

**Immediate actions identified by the Ad Hoc Working Group on
Administrative Reform
at its first meeting¹**

| Problem | Explanation of problem and immediate action identified by the WG |
|--|--|
| 1. Difficulty in obtaining travel visas for staff without international organization legitimization | See paragraphs 30 to 51 of the Report for an explanation of the problem. The Ad Hoc Group, requested the Secretary General to write to relevant Missions in Geneva sending copies to the relevant Ramsar Administrative Authorities to request that the Missions assist with the granting of visas to Secretariat staff as and when needed. Otherwise no further immediate action was envisaged. |
| 2. Difficulty in obtaining recognition of Ramsar Secretariat staff at major international meetings | See paragraphs 52 to 58 of the Report for an explanation of the problem. The WG agreed that the SG should report back on the implementation of paragraphs 8-11 of Resolution X.5. Otherwise, no further specific action was identified. |
| 3. Potential impossibility of making binding contracts as Ramsar has no legal power to sign contracts | See paragraphs 59 and 60 of the Report for an explanation of the problem. The WG agreed that no further action with regard to the previously perceived problem was required. |
| 4. Ability for the Secretariat to enter into international cooperation agreements | See paragraphs 61 to 73 of the Report for an explanation of the problem. The WG agreed that no immediate action was required with respect to the identified potential issue. |
| 5. Legal liability of host organization for Ramsar actions (in case of staff disputes, misappropriation of funds, etc.) | See paragraphs 74 to 76 of the Report for an explanation of the problem. The WG agreed that no further immediate action was required with respect to the legal liability of the host organization for Ramsar actions. |
| 6. Difficulty some Parties have in paying contributions to Ramsar Secretariat in the absence of legal identity | See paragraphs 77 to 82 of the Report for an explanation of the problem. The WG agreed that no further action was required with respect to the previously perceived problem. |

¹ Based on problems identified in table 2 of Ramsar COP10 DOC.20 Addendum 1

| | |
|---|--|
| <p>7. The host organization controls the Secretariat's financial procedures in ways that may not be suitable for us.</p> | <p>See paragraphs 83 to 88 of the Report for an explanation of the problem. The WG agreed that no further immediate action was required by the WG.</p> |
| <p>8. Lack of staff access when in the field to UN logistical and security assistance</p> | <p>See paragraphs 89 to 102 of the Report for an explanation of the problem. The WG agreed that further information would be required before any possible immediate actions could be identified.</p> |
| <p>9. Non-Swiss employees may be losing privileges of being taxpayers in their communes</p> | <p>See paragraphs 103 and 104 of the Report for an explanation of the problem. The WG agreed that no further action was required.</p> |
| <p>10. Work permits for spouses of non-Swiss staff members</p> | <p>See paragraphs 105 to 108 of the Report for an explanation of the problem. The WG agreed that no further action was required</p> |