**CRP 12.1/Annex**

**~~DRAFT~~ PROGRAMME OF WORK (2023-2025)**

**Section 1: Core tasks of the Secretariat and the Advisory Committee**

| No. | Activity | Mandate[[1]](#footnote-1) | Priority  ranking[[2]](#footnote-2) | Time frame[[3]](#footnote-3) | Responsible entity[[4]](#footnote-4) | Funding needs | Estimated Secretariat staff required for implementation (working days per 3 years) |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Cooperation and Partnerships | | | | | | | |
| 1 | Contribute to preparing and holding CMS COP14[[5]](#footnote-5) , CMS SCScC6[[6]](#footnote-6), Sc-ScC7[[7]](#footnote-7) | SEC TOR | core | 2023-2025 | SEC  AC | core budget | P staff: 75 |
| 2 | Provide comments on proposals for the inclusion of shark and ray species in the Appendices of CMS to the CMS Scientific Council and Conference of the Parties. | AC TOR | core | 2023 | AC | core budget | No significant working time expected |
| 3 | Strengthen synergies and establish partnerships with relevant organizations (including MEAs, FAO, RFBs, IUCN SSC SSG, and NGOs). | SEC TOR | core | 2023-2025 | SEC  AC | core budget | P staff: 30 |
| Outreach | | | | | | | |
| 4 | Inform and raise awareness about the Sharks MOU in accordance with the Communication and Awareness raising Strategy of the Sharks MOU. | SEC TOR | core | 2023-2025 | SEC | To a limited extent included in the core budget | P staff: 15  G staff: 5 |
| 5 | Encourage all Range States to join CMS and become Signatories to the MOU. | SEC TOR | core | ongoing~~2023-2025~~ | SEC  SIG  CooP | core budget | P staff: 3 |
| 6 | Represent the MOU at meetings of other intergovernmental agreements to facilitate the achievement of the objectives of the MOU. | SEC TOR | core | 2023-2025 | SEC | core budget | P staff: 60 |
| Support for Meetings (MOS, AC and WG) | | | | | | | |
| 7 | Prepare and hold the 5th Meeting of the Signatories | SEC TOR | core | 2025 | SEC  AC | core budget | P staff: 120  G staff: 120[[8]](#footnote-8) |
| ~~8~~ | ~~Prepare and hold the 4~~~~th~~ ~~Meeting of the Advisory Committee~~ | ~~SEC TOR~~ | ~~core~~ | ~~2023~~ | ~~SEC~~  ~~AC~~ | ~~core budget~~ | ~~P staff: 35~~  ~~G staff: 30~~ |
| 9 | Prepare and hold the 5th Meeting of the Advisory Committee | SEC TOR | core | 2025 | SEC  AC | core budget | P staff: 35  G staff: 30 |
| Support for the Advisory Committee | | | | | | | |
| 10 | Assist the Chair of the AC as required to facilitate the work of the Committee and the preparation of meeting documents. | SEC TOR | core | 2023-2025 | SEC | core budget | P staff: 42~~36~~  G staff: 12 |
| Staff Management | | | | | | | |
| 11 | Recruiting and supervising staff and interns | SEC TOR | core | 2023-2025 | SEC | core budget | P staff: 30  G staff: 10 |
| Budget Management | | | | | | | |
| 12 | Overseeing the budget and reporting | SEC TOR | core | 2023-2025 | SEC | core budget | P staff: 9  G staff: 12 |
| 13 | Fundraising for the core budget[[9]](#footnote-9) | SEC TOR | core | 2023-2025 | SEC | core budget | P staff: 9  G staff: 12 |
|  |  |  |  |  |  |  |  |
| 14 | Fundraising for the extra-budgetary activities | SEC TOR | core | 2023-2025 | SEC | core budget | P staff: 15-45[[10]](#footnote-10) |
| 15 | When instructed by Signatories to do so, identify suitable partners for implementation and manage Funding Agreements for conservation projects. | POW 2019-2021 | core | ongoing | SEC  AC | Included in Section 2 | Included in Section 2 |
| 16 | Facilitate communication and support Signatories with the identification of regional and local projects. | POW 2019-2021 | core | ongoing | SEC | core budget | P staff: 12 |
| Total staff time required to implement Section 1 of the POW: Core tasks of the Secretariat and the Advisory Committee | | | | | | | **P staff: ~~472~~460-490~~502~~**  **G staff: 20~~3~~1** |

**Section 2: Extra-budgetary Conservation Activities**

| No. | Activity | Mandate[[11]](#footnote-11) | Priority  ranking[[12]](#footnote-12) | Time frame[[13]](#footnote-13) | Responsible entity[[14]](#footnote-14) | Funding needs | Estimated Secretariat staff required for implementation (working days per 3 years) |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Species Conservation/Habitat Conservation | | | | | | | |
| 1. Single Species Action Plan for the Angelshark in the Mediterranean Sea (see [CMS/Sharks/MOS4/Doc.10.1](https://www.cms.int/sharks/en/document/single-species-action-plan-angelshark-mediterranean-sea)) | | | | | | | |
| 1.1 | Join the International Working Group for the Mediterranean, ideally with one government Focal Point and one technical Focal Point for each Range State. In doing so, Signatory Focal Points are encouraged to liaise with CMS Focal Points. | MOS4 decisions, Outcome 3.8 | high~~tbd~~ | 2023 | SIG, AC, SEC |  | see 1.3 |
| 1.2 | Provide coordination or financial support to pay for the coordination of the International Working Group for the Mediterranean. | MOS4 decisions,  Outcome 3.8 | ~~tbd~~high | 2023-2025 | SIG, (SEC: if funds were provided through the Secretariat) | Funding for part-time position (ca. 2.5 days per months) **€6,000** per year or in kind by government | **P staff 16[[15]](#footnote-15) G staff: 6**  (managing donor and project agreements) |
| 1.3 | Assist the International Working Group by providing the platform for communication and facilitating meetings upon request. | MOS4 decisions,  Outcome 3.8 | high~~tbd~~ | 2023-2025 | SEC |  | **P staff: 30**  **G staff: 9** |
| 1.4 | Support Signatories with expert advice and implementation of conservation activities. | MOS4 decisions,  Outcome 3.8 | high~~tbd~~ | 2023-2025 | AC, CooP | Subject to funding | No significant working time expected |
| 1.5 | Undertake projects to implement the objectives of the SSAP Angelshark Med. | MOS4 decisions,  Outcome 3.8 | high | 2023 | SEC, CooP | **€60,000**  (funding has been secured) | **P staff: 20**  **G staff: 5**  (managing donor and project agreements) |
| 2. Development of a Conservation Strategy and Regional Action Plans for Pelagic Sharks and Rays (see [CMS/Sharks/MOS4/Doc.10.2](https://www.cms.int/sharks/en/document/development-conservation-strategy-and-action-plans-pelagic-sharks-and-rays-0)) | | | | | | | |
| 2.1 | Provide technical support to the IUCN SSC SSG, including sharing relevant information and expertise. ~~and participating in expert workshops and/or conservation planning meetings and processes.~~ | MOS4 decisions, CP 1.3 & 3.2 | ~~Tbd~~high | 2023-2025~~tbd~~ | AC~~, SIG, (SEC: if funds were provided through the Secretariat)~~ | **~~€10,000~~**  ~~(per meeting for AC travel)~~ | **~~P staff: 0.5~~**  **~~G staff: 0.5~~**  ~~(managing travel~~) |
| 2.1 bis | Participating in expert workshops and/or conservation planning meetings and processes. | MOS4 decisions, CP 1.3 & 3.2 | low | 2023-2025 | AC, SIG, (SEC: if funds were provided through the Secretariat) | **€10,000**  (per meeting for AC travel) | **P staff: 0.5**  **G staff: 0.5**  (managing travel) |
| 2.2 | Provide funding to support the development of a global conservation strategy and regional action plan for pelagic sharks in~~and rays, with an initial regional focus on~~ the Indian Ocean. | MOS4 decisions, CP 1.3 & 3.2 | High~~tbd~~ | 2023-2025~~tbd~~ | ~~AC,~~ SIG, (SEC: if funds were provided through the Secretariat) | **€250,000**  (project funds for the Indian Ocean region) | **P staff: 5**  (raising funds, managing donor agreement (s)) |
| 2.2 Bis | Provide funding to support the development of a global conservation strategy and regional action plan for pelagic sharks and rays, with a regional focus. | MOS4 decisions, CP 1.3 & 3.2 | Medium | 2023-2025 | SIG, (SEC: if funds were provided through the Secretariat) | **€250,000 per region** | **P staff: 5**  (raising funds, managing donor agreement (s)) |
| 2.3 | Liaise with the IUCN SSC SSG and other relevant experts on the development of a global conservation strategy and regional action plans for pelagic sharks and rays. | MOS4 decisions, CP 1.3 & 3.2 | high~~tbd~~ | 2023-2025~~tbd~~ | SEC |  | **P staff: 5** |
| 2.4 | Provide support to the IUCN SSC SSG for the implementation of the initiative in the Indian Ocean (and other regions ~~should~~ provided funds become available). | MOS4 decisions, CP 1.3 & 3.2 | ~~tbd~~high | 2023-2025~~tbd~~ | SEC | (see 2.2) | **P staff: 20**  **G staff: 5** (managing project and funding agreement(s)) |
| 3. Development of a conservation strategy and action plans for rhino rays (see [CMS/Sharks/MOS4/Doc.10.3](https://www.cms.int/sharks/en/document/development-conservation-strategy-and-action-plans-rhino-rays)) | | | | | | | | |
| 3.1 | Provide technical support to the IUCN SSC SSG, including sharing relevant information and expertise. ~~and participating in regional conservation planning meetings and processes.~~ | MOS4 decisions | high~~tbd~~ | 2023-2025~~tbd~~ | AC, SIG | **~~€3,000-6,000~~**  ~~(for AC travel per meeting)~~ | **~~P staff: 0.5~~**  **~~G staff: 0.5~~**  ~~(managing travel of AC members)~~ | |
| 3.1 bis | Provide technical support to the IUCN SSC SSG, including sharing relevant information and expertise and participating in regional conservation planning meetings and processes. | MOS4 decisions | medium | 2023-2025 | AC, SIG | **€3,000-6,000**  (for AC travel per meeting) | **P staff: 0.5**  **G staff: 0.5**  (managing travel of AC members) | |
| 3.2 | Liaise with the IUCN SSC SSG on the development of a global conservation strategy and regional action plans for rhino rays. | MOS4 decisions | high~~tbd~~ | 2023 | SEC |  | **P staff: 5** | |
| 3.3 | Provide support to the IUCN SSC SSG for the implementation of the initiative in the Indo-West Pacific region. | MOS4 decisions | High~~tbd~~ | 2023-2024 | SEC | Funding is available for the Indo-West Pacific region. | **P staff: 25**  **G staff: 5**  (managing donor and project agreements, organizing and holding meetings) | |
| 3.4 | Provide financial support to regional Range State workshops and development of regional action plans. | MOS4 decisions, CP:4.1 | ~~tbd~~medium | ~~tbd~~2023-2025 | SIG, (SEC  if funds were provided through the Secretariat) | **Approx. €40,000**  (required for development of action plan; ca. €30,000 to host regional workshop)~~,~~  ~~funding was already made available for the Indo-West Pacific region)~~ | **P staff: 25**  **G staff: 5**  (per workshop: raising funds, managing donor and project agreements, organizing and holding meeting) | |
| 3.5 | Provide capacity-building workshops on rhino ray identification for key stakeholder groups. | MOS4 decisions, CP:4.1 | medium~~tbd~~ | 2023-2025t~~bd~~ | SIG (with support from IUCN SSC SSG) | Costs might occur for Signatories to host workshops | No involvement | |
| [4. Important Shark and Ray Areas (ISRAs) (see [CMS/Sharks/MOS4/Doc.10.4](https://www.cms.int/sharks/en/document/important-shark-and-ray-areas-isras))] | | | | | | | |
| 4.1 | Promote the ISRA initiative in relevant fora, including, but not limited to CMS, CBD, FAO, RFMOs, RSCs and APs. | MOS4 decisions,  CP 1.5 | tbd | tbd | SEC, SIG, CooP |  | **P staff: 3** (e.g., developing policy documents) |
| 4.2 | Liaise with the IUCN SSC SSG on the implementation of the ISRA initiative. | MOS4 decisions,  CP 1.5 | tbd | tbd | SEC |  | **P staff: 2** |
| 4.3 | Provide support to the IUCN SSC SSG as appropriate and as feasible with the identification of ISRAs including sharing relevant information and expertise. | MOS4 decisions,  CP 1.5 | tbd | tbd | SIG, AC, CWG | **€21,000**  (for AC and CWG travel to workshops and meetings (ca. 7 missions)) | **P staff: 2**  **G staff: 2**  (raising funds, managing donor agreements, managing travel) |
| 4.4 | Provide financial resources to the IUCN SSC SSG for the implementation of expert workshops and follow up missions. | MOS4 decisions,  CP 1.5 | tbd | tbd | SIG, (SEC  if funds were provided through the Secretariat) | **€45,000**  (travel support to workshops and meetings, ca. 15 missions) | **P staff: 4**  **G staff: 2**  (raising funds, managing donor agreements, managing travel) |
| 4.5 | Consider ISRAs as areas of high priority for the implementation of management measures to conserve sharks and rays, listed in Annex 1 of the MOU, in your areas of national jurisdictions. | MOS4 decisions,  CP 1.5 | tbd | tbd | SIG |  |  |
| 5. Regional prioritization of shark and ray species listed in sharks mou Annex 1 and CMS Appendices (see [CMS/Sharks/MOS4/Doc.10.5](https://www.cms.int/sharks/en/document/regional-prioritization-shark-and-ray-species-listed-sharks-mou-annex-1-and-cms-appendices)) | | | | | | | |
| 5.1 | AC to continue to identify species of regional priority using the methodology presented and still under development. | MOS4 decisions | ~~tbd~~high | 2023-2025~~tbd~~ | AC | **€25,000**  (consultancy to support the AC) |  |
| 5.2 | AC to continue to identify conservation measures of highest priority at regional scales (per FAO Major Fishing Area). | MOS4 decisions | high | 2023-2025 | AC |  |  |
| 5.3~~2~~ | Provide financial support for the regional prioritization for additional FAO areas. | MOS4 decisions | high~~tbd~~ | ~~t~~2023-2025~~bd~~ | SIG, (SEC as funds would be provided to the Secretariat) | See above | **P staff: 5**  **G staff:0.5**  (recruiting and guiding consultant, |
| 6. Recommendations to Signatories to improve reporting of landings data for species listed in Annex 1 of the Sharks MOU  (see [CMS/Sharks/MOS4/Doc.10.6](https://www.cms.int/sharks/en/document/recommendations-signatories-improve-reporting-data-species-listed-annex-1)) | | | | | | | |
| 6.1 | Update the analyses presented here to include the most up to date data and publish the findings in a peer reviewed scientific journal in collaboration with specialists at the FAO (and other relevant specialists). | MOS4 decisions | high~~tbd~~ | 2023-2025~~tbd~~ | AC  Coop  CWG | **€16,000**  (consultancy and open access publication fees) | **P staff: 5**  **G staff: 0.5**  (recruiting and guiding consultant, managing donor agreement) |
| 6.2 | Undertake analyses of those landings data of Annex 1-listed sharks, as reported to relevant RFMOs (e.g., ICCAT), including comparison with comparable data held by FAO in collaboration with specialists. | MOS4 decisions | medium~~tbd~~ | 2023-2025  ~~tbd~~ | SIG  AC  Coop  CWG | **€10,000**  (travel support to present working documents at relevant RFMO working group meetings; 3 missions) | **P staff: 0.5**  **G staff: 1**  (manage travel) |
| 6.3 | Identify the types of error, or potential error, that have been observed in analyses of landings data, and develop guidelines for how nations could usefully appraise their national landings data to improve quality control of data being submitted. | MOS4 decisions | high~~tbd~~ | 2023-2025~~tbd~~ | AC  Coop  CWG | **~~€10,000~~**  ~~(travel support for additional expert and 2 -day workshop back-to-back with AC4)~~ | **~~P staff: 3~~**  **~~G staff: 0.5~~**  ~~(manage travel and meeting logistics, including procurement as required, participate)~~ |
| 7. Reviewing fisheries-induced mortality of shark and ray species listed in Sharks MOU Annex 1 and CMS Appendices  (see [CMS/Sharks/MOS4/Doc.10.7](https://www.cms.int/sharks/en/document/reviewing-fisheries-induced-mortality-shark-and-ray-species-listed-sharks-mou-annex-1-and)) | | | | | | | |
| 7.1 | Provide technical support to the review. | MOS4 decisions | ~~tbd~~high | 2023-2025  ~~tbd~~ | AC |  |  |
| 7.2 | Provide financial support for the completion of the pilot study for two FAO areas. | MOS4 decisions | high~~tbd~~ | 2023-2025  ~~tbd~~ | SIG (SEC: if funds were provided through the Secretariat) | **€50,000** (consultancy: funding is available already) | **P staff: 10**  **G staff: 1**  (managing donor agreement, recruitment, and supervision of consultant) |
| 8. Implementation of Concerted Action for Whale Sharks | | | | | | | |
| 8.1 | Undertake a study on global whale shark hotspots, their migratory pathways and areas of importance, and assess the risk of whale sharks from collisions with ship traffic. From this the project will develop guidelines and recommendations for CMS Parties for consideration at CMS COP14. | MOS4 decisions,  Outcome 3.8 | high | 2023-2025 | SEC | **€28,000** (consultancy, funding has already been secured) | **P staff: 7**  **G staff: 1**  (managing donor agreement and consultancy) |
| 8.2 | Provide support to the implementation of CMS Concerted Action Plans.  The Secretariat, with support from the AC as required, is requested to assist the government of the Philippines with the organization of a regional workshop on the conservation of whale sharks in Southeast Asia. | POW 2019-2021 | high | 2023-2025 | SIG  SEC  CooP  AC |  | **P-staff: 8** |
| Capacity Building, Awareness raising and Communication | | | | | | | |
| 9. Capacity Building | | | | | | | |
| 9.1 | ~~Place holder for outcome of 11.1 discussions~~ Implement the Capacity-building Programme of the MOU (Outcome 3.6) liaising with the appropriate intergovernmental regional organization | MOS4 decisions,  Outcome 3.6 | ~~tbd~~high | 2023-2025  ~~tbd~~ | SIG, AC, CooP, Sec~~tbd~~ | €50,000 - €500,000~~tbd~~ | ~~tbd~~P-staff: 5-50 |
| 10. Awareness raising and Communication | | | | | | | |
| 10.1 | Global Compendium of the Conservation Status and Management measures of sharks ~~Place holder for outcome of 11.2 discussions~~ (see ~~CMS/Sharks/MOS4/Doc.11.2~~CMS/Sharks/MOS4/Doc.11.2/Rev.1) | MOS4 decisions | ~~tbd~~high | 2023-2025  ~~tbd~~ | SEC  SIG  CooP~~tbd~~ | ~~tbd~~€50,000 (secured) | **P staff: 20**  **G staff: 3**  (managing donor agreement and consultancy)~~tbd~~ |
| 11. Other activities, in line with the MOU mandates | | | | | | | |
| ~~11.1~~ | ~~Activities which may arise as priorities of Signatories and donors during the intersessional period, and which funding is likely to become available. These would be undertaken if staff capacity was available and/or might substitute approved activities for which funding was not found.~~ |  |  |  |  |  |  |
| 11.1 | Finalize existing species factsheets and draft species factsheets for species newly listed in Annex 1 of the MOU. | Carried forward from POW 2019-2021 | high | **2023-2025** | AC |  |  |
| 11.2 | Encourage sharing of those data that are relevant to RFMOs and stock assessments (e.g. fisheries-independent data, historical and traditional data) and promote their dissemination. | Carried forward from POW 2019 | high | **ongoing~~2023-2025~~** | SIG |  |  |
| 11.3 | Promote research focussing on the identification of species-selective fishing gear and bycatch mitigation measures, with emphasis on those Annex 1 listed species which are known to experience high post release mortality (e.g. sawfish, thresher sharks, hammerhead sharks). | Carried forward from POW 2019 | high | **2023-2025** | SIG  Coop |  |  |

1. Conservation Plan (CP), Terms of Reference of the Advisory Committee (AC TOR), Terms of Reference of the Secretariat (SEC TOR) [↑](#footnote-ref-1)
2. Core Secretariat activities and suggested priorities (High, Medium) [↑](#footnote-ref-2)
3. Year(s) during which activity should be implemented [↑](#footnote-ref-3)
4. Signatories (SIG), Advisory Committee (AC), Secretariat (SEC), Conservation Working Group (CWS), Consultants, Cooperating Partners (CooP) [↑](#footnote-ref-4)
5. 14th Conference of the Parties to the Convention on the Conservation of Migratory species of Wild Animals [↑](#footnote-ref-5)
6. 6th Meeting of the Sessional Committee of the Scientific Council [↑](#footnote-ref-6)
7. 7th Meeting of the Sessional Committee of the Scientific Council [↑](#footnote-ref-7)
8. This includes staff time of 2-3 additional staff members of the Conference Service Team, including staff members specialized in processing documents, translations, travel or participants etc.; the Sharks MOU funded G staff will support the team with other tasks to compensate for the time provided to the MOU. See document [CMS/Sharks/MOS4/Doc.14.2](https://www.cms.int/sharks/en/document/proposed-budget-triennium-2023-2025) for further explanations. [↑](#footnote-ref-8)
9. Invoicing Signatories. [↑](#footnote-ref-9)
10. [↑](#footnote-ref-10)
11. Time required for fundraising depends on the nature of funding opportunities and may vary significantly. Conservation Plan (CP), Terms of Reference of the Advisory Committee (AC TOR), Terms of Reference of the Secretariat (SEC TOR) [↑](#footnote-ref-11)
12. Core Secretariat activities and suggested priorities (High, Medium) [↑](#footnote-ref-12)
13. Year(s) during which activity should be implemented [↑](#footnote-ref-13)
14. Signatories (SIG), Advisory Committee (AC), Secretariat (SEC), Conservation Working Group (CWS), Consultants, Cooperating Partners (CooP) [↑](#footnote-ref-14)
15. If Range States decide to provide funding to the Secretariat to organize the coordination IWG, staff time must be invested [↑](#footnote-ref-15)