

**Final reports of the Chairs of retired working groups:  
Staffing Working Group**

**Actions requested:**

Standing Committee is invited to take note of the report.

1. At its 13th meeting (COP13) the Conference of Contracting Parties, through Resolution XIII.3 on *Governance of the Convention*, decided to retire the working groups listed in Annex 1 of the same Resolution, and invited the Chairs of these subsidiary bodies, as appropriate, to provide to the Standing Committee the final report on the outcome of the work of their subsidiary body, to be posted on the Convention website by the 57th meeting of the Standing Committee.
2. The final report of the Staffing Working Group is overleaf.

## **Final report of the Staffing Working Group**

March 12, 2019

The Staffing Working Group, chaired by Canada, was established at SC52 to address 6 personnel-related issues raised by Parties:

1. Oceania Officer;
2. Asian proposed position funded by external sources;
3. Level (IUCN functional group) of regional officers;
4. Location/ housing of regional officers;
5. Regional officers in Europe, Americas, and Asia; and,
6. Secretariat organograms.

The Staffing Working Group was open to all Parties. The Staffing Working Group reported on its discussions to the Management Working Group and Standing Committee took note of the report at SC52.

At SC54, the Staffing Working Group was re-engaged by the Chair of the Standing Committee and tasked with addressing 3 personnel-related issues:

1. Regional Officer for Africa;
2. Vacancies at the Ramsar Secretariat; and,
3. the Ramsar Secretariat's organizational chart.

The Staffing Working Group reported on its discussions to a closed session of the Management Working Group and Standing Committee took note of the report at SC54.

In closing, the Staffing Working Group met two times over the last triennium and produced two reports of those discussions. Both reports were provided in their respective SC52 and SC54 report and final decisions documents. The Staffing Working Group was originally established at SC52 as a one-time ad-hoc Working Group to help make progress at SC52 on some delicate personnel-related matters. While the original mandate of the Staffing Working Group was completed at SC52, the group was re-engaged at SC54 by invitation of the Chair of Standing Committee to address additional personnel-related matters.