

MAIN PROGRAM 10

Global Intellectual Property Issues

10.1 Genetic Resources, Traditional Knowledge and Folklore

10.2 Small and Medium-Sized Enterprises (SMEs) and Intellectual Property

10.3 Electronic Commerce and Intellectual Property

10.4 Intellectual Property Enforcement Issues and Strategies

Summary

154. Intellectual property issues of global significance were first formally introduced in the WIPO Program and Budget in the 1998-1999 biennium and have been growing in scope and importance ever since. More global issues, especially direct offshoots of the rapidly expanding information and communication sectors continue to raise new policy questions in the field of intellectual property. With the improved international awareness of the potential economic influence of intellectual property policies and practices, the application of contemporary intellectual property protection regimes in business, R&D, financial administration, knowledge management and other new, innovative and creative economic activities has grown significantly.

155. WIPO seeks to address this fast-expanding area under its Program and Budget in the 2002-2003 biennium by consolidating all global intellectual property issues under one framework – a comprehensive special program (Main Program 10) dedicated to the exploration and promotion of new intellectual property concepts, strategies and issues.

156. Main Program 10 will cover four areas, namely: (i) genetic resources, traditional knowledge and folklore; (ii) small and medium-sized enterprises (SMEs) and intellectual property; (iii) electronic commerce and intellectual property; and (iv) intellectual property enforcement issues and strategy. Member States indicated the need for WIPO's special attention and holistic approach to issues in those four areas at the meetings of the General Assembly and during WIPO advisory or consultative meetings. Indeed, the issues involved have a global policy perspective, particularly in respect of the desire for stronger international cooperation and collaboration to protect and enforce intellectual property rights. They have new and far-reaching implications on the existing intellectual property framework and practices of many Member States of WIPO, and they share many common questions of practical value. These questions include, for instance, the need for clear and more

precise definition of the concepts involved, identification of what may be considered as “best practice,” and understanding the nature of their impact on intellectual property regimes and policies, including its ramifications on economic and other policies such as trade, cultural development, environment, science and technology, employment, and enterprise competitiveness. Moreover, the efforts of the International Bureau towards demystification of the role of intellectual property in relation to those global issues could benefit from a more coordinated and comprehensive approach under one program framework.

157. Activities in this regard will concentrate on continuing and concluding the work initiated in the 2000-2001 biennium, especially in the area of traditional knowledge and folklore in the framework of the newly-created WIPO Inter-Governmental Committee on Genetic Resources, Traditional Knowledge and Folklore. The new SME program focus, recently approved by the Assemblies, will seek to promote the modern use of patents, trademarks, designs, copyright and related rights, as well as traditional knowledge, folklore and genetic resources, for enhancing SME competitiveness in developed and developing countries and countries in economic transition. From the global business perspective, a focus on the global policy issues rooted in the fundamental territorial nature of intellectual property *vis-à-vis* its protection in electronic commerce, and its downstream implications on the wide use of electronic commerce by the business sector, will be undertaken in light of the borderless nature of cyberspace. Similarly, the effective enforcement of intellectual property in this century needs the reinforcement of cooperation between national and regional competent enforcement authorities, as they are faced with common challenges such as the expertise, speed and efficiency to deal with ever-growing infringement of intellectual property rights, more sophisticated and worldwide counterfeiting and piracy, including those in cyber space. In all of the foregoing areas, bearing in mind different types and nature of intellectual property involved (such as patents, copyright, trademarks and designs), effective strategies and more coherent approaches to the issues will be explored in consultation with Member States and, where appropriate, relevant stakeholders.

Sub-Program 10.1

Genetic Resources, Traditional Knowledge and Folklore

Objectives:

- ◆ To service discussions between Member States concerning intellectual property and genetic resources, traditional knowledge and folklore in the Intergovernmental Committee established for this purpose.
- ◆ To provide technical assistance and information to Member States, custodians of genetic resources, holders of traditional knowledge and folklore, and other stakeholders, on intellectual property and genetic resources, traditional knowledge and folklore.
- ◆ To promote the understanding of the intellectual property system in order for addressing questions concerning intellectual property and genetic resources, traditional knowledge and folklore.
- ◆ To enhance understanding of the role of intellectual property in the preservation, conservation and dissemination of biological diversity and in related questions concerning biotechnological inventions.

Background

158. Recent years have witnessed a resurgent interest in tradition-based innovations and creations, giving rise to complex legal, ethical, economic and social questions concerning the appropriate protection of traditional knowledge and folklore, and any benefits derived therefrom. Genetic resources, traditional knowledge and folklore constitute a set of global issues that were introduced in the 1998-1999 biennium Program and Budget of WIPO.

159. The relationship between intellectual property and economic, social and cultural rights, and human rights in general, attracted increased attention during the 2000-2001 biennium, including within the Human Rights Commission of the United Nations. Further information on and exploration of this relationship is necessary in order for the intellectual property community to participate effectively in discussions concerning intellectual property and human rights.

160. Interfaces between competition law and policy and intellectual property law and policy rise to the fore in a variety of cases, in both copyright and related rights and in industrial property areas. A systematic and cross-cutting exploration of this question is likewise necessary.

161. At the WIPO General Assembly held in September 2000, the Member States of WIPO established an Intergovernmental Committee on Intellectual Property and Genetic Resources, Traditional Knowledge and Folklore (IGC) to facilitate further

discussions between Member States on those issues. This sub-program will provide support for the IGC in relation to their deliberations on two areas, namely, intellectual property and traditional knowledge and folklore, and intellectual property and access to and benefit-sharing in respect of biotechnology, biodiversity and genetic resources. In addition to the provision of technical assistance and information to Member States, custodians of genetic resources, holders of traditional knowledge and folklore, other stakeholders, and the concerned units of the Secretariat, certain issues relating to the role of intellectual property in the preservation, conservation and dissemination of biological diversity and in related questions concerning the legal protection of biotechnological inventions not covered by the IGC will be addressed.

<u>Expected Results</u>	<u>Performance Indicators</u>
1. Improved international understanding on the protection of traditional knowledge and folklore through intellectual property.	<ul style="list-style-type: none"> ❑ Feedback and reports on sessions of the IGC. ❑ Feedback and reports of missions, meetings and workshops to promote understanding and use of intellectual property by holders of traditional knowledge and folklore and other stakeholders.
2. Improved international understanding on the role of intellectual property in relation to biotechnology, biodiversity and genetic resources.	<ul style="list-style-type: none"> ❑ Feedback and reports on sessions of the IGC. ❑ Feedback and reports of missions, meetings and workshops to enhance understanding of the role of intellectual property in the preservation, conservation and dissemination of biological diversity and in related questions concerning biotechnological inventions.
<p>3. Identification of emerging intellectual property issues relevant to the relationship between intellectual property and development.</p> <p>4. Better understanding of the practical relevance of intellectual property to issues such as economic, social and cultural rights and competition law and policy.</p>	<ul style="list-style-type: none"> ❑ Feedback and reports on missions, meetings, and workshops.

Activities

- ◆ Convening and supporting four meetings of the IGC (two in each year of the biennium), any Working Groups set up by this Committee, and regional consultation meetings, in Geneva, for developing countries and for certain countries in economic transition, immediately preceding sessions of the IGC, in relation to intellectual property, traditional knowledge and folklore.
- ◆ Upon request, provision of technical assistance and information to Member States, holders of traditional knowledge and folklore, and other stakeholders, in relation to intellectual property, traditional knowledge and folklore, intellectual property and genetic resources including by way of national and sub-regional information and training workshops.
- ◆ Development of practical mechanisms for the integration of traditional knowledge into searchable prior art, including through commissioning and publishing a written study.
- ◆ The provision of technical intellectual property assistance and information to other organizations, United Nations bodies, fora and parties dealing with questions concerning the protection of traditional knowledge and folklore, such as, the Ad Hoc Open-Ended Inter-Sessional Working Group established in respect of Article 8(j) of the Convention on Biological Diversity (the CBD), the World Conservation Union (IUCN), the United Nations Conference on Trade and Development (UNCTAD), the United Nations Environment Program (UNEP), the United Nations Educational, Social and Cultural Organization (UNESCO), the United Nations Human Rights Commission, the Working Group on Indigenous Populations, the World Trade Organization (WTO), and the World Bank, through the provision of written materials and participation in relevant conferences, meetings and seminars.
- ◆ Undertaking of certain activities proposed by the WIPO Working Group on Biotechnology in November 1999 (see document WIPO/BIO/WG/99/1), to the extent that these issues are not addressed by the IGC.
- ◆ The undertaking of studies on relevant issues concerning intellectual property and biotechnology, biodiversity and genetic resources, particularly on the intellectual property aspects of human genetic resources.
- ◆ Organization of an information meeting on the relationship between intellectual property and economic, social and cultural rights and the publication of the papers presented at the meeting.
- ◆ Convening a meeting of experts on the relationship between intellectual property and competition law and policy; commissioning of a study or studies by external experts, to be discussed at the meeting.

Sub-program 10.2

Small and Medium-Sized Enterprises (SMEs) and Intellectual Property

Objective:

- ◆ To strengthen the capacity of governmental, private and civil society institutions worldwide to formulate and implement policies and strategies for meeting the intellectual property needs and concerns of SMEs.

Background

162. At the last meeting of the General Assembly, the Member States approved the proposal of the Director General for a substantial new program of activities to be included in the draft Program and Budget for this biennium with a view to focusing on the intellectual property-related needs and concerns of SMEs¹ worldwide with a view to enhancing the competitiveness of SMEs in the marketplace. Taking into account the inputs provided by the Member States and the Plan of Action adopted at the Forum on Intellectual Property and SMEs that was held in February 2001 in Milan, the proposed strategy of this sub-program is as follows:

163. Firstly, WIPO, while aiming to find practical solutions pertaining to intellectual property-related needs and concerns of SMEs worldwide, will especially target research-based, export-oriented and electronic commerce-driven SMEs, as they are likely to benefit the most from active use and effective strategic management of intellectual property assets.

164. Secondly, WIPO will follow a nationally-focused customized approach to encourage the governments of Member States to adopt a holistic approach to the needs and concerns of SMEs. This will be based on knowledge available in WIPO and the Member States that would be made available, *inter alia*, by collection, collation, and dissemination of best practices concerning the integration of intellectual property aspects into other related policies that directly influence SMEs viability. WIPO will also encourage the national SMEs sector concerned, through appropriate mechanisms and intermediaries, to rely primarily on local governments and support organizations, and, therefore, will focus its own efforts to support the training of key functionaries of such SMEs financing or support institutions at the local level to enable them to act as intellectual property facilitators/advisors.

165. Thirdly, WIPO will strive for increased and improved networking amongst relevant international, national, and local levels institutions and the intellectual

¹ SMEs as used in this sub-program refers to all small and medium-sized enterprises, including micro-enterprises; different definition of SMEs in Member States will be respected in the implementation of program activities.

property community so as to promote synergy and cooperation amongst SME support institutions, including non-governmental organizations, relevant Ministries and other agencies. WIPO will encourage the development of dynamic linkages amongst universities, research and development institutions, financing and venture capital institutions, intellectual property offices and SMEs with a view to:

- promoting local, national and international initiatives, such as business and technology incubators for potential spin-offs from university-based research projects;
- responding to technology and/or marketing problems faced by SMEs; and
- franchising/licensing arrangements for commercialization of new, original, innovative and creative products and services.

166. Fourthly, WIPO will adopt a multi-pronged strategy to address the knowledge and information gaps on intellectual property amongst SMEs worldwide, taking full advantage of the Internet. This strategy will focus on success stories concerning use of the intellectual property system by SMEs. WIPO will develop a Web-based worldwide intellectual property network for SMEs through an interactive Web site that could provide a discussion forum based guidance and support to SMEs concerning acquisition, maintenance, use, and enforcement of intellectual property rights.

167. Finally, WIPO will join hands with other agencies in the United Nations System of organizations and other relevant organizations for the implementation of activities.

<u>Expected Result</u>	<u>Performance Indicators</u>
Strengthened capacity of Governments and SMEs support institutions to provide intellectual property-related services to SMEs.	<ul style="list-style-type: none"> ❑ Level and nature of assistance provided in response to requests by governmental, private and civil society institutions worldwide. ❑ Number and quality of publications, including teaching and training modules for distance learning, produced or contributed to.

Activities

- ◆ Contribute to conferences, seminars, meetings, fairs, exhibitions, workshops, *inter alia*, on the role of the intellectual property system in enhancing the competitiveness of SMEs, improving the ability of SMEs to acquire and/or transfer intellectual property assets, use patent information, commercialize research results of publicly funded R&D through spin-offs and startups, and management of intellectual property assets.
- ◆ Provide expert advice through an SME-intellectual property virtual network with an interactive website and, where appropriate, in face-to-face discussions, to assist governmental, private and civil society institutions, including intellectual property offices and chambers of commerce and industry, in relation to awareness, advocacy, teaching, training, information and advisory services concerning intellectual property needs and concerns of SMEs.
- ◆ Collect, collate, assess and disseminate SME-related best practices on intellectual property policies, strategies, mechanisms, programs and activities implemented worldwide in the form of brochures and information accessible via the Internet.
- ◆ Contribute to the preparation of distance learning programs or modules for use in university degree or certificate programs on innovation, entrepreneurship, small business, technology transfer, engineering and management, for relevant functionaries of SME financing and support institutions and for use of owners, managers and other employees of SMEs worldwide.

Sub-program 10.3

Electronic Commerce and Intellectual Property

Objectives:

- ◆ To define the emerging issues and relevant responses arising out of the impact of electronic commerce and the digital economy on intellectual property and to promote awareness of those issues and responses on the part of the Member States, industry, practitioners and the general public.
- ◆ To enhance the effectiveness of protection of intellectual property on the Internet, in particular, in its role of promoting a stable and trusted environment for electronic commerce.
- ◆ To develop and implement projects providing frameworks for the protection of intellectual property rights in the digital environment.
- ◆ To coordinate WIPO's program of work in relation to electronic commerce issues, so that WIPO can continue to play a leading role in the review and modification of existing rules, and the establishment of new rules, governing the use of intellectual property in electronic commerce.

Background

168. Electronic Commerce and Intellectual Property was first introduced as a sub-program of Main Program 03 in the WIPO Program and Budget during the 2000-2001 biennium. While certain issues related to electronic commerce were at that time, and still are, addressed by several other Main Programs (including 09, 10, 11 and 12), a more focused and coordinated treatment of the subject was established, particularly in view of the Internet's impact on the intellectual property system and the nature of the responses that this would require from WIPO.

169. During the period covered by the Program and Budget for the 2000-2001 biennium, several significant developments have occurred affecting the relationship between intellectual property and the digital environment. First, the intellectual property community has increasingly embraced electronic commerce as a commercial channel of prime importance for trade in products and services. This trend continues as new technologies become available for the secure delivery of content on-line and understanding improves concerning the relevant commercial and legal (including intellectual property) dimensions of such commerce. Secondly, there is a growing awareness of the key contribution to be made by intellectual property in promoting a stable and trusted environment for electronic commerce. WIPO, in this respect, has conducted a series of regional seminars around the world to discuss the emerging issues and to address, in particular, the potential and the challenges of electronic commerce for developing countries. Thirdly, new legal infrastructures for the effective protection of intellectual property in the networked environment have begun to emerge, most notably the entry into effect of the Uniform Domain Name Dispute Resolution Policy of the Internet Corporation for Assigned Names and Numbers (see Main Program 11- Arbitration and Mediation Center). By all indications, these trends are expected to expand and strengthen during the 2002-2003 biennium.

170. Over the last several years, WIPO's Member States have taken a number of steps to advance the Organization's activities in respect of electronic commerce, all of which have set the stage for the work program in this area for the 2000-2003 biennium. These measures include the conclusion of the WCT and the WPPT in December 1996, providing the earliest elements of WIPO's work program in the area of electronic commerce and, at the meeting of the General Assembly in September 1999, the approval of the WIPO Digital Agenda, the request for WIPO's provision of training and assistance to developing countries in the area of electronic commerce and intellectual property, and the endorsement of WIPO's Internet Domain Name Process.

171. While these developments permit the identification of activities to be undertaken by WIPO during the 2002-2003 biennium, it remains clear that the rapid commercial and technological advances of electronic commerce and their impact on the intellectual property system over the next years are difficult to foresee. As stated in the previous Program and Budget for the 2000-2001 biennium, the demands on the Organization that may arise in the next several years as a result of the continuing growth, evolution and increasing importance of electronic commerce are difficult to predict, and flexibility in response will, therefore, be required.

<u>Expected Results</u>	<u>Performance Indicators</u>
1. WIPO leadership and coordination with other international and national governmental or non-governmental institutions concerning the protection of intellectual property rights in relation to electronic commerce.	<ul style="list-style-type: none"> ❑ Reference to WIPO's work in work programs and reports of such institutions and adoption of any WIPO recommendations.
2. Enhanced intellectual property protection in the generic top-level domains of the domain name system (DNS), including foreign character domain names, through collaboration with the WIPO Arbitration and Mediation Center.	<ul style="list-style-type: none"> ❑ Implementation by domain name registration authorities of the recommendations contained in the Report of the First WIPO Internet Domain Name Process, in relation to new generic top-level domains and foreign character domain name systems. ❑ Implementation by authorities of the recommendations contained in the Report of the Second Internet Domain Name Process in relation to generic top-level domains. ❑ Number, nature and relevance of contacts with domain name authorities seeking advice from WIPO.
3. Enhanced intellectual property protection in the country-code top-level domains of the DNS.	<ul style="list-style-type: none"> ❑ Number, nature and relevance of contacts with country-code domain name authorities seeking advice from WIPO. ❑ Retention by administrators of country-code top-level domains of the WIPO Mediation and Arbitration Center as dispute resolution service provider.
4. Establishment of cooperation with relevant authorities and projects for the development of rights management structures and systems for the on-line exploitation of cultural heritage materials within the intellectual property framework.	<ul style="list-style-type: none"> ❑ Participation in and contributions to projects aimed at the development of interoperable rights management systems and systems permitting the on-line exploitation of cultural heritage materials. ❑ Number, nature and relevance of contacts with authorities and projects developing such rights management systems.
5. Increased understanding of the relevance and role of intellectual property in the global networked environment of electronic commerce.	<ul style="list-style-type: none"> ❑ Number of conferences, seminars and meetings and level of participation therein. ❑ Web site visits and downloading, or requests for paper versions, of published reports and papers.

Activities

- ◆ Continuing coordination of the development and implementation of a prioritized work program for WIPO in relation to electronic commerce and intellectual property issues by:
 - cooperating with other international and national governmental or non-governmental institutions concerning the protection of intellectual property rights in electronic commerce;
 - maintaining the WIPO Electronic Commerce web site;
 - publishing the WIPO E-commerce Updates;
 - providing quality and timely advice on matters concerning electronic commerce and intellectual property, including responding to various inquiries for information and assistance.
- ◆ Collaboration with other WIPO units, in particular with the WIPO Mediation and Arbitration Center, on the enhancement of the Internet domain name dispute resolution systems, including the generic top-level domains and the country-code top-level domains, in the context of strengthening the protection of intellectual property in electronic commerce by:
 - continuing the review and development of appropriate policies, rules and procedures for the protection of intellectual property in the Internet domain name system and, in particular for the resolution of related disputes;
 - working with domain name system authorities to implement the recommendations of the First and Second WIPO Internet Domain Name Processes, in particular, for all existing and new generic top-level domains.
 - providing intellectual property advice and assistance to administrators of country-code top-level domains:
- ◆ Continuation of work for the assessment and implementation of projects providing frameworks for protection of intellectual property in the digital environment by:
 - participating in projects aimed at developing interoperable and on-line rights management systems, systems facilitating the secure on-line exploitation of cultural heritage materials, and monitoring, in particular, developments in the area of metadata for intellectual property;
 - cooperating with private sector entities and representatives concerning the above initiatives;
 - participating in meetings and conferences, and drafting relevant analyses and reports concerning the above initiatives.

- ◆ Increasing the understanding of the role of intellectual property in electronic commerce by:
 - organizing international, regional and local conferences, seminars and meetings to increase understanding and facilitate training in respect of issues arising out of the impact of electronic commerce on the intellectual property system – taking into account the particular needs and concerns of developing countries;
 - contributing papers, making presentations and participating in conferences on electronic commerce and intellectual property to discuss WIPO's activities and policy;
 - updating and publishing a second edition of the primer on electronic commerce and intellectual property.

Sub-program 10.4

Intellectual Property Enforcement Issues and Strategies

Objectives:

- ◆ To assist Member States in identifying needs and suggested solutions concerning the enforcement of all intellectual property rights.
- ◆ To contribute toward increased communication and networking between Member States and between intellectual property agencies and enforcement agencies in each Member State.

Background

172. There has been increased attention on the need to effectively enforce rights obtained for the protection of intellectual property, in order to make those rights have meaningful value. In an increasingly global economy, effective enforcement in each country requires a coordinated international approach. During the 2000-2001 biennium, the Member States, in the context of the former Advisory Committee on Enforcement of Industrial Property Rights, initiated an approach to enforcement that is new and unique. That approach is for the Member States to focus collectively on the real challenges that they all face in implementing practical procedures for enforcing rights, and to investigate best practices and procedures that could be used to

effectively enforce intellectual property rights while keeping the time and cost burden on administrative infrastructures to a minimum. The Member States have also, in the same context, initiated a forum for collectively enhancing communication, among Member States and between intellectual property and enforcement agencies within Member States, to increase cooperation for effective enforcement. This cooperation includes the identification, by the Member States, of their existing requirements and needs for training and development of enforcement strategies, as well as their identification of existing resources for meeting those needs, although this sub-program would not itself provide for training and cooperation programs or events. Similar activities were foreseen for the former Advisory Committee on Management and Enforcement of Copyright and Related Rights in Global Information Networks.

<u>Expected Results</u>	<u>Performance Indicators</u>
1. Greater recognition and awareness among Member States and other concerned parties of the importance of appropriate measures to protect and enforce intellectual property rights, and of identifying less burdensome, cost-effective procedures for enforcement.	<input type="checkbox"/> Number and nature of studies and surveys prepared concerning the enforcement of intellectual property rights.
2. Improved communication and cooperation among Member States, and among intellectual property and enforcement agencies within Member States.	<input type="checkbox"/> Feedback and report of missions, meetings and workshops to promote the enforcement of the intellectual property rights.

Activities

- ◆ Executing the directives of the former Advisory Committee on Enforcement of Industrial Property Rights in the broader context of all intellectual property rights, including, *inter alia*, assisting the Member States in:
 - identifying the challenges in enforcement of intellectual property in all Member States (industrialized countries, developing countries and countries in economic transition), including questions related to *ex officio* enforcement procedures;
 - identifying best practices for enforcement of intellectual property in Member States, including practices that are effective, while being at the same time less costly and time-consuming;
 - identifying existing requirements and needs for training and development of enforcement strategies for intellectual property in Member States;

- identifying external resources for training and cooperation in enforcement of intellectual property, such as private sector resources and other multilateral and regional organizations; and
 - identifying additional issues and/or initiating additional activities as the need arises and available resources allow.
- ◆ Preparation of additional studies and surveys on important issues relating to the enforcement of intellectual property rights, where appropriate with the help of consultants.
 - ◆ Cooperation and coordination with multilateral and regional organizations in order to share expertise and experiences, as appropriate.
 - ◆ Promotion of the understanding of the international principles relating to the enforcement of intellectual property rights, including correspondence, attendance at seminars, advising national governments, preparation and provision of advice concerning WIPO documents and publications, and following the activities of the WTO.
 - ◆ Contribution to the preparation of a *Guide on International Treaty Provisions concerning Industrial Property Protection* and a *Guide to International Treaty Provisions on Copyright and Related Rights* as far as the enforcement of intellectual property rights is concerned.

The activities in this sub-program will be carried out in close coordination with activities under other main programs, in particular to avoid duplication of efforts and to draw upon the expertise or other resources available therein, and would be complimentary to those activities.

Table 11.10 Detailed Budget 2002-2003
Main Program 10
Global Intellectual Property Issues

A. Budget Variation by Object of Expenditure

Object of Expenditure	2000-2001	Variation						2002-2003
	Revised Budget A	Program		Cost		Total		Proposed Budget E=A+D
		Amount B	% B/A	Amount C	% C/A	Amount D=B+C	% D/A	
Staff Expenses	4,770	1,791	37.5	320	6.7	2,111	44.3	6,881
Travel and Fellowships	2,057	(18)	(0.9)	73	3.5	55	2.7	2,112
Contractual Services	2,472	(175)	(7.1)	83	3.4	(92)	(3.7)	2,380
Operating Expenses	106	44	41.5	6	5.7	50	47.2	156
Equipment and Supplies	23	-	-	-	-	-	-	23
	9,428	1,642	17.4	482	5.1	2,124	22.5	11,552

B. Budget Variation by Post Category

Post Category	2000-2001	Variation	2002-2003
	Revised Budget A	B-A	Proposed Budget B
Directors	1	2	3
Professionals	10	1	11
General Service	2	2	4
TOTAL	13	5	18

C. Budget Allocation by Sub-program and Detailed Object of Expenditure

	Sub-program				Total
	1	2	3	4	
Staff Expenses					
Posts	2,348	1,812	1,860	432	6,452
Short-term Expenses	126	60	60	183	429
Travel and Fellowships					
Staff Missions	325	210	220	76	831
Government Officials	-	-	450	300	750
Fellowships	531	-	-	-	531
Contractual Services					
Conferences	77	-	290	140	507
Consultants	706	240	360	128	1,434
Publishing	60	-	25	5	90
Other	22	325	-	2	349
Operating Expenses					
Communication and Other	110	25	-	21	156
Equipment and Supplies					
Furniture and Equipment	8	-	-	2	10
Supplies and Materials	13	-	-	-	13
Total	4,326	2,672	3,265	1,289	11,552