UN environment CMS

MEMORANDUM OF UNDERSTANDING ON THE CONSERVATION OF MIGRATORY SHARKS

CMS/Sharks/Outcome 4.4
3 March 2023
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4th Meeting of the Signatories (Sharks MOS4)
Bonn, 28 February – 2 March 2023

PROGRAMME OF WORK (2023-2025)

(This document replaces CMS/Sharks/Outcome 3.9)

1. At the 4th Meeting of the Signatories to the Memorandum of Understanding on the Conservation of Migratory Sharks, a Programme of Work for the triennium 2023-2025 (POW 2023-2025) was agreed upon to provide guidance for the Signatories, the Advisory Committee, Cooperating Partners, and the Secretariat regarding the implementation of conservation activities throughout the triennium.

2. In prioritizing the activities in the POW 2023-2025, the Signatories have agreed a ranked priority for each sub-item. These priorities are solely budgetary priorities and are meant to guide the most efficient allocation of the MOU's limited resources. Priorities are suggested without prejudice to the relative importance of the proposed activities toward supporting global conservation of sharks and rays.

PROGRAMME OF WORK (2023-2025)

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

No.	Activity	Mandate[1]	Priority ranking[2]	Time frame[3]	Responsible entity[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], CMS SCScC6[6], Sc-ScC7[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, CWG	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	SIG, SEC, CooP	core budget	P staff: 3

[1] Conservation Plan (CP), Terms of Reference of the Advisory Committee (AC TOR), Terms of Reference of the Secretariat (SEC TOR)
[2] Core activities as mandated in the Terms of Reference for the Secretariat and AC.
[3] Year(s) during which activity should be implemented.
[4] Signatories (SIG), Advisory Committee (AC), Secretariat (SEC), Conservation Working Group (CWG), Consultants, Cooperating Partners (CooP)
[5] 14th Conference of the Parties to the Convention on the Conservation of Migratory species of Wild Animals
[6] 6th Meeting of the Sessional Committee of the Scientific Council
[7] 7th Meeting of the Sessional Committee of the Scientific Council

No.	Activity	Mandate[1]	Priority ranking[2]	Time frame[3]	Responsible entity[4]	Funding needs	Estimated Secretariat staff required for implementation (working days per 3 years)
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, CWG	core budget	P staff: 120 G staff: 120[8]
8	Prepare and hold the 4th Meeting of the Advisory Committee (online)	SEC TOR	core	2023-2025	SEC, AC, CWG	core budget	P staff: 20 G staff: 2
9	Prepare and hold the 5th Meeting of the Advisory Committee	SEC TOR	core	2023-2025	SEC, AC, CWG	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: 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]	SEC TOR	core	2023-2025	SEC	core budget	P staff: 9

[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 for further explanations.

[9] Invoicing Signatories.

No.	Activity	Mandate[1]	Priority ranking[2]	Time frame[3]	Responsible entity[4]	Funding needs	Estimated Secretariat staff required for implementation (working days per 3 years)
							G staff: 12
14	Fundraising for the extra-budgetary activities	SEC TOR	core	2023-2025	SEC	core budget	P staff: 15-45[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			**P staff: 469-499 G staff: 203**

[10] Time required for fundraising depends on the nature of funding opportunities and may vary significantly.

Section 2: Extra-budgetary Conservation Activities

No.	Activity	Mandate[11]	Priority ranking[12]	Time frame[13]	Responsible entity[14]	Funding needs	Estimated Secretariat staff required for implementation[15]
Species Conservation/Habitat Conservation							
1. Single Species Action Plan for the Angelshark in the Mediterranean Sea (see CMS/Sharks/MOS4/Doc.10.1)							
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	2023	SIG, AC, CWG, 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	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[16] 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	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	2023-2025	AC, CWG, CooP	Subject to funding	No significant working time expected

[11] Conservation Plan (CP), Terms of Reference of the Advisory Committee (AC TOR), Terms of Reference of the Secretariat (SEC TOR)
[12] Core Secretariat activities and suggested priorities (high, medium, low).
[13] Year(s) during which activity should be implemented.
[14] Signatories (SIG), Advisory Committee (AC), Secretariat (SEC), Conservation Working Group (CWG), Consultants, Cooperating Partners (CooP)
[15] Working days per 3 years.
[16] If Range States decide to provide funding to the Secretariat to organize the coordination IWG, staff time must be invested.

No.	Activity	Mandate[11]	Priority ranking[12]	Time frame[13]	Responsible entity[14]	Funding needs	Estimated Secretariat staff required for implementation[15]
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/Rev.1)							
2.1	Provide technical support to the IUCN SSC SSG, including sharing relevant information and expertise.	MOS4 decisions, CP 1.3 & 3.2	high	2023-2025	AC, CWG		
2.2	Participating in expert workshops and/or conservation planning meetings and processes.	MOS4 decisions, CP 1.3 & 3.2	low	2023-2025	SIG, AC, CWG (SEC: if funds were provided through the Secretariat)	€10,000 (AC travel per meeting)	P staff: 0.5 G staff: 0.5 (managing travel)
2.3	Provide funding to support the development of a global conservation strategy and regional action plan for pelagic sharks in the Indian Ocean.	MOS4 decisions, CP 1.3 & 3.2	high	2023-2025	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))
2.4	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))
2.5	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	2023-2025	SEC		P staff: 5

No.	Activity	Mandate[11]	Priority ranking[12]	Time frame[13]	Responsible entity[14]	Funding needs	Estimated Secretariat staff required for implementation[15]
2.6	Provide support to the IUCN SSC SSG for the implementation of the initiative in the Indian Ocean (and other regions provided funds become available).	MOS4 decisions, CP 1.3 & 3.2	high	2023-2025	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)							
3.1	Provide technical support to the IUCN SSC SSG, including sharing relevant information and expertise.	MOS4 decisions	high	2023-2025	SIG, AC, CWG		
3.2	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	SIG, AC, CWG	€3,000-6,000 (AC travel per meeting)	P staff: 0.5 G staff: 0.5 (managing travel of AC members)
3.3	Liaise with the IUCN SSC SSG on the development of a global conservation strategy and regional action plans for rhino rays.	MOS4 decisions	high	2023	SEC		P staff: 5
3.4	Provide support to the IUCN SSC SSG for the implementation of the initiative in the Indo-West Pacific region.	MOS4 decisions	high	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)

No.	Activity	Mandate[11]	Priority ranking[12]	Time frame[13]	Responsible entity[14]	Funding needs	Estimated Secretariat staff required for implementation[15]
3.5	Provide financial support to regional Range State workshops and development of regional action plans.	MOS4 decisions, CP:4.1	medium	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)	P staff: 25 G staff: 5 (per workshop: raising funds, managing donor and project agreements, organizing and holding meeting)
3.6	Provide capacity-building workshops on rhino ray identification for key stakeholder groups.	MOS4 decisions, CP:4.1	medium	2023-2025	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/Rev.1)							
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	high	2023-2025	SIG, SEC, 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	high	2023-2025	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	medium	2023-2025	AC, CWG	€21,000 (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 support to the IUCN SSC SSG as appropriate and as feasible with the identification of ISRAs including sharing relevant information and expertise, for example by providing data where available.	MOS4 decisions	high	2023-2025	SIG		

No.	Activity	Mandate[11]	Priority ranking[12]	Time frame[13]	Responsible entity[14]	Funding needs	Estimated Secretariat staff required for implementation[15]
4.5	Provide financial resources, as appropriate and as feasible, to the IUCN SSC SSG for the implementation of expert workshops and follow up missions.	MOS4 decisions, CP 1.5	medium	2023-2025	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)
4.6	Consider, as appropriate, 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	high	2023-2025	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/Rev.1)							
5.1	AC to continue to better identify CMS- and Sharks MOU-listed species and conservation measures of highest priority at regional scales (per FAO Major Fishing Area).	MOS4 decisions	high	2023-2025	AC, CWG	€25,000 (consultancy to support the AC)	
5.2	AC to continue developing the methodology presented in CMS/Sharks/MOS4/Doc.10.5/Rev.1.	MOS4 decisions	high	2023-2025	AC, CWG		
5.3	Provide financial support for the regional prioritization for additional FAO areas. Provide financial support to the AC to continue developing the methodology presented in CMS/Sharks/MOS4/Doc.10.5/Rev.1.	MOS4 decisions	high	2023-2025	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)							

No.	Activity	Mandate[11]	Priority ranking[12]	Time frame[13]	Responsible entity[14]	Funding needs	Estimated Secretariat staff required for implementation[15]
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	2023-2025	AC, CWG, Coop	€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	2023-2025	SIG, AC, CWG, Coop	€10,000 (travel support to present working documents at relevant RFMO working group meetings; 3 missions)	P staff: 0.5 G staff: 1 (managing 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	2023-2025	AC, CWG, Coop		
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)							
7.1	Provide technical support to the review.	MOS4 decisions	high	2023-2025	AC, CWG		

No.	Activity	Mandate[11]	Priority ranking[12]	Time frame[13]	Responsible entity[14]	Funding needs	Estimated Secretariat staff required for implementation[15]
7.2	Provide financial support for the completion of the pilot study for two FAO areas.	MOS4 decisions	high	2023-2025	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, AC, CWG, CooP		P staff: 8
Capacity Building, Awareness raising and Communication							
9. Capacity Building							
9.1	Implement the Capacity-building Programme of the MOU (Outcome 3.6) liaising with the appropriate intergovernmental regional organization	MOS4 decisions, Outcome 3.6	high	2023-2025	SIG, AC, CWG, CooP, Sec	€50,000 - €500,000	P staff: 5-50
10. Awareness raising and Communication							

No.	Activity	Mandate[11]	Priority ranking[12]	Time frame[13]	Responsible entity[14]	Funding needs	Estimated Secretariat staff required for implementation[15]
10.1	Implement Outcome 4.3 on the Global Compendium of the Conservation Status and Management Measures of Sharks.	MOS4 decisions	high	2023-2025	SIG, SEC, CooP	€50,000 (secured)	P staff: 20 G staff: 3 (managing donor agreement and consultancy)
11. Other Activities, in line with the MOU Mandates							
11.1	Finalize existing species factsheets and draft species factsheets for species newly listed in Annex 1 of the MOU.	POW 2019-2021	high	**2023-2025**	AC, CWG		
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.	POW 2019-2021	high	**ongoing**	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).	POW 2019-2021	high	**2023-2025**	SIG, Coop		
							P staff: 228.5–273.5 **G staff: 47**