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For democracy. For everyone.

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2019 Consolidated Budget

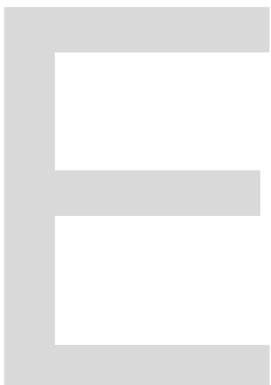
A bold vision to increase the impact of parliaments' collective contribution to democracy and development

The Inter-Parliamentary Union (IPU) envisions a world where every voice counts, where democracy and parliaments are at the service of the people for peace and development. As the global organization of national parliaments, it works for peace, human rights, gender equality, youth empowerment and sustainable development through political dialogue, cooperation and parliamentary action. The IPU promotes democratic governance, institutions and values, working with and helping parliaments and parliamentarians to articulate and respond to the needs and aspirations of the people.

The 2019 consolidated budget is a financial translation of the plan to implement the IPU's Strategy for 2017-2021 during the coming year. The plan for 2019 is set out in Section 5 in a results framework, derived directly from the objectives of the Strategy. The budget anticipates gross operating expenditure for the year of CHF 16.2 million. The bulk of the budget is funded by the contributions of Members. These contributions are projected for 2019 at CHF 10.5 million. Voluntary income from a range of donors to carry out programme activities will supplement the regular budget income by an expected CHF 4.0 million, being 25 per cent of the total budget.

Gender equity is mainstreamed throughout the work and structure of the IPU and is reflected in the budget. The combined budget for all gender-specific activities stands at CHF 1.2 million, 7 per cent of the total consolidated budget.

The IPU continues its well-established commitment towards the global effort to take action on climate change. It will continue to set aside funds each year to offset its carbon footprint and to support the work of parliaments to implement the Paris Agreement and the *Parliamentary action plan on climate change*.



#IPU139

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1. Introduction

1.1 Secretary General's summary

1. Under the plan and budget for 2019, the IPU will continue to implement its Strategy for 2017-2021. A full programme of work will span democratic governance, gender equality, human rights, peacebuilding, sustainable development and youth empowerment. Progress towards all the IPU's strategic objectives will be attained through political dialogue, cooperation and parliamentary action. As usual, the Sub-committee on Finance of the Executive Committee has been engaged through the entire process of budget preparation, providing guidance and oversight.
2. There will be no change in total assessed contributions from IPU Members in 2019 apart from any new Member affiliations. After six years of considerable reductions in contributions from 2011 to 2016, achieving a reduction of more than CHF 2 million per annum (17.6 per cent) compared to 2011 levels, 2017 and 2018 saw the first small upturns since 2010 in response to specific expenditure needs identified. At the same time it was agreed that, aside from new affiliations, there would be no further increase in total contributions in 2019. The IPU scale of contributions is patterned on the United Nations (UN) scale of assessment, with some mathematical adjustment for the difference in membership, and is automatically adjusted when the UN scale changes (see pages 35-38). The UN scale remains the same this year, with a new scale to be applied in 2020.
3. IPU programme outputs will be driven by the commitment and demand from parliaments to mobilize around the 2030 Agenda for Sustainable Development, including the Sustainable Development Goals (SDGs), the Sendai Framework for Disaster Risk Reduction and the Paris Climate Agreement. Parliaments have been forthcoming in devising these instruments which recognise a strong role for parliaments in implementation and monitoring and the IPU will monitor the results and impact of their work through a more focussed and analytical approach to results-based management. As parliaments integrate the SDGs in their work, IPU programmes will help to ensure the capacity to deliver on expectations. Parliaments will need to continue positioning themselves effectively to tackle the challenges of the SDGs. Mobilization of resources from a diverse range of partners has enabled the IPU to maintain a stable level of activities while keeping Members' contributions at low levels comparable to those of the beginning of the millennium.
4. The two statutory Assemblies will be held as usual, along with the regular meetings of the Governing Council, the Executive Committee (up to three times during the year) and other statutory bodies and committees. In 2019, the first Assembly is planned to be hosted in Argentina and the second to be held in Geneva. The IPU's programme objectives will be undertaken, including some reallocation of expenditure to the voluntary budget in certain programme areas during 2018. The Secretariat continues to seek cost savings across all divisions and work areas and to maintain a strict control environment for regulating all expenditure.
5. Systematic efforts have been made to integrate a range of activities from the President's vision for the IPU (EX/278/5-P.1) into the 2019 core budget. These include the development of the Communications Strategy and its component parts and an allocation towards activities to increase membership. The Assemblies will be used as platforms for some items, including 2.3 (coordination with parliamentary organizations). Additional core funding has been specifically budgeted in 2019 to complement activities including a regional seminar for non-affiliated countries (CHF 50,000), standards for transparency and accountability (CHF 15,000) and an allocation, if required in 2019, towards a P20 meeting (CHF 25,000). The IPU 130th anniversary and the International Day of Parliamentarism are to be celebrated and publicized together using a combined budget of CHF 50,000.
6. The IPU website and social media presence will be central to the new Communication Strategy for the organization. Funds must be allocated each year to maintain and update the content of the site to keep it dynamic and relevant and to attract new interest to the IPU through social media, and funds are included for this purpose in the budget for visibility and communications. The IPU's new open data platform and its publications, including follow up on the Global Parliamentary Report, will also strengthen the Organization's profile and support its fundraising efforts.

7. Gender and human rights are both mainstreamed through the IPU's Strategy for 2017-2021. To improve the functioning and effectiveness of the IPU, the gender mainstreaming policy will continue to be applied to all aspects of the IPU's work. This involves the implementation of its action plan, training of staff and developing mechanisms and tools to ensure that a gender perspective is central to all activities. The IPU is also applying a rights-based approach throughout its work and is ensuring cohesion between this approach and gender mainstreaming.
8. Voluntary funding to the IPU programmes is projected to remain at a similar level to the previous two years. Several funding arrangements are due to expire at the end of 2018. This calls for more robust efforts to renew/identify new sources of funding. The contribution of IPU members to this effort will be critical. The funding agreement (plus extension) originally signed with the Swedish International Development Cooperation Agency (Sida) in 2014 runs until December 2018 and a proposal for a further multi-year grant has been submitted for review. This long-term partnership with the IPU is distinctive in that Sida has supported the implementation of the IPU Strategy across the strategic objectives, particularly in the fields of democracy and development. The five-year partnership agreement with Worldwide Support for Development (WSD) comes to its end in 2018 having supported a wide range of programme activities, including capacity-building, peacebuilding and promotion of the impact of young MPs. The IPU will seek a new round of external funding support on the back of the substantial multi-year grant from the Department of Foreign Affairs, Trade and Development of Canada. Countering terrorism has become a primary concern for the global parliamentary community and IPU resolutions demand that the IPU should coordinate with the UN and its Members should play their role in peacebuilding and the implementation of counter-terrorism resolutions and strategies. The IPU has developed a major new five-year programme jointly with the United Nations Office on Drugs and Crime (UNODC) and United Nations Office of Counter-Terrorism (UNOCT) to help parliaments contribute effectively to global efforts to combat terrorism and violent extremism and is already receiving substantial pledges of resources towards this programme.
9. Various other activities in the President's vision for the IPU will require extrabudgetary funds from donors and will be mainstreamed into donor submissions. Wherever workshops or consultancies are required for implementation processes and tools, these would need to be factored into donor proposals and submissions. Some work on Gender (7.5) and Youth (8.10) will also go into extrabudgetary submissions, as will fundraising for the Centre for Innovation (3.4). Future products and tools to operationalize the Communications Strategy, once articulated, would need to be funded as well. It is understood that activities can only be implemented as and when funding is obtained.
10. Other partnership initiatives are under discussion although the full outcome of those proposals will remain unknown until after the 2019 budget has been approved. In preparing this budget we have only included those resources that are already quantifiable and committed or where there is a strong likelihood of their materializing. In any event, no funds will be spent or committed until donations are formally approved by a signed agreement. If the IPU is successful in mobilizing additional funds for more activities, the Secretariat will of course be responsive in deploying the additional resources.
11. The balance of the Working Capital Fund (WCF) was CHF 8.9 million as at year end 2017, of which CHF 6.8 million represents available/liquid funds and the balance represents IPSAS accounting adjustments, which cannot be realized in cash. The liquid portion of the WCF currently stands at 86 per cent of the target level set by the Executive Committee in 2006 (albeit at a time when external voluntary funding was a small fraction of its present level).
12. In 2012, IPSAS compliance increased the asset value of the Headquarters building, which in turn directly increased the WCF. In 2013, implementation of an IPSAS standard required the amortization of the long-term FIPOI loan from the Swiss Confederation and raised the WCF value yet further. These increases in value have the effect of raising the depreciation charges, which must be serviced through the annual budget. With the regular budget already being kept to a minimum, the increased depreciation charge could only be met by a reduction in activities. This clearly runs counter to the interests of the Organization, and is an unintended consequence of moving towards greater accountability. As decided by the Governing Council

for the 2014-2018 budgets, it is once again proposed for 2019 and beyond that the incremental annual depreciation charges for 2019 on the building (CHF 60,000), the FIPOI loan (CHF 62,000) and the capitalized website development (CHF 110,000) be authorized to be covered using the WCF.

13. Due to the current pressure on many Member Parliaments' own budgets and the desire to avoid increasing Members' assessed contributions, it is proposed that the 2019 budget be balanced by using up to CHF 190,000 of the liquid WCF. This offset will only be applied if needed at the end of the budget period. In recent years, use of the WCF has been authorized by the Governing Council but has ultimately not been required due to other operational savings that were achieved during the year. The same conditions would apply in 2019.
14. As Members' total contributions have been maintained with no increase, careful efforts will be needed to balance the regular budget for 2019, keeping operational costs to a minimum while including the additional expenditure required for a complete programme of work and support to key priorities identified in the President's vision. Sourcing a reliable flow of voluntary income and appropriate partnership opportunities also requires continual management efforts along with a careful appraisal of the potential risks to the IPU's independence and ability to deliver the strategic objectives defined by its Members. The Secretariat will persist in its successful efforts to seek new Members. Among other benefits, their contributions will assist in sharing the financial burden with current Members. The Strategy for 2017-2021 renews and revitalizes the IPU's commitment to a world where every voice counts and where democracy and parliaments are at the service of the people for peace and development.

Estimates, by Strategic Objective, by source of funds (CHF)

	2018 Approved Budget	2019 Approved Budget		
		Regular Budget	Other Sources	All Funds
REVENUES				
Assessed contributions	10,467,100	10,515,200		10,515,200
Working Capital Fund	237,000	422,000		422,000
Staff assessment	1,048,500	1,099,700		1,099,700
Interest	100,000	100,000		100,000
Programme support costs	0	298,700	(298,700)	0
Other revenue	16,000	16,000		16,000
Voluntary contributions	4,002,600		4,034,400	4,034,400
TOTAL REVENUES	15,871,200	12,451,600	3,735,700	16,187,300
EXPENDITURES				
Strategic Objectives				
1. Build strong, democratic parliaments	2,321,900	1,322,200	824,200	2,146,400
2. Advance gender equality and respect for women's rights	1,699,000	517,900	656,400	1,174,300
3. Protect and promote human rights	1,469,500	1,035,600	508,500	1,544,100
4. Contribute to peacebuilding, conflict prevention and security	505,200	195,500	907,200	1,102,700
5. Promote inter-parliamentary dialogue and cooperation	3,159,400	3,437,600		3,437,600
6. Promote youth empowerment	417,200	79,600	265,100	344,700
7. Mobilize parliaments around the global development agenda	972,700	151,300	851,400	1,002,700
8. Bridge the democracy gap in international relations	923,000	927,100		927,100
Subtotal	11,467,900	7,666,800	4,012,800	11,679,600
Enablers				
Effective internal governance and oversight	867,900	912,700	21,600	934,300
Visibility, advocacy and communications	1,026,200	1,097,200		1,097,200
Gender mainstreaming and a rights-based approach	10,000	10,000		10,000
A properly resourced and efficient Secretariat	2,681,700	2,658,900		2,658,900
Subtotal	4,585,800	4,677,200	21,600	4,700,400
Other charges	114,000	106,000		106,000
Eliminations	(296,500)		(298,700)	(298,700)
TOTAL EXPENDITURES	15,871,200	12,451,600	3,735,700	16,187,300

1.2 Medium-term outlook

15. The global economy continues to expand at present, with GDP growth projected to reach 3.9 per cent per annum in 2018-19. At the same time, risks to this outlook are rising as growth is becoming less even and synchronous across economies. International trade tensions are escalating and have the potential to disrupt growth which is already forecast to ease back slightly in the advanced economies next year. Other financial risks ahead may include rising oil prices, emerging market economies coming under pressure and equity prices remaining high.
16. Long term interest rates are on the increase. The US Federal Reserve is anticipated to raise its rates again in 2018. While the European Central Bank (ECB) is currently buying EUR 30bn worth of assets each month, this programme will taper off by the end of 2018 and markets generally expect the ECB to raise interest rates in the latter part of 2019. If this happens, a first rate hike from the Swiss National Bank (SNB) may also be anticipated later in 2019.

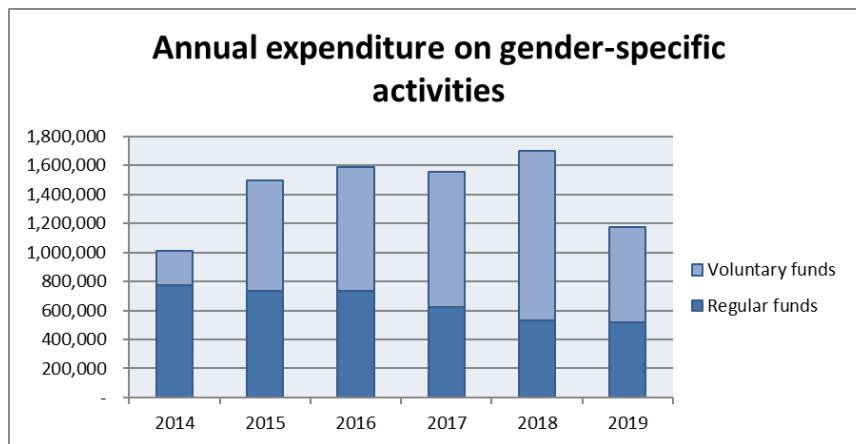
17. Swiss GDP growth is forecast at around 2.4 per cent this year, supported by growth in the Eurozone and by the depreciation of the Swiss franc. Risks for the Swiss economy could arise from increasing global trade tensions between the big trading blocs, political tensions and a premature tightening by major central banks. Cautious European business sentiment and political uncertainty will keep the SNB unlikely to raise interest rates any sooner than late 2019, with greater uncertainty over global trade and investment volatility creating the potential for safe haven inflows into Swiss francs. The recent low inflation rate looks set to rise gently over the coming year and beyond.
18. If the US Federal Reserve continues to increase interest rates faster than other central banks as at present, the US dollar may be expected to gradually appreciate against the Swiss franc and other currencies in 2018. The Swiss franc is predicted to remain steady against the Euro in the medium term. Half of Swiss trade remains with the EU, which makes the CHF/EUR exchange rate a strategic point for the Swiss economy.
19. In 2019, the level of Members' assessed contributions will not be increased. Between 2011 and 2016, the IPU reduced its annual assessed contributions by over 17 per cent, representing CHF 7.5 million in cumulative savings for IPU Members since 2011. This was followed by small corrective increases to stabilise the budget and maintain the work of the IPU in 2017-2018. Member contributions remain at levels similar to the turn of the millennium and in 2019, no further increase in assessed contributions has been budgeted. Additional income will only come from new Members joining the Organization or in response to needs identified by the Governing Council.
20. Voluntary contributions are projected to remain at a similar level as in 2017 and 2018 with voluntary income budgeted at 25 per cent of the consolidated budget. If more voluntary income is raised, the services and programmes under the relevant Objectives will be expanded. Meanwhile a conservative outlook has once again been taken on revenues from interest and investments in 2019, at least until the effects of anticipated interest rate increases materialize.

1.3 Environmental impact

21. As part of the IPU's commitment to contribute to the global efforts to tackle climate change, the Organization calculates its greenhouse gas emissions in order to track progress and identify priority areas for action. Official travel is a necessary component of IPU work and emissions from travel are monitored and offset in full. The decision to hold one Assembly each year in Geneva normally helps to restrict carbon usage. The IPU stands out as an international organization that has been systematically offsetting all of its carbon dioxide emissions.
22. The IPU has taken steps to reduce emissions from local transportation. The Organization obtains its electricity entirely from hydraulic sources on offer by the local utility company. The Headquarters has a state-of-the-art heating system and controls, thus limiting the options for further reducing energy consumption. However, the IPU continues to seek and employ environmentally sustainable sources for all required office materials and supplies. It systematically uses its printers/photocopiers to make double-sided printouts, recycles paper and cardboard and restricts the amount of documents that are printed through its PaperSmart initiative. The Organization has been presented with an environmental certificate from PET-Recycling Schweiz for recycling all of its PET waste, thereby saving the related impacts on the environment in terms of greenhouse gases and fuel.
23. This budget includes a provision of CHF 28,000 to offset carbon emissions from regular activities in 2019. The provision offsets the IPU's carbon emissions by paying for activities aimed at reducing the impact of climate change.
24. For 2019, the Governing Council is requested to appropriate funds from the reserve for offsetting carbon emissions to pay for climate change activities undertaken by the IPU, supplementing any funds it may receive from voluntary sources for climate change activities. At present, the reserve of funds that had been set aside and accumulated from previous years is being fully expended on parliamentary involvement in climate change activities each year and is replenished annually through the above provision.

1.4 Gender analysis

25. IPU maintains the long-term focus and high profile of its gender-specific programming, as it works to promote and support the participation of women in politics, to protect and promote women's rights in general and to support the empowerment of women. This work is captured and reported under the IPU's Strategic Objective 2.
26. Voluntary funding for gender partnership/equality activities is at a transition phase as one major grant concludes in 2018 and further funding for 2019 and beyond is under discussion with several donors but has not yet been confirmed at the time of budget preparation. As and when new funds are secured, they will be programmed in 2019.
27. Together, the estimates of combined regular budget resources and voluntary funding for gender-specific activities represent 7 per cent of the total consolidated budget.



2. Income

2.1 Assessed contributions

28. The bulk of the IPU's income budget derives from its Members' assessed contributions. Up until 2011, contributions grew at an average of 3 per cent annually in order to absorb inflationary increases and provide for adequate maintenance and reserves. Since then, the IPU has undergone a series of substantial cuts in Members' contributions due to the internal budget restrictions of many Members, resulting from the economic slowdown and exchange rate movements. Total assessed contributions were reduced by over CHF 2 million per annum coupled with a steady increase in the number of IPU Members from 150 to 178 during the period 2006-2018 which further relieved the burden on existing Members. In real terms, this brought the IPU's regular income down to levels that were last seen at the turn of the century. In 2019, the total amount of assessed contributions will be maintained at the same level as it was in 2018, aside from any new Member affiliations.

YEAR	ACTUAL CONTRIBUTIONS ASSESSED*	CHANGE OVER PRIOR YEAR
2006	CHF 10,544,590	3.8%
2007	CHF 11,060,266	4.9%
2008	CHF 11,354,900	2.7%
2009	CHF 11,756,000	3.5%
2010	CHF 12,046,100	2.5%
2011	CHF 12,202,390	1.3%
2012	CHF 10,939,900	-10.0%
2013	CHF 10,950,800	0%
2014	CHF 10,952,900	0%
2015	CHF 10,601,676	-3.2%
2016	CHF 10,056,000	-5.1%
2017	CHF 10,238,600	1.5%
2018	CHF 10,443,400	2.0%
2019	CHF 10,515,200	0%
<i>*IPU membership grew from 150 to 178 Members during the period 2006 - 2018</i>		

29. In 2011, the Governing Council decided to update the IPU scale of assessment automatically in line with changes to the UN scale. The IPU scale presented with this budget reflects the current published UN scale for 2016-2018.

2.2 Staff assessment and other revenues

30. As international civil servants, IPU staff members pay a staff assessment or internal income tax to the IPU. The staff assessment rate is established by the International Civil Service Commission. This internal taxation system will generate gross returns of CHF 1,167,700 in 2019 to the benefit of all Member Parliaments. To prevent double taxation, the Organization is obliged to refund the portion of the staff assessment which is related to the national income tax levied on staff members from France and Canada. Such refunds are budgeted at CHF 68,000 for 2019.
31. The supplementary revenues from administration fees, room rentals, souvenir sales and other related sources are expected to amount to CHF 16,000 in 2019. Interest and investment revenues are estimated at CHF 100,000, given the continuing low interest rate environment.

2.3 Voluntary contributions

32. Resource mobilization is estimated to generate voluntary contributions amounting to 25 per cent of the total consolidated budget for 2019 (CHF 4.0 million). The multi-year grant of USD 1.5 million from the Government of China continues to support the IPU in carrying out its programmes to provide capacity-building to parliaments in developing countries, and to contribute to sustainable development. The current multi-year grant of CHF 1.5 million (CAD 2 million) from the Department of Foreign Affairs, Trade and Development of Canada to the Gender Partnership Programme comes to its end in December 2018 and discussions are underway to extend the support. In addition to its generous support to the redevelopment of the IPU website, the United Arab Emirates also provides support to democracy, gender, peace building and development programmes. Pledges have already been received from a number of Parliaments including the United Arab Emirates, China, Bangladesh and Benin for contributions towards the major new IPU-UNODC-UNOCT joint programme spanning 2018-2022 to counter terrorism and violent extremism. The grant of CHF 200,000 from the Government of Angola supporting IPU work on maternal, newborn and child health and the donation from the Parliament of Micronesia (Federated States of) for USD 100,000 to support the IPU's work on migration and refugees will both conclude. A pledge of CHF 400,000 from the Parliament of Equatorial Guinea will be used for work towards the 2030 Agenda for

Sustainable Development, as well as in the area of youth empowerment. The five-year partnership agreement with WSD comes to its end in 2018 having supported a wide range of programme activities, including capacity-building, peacebuilding and promotion of the impact of young MPs.

33. The 2014-2017 funding agreement with Sida was extended to the end of December 2018 and discussions are under way to secure a further multi-year grant to support the work of the IPU from 2019-2021, particularly in the fields of democracy and development. The IPU still continues to generate interest from a range of potential new donors. New sources of funding will be instrumental in enabling the IPU to contribute effectively to the 2030 Agenda for Sustainable Development in the coming years. Work on peacebuilding and counterterrorism is expected to expand as new income streams emerge. As always, the Executive Committee will be kept informed of any resources mobilized after the 2019 budget has been approved.
34. The IPU will continue in 2019 to collaborate with the UN family including the UN Development Programme (UNDP) on a range of country-based programmes. Under a planned trilateral agreement between IPU-UNODC-UNOCT, the partners will work jointly to implement the programme of countering terrorism and violent extremism. A new grant from the Partnership for Maternal, Newborn & Child Health running up to the latter part of 2019 is expected to be signed shortly and IPU is engaged in high-level discussions with the World Health Organization (WHO) for additional funding and partnership activities. The IPU and UN Women will continue to collaborate on projects at country level such as the parliamentary strengthening project in Turkey that supports women parliamentarians and gender equality in Turkey. In addition, efforts are being made to mobilize resources for a project initiated with UN Women on fighting discrimination in law.

3. Expenditures

3.1 Strategic Objectives

Objective 1 – Build strong, democratic parliaments

Overall Objective

To contribute to building strong democratic parliaments that enable them to carry out their institutional mandates to better meet the aspirations of the people.

Issues and Challenges in 2019

The IPU firmly believes that strong, democratic parliaments are essential for democracy, and this principle continues to lie at the heart of its work. The core legislative, oversight and representative functions of parliament are essential to the quality of a country's overall governance.

The IPU will continue its traditional support to enhance the institutional capacity of national parliaments. IPU activities provide for an integrated approach to strengthening these functions: from research and the development of standards, guidelines and tools, to concrete application in national contexts, including through the enhancement of ICT. The improvement of core parliamentary functions also directly supports the Sustainable Development Goal 16, in particular targets 16.6 and 16.7 that refer to effective institutions and inclusive decision-making.

In 2019 the IPU will pursue its special emphasis on oversight and accountability, in follow up to the publication of the *Global Parliamentary Report* on this subject in October 2017. The report is built on a wealth of examples from the world's parliaments and makes recommendations for actions to strengthen oversight. The IPU will build on the lessons learned in 2018 to continue to incorporate the report's findings and recommendations into its capacity building activities, and to encourage parliaments to review and strengthen their oversight performance.

An enhanced focus will be placed on parliaments' ability to make effective use of technology in carrying out its core functions. The partnership between the IPU and parliaments in the Centre for Innovation in Parliament will be reinforced, leading to new forms of inter-parliamentary cooperation. Through its parliamentary hubs, the Centre will produce new guidelines, provide capacity building advice and develop networks of parliamentary expertise in the use of technology.

In 2019 the IPU will also continue to strengthen the promotion and application of the widely-endorsed Common Principles for Support to Parliaments. An essential aspect of the Common Principles is that parliaments should manage their own development agenda that in turn leads to more effective and sustainable outcomes. Informed through an Expert Roundtable on the Common Principles in March 2018, a Guide to support parliaments in this effort will be published and promoted.

The IPU will continue to develop and promote standards and guidelines for good parliamentary practice. It will better integrate its work on research, standard-setting and technical assistance through enhanced teamwork and planning within the IPU Secretariat, and in close collaboration with Member Parliaments.

Priority will be given to the following areas:

- Provision of tailored context-specific capacity-building programmes that facilitate self-driven parliamentary development
- Developing tools for enhanced parliamentary functioning and facilitation of parliaments' use of other tools developed by the IPU (self-assessment toolkit on parliaments and democracy, the self-assessment toolkits on the sustainable development goals and gender-sensitive parliaments)
- Consolidating and implementing a programming approach that integrates the Common Principles for Support to Parliaments and that also emphasizes: greater monitoring and evaluation; sustainable outcomes; continuous learning; and the capture and repeating of effective change.

- Continuing the development and promotion of tools for parliaments and partners to effectively apply the Common Principles, as well as to capture and share experiences and lessons learned.
- Integrating the findings of the Global Parliamentary Report on oversight into the Organization's capacity building activities and continuing to publish tools to help parliaments strengthen their oversight capacity.
- Coordinating the Centre for Innovation in Parliament, which will greatly extend IPU's capacity to support parliaments as they adapt to changes in society in the digital era. The Centre will work with parliaments to establish a network of regional or thematic "hubs" that can provide leadership, access to expertise and new knowledge products. The Centre's work will be informed by the 2018 World e-Parliament Report and Conference, which will take place in December of that year.
- Linking IPU efforts to strengthen parliaments to the targets in SDGs 16.6 (effective, accountable and transparent institutions) and 16.7 (inclusive, participatory decision-making). Developing parliament-specific indicators for tracking progress towards these goals, as part of a more ambitious effort to develop indicators for democratic parliaments that would monitor overall parliamentary performance.
- Updating the New Parline, IPU's open data platform on national parliaments, which provides providing parliaments and researchers with national and comparative data, including on women and youth representation in parliament. .
- Mobilizing an ever greater number of parliaments around the International Day of Parliamentarism (30 June) and the International Day of Democracy (15 September) in order to strengthen dialogue between parliaments and citizens.
- Publishing topical research on issues facing parliaments today.
- Maintaining IPU participation in the international democracy debate, providing parliamentary input to the major international democracy movements and encouraging rapprochement between them.

Key Deliverables

- ✓ At least eight parliaments provided with tailored and contextual support
- ✓ Use of IPU tools and knowledge products in all activities of support
- ✓ Production of a guide, based on the Common Principles for Support to Parliaments, to assist parliaments to better manage and govern their own development
- ✓ Publication of a comparative research paper on Governance of Parliamentary Administration
- ✓ Mainstreaming of gender, youth, human rights and development into all activities as appropriate
- ✓ Updating of the new Parline database on national parliaments
- ✓ Co-ordinating of the work of the Centre for Innovation in Parliament

Gender Mainstreaming

The IPU believes that the participation of men and women in decision-making on an equal footing is at the heart of democracy. It furthermore believes that mainstreaming gender in the work of parliaments makes for stronger institutions that deliver on the interests of all people.

The work of the IPU resource centre will continue to include research on women's political participation and to monitor progress and setbacks in that area. All research products will include a gender dimension, will build on a gender analysis of issues and questions raised, and will be tailored to the needs of both men and women. All capacity building projects will be developed so as to implement Common Principle 6, which outlines that parliamentary development should be gender-sensitive. Projects will stem from a gender analysis of situations and needs, and will also aim to secure gender equality in terms of involvement in the management and delivery of activities. In so doing, technical assistance will contribute to the promotion of gender equality in and by parliaments.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	1,411,100	1,017,600	2,428,700
2018 Approved	1,430,600	891,300	2,321,900
2019 Approved	1,322,200	824,200	2,146,400
• Salaries	1,112,100	178,600	1,290,700
• Services	98,600	449,700	548,300
• Travel	91,000	136,400	227,400
• Material	20,500	59,500	80,000

Objective 2 – Advance gender equality and respect for women's rights

Overall Objective

To build gender sensitive parliamentary institutions that promote respect for women's rights and deliver on gender equality, and to support the political empowerment of women.

Issues and Challenges in 2019

Advancing gender equality

The world needs strong and democratic parliaments that are at the service of all the people and able to deliver on human rights, equality, peace and development. This goal pursued by the IPU cannot be reached without achieving gender equality and respect for women's rights within parliament and through the work of parliament.

Inclusive governance that engages men and women is a precondition for development and peace, but also for genuine democracy and achieving gender equality in society. Yet, in 2018, only 23.8 per cent of members of parliament across the globe are women. In addition, discrimination and violence against women and girls remain high in all parts of the world. The IPU 1997 Universal Declaration on Democracy recognized the linkages between democracy and gender equality. The IPU has continued to be a strong advocate of equal participation of men and women in politics and parliament.

In 2019, the IPU will continue promoting women's equal participation in politics through research, advocacy, technical support to parliaments and targeted support to women parliamentarians.

The IPU will pursue its work towards increasing and disseminating knowledge on women MPs. It will continue tracking numbers, monitoring progress and setbacks and issuing policy guidance for parliaments and other stakeholders on means to support and enhance women's share in parliament. It will collect data to get ready to contribute to the 2020 review of the implementation of the Beijing Platform for action (Beijing +25).

The IPU will also pursue its efforts to document, raise awareness and provide guidance to parliaments on putting an end to sexism, harassment and violence against women parliamentarians and parliamentary staff. To that end, it will carry out research at regional levels on the scale of different forms of violence against women in parliament and will gather good practices developed by parliaments to address such violence.

At the national level, the IPU will continue enhancing the impact that women parliamentarians make on policy-making. Research and gathering of good practices will inform IPU's support. Also, tailored programmes of support will continue to be implemented to build knowledge and capacities of women parliamentarians, including through support to women parliamentary caucuses. This will be done mainly through country-level capacity-building workshops.

In 2019, the IPU will also pursue its efforts to advance gender equality in law and practice and to empower women and girls through the work of parliament, as a key contribution towards achieving the Sustainable Development Goals (SDGs), in particular Goal 5. It will sensitise members of parliament and parliamentary staff on the Convention on the Elimination of All Forms of Discrimination against Women and support their efforts towards ensuring compliance with this important instrument. A particular focus of this work will aim at enhancing the contribution of parliaments towards the elimination of all forms of violence against women and girls.

In implementation of the recommendations of the independent evaluation of IPU's Gender Partnership Programme, such programmes of support will continue to enhance democratic good practices and outcomes for the entire parliament through the action of men and women members on gender equality. To this effect, the IPU will provide support to MPs in running outreach visits to consult women and girls in rural areas. It will also support parliaments in their efforts to forge stronger links with vulnerable groups of women and girls.

The IPU will also provide support to parliaments and their male and female members to champion legal reform for gender equality. Workshops, legal advice and expertise will be available for parliaments that wish to embark on legal review. Building on the Global Parliamentary Report (2017), IPU's assistance will focus on oversight action on gender equality policies and legislation, including by supporting gender mainstreaming and gender sensitive budgeting efforts in parliament. At the global level, the IPU will pursue work to facilitate exchanges among men and women MPs on gender equality, especially within the Forum of Women Parliamentarians and the annual parliamentary meeting organized jointly with UN Women on the occasion of the Commission on the Status of Women in New York.

In order to equip parliaments to fully advance gender equality in their work, the IPU will expand its assistance to parliaments towards becoming more gender-sensitive institutions by carrying out gender-sensitive self-assessments using the IPU Toolkit [Evaluating the gender sensitivity of parliaments](#) and implementing gender sensitive reforms in conformity with the IPU [Plan of Action for Gender-sensitive parliaments](#).

The IPU will build on progress achieved and improve its own functioning, organization and internal processes to remain a leader and a champion of gender equality. IPU's leading role towards promoting equal participation in decision-making and gender-sensitive policies within its own structures will be further strengthened through its active participation in the International Gender Champions initiative, both in Geneva and in New York.

Key Deliverables

- ✓ Publications and dissemination of knowledge products on gender equality in decision-making (at least two)
- ✓ Support to parliaments in legal reform processes to enhance women's participation in politics (at least two) and towards enhancing women's influence within parliament (at least two)
- ✓ Skills building and capacity building trainings for women MPs and support to the activities of at least two women parliamentary caucuses
- ✓ Knowledge building workshops on international and regional instruments related to gender equality (two) and gender-sensitive assessments (two)
- ✓ Support to Parliament in taking action to eliminate discriminatory provisions in legislation or to bring gender equality in policies and/or budgets or to take action to eliminate violence and harmful practices against women and girls
- ✓ Global parliamentary meetings to advocate for the promotion of gender equality
- ✓ Awareness raising parliamentary meetings to advocate for the elimination all forms of violence and harmful practices against women

Gender Mainstreaming

All of the activities in this section aim to enhance women's participation in political processes and mainstream gender equality within parliaments and the IPU. Particular attention will be paid to encouraging men to participate in activities and ensuring that gender issues are addressed by representatives of both sexes. The Gender Partnership Programme also provides support, input and tools whenever possible, to the work of other programmes and divisions, thereby contributing to gender mainstreaming efforts within the IPU.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	622,100	933,800	1,555,900
2018 Approved	532,200	1,166,800	1,699,000
2019 Approved	517,900	656,400	1,174,300
• Salaries	401,700	207,800	609,500
• Services	61,300	239,600	300,900
• Travel	40,500	58,000	98,500
• Material	14,400	151,000	165,400

Objective 3 – Protect and promote human rights

Overall Objective

To defend the human rights of parliamentarians and enhance the contribution of parliaments to the promotion and protection of human rights and humanitarian law.

Issues and Challenges in 2019

The Committee on the Human Rights of Parliamentarians will continue to spearhead the IPU's efforts to offer protection and redress for MPs. In 2019, the IPU will look at new ways to enhance its effectiveness, including through stronger engagement with the IPU membership at large, other IPU bodies and geopolitical groups. It will make greater use of modern communications tools to remain engaged in-between sessions. It will also make a particular effort to integrate gender considerations in the review of its case load. The Committee will explore possibilities for enhanced cooperation with other international human rights mechanisms, such as the UN Human Rights Committee, as well as regional structures.

The IPU will strengthen its efforts to enhance parliamentary engagement with the UN Human Rights Council (UNHRC) and its Universal Periodic Review (UPR) and consolidate its cooperation with the Council to ensure that the latter takes the work of parliaments into account. In a similar vein, the IPU will involve parliaments more closely in the work of selected UN human rights treaty bodies and establish cooperation with these UN mechanisms for this purpose. The IPU will work towards helping parliaments in the implementation of key recommendations by the UN Human Rights Council and treaty bodies.

The IPU will promote stronger national parliamentary structures and processes in support of human rights and the rule of law, collect data on the existence of such structures and processes and identify and disseminate good practices of parliamentary action to promote and protect human rights.

The IPU's longstanding engagement on children's rights is based on the idea that parliaments can do much to foster respect for the rights of the child and will focus in 2019 in particular on mobilizing parliaments towards eradicating child labour and trafficking. Its work in this area will increasingly be integrated with activities carried out in co-operation with the SUN Movement on improving nutritional standards.

In 2019, the IPU will promote parliamentary awareness and action around topical and urgent international human rights challenges. These challenges include respect for the right to freedom of expression, migration governance from a human rights perspective and respect for the rule of law.

The IPU will continue to help parliaments ensure respect for international humanitarian law, mainly through the activities of its Committee to Promote Respect for International Humanitarian Law. It will support parliaments' efforts aimed at the dissemination, wider appreciation and enforcement of humanitarian and refugee protection law, including in respect of statelessness and internal displacement. It will disseminate and encourage the use of the updated versions of the handbooks on International Humanitarian Law and on Refugee Protection and Statelessness. It will also provide support to parliaments to take action to end statelessness. The IPU will carry out fact-finding missions in order to keep the global parliamentary community abreast of developments in these various areas.

2019 should witness further progress towards the production of a practical tool-kit for the IPU Secretariat aimed to ensure that human rights considerations are systematically taken into account in the work of the Organization. Efforts will be made to integrate this approach with gender mainstreaming and promotion of the Common Principles for Strengthening Parliaments

The work under this section will contribute to advancing the implementation of all SDGs and in particular SDG 16 in its reference to the need for peace, justice and strong institutions.

Key Deliverables

- ✓ Three sessions of the Committee on the Human Rights of Parliamentarians, up to five on-site missions and trial observations and the adoption of and regular follow-up to decisions on all priority and new cases before the Committee
- ✓ Initiatives to promote stronger parliamentary solidarity in support of the Committee's work
- ✓ Capacity building activities at the regional and national level to enhance parliaments' contribution to the implementation of international human rights recommendations, including in the areas of migration and freedom of expression
- ✓ Parliamentary human rights self-assessment toolkit
- ✓ Updated information on the existence and functioning of parliamentary human rights committees
- ✓ Guidelines to assist parliamentary human rights committees in their work
- ✓ Two sessions of the Committee to Promote Respect for International Humanitarian Law
- ✓ Raising awareness panels and seminars on IHL and Refugee protection during IPU Assemblies and in parliaments
- ✓ Guidelines on legislation to prevent statelessness

Gender Mainstreaming

Gender is a cross-cutting issue and policies and activities implemented within the Human Rights Programme will be gender-sensitive. They will promote gender equality, including by ensuring the equal participation and involvement of men and women. Gender is also a human rights issue as it relates to women's political rights. Special efforts will be made to ensure that the Organization's work to promote a human rights-based approach and gender mainstreaming are mutually reinforcing.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	1,032,800	505,600	1,538,400
2018 Approved	1,039,000	430,500	1,469,500
2019 Approved	1,035,600	508,500	1,544,100
• Salaries	836,600	211,600	1,048,200
• Services	56,000	205,600	261,600
• Travel	123,000	80,300	203,300
• Material	20,000	11,000	31,000

Objective 4 – Contribute to peacebuilding, conflict prevention and security

Overall Objective

To promote reconciliation through dialogue and inclusiveness: to strengthen the role of parliament in peacebuilding at national, regional and global levels and at all stages, from conflict prevention to mediation, reconciliation and transition out of conflict. To establish and reinforce platforms for parliaments' involvement in conflict resolution through parliamentary diplomacy. To enhance the role of parliaments in the implementation of international commitments related to security and disarmament.

Issues and Challenges in 2019

The IPU was founded on the principle that political differences shall be settled by peaceful means and dialogue, and that parliament is a key actor in conflict prevention and resolution, as well as in managing transition out of conflict. Parliaments as enablers of democracy and development must play a key role in the implementation of the SDGs, and more precisely of the Goal 16 provisions which call for peaceful, just and inclusive societies, free from fear, conflict and insecurity.

Dialogue and inclusiveness are crucial to building consensus in countries experiencing conflict or other crises. In such countries, parliamentarians can be messengers of peace by promoting tolerance and peaceful coexistence. Parliaments should provide a forum to promote national reconciliation and inclusive decision-making processes. These processes can be instrumental in bringing together various parties including opposition and majority parties and fostering policies conducive to conflict resolution and post-conflict recovery. In 2019, the IPU will continue promoting and strengthening the role of parliament in peacebuilding at national, regional and global levels and at all stages and providing support to such parliaments for them to effectively engage in peace processes at national level.

Discussions between peers can help in solving some of the world's most intractable conflicts. A key part of the IPU's work is carried out through parliamentary diplomacy which helps diffuse tensions, foster dialogue between struggling parties or resolve nascent conflict before it gets out of control. In 2019, the IPU will continue assisting parliaments by providing a neutral venue for parliamentary diplomacy. Upon demand, the IPU will help parliaments overcome bottlenecks and obstacles in the way they operate, address problematic issues that threaten the rule of law, and contribute to the speedy normalization of parliamentary business. The IPU will also strive to support Parliaments assisting their peers and contributing to resolve conflicts through exchange of views and experiences.

In recent years, parliaments have had to deal with a number of new security threats, from both State and non-state actors. In 2019, the IPU will support parliaments to fill the implementation gap in international commitments related to disarmament and counter-terrorism. This will involve sensitization, capacity-building and practical tools to ensure development of legislative frameworks, effective oversight and budget allocations as well as strong public awareness in line with human rights obligations.

The IPU will also contribute to relevant meetings and debates in order to bring parliamentary perspectives to peace and security discussions and to related issues in the international arena. The responsibility and work of parliamentarians during the process of implementing international agreements is essential, especially in security related issues. It is necessary to generate synergies in the preparation of legislation, budgeting and accountability projects.

Guided by the needs of parliaments and the necessity of fostering a parliamentary approach to global peace-related debates, the IPU will give priority to the following areas:

- Assisting parliaments in establishing inclusive mechanisms for decision-making and reinforcing their involvement in conflict prevention and national reconciliation processes.
- Providing parliamentary perspectives to peace-related debates at the international level by contributing to the yearly Geneva Peace Week and similar events.
- Increasing the IPU's capacity to mediate political tensions within a parliament, and to help parliaments contribute to conflict resolution between States, especially in regions where intractable conflicts exist.

- Promoting dialogue between parties through formal forums such as the Committee on Middle East Questions, the Group of Facilitators for Cyprus and other more informal platforms.
- Deepening work with the UN and other partners by mobilizing parliamentary action in support of IPU and UN security-related commitments on arms control, disarmament, non-proliferation of weapons of mass destruction and counter-terrorism. Promoting parliamentary involvement in addressing the root causes of violent extremism and terrorism and developing tools and guidance to that effect.

Key Deliverables

Peace

- ✓ Sessions of the Science for Peace Schools
- ✓ Global parliamentary networks on science and technology and on water in order to foster cooperation and exchange expertise
- ✓ Steady line of communications with and between countries in the Middle East.
- ✓ A visit to the Middle East for the Committee on Middle East Questions
- ✓ At the request of parliaments, at least two events aiming at facilitating dialogue, inclusive decision-making and parliamentary involvement in conflict prevention and national reconciliation

Security

- ✓ Institutionalized relationship with the United Nations, particularly the United Nations Office on Drugs and Crime (UNODC) and the United Nations Office of Counter-Terrorism (UNOCT)
- ✓ First Global Parliamentary Summit on Counter-Terrorism in partnership with the UN
- ✓ Capacity-building workshops and seminars on the implementation of international treaties in national legislation and budgets
- ✓ A web platform to be a repository of the world's national legislation on counter-terrorism and a source of exchange of policies, legislation standards and best practices
- ✓ A global parliamentary network on counter-terrorism in order to foster cooperation and exchange good practices on counter-terrorism legal frameworks, and prevention of violent extremism measures strategies, policies, and action plans
- ✓ An annual report gathering all the developments on the field of counter-terrorism and featuring relevant parliamentary studies

Gender Mainstreaming

Prominence will continue to be given to raising awareness of the cross-cutting issue of gender and to ensuring the involvement of women in decision-making, particularly in post-conflict countries. Parliaments will be urged to ensure the full participation of women in project activities and to send gender-balanced delegations to seminars. The IPU will pay particular attention to the effects of conflict on women and the role of women in peace-building and reconciliation processes. Specific emphasis will be placed on implementing UN Security Council Resolution 1325 on Women, Peace and Security, as well as Security Council Resolution 2250 on Youth, Peace and Security, the latter of which advocates for a greater representation of young men and women in activities to prevent and resolve conflict.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	148,300	354,000	502,300
2018 Approved	151,200	354,000	505,200
2019 Approved	195,500	907,200	1,102,700
• Salaries	155,500	0	155,500
• Services	8,000	479,200	487,200
• Travel	32,000	191,800	223,800
• Material	0	236,200	236,200

Objective 5 – Promote inter-parliamentary dialogue and cooperation

Overall Objective

The IPU is more relevant to its Members and continues its steady progress towards universal membership. Active engagement by parliaments and parliamentarians in IPU statutory meetings, processes and structures. The statutory Assemblies are substantive and meaningful to Members, and more effective follow-up on their outcomes is ensured. Particular attention is paid to political and gender balance, as well as to youth participation at IPU Assemblies. Greater coherence in parliamentary cooperation is facilitated.

Issues and Challenges in 2019

The two statutory Assemblies of the year remain a key component of IPU's work. The Assemblies, complemented by other IPU activities and events, provide a unique platform for Member Parliaments to come together, exchange views and address issues of particular relevance to parliaments and the broader international community. Delegations are politically diverse, with a growing focus on gender equality and youth participation. The comprehensive political agenda of Assemblies, coupled with the regular meetings of the main IPU bodies and structures, offer participating MPs ample opportunities to actively engage and identify avenues for joint action. In addition to the formal sessions, IPU Assemblies also provide valuable opportunities for bilateral meetings and parliamentary diplomacy.

Successful Assemblies require a topical agenda, comprehensive and timely documentation, a format which is conducive to dialogue and interaction, and the participation of high-level special guests and of parliamentarians who regularly deal with the issues under consideration.

Following the positive experience of the pilot reporting exercise in 2017, the new rotational reporting system will be pursued, with support from the Geopolitical Groups. IPU's PaperSmart policy will be pursued as will the promotion of the Assembly App with a view to increasing its adoption rate.

The IPU Secretariat will make every effort to ensure regular communication with IPU office holders and the broader membership, both during and in-between the Assemblies. Efforts will also be made to enhance interaction between the IPU's statutory bodies and the Geopolitical Groups. The meeting with the Chairs of the Geopolitical Groups has proven to be an effective tool in this direction and, therefore, will continue to be developed.

IPU membership has grown steadily in recent years and will need to continue in the year ahead. The IPU will reach out directly and bring specific activities closer to the parliaments of small island States in the Pacific and Caribbean regions where IPU membership is low. Efforts will be made to work with Members in building support for the IPU among the leadership of both the Democratic and Republican parties in the US Congress. Special attention will also be paid to enhancing regular dialogue and more systematic cooperation with the regional and other parliamentary organizations holding associate member and permanent observer status with the IPU.

In 2019, priority will be given to the following outcomes:

- Dialogue and cooperation is strengthened with non-member parliaments, especially in the Pacific and Caribbean regions, as well as with the US Congress, with a view to future IPU membership.
- IPU Statutes and Rules are reviewed, and the working modalities of IPU bodies continue to be improved, so as to allow more effective participation by parliaments and parliamentarians in the work of the Inter-Parliamentary Union.
- The Preparatory Committee for the Fifth World Conference of Speakers of Parliament makes good progress towards a successful and substantive Parliamentary Summit in 2020.
- Parliamentary diplomacy initiatives are encouraged and supported in the context of IPU Assemblies and specialized meetings.
- Follow-up and implementation of IPU decisions and recommendations is facilitated in cooperation with Members and Geopolitical Groups.

- Closer ties with regional and other parliamentary organizations are developed, including in terms of more joint initiatives, with the aim of building synergies and strengthening efforts in areas of mutual interest.

Key Deliverables

- ✓ Two well attended and successful IPU Assemblies are held in Buenos Aires (April) and Geneva (October), with a high level of satisfaction by Members
- ✓ A holistic and comprehensive review of the IPU Statutes and Rules is carried out
- ✓ Clerks of Parliaments from non-member parliaments in the Caribbean region are invited to attend the 2019 Information Seminar on the Structure and Functioning of the IPU
- ✓ An Asia-Pacific Seminar for non-member parliaments is organized in cooperation with member parliaments and partner organizations from the region
- ✓ IPU activities, in particular regional seminars, are held in close cooperation with regional parliamentary organizations
- ✓ The Assembly App continues to be promoted so as to increase its adoption rate and lower the IPU's paper consumption as part of its PaperSmart policy
- ✓ The new periodic reporting mechanism is implemented in order to enhance the institutional process of collection of information on national follow-up to IPU resolutions and decisions
- ✓ New modalities to further enhance cooperation with other parliamentary organizations are put in place and implemented

Gender Mainstreaming

The Forum of Women Parliamentarians, its Bureau and the Gender Partnership Group work to ensure that women delegates are involved at all levels of the Assembly's work, and that Members continue to meet and surpass the target of 30 per cent women delegates.

The new IPU structural and statutory reforms aim to enhance greater representation by women and young MPs in IPU decision-making bodies, including the IPU Executive Committee. Progress will be monitored on a regular basis. Gender mainstreaming and youth empowerment will continue in a variety of ways, in terms of IPU decisions and outcomes as well as ensuring gender equality and youth representation among IPU office holders.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	3,182,000	0	3,182,000
2018 Approved	3,159,400	0	3,159,400
2019 Approved	3,437,600	0	3,437,600
• Salaries	2,760,700	0	2,760,700
• Services	179,900	0	179,900
• Travel	289,300	0	289,300
• Material	207,700	0	207,700

Objective 6 – Promote youth empowerment

Overall Objective

To promote youth participation in politics and empower young parliamentarians.

Issues and Challenges in 2019

Since 2010 the IPU has been emphasizing the link between youth participation and democracy, alerting on the danger of leaving the youth behind when it comes to their participation in democratic processes and political decision-making. The 2030 Agenda for Sustainable Development further strengthened this view and placed it at the heart of inclusive institutions and sustainable peace (SDG 16).

In 2019, the IPU will pursue its efforts to enhance youth participation in parliament by (1) disseminating data and information to alert on youth underrepresentation and promoting strategies and measures that can contribute to enhance youth participation; and (2) launching a campaign on youth participation targeting leaders, policy-makers and young people themselves to further build momentum and create a much needed push to have more young men and women engaged in politics.

The IPU will also continue promoting youth participation in its own functioning and structures as well as in the policy orientation it produces. The organization will monitor youth participation in its statutory assemblies and encourage members to apply the rules adopted in 2018 to include at least one young member in their delegation. It will also continue integrating a youth perspective in its work by including recommendations from the Forum of Young Parliamentarians in resolutions.

Also in 2019, the IPU will continue being the rallying point for young parliamentarians from all around the world. Young MPs will meet at the Forum of Young Parliamentarians during IPU Assemblies and will also gather on the occasion of the annual Global Conference of Young Parliamentarians. The participation and contribution of Members of the Board of Young Parliamentarians in international deliberations at the United Nations and in other international or regional forums will be facilitated.

At the national level, the IPU will support the empowerment of young members of parliament by organizing capacity and skills building programmes, supporting the establishment, functioning and activities of parliamentary caucuses of young MPs and providing counselling to parliaments in reforming the national legal framework to enhance youth representation.

Key Deliverables

- ✓ Knowledge and information tools on youth underrepresentation and on strategies and measures to enhance youth participation
- ✓ Promotion campaign on youth participation targeting leaders, policy-makers and young people themselves
- ✓ Global conference of young parliamentarians
- ✓ Participation and contribution of young MPs in international deliberations at the United Nations and in other international or regional fora
- ✓ National support activities including capacity building seminars and skills building programmes; support to the establishment, functioning and work of parliamentary caucuses of young MPs and provision of counselling to parliaments in reforming the national legal framework to enhance youth representation
- ✓ Two annual sessions of the Forum of Young Parliamentarians
- ✓ Monitoring of youth participation in IPU's statutory assemblies and integration of a youth perspective in the organization's work

Gender Mainstreaming

The IPU includes a gender perspective in all its work related to youth participation and empowerment. All data on youth representation in parliament is gender disaggregated. All of the policy guidance on strategies and measures to enhance youth participation lay specific emphasis on young women's political participation as young women face double discrimination

based on age and sex. All activities organized at the international, regional or national levels will strive for a balanced participation of young men and women parliamentarians. All such activities will also systematically include a gender perspective in their conceptualization, implementation and outcomes.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	0	329,600	329,600
2018 Approved	79,700	337,500	417,200
2019 Approved	79,600	265,100	344,700
• Salaries	59,600	96,000	155,600
• Services	14,000	67,600	81,600
• Travel	0	34,500	34,500
• Material	6,000	67,000	73,000

Objective 7 – Mobilize parliaments around the global development agenda

Overall Objective

To promote parliamentary action on the Sustainable Development Goals (SDGs) and assist parliaments in ensuring national ownership of development policies and programmes in a few targeted areas.

Issues and Challenges in 2019

As representatives of the people and a pillar of democratic governance, parliaments have an essential role to play in eradicating poverty and achieving sustainable development. Members of parliament can ensure that national development plans are informed by the people's priorities, speak on behalf of the poor and other marginalized and vulnerable groups, and ensure national ownership of development policies and programmes. The IPU Strategy aims to assist parliaments in achieving this in a number of targeted areas linked to the internationally agreed development commitments and in particular the SDGs.

In 2019, IPU will continue to raise awareness about the SDGs among parliaments. It will provide a platform to help parliaments take action and exchange experiences and good practices to translate the goals into national plans and strategies and make their objectives a reality for all. Such exchanges will be fostered at the regional level.

In order to assist parliaments in taking action on the SDGs, the IPU will continue to facilitate the use of its SDG self-assessment toolkit whose purpose is to help parliaments assess their readiness to engage in SDG implementation and relevant processes at the national level, and take an informed decision in this regard. The information obtained from this exercise will also be channeled to the UN-led global monitoring of progress on the SDGs as a parliamentary contribution.

At the global level, the IPU will collect and analyze data about the ways in which parliaments organize their work around the SDGs in order to understand the patterns and share good practices. The data and an analysis of the responses will be published online and shared with parliaments and relevant stakeholders.

With regard to specific development goals and targets, the IPU will pursue action in:

Promoting health and well-being for all: the IPU will continue to work closely with its partners to ensure access to health services without discrimination. This work will include development of required capacities and competencies in the parliaments of selected countries to contribute to efforts to ensure universal health coverage and global health security while paying particular attention to the needs of vulnerable and marginalized populations. The ultimate goal will be to provide a strong contribution to some of the health SDG targets, in particular efforts to ensure universal health coverage and global health security; to end AIDS by 2030; and implement the provisions of the Global Strategy on Women's, Children's and Adolescents' Health. IPU's efforts as part of the SUN Movement will be integrated within the health-related programmes.

Take action on climate change and disaster risk reduction: At the national and regional level, the IPU will work to raise awareness in parliaments of the challenges posed by climate change, opportunities provided by the Paris Agreement and the importance of regional and global cooperation. More concretely, the IPU will work with key scientific and policy institutions to enhance knowledge and capacities in parliaments to contribute to action on climate change through legislation, representation and oversight. The IPU will also continue to mobilize parliaments around the UN Climate Change Conference so as to ensure greater understanding and support for the global action. 2019 will witness a robust implementation of the agreement signed in 2018 with the United Nations Environment Programme.

In all these areas the IPU will work with its partners to produce knowledge products for parliamentarians and document examples of good parliamentary practice.

Key Deliverables

- ✓ Seminars at regional level
- ✓ Capacity-building activities at the national level
- ✓ SDGs self-assessments
- ✓ Results of the first global survey on parliamentary engagement with the SDGs
- ✓ Handbook for parliamentarians on women's, children's and adolescents' health
- ✓ Parliamentary meetings at key global events and processes on SDGs, health and climate change
- ✓ Handbook on Nutrition

Gender Mainstreaming

IPU focuses on gender equality and women's empowerment not only as human rights, but also because they are a pathway to achieving the SDGs. Several of the activities are specifically geared towards ensuring access to health for women and girls, and gender equality in development.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	0	1,083,700	1,083,700
2018 Approved	150,200	822,500	972,700
2019 Approved	151,300	851,400	1,002,700
• Salaries	151,300	252,500	403,800
• Services	0	313,000	313,000
• Travel	0	203,900	203,900
• Material	0	82,000	82,000

Objective 8 – Bridge the democracy gap in international relations

Overall Objective

To enhance the strategic partnership between the IPU and the UN system and strengthen the parliamentary voice in international affairs. To help democratize global decision-making through the UN, the cornerstone of multilateralism. To further develop dialogue and cooperation with other multilateral institutions, in particular the World Trade Organization (WTO).

Issues and Challenges in 2019

In 2019, the IPU will continue to build on its strong partnership with the UN. It will seek increasingly effective ways to actively meet the high expectations of UN and IPU Members, engaging parliaments in the implementation of the 2030 Agenda for Sustainable Development and other international commitments on democracy, peace and security, and human rights. The IPU will begin the process leading up to the Fifth World Conference of Speakers of Parliament in 2020, with strong input from the United Nations. Coordination of work at both political and operational levels will be strengthened through at least two yearly meetings with UN officials.

The IPU will also build on its successful partnership with the European Parliament in convening parliamentary meetings on the WTO. These provide an invaluable platform for legislators to engage with WTO officials and negotiators, bring a parliamentary component to the work of the WTO, and enhance accountability and parliamentary oversight of the WTO and of international trade in general. In the context of a severe crisis of the international trading system, the Parliamentary Conference on the WTO will enhance its efforts to conduct capacity building at the regional and national levels, with a view to rendering global trade more effective, more inclusive, and more beneficial to all.

The broad institutional challenges to be addressed in 2019 will include: building on the IPU's good and substantive relationship with the new UN Secretary-General and the incoming General Assembly President; coordinating with the UN in its work with the worldwide parliamentary community as documented in the 2018 Report of the UN Secretary-General; and identifying new entry points for the IPU as part of the restructured UN development system.

In the context of international efforts to implement the SDGs, the IPU will contribute to the UN High-level Political Forum (HLPF) as the main global hub for monitoring and follow-up. The IPU Standing Committee on UN Affairs will regularly review progress on the SDGs. It will continue to guide IPU policies relating to the UN. In addition to continuing engagement with the UN Development Cooperation Forum and the Global Partnership for Effective Development Cooperation, more attention will be paid to the new Forum on Financing for Development which is linked to the HLPF. The annual Parliamentary Hearing at the UN will continue to serve as an important vehicle to inform major UN processes from a parliamentary perspective.

Consistent with the strategic objectives in other work areas for the year (human rights, gender, security etc.), the IPU will continue to work closely with key UN partners such as UNDP, UN Women, the Office of the High Commissioner for Human Rights (OHCHR), the UN Framework Convention on Climate Change (UNFCCC), UNEP, UNAIDS and WHO, in addition to the WTO. The IPU will also provide direct political input on major issues on its agenda to the General Assembly, the UN Economic and Social Council (ECOSOC), the Security Council Committees (counter-terrorism; weapons of mass destructions), the Peacebuilding Commission, the Commission on the Status of Women, and the Human Rights Council.

Building on the success of the first International Day of Parliamentarism in 2018, IPU will work to engage the international community, through exhibits and special events - in celebrating 30 June 2019, which also corresponds to the 130th anniversary of the IPU. In the process, the IPU will continue to pay due attention and raise awareness around the International Day of Democracy and the IPU's Universal Declaration on Democracy.

Key Deliverables

- ✓ Over 200 MPs engaged in vivid discussion at the Annual Parliamentary Hearing focused on a major UN issue in 2019. Regular interaction with UN partners, including the UN Secretary-General, UNDP Administrator, and other heads of UN agencies and programmes
- ✓ Members of Parliament are included more systematically on UN panels in both Geneva and New York
- ✓ Two productive UN-IPU coordination meetings are held, at both political and operational levels
- ✓ Parliaments and IPU are appropriately mentioned in relevant UN reports and resolutions
- ✓ Increased engagement of parliaments and the UN system on both the International Day of Parliamentarism and the International Day of Democracy
- ✓ An IPU 130th anniversary exhibit is showcased at UN Headquarters in New York
- ✓ Parliamentary Conference on the occasion of the Ministerial Conference on the WTO brings together over 500 parliamentarians to provide parliamentary support to global trade
- ✓ Over 200 parliamentarians are engaged in regional events and activities to complement the global work of the WTO

Gender Mainstreaming

The IPU will continue to work with the main UN bodies to promote gender equality, the political empowerment of women, and greater youth participation. The IPU will seek to achieve a better gender balance in the distribution of roles during the meetings it organizes at the UN, which also trying to include young MPs as much as possible. It will also seek to give greater visibility to the work of the IPU and its Member Parliaments on gender mainstreaming and youth participation, in UN debates and reports. In all of the above, the Secretary General and the Permanent Observer will ensure that panels and workshops organized by the IPU are gender balanced and fulfil the commitments they made as International Gender Champions. Robust cooperation will be pursued with UN Women.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	893,000	0	893,000
2018 Approved	923,000	0	923,000
2019 Approved	927,100	0	927,100
• Salaries	637,400	0	637,400
• Services	39,700	0	39,700
• Travel	56,700	0	56,700
• Material	193,300	0	193,300

3.2 Enablers

Effective internal governance and oversight

Enabling actions

The Secretariat will support the IPU's governing bodies in their functions of directing and overseeing the Organization's work. Specifically, the Secretariat will provide support on matters related to financial management and risk assessment. The Secretariat will endeavour to ensure that the IPU complies with the highest reporting and audit standards, as well as other international management best practices.

Issues and Challenges in 2019

The Strategy for 2017-2021 seeks to build strong democratic parliaments that serve the people, and to identify and implement effective means to accomplish that. The Secretariat will seek to provide that support to the governance structures, to maintain stability and to protect the Organization and its assets through a period of change and volatility in the world at large.

Priority will be given to the following areas:

- Consolidating reforms in the organizational structure of the Secretariat and preserving a well maintained, secure Headquarters.
- Reinforcing internal governance and oversight, servicing the Executive Committee and its Sub-committee on Finance, and mobilizing an optimal level of external resources for the Organization.
- Improving IPU systems and procedures with a renewed focus on strengthening the results-based management system while constantly integrating modern ICT and an updated performance evaluation system throughout the Organization.
- Developing IPU-wide standards of transparency and accountability.

Gender Mainstreaming

The Executive Office will continue to supervise and guide the implementation of a gender-mainstreaming policy for the Organization. Mainstreaming requires ensuring that a gender perspective and the gender equality goal are at the centre of all activities – policy development, research, advocacy, dialogue, legislation, resource allocation and planning, and the implementation and monitoring of programmes and projects.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	854,700	0	854,700
2018 Approved	867,900	0	867,900
2019 Approved	912,700	21,600	934,300
• Salaries	678,700	0	678,700
• Services	60,000	21,600	81,600
• Travel	156,300	0	156,300
• Material	17,700	0	17,700

Visibility, advocacy and communications

Enabling actions

In a complex and crowded environment, evolving communication technologies have a profound impact on the sharing of information and the shaping of opinions, public behaviour and political action. The IPU's voice has never been so important. The success of its drive to build a democratic world where peace, security and development are a reality for everyone depends on its ability to promote its values and vision, and effective communication on how its work can and does deliver positive change for people is critically important to its mission. The IPU will work to create stronger and more strategic communications that make full and innovative use of diverse communication platforms, tools and techniques; strengthen credibility; ensure knowledge-sharing; build expertise; and enhance engagement among Members.

Issues and Challenges in 2019

By 2019, the new IPU communications strategy will be in place. The strategy, which is closely aligned with the IPU's 2017-2021 Strategy, is designed as an umbrella framework to ensure that the IPU communicates in a strategic and targeted way.

After ensuring that the Communications Division is fully fit for purpose, priorities in 2019 include the following:

- Bringing in the members more by creating spaces on the IPU's digital platforms, in its publications or during its events, to showcase the work they are doing to strengthen parliaments. The 130th anniversary of the IPU, coinciding with the second edition of International Day of Parliamentarism, will be a good opportunity to do this.
- Implementing a second wave of developments for www.ipu.org including simplifying the site's architecture, segmenting the content according to our audiences, and making cosmetic changes.
- Boosting the IPU's social media presence significantly by investing in paid promotions to reach potential new followers, continuing to post useful content, building its community of followers, and drawing more people to its website.
- Evaluating what publications have the best return on investment. A more robust editorial strategy will help the IPU to reinforce its branding and the stamp of quality that an IPU publication should represent.
- Targeting media more effectively by theme and region; investing in better databases of journalists and developing media partnerships for better coverage.

Results will include activities and products to celebrate the IPU's 130th anniversary; new, improved website with corresponding increases in website traffic; a refreshed editorial strategy and branding for key publications; and increases in press clippings, followers and engagement in media and social media platforms.

Gender Mainstreaming

IPU communications will continue to ensure that it respects gender parity in its policies, programmes and activities; and that its content is gender-sensitive in both form and content.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	1,086,900	0	1,086,900
2018 Approved	1,026,200	0	1,026,200
2019 Approved	1,097,200	0	1,097,200
• Salaries	797,200	0	797,200
• Services	192,000	0	192,000
• Travel	10,000	0	10,000
• Material	98,000	0	98,000

Gender mainstreaming and a rights-based approach

Enabling actions

The inclusion and mainstreaming of gender equality and human rights in the IPU's work will enhance effectiveness and delivery on key objectives. The IPU has adopted a gender mainstreaming policy and strategy that it will continue to implement, including through the development of tools, training sessions and reforms. It has also developed a strategy outlining how to implement a rights-based approach, which it will continue to pursue. Through that, it will enhance the IPU's own capacity and that of parliaments to promote and ensure respect for gender equality and human rights. This approach is part and parcel of the *Common Principles for Support to Parliaments*, which the IPU spearheaded and enforces.

Issues and Challenges in 2019

In 2019, the IPU will continue to implement the workplan to mainstream gender in all of its work and structures, based on the gender mainstreaming document approved by the governing bodies. It will also implement a human rights-based approach to the work of the Organization.

The challenge will be to ensure cohesion between implementing gender mainstreaming and the rights-based approach. There will be a particular focus on: developing and providing common tools; building staff capacity; strengthening indicators; and monitoring programmes and projects from a gender and human rights perspective.

Estimates, by nature of expenditure, with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	10,000	0	10,000
2018 Approved	10,000	0	10,000
2019 Approved	10,000	0	10,000
• Salaries	0	0	0
• Services	10,000	0	10,000
• Travel	0	0	0
• Material	0	0	0

A properly resourced and efficient Secretariat

Enabling actions

The Secretariat is committed to identifying and securing adequate resources to implement the IPU's Strategy through its membership and its network of partners. It encourages systematic planning, performance monitoring and reporting. It promotes parliamentary standards and norms. The Secretariat will seek to carry out its functions with efficiency, professionalism and accountability and is committed to the ongoing well-being and professional development of its staff.

Issues and Challenges in 2019

The functions of the Support Services Division include finance, administration and human resources. Its budget also covers expenditure related to office accommodation, asset depreciation, equipment rental, ICT materials and supplies. The increase in extrabudgetary funding in recent years has led to an additional emphasis on contract review and grant management.

Priority will be given to the following areas:

- Enhancing the security of IPU Headquarters so as to adhere to the norms and standards appropriate to international organizations in the current climate.
- Refining the staff rules and the staff appraisal system.
- Identifying and offering to staff training opportunities to improve on the quality of performance.
- Identifying and implementing measures that improve upon the well-being of staff as they often work under stress, especially during Assemblies.
- Maintaining full compliance with International Public Sector Accounting Standards.

The Division will continue to service the Executive Committee's Sub-committee on Finance and constantly develop and improve internal control systems and processes.

Gender Mainstreaming

The budget process requires all managers to identify the gender issues relevant to their division or programme in order to mainstream gender.

The specific gender issues identified within the Support Services Division relate to recruitment and training. As a result of a proactive policy of employment equity, women continue to make up more than half of the professional grades in the Secretariat. The budget includes information on the gender composition of the Secretariat in Section 3.5.

Human resource policies are regularly reviewed to ensure they do not disadvantage women.

Estimates, by nature of expenditure, with previous-year comparable

	Regular Budget	Other Sources	All Funds
2017 Final	2,668,900	0	2,668,900
2018 Approved	2,681,700	0	2,681,700
2019 Approved	2,658,900	0	2,658,900
• Salaries	1,560,000	0	1,560,000
• Services	113,400	0	113,400
• Travel	6,500	0	6,500
• Material	446,700	0	446,700
• Financial charges	33,300	0	33,300
• Amortization	499,000	0	499,000

3.3 Provisions and Grants

Overall Objective

To provide adequate funding for present and future liabilities in accordance with prudent financial management practice and to fund a grant to the Association of Secretaries General of Parliaments (ASGP) to support its functioning.

Issues and Challenges in 2019

Financial provisions and payments need to be made in appropriate amounts and in accordance with clear and approved policies.

The IPU sets aside funds to be used to offset carbon dioxide emissions from its activities, primarily travel. The amount of the contribution is currently determined by an online calculator, which estimates the investment that is required to compensate for emissions from travel reported by the Secretariat.

A reserve has been established for major repair work on the IPU Headquarters building. The reserve will be used to cover the depreciation cost of the work required to double-glaze and protect the windows of the Headquarters during 2018. As of 1 January 2018, this reserve held a balance of CHF 428,000. As the reserve is depleted, the Governing Council will need to consider replenishing it in future years.

The reserve for doubtful accounts is a provision that comes into effect in the event that certain Members are suspended or cease to participate and their contributions, which have already been recognized as revenue, are never received. Based on historical payment performance, the expected 2019 contribution to the provision has been set at CHF 40,000.

The IPU provides an annual grant to the ASGP in an amount that is determined each year. This is provided at a level that is sufficient to meet expenses not funded from other sources. The grant was increased to CHF 38,000 in 2017/18 to enable the ASGP to reach out to more language groups through additional interpretation and translation services, and will remain at this level in 2019.

The IPU is contractually bound to guarantee the payment of the pensions of 10 former employees of the Secretariat. The closed pension fund is consolidated into the accounts of the IPU and its reserves are invested in a flexible LPP fund.

Gender Mainstreaming

The budget allocations under this heading have no particular impact on men or women. As a legacy of the former employee profile of the IPU, the pension payments from the legacy pension fund are paid evenly to women and men.

Estimates, by nature of expenditure, with previous-year comparable

	Regular Budget	Other Sources	All Funds
2017 Final	106,000	0	106,000
2018 Approved	114,000	0	114,000
2019 Approved	106,000	0	106,000

2019 Estimates, by objective and source of funds (CHF)

Objective	Regular Budget	Other Sources	All Funds
1. Statutory reserves and liabilities (net)	40,000	0	40,000
2. Assist the ASGP	38,000	0	38,000
3. Offset carbon emissions	28,000	0	28,000
➤ Grand total	106,000	0	106,000

3.4 Capital Expenditures

Overall Objective

To make prudent capital expenditures that will enhance asset values, or improve productivity or quality of work, while ensuring that future capital charges are sustainable.

Issues and Challenges in 2019

The redevelopment of the IPU website and open data platform will be substantially completed in 2018, with a further phase of development of specific areas anticipated in 2019. The costs that are not covered through external donations will be capitalized and depreciated over four years.

Aside from the website development and regular upgrades of ICT and office equipment, no other significant capital expenditure is expected in 2019. The replacement of the windows in the IPU Headquarters building with strengthened double-glazing will have been completed in 2018 and the depreciation expense will be covered by the reserve established for maintenance work on IPU Headquarters (see Section 3.3 above).

Gender Mainstreaming

The gender effects of the proposed capital expenditures are not quantifiable.

Estimates of capital expenditure with previous-year comparable (CHF)

	Regular Budget	Other Sources	All Funds
2017 Final	450,000	0	450,000
2018 Approved	550,000	0	550,000
2019 Approved	150,000	0	150,000

Estimates of capital expenditures by class, by year for 2019-2021

Item	2019	2020	2021
1. Replacement of computers	35,000	35,000	35,000
2. Furniture	15,000	15,000	15,000
4. Website development	100,000	0	0
➤ Grand Total	150,000	50,000	50,000

3.5 Staffing

35. The 2019 budget includes a staff establishment of 42.5 full-time equivalent positions, half a position more than the previous year's budget. The table below shows the distribution of posts by strategic direction, objective, category and grade and the proportion of occupied posts currently filled by women (August 2018).

Strategic Objective or Enabler	2018 Approved	2019 Approved Budget							Total
		SG	Director	Professional Grades				General services	
				Grade 5	Grade 4	Grade 3	Grade 2		
Strategic Objectives									
1. Strong parliaments	6.5		0.5	0.4	1	3	0.5	1	6.4
2. Gender	3		0.5			1.6		1	3.1
3. Human rights	5				1	2		2	5
4. Peace building	0.5			0.6					0.6
5. Inter-parliamentary dialogue & cooperation	8		1		2	1	1.8	2.8	8.6
6. Youth	1					0.4	0.5		0.9
7. Global development	2				1	1			2
8. International relations	3			1	1			1.1	3.1
Enablers									
Governance & oversight	2	1						1	2
Visibility & communication	4		1		1		1	1	4
Gender & rights-based Efficient Secretariat	7		1		1			4.8	6.8
Total	42	1	4	2	8	9	3.8	14.7	42.5
<i>Per cent Women</i>		<i>0%</i>	<i>75%</i>	<i>50%</i>	<i>50%</i>	<i>75%</i>	<i>0%</i>	<i>86%</i>	<i>67%</i>

36. Grades are established in accordance with the UN common system of job classification. As a result of the restructuring in 2005, a few positions are occupied by incumbents at a higher grade than their position is classified although this number is now decreasing through attrition and career development. Two thirds of the Secretariat staff are women, achieving employment equity across the Organization. Three out of the four Director-level positions are currently held by women.
37. Annual adjustments to salaries are determined by the International Civil Service Commission (ICSC). Last year, the ICSC carried out a cost of living survey whose findings recommended a lower post-adjustment for the Geneva duty station. However, those findings were challenged by all UN agencies in Geneva. In March 2018, the Executive Committee decided that the post-adjustment for IPU staff in Geneva should be maintained at its January 2018 equivalent level so that salaries of IPU staff were not reduced. The budget for Secretariat staff salaries in 2019 from regular sources is CHF 5,833,100. There is a further appropriation of CHF 650,900 for the salaries of project personnel paid from other sources.
38. Benefits such as pensions, dependency allowances and child education allowances are provided to staff in accordance with the UN common system. Some other benefits, such as health and accident insurance, are defined internally by the IPU. The budget for staff benefits from regular sources is CHF 1,923,400. In addition, the staff benefits charged to voluntary-funded project budgets is CHF 214,600.

4. Assessed contributions

Country Name	UN 2016-2018	Approved 2019 scale	
	Per cent	Per cent	CHF
Afghanistan	0.006%	0.110%	11'500
Albania	0.008%	0.110%	11'500
Algeria	0.161%	0.310%	32'300
Andorra	0.006%	0.110%	11'500
Angola	0.010%	0.110%	11'500
Argentina	0.892%	1.120%	116'800
Armenia	0.006%	0.110%	11'500
Australia	2.337%	2.550%	265'900
Austria	0.720%	0.940%	98'000
Azerbaijan	0.060%	0.180%	18'800
Bahrain	0.044%	0.160%	16'700
Bangladesh	0.010%	0.110%	11'500
Belarus	0.056%	0.180%	18'800
Belgium	0.885%	1.110%	115'700
Benin	0.003%	0.100%	10'400
Bhutan	0.001%	0.100%	10'400
Bolivia (Plurinational State of)	0.012%	0.120%	12'500
Bosnia and Herzegovina	0.013%	0.120%	12'500
Botswana	0.014%	0.120%	12'500
Brazil	3.823%	3.960%	412'900
Bulgaria	0.045%	0.160%	16'700
Burkina Faso	0.004%	0.110%	11'500
Burundi	0.001%	0.100%	10'400
Cabo Verde	0.001%	0.100%	10'400
Cambodia	0.004%	0.110%	11'500
Cameroon	0.010%	0.110%	11'500
Canada	2.921%	3.110%	324'300
Central African Republic	0.001%	0.100%	10'400
Chad	0.005%	0.110%	11'500
Chile	0.399%	0.590%	61'500
China	7.921%	7.890%	822'600
Colombia	0.322%	0.500%	52'100
Comoros	0.001%	0.100%	10'400
Congo	0.006%	0.110%	11'500
Costa Rica	0.047%	0.170%	17'700
Côte d'Ivoire	0.009%	0.110%	11'500
Croatia	0.099%	0.230%	24'000
Cuba	0.065%	0.190%	19'800
Cyprus	0.043%	0.160%	16'700
Czech Republic	0.344%	0.520%	54'200
Democratic People's Republic of Korea	0.005%	0.110%	11'500
Democratic Republic of the Congo	0.008%	0.110%	11'500
Denmark	0.584%	0.790%	82'400
Djibouti	0.001%	0.100%	10'400
Dominican Republic	0.046%	0.170%	17'700
Ecuador	0.067%	0.190%	19'800
Egypt	0.152%	0.300%	31'300
El Salvador	0.014%	0.120%	12'500
Equatorial Guinea	0.010%	0.110%	11'500
Estonia	0.038%	0.150%	15'600
Eswatini	0.002%	0.100%	10'400
Ethiopia	0.010%	0.110%	11'500
Fiji	0.003%	0.100%	10'400

Country Name	UN 2016-2018	Approved 2019 scale	
	Per cent	Per cent	CHF
Finland	0.456%	0.650%	67'800
France	4.859%	4.930%	514'000
Gabon	0.017%	0.120%	12'500
Gambia	0.001%	0.100%	10'400
Georgia	0.008%	0.110%	11'500
Germany	6.389%	6.390%	666'300
Ghana	0.016%	0.120%	12'500
Greece	0.471%	0.670%	69'900
Guatemala	0.028%	0.140%	14'600
Guinea	0.002%	0.100%	10'400
Guinea-Bissau	0.001%	0.100%	10'400
Guyana	0.002%	0.100%	10'400
Haiti	0.003%	0.100%	10'400
Honduras	0.008%	0.110%	11'500
Hungary	0.161%	0.310%	32'300
Iceland	0.023%	0.130%	13'600
India	0.737%	0.950%	99'100
Indonesia	0.504%	0.700%	73'000
Iran (Islamic Republic of)	0.471%	0.670%	69'900
Iraq	0.129%	0.270%	28'200
Ireland	0.335%	0.510%	53'200
Israel	0.430%	0.620%	64'600
Italy	3.748%	3.890%	405'600
Japan	9.680%	9.680%	1'009'300
Jordan	0.020%	0.130%	13'600
Kazakhstan	0.191%	0.350%	36'500
Kenya	0.018%	0.130%	13'600
Kuwait	0.285%	0.460%	48'000
Kyrgyzstan	0.002%	0.100%	10'400
Lao People's Democratic Republic	0.003%	0.100%	10'400
Latvia	0.050%	0.170%	17'700
Lebanon	0.046%	0.170%	17'700
Lesotho	0.001%	0.100%	10'400
Libya	0.125%	0.270%	28'200
Liechtenstein	0.007%	0.110%	11'500
Lithuania	0.072%	0.200%	20'900
Luxembourg	0.064%	0.190%	19'800
Madagascar	0.003%	0.100%	10'400
Malawi	0.002%	0.100%	10'400
Malaysia	0.322%	0.500%	52'100
Maldives	0.002%	0.100%	10'400
Mali	0.003%	0.100%	10'400
Malta	0.016%	0.120%	12'500
Marshall Islands	0.001%	0.100%	10'400
Mauritania	0.002%	0.100%	10'400
Mauritius	0.012%	0.120%	12'500
Mexico	1.435%	1.670%	174'100
Micronesia (Federated States of)	0.001%	0.100%	10'400
Monaco	0.010%	0.110%	11'500
Mongolia	0.005%	0.110%	11'500
Montenegro	0.004%	0.110%	11'500
Morocco	0.054%	0.180%	18'800
Mozambique	0.004%	0.110%	11'500
Myanmar	0.010%	0.110%	11'500
Namibia	0.010%	0.110%	11'500
Nepal	0.006%	0.110%	11'500

Country Name	UN 2016-2018	Approved 2019 scale	
	Per cent	Per cent	CHF
Netherlands	1.482%	1.720%	179'300
New Zealand	0.268%	0.440%	45'900
Nicaragua	0.004%	0.110%	11'500
Niger	0.002%	0.100%	10'400
Nigeria	0.209%	0.370%	38'600
Norway	0.849%	1.070%	111'600
Oman	0.113%	0.250%	26'100
Pakistan	0.093%	0.230%	24'000
Palau	0.001%	0.100%	10'400
Palestine		0.100%	10'400
Panama	0.034%	0.150%	15'600
Papua New Guinea	0.004%	0.110%	11'500
Paraguay	0.014%	0.120%	12'500
Peru	0.136%	0.280%	29'200
Philippines	0.165%	0.320%	33'400
Poland	0.841%	1.060%	110'500
Portugal	0.392%	0.580%	60'500
Qatar	0.269%	0.440%	45'900
Republic of Korea	2.039%	2.260%	235'600
Republic of Moldova	0.004%	0.110%	11'500
Romania	0.184%	0.340%	35'500
Russian Federation	3.088%	3.270%	340'900
Rwanda	0.002%	0.100%	10'400
Saint Lucia	0.001%	0.100%	10'400
Samoa	0.001%	0.100%	10'400
San Marino	0.003%	0.100%	10'400
Sao Tome and Principe	0.001%	0.100%	10'400
Saudi Arabia	1.146%	1.380%	143'900
Senegal	0.005%	0.110%	11'500
Serbia	0.032%	0.150%	15'600
Seychelles	0.001%	0.100%	10'400
Sierra Leone	0.001%	0.100%	10'400
Singapore	0.447%	0.640%	66'700
Slovakia	0.160%	0.310%	32'300
Slovenia	0.084%	0.210%	21'900
Somalia	0.001%	0.100%	10'400
South Africa	0.364%	0.550%	57'300
South Sudan	0.003%	0.100%	10'400
Spain	2.443%	2.650%	276'300
Sri Lanka	0.031%	0.140%	14'600
Sudan	0.010%	0.110%	11'500
Suriname	0.006%	0.110%	11'500
Sweden	0.956%	1.180%	123'000
Switzerland	1.140%	1.370%	142'800
Syrian Arab Republic	0.024%	0.130%	13'600
Tajikistan	0.004%	0.110%	11'500
Thailand	0.291%	0.460%	48'000
The former Yugoslav Republic of Macedonia	0.007%	0.110%	11'500
Timor-Leste	0.003%	0.100%	10'400
Togo	0.001%	0.100%	10'400
Tonga	0.001%	0.100%	10'400
Trinidad and Tobago	0.034%	0.150%	15'600
Tunisia	0.028%	0.140%	14'600
Turkey	1.018%	1.250%	130'300
Turkmenistan	0.026%	0.140%	14'600

Country Name	UN 2016-2018	Approved 2019 scale	
	Per cent	Per cent	CHF
Tuvalu	0.001%	0.100%	10'400
Uganda	0.009%	0.110%	11'500
Ukraine	0.103%	0.240%	25'000
United Arab Emirates	0.604%	0.810%	84'500
United Kingdom	4.463%	4.560%	475'400
United Republic of Tanzania	0.010%	0.110%	11'500
Uruguay	0.079%	0.210%	21'900
Uzbekistan	0.023%	0.130%	13'600
Vanuatu	0.001%	0.100%	10'400
Venezuela (Bolivarian Republic of)	0.571%	0.780%	81'300
Viet Nam	0.058%	0.180%	18'800
Yemen	0.010%	0.110%	11'500
Zambia	0.007%	0.110%	11'500
Zimbabwe	0.004%	0.110%	11'500

Member or associate member	UN 2016-2018	Approved 2019 scale	
	Per cent	Per cent	CHF
Andean Parliament		0.020%	2'100
Arab Parliament		0.010%	1'000
Central American Parliament		0.010%	1'000
East African Legislative Assembly		0.010%	1'000
European Parliament		0.060%	6'300
Interparliamentary Assembly of Member Nations of the Commonwealth of Independent States		0.030%	3'100
Inter-Parliamentary Committee of the West African Economic and Monetary Union		0.010%	1'000
Latin American and Caribbean Parliament		0.030%	3'100
Parliament of the CEMAC		0.010%	1'000
Parliament of the ECOWAS		0.010%	1'000
Parliamentary Assembly of the Black Sea Economic Cooperation		0.030%	3'100
Parliamentary Assembly of the Council of Europe		0.050%	5'200
Total			10'515'200