

APPENDICES

APPENDIX A

INTER-AMERICAN COUNCILS, COMMITTEES AND COMMISSIONS

INTER-AMERICAN COUNCIL FOR INTEGRAL DEVELOPMENT (CIDI)

Chair of the VIII Regular Meeting: Ramón Quiñónez (Dominican Republic)

Vice Chair of the VIII Regular Meeting: Denis Antoine (Grenada)

PERMANENT EXECUTIVE COMMITTEE OF THE INTER-AMERICAN COUNCIL FOR INTEGRAL DEVELOPMENT (CEPCIDI)

Chair: Jorge Valero Briceño (Venezuela)

Vice Chair: Ricardo González de Mena (Panama)

INTER-AMERICAN JURIDICAL COMMITTEE

Chair: Brynmor T. Pollard (Guyana)

Jean-Paul Hubert (Canada)

Felipe Paolillo (Uruguay)

Ana Elizabeth Villalta (El Salvador)

Luis Herrera Marcano (Venezuela)

Kenneth Rattray (Jamaica)

Alfonso Gómez Robledo (Mexico)

João Grandino Rodas (Brazil)

Luis Marchand (Peru)

Eduardo Vío Grossi (Chile)

Mauricio Herdocia (Nicaragua)

INTER-AMERICAN COURT OF HUMAN RIGHTS

Sergio García Ramírez (Mexico) - President

Alirio Abreu Burelli (Venezuela) – Vice President

Oliver Jackman (Barbados)

Manuel Ventura (Costa Rica)

Cecilia Medina (Chile)

Diego García Sayán (Peru)

INTERAMERICAN COMMISSION ON HUMAN RIGHTS

José Zalaquett (Chile) - President

Clare Kamau Roberts (Antigua and Barbuda) - First Vice President

Susana Villarán (Peru) - Second Vice President

Evelio Fernández Arévalos (Paraguay)

Freddy Gutiérrez Trejo (Venezuela)

Florentín Meléndez (El Salvador)

Paulo Sergio Pinheiro (Brazil)

ADMINISTRATIVE TRIBUNAL

Lionel Alain Dupuis (Canada)
Morton H. Sklar (United States)
Agustín Alberto Gordillo (Argentina)
Albert Matthew (Dominica)
Alma Montegro de Fletcher (Panama)
José Antonio Arze (Bolivia)

INTER-AMERICAN COMMISSION OF WOMEN

President: Yadira Henríquez de Sánchez (Dominican Republic)
Vice President: Florence Ievers (Canada)
Vilma Lily Caravantes Tobías (Guatemala)
Ivana Toruño Padilla (Nicaragua)
María José Argaña de Mateu (Paraguay)
Rita Di Martino (United States)
Nora Uribe Trujillo (Venezuela)

INTER-AMERICAN TELECOMMUNICATION COMMISSION

Chair: Mario Guillermo Moreno (Argentina)
Alternate Chair of COM/CITEL: Fulvio Madaro (Argentina)
Vice Chair Alvaro Retana Castro (Costa Rica)
Chair of PCC.I: Martha Elena Pinto de De Hart (Colombia)
Alternate Chair of PCC.I: Felix Castro (Colombia)
Chair of PCC.II: Alvin Lezama (Venezuela)
Alternate Chair of PCC.II: Mikhail Marsiglia (Venezuela)
Executive Secretary: Clovis Baptista

INTER-AMERICAN DRUG ABUSE CONTROL COMMISSION

Chair: Paul E. Kennedy (Canada)
Vice Chair: Bonaparte Gautreaux Piñeyro (Dominican Republic)
Executive Secretary: David Beall

APPENDIX B

CONFERENCES AND MEETINGS OF THE ORGANIZATION OF AMERICAN STATES (March 1, 2003 to February 26, 2004)

1 March 2003	Washington, D.C.	Working session on implementation of international human rights obligations and standards in the inter-American system (IACHR)
6-8 March 2003	Port-of-Spain, Trinidad and Tobago	Workshop on Political-Party and Campaign Financing (UPD)
10 March 2003	Washington, D.C.	Consultative Committee of the Inter-American Convention against the Illicit Manufacturing of and Trafficking in Firearms, Ammunition, Explosives, and Related Materials (CIFTA)
13-14 March 2003	Panama City, Panama	Inter-American Meeting of Electoral Authorities “Horizontal Cooperation and Electoral Technology” (UPD)
13-14 March 2003	Buenos Aires, Argentina	Technical Meeting to Prepare Projects to Implement the MEM Recommendations (CICAD)
17-19 March 2003	Atlanta, Georgia	Consultation on Financing Political Parties in Latin America (UPD)
19-21 March 2003	Costa Rica	Wider Caribbean Meeting on Global Climate Observation Systems (USDE)
20 March 2003	Washington, D.C.	Launch of the book on the Inter-American Democratic Charter (UPD)
20-21 March 2003	Washington, D.C.	XI Meeting of the Subcommittee on Policy and Coordination of the Executive Board of the Inter-American Committee on Ports (CIP)
20-21 March 2003	Buenos Aires, Argentina	Meeting of the National Coordinators of the CICDAT Project (Inter-American System of Uniform Drug-Use Data) for Latin America (CICAD)
23-28 March 2003	Querétaro, Mexico	XXII regular session of the Model OAS

		General Assembly for Universities (MOAS)
25 March 2003	Washington, D.C.	Consultative Council (UPD)
25-26 March 2003	Barbados	Adaptation to Climate Change in the Caribbean, Meeting of the Project Management Group(USDE)
24-28 March 2003	Panama City, Panama	Meeting of the Intergovernmental Working Group on the Multilateral Evaluation Mechanism (MEM) – (CICAD)
2 April 2003	Washington, D.C.	XXVIII Meeting of the Summit Implementation Review Group (SIRG)
3-4 April 2003	Washington, D.C.	IV Regular Meeting of the Consultative Committee of the Inter-American Convention against the Illicit Manufacturing of and Trafficking in Firearms, Ammunition, Explosives, and Related Materials (CIFTA)
3-4 April 2003	Miami	Meeting of the Coordinators of the CICDAT Project in the Caribbean (CICAD)
3-10 April 2003	Orlando, Florida	25 th Meeting of the Region IV Hurricane Committee (USDE)
3-4 April 2003	Washington, D.C.	IV Regular Meeting of the Consultative Committee of the Inter-American Convention against the Illicit Manufacturing of and Trafficking in Firearms, Ammunition, Explosives, and Related Materials
7-8 April 2003	Washington, D.C.	Technical Meeting to Prepare the SIDUC Projects to Implement the MEM Recommendations (CICAD)
7-9 April 2003	Managua, Nicaragua	Meeting of the Group of Experts on the Control of Arms and Explosives (CICAD)
7-10 April 2003	Washington, D.C.	Fourth Preparatory Meeting for the Special Conference on Security
7-11 April 2003	Washington, D.C.	Meeting of the Board of External Auditors
7-10 April 2003	Guatemala	II Meeting of Permanent Consultative Committee I: Public Telecommunications Services (CITEL)

11-12 April 2003	Austin, Texas	North America Workshop on Transportation Infrastructure Vulnerability Reduction to Natural Disasters (USDE)
14-15 April 2003	Saint Vincent and the Grenadines	Local Government in Small States (UPD)
15-19 April 2003	Barbados	Mission to Evaluate the Project on Mainstreaming Adaptation to Climate Change (MACC) (USDE)
25 April 2003	Washington, D.C.	VIII Regular Meeting of the Inter-American Council for Integral Development (CIDI)
29 April – 2 May 2003	Washington, D.C.	XXXIII Regular Session of the Inter-American Drug Abuse Control Commission (CICAD)
30 April – 2 May 2003	Ottawa, Canada	Meeting of Central Authorities and Other Experts in Mutual Legal Assistance in Criminal Matters
5-16 May 2003	Geneva	VIII Meeting of the Working Group in Preparation for the Meetings of the ITU Council (CITEL)
8-9 May 2003	Washington, D.C.	Working Group for the Caribbean Regional Demand Reduction Strategy (CICAD)
12-16 May 2003	Geneva, Switzerland	Second Session of Meetings of the Standing Committees of the Ottawa Convention (UPD)
15-16 May 2003	Miami	Meeting of the CICDAT Coordinators for the Caribbean Countries
4-6 June 2003	Santiago, Chile	78th Meeting of the Directing Council of the Inter-American Children's Institute (IACI)
8-10 June 2003	Santiago, Chile	XXXIII Regular Session of the General Assembly
9 June – 4 July 2003	Geneva	Preparatory Meeting for the World Radio Conference - WRC 03 (CITEL)
10 June 2003	Tampa, Florida	Coordinating Committee of PROCORREDOR (USDE)
12-15 June 2003	Tampa, Florida	Hemispheric Conference on Vulnerability Reduction of Trade Corridors to Socio-Natural

Disasters – TCC II (USDE)		
18-20 June 2003	Guatemala City, Guatemala	XVIII Inter-American Travel Congress of the Inter-American Council for Integral Development (CIDI)
23-24 June 2003	Washington, D.C.	Meeting of Government Experts on Cyber-Crime
23-25 June 2003	Uruguay	Seminar on Methods of Teaching Democratic Values and Practices in the Educational System (UPD)
24-26 June 2003	Washington, D.C.	XVI Meeting of the Group of Experts on Controlling Money Laundering (CICAD)
30 June – 2 July 2003	Washington, D.C.	Meeting of the Group of Experts on Maritime Narcotrafficking (CICAD)
6-14 July 2003	Joinville, SC, Brazil	II Regional Course for Young Democratic Leaders from the MERCOSUR Countries, on Democracy and Political Management(UPD)
8-9 July 2003	Washington, D.C.	Second Meeting of the Coordinators of the Pilot Countries for the Program on the Costs of the Drug Problem (CICAD)
14-15 July 2003	Washington, D.C.	First Meeting of the National Points of Contact of the Member States of the Inter-American Committee against Terrorism (CICTE)
14-18 July 2003	Washington, D.C.	IV Meeting of the Committee of Experts of the Mechanism for Follow-up of Implementation of the Inter-American Convention against Corruption (MESICIC)
17-18 July 2003	Washington, D.C.	II Regular Session of the Executive Committee of the Inter-American Commission of Women (CIM)
21-22 July 2003	Washington, D.C.	XXX Meeting of the Summit Implementation Review Group (SIRG)
23-25 July 2003	Brasilia, Brazil	Preparatory Meeting for the XIII Inter-American Conference of Ministers of Labor (UDSE)

28-29 July 2003	Bogota, Colombia	Meeting on “Civil Society and Education” (UDSE)
4-6 August 2003	Washington, D.C.	Sixth Preparatory Meeting of the Special Conference on Security
4-29 August 2003	Rio de Janeiro, Brazil	LXIII Regular Session of the Inter-American Juridical Committee (CJI)
11-12 August 2003	Washington, D.C.	I Meeting of the Working Group to Prepare for the Meetings of the ITU Council (CITEL)
11-12 August 2003	Washington, D.C.	VIII Meeting of the Working Group on the ITU Council (CITEL)
11-13 August 2003	Mexico City, Mexico	III Meeting of Ministers of Education in the framework of the Inter-American Council for Integral Development (CIDI)
13-15 August 2003	Washington, D.C.	XI Meeting of the Steering Committee of the Inter-American Telecommunications Commission (CITEL)
13 August 2003	Mexico City, Mexico	First Meeting of the Inter-American Committee on Education (CIDI)
14-15 August 2003	Lima, Peru	Regional Seminar on Action against Antipersonnel Mines in the Americas “Toward the Western Hemisphere as an Antipersonnel-Land-Mine-Free Zone” (UPD)
15-16 August 2003	Lima, Peru	First Leadership Program on Nursing Academic Programs and the Drug Phenomenon in Latin America (CICAD)
18-20 August 2003	Lima, Peru	VIII International Meeting of the CICAD Nursing School Project to Reduce Drug Demand in Latin America (CICAD)
18-23 August 2003	Quito, Ecuador	Andean Course of Young Women Leaders on Democratic Governance (UPD)
25-27 August 2003	Brasilia, Brazil	Meeting of the CICAD Group of Experts on Pharmaceutical Products
27-29 August 2003	Brasilia, Brazil	Meeting of the CICAD Group of Experts on Chemical Substances
3-5 September 2003	Washington, D.C.	Seventh Preparatory Meeting for the Special

		Conference on Security
8 September 2003	Merida, Mexico	Fourth Meeting of the Technical Advisory Group on Port Operations (CIP)
9 September 2003	Merida, Mexico	Fourth Meeting of the Technical Advisory Group on Port Security (CIP)
9-13 September 2003	Merida, Mexico	III Meeting of the Inter-American Committee on Ports (CIP)
11-12 September 2003	Mexico City, Mexico	I Meeting of the Inter-American Committee on Culture within the Framework of the Inter-American Council for Integral Development (CIDI)
15-19 September 2003	Bangkok, Thailand	Fifth Session of the Standing Committees of the Ottawa Convention (UPD)
21 September – 17 October 2003	Madrid, Spain	VIII Ibero-American Course in Port Management (CIP)
21 September – 17 October 2003	Santander, Spain	IV Ibero-American Course on Port Engineering (CIP)
22-26 September 2003	Mexico D.F.	III Meeting of Permanent Consultative Committee I: Public Telecommunications Services (CITEL)
22 September 2003	Washington, D.C.	XXXI Meeting of the Summit Implementation Review Group (SIRG)
24-26 September 2003	Salvador, Bahia, Brazil	XIII Inter-American Conference of Ministers of Labor (UDSE)
24-26 September 2003	Mexico City, Mexico	II Meeting of Ministers and High-Level Authorities Responsible for Policies on Decentralization, Local Government, and Citizen Participation at the Municipal Level in the Hemisphere (UPD)
29 September – 1 October 2003	Washington, D.C.	Eighth Preparatory Meeting for the Special Conference on Security
2-3 October 2003	Washington, D.C.	Training Workshops for the National Coordination Agencies for the Multilateral Evaluation Mechanism (MEM) – (CICAD)

6-8 October 2003	Mexico City, Mexico	First Inter-American Meeting on Cooperation Mechanisms against Organized Crime (CICAD)
6-24 October 2003	Washington, D.C.	118th Regular Session of the Inter-American Commission on Human Rights (IACHR)
8-10 October 2003	Isla Margarita, Venezuela	High-level Meeting on Poverty, Equity and Social Inclusion (CIDI)
16-17 October 2003	Washington, D.C.	Meeting of Officials Responsible for Prison and Penitentiary Policies in the Member States of the OAS (DLCI)
16-17 October 2003	Washington, D.C.	Meeting of the FTAA Consultative Group on Smaller Economies (Trade Unit)
20-24 October 2003	El Salvador, San Salvador	II Meeting of the Permanent Consultative committee II: Radiocommunication including Broadcasting (CITEL)
20-24 October 2003	Miami	Meeting of the Working Group on Maritime Narcotrafficking (CICAD)
22-24 October 2003	Buenos Aires, Argentina	V Meeting of CICAD's Hemispheric Expert Group on Demand Reduction
23-24 October 2003	Mexico City, Mexico	XXXII Meeting of the Summit Implementation Review Group (SIRG)
27-28 October 2003 28-30 October 2003	Mexico City, Mexico Washington, D.C.	Special Conference on Security Meeting of the Nonpermanent Specialized Committees (CENPES)
27-31 October 2003	Washington, D.C.	LI Regular Session of the Administrative Tribunal (TRIBAD)
3-7 November 2003	Brasilia, Brazil	First Meeting of the Working Group of Government Experts (GEG) (CICAD)
4 November 2003	Washington, D.C.	First Preparatory Meeting for the IV Regular Meeting of the Inter-American Committee against Terrorism (CICTE)
4-7 November 2003	Washington, D.C.	Meeting of the CICAD Group of Experts on Controlling Money Laundering (CICAD)
12-13 November 2003	Washington, D.C.	Meeting of Experts on Democratic

		Governance (UPD)
12-14 November 2003	Bogota Colombia	Regional Seminar on Victims of Antipersonnel Land Mines (UPD)
17-18 November 2003	Washington, D.C.	LXXVIII Meeting of the Directing Council of the Inter-American Children's Institute (IACI)
17-20 November 2003	Montreal, Canada	XXXIV Regular Session of the Inter-American Drug Abuse Control Commission (CICAD)
20-21 November 2003	Miami, Florida	Seventh Ministerial Meeting of the Free Trade Area of the Americas (FTAA)
20-21 November 2003	Guatemala, Guatemala	UNDP/OAS Workshop on Democratic Dialogue (UPD)
23-25 November 2003	Cartagena de Indias, Colombia	III Meeting of the Inter-American Forum on Political Parties (UDP)
1-5 December	Puerto La Cruz, Venezuela	V Meeting of the Executive Board of the Inter-American Committee on Ports (CIP)
3-6 December 2003	Washington, D.C.	XXII Model Assembly of the OAS for Students (SCR)
8-11 December 2003	Washington, D.C.	XXXIII Meeting of the Summit Implementation Review Group (SIRG)
9-10 December 2003	Washington, D.C.	SEPIA III – Gender and Education (CIM)
11-12 December 2003	Washington, D.C.	III Regular Session of the Executive Committee of the Inter-American Commission of Women (CIM)
11-12 December 2003	Washington, D.C.	Second Preparatory Meeting for the IV Regular Meeting of the Inter-American Committee against Terrorism (CICTE)
16-19 December 2003	El Calafate, Santa Cruz, Argentina	XIII Meeting of the Permanent Executive Committee COM/CITEL (CITEL)
16-19 December 2003	El Calafate, Santa Cruz, Argentina	X Meeting of the Working Group to Prepare for the Meetings of the ITU Council (CITEL)
16-19 December 2003	El Calafate, Santa Cruz, Argentina	III Meeting of the Conference Preparatory Working Group (CITEL)
12 January 2004	Washington, D.C.	Meeting in Preparation for the Conference of

		States Parties within the MESICIC Framework (TSLCM)
14-16 January 2004	Washington, D.C.	The Inter-American Human Rights System (IACHR)
15-16 January 2004	Washington, D.C.	Third Preparatory Meeting for the IV Regular Session of the Inter-American Committee against Terrorism (CICTE)
16 January 2004	Washington, D.C.	Meeting in Preparation for the Conference of States Parties within the MESICIC Framework (TSLCM)
19 January 2004	Washington, D.C.	Consultative Committee of the Inter-American Convention against the Illicit Manufacturing of and Trafficking in Firearms, Ammunition, Explosives, and Related Materials (CIFTA)
20 January 2004	Washington, D.C.	Second Meeting in Preparation for the First Regular Meeting of the Conference of States Parties (CIFTA)
26-28 January 2004	Washington, D.C.	Working Group to Prepare the Draft American Declaration on the Rights of Indigenous Peoples (Second Round of Negotiations to Build Consensus)
28-30 January 2004	Montevideo, Uruguay	IV Regular Session of the Inter-American Committee Against Terrorism (CICTE)
29 January – 6 February 2004	Washington, D.C.	V Meeting of the Committee of Experts on the Follow-up Mechanism for the Implementation of the Inter-American Convention against Corruption (TSLCM)
12-13 February 2004	Washington, D.C.	Meeting of Government Experts to Exchange, from a Human Rights Perspective, Best Practices and National Experiences in Adopting Antiterrorism Measures
19-20 February 2004	Washington, D.C.	IV Regular Session of the Executive Committee of the Inter-American Commission of Women (CIM)
19-20 February 2004	Managua, Nicaragua	Follow-up of the Inter-American Convention Against Corruption and Its Program for Cooperation (TSLCM)

23 February - 12 March 2004 Washington, D.C.

119th Regular Session of the Inter-American Commission on Human Rights (IACHR)

25-27 February 2004 Miami, Florida

Western Hemispheric Port Security Conference, Workshops and Trade Exhibition (CIP)

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APPENDIX C

INTER-AMERICAN TREATIES AND CONVENTIONS

For the record, during the period covered in this report the following changes were made in connection with the inter-American treaties and Conventions for which the General Secretariat is depositary. The following cooperation agreements were also recorded:

Inter-American Treaties

Protocol of Amendment to the Charter of the Organization of American State (Protocol of Managua)

Deposited ratification: Antigua and Barbuda 27 March 2003

Protocol of Amendment to the Charter of the Organization of American State (Protocol of Washington)

Deposited ratification: Antigua and Barbuda 27 March 2003

Inter-American Convention against Terrorism

Deposited ratification: Antigua and Barbuda 27 March 2003

Deposited ratification: El Salvador 8 May 2003

Deposited ratification: Mexico 9 June 2003 With statements of interpretation

Deposited ratification: Peru 9 June 2003

Deposited ratification: Nicaragua 10 June 2003

Deposited ratification: Panama 21 January 2004

Deposited ratification: Venezuela 28 January 2004 With statement

Additional Protocol to the Inter-American Convention on Human Rights in the Area of Economic, Social and Cultural Rights, "Protocol of San Salvador"

Deposited ratification Argentina 23 October 2003

Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities

Deposited ratification: Guatemala 28 January 2003

Deposited ratification: Bolivia 30 May 2003

Deposited ratification: Colombia 11 February 2004

Inter-American Convention on Mutual Assistance in Criminal Matters

Signature: Guatemala 19 December 2003

Designated central authority: Panama 8 January 2003

Deposited ratification: Colombia 13 January 2003

Designated central authority: Colombia 13 January 2003

Designated central authority: Nicaragua 24 January 2003

Deposited ratification: Mexico 11 February 2003

Designated central authority: Mexico 25 March 2003

Deposited ratification: Guatemala 5 May 2003 With reservations

Designated central authority: Ecuador 24 July 2003

Optional Protocol to the Inter-American Convention on Mutual Assistance in Criminal Matters

Deposited ratification: Colombia 13 January 2003

Inter-American Convention on Serving Criminal Sentences Abroad

Signature: Guatemala 25 November 2003 With statements

Inter-American Convention against Corruption

Designated central authority: Ecuador 27 February 2003

Deposited accession: Saint Lucia 30 April 2003

Designated central authority: Peru 10 June 2003

Designated central authority: Nicaragua 21 July 2003

Designated central authority: Honduras 21 August 2003

Designated central authority: Uruguay 8 December 2003

Designated central authority: Panama 12 February 2004

Deposited ratification: Antigua and Barbuda 23 February 2004

Designated central authority: Guatemala 23 February 2004

Inter-American Convention against the Illicit Manufacture of and Trafficking in Firearms, Ammunition, Explosives, and Other Related Materials

Deposited ratification: Guatemala 5 February 2003

Deposited ratification: Colombia 5 February 2003

Deposited ratification: Antigua and Barbuda 27 March 2003

Deposited ratification: Saint Lucia 30 April 2003

Deposited ratification: Chile 23 October 2003

Deposited ratification: Trinidad and Tobago 13 February 2004

Inter-American Convention on Transparency in the Acquisition of Conventional Weapons

Deposited ratification: Nicaragua 6 May 2003

Inter-American Convention on Extradition

Deposited ratification: Antigua and Barbuda 14 March 2003

Deposited accession: Saint Lucia 30 April 2003

Inter-American Convention on International Commercial Arbitration

Deposited ratification: Nicaragua 2 October 2003

Basic Convention of the Institute for Nutrition of Central America and Panama

Deposited ratification: Guatemala 16 March 2001

Deposited ratification: Costa Rica 22 January 2003

Inter-American Convention on the International Return of Children

Designated central authority: Paraguay 10 February 2003

Designated central authority: Paraguay 23 December 2003

Inter-American Convention on International Traffic in Minors

Deposited ratification: Bolivia 4 December 2003

Designated central authority: Bolivia 13 February 2004

Inter-American Convention on International Amateur Radio Permit

Deposited ratification: Panama 27 March 2003

Convention on the Protection of the Archeological, Historical, and Artistic Heritage of the American Nations (Convention of San Salvador)

Deposited ratification: Bolivia 25 February 2003

Cooperation Agreements

Memorandum of Understanding (15 December 2002). **The Tides Center for International Waters Learning Exchange and Resources Network**

Cooperation Agreement (11 December 2002). **Regional Center for the Promotion of Books in Latin America and the Caribbean**

Memorandum of Understanding for Execution of the Project on "Environmental Protection and Sustainable Development of the Guaraní Aquifer System" (13 January 2003). **Paraguay.**

Memorandum of Understanding on the Holding of a Meeting of Experts on Confidence- and Security - Building Measures. **United States of America.**

Agreement for the Thirty-Third Regular Session of the General Assembly (6 January 2003). **Chile.**

Agreement on the Second High Level Meeting on the Special Security Concerns of Small Island States (19 December 2002). **Saint Vincent and the Grenadines**

Project on "Environmental Protection and Sustainable Development of the Guaraní Aquifer System" (20 December 2002). **Agência Nacional de Aguas do Brasil.**

Agreement for the Thirty-Second Regular Session of the Model General Assembly of the Organization of American States for Universities in the City of Queretaro, Mexico (29 January 2003). **Estados Unidos Mexicanos.**

Memorandum of Understanding (17 December 2002). **The International Space University.**

Supplementary Agreement No. 1 on Technical and Administrative Services for Strengthening the Privatization Process. **Panama.**

Supplementary Agreement No. 2 on Technical and Administrative Services for Strengthening the Privatization Process (3 December 2002). **Panama.**

Second Agreement on Technical and Administrative Services for Strengthening the Privatization Process (20 October 2002). **Panama.**

Cooperation Agreement on Administrative and Financial Services for the Professional Human Resource Development Program of the Ministry of Education (23 May 2002). **Guatemala.**

Cooperation Agreement on Administrative and Financial Services for the Project on Institutional Strengthening of the Ministry of Education and Support for the National Literacy Movement (18 July 2000). **Guatemala.**

Letter of Understanding on Technical Cooperation (14 February 2002). **International Civil Aviation Organization.**

Supplementary Letter of Understanding on Technical Cooperation (30 October 2002). **International Civil Aviation Organization.**

Contribution Agreement for the Specific Fund to Support the Elaboration of the American Declaration on the Rights of Indigenous Peoples (7 February 2003). **The Minister of Foreign Affairs of Canada (Department of Foreign Affairs and International Trade).**

Terms of cooperation for the Project on "Environmental Protection and Sustainable Development of the Guaraní Aquifer" (20 January 2003). **Argentina.**

Memorandum of Understanding for Cooperation on Anti-Drug Training Programs for Drug Control Agencies of the Countries of the Caribbean Basin and Central America (4 December 2002). **The Centre Interministériel de Formation Anti-Drogue.**

Agreement for support the elaboration of American Declaration on the Rights of Indigenous Peoples (18 January 2003). **Finland (The Ministry of Foreign Affairs).**

Loan Guarantor Agreement (27 November 2002). **OAS Staff Association.**

Letter of Agreement (19 February 2003). **Canadian International Development Agency.**

Agreement on Support of the Special Mission for Strengthening Democracy in Haiti, during 2002 (16 July 2002). **Swedish International Development Cooperation Agency.**

Agreement on activities for developing e-government at the provincial and municipal level in the Province of Neuquen (25 March 2003). **Government of Neuquen (Argentina).**

Memorandum of Understanding complementing the Cooperation Agreement of May 10, 1996 (3 April 2003). **International Committee of the Red Cross.**

Grant Agreement for follow up activities to the Meeting of Ministers of Culture at Cartagena (23 January 2003). **Canada.**

Agreement for the Special Conference on Security (2 April 2003). **Mexico.**

Memorandum of Understanding on Cooperation in Integrated Water Resources Management (18 January 2003). **International Office for Water.**

Memorandum of Understanding concerning Scientific and Technical Cooperation in the Earth Sciences (23 April 2003). **U.S. Geological Survey of the Department of the Interior of the United States of America.**

Letter on the Technical-Administrative Unit of the OAS/GS in Buenos Aires (July – August 2002). **Argentina.**

Grant Agreement with an International Organization – External Aid – B7-701/2002/3081 (14 April 2003). **The European Community.**

Cooperation Agreement for the Americas Project (1 May 2003). **Rice University.**

Subcontract No ACX-3-33448-01(Prime Contract No DE-AC36-99GO10337) (28 March 2003). **Midwest Research Institute National Renewable Energy Laboratory.**

Agreement on the 18 Inter-American Tourism Congress (22 April2003). **Guatemala.**

Memorandum of understanding (3 June 2003). **La Asociación Hispanoamericana de Centros de Investigación y Empresas de Telecomunicaciones.**

Cooperation Agreement for the OAS fellowships program (12 May 2003). **Facultad de Administración de la Universidad de los Andes /Master’s Program in Business Administration (MBA).**

Agreement on the “Alberto Lleras” Americas Leadership Fellowship Program (7 January 2002). **El Instituto Nacional de Astrofísica, Óptica y Electrónica.**

Agreement on the “Alberto Lleras” Americas Leadership Fellowship Program (31 May 2002). **Universidad de los Andes.**

Agreement on the “Alberto Lleras” Americas Leadership Fellowship Program (29 May 2002). **Hamline University.**

Agreement on the “Alberto Lleras” Americas Leadership Fellowship Program (1 July 2002). **Universidad Simón Bolívar.**

Cooperation Agreement for the OAS Scholarship Program (1 May 2003). **Fairleigh Dickinson University.**

Agreement on the “Alberto Lleras” Americas Leadership Fellowship Program (1 January 2002). **Fundación APEC de Crédito Educativo, Inc.**

Agreement on the “Alberto Lleras” Americas Leadership Fellowship Program (1 January 2002). **Pontificia Universidad Católica de Chile.**

Agreement for the Americas Leadership Fellowship Program “Alberto Lleras” (22 January 2002). **University of South Florida.**

Agreement for the Americas Leadership Fellowship Program “Alberto Lleras” (30 January 2002). **George Washington University.**

Agreement on the “Alberto Lleras” Americas Leadership Fellowship Program (11 January 2002). **Instituto Colombiano de Crédito Educativo y Estudios Técnicos en el Exterior “Mariano Ospina Perez”**.

Agreement for the OAS Americas Leadership Fellowship Program (17 December 2001). **LASPAU Academic & Professional Programs for the Americas, INC.**

Memorandum of Understanding (24 April 2003). **Peru, Rio Group and Instituto para la Democracia y Asistencia Electoral (IDEA)**.

Cooperation Agreement (19 June 2003). **El Consorcio – Red de Educación a Distancia.**

Memorandum of Understanding (19 June 2003). **The Trust for the Americas.**

Agreement (21 April 2003). **Universidad Complutense de Madrid.**

Cooperation Agreement (5 June 2003). **University of Miami.**

Agreement on the OAS Fellowships Program (June 2003). **Camara Chileno-Norteamericana de Comercio A.G.**

Agreement for The Americas Leadership Fellowship Program “Alberto Lleras” (17 December 2001). **Midwestern State University.**

Agreement for The Americas Leadership Fellowship Program “Alberto Lleras” (7 January 2002). **University of Louisville.**

Cooperation Agreement for the Americas Leadership Fellowship Program “Alberto Lleras” (10 June 2002). **New Mexico State University.**

Agreement (22 March 2001). **La Asociación Panamericana de Instituciones de Crédito Educativo.**

Cooperation Agreement (3 March 2003). **Duke University Center for International Development.**

Agreement on the “Alberto Lleras” Americas Leadership Fellowship Program (22 May 2002). **Instituto Centroamericano de Administración de Empresas.**

Cooperation Agreement (20 February 2003). **The Latin American Energy Organization - OLADE.**

Cooperation Agreement on the project for destruction of antipersonnel land mine stockpiles (9 June 2003). **Argentina.**

Cooperation Agreement (29 July 2003). **Consejo Económico y Social de España.**

Cooperation Agreement (1 April 2003). **Fundación José Ortega y Gasset.**

Cooperation Agreement (15 July 2002). **Instituto Latinoamericano de la Comunicación Educativa.**

Cooperation Agreement (20 January 2003). **Fundación Global Democracia y Desarrollo de la República Dominicana.**

Cooperation Agreement (19 May 2003). **University of the West Indies.**

Cooperation Agreement (20 February 2003). **Fundación Telefónica de España.**

Cooperation Agreement (14 February 2003). **Organización Universitaria Interamericana.**

Cooperation Agreement (28 January 2003). **UNESCO National Office in Brazil.**

Memorandum of Understanding Pursuant to the March 26, 2001 Cooperation Agreement (19 May 2003). **Microsoft Corporation.**

Agreement (6 May 2003). **Asociación de Educación y Formación no Presencial Virtual Educa de España.**

Agreement on humanitarian assistance (30 April 2003). **Comisión Cascos Blancos Argentina.**

Agreement (12 April 2002). **Universidad Blas Pascal de Córdoba, Argentina.**

Agreement (9 April 2002). **Fundación Pro Universidad de la Producción y del Trabajo.**

Agreement (20 December 2002). **Universidad Nacional de Quilmes de la República Argentina.**

Agreement (14 February 2003). **Provincia de Tierra del Fuego, Antártida e Islas del Atlántico Sur, Argentina.**

Agreement (6 February 2003). **Ministerio de Trabajo, Empleo y Seguridad Social de la República Argentina.**

Memorandum of Understanding on Sustainable Management of Water Resources in the Cuenca del Plata (15 July 2003). **Comité Intergubernamental Coordinador de los Países de la Cuenca del Plata - FONPLATA.**

Cooperation Agreement (4 June 2002). **Fondo de Cultura Económica de Argentina S.A.**

Letter of understanding (19 June 2003). **Foro de la Universidad Peruana.**

Memorandum of Understanding (7 July 2003). **The Trust for the Americas.**

Cooperation Agreement (19 June 2003). **Fundación Omar Dengo de Costa Rica.**

Cooperation Agreement (1 July 2003). **Universitat Oberta de Catalunya.**

Cooperation Agreement (21 July 2003). **Mexico.**

Cooperation Agreement (23 September 2003). **The Rochester Institute of Technology.**

Agreement on the Meeting of Ministers and Senior Authorities Responsible for Decentralization, Local Government and Citizen Participation Policies at the Municipal Level in the Hemisphere (19 August 2003). **Mexico.**

Cooperation Agreement (8 July 2003). **Universidad Católica del Uruguay.**

Cooperation Agreement (15 May 2003). **Universidad Austral de Chile.**

Agreement on the Third Meeting of the Inter-American Ports Commission (30 July 2003). **Mexico.**

Cooperation Agreement (4 August 2003). **Universidad Técnica Federico Santa María.**

Agreement on the First Meeting of the Inter-American Commission on Culture in the CIDI Framework (8 August 2003). **Inter-American Council for Integral Development.**

Agreement (21 August 2003). **The OAS Staff Association.**

GEF Trust Fund Grant N.TF 0550950 Environmental Protection and Sustainable Development of the Guarani Aquifer System Project – First Amendment (28 August 2003). **International Bank for Reconstruction and Development.**

Cooperation Agreement (27 July 2003). **Dominican Republic.**

Cooperation Agreement (2 July 2003). **Universidad Estatal a Distancia de Costa Rica.**

Global Environment Facility Project Document – Development and Implementation of Mechanism to Disseminate Lessons Learned and Experiences in Integrated Transboundary Water Resources Management in Latin America and the Caribbean (18 March 2003). **United Nations Environment Programme.**

Extension of the loan guarantee agreement for the Leo S. Rowe Pan American Foundation (27 November 2002). **OAS Staff Association.**

Amendments to the Agreement between the Government of the Republic of Venezuela and the Organization of American States. **Venezuela.**

Cooperation Agreement (3 October 2003). **The Pennsylvania State University World Campus.**

Cooperation Agreement (12 August 2003). **Universidad Ort Uruguay.**

Cooperation Agreement (12 August 2003). **Mexico.**

Cooperation Agreement (14 August 2003). **Universidad Técnica de Loja.**

Cooperation Agreement (12 August 2003). **Universidad del Pacifico del Peru.**

Cooperation Agreement (31 July 2003). **Centro de Cooperación Regional para la Educación de Adultos en América Latina y el Caribe.**

Cooperation Agreement (31 July 2003). **Universidade do Sul de Santa Catarina.**

Cooperation Agreement (31 July 2003). **Universidad Peruana Cayetano Heredia.**

Cooperation Agreement (16 July 2003). **Universidad Nacional Federico Villareal.**

Cooperation Agreement (12 August 2003). **Comisión Nacional de Energía Atómica.**

Cooperation Agreement (29 August 2003). **Facultad Latinoamericana de Ciencias Sociales (Argentina).**

Cooperation Agreement (27 July 2003). **Dominican Republic.**

Memorandum of Understanding (16 May 2003). **Fundación Pro Universidad de la Producción y del Trabajo.**

Additional amendments to the agreement for holding the Inter-American Forum on Poverty, Equity and Social Inclusion. **Venezuela.**

Memorandum of Understanding on greater participation by Aruba in meetings and other activities of the Inter-American Drug Abuse Control Commission (CICAD) (17 November 2003). **Permanent Mission of the Kingdom of the Netherlands on behalf of Aruba**

Memorandum of Understanding on greater participation by the Overseas Departments of France located in the Caribbean Basin in meetings and other activities of the Inter-American Drug Abuse Control Commission (CICAD) (14 November 2003). **Government of France.**

Cooperation Agreement for OAS Scholarship Program (19 September 2003). **The University for Peace.**

Second Amendment on provision of technical, administrative, and financial services for the project on Sustainable Development in Ecologically Fragile Zones in the Trifinio Region (27 October 2003). **Inter-American Institute for Cooperation in Agriculture.**

Agreement on the 13th Inter-American Conference of Ministers of Labor (September 2003). **Republica Federativa do Brasil.**

Cooperation Agreement for the OAS Scholarship Program (6 October 2003). **Thunderbird / The American Graduate School of International Management.**

Project Document No GF/2328-2731-4686 A framework for the Sustainable Management of the Water Resources of the la Plata Basin, with respect to the Hydrological Effects of Climatic Variability and Change (30 September 2003). **United Nations Environment Programme.**

Agreement on arrangements for the Special Conference on Security and the Conference for the Signature of the United Nations Convention against Corruption (10 October 2003). **Mexico.**

Modification of Assistance from Amendment No2 to Grant Agreement LAC-GL00-01-00008-00 (2 October 2003). **U.S Agency for International Development.**

Cooperation Agreement on the OAS Fellowship Program (3 October 2003). **Universidad Nacional del Centro del Peru.**

Agreement on "International Law Days". **Academia Diplomática del Peru.**

Agreement on automated voting in municipal elections to be held in November 2005, and responsible body. **Justicia Electoral de la República del Paraguay.**

Agreement for the Americas Leadership Fellowship Program "Alberto LLeras" (25 November 2001). **Woodrow Wilson School of Public and International Affairs of Princeton University.**

Agreement on the "Alberto Lleras" Americas Leadership Fellowship Program (26 October 2001). **Instituto Tecnológico de Estudios Superiores de Monterrey.**

Agreement on the OAS Fellowships Program (15 December 2003). **Universidad Santiago de Chile.**

Agreement on the OAS Fellowships Program (17 December 2003). **Universidad Mayor.**

Agreement on the OAS Fellowships Program (18 December 2003). **Universidad Católica de Valparaíso.**

Agreement on the "Alberto Lleras" Americas Leadership Fellowship Program (16 October 2001). **El Centro de Investigaciones y Estudios Superiores en Antropología Social.**

Agreement on the "Alberto Lleras" Americas Leadership Fellowship Program (30 October 2001). **La Universidad del Valle.**

Agreement on the "Alberto Lleras" Americas Leadership Fellowship Program (1 October 2001). **La Universidad Tecnológica de Pereira**

Cooperation Agreement for Americas Leadership Fellowship Program (19 July 2001). **University of Alberta.**

Cooperation Agreement for Americas Leadership Fellowship Program (19 July 2001). **The Texas Christian University.**

Cooperation Agreement for Americas Leadership Fellowship Program "Alberto Lleras" (10 October 2001). **Viterbo University.**

Cooperation Agreement for Americas Leadership Fellowship Program "Alberto LLeras" (21 September 2001). **Georgia College & State University.**

Cooperation Agreement for the OAS Scholarship Program (3 December 2003). **Universidade Estadual de Campinas.**

Cooperation Agreement for Americas Fellowship Program (2 August 2001). **The University of New Mexico**

Agreement on the Fourth Meeting of the Inter-American Committee against Terrorism (22 December 2003). **Uruguay.**

First supplementary agreement to the “Agreement for Financing the Special Conference on Security and the Conference for the Signature of the United Nations Convention against Corruption” (10 December 2003). **Mexico.**

Technical Cooperation Agreement (25 February 2002). **La Corporación Andina de Fomento.**

Cooperation Agreement (28 September 2001). **Instituto Brasileiro de Administração Municipal.**

Memorandum of Understanding for Cooperation and Development for Establishment of a Credit Facility (20 April 2001). **Bank of Nova Scotia.**

Memorandum of understanding for cooperation in project financing and the identification of best practices (16 October 2001). **Instituto de Crédito Oficial de España.**

Letter of Intent (25 February 2002). **La Corporación Venezolana de Guayana.**

Memorandum (18 April 2001). **Export Development Cooperation.**

Memorandum of Understanding regarding Increased Participation by the Netherlands Antilles in the Meetings and other Activities of the Inter-American Drug Abuse Control Commission (CICAD) (14 January 2004). **The Permanent Mission of the Kingdom of the Netherlands to the Organization of American States on Behalf of the Netherlands.**

Agreement on financing for the Special Conference on Security and the Conference for the Signature of the United Nations Convention against Corruption (31 December 2003). **Mexico.**

Agreement for the OAS Fellowships Program (2 December 2003). **La Universidad de Talca.**

Agreement for the Thirty-third Regular Session of the General Assembly (June 6-8, 2004) (4 February 2004). **Ecuador.**

Memorandum of Understanding (10 June 2003). **Ente Publico de Puertos del Estado del Gobierno de España.**

Cooperation Agreement (11 November 2003). **Caribbean Association of National, Telecommunication Organizations.**

Cooperation Agreement for the OAS Scholarship Program (19 January 2004). **Juniata College.**

Agreement on the First Conference of States Parties to the Inter-American Convention against the Illicit Manufacturing of and Trafficking in Firearms, Ammunitions, Explosives, and Other Related Materials (CIFTA) (9 February 2004). **Colombia.**

Agreement for monitoring the peace process in Colombia (23 January 2004). **Colombia.**

APPENDIX D

HUMAN RESOURCES

The following tables contain information on the staff of the General Secretariat from January 1 to December 31, 2003.

Staff members are classified by type of appointment and the fund that finances their posts; their category and nationality; years of service; grade; gender; duty station; and Career Service vs. non-Career Service.

TABLE 1
BREAKDOWN OF STAFF BY TYPE OF APPOINTMENT AND FUND,
JANUARY 1 TO DECEMBER 31, 2003
(Includes all sources of financing)

	Career Service	Long-Term	Short-Term	Other Type of Appointment	Total
Regular Fund ^{d/}	208 ^{b/}	266 ^{c/}	62		536
Others	4	72 ^{d/}	32	75	183
TOTAL	212	338	94	75*	719

a/ Includes staff of the Secretariat of the IACHR, IIN, CIM and CICAD.

b/ Includes 11 individuals in positions of trust who are members of the career service.

c/ Includes 52 individuals in positions of trust.

d/ Includes 6 individuals in positions of trust

**Includes Associate Personnel and Temporary Support Personnel.*

TABLE 2
CHANGE IN THE DISTRIBUTION OF STAFF, BY FUND,
DECEMBER 31, 2002 TO DECEMBER 31, 2003
(Includes all sources of financing)

	December 2002	December 2003	Change	
			Number	%
Regular Fund	544	536	- 8	- 1
Others	130	183	+ 53	+ 41
TOTAL	674	719*	+ 45	+ 7

** Includes 75 Associate Personnel and Temporary Support Personnel.*

TABLE 3

**CHANGE IN THE DISTRIBUTION OF STAFF, BY TYPE OF APPOINTMENT
DECEMBER 31, 2002 TO DECEMBER 31, 2003
(Includes all sources of financing)**

Type of Appointment	December 2002	December 2003	Change	
			Number	%
Career Service	227	201	- 26	- 11
Career Service in positions of trust	11	11	-	0
Staff in positions of trust who are not in the Career Service	57	58	+ 1	+ 2
Long-term	269	280	+ 11	+ 4
Short-term	110	94	- 16	- 15
Other type of appointment*		75	+ 75	0
TOTAL	674	719	+ 45	+ 7

* Includes Associate Personnel and Temporary Support Personnel.

TABLE 4
DISTRIBUTION OF STAFF BY CATEGORY AND NATIONALITY
(Includes all sources of financing)

Country	December 31, 2002			December 31, 2003		
	Profes- sional	General Services	Total	Profes- sional	General Services	Total
Antigua and Barbuda	1	2	3	1	2	3
Argentina	30	9	39	29	10	39
Bahamas	-	2	2	-	2	2
Barbados	4	3	7	4	3	7
Belize	1	1	2	1	1	2
Bolivia	11	11	22	11	9	20
Brazil	14	8	22	15	6	21
Canada	17	-	17	20	-	20
Chile	15	8	23	16	7	23
Colombia	33	27	60	35	25	60
Costa Rica	7	6	13	6	4	10
Cuba	-	-	-	-	-	-
Dominica	1	3	4	1	3	4
Dominican Republic	1	6	7	3	6	9
Ecuador	6	13	19	8	13	21
El Salvador	7	14	21	5	15	20
Grenada	5	2	7	5	2	7
Guatemala	8	12	20	7	11	18
Guyana	1	1	2	1		1
Haiti	2	3	5	2	3	5
Honduras	2	3	5	1	2	3
Jamaica	3	3	6	5	3	8
Mexico	18	4	22	13	3	16
Nicaragua	2	9	11	12	31	43
Panama	6	3	9	7	3	10
Paraguay	5	2	7	5	1	6
Peru	27	33	60	26	33	59
Saint Kitts and Nevis	2	2	4	2	2	4
Saint Lucia	2	2	4	2	2	4
Saint Vincent and the Grenadines	3	3	6	3	3	6
Suriname	3	2	5	3	2	5
Trinidad and Tobago	11	4	15	13	3	16
United States	105	48	153	120	49	169
Uruguay	28	10	38	29	11	40
Venezuela	17	11	28	19	12	31
Countries not members of the OAS	6	-	6	7	-	7
TOTAL	404	270	674	437	282	719*

* Includes 75 Associate Personnel and Temporary Support Personnel.

TABLE 5

**BREAKDOWN OF THE STAFF OF THE GENERAL SECRETARIAT,
JANUARY 1 TO DECEMBER 31, 2003,
BY YEARS OF SERVICE
(Includes all sources of financing)**

Years of service	Members of the Career Service	Staff not members of the Career Service	Total staff	Percentage of staff in Career Service
Less than 3	0	187	187	0
3 but less than 5	0	95	95	0
5 but less than 10	0	155	155	0
10 but less than 15	22	68	90	24
15 but less than 25	82	2	84	98
25 or more	108	0	108	100
TOTAL	212	507	719*	29

* Includes 75 Associate Personnel and Temporary Support Personnel.

TABLE 6

**DISTRIBUTION OF THE STAFF OF THE GENERAL SECRETARIAT,
JANUARY 1 TO DECEMBER 31, 2003,
BY NATIONALITY
(Career Service vs. Non-Career Service)
(Includes all sources of financing)**

Country	Members of the Career Service	Staff not members of the Career Service	Total Staff	Percentage of Staff in Career Service
Antigua and Barbuda	0	3	3	0
Argentina	13	26	39	33
Bahamas	0	2	2	0
Barbados	2	5	7	29
Belize	0	2	2	0
Bolivia	10	10	20	50
Brazil	6	15	21	29
Canada	0	20	20	0
Chile	10	13	23	43
Colombia	12	48	60	20
Costa Rica	2	8	10	20
Dominica	0	4	4	0
Dominican Republic	5	4	9	56
Ecuador	12	9	21	57
El Salvador	8	12	20	40
Grenada	0	7	7	0
Guatemala	10	8	18	56
Guyana	0	1	1	0
Haiti	2	3	5	40
Honduras	1	2	3	33
Jamaica	3	5	8	38
Mexico	7	9	16	44
Nicaragua	7	36	43	16
Panama	3	7	10	30
Paraguay	1	5	6	17
Peru	21	38	59	36
Saint Kitts and Nevis	2	2	4	50
Saint Lucia	1	3	4	25
Saint Vincent and the Grenadines	1	5	6	17
Suriname	1	4	5	20
Trinidad and Tobago	1	15	16	6
United States	47	122	169	28
Uruguay	19	21	40	48
Venezuela	4	27	31	13
Countries not members of the OAS	1	6	7	17
TOTAL	212	507	719*	29

* Includes 75 Associate Personnel and Temporary Support Personnel.

TABLE 7
DISTRIBUTION OF THE STAFF OF THE GENERAL SECRETARIAT,
JANUARY 1 TO DECEMBER 31, 2003,
BY GRADE
(Includes all sources of financing)

Staff member's grade	Members of the Career Service	Staff not members of the Career Service	Total staff	Percentage of staff in Career Service
Unclassified posts*	1	4	5	20
D-2	1	10	11	10
D-1	6	19	25	24
P-5	35	48	83	42
P-4	21	60	81	26
P-3	20	60	80	25
P-2	26	47	73	36
P-1	3	26	29	10
G-7	5	5	10	50
G-6	42	39	81	52
G-5	26	52	78	33
G-4	12	38	50	24
G-3	12	18	30	40
G-2	2	3	5	40
G-1	0	3	3	0
Other posts**	0	75	75	0
TOTAL	212	507	719	29

*Secretary General, Assistant Secretary General, Executive Secretaries and Assistant Secretaries.

**Associate Personnel and Temporary Support Personnel.

TABLE 8

**DISTRIBUTION OF THE STAFF OF THE GENERAL SECRETARIAT,
JANUARY 1 TO DECEMBER 31, 2003,
MEN-WOMEN
(Includes all sources of financing)**

Sex	Members of the Career Service	Staff not members of the Career Service	Total Staff	Percentage of Staff in Career Service
Women	111	259	370	30
Men	101	248	349	29
TOTAL	212	507	719*	29

** Includes 75 Associate Personnel and Temporary Support Personnel.*

TABLE 9

**COMPOSITION OF THE STAFF OF THE GENERAL SECRETARIAT,
JANUARY 1 TO DECEMBER 31, 2003,
BY DUTY STATION
(Includes all sources of financing)**

Duty Station	Members of the Career Service	Staff not members of the Career Service	Total Staff	Percentage of Staff in Career Service
Headquarters	184	362	546	34
Away from headquarters	28	145	173	16
Total	212	507	719*	29

** Includes 75 Associate Personnel and Temporary Support Personnel.*

TABLE 10

DISTRIBUTION OF STAFF BY CATEGORY AND NATIONALITY
(Includes all sources of financing)

Country	December 2002			December 2003		
	Career Service	Non-Career Service	Total	Career Service	Non-Career Service	Total
Antigua and Barbuda	0	3	3	0	3	3
Argentina	15	24	39	13	26	39
Bahamas	0	2	2	0	2	2
Barbados	2	5	7	2	5	7
Belize	0	2	2	0	2	2
Bolivia	10	12	22	10	10	20
Brazil	7	15	22	6	15	21
Canada	0	17	17	0	20	20
Chile	11	12	23	10	13	23
Colombia	16	44	60	12	48	60
Costa Rica	2	11	13	2	8	10
Dominica	0	4	4	0	4	4
Dominican Republic	5	2	7	5	4	9
Ecuador	12	7	19	12	9	21
El Salvador	10	11	21	8	12	20
Grenada	0	7	7	0	7	7
Guatemala	12	8	20	10	8	18
Guyana	0	2	2	0	1	1
Haiti	2	3	5	2	3	5
Honduras	1	4	5	1	2	3
Jamaica	3	3	6	3	5	8
Mexico	7	15	22	7	9	16
Nicaragua	7	4	11	7	36	43
Panama	4	5	9	3	7	10
Paraguay	2	5	7	1	5	6
Peru	25	35	60	21	38	59
Saint Kitts and Nevis	2	2	4	2	2	4
Saint Lucia	1	3	4	1	3	4
Saint Vincent and the Grenadines	1	5	6	1	5	6
Suriname	1	4	5	1	4	5
Trinidad and Tobago	1	14	15	1	15	16
United States	52	101	153	47	122	169
Uruguay	22	16	38	19	21	40
Venezuela	4	24	28	4	27	31
Countries not members of the OAS	1	5	6	1	6	7
TOTAL	238	436	674	212	507	719*

Category	December 2002	December 2003	Change
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			Absolute	%
Professional	404	437	+33	+8
General Services	270	282	+12	+4
TOTAL	674	719*	+45	+7

* Includes 75 Associate Personnel and Temporary Support Personnel.

**APPENDIX E
FINANCIAL SITUATION OF THE OAS**

TABLE 1

**REGULAR FUND / OPERATING AND RESERVE SUBFUNDS
COMBINED STATEMENT COMPARING ASSETS, LIABILITIES AND BALANCES**
(preliminary and unaudited)
(in thousands)

	December 31	
	2003	2002
ASSETS		
Cash and equity in OAS Treasury Fund	17,340	\$ 45,195
Other assets	6,933	6,682
Present value of OAS annuities	4,971	4,971
Investment in Fixed Assets Fund	68,476	45,203
	97,720	\$ 102,051
LIABILITIES AND FUND BALANCES		
Unliquidated obligations	1,881	\$ 3,334
Quotas/Pledges collected in advance	2,257	2,260
Amounts to be chargee to future years appropriations	4,971	4,971
Accounts payable and other liabilities	1,157	2,530
Mortgage liability	24,860	12,995
	35,126	26,090
Fund balances:		
Appropriated for Supplementary Appropriations	-	21,016
Operating Subfund Unappropriated	-	1,384
Reserve Subfund	18,884	22,118
	18,884	44,518
Equity in Fixed Assets	43,710	31,443
	97,720	\$ 102,051

TABLE 2
OPERATING AND RESERVE SUBFUNDS
COMBINED STATEMENT OF CHANGE IN BALANCE OF FUNDS
(in thousands)

	Year ended December 31	
	<u>2003</u>	<u>2002</u>
INCREASES		
Quota/Collections	\$ 69,729	\$ 94,648
Less prompt payment credit	318	226
	<u>69,411</u>	<u>94,422</u>
Contribution for administrative and technical support	1,222	1,266
OAS Treasury Fund income	253	728
Other income, refunds, and deobligations	833	1,663
	<u>71,719</u>	<u>98,079</u>
DECREASES		
Expenditures and obligations pursuant to appropriations:		
General Assembly and Permanent Council	12,655	12,254
Executive Office of the General Secretariat	11,004	11,165
Units and Specialized Offices	12,088	12,221
Inter-American Council for Integral Development (CIDI)	11,330	11,138
Offices Away from Headquarters	5,623	5,341
Activities of the Sub-Secretariat for Legal Affairs	1,946	1,948
Activities of the Sub-Secretariat for Management	11,034	10,456
Common Administrative and Personnel Costs	5,947	6,877
Contributions to other agencies	4,710	4,916
	<u>76,337</u>	<u>76,316</u>
Net increase (decrease) during year	(4,618)	21,763
Extraordinary Transfer to Supplementary Appropriations	(21,016)	-
Balance at beginning of year	44,518	22,755
Fund balances at end of year	<u>\$ 18,884</u>	<u>\$ 44,518</u>

TABLE 3**STATEMENT COMPARING THE FUNDS' ASSETS, LIABILITIES AND BALANCES
(in thousands)**

	December 31	
	2003	2002
ASSETS		
Cash and Equity in OAS Treasury Fund	\$ 49,188	\$ 33,851
Advances to employees and other receivables	-	-
	<u>\$ 49,188</u>	<u>\$ 33,851</u>
LIABILITIES AND FUND BALANCE		
Unliquidated obligations	\$ 8,923	\$ 11,459
Accounts payable and other liabilities	9,229	7,348
Fund balance	31,036	15,044
	<u>\$ 49,188</u>	<u>\$ 33,851</u>

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STATEMENTS OF CHANGES IN FUND BALANCES
(preliminary and una-audited (in thousands))

	December 31	
	2003	2002
Increases		
Contributions	\$ 70,687	\$ 44,711
Contributions for tax reimbursements	12,782	8,777
OAS Mandate Transfers (CPR 831)	11,600	-
Other income and interest	7,664	5,487
	<u>102,733</u>	<u>58,975</u>
Decreases		
Obligations and expenditures	71,801	58,378
Obligations and expenditures (CPR 831)	2,783	-
Transfers	237	13
Return to donors	433	175
Tax reimbursements to employees	11,487	11,521
	<u>86,741</u>	<u>70,087</u>
Net Increase/(decrease) during period	15,992	(11,112)
Fund balance at beginning of period	15,044	26,156
Fund balance at end of period	<u>\$ 31,036</u>	<u>\$ 15,044</u>

APPENDIX F

FELLOWSHIPS

Country	POSTGRADUATE ACADEMIC FELLOWSHIPS JANUARY 1 TO DECEMBER 31, 2003						Total number of extensions	ESTIMATED TOTAL COST
	New fellowships							
	Self- placed	OAS - placed	FB/OAS	Number of fellowships	Other *	Total no. of fellowships		
* On-line master's degree and doctorate studies and master's studies at universities of the Latin American Studies Network								
Antigua and Barbuda	3	3	0	6	0	6	2	167,480.64
Argentina	3	5	1	9	9	18	8	241,795.68
Bahamas	3	0	0	3	0	3	1	87,247.37
Barbados	4	3	0	7	0	7	2	200,827.13
Belize	4	3	1	8	0	8	3	155,458.93
Bolivia	3	3	1	7	5	12	6	222,194.33
Brazil	5	3	1	9	0	9	5	241,608.30
Canada	4	0	1	5	0	5	3	7,362.96
Chile	4	2	1	7	8	15	6	156,899.93
Colombia	3	3	1	7	9	16	5	205,564.78
Costa Rica	3	3	0	6	6	12	5	210,709.66
Dominica	3	3	0	6	0	6	4	154,195.12
Dominican Republic	5	2	1	8	2	10	3	110,128.57
Ecuador	5	3	1	9	6	15	6	157,804.00
El Salvador	3	3	1	7	3	10	6	167,402.56
Grenada	3	2	0	5	0	5	3	132,691.49
Guatemala	6	3	1	10	2	12	3	176,578.79
Guyana	3	3	1	7	0	7	-	120,287.19
Haiti	4	3	1	8	1	9	8	166,897.96
Honduras	4	4	0	8	6	14	6	213,356.16
Jamaica	3	3	1	7	0	7	5	159,408.13
Mexico	4	4	1	9	5	14	3	149,530.92
Nicaragua	4	3	1	8	7	15	4	186,743.88
Panama	5	3	1	9	4	13	7	237,751.98
Paraguay	3	5	1	9	6	15	3	211,552.75
Peru	6	3	1	10	6	16	8	184,180.46
Saint Kitts and Nevis	3	0	0	3	0	3	3	91,506.22
Saint Lucia	3	3	1	7	0	7	-	129,520.85
Saint Vincent and the Grenadines	3	3	0	6	0	6	1	108,466.82
Suriname	3	2	0	5	0	5	2	91,330.09
Trinidad and Tobago	3	3	1	7	0	7	2	122,799.55
United States	5	2	0	7	0	7	2	132,936.01
Uruguay	5	3	1	9	3	12	6	245,999.34
Venezuela	3	4	1	8	3	11	1	153,631.03
TOTAL	128	95	23	246	91	337	132	5,541,849.58

UNDERGRADUATE ACADEMIC FELLOWSHIPS

JANUARY 1 TO DECEMBER 31, 2003

Country			Number of Fellowships	ESTIMATE D COST
	Regular	Extension		
Antigua and Barbuda	2	2	4	44,609.0
Bahamas	2	2	4	60,519.0
Barbados	2	1	3	43,113.0
Belize	2	3	5	45,427.0
Dominica	2	3	5	61,021.0
Grenada	2	3	5	54,595.0
Guyana	2	3	5	52,124.0
Jamaica	2	1	3	42,997.0
Saint Kitts and Nevis	2	1	3	27,900.0
Saint Lucia	2	0	2	22,450.0
Saint Vincent and the Grenadines	2	2	4	29,013.0
Suriname	1	0	1	13,882.0
Trinidad and Tobago	2	3	5	24,097.0
TOTAL	25	24	49	521,747.0

**PROFESSIONAL DEVELOPMENT FELLOWSHIPS
JANUARY 1 TO DECEMBER 31, 2003**

Country	PEC		CHBA		CEAT		Number of Fellowships	ESTIMATED COST
	On-site	E-Fellowships	On-site	E-Fellowships	On-site	E-Fellowships		
Antigua and Barbuda	0	0	6	0	1	1	8	37,556
Argentina	7	0	22	8	4	11	52	90,600
Bahamas	0	0	2	0	0	0	2	4,800
Barbados	4	0	6	0	0	9	19	29,400
Belize	0	0	7	0	0	0	7	16,800
Bolivia	3	0	6	6	4	8	27	39,600
Brazil	0	0	14	0	1	14	29	63,678
Canada	0	0	1	0	0	0	1	2,400
Chile	5	0	11	0	2	2	20	63,678
Colombia	6	0	19	6	3	14	48	99,328
Costa Rica	5	0	19	4	1	3	32	64,200
Dominica	0	0	4	0	0	1	5	10,200
Dominican Republic	2	0	15	0	2	3	22	47,400
Ecuador	1	0	8	2	5	14	30	43,200
El Salvador	2	0	18	0	0	11	31	54,600
Grenada	0	0	1	0	0	2	3	3,600
Guatemala	6	0	16	2	0	2	26	55,200
Guyana	2	0	1	0	0	3	6	9,000
Haiti	0	0	2	1	0	0	3	5,400
Honduras	3	0	14	0	1	11	29	49,800
Jamaica	0	0	11	0	0	4	15	28,800
Mexico	6	0	14	0	2	6	28	56,400
Nicaragua	2	0	15	0	2	12	31	74,999
Panama	1	0	14	0	2	5	22	63,078
Paraguay	1	0	9	0	0	11	21	30,600
Peru	5	0	25	8	4	4	46	88,800
St. Kitts and Nevis	0	0	1	0	0	0	1	3,900
Saint Lucia	0	0	3	0	0	0	3	7,200
St. Vincent and the Grenadines	0	0	5	0	0	0	5	12,000
Suriname	0	0	7	0	0	3	10	18,600
Trinidad and Tobago	0	0	3	0	0	1	4	7,800
United States	0	0	2	0	0	0	2	9,000
Uruguay	3	0	13	25	0	8	49	58,200
Venezuela	1	0	10	0	0	12	23	33,600
Totals	65	0	324	62	34	175	660	1,283,417

FELLOWSHIPS PROVIDED THROUGH THE EDUCATIONAL PORTAL

PARTICIPANTS BY COUNTRY IN 2003																
COUNTRY	A1	A2	A3	A4	A5	A6	A7	A8	A9	A10	A11	A12	A13	A14	A15	TOTAL
Antigua and Barbuda										1		2	1		1	5
Argentina	3	220	93				3	40	22		5	6	5			397
Bahamas										1		4	1		1	7
Barbados										1		1	1			3
Belize										1			1		2	4
Bolivia		4	4					8	50		1	6	5			78
Brazil	8			80	60	334		4	1		2	21	12			522
Canada								2				27	4			33
Chile		1					1	9	12		2	5	4			34
Colombia	1	13	1				2	15	11		7	9	8	1		68
Costa Rica	4	12						4	14		4	5	4			47
Cuba																0
Dominica															2	2
Ecuador		1					1	10	86			4	1			103
El Salvador								3			1	2	1			7
United States			1				2	9			5	29	1			47
Grenada										1		1			1	3
Guatemala								8	8		1	2	3			22
Guyana										1					1	2
Haiti												5	1			6
Honduras		1						1			1	2	3			8
Jamaica										1		1	1		1	4
Mexico	1	4						10			4	2	6			27
Nicaragua								3			1	3	2			9
Panama								5	7		1	4				17
Paraguay								3	72		1	2	2			80
Peru	3	13	178					34	28		3	19	5	720		1003
Dominican Rep.								17	125		2	5	3			152
Saint Lucia										1		1	1		1	4
Saint Vincent										1		1	2		1	5
St Kitts & Nevis										1		1			1	3
Suriname										1						1
Trinidad and Tobago										1		3			4	8
Uruguay		3	2					1	4			5	4			19
Venezuela		7						8	24		4	7	6	57		113
Other								7								7
TOTAL	20	279	279	80	60	334	9	201	464	12	45	185	88	778	16	2850

ACTIVITIES	
A1	Onsite training workshop for instructors for the Quality in Basic Education Course
A2	Quality in Basic Education Course
A3	Quality in Basic Education Course
A4	Training of Instructors for the Quality in Basic Education Course
A5	Workshop on the Quality in Basic Education Course
A6	Quality in Basic Education Course
A7	Training course for Instructors in the E-Government Course
A8	Basic concepts for formulating e-government strategies
A9	Program for Updating Teaching Skills
A10	Latin American Initiative for Understanding and Development (Latitud, Project Zero)
A11	Latin American Initiative for Understanding and Development (Latitud, Project Zero)
A12	Virtual Educa Seminar 1
A13	Virtual Educa Seminar 2
A14	Program for Updating Teaching Skills
A15	Learning Together: Workshop for the Caribbean Educational Sector on the OAS Horizontal Coop. Pr.

APPENDIX G

**CONTRIBUTIONS FROM THE PERMANENT OBSERVERS
(January 1 to December 31, 2003)**

Country	Contributions in Cash (US\$)	Chief Contributions in Kind	Total Contribution
Germany	\$23,720 – Office of Science and Technology – Inter-American Metrology System (SIM) and Inter-American Accreditation Cooperation (IAAC) \$11,149 – UPD – Seminar on Political Dialogue for Member States of the Andean Region Total: \$34,869		\$34,869
Korea	\$25,000 – UPD Support for Regional Councilors and Cooperation Systems \$20,000 – Office of the SGA – Peace Fund, Belize/Guatemala Subfund Total: \$45,000	\$100,000 – Computers and technical equipment for OAS Special Mission in Haiti \$63,346 – IACD - Fellowships and Training Program Total: \$163,346	\$208,346
Denmark	\$4,000 – IACHR – funding for a visit of the Special Rapporteur for Freedom of Expression to Honduras \$138,777 – IACHR – Continuation in 2001-2003 of the project to strengthen the inter-American system for defending the human rights of ethnic minorities and other groups at risk from conflicts in Central America Total: \$142,777		\$142,777
Spain	\$99,194 – UPD – Inter-American Forum on Political Parties \$195,624 – UPD – Demining Program \$222,700 – CICAD – Decentralizing national anti-drug policies in Andean countries \$227,148 – IACHR – Financial support for the Commission in bringing cases before the I-A Court of Human Rights \$155,829 – Office of the SGA- Peace Fund - Belize/Guatemala Subfund Total: \$900,495	\$157,482 – IACD – Fellowships program \$81,000 – CICAD – Various activities Total: \$238,482	\$1,138,977

Country	Contributions in Cash (US\$)	Chief Contributions in Kind	Total Contribution
Finland	\$98,648 – Summits Secretariat – American Declaration on the Rights of Indigenous Peoples Total: \$98,648		\$98,648
France	\$138,888 – USDE – Mainstreaming Adaptation to Climate Change \$350,683 – Office of the SGA – Special OAS Mission in Haiti Total: \$489,571	\$3,760 – International Law Department – Professor for the international law course in Rio de Janeiro, Brazil \$99,600 – CICAD – Technical and professional assistance Total: \$103,360	\$592,931
Greece	\$20,000 – OER – Series of Conferences on the Special Summit of the Americas Total: \$20,000		\$20,000
Israel		\$11,465 – IACD – Fellowship program Total: \$11,465	\$11,465
Italy	\$380,330 – UPD – Demining program Total: \$380,330		\$380,330
Japan	\$89,960 – UPD: Electoral Observer Mission in Guatemala \$17,000 – UPD: Demining Program \$85,840 – CICAD: Demand reduction/Nursing school Total: US\$192,800		\$192,800
Norway	\$433,860 – UPD – Support for the Supreme Electoral Tribunal of Guatemala/2003 Elections \$ 69,371 –UPD –Electoral Observer Mission to Guatemala 2003 \$546,443 – UPD – Political management in Guatemala \$670,558 – UPD – Demining program \$146,256 – Office of the SGA – Special Mission in Haiti Total: \$1,866,488		\$1,866,488
Netherlands	\$429,594 – UPD – Support for the Supreme Electoral Tribunal of Guatemala – 2003 Elections \$100,000 – UPD – Electoral Observer Mission to Guatemala 2003		

Country	Contributions in Cash (US\$)	Chief Contributions in Kind	Total Contribution
	\$5,436 - UPD \$151,262 – UPD – Political management in Guatemala \$25,005 – USDE Total: \$711,297		\$711,297
United Kingdom	\$50,000 – UPD – Support for regional councilors and cooperation systems \$18,000 – UPD – Seminar on policy dialogue for member states of the Andean region (Peru) \$24,123 – UPD – Electoral Observer Mission to Guatemala 2003 \$308,042 – UPD – Demining program \$158,210 – CICAD – Aerial fumigation project/Colombia \$236,325 – Office of the SGA - Peace Fund- Belize/Guatemala Subfund Total: \$794,700		\$794,700
Holy See	\$5,000 – Office of the SGA – Special Mission in Haiti \$5,000 – Office of the SGA – Peace Fund – Belize/Guatemala Subfund Total: \$10,000		\$10,000
Sweden	\$500,647 – UPD – Support for the electoral system in Honduras \$356,204 – UPD – Support for the Supreme Electoral Tribunal of Guatemala 2003 elections \$1,269,850 – UPD – Special programs in support of governance in Nicaragua \$43,931 – UPD – Outlook and status of political parties in Central America \$1,289,131 – UPD – Demining program \$92,589 – IACHR – Support for the Office of the Special Rapporteur on Freedom of Expression \$126,753 – Office of the SGA – Special Mission in Haiti \$114,583 – Office of the SGA – Peace Fund – Belize/Guatemala Subfund Total: \$3,793,688		\$3,793,688

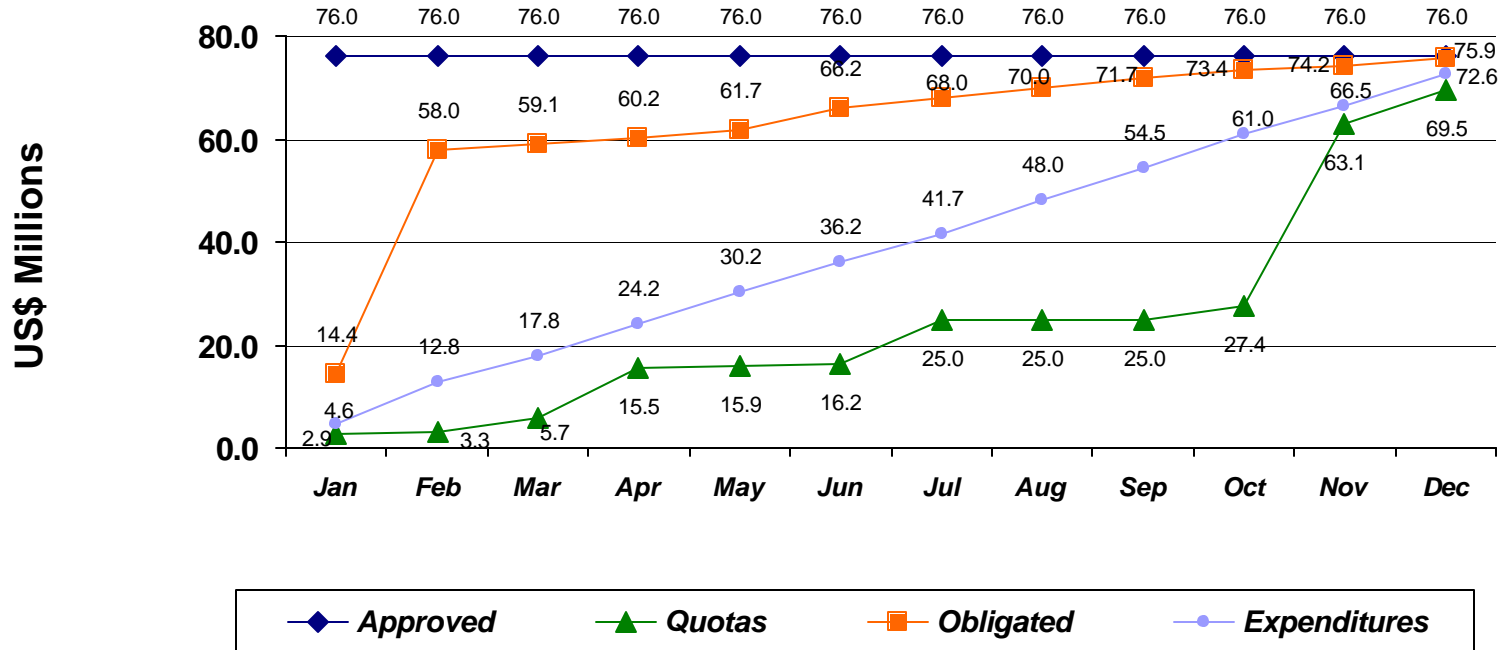
Country	Contributions in Cash (US\$)	Chief Contributions in Kind	Total Contribution
Switzerland	\$53,895 – UPD – Support for the Supreme Electoral Tribunal of Guatemala 2003 Elections \$19,925 – UPD – Electoral Observer Mission to Guatemala 2003 \$24,980 – Office of the SGA – Special Mission in Haiti Total: \$98,800		\$98,800
Turkey	\$3,000 – USDE- Reducing the vulnerability of the education sector \$3,200 – Americas Magazine \$3,000 – CICAD - Strengthening public health schools-Distance Education Program \$3,000 – Young Americas Business Trust Total: \$12,200		\$12,200

European Union	\$618,275 – UPD – Strengthening democracy in Venezuela \$1,128,600 – UPD – Demining program \$641,160 – Office of the SGA - Special Mission in Haiti \$146,246 – CICAD – Training program Total: \$2,534,281		\$2,534,281
Total	\$12,125,944	\$516,653	\$12,642,597

APPENDIX H

PROGRAM-BUDGET: LEVELS OF EXECUTION

**2002 Regular Fund
Budgetary Execution Report and Quotas collected
from January to December**



2003 Regular Fund Budgetary Execution Report and Quotas collected from January to December

