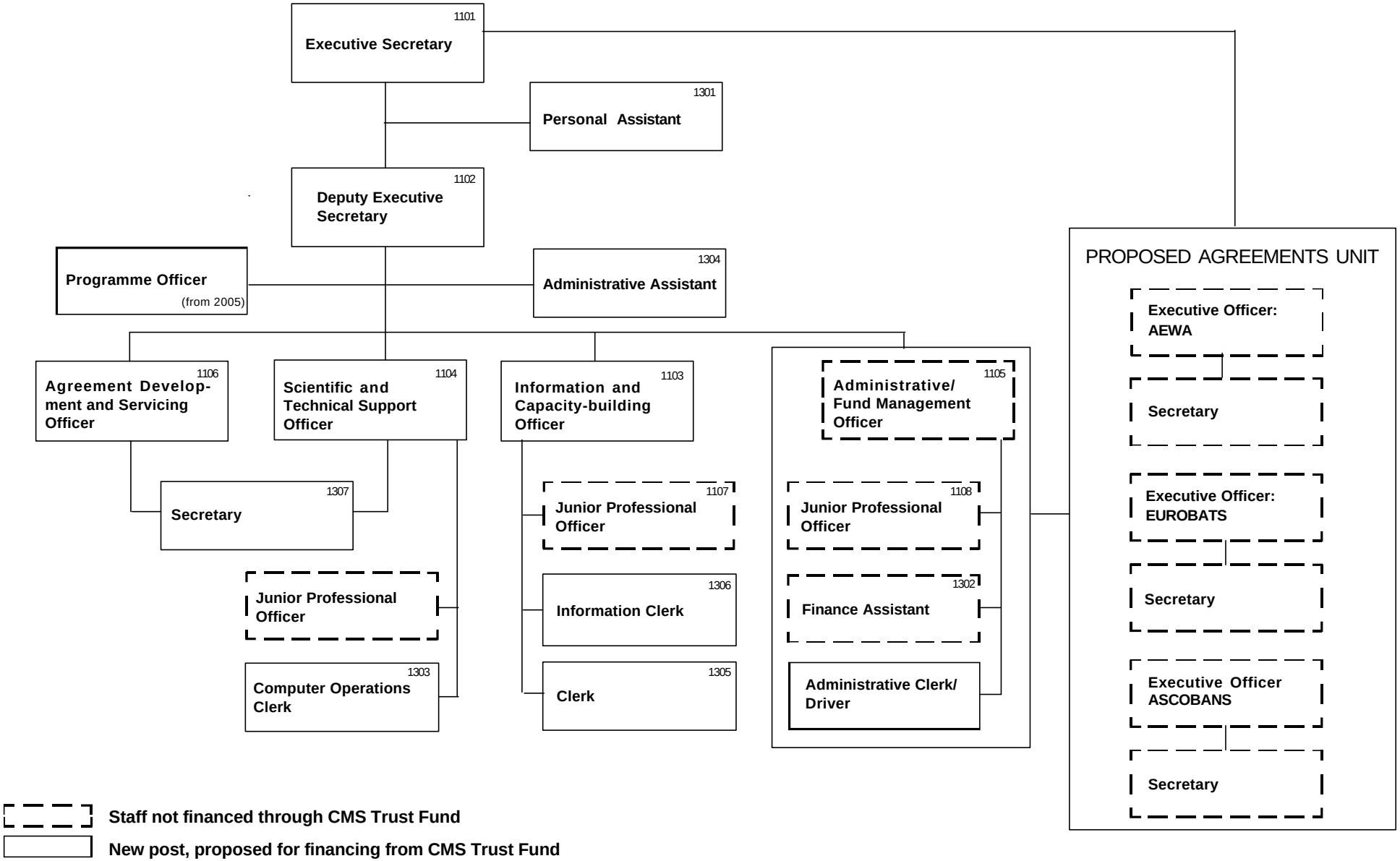ORGANIZATION CHART FOR THE UNEP/CMS SECRETARIAT **(proposed 2003-2005)**