



COP14  **2022**

14th Meeting of the Conference of the Contracting Parties to the Ramsar Convention on Wetlands

**“Wetlands Action for People and Nature”
Wuhan, China, and Geneva, Switzerland 5-13 November 2022**

Resolution XIV.1

Financial and budgetary matters

1. RECALLING the budgetary provisions established by paragraphs 5 and 6 of Article 6 of the Convention;
2. RECALLING Resolution XII.7 on *Resource mobilization and partnership framework of the Ramsar Convention* and the related provisions of Resolution XIII.2 on *Financial and budgetary matters* and Resolution ExCOP3.2 on *Financial and budgetary matters: 2022 core budget of the Convention on Wetlands*;
3. ACKNOWLEDGING WITH APPRECIATION the prompt payment by the majority of Contracting Parties of their contributions to the core budget of the Convention; but NOTING WITH CONCERN that a number of Parties have significant outstanding contributions (see document COP14 Doc.15, *Financial report for 2019-2022 by the Chair of the Standing Committee Subgroup on Finance and proposed budget for the 2023-2025 triennium*);
4. NOTING WITH GRATITUDE the additional voluntary financial contributions made by many Contracting Parties, including those from Contracting Parties of Africa specifically earmarked for African Regional Initiatives (in accordance with paragraph 23 of Resolution X.2 on *Financial and budgetary matters*), and also the contributions made by non-governmental organizations and private companies for activities undertaken by the Secretariat;
5. RECALLING the *Delegation of Authority to the Secretary General of the Convention on Wetlands* signed by the Director General of the International Union for Conservation of Nature (IUCN) and the Chairman of the Convention’s Standing Committee on 29 January 1993, and the *Supplementary Note to Delegation of Authority* signed on the same date;
6. ACKNOWLEDGING WITH APPRECIATION the financial and administrative services provided to the Convention Secretariat by IUCN, underpinned by the Services Agreement between the Convention and IUCN revised in 2009;
7. NOTING that Contracting Parties have been kept informed of the financial situation of the Secretariat through the audited annual financial statements for the years from 2018 to 2021 and the reports submitted to the Standing Committee meetings from 2019 to 2022; and

8. RECOGNIZING the need to continue to strengthen financial partnerships with relevant international organizations and other entities, and to explore additional funding opportunities through their existing financial mechanisms;

THE CONFERENCE OF THE CONTRACTING PARTIES

9. APPRECIATES that, since the 13th meeting of the Conference of the Contracting Parties (COP13) in 2018, the Secretariat has continued to substantially improve its management of the Convention's funds, prudently, efficiently and openly;
10. EXPRESSES ITS GRATITUDE to the Contracting Parties that have served in the Subgroup on Finance of the Standing Committee during the 2019-2021 triennium and 2022, and in particular to Mexico, which has acted as Chair of the Subgroup;
11. DECIDES that the *Terms of Reference for the Financial Administration of the Convention* contained in Annex 3 to Resolution 5.2 on *Financial and budgetary matters* are to be applied *in toto* to the 2023-2025 triennium;
12. FURTHER DECIDES that the Subgroup on Finance will be continued and operate under the aegis of the Standing Committee and with the roles and responsibilities specified in Resolution VI.17 on *Financial and budgetary matters*, will include one Standing Committee representative from each Ramsar region plus the immediately prior Chair of the Subgroup on Finance, as well as any other interested Contracting Parties, bearing in mind the desirability of equitable regional participation and the need to keep the group to a manageable size, and will designate one of its members as its Chair; and NOTES that travel support for eligible Contracting Parties to attend Subgroup meetings will be limited to the regional representatives of the Standing Committee;
13. NOTES that the 2023-2025 budget includes a core element funded by contributions from Contracting Parties, and that the Secretariat will seek additional non-core resources in line with the priorities identified by the Conference of the Parties, which are listed in Annex 4 of the present Resolution; and REQUESTS that the Secretariat continue to develop new approaches and tools to secure voluntary financial support;
14. APPROVES the core budget for the 2023-2025 triennium as presented in Annex 1 of the present Resolution, to enable the implementation of the Ramsar Strategic Plan 2016-2024;
15. APPROVES the use of surplus from the core budget for the 2019-2021 triennium of CHF 228,000 to supplement the approved 2023-2025 triennium budget in the following areas: CHF 120,000 for communications, translation, publications and reporting implementation; CHF 60,000 for staff travel (CHF 15,000 for travel of Secretariat senior management, CHF 15,000 for travel of resource mobilization and outreach and CHF 30,000 for travel of regional advice and support); CHF 15,000 for STRP implementation; and CHF 33,000 for planning and capacity building; and REQUESTS the Secretariat to achieve a balanced budget by the end of the 2023-2025 triennium;
16. APPROVES the use of up to CHF 360,000 from surplus from the 2019-2021 triennium to increase the provision on outstanding contributions for the 2023-2025 triennium;
17. URGES Contracting Parties with outstanding contributions to make a renewed effort to settle them as expeditiously as possible to enhance the financial sustainability of the Convention through contributions by all Contracting Parties;

18. REQUESTS that the Secretariat contact Contracting Parties that have outstanding contributions in excess of three years and assist them to identify appropriate options to rectify the situation and to request a plan for making payment of contributions, and report back at each meeting of the Standing Committee and the Conference of the Contracting Parties on activities taken in this regard and results achieved; and AGREES that the Standing Committee should continue to consider appropriate action concerning Parties that have neither paid their outstanding contributions nor submitted a payment plan for this purpose;
19. REQUESTS regional representatives in the Standing Committee to engage Parties from their respective regions with outstanding contributions to encourage them to identify appropriate options to rectify the situation;
20. NOTES WITH CONCERN the situation with non-core contributions from Contracting Parties; and ENCOURAGES Contracting Parties and others to increase such contributions;
21. ENCOURAGES Contracting Parties and INVITES other governments, financial institutions, International Organization Partners and other implementing partners to support the implementation of the Convention;
22. NOTES the resource mobilization work plan for the Convention approved by the Standing Committee and REQUESTS the Secretariat to update it to reflect the priorities identified by the Contracting Parties at COP14 and make it available to the Standing Committee at its 62nd meeting, for its consideration;
23. NOTES WITH APPRECIATION the alignment of the Secretariat with International Union for Conservation of Nature (IUCN) policies and procedures for managing non-core funding;
24. REQUESTS the Secretariat to provide to the Ramsar Regional Initiatives (RRIs) in Africa, on an annual basis, the available balance of the African voluntary contribution fund; and INVITES those RRIs to submit requests to the Secretariat as part of their reports to access available funds in accordance with the provisions of Resolution XIV.7 Part A on *Ramsar Regional Initiatives*;
25. INVITES the African regional representatives in the Standing Committee to decide on the use of those funds referenced in paragraph 24 of the present Resolution, based on the requests submitted by the RRIs, and inform the Secretariat accordingly;
26. REAFFIRMS the decision taken at COP13 that requests the Secretariat within its existing legal framework and mandate to assist, as appropriate, Contracting Parties in the administration of non-core funded projects, including but not limited to successful fundraising for RRIs; and that further instructs Secretariat staff identified in Annex 3, supported with core funds, not to be involved in the day-to-day administration of non-core funded projects as this role would be the responsibility of any Secretariat staff supported with non-core funds for that specific purpose;
27. AUTHORIZES the Standing Committee, with the advice of its Subgroup on Finance, to transfer core budget allocations between budget lines as may be required in the light of significant positive or negative changes during the triennium to costs, rates of inflation, interest and tax income projected in the budget, without increasing the assessed contributions of Parties or increasing the charges paid to IUCN above a maximum of 13% of the budget;

28. RECOGNIZES the benefits of flexibility in travel budget lines to deliver on the Secretariat Work Plan for the triennium; and REAFFIRMS the decision taken at COP13 that authorizes the Secretary General to transfer resources between travel budget lines, ensuring that the Subgroup on Finance is informed and that such transfers are reported to the Standing Committee at its next meeting;
29. DECIDES that the contribution of each Contracting Party to the core budget should be in accordance with the most recent scale of assessments for the contribution of Member States to the United Nations budget as approved by the UN General Assembly, except in the case of Contracting Parties which, in applying the UN scale of assessments, would make annual contributions to the Ramsar Convention core budget of less than CHF 1,000, in which case the annual contribution is to be that amount. Estimated core budget contributions for the 2023-2025 triennium are presented in Annex 2 of the present Resolution;
30. URGES all Contracting Parties to pay their contributions promptly by 1 January of each year, or as soon thereafter as that country's budget cycle will permit;
31. EXPRESSES GRATITUDE to the governments of Finland, Germany, Norway, the Russian Federation and the United States of America and to Danone and the Nagao Natural Environment Foundation for their voluntary contributions to non-core activities;
32. REAFFIRMS the decision taken at COP11 (in Resolution XI.2 on *Financial and budgetary matters*) that the Reserve Fund:
 - a. provides for unforeseen and unavoidable expenditures;
 - b. receives realized triennial core budget surpluses (or deficits);
 - c. should not be lower than 6% of the annual core budget of the Convention and not greater than 15%; and
 - d. should be administered by the Secretary General with the approval of the Subgroup on Finance established by the Standing Committee;
33. REQUESTS the Secretariat to endeavour to maintain the Reserve Fund over the 2023-2025 triennium and to report annually to the Standing Committee on its status and to seek the concurrence of the Subgroup on Finance prior to any use of the Fund;
34. REAFFIRMS the decision taken at COP13 (in Resolution XIII.2 on *Financial and budgetary matters*) that authorizes the Secretary General, within the rules of IUCN, to adjust the staffing levels, numbers and structure of the Secretariat presented in Annex 3 of the present Resolution, provided that the adjustments are within the costs indicated and made in accordance with the 1993 *Delegation of Authority to the Secretary General of the Convention on Wetlands* and its *Supplementary Note*;
35. NOTES with appreciation the transparency and accountability regarding Secretariat operations that the Secretary General has fostered during the past triennium; NOTES that, as a means to further enhance these efforts, the Secretariat has established a section of the Convention website to publish information to ensure transparency and accountability, including *inter alia*: completed and accepted audit reports; financial rules and regulations; annual reports of the Secretary General to the Standing Committee; procedures for engagement with the private sector; materials related to staff codes of conduct and professional ethics; the 1993 delegation of authority and its supplementary note; anti-fraud policies; anti-harassment policies; whistleblower rules and protections; policies on conflict of interest; policies on gender equity and

equality; and any other relevant information; and REQUESTS that the Secretariat pursue these efforts in 2023-2025;

36. REQUESTS the Secretariat to consider Contracting Parties that are on the UN Conference on Trade and Development's List of Small Island Developing States (SIDS) as eligible for sponsorship for delegate travel, whether or not they are formally classified as such on economic grounds in the OECD Development Assistance Committee (DAC) list; and
37. CONFIRMS that the present Resolution and its annexes supersede Resolution XIII.2 on *Financial and budgetary matters*, Resolution ExCOP3.2 on *Financial and budgetary matters: 2022 core budget of the Convention on Wetlands* and paragraph 11.a of Resolution VI.17 on *Financial and budgetary matters*.

Annex 1
Core budget 2023-2025

Ramsar Core Budget 2023-2025 CHF 000'S	Budget 2023	Budget 2024	Budget 2025	Total Budget 2023-2025
INCOME				
Parties' Contributions	3,778	3,778	3,778	11,334
Voluntary Contributions	1,066	1,066	1,066	3,198
Income Tax	225	225	225	675
Income Interest	12	12	12	36
TOTAL INCOME	5,081	5,081	5,081	15,243
EXPENDITURES				
A. Secretariat Senior Management and Governance	1,050	1,062	1,057	3,169
B. Resource Mobilization and Outreach	508	508	508	1,524
C. Regional Advice and Support	1,309	1,316	1,318	3,943
D. Support to Regional Initiatives	100	100	100	300
E. Science and Policy	840	817	820	2,477
F. Administration	474	478	478	1,430
G. Standing Committee Services	150	150	150	450
H. IUCN Administrative Service Charges (maximum)	541	541	541	1,623
I. Miscellaneous - Reserve Fund	109	109	109	327
TOTAL EXPENDITURES	5,081	5,081	5,081	15,243

Annex 2

Estimated core budget contributions by Contracting Parties for 2023-2025

Contracting Party (Membership as at 1 January 2022)	2022-2024 UN Scale*	% Ramsar total	Annual contribution 2019-2021	Estimated annual contribution 2023-2025	Estimated change in annual contribution compared to previous triennium
Albania	0.008	0.008%	1,000	1,000	0
Algeria	0.109	0.112%	6,755	5,337	(1,418)
Andorra	0.005	0.005%	1,000	1,000	0
Angola	0.010	0.010%	0	1,000	1,000
Antigua and Barbuda	0.002	0.002%	1,000	1,000	0
Argentina	0.719	0.738%	44,786	35,204	(9,582)
Armenia	0.007	0.007%	1,000	1,000	0
Australia	2.111	2.167%	108,171	103,361	(4,810)
Austria	0.679	0.697%	33,136	33,246	110
Azerbaijan	0.030	0.031%	2,398	1,469	(929)
Bahamas	0.019	0.020%	1,000	1,000	0
Bahrain	0.054	0.055%	2,447	2,644	197
Bangladesh	0.010	0.010%	1,000	1,000	0
Barbados	0.008	0.008%	1,000	1,000	0
Belarus	0.041	0.042%	2,398	2,007	(391)
Belgium	0.828	0.850%	40,185	40,541	356
Belize	0.001	0.001%	1,000	1,000	0
Benin	0.005	0.005%	1,000	1,000	0
Bhutan	0.001	0.001%	1,000	1,000	0
Bolivia (Plurinational State of)	0.019	0.020%	1,000	1,000	0
Bosnia and Herzegovina	0.012	0.012%	1,000	1,000	0
Botswana	0.015	0.015%	1,000	1,000	0
Brazil	2.013	2.067%	144,293	98,562	(45,731)
Bulgaria	0.056	0.057%	2,252	2,742	490
Burkina Faso	0.004	0.004%	1,000	1,000	0
Burundi	0.001	0.001%	1,000	1,000	0
Cabo Verde	0.001	0.001%	1,000	1,000	0
Cambodia	0.007	0.007%	1,000	1,000	0
Cameroon	0.013	0.013%	1,000	1,000	0
Canada	2.628	2.698%	133,818	128,674	(5,144)
Central African Republic	0.001	0.001%	1,000	1,000	0
Chad	0.003	0.003%	1,000	1,000	0
Chile	0.420	0.431%	19,921	20,564	643
China	15.254	15.660%	587,595	746,880	159,285
Colombia	0.246	0.253%	14,096	12,045	(2,051)
Comoros	0.001	0.001%	1,000	1,000	0
Congo	0.005	0.005%	1,000	1,000	0

* As per UN resolution A/RES/76/238; a revised UN Scale will be applied when released.

Contracting Party (Membership as at 1 January 2022)	2022-2024 UN Scale*	% Ramsar total	Annual contribution 2019-2021	Estimated annual contribution 2023-2025	Estimated change in annual contribution compared to previous triennium
Costa Rica	0.069	0.071%	3,035	3,378	343
Côte d'Ivoire	0.022	0.023%	1,000	1,077	77
Croatia	0.091	0.093%	3,769	4,456	687
Cuba	0.095	0.098%	3,916	4,651	735
Cyprus	0.036	0.037%	1,762	1,763	1
Czechia	0.340	0.349%	15,222	16,647	1,425
Democratic People's Republic of Korea	0.005	0.005%	1,000	1,000	0
Democratic Republic of the Congo	0.010	0.010%	1,000	1,000	0
Denmark	0.553	0.568%	27,116	27,076	(40)
Djibouti	0.001	0.001%	1,000	1,000	0
Dominican Republic	0.067	0.069%	2,594	3,281	687
Ecuador	0.077	0.079%	3,916	3,770	(146)
Egypt	0.139	0.143%	9,104	6,806	(2,298)
El Salvador	0.013	0.013%	1,000	1,000	0
Equatorial Guinea	0.012	0.012%	1,000	1,000	0
Estonia	0.044	0.045%	1,909	2,154	245
Eswatini	0.002	0.002%	1,000	1,000	0
Fiji	0.004	0.004%	1,000	1,000	0
Finland	0.417	0.428%	20,606	20,417	(189)
France	4.318	4.433%	216,684	211,421	(5,263)
Gabon	0.013	0.013%	1,000	1,000	0
Gambia	0.001	0.001%	1,000	1,000	0
Georgia	0.008	0.008%	1,000	1,000	0
Germany	6.111	6.274%	298,081	299,212	1,131
Ghana	0.024	0.025%	1,000	1,175	175
Greece	0.325	0.334%	17,914	15,913	(2,001)
Grenada	0.001	0.001%	1,000	1,000	0
Guatemala	0.041	0.042%	1,762	2,007	245
Guinea	0.003	0.003%	1,000	1,000	0
Guinea-Bissau	0.001	0.001%	1,000	1,000	0
Honduras	0.009	0.009%	1,000	1,000	0
Hungary	0.228	0.234%	10,083	11,164	1,081
Iceland	0.036	0.037%	1,370	1,763	393
India	1.044	1.072%	40,821	51,117	10,296
Indonesia	0.549	0.564%	26,578	26,881	303
Iran (Islamic Republic of)	0.371	0.381%	19,480	18,165	(1,315)
Iraq	0.128	0.131%	6,314	6,267	(47)
Ireland	0.439	0.451%	18,159	21,495	3,336
Israel	0.561	0.576%	23,984	27,468	3,484
Italy	3.189	3.274%	161,864	156,142	(5,722)
Jamaica	0.008	0.008%	1,000	1,000	0

* As per UN resolution A/RES/76/238; a revised UN Scale will be applied when released.

Contracting Party (Membership as at 1 January 2022)	2022-2024 UN Scale*	% Ramsar total	Annual contribution 2019-2021	Estimated annual contribution 2023-2025	Estimated change in annual contribution compared to previous triennium
Japan	8.033	8.247%	419,173	393,318	(25,855)
Jordan	0.022	0.023%	1,028	1,077	49
Kazakhstan	0.133	0.137%	8,712	6,512	(2,200)
Kenya	0.030	0.031%	1,175	1,469	294
Kiribati	0.001	0.001%	1,000	1,000	0
Kuwait	0.234	0.240%	12,334	11,457	(877)
Kyrgyzstan	0.002	0.002%	1,000	1,000	0
Lao People's Democratic Republic	0.007	0.007%	1,000	1,000	0
Latvia	0.050	0.051%	2,300	2,448	148
Lebanon	0.036	0.037%	2,300	1,763	(537)
Lesotho	0.001	0.001%	1,000	1,000	0
Liberia	0.001	0.001%	1,000	1,000	0
Libya	0.018	0.018%	1,468	1,000	(468)
Liechtenstein	0.010	0.010%	1,000	1,000	0
Lithuania	0.077	0.079%	3,475	3,770	295
Luxembourg	0.068	0.070%	3,279	3,329	50
Madagascar	0.004	0.004%	1,000	1,000	0
Malawi	0.002	0.002%	1,000	1,000	0
Malaysia	0.348	0.357%	16,691	17,039	348
Mali	0.005	0.005%	1,000	1,000	0
Malta	0.019	0.020%	1,000	1,000	0
Marshall Islands	0.001	0.001%	1,000	1,000	0
Mauritania	0.002	0.002%	1,000	1,000	0
Mauritius	0.019	0.020%	1,000	1,000	0
Mexico	1.221	1.253%	63,238	59,784	(3,454)
Monaco	0.011	0.011%	1,000	1,000	0
Mongolia	0.004	0.004%	1,000	1,000	0
Montenegro	0.004	0.004%	1,000	1,000	0
Morocco	0.055	0.056%	2,692	2,693	1
Mozambique	0.004	0.004%	1,000	1,000	0
Myanmar	0.010	0.010%	1,000	1,000	0
Namibia	0.009	0.009%	1,000	1,000	0
Nepal	0.010	0.010%	1,000	1,000	0
Netherlands	1.377	1.414%	66,371	67,422	1,051
New Zealand	0.309	0.317%	14,243	15,130	887
Nicaragua	0.005	0.005%	1,000	1,000	0
Niger	0.003	0.003%	1,000	1,000	0
Nigeria	0.182	0.187%	12,236	8,911	(3,325)
Norway	0.679	0.697%	36,905	33,246	(3,659)
Oman	0.111	0.114%	5,629	5,435	(194)
Pakistan	0.114	0.117%	5,629	5,582	(47)

* As per UN resolution A/RES/76/238; a revised UN Scale will be applied when released.

Contracting Party (Membership as at 1 January 2022)	2022-2024 UN Scale*	% Ramsar total	Annual contribution 2019-2021	Estimated annual contribution 2023-2025	Estimated change in annual contribution compared to previous triennium
Palau	0.001	0.001%	1,000	1,000	0
Panama	0.090	0.092%	2,203	4,407	2,204
Papua New Guinea	0.010	0.010%	1,000	1,000	0
Paraguay	0.026	0.027%	1,000	1,273	273
Peru	0.163	0.167%	7,440	7,981	541
Philippines	0.212	0.218%	10,034	10,380	346
Poland	0.837	0.859%	39,255	40,982	1,727
Portugal	0.353	0.362%	17,131	17,284	153
Republic of Korea	2.574	2.643%	110,960	126,030	15,070
Republic of Moldova	0.005	0.005%	1,000	1,000	0
Romania	0.312	0.320%	9,691	15,276	5,585
Russian Federation	1.866	1.916%	117,715	91,365	(26,350)
Rwanda	0.003	0.003%	1,000	1,000	0
Saint Lucia	0.002	0.002%	1,000	1,000	0
Samoa	0.001	0.001%	1,000	1,000	0
Sao Tome and Principe	0.001	0.001%	1,000	1,000	0
Senegal	0.007	0.007%	1,000	1,000	0
Serbia	0.032	0.033%	1,370	1,567	197
Seychelles	0.002	0.002%	1,000	1,000	0
Sierra Leone	0.001	0.001%	1,000	1,000	0
Slovakia	0.155	0.159%	7,489	7,589	100
Slovenia	0.079	0.081%	3,720	3,868	148
South Africa	0.244	0.250%	13,313	11,947	(1,366)
South Sudan	0.002	0.002%	1,000	1,000	0
Spain	2.134	2.191%	105,038	104,487	(551)
Sri Lanka	0.045	0.046%	2,154	2,203	49
Sudan	0.010	0.010%	1,000	1,000	0
Suriname	0.003	0.003%	1,000	1,000	0
Sweden	0.871	0.894%	44,345	42,647	(1,698)
Switzerland	1.134	1.164%	56,337	55,524	(813)
Syrian Arab Republic	0.009	0.009%	1,000	1,000	0
Tajikistan	0.003	0.003%	1,000	1,000	0
Thailand	0.368	0.378%	15,026	18,018	2,992
Republic of North Macedonia	0.007	0.007%	1,000	1,000	0
Togo	0.002	0.002%	1,000	1,000	0
Trinidad and Tobago	0.037	0.038%	1,958	1,812	(146)
Tunisia	0.019	0.020%	1,224	1,000	(224)
Türkiye	0.845	0.867%	67,105	41,374	(25,731)
Turkmenistan	0.034	0.035%	1,615	1,665	50
Uganda	0.010	0.010%	1,000	1,000	0
Ukraine	0.056	0.057%	2,790	2,742	(48)
United Arab Emirates	0.635	0.652%	30,151	31,091	940

* As per UN resolution A/RES/76/238; a revised UN Scale will be applied when released.

Contracting Party (Membership as at 1 January 2022)	2022-2024 UN Scale*	% Ramsar total	Annual contribution 2019-2021	Estimated annual contribution 2023-2025	Estimated change in annual contribution compared to previous triennium
United Kingdom	4.375	4.491%	223,536	214,212	(9,324)
United Republic of Tanzania	0.010	0.010%	1,000	1,000	0
Uruguay	0.092	0.094%	4,258	4,505	247
Uzbekistan	0.027	0.028%	1,566	1,322	(244)
Vanuatu	0.001	0.001%	1,000	1,000	0
Venezuela (Bolivarian Republic of)	0.175	0.180%	35,633	8,568	(27,065)
Viet Nam	0.093	0.095%	3,769	4,554	785
Yemen	0.008	0.008%	1,000	1,000	0
Zambia	0.008	0.008%	1,000	1,000	0
Zimbabwe	0.007	0.007%	1,000	1,000	0
Total	75.978	78.0000%	3,778,998	3,779,000	2
Other contributions**					
United States of America		22%	1,065,799	1,065,799	0
Grand Total			4,844,797	4,844,799	2

* As per UN resolution A/RES/76/238; a revised UN Scale will be applied when released.

** As previously, voluntary contribution of 22% of total contributions from Contracting Parties.

Annex 3

Secretariat staff (core) for 2023-2025 as per budget in Annex 1

Team	2022	2023	2024	2025
Secretariat Senior Management	1 S, 1 D, 1 P2, 2 A3	1 S, 1 D, 1 P2, 2 A3	1 S, 1 D, 1 P2, 2 A3	1 S, 1 D, 1 P2, 2 A3
Resource Mobilization and Outreach	2 P2, 1 A3	2 P2, 1 A3	2 P2, 1 A3	2 P2, 1 A3
Regional Advice and Support	4 M1, 4 junior professionals	4 M1, 4 junior professionals	4 M1, 4 junior professionals	4 M1, 4 junior professionals
Science and Policy	1 M1, 2 P2, 1 P1	1 M1, 2 P2, 1 P1	1 M1, 2 P2, P1	1 M1, 2 P2, 1 P1
Administration	1 P2, 1 P1 (50%), 1 A3	1 P2, 1 P1 (50%), 1 A3	1 P2, 1 P1 (50%), 1 A3	1 P2, 1 P1 (50%), 1 A3
Total	22.5 staff	22.5 staff	22.5 staff	22.5 staff
Total costs (in '000 CHF)	3,586	3,586	3,603	3,603

Note:

2022 staff numbers and positions shown for reference. Costs budgeted and allocated to budget lines on the basis of current core-funded positions. Team refers to the categorization of expenditures as listed in Annex 1.

Levels as per IUCN HR policy and guidelines on position classification.

S = Secretary General; D and M1-M2 = management positions; P1-P2 = professional positions; A1-A3 = support positions.

Annex 4
2023-2025 non-core fundraising priorities

Non-core funds 2023-2025	3-year funding requirement(CHF)
Ramsar Advisory Missions	225,000
Youth and wetlands	280,000
Regional Initiatives networks and centres support	150,000
World Wetlands Day	250,000
Complete wetland inventories to report on indicator 6.6.1 including digital mapping and online reporting	165,000
COP15 sponsorship for eligible delegates	600,000
Pre-COP15 sponsorship for eligible delegates	650,000
CEPA Programme	200,000
Supporting STRP work	300,000
Total	2,820,000