariat's de-facto substantive and operational role in assisting the Member States in CBM implementation as the core area of CICA operational activities.

Necessary measures:

The measures proposed below represent a brief summary of the Secretary General's detailed proposals to be submitted in a separate document. These proposals have been prepared in response to the task set by the SOC after the first regular review of CBM implementation on 15 June 2022 and they address views expressed by Member States at that review meeting and further develop Secretariat suggestions put forward in its papers of 19 May 2021 and 21 May 2022.

2.1 **Functions of coordinators and co-coordinators:** Determining the role and introducing the possibility to develop and present recommendations for decisions by governing bodies within their respective priority areas.

2.2 Procedure and duration of appointment of coordinators and co-coordinators: Recommending that candidate countries designate a fixed term of 2 to 4 years, with the possibility of extension and early termination.

2.3 Concept papers and action plans: Determining the status, goals and requirements for concept papers and action plans, and optimizing the mechanism of their development, approval and updating.

2.4 The role and functions of the Secretariat: Reflecting the Secretariat's de facto existing substantive, expert and analytical assistance to the Member States in implementing CBMs and developing concept papers.

Implementation form: Approval by the MC of a separate single framework document on modalities/mechanisms for CBM implementation, which would integrate, update and supersede Chapter 3 of the Catalogue of CBMs (without reopening the Catalogue), and reflect current practices and new approaches, taking into account the General guidelines for conducting events on implementation of CICA CBMs (SOC decision SOC/2021-I/DEC/2 of 23 June 2021).

Note: At its meeting on 19 April 2023 the SOC concluded that further improvement of modalities of CBM implementation will be discussed within the CICA transformation process.

B. Necessary measures to update the Catalogue of CBMs (long-term, 2026-2028):

It is expected that proposals to include new CBMs and/or priority areas of cooperation in the CICA Catalogue of CBMs would be initiated by Member States. The Secretariat stands ready to provide analytical and substantive support for such initiatives.

Goals/outcomes: Defining the overarching areas of future cooperation within the framework of CICA (para. 2 of the Astana Statement on CICA Transformation).

Necessary measures:

2.5 Initiation by Member States of proposals on substantively updating the CICA Catalogue of CBMs.

Implementation form: Approval by the MC of the updated Catalogue of CBMs.

3. Updating the CICA Rules of Procedure (RoP) (short-term, 2023-2024)

Goals/outcomes:

- Codification and reflection of the current institutional structure of CICA and the established procedural practice,
- Further improvement of *modi operandi* of the CICA governing and working bodies, strengthening the political dialogue and increasing the efficiency of the decision-making process,
- Ensuring continuous interaction, consultation and informal exchange of information between the Member States and the Secretariat.

Necessary measures:

3.1 Reflection of new terms approved by the Sixth CICA Summit in the RoP,

3.2 Codification, consolidation and improvement of current practices, including classification, structure, *modi operandi* and description of the status and mandates of CICA bodies and meetings,

3.3 Establishment of a Council of Permanent Representatives (CPR) as a subsidiary working body of the SOC, consisting of authorized officials at the ambassadorial level, while preserving the decision-making in capitals of the Member States,

3.4 Strengthening the rule of consensus in decision-making by introducing the right and procedure for registering an “interpretative statement” (special opinion) while joining consensus on the document being approved, which

would strengthen dialogue, facilitate achievement of consensus and help to avoid disunity among all 28 Member States,

3.5 Introduction of additional CICA working languages, after analysis of financial and human resource requirements, in particular Arabic (as proposed by a group of Member States), Chinese (as proposed by China) and Kazakh (as the de facto language of communication between the Secretariat and the host country).

Implementation form: Approval by the MC of the updated CICA Rules of Procedure.

Additional clarifications based on SOC discussion on 19 April 2023:

Council of Permanent Representatives in Astana

Appointment of authorized representatives to CICA at the CICA Headquarters in Astana, preferably at Ambassadorial level, would ensure continuous and in-person interaction among Member States and with the Secretariat.

The CPR would not be an additional CICA governing body but an informal subsidiary body of the SOC for facilitating and expediting dialogue, negotiations process and decision-making, as well as ensuring continuous consultations and information exchange with the Secretariat.

The decision-making authority in capitals of the Member States and the SOC mandate would not change. Therefore Member States with no diplomatic mission in Astana and Member States which are not able or prefer not to delegate representation on CICA-related issues to diplomats in Astana, would not be placed in a less privileged position.

Interpretative statements

Based on the initial feedback from Member States received at the SOC meeting on 19 April 2023, the Chairmanship will defer detailed consideration of this particular measure to a later stage. At the same time, additional clarifications were requested at that SOC meeting and they are provided below.

Consensus shall remain the decision-making principle of CICA. Without any prejudice to the nature and merit of consensus-based decisions, the possibility of introducing a procedure for registering an interpretative statement on the documents approved by consensus could be explored.

Interpretative statements do not dilute the consensus rule or weaken the strength of documents adopted by consensus. A Member State would have the right to register its special opinion through an interpretative statement only if it joins consensus, i.e. if it does not express objection.

Therefore, such statements would not exempt its originator from the commitment taken, would not disassociate it from the agreed text, and would not reduce the politically binding nature of the adopted document for all Member States. Such interpretative statements would not have any binding force for any Member State.

Thereby the effectiveness of consensus-based decision-making will increase, more room and opportunities for dialogue and compromise would appear, and less documents would be blocked due to special views on specific matters.

4. Updating the Guidelines for CICA's External Relations (medium-term, 2024-2025)

Goals/outcomes: Codification of current procedural practices and improvement of working methods for establishing and pursuing external relations.

Necessary measures:

- 4.1 Introducing the notion of "partner organization" (including into the RoP),
- 4.2 Defining a comprehensive mechanism for establishing external relations,
- 4.3 Providing for the possibility and a procedure for CICA to acquire the status of an observer/partner in other organizations.

Implementation form: Approval by the SOC of the updated Guidelines for CICA's External Relations.

5. The role and functions of the SG and the Secretariat (short-term, 2023-2024)

Goals/outcomes: Codification of the de facto significant component of work of the SG and the Secretariat related to providing substantive, expert and analytical assistance to Member States in achieving the CICA objectives, including CBM implementation, in accordance with the established practice in other international organizations.

Necessary measures:

5.1 In connection with the establishment of the position of Secretary General, revising relevant provisions of CICA documents on the functions of the SG and appointment procedure.

5.2 Eliminating the existing collision in the linkage of the term of service of the SG with the term of the Chairmanship, and bringing these provisions in line with international practice.

Implementation form: Updating the Staff Regulations of the CICA Secretariat by the SOC; and adoption of a separate MC document updating the Statute of the CICA Secretariat, followed by the signing and ratification of a Protocol Amending the Statute of the CICA Secretariat.

6. HR management reform - internationalizing the Secretariat (short-term, 2023-2024)

Goals/outcomes:

- Guaranteeing to each Member State the right to second Professional Personnel (PP) to the Secretariat and thereby ensuring equal opportunities for all Member States to contribute to the work of the Secretariat and participate in the practical activities of the Organization,
- Introduction of PP positions into the Staff Matrix and thereby ensuring implementation of paragraphs 1 and 2 of Article 5 of the Staff Regulations of the CICA Secretariat, requiring approval by the SOC of the number of PP positions,

- Introduction of competitive recruitment of seconded PP in case of nomination of more than one candidate for one vacancy,
- Gradual and incremental approximation of the HR policy to the UN principles and standards established by the International Civil Service Commission (UN ICSC) and to the best practices of other international organizations, including in the field of classification of posts, working conditions and recruitment procedures,
- Increasing the competitiveness of CICA as an employer and its attractiveness for highly qualified citizens from all Member States, including countries that do not have the possibility of seconding due to financial constraints,
- Internationalizing and expanding the geographical representation in the Secretariat personnel.

Necessary measures:

6.1 Excluding the requirement of SOC approval of the appointment of PP as being inconsistent with staff appointment practices in international organizations.

6.2 Inclusion of all PP positions in the Staff Matrix of the Secretariat, indicating the titles and grades of positions, with the new terminology: *"International Seconded"* staff, category "S" with grades S1, S2, S3.

6.3 Adding the position of another Deputy SG in the event of approval and filling of not less than 15 PP positions.

6.4 Division of the GSP category into two categories (while retaining the term "GSP"):

(1) *"International Contracted"* professional staff, category "P" with grades P1-P5, and

(2) *"General Service"* staff, category "GS" with grades G1-G7,

with the subsequent establishment of an appropriate level of remuneration, benefits and entitlements, and eventually bringing them closer to the principles and standards of the UN ICSC, including the ICSC salary scales applicable in Astana.

Implementation form: Updating the Staff Regulations of the CICA Secretariat by the SOC; and adoption of a separate MC document updating the Statute of the CICA Secretariat, followed by the signing and ratification of a Protocol Amending the Statute of the CICA Secretariat.

7. Budget reform, including mandatory contributions (medium-term, 2024-2025)

This reform is the main condition for the transformation of CICA into a full-fledged international organization.

Goals/outcomes:

- Bringing the CICA funding system in line with the practice of the UN and other international organizations,
- Guaranteeing the long-term financial stability of the CICA activities and providing the resources necessary to achieve the CICA goals,
- Equitable distribution of the financial burden among all Member States with due account of the level of economic development and capacity to pay (ensuring the principles of equality and parity),
- Strengthening the ownership and responsibility over the Organization for each Member State,
- Strengthening the operational activities and practical impact of CICA through increasing the capacity and effectiveness of the Secretariat,
- Bringing the conditions of service in the Secretariat closer to international standards and increasing the competitiveness and attractiveness of CICA as an employer,

- Internationalizing and expanding the geographical representation in the Secretariat personnel.

Necessary measures:

7.1 Introduction of funding of the CICA budget by all Member States and of a scale of assessed contributions (while maintaining voluntary contributions).

Implementation form: Updating the Financial Regulations of the CICA Secretariat by the SOC; adoption of a separate SOC decision on the CICA scale of assessments; and adoption of a separate MC document updating the Statute of the CICA Secretariat (including Financial Rules), followed by the signing and ratification of a Protocol Amending the Statute of the CICA Secretariat.

Note:

During the negotiations on the draft Astana Statement on CICA Transformation, the Member States recognized (Revision 9 of the draft document dated 12 October 2022) that *“our forum has successfully served as an effective multilateral mechanism for interaction, confidence building and cooperation with a mature and permanently functioning institutional structure”*.

Since CICA has de facto already become an international organization, the absence of mandatory funding by all CICA Member States is the only fundamental difference between CICA and full-fledged international organizations, including regional ones.

The SWG meeting on 13 September 2022 had agreed on the following thematic direction of transformation, which was later excluded from the text of the Astana Statement on CICA Transformation: *“Financial obligations of the Member States and budget reform of the organization, including the possibility of establishing mandatory budgetary funding and a scale of assessed contributions.”*

In response to questions raised at the SOC meeting on 19 April 2023 and without prejudging future discussions of Member States, the Secretariat will propose to apply the UN scale of contributions adjusted proportionally to CICA membership. This approach will ensure due account of Member States' capacity to pay and other factors used in calculation of the UN scale, such as the level of

economic development and GDP per capita. The possibility of setting a fixed floor (minimal percentage for low-income countries) and a fixed ceiling (maximal percentage for high-income countries) for individual shares in the scale of contributions could also be considered.

8. Elaboration of a CICA charter defining the principles and areas of cooperation within the organization (long-term, 2026-2028)

Goals/outcomes: Defining new areas of future cooperation within the framework of CICA (para. 2 of the Astana Statement on CICA Transformation) and reflection of all principles and areas of cooperation within the organization, as well as its institutional features, in a CICA charter.

Necessary measures:

8.1 Initiation by Member States of proposals on new overarching areas of cooperation beyond implementation of CICA CBMs, their discussion and approval by consensus.

8.2 Consolidation of all existing and newly approved principles, areas of cooperation and institutional features of the organization in a draft CICA charter, its discussion and approval by consensus.

Implementation form:

- Approval by the MC of individual decisions/documents on new areas of future cooperation within the framework of CICA.
- Adoption by the MC or Summit of a CICA charter defining new and/or reconfirming the existing principles and areas of cooperation within the organization, as well as its institutional features.

Indicative timetable of discussion of necessary measures under each RMT cluster

	Cluster of RMT	2023-2024	2024-2025	2026-2028
1.	International status of the CICA Secretariat	1.1		
2.	Modalities of CBM implementation	2.1 - 2.4		2.5
3.	Updating the Rules of Procedure	3.1 - 3.5		
4.	Updating Guidelines for External Relations		4.1 - 4.3	
5.	Role of the SG and the Secretariat	5.1 - 5.2		
6.	HR management reform	6.1 - 6.4		
7.	Budget reform		7.1	
8.	Elaboration of a CICA charter			8.1 - 8.2

CICA documents proposed for adoption/amendment (implementation form for each RMT cluster)

	Cluster of RMT	New/updated CICA documents	
1.	International status of the CICA Secretariat	Host Country Agreement	
2.	Modalities of CBM implementation	Separate MC document superseding Chapter 3 of CICA Catalogue of CBMs	
3.	Updating the Rules of Procedure	CICA Rules of Procedure	
4.	Updating Guidelines for External Relations	Guidelines for CICA's External Relations	CICA Rules of Procedure
5.	Role of the SG and the Secretariat	Staff Regulations of the CICA Secretariat	
6.	HR management reform		
7.	Budget reform	Financial Regulations of the CICA Secretariat	Scale of assessments (new SOC decision)
8.	Elaboration of a CICA charter	New MC documents/decisions and a CICA charter	