



## 11<sup>th</sup> Meeting of the Conference of the Parties to the Convention on Wetlands (Ramsar, Iran, 1971)

*“Wetlands: home and destination”*

Bucharest, Romania, 6-13 July 2012

### Agenda item XV

### Ramsar COP11 DOC. 16

#### Background information on financial and budgetary matters

1. At its 43<sup>rd</sup> meeting (SC43), the Standing Committee approved for transmittal to the 11<sup>th</sup> meeting of the Conference of the Contracting Parties a Draft Resolution on financial and budgetary matters with two Combined (Core and non-Core) budget alternatives for the 2013-2015 triennium. In its decisions SC43-21 and 22, the Committee requested some refinements to what was presented at the meeting and invited the Secretariat and Chair of the Subgroup on Finance to prepare an information paper for COP11 providing an analysis of the implications of those budget alternatives.
2. This is the first time the Conference of the Contracting Parties has been asked to consider and approve a Combined budget, one which includes both a Core budget funded by contributions from Parties, based on the UN Scale of Assessments as previously, and a non-Core element to be financed by additional voluntary contributions. The Secretariat and the Standing Committee strongly believe that COP approval of both elements for the 2013-2015 triennium will positively support the efforts of all in implementing the Convention's Strategic Plan and in securing funding for the Ramsar Convention and its valuable contributions to the issues of water and wetlands.
3. Annex I to Draft Resolution 2 on Financial and Budgetary Matters (DR2) and to this paper provides the Combined budget for each of the two budget alternatives. Annexes II, III, and IV to this paper provide the details of the Core Budget alternatives, the contributions required to fund these alternatives, and the staffing to support 2013-2015 actions.

#### Core budget

4. Attached in Annex V is a brief summary of how the Core budget set at COP10 has been utilized. Parties will recall that COP10 approved a 4% annual increase in contributions from Parties for 2009-2012 which allowed for the establishment of the Partnership Coordinator position and anticipated salary inflation, but with no increases in other budget lines. Annual revisions to the budgets approved by COP10 have been agreed with the Standing Committee for 2011 and 2012 to reflect current realities, such as exchange rates, inflation, and the need for caution in the current economically unstable environment.
5. The two Core budget alternatives for 2013-2015 for COP11 consideration are attached in Annex I. **Please note the minor format adjustments in the Core budget alternatives**

presented for 2013-2015, which have been done at the request of Parties to aid understanding. Any Parties that may wish to see the previous formats can request them from the Secretariat. Annex III provides the indicative contributions by Party for the two alternatives (assuming a consistent UN Scale of Assessments and Contracting Party membership).

### Core 2013-2015 – Contribution income

6. The starting point for the 2013-2015 Core budget is the Core contributions from all Parties for 2012, as approved at COP10. Alternative A assumes that these contributions (in total amount) do not change for 2013, 2014, and 2015. Alternative B assumes that these contributions increase by 2% in each of the three years. (2% is equivalent to the assumed annual Swiss inflation rate.)

### Core 2013-2015 – Other incomes and expenditure

7. All other incomes and expenditures for 2013-2015 have been reassessed based on current expectations, working within the overall constraints of paragraph 6 above and guided by the decisions of SC43. Please refer to Annex I for the details.
8. In total terms, income and expenditures can be summarized as below:

	2009-2012	2013-2015	
	Budget	Budget versions A and B	
Contribution income	94.9%	95.3%	
Other income	5.1%	4.7%	
Total	100.0%	100.0%	
Staff costs	67.9%	65.5%	
Travel	2.4%	3.1%	
Communication/CEPA/ documentation/translation/Web	3.5%	4.4%	
RSIS Support	3.3%	3.2%	
Standing Committee costs/other operating costs	3.2%	3.4%	
Legal	0.0%	1.1%	
Bad debts	0.3%	0.9%	
Exchange losses	0.7%	0.7%	
Reserve fund	0.0%	1.4%	
STRP	1.9%	2.0%	
Regional Initiatives	5.5%	3.0%	
IUCN charges (13% of other budget lines)	11.3%	11.2%	
Total	100.0%	100.0%	

9. Further explanation of key elements of the Core budget is provided in paragraphs 10 to 21 below, taking first the elements where the treatment of the element is consistent in both

budget versions, and then those where the budget assumptions are different. Budget version A is considered by the Secretary General to be an unwise choice as it will likely reduce Secretariat capacity over the triennium (see paragraphs 19 to 22 below).

### **Core expenditure assumptions consistent in both Alternative A and B**

10. No changes in hosting arrangements for the Secretariat are anticipated. The budgets assume continued hosting by IUCN under the Letter of Agreement with IUCN signed in 2009. The charges are renegotiated annually, but the basis for the services and charges is set. Budget alternatives are calculated assuming payment to IUCN of 13% of relevant Core expenditure budget lines, which is the cap introduced by decision SC37-41(2008) and now included in paragraph 12 of Draft Resolution COP11 DR2.
11. **Annual increase in the Reserve Fund.** With volatile world economic conditions and exchange rates in recent years, SC43 concluded that the Reserve Fund parameters set by Resolution VI.17 (1996) needed updating to introduce a minimum reserve fund level, a higher maximum, and an ideal level of 15% of the annual core budget (DR2, para. 22). SC43 also determined that the budget alternatives presented to COP11 should include a provision for achieving this ideal of 15% by the end of 2015, so in both alternative budget proposals, CHF 75,000 per annum is set aside to reach that objective. (This has been calculated to take into account the better than anticipated actual result for 2011. In decision SC43-43 it was anticipated that CHF 160,000 per annum would be required to meet this objective.)
12. **Staffing.** Both Core budget alternatives assume the continuation of the 22.5 positions listed in Annex IV. In both alternatives, payroll costs represent approximately 66% of the Core budget. Assumptions regarding payroll cost inflation differ – see below. In both alternatives additional costs of CHF 70,000 are budgeted for the recruitment, installation, and employment of a new Secretary General in 2013. It is assumed that a new SG will need the full package of expatriate allowances, including school fees, and provision is also made for these in 2014 and 2015.
13. **Modest and static travel budgets in each of the three years.** Travel budgets have been increased slightly from their 2012 level approved by COP10. This is necessary because they have not been augmented since 2008, despite increasing costs and the addition of a necessary travel budget for the Partnership Coordinator.
14. **Legal support.** In both budget alternatives it has been possible to fund a CHF 60,000 per annum allocation for legal support, which is a 20%-post equivalent amount. This has been a long identified need for the Secretariat.
15. **Website and document management systems.** In both budget alternatives, ongoing web support costs of CHF 30,000 per annum are supplemented by an anticipated necessary investment in the website and document management systems. This investment is currently estimated to be some CHF 164,000 to start in 2013 and to be completed by the end of the triennium. Regular investment in the Convention's primary communication tool and documentation management software will always be required, and it is especially necessary in the coming triennium as the Secretariat's existing service supplier has signaled that it will no longer be developing the current platform. These tools support key

functions of the Secretariat and have already reduced the need to print, mail, and otherwise store and disseminate information to Parties.

16. **Modest funding for Regional Initiatives and STRP.** Concerning Regional Initiatives, see more information in COP11 DOC. 13. There are now numerous Regional Initiatives established for which financial support could be helpful. Both versions of the Ramsar Core budget are designed to support needs of up to CHF 400,000 for the triennium, to be allocated by the Standing Committee. For the Scientific and Technical Review Panel (STRP), the Core budget funds the Scientific and Technical Support Officer. In addition there are two STRP funding lines totalling CHF 80,000 per annum to cover one annual meeting of the STRP in Gland and an additional sum for travel/per diem for the STRP Chair when representing STRP and/or a small annual contribution to the implementation of STRP tasks. In a COP year, this line will fund the attendance of a few key members of the STRP to the COP. (See also para. 21 below – Alternative B has additional RI and STRP allocations.)
17. **Provisions for non-payment of contributions and exchange losses.** Necessary annual increases have been proposed for provisions for possible non-payment of annual contributions (CHF 50,000 per annum) and exchange losses (CHF35,000). As discussed further in COP11 DOC.15, the non-payment of annual contributions is a real problem, and it is a growing one. In each of the past four years the Secretariat has put aside an increasing amount to provide for the likely non-collection of contributions from a number of smaller Parties that cannot or do not meet their commitments to pay annual contributions. In relation to exchange losses, the Convention's Core budget is mainly Swiss franc denominated, but some foreign currency incomes and expenditures are required and the Secretariat transacts using three currencies. Recent volatility in currency markets and the continuing strength of the Swiss franc have illustrated the risks associated with imperfect matching of currency flows. The aim is to make no currency losses or gains, but the reality is that a small budgetary provision for possible losses is prudent.
18. There is no Core funding proposed for commencing the long desired plan to recruit Regional Officers or additional support for the Partnership unit. These substantial costs are included for voluntary funding (see para. 24 below). There is no still funding for the COP and Regional Meetings. As previously, these are also included in the non-Core budget, although Parties' appetite to voluntarily assist in funding these seems to be weaker than ever. There is no Core investment in upgrading Ramsar Sites Information Service (RSIS) support processes and the Ramsar Sites Database. It is expected that a full review of RSIS support, fundamental to the delivery of the Convention Strategic Plan, is necessary but for now it is included in the non-Core budget. There is no redesign of the internship programme going forward.

#### **Core expenditure assumptions differing in Alternative A and B**

19. **Payroll costs.** Core Budget Alternative A assumes no salary cost increase in each of the years 2013, 2014, and 2015. Alternative B assumes an inflationary 2% salary cost increase per annum. It is not likely that the annual increase in Swiss cost of living will be much less than 2% per annum – although local cost of living indices and forecasts do not show significant local cost inflation over the last and next triennium, for items such as school fees, rent, and medical insurance costs, costs which especially affect the Secretariat's expatriate staff, the local cost of living continues to rise.

20. If local inflation becomes more problematic and/or if IUCN completes its plan to review salary scales in the next triennium (something which IUCN has deferred for some years), the Secretary General will need to offer modest salary increases to retain existing and/or recruit new staff. Doing this within a flat budget will require either a reduction in staff or a cut in other substantial expenses. With many areas of the budget already pared to a minimum, this would require a significant adjustment to budget lines such as Regional Initiatives, STRP, IUCN charges, among others.
21. The 2% increase in contributions in Alternative B will fund 2% salary cost inflation, plus a small additional amount. In Alternative B, the additional amount is currently proposed for use for Regional Initiatives/STRP/IUCN charges (to keep them at 13%).

The table below summarises the effect over the triennium. More detail can be found in Annex II.

	2013-2015 CHF,000 Total
Expenditure Alternative A	15,245
2% employee cost	402
Other – Regional Initiatives/STRP/IUCN charges	215
Expenditure Alternative B	<u>15,862</u>

22. **The Secretary General is confident that Alternative A is not a realistic budget given the current and anticipated future demands of Parties.** As presented, Alternative A is the best budget that can be proposed with a flat income for three years. With no salary increases in 2012, however, and a budget allowing for none for another three years, Alternative A will have a dramatic effect upon the management of the Secretariat's key resource – people. The Secretary General will not be able to resist some payroll cost increases, and he and the Standing Committee have few choices for other areas of cost savings. Staff departures and resourcing cuts can be predicted, and other budget areas will be threatened.
23. Alternative B gives the Secretary General a total of CHF 617,000 over three years to support the development of the Convention's key resource. This is not a huge amount, but it should fund salary cost inflation and leave CHF 215,000 for investment in Regional Initiatives, and it should allow for a stipend or other form of financial support for the STRP Chair to help maintain Ramsar's engagement in important scientific processes, such as IPBES, for example. The Conference of the Parties can of course direct that these Alternative B increases should go elsewhere.

### Non-Core budget 2013-2015

24. A non-Core unfunded budget has been added to the two Core budget alternatives A and B in Annex II to give the Combined budgets in Annex I. (In future, Core and non-Core alternatives will likely complement each other to a greater degree.)

25. The expenditure items included in the non-Core, unfunded budget are those that are not funded by Core but are considered either necessary to deliver the Strategic Plan 2009-2015 or strongly directed by recent COP Resolutions and Standing Committee decisions. These include:
  - a) execution of the STRP programme of work for 2013-2015 (Strategy 1.1, 1.2, 1.4, 1.5, 1.6, 1.7, 1.9, 2.5, 3.1). The cost estimate in E includes all tasks planned for 2013-2015 including the GWOS project but excluding the RSIS project in b below, which is included in Budget Category 1;
  - b) RSIS and Ramsar Sites Database enhancement (Strategy 2.2), Budget Category 1;
  - c) continuation of World Wetlands Day at the current level, i.e., preparation and dissemination of products such as leaflets and posters and other CEPA materials for customization and promotion of WWD (Strategy 4.1);
  - d) funding for emergency Ramsar Advisory Missions for Parties unable to self-fund their missions (Strategy 2.4, 2.6), Budget Category 3;
  - e) delivery of one CEPA action planning workshop and other CEPA actions to support the Core-funded CEPA activities (Strategy 4.1), Budget Category 4;
  - f) CHF 1 million per annum of resourcing for the Small Grants Fund and CHF 400,000 in other grant funding in order to keep the three current grant programmes operational. As discussed by the Parties at previous COPs, and at Standing Committee meetings throughout the current triennium, these grant programmes need this minimum funding in order to keep the programmes alive and operationally efficient. At recent levels of funding, the programmes are not an efficient use of either the applicants' or the Secretariat's limited resources. (Grants support many 2009-2015 Strategies, including 1.3 and 5.1), Budget Category 5;
  - g) annual regional meeting funding, with enhanced funding in the pre-COP year to fund delegates and meeting costs for COP preparatory regional meetings, Budget Category 6;
  - h) funding for sponsoring eligible delegates to COP12 in 2015 (Strategy 3.3, 4.2), Budget Category 7;
  - i) funding to complete a 2016-2021 visioning process and 2016-2021 Strategic Plan, with significant input from Contracting Parties and other relevant stakeholders for 2016-2021, Budget Category 8; and
  - j) financial support for Regional Initiatives, Budget Category D.
26. Additional Secretariat staffing has been included in all three versions of the non-Core unfunded budget, shown against the Budget Categories G (Admin), C (Regional Advice and Support), B (Partnership Coordinator), and F (Communications). Information technology (IT) technical support (staff or contracted) has been included from 2013, and four Regional Officers have been included from 2014. In addition, a junior Partnership Officer and a Media Officer are included from 2013. All of these posts need more than short-term funding commitment and could be funded via secondments or JPO programmes. Costings are based on Swiss (not international) hiring at P1 grade.
27. The non-Core income is largely anticipated to come from Contracting Parties, although there is also an assumption that increasing contributions will be secured from non-Contracting Parties, including the private sector.

## Other comments

28. The presentation and COP approval of a Combined budget (with both a Core, funded element and a non-Core, unfunded element) should support the growth of the Convention and help the Parties and the Secretariat in their efforts to mobilize resources, and better align the Strategic Plan with the Financial Plan. Resources can come from different sources, and budgets can be revised and re-prioritised over time, but mid-term commitment for 2013-2015 via a Combined Budget, to Core and more developmental activities, is helpful in the currently challenging financial times. Having a voluntary funded budget endorsed by Parties will support the Convention's fundraising efforts.
29. Parties' commitment to clearing outstanding contributions could free up substantial additional resources. At 31 December 2011, outstanding contributions for 2011 and prior amounted to more than CHF 700,000, which is more than 15% of that year's income. More information on outstanding contributions is included in COP11 DOC.15.
30. The development of both people and technology is not very well provided for in the Convention's current Core budget. There is no budget for training and development of Secretariat staff, for example, and there is only the very start of a capital development plan in terms of technology. Databases require regular and significant investment; key communications platforms and tools need regular 3-5 year refreshment or replacement. The Secretariat as an information repository needs effective document management technologies to efficiently support its activities. Providing access to various forms of wetland data is also critical to the Convention's mission. Whilst the Secretariat's arrangement with IUCN provides for IT maintenance, IUCN's internal and external needs in terms of communication and documentation, and its priorities, are somewhat different from Ramsar's. In the 2013-2015 budgets there are modest Core and non-Core allocations to begin to fix some of this. Balancing these needs with other key activities, especially supporting local, national and regional activities on the ground, is challenging. The next Strategic Plan and the budgets for 2016 and beyond must continue our efforts to clarify and align the Convention's strategic and financial priorities.

<b>Annex I</b>	<b>2013-2015 Combined budget, Alternative A with static contributions</b>
	<b>2013-2015 Combined budget, Alternative B with 2% inflation</b>
<b>Annex II</b>	<b>Core profit reconciliation. Alternative A vs. B, summary</b>
	<b>Core budget – no inflation model, Alternative A</b>
	<b>Core budget – inflation model, Alternative B</b>
<b>Annex III</b>	<b>Contracting Parties' contributions 2013-2015, Alternatives A and B</b>
<b>Annex IV</b>	<b>Staff positions as of 1 January 2012</b>
<b>Annex V</b>	<b>Summary of financial results – Core, 2009-2012</b>

## Annex Ia: 2013-2015 Combined budget - Alternative budget A, with static contributions

Alternative A, with static contributions	2013		2014		2015	
	Core	Non-Core	Core	Non-Core	Core	Non-Core
	CHF'000	CHF'000	CHF'000	CHF'000	CHF'000	CHF'000
<b>INCOME</b>						
i. Parties' contributions	3,779	-	3,779	-	3,779	-
ii. Voluntary contribution	1,065	3,375	1,065	4,612	1,065	5,312
iii. Income Tax	225	-	225	-	225	-
iv. Income Interest	12	-	12	-	12	-
<b>TOTAL INCOME</b>	<b>5,081</b>	<b>3,375</b>	<b>5,081</b>	<b>4,612</b>	<b>5,081</b>	<b>5,312</b>
<b>EXPENDITURES</b>						
A. Secretariat Senior Management	825	-	825	-	825	-
B. Partnership Coordinator	311	130	311	130	311	130
C. Regional Advice and Support	1,347	-	1,347	587	1,347	587
D. Support to Regional Initiatives	160	300	160	300	160	300
E. Scientific and Technical Services	210	635	210	635	210	635
F. Communications, Documentation, CEPA	506	130	506	130	506	130
G. Administration/RSIS/Web	754	130	754	130	754	130
H. Operating Costs	97	-	97	-	97	-
I. Standing Committee Services	85	-	85	-	85	-
J. IUCN Administrative Service Charges (maximum)	566	-	566	-	566	-
K. Miscellaneous - Reserve Fund	75	-	75	-	75	-
K. Miscellaneous - Bad debt/exchange/legal	145	-	145	-	145	-
1. RSIS and RIS database	-	100	-	100	-	200
2. World Wetlands Day	-	100	-	100	-	100
3. Ramsar Advisory Missions	-	150	-	150	-	150
4. CEPA Action Planning Workshops	-	100	-	100	-	100
5. Grants Programmes - SGF/WFF/SGA	-	1,400	-	1,400	-	1,400
6. Regional Meetings	-	150	-	750	-	150
7. COP Delegates and Ramsar Award	-	-	-	-	-	1,200
8. Strategic Visioning/Planning for 40+ and 2016-2021	-	50	-	100	-	100
<b>TOTAL EXPENDITURES</b>	<b>5,081</b>	<b>3,375</b>	<b>5,081</b>	<b>4,612</b>	<b>5,081</b>	<b>5,312</b>
<b>TOTAL SALARY COSTS – staff salaries and related costs</b>	<b>3,330</b>	<b>260</b>	<b>3,330</b>	<b>797</b>	<b>3,330</b>	<b>797</b>
	66%	8%	66%	17%	66%	15%
<b>TOTAL TRAVEL COSTS</b>	<b>165</b>		<b>165</b>		<b>165</b>	
	3%		3%		3%	



## Annex Ib: 2013-2015 Combined budget - Alternative budget B, with 2% inflation

Alternative B, with 2% inflation	2013		2014		2015	
	Core - 2%	Non-Core	Core - 2%	Non-Core	Core - 2%	Non-Core
INCOME	CHF'000	CHF'000	CHF'000	CHF'000	CHF'000	CHF'000
i. Parties' contributions	3,854	-	3,931	-	4,010	-
ii. Voluntary contribution	1,087	3,375	1,109	4,612	1,131	5,312
iii. Income Tax	230	-	234	-	239	-
iv. Income Interest	12	-	12	-	12	-
<b>TOTAL INCOME</b>	<b>5,183</b>	<b>3,375</b>	<b>5,286</b>	<b>4,612</b>	<b>5,392</b>	<b>5,312</b>
EXPENDITURES						
A. Secretariat Senior Management	841	-	857	-	873	-
B. Partnership Coordinator	317	130	322	130	328	130
C. Regional Advice and Support	1,372	-	1,398	587	1,424	587
D. Support to Regional Initiatives	160	300	140	300	169	300
E. Scientific and Technical Services	238	635	240	635	242	635
F. Communications, Documentation, CEPA	513	130	520	130	528	130
G. Administration/RSIS/Web	763	130	817	130	823	130
H. Operating Costs	97	-	97	-	97	-
I. Standing Committee Services	85	-	85	-	85	-
J. IUCN Administrative Service Charges (maximum)	578	-	590	-	602	-
K. Miscellaneous - Reserve Fund	75	-	75	-	75	-
K. Miscellaneous - Bad debt/exchange/legal	145	-	145	-	145	-
1. RSIS and RIS database	-	100	-	100	-	200
2. World Wetlands Day	-	100	-	100	-	100
3. Ramsar Advisory Missions	-	150	-	150	-	150
4. CEPA Action Planning Workshops	-	100	-	100	-	100
5. Grants Programmes - SGF/WFF/SGA	-	1,400	-	1,400	-	1,400
6. Regional Meetings	-	150	-	750	-	150
7. COP Delegates and Ramsar Award	-	-	-	-	-	1,200
8. Strategic Visioning/Planning for 40+ and 2016-2021	-	50	-	100	-	100
<b>TOTAL EXPENDITURES</b>	<b>5,183</b>	<b>3,375</b>	<b>5,286</b>	<b>4,612</b>	<b>5,392</b>	<b>5,312</b>
<b>TOTAL SALARY COSTS – staff salaries and related costs</b>	<b>3,395</b>	<b>260</b>	<b>3,466</b>	<b>797</b>	<b>3,531</b>	<b>797</b>
	66%	8%	66%	17%	65%	15%
<b>TOTAL TRAVEL COSTS</b>	<b>165</b>		<b>165</b>		<b>165</b>	
	3%		3%		3%	

## Annex II: Core profit reconciliation Alternative A vs B Summary

<b>Base assumptions in both models:</b>					
		2013	2014	2015	2013-2015
		CHF'000	CHF'000	CHF'000	TOTAL
20% Legal Provision		60	60	60	180
Investment in IT/Web documentation		28	68	68	164
Reserve Fund increase		75	75	75	225
IUCN charges 13% of relevant budget lines					
No new positions					
SG change in 2013/14					
<b>Consequences of choosing Alternative A (0%)</b>					
If salary cost inflation is 2% per annum, and cost increases unavoidable, a human resource cut of 4% over the triennium will be required, or something of equivalent value, such as Regional Initiatives will have to be cut.					
Funding in Alternative A:		2013	2014	2015	2013-2015
		CHF'000	CHF'000	CHF'000	TOTAL
Regional Initiatives		160	120	120	400
STRP meeting/implementation/Chairs travel		80	80	80	240
<b>Consequences of choosing Alternative B (2%)</b>					
Alternative B gives a greater chance of managing the Secretariat and budget without human resource cuts					
Alternative B gives small additional funds for RIs, STRP and IUCN (or for other activities chosen by CPs), as shown in the reconciliation below:					
		2013	2014	2015	2013-2015
		CHF'000	CHF'000	CHF'000	TOTAL
<b>Total income/expenditure - Alternative A (0%)</b>		5,082	5,082	5,082	15,245
Salary cost inflation 2%		65	136	201	402
Regional Initiatives		0	20	49	69
STRP Chair support (Stipend/support/IPBES)		25	25	25	75
IUCN charges		12	24	36	71
		37	69	110	215
<b>Total income/expenditure - Alternative B (2%)</b>		5,183	5,286	5,392	15,862

## Annex II: Core budget – no inflation model Alternative A

<b>ANNEX II CORE Budget - no inflation model. Alternative A</b>	<b>Notes</b>	<b>2012*</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>Total</b>
<b>INCOME</b>		<b>CHF'000</b>	<b>CHF'000</b>	<b>CHF'000</b>	<b>CHF'000</b>	<b>CHF'000</b>
i. Parties' contributions		3,779	3,779	3,779	3,779	11,336
ii. Voluntary contribution from the United States		1,066	1,066	1,066	1,066	3,197
iii. Income Tax		250	225	225	225	675
iv. Income Interest		12	12	12	12	36
<b>TOTAL INCOME</b>		<b>5,107</b>	<b>5,082</b>	<b>5,082</b>	<b>5,082</b>	<b>15,245</b>
<b>EXPENDITURES</b>						
<b>A. Secretariat Senior Management</b>						
i. Salaries and social costs (SG ,DSG, Exec Asst to the SG)	a	783	710	710	710	2,131
ii. Travel on official business (SG, DSG)		37	45	45	45	135
iii. Other employment benefits **		-	70	70	70	210
<b>B. Partnership Coordinator</b>						
i. Salaries and social costs (Partnership Coordinator)		257	216	216	216	647
ii. Travel on official business		-	25	25	25	75
iii. Other employment benefits **		-	70	70	70	210
<b>C. Regional Advice and Support</b>						
i. Salaries and social costs (4 SRAs , RAO , SPREP Officer, 4 Assistant Advisors)		1,228	1,192	1,192	1,192	3,576
ii. Travel on official business		80	85	85	85	255
iii. Other employment benefits **		50	70	70	70	210
<b>D. Support to Regional Initiatives</b>						
i. Regional networks and centers		279	160	120	120	400
<b>E. Scientific and Technical Services</b>						
i. Salaries and social costs (Scientific and Technical Support Officer)		110	120	120	120	360
ii. STRP implementation		51	30	30	30	90
iii. STRP meetings		45	50	50	50	150
iv. STRP travel on official business (DSG for STRP)		8	10	10	10	30
<b>F. Communications, Documentation, CEPA</b>						
i. Salaries and social costs (Communication Officers, CEPA Program Officer, 50% Documentation Officer)	b	427	356	356	356	1,068
ii. CEPA Program		30	30	30	30	90
iii. Communications, Translations, Publications and Reporting Implementation		121	120	120	120	360
<b>G. Administration – not otherwise included in J below</b>						
i. Salaries and social costs (Finance Officer , Admin Officer, 2 Admin Assts)	c	552	496	496	496	1,487
ii. Staff hiring and departure costs***		36	25	25	25	75
iii. Other employment benefits			5	5	5	15
iv. Staff termination & repatriation provisions		25				
v. Ramsar Sites Information Service		170	170	170	170	510
vi. Web/IT support in addition to that provided by IUCN		30	58	98	98	254
<b>H. Operating Costs – not otherwise included in J below</b>						
i. Photocopying, printing, courier		77	80	80	80	240
ii. Purchase & Maintenance of Equipment/Office Supplies in addition to those provided by IUCN, including depreciation		12	17	17	17	51
<b>I. Standing Committee Services</b>						
i. Standing Committee delegates' support		42	44	44	44	132
ii. Standing Committee meetings		5	6	6	6	18
iii. Simultaneous interpretation at SC meetings		26	35	35	35	105
<b>J. IUCN Administrative Service Charges (maximum 13%)</b>						
i. Administration, Human Resources, Finance & IT services		579	566	566	566	1,698
<b>K. Miscellaneous</b>						
i. Reserve Fund		-	75	75	75	225
ii. Increase in provision for Outstanding Contributions from Parties and exchange losses		50	85	85	85	255
iii. Any other costs not listed above – Legal services		-	60	60	60	180
<b>TOTAL EXPENDITURES</b>		<b>5,107</b>	<b>5,081</b>	<b>5,081</b>	<b>5,081</b>	<b>15,244</b>
<b>TOTAL SALARY COSTS – staff salaries and related costs</b>		<b>3,467</b>	<b>3,330</b>	<b>3,330</b>	<b>3,330</b>	<b>9,990</b>
		68%	66%	66%	66%	
<b>TOTAL TRAVEL COSTS</b>		<b>124</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>495</b>
		2%	3%	3%	3%	
<b>Notes</b>						
*COP10 Approved budget for 2012 (Opening 2013 staff costs in both alternatives are in total less than those budgeted for 2012 at COP10. This is because costs, especially staff costs, have been carefully managed and local salary inflation has not been as high as had been budgeted at COP10. In addition no salary increases are anticipated for 2012. )	a	DSG works 40% on STRP matters, 20% on Communications and 40% on General Secretariat matters (incl COP/SC/admin). Travel is approx 50% STRP, 50% DSG				
** Education grants and home leave. Expat education costs highly inflationary.	b	Admin Officer and Admin assistant work 25% on Communications.				
*** Costs of housing search, family moves to Switzerland (flights and possessions)	c	Admin assistants provide conference/meeting services, plus other services supporting almost all posts. Admin Officer 60% human resources				

## Annex II: Core budget – inflation model Alternative B

ANNEX II CORE Budget - inflation model. Alternative B						Notes	2012*	2013	2014	2015	Total
INCOME							CHF'000	CHF'000	CHF'000	CHF'000	CHF'000
i. Parties' contributions							3,779	3,854	3,931	4,010	11,796
ii. Voluntary contribution from the United States							1,066	1,087	1,109	1,131	3,327
iii. Income Tax							250	230	234	239	702
iv. Income Interest							12	12	12	12	36
<b>TOTAL INCOME</b>							<b>5,107</b>	<b>5,183</b>	<b>5,286</b>	<b>5,392</b>	<b>15,861</b>
EXPENDITURES											
<b>A. Secretariat Senior Management</b>											
i. Salaries and social costs (SG ,DSG, Exec Asst to the SG)	a					783	724	739	754	754	2,217
ii. Travel on official business (SG, DSG)						37	45	45	45	45	135
iii. Other employment benefits **						-	71	73	74	74	219
<b>B. Partnership Coordinator</b>											
i. Salaries and social costs (Partnership Coordinator)						257	220	225	229	229	674
ii. Travel on official business						-	25	25	25	25	75
iii. Other employment benefits **						-	71	73	74	74	219
<b>C. Regional Advice and Support</b>											
i. Salaries and social costs (4 SRAs , RAO , SPREP Officer, 4 Assistant Advisors)						1,228	1,216	1,240	1,265	1,265	3,721
ii. Travel on official business						80	85	85	85	85	255
iii. Other employment benefits **						50	71	73	74	74	219
<b>D. Support to Regional Initiatives</b>											
i. Regional networks and centers						279	160	140	169	169	469
<b>E. Scientific and Technical Services</b>											
i. Salaries and social costs (Scientific and Technical Support Officer)						110	123	125	127	127	375
ii. STRP implementation						51	55	55	55	55	165
iii. STRP meetings						45	50	50	50	50	150
iv. STRP travel on official business (DSG for STRP)						8	10	10	10	10	30
<b>F. Communications, Documentation, CEPA</b>											
i. Salaries and social costs (Communication Officers, CEPA Program Officer, 50% Documentation Officer)	b					427	363	370	378	378	1,111
ii. CEPA Program						30	30	30	30	30	90
iii. Communications, Translations, Publications and Reporting Implementation						121	120	120	120	120	360
<b>G. Administration – not otherwise included in J below</b>											
i. Salaries and social costs (Finance Officer , Admin Officer, 2 Admin Assts)	c					552	506	516	526	526	1,548
ii. Staff hiring and departure costs***						36	25	25	25	25	75
iii. Other employment benefits							4	8	4	4	16
iv. Staff termination & repatriation provisions						25					
v. Ramsar Sites Information Service						170	170	170	170	170	510
vi. Web/IT support in addition to that provided by IUCN						30	58	98	98	98	254
<b>H. Operating Costs – not otherwise included in J below</b>											
i. Photocopying, printing, courier						77	80	80	80	80	240
ii. Purchase & Maintenance of Equipment/Office Supplies in addition to those provided by IUCN, including depreciation						12	17	17	17	17	51
<b>I. Standing Committee Services</b>											
i. Standing Committee delegates' support						42	44	44	44	44	132
ii. Standing Committee meetings						5	6	6	6	6	18
iii. Simultaneous interpretation at SC meetings						26	35	35	35	35	105
<b>J. IUCN Administrative Service Charges (maximum 13%)</b>											
i. Administration, Human Resources, Finance & IT services						579	578	590	602	602	1,770
<b>K. Miscellaneous</b>											
i. Reserve Fund						-	75	75	75	75	225
ii. Increase in provision for Outstanding Contributions from Parties and exchange losses						50	85	85	85	85	255
iii. Any other costs not listed above – Legal services						-	60	60	60	60	180
<b>TOTAL EXPENDITURES</b>							<b>5,107</b>	<b>5,183</b>	<b>5,286</b>	<b>5,392</b>	<b>15,861</b>
<b>TOTAL SALARY COSTS – staff salaries and related costs</b>							<b>3,467</b>	<b>3,395</b>	<b>3,466</b>	<b>3,531</b>	<b>10,393</b>
							68%	66%	66%	65%	
<b>TOTAL TRAVEL COSTS</b>							<b>124</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>495</b>
							2%	3%	3%	3%	
						Notes					
*COP10 Approved budget for 2012 (Opening 2013 staff costs in both alternatives are in total less than those budgeted for 2012 at COP10. This is because costs, especially staff costs, have been carefully managed and local salary inflation has not been as high as had been budgeted at COP10. In addition no salary increases are anticipated for 2012. )						a	DSG works 40% on STRP matters, 20% on Communications and 40% on General Secretariat matters (incl COP/SC/admin). Travel is approx 50% STRP, 50% DSG				
** Education grants and home leave. Expat education costs highly inflationary.						b	Admin Officer and Admin assistant work 25% on Communications.				
*** Costs of housing search, family moves to Switzerland (flights and possessions)						c	Admin assistants provide conference/meeting services, plus other services supporting almost all posts. Admin Officer 60% human resources				

### Annex III

#### Contracting Parties' contributions 2013-2015

RAMSAR ANNUAL CONTRIBUTIONS			Alternative A			Alternative B		
Estimates based on:								
Membership as at 1112		2012 Final	2013 Core Contribution	2014 Core Contribution	2015 Core Contribution	2013 Core Contribution	2014 Core Contribution	2015 Core Contribution
UN Scale of Assessments 2010-2012		CHF	CHF	CHF	CHF	CHF	CHF	CHF
1310-00091	Albania	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00001	Algeria	6,245	6,245	6,245	6,245	6,373	6,503	6,636
1310-00145	Antigua & Barbuda	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00003	Argentina	14,003	14,003	14,003	14,003	14,289	14,581	14,879
1310-00002	Armenia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00004	Australia	94,315	94,315	94,315	94,315	96,242	98,208	100,213
1310-00005	Austria	41,522	41,522	41,522	41,522	42,371	43,236	44,119
1310-00124	Azerbaijan	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00099	Bahamas	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00102	Bahrain	1,903	1,903	1,903	1,903	1,942	1,981	2,022
1310-00006	Bangladesh	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00149	Barbados	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00116	Belarus	2,049	2,049	2,049	2,049	2,091	2,134	2,177
1310-00007	Belgium	52,451	52,451	52,451	52,451	53,523	54,617	55,732
1310-00112	Belize	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00118	Benin	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00008	Bolivia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00128	Bosnia and Herzegovina	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00096	Botswana	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00009	Brazil	78,604	78,604	78,604	78,604	80,210	81,849	83,520
1310-00010	Bulgaria	1,854	1,854	1,854	1,854	1,892	1,931	1,970
1310-00011	Burkina Faso	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00132	Burundi	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00115	Cambodia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00150	Cameroon	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00012	Canada	156,476	156,476	156,476	156,476	159,674	162,935	166,261
1310-00146	Cape Verde	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00148	Central African Republic	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00072	Chad	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00013	Chile	11,515	11,515	11,515	11,515	11,750	11,990	12,235
1310-00014	China	155,597	155,597	155,597	155,597	158,778	162,021	165,328
1310-00110	Colombia	7,026	7,026	7,026	7,026	7,170	7,316	7,465
1310-00084	Comoros	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00109	Congo	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00015	Costa Rica	1,659	1,659	1,659	1,659	1,693	1,727	1,763
1310-00093	Côte d'Ivoire	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00016	Croatia	4,733	4,733	4,733	4,733	4,830	4,928	5,029
1310-00123	Cuba	3,464	3,464	3,464	3,464	3,535	3,607	3,681
1310-00125	Cyprus	2,244	2,244	2,244	2,244	2,290	2,337	2,385
1310-00017	Czech Republic	17,028	17,028	17,028	17,028	17,376	17,731	18,093
1310-00092	Democratic Republic of Congo	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00018	Denmark	35,911	35,911	35,911	35,911	36,645	37,393	38,157
1310-00135	Djibouti	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00131	Dominican Republic	2,049	2,049	2,049	2,049	2,091	2,134	2,177

1310-00019	Ecuador	1,952	1,952	1,952	1,952	1,992	2,032	2,074
1310-00020	Egypt	4,586	4,586	4,586	4,586	4,680	4,776	4,873
1310-00113	El Salvador	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00136	Equatorial Guinea	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00022	Estonia	1,952	1,952	1,952	1,952	1,992	2,032	2,074
1310-00151	Fiji	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00023	Finland	27,616	27,616	27,616	27,616	28,181	28,756	29,343
1310-00024	France	298,753	298,753	298,753	298,753	304,859	311,086	317,436
1310-00025	Gabon	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00094	Gambia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00105	Georgia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00026	Germany	391,214	391,214	391,214	391,214	399,209	407,363	415,679
1310-00027	Ghana	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00028	Greece	33,715	33,715	33,715	33,715	34,404	35,107	35,824
1310-00029	Guatemala	1,366	1,366	1,366	1,366	1,394	1,423	1,452
1310-00030	Guinea	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00031	Guinea-Bissau	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00032	Honduras	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00033	Hungary	14,198	14,198	14,198	14,198	14,489	14,785	15,086
1310-00034	Iceland	2,049	2,049	2,049	2,049	2,091	2,134	2,177
1310-00035	India	26,055	26,055	26,055	26,055	26,587	27,130	27,684
1310-00036	Indonesia	11,612	11,612	11,612	11,612	11,850	12,092	12,339
1310-00038	Iran, Islamic Republic of	11,369	11,369	11,369	11,369	11,601	11,838	12,079
1310-00156	Iraq	1,000	1,000	1,000	1,000	1,000	1,016	1,037
1310-00037	Ireland	24,298	24,298	24,298	24,298	24,795	25,301	25,818
1310-00098	Israel	18,736	18,736	18,736	18,736	19,119	19,510	19,908
1310-00039	Italy	243,911	243,911	243,911	243,911	248,896	253,980	259,165
1310-00103	Jamaica	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00040	Japan	611,363	611,363	611,363	611,363	623,858	636,600	649,596
1310-00041	Jordan	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00153	Kazakhstan	3,708	3,708	3,708	3,708	3,784	3,861	3,940
1310-00042	Kenya	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00133	Kyrgyz Republic	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00159	Lao Peoples Republic	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00087	Latvia	1,854	1,854	1,854	1,854	1,892	1,931	1,970
1310-00114	Lebanon	1,610	1,610	1,610	1,610	1,643	1,677	1,711
1310-00139	Lesotho	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00137	Liberia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00119	Libyan Arab Jamahiriya	6,294	6,294	6,294	6,294	6,423	6,554	6,688
1310-00043	Liechtenstein	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00044	Lithuania	3,171	3,171	3,171	3,171	3,236	3,302	3,370
1310-00045	Luxembourg	4,391	4,391	4,391	4,391	4,481	4,573	4,666
1310-00111	Madagascar	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00097	Malawi	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00085	Malaysia	12,344	12,344	12,344	12,344	12,597	12,854	13,116
1310-00046	Mali	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00047	Malta	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00138	Marshall Islands	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00049	Mauritania	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00127	Mauritius	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00050	Mexico	114,954	114,954	114,954	114,954	117,303	119,699	122,143
1310-00104	Monaco	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00106	Mongolia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00154	Montenegro	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00048	Morocco	2,830	2,830	2,830	2,830	2,888	2,947	3,007
1310-00140	Mozambique	1,000	1,000	1,000	1,000	1,000	1,000	1,000

1310-00142	Myanmar	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00090	Namibia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00051	Nepal	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00052	Netherlands	90,509	90,509	90,509	90,509	92,359	94,245	96,169
1310-00053	New Zealand	13,320	13,320	13,320	13,320	13,592	13,870	14,153
1310-00101	Nicaragua	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00054	Niger	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00122	Nigeria	3,806	3,806	3,806	3,806	3,884	3,963	4,044
1310-00055	Norway	42,498	42,498	42,498	42,498	43,366	44,252	45,155
1310-00057	Pakistan	4,001	4,001	4,001	4,001	4,083	4,166	4,251
1310-00134	Palau	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00056	Panama	1,073	1,073	1,073	1,073	1,095	1,118	1,141
1310-00058	Papua New Guinea	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00089	Paraguay	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00059	Peru	4,391	4,391	4,391	4,391	4,481	4,573	4,666
1310-00060	Philippines	4,391	4,391	4,391	4,391	4,481	4,573	4,666
1310-00061	Poland	40,400	40,400	40,400	40,400	41,225	42,067	42,926
1310-00062	Portugal	24,933	24,933	24,933	24,933	25,442	25,962	26,492
1310-00100	Republic of Korea	110,270	110,270	110,270	110,270	112,523	114,822	117,166
1310-00121	Republic of Moldova	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00063	Romania	8,636	8,636	8,636	8,636	8,813	8,993	9,176
1310-00064	Russian Federation	78,165	78,165	78,165	78,165	79,762	81,391	83,053
1310-00147	Rwanda	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00130	Saint Lucia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00141	Samoa	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00152	Sao Tome and Principe	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00065	Senegal	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00081	Serbia	1,805	1,805	1,805	1,805	1,842	1,880	1,918
1310-00143	Seychelles	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00117	Sierra Leone	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00066	Slovakia	6,928	6,928	6,928	6,928	7,070	7,214	7,362
1310-00067	Slovenia	5,026	5,026	5,026	5,026	5,128	5,233	5,340
1310-00068	South Africa	18,785	18,785	18,785	18,785	19,169	19,560	19,960
1310-00021	Spain	155,012	155,012	155,012	155,012	158,180	161,411	164,706
1310-00069	Sri Lanka	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00144	Sudan	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00070	Suriname	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00071	Sweden	51,915	51,915	51,915	51,915	52,976	54,058	55,161
1310-00083	Switzerland	55,135	55,135	55,135	55,135	56,262	57,411	58,583
1310-00107	Syrian Arab Republic	1,220	1,220	1,220	1,220	1,245	1,270	1,296
1310-00126	Tajikistan	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00108	Thailand	10,198	10,198	10,198	10,198	10,406	10,618	10,835
1310-00086	The FYR of Macedonia	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00088	Togo	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00073	Trinidad and Tobago	2,147	2,147	2,147	2,147	2,191	2,235	2,281
1310-00074	Tunisia	1,464	1,464	1,464	1,464	1,494	1,524	1,555
1310-00075	Turkey	30,105	30,105	30,105	30,105	30,720	31,347	31,987
1310-00158	Turkmenistan	1,269	1,269	1,269	1,269	1,295	1,321	1,348
1310-00076	Uganda	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00095	Ukraine	4,245	4,245	4,245	4,245	4,332	4,420	4,510
1310-00155	United Arab Emirates	19,078	19,078	19,078	19,078	19,468	19,865	20,271
1310-00077	United Kingdom	322,222	322,222	322,222	322,222	328,807	335,523	342,373
1310-00120	United Republic of Tanzania	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00078	Uruguay	1,317	1,317	1,317	1,317	1,344	1,372	1,400
1310-00129	Uzbekistan	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00079	Venezuela	15,321	15,321	15,321	15,321	15,634	15,953	16,279

1310-00080	<b>Viet Nam</b>	1,610	1,610	1,610	1,610	1,643	1,677	1,711
1310-00157	<b>Yemen</b>	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1310-00082	<b>Zambia</b>	1,000	1,000	1,000	1,000	1,000	1,000	1,000
		3,778,744	3,778,744	3,778,744	3,778,744	3,854,319	3,931,405	4,010,032
<b>Other contributions</b>								
1310-21371-0001	<b>United States of America*</b>	1,065,799	1,065,799	1,065,799	1,065,799	1,087,115	1,108,858	1,131,035
TOTALS		4,844,543	4,844,543	4,844,543	4,844,543	4,941,434	5,040,262	5,141,067
		4,844,543	4,844,543	4,844,543	4,844,543	4,941,434	5,040,262	5,141,067

0%                      0%                      0%                      2%                      2%                      2%

\* As per COP 10 approved budget

\*\* As previously, 22% of total contributions from Parties



## Annex IV

Staff positions as of 1 January 2012, all Core-funded except Danone Project Officer (23)

	Title of post	IUCN Grade	Expatriate contract
1	Secretary General SG	S	Yes
2	Deputy Secretary General	M	Yes
3	Executive Assistant to the Secretary General	P1	No
4	Partnership Coordinator	M	Yes
5	Senior Regional Advisor for Africa	M	Yes
6	Senior Regional Advisor for the Americas	M	Yes
7	Senior Regional Advisor for Asia/Oceania	M	Yes
8	Senior Regional Advisor - Europe	M	No
9	Oceania Officer	n/a	No
10	Regional Affairs Officer	P2	No
11	Intern/Assistant Advisor for the Africa Region	Intern	No
12	Intern/Assistant Advisor for the Americas Region	Intern	No
13	Intern/Assistant Adviser for the Asia/Oceania Region	Intern	No
14	Intern/Assistant Advisor - Europe	Intern	No
15	Scientific and Technical Support Officer	P1	No
16	CEPA Programme Officer	P2	No
17	Communications Officer	P1	No
18	Documentation Officer 50%	P2	No
19	Finance Officer	P2	No
20	Administrative Officer	P1	No
21	Administrative Assistant	A3	No
22	Administrative Assistant	A3	No
23	Project Officer	P1	No

