

International Family Nursing Association Bylaws

Article I

Name

The name of this organization shall be the International Family Nursing Association hereinafter referred to as the IFNA or the Association.

Article II

Vision

Nurses transforming health for families worldwide.

Mission

The mission of the Association is to transform family health by:

1. Serving as a unifying force and voice for family nursing globally
2. Sharing knowledge, practices, and skills to enhance and nurture family nursing practice
3. Providing family nursing leadership through education, research, scholarship, socialization and collegial exchange on all aspects of family nursing.

Core Values

The Association embraces a compassionate family focus on health, social justice, human dignity, and respect for all.

Article III

Membership

Section 1: Classifications

There shall be two (2) levels of membership:

1. Individual
2. Corporate

Section 2: Qualifications and Privileges

Section 2.1 Individual members can join for one year, or two years at a discount, and all are eligible to vote and serve on committees unless otherwise specified within these bylaws.

Section 2.1.1 There are four (4) subsets of Individual membership:

1. **Active** - Active members shall be Nurses (Licensed Registered Professional Nurses or Licensed Practical/Vocational Nurses or the international equivalent) or others engaged or interested in the promotion of health care for families and research with families.
2. **Associate** – Associate members are individuals who hold active membership in a related family nursing organization, which has previously been approved by the IFNA Board of Directors.
3. **Student** – Student members shall be any student enrolled in an accredited educational program.

4. **New Graduate** – New Graduate members shall be those that have graduated within the last 12 months.
5. **Retired** – Retired individuals, interested in family nursing issues, who are retired from full-time employment and work less than 50% of their time consulting.

Section 2.2 Corporate members shall be organizations, corporations, or universities interested in annually supporting the mission of the Association. Corporate members shall be excluded from voting, holding office and serving on committees. Recognition as a corporate member is valid for a 12 month period.

Section 3: Dues

Section 3.1 Membership dues shall be determined by the Board of Directors by majority vote after evaluation of the financial affairs of the Association. Any dues increase of more than 25% requires voting and approval by the membership.

Section 3.2 Student, New Graduate, Retired, and Associate members are offered reduced dues, as determined by the Board of Directors.

Section 3.3 IFNA is committed to the development of scholarship and professional excellence among members globally. To ensure this development, the association believes in active involvement of members in an economically equitable manner. Accordingly, dues categories are based on the GNI per capita of the country in which the member resides as defined by World Bank Basic Indicators table (at end of document). This sliding scale is anchored in the World Bank classifications based on per capita income.

Section 3.4 All dues paid, either by individual or corporate members, will be calculated in U.S. currency.

Section 4: Termination

Section 4.1 If the dues of any member are not received sixty (60) days after the membership expiration date, that membership shall automatically terminate on the sixtieth (60th) day.

Section 4.2 If a member does not abide by the Association bylaws, engages in activities that may place the Association in legal or professional jeopardy, or knowingly misuses Association property or assets, the Board of Directors may terminate that membership by a 2/3 (two-thirds) vote of the entire Board. No such action shall be taken until the member is advised of the specific charges, given a reasonable time to prepare a response, and afforded a full hearing before the Board of Directors.

Article IV

Officers and Directors

Section 1: Composition

Section 1.1 Officers shall be President, Past President, President-elect, Secretary and Treasurer. There shall be six (6) Directors. Officers and Directors constitute the Board of Directors and shall be the governing body of the organization. As the governing body of IFNA, members of the Board of Directors shall serve in good faith, uphold the highest professional, ethical, and legal standards, and fulfill the obligations of their positions.

Section 1.2 IFNA Chapter Chairs serve as non-voting, ex-officio members of the IFNA Board of Directors.

Section 2: Eligibility

Eligibility requirements for Officers and Directors may be waived by a majority vote of the Board of Directors. Officers and Directors eligible to serve at the International level shall have been voting members for two years immediately prior to assuming office.

Section 2.1 The Secretary, Treasurer and Directors shall have served at least two years on IFNA committees, task forces, interest groups.

Section 2.2 The President-elect shall have served at least one term on the IFNA Board of Directors or as a committee member, task force leader, and/or as a local Chapter Chair.

Section 2.3 Each election cycle, nominated Officers and Directors shall represent at least three countries whenever the pool of qualified candidates is sufficient to do so.

Section 3: Term of Office

Section 3.1 The term of office shall begin at the close of the Business Meeting in the year of election or June 30 of any year in which no business meeting is held.

Section 3.2 An individual may not hold more than one elected or appointed office at the same time.

Section 3.3 The Secretary, Treasurer and Directors shall serve a two (2) year term or until their successors are elected. One-half of the total number of Directors shall be elected in even years and one-half in odd years. The positions of Secretary and Treasurer will likewise be elected in alternating years.

Section 3.4 The role of the President is a 5-year commitment. In the first 2 years the individual shall serve as the President-Elect. In years 3 and 4 the individual shall serve as President. The final year will consist of a 1-year term as Past President. The President-Elect shall be elected in odd numbered years.

Section 3.5 The President-elect, President and Past President shall not be candidates for any Association office while serving in their respective offices.

Section 3.6 Any other Officer or Director may be a candidate for another elected position regardless of whether or not their current term as a board member is expiring.

Section 3.7 Service on the Board is limited to eight (8) consecutive years. Exceptions can be granted by the Board based on the needs of the Association.

Section 4: Vacancies

Section 4.1 In the event a vacancy occurs in the office of the President, the President-elect shall automatically succeed to the presidency, shall complete the unexpired term, and then shall serve the two-year term as President for which he or she was elected. The Board of Directors shall elect a President-elect Pro Tem to serve until the next scheduled odd year election.

Section 4.2 Should a vacancy occur simultaneously in the offices of President and President-elect, the Board of Directors shall elect a President Pro Tem, until the next scheduled balloting, at which time a President and a President-elect shall be elected for terms of an appropriate length to adhere to the schedule of the President-elect being elected for a two (2)-year term in the odd numbered years.

Section 4.3 A vacancy in another Officer or Director position shall be filled by temporary appointment of the BOD until the next regularly scheduled election cycle.

Section 4.4 The Board of Directors may call a special election to fill vacancies not covered in these bylaws.

Section 5: Duties

Section 5.1 Officers and Directors shall perform those duties prescribed by the law, the Articles of Incorporation, and these bylaws.

Section 5.2 Officers and Directors must attend at least 50% of all BOD meetings per year or will be considered to have vacated their position and a replacement will be named by the BOD to fulfill the term.

Section 5.3 Officers and Directors shall serve in a liaison capacity to at least one standing committee. The liaison to the nominating committee shall not be a candidate for election. The Board may participate as ex officio members to all standing committees, except for the Nominating Committee.

Section 6: Conflicts of Interest

Section 6.1 In order to prevent actual or potential conflicts of interest, no IFNA Officer or Director may serve concurrent terms as an Editor-in-Chief of a journal addressing family health or an elected member of the IFNA Nominating Committee.

Section 6.2 All candidates for Officer or Director will be required to disclose actual or potential conflicts of interest to the Nominating Committee prior to final selection for the ballot.

Article V

Membership Meetings

Section 1: Business Meeting

A business meeting of the membership shall be held every other year at a time and place determined by the Board of Directors.

Section 2: Special Meetings

Special meetings of the membership may be called at any time by a majority of the Board of Directors, or upon written request of 25% (twenty-five per cent) of voting members.

Section 3: Notice

Written notice of the Business Meeting shall be emailed to all members at least ninety (90) days prior to the meeting. Written notice of special meetings shall be emailed to all voting members at least twenty (20) days prior to the meeting.

Section 4: Quorum

Members present and voting shall constitute a quorum if at least 10% of the membership who is eligible to vote is present or participating electronically.

Article VI

Board of Directors

Section 1: Composition

The Board of Directors shall be composed of the elected or duly appointed Officers and Directors.

Section 2: Duties

The Board of Directors shall manage the business and affairs of IFNA.

Section 3: Meetings

Section 3.1 Meetings shall be held at such time and place as the Board of Directors determine, at least 6 times per year.

Section 3.2 Business requiring action by the Board of Directors may be conducted by email or other media. Such action shall be subject to ratification at the next regular meeting of the Board of Directors.

Section 3.3 Special meetings may be called by the President or upon written request of five (5) Board members. Notice of any such meeting shall be given to each officer and director a minimum of 24 hours in advance.

Section 4: Quorum

Six (6) members of the Board of Directors, one of whom must be an officer, shall constitute a quorum for the transaction of business.

Section 5: Removal from Office.

Any Director or Officer, regardless of the manner of election or appointment, may be removed by the Board of Directors upon two-thirds affirmative vote of the entire Board then in office whenever, in its judgment, the best interests of IFNA would be served thereby. The Director or officer removed shall be given notice of said meeting and given an opportunity to be heard.

Section 6: Executive Committee

Section 6.1 As a subset of the Board, an Executive Committee shall have the authority to make decisions on behalf of the Board of Directors on time-critical administrative and policy matters that arise between Board meetings. A majority of the voting members of the Executive Committee shall constitute a quorum for the transaction of business. Meetings may be called by the President or by any two Executive Committee members. The Executive Committee shall keep minutes of its meetings and shall report all actions taken by it to the IFNA Board at the first meeting of the Board following the taking of such action.

Section 6.2 Executive Committee Composition: President (Chair), President-Elect (2nd Chair), Past President (3rd Chair), Treasurer, Secretary, Executive Director (ex-officio).

Section 6.3 Limitations of the Executive Committee: The Executive Committee serves, and is responsible to, the full Board in managing time-critical matters occurring between regular board meetings within certain limited authority. The Executive Committee shall not have the authority to:

- i. take final action on any item or issue that changes, or is in opposition of, a previous vote of the full Board
- ii. take final action of any item or issue that changes, or is in opposition of a previous vote of the membership,
- iii. amend the bylaws
- iv. remove a board member from office
- v. vote a board member into office
- vi. hire or remove the Executive Director and/or Association's management company
- vii. obligate the organization to new debt over \$1,000.00
- viii. sell or acquire an asset valued at more than \$1,000.00.

Article VII

Standing Committees

Standing Committees are permanent committees created by the Board of Directors and are charged with performing necessary functions of the Association in a particular area.

Any human subjects research funded by IFNA must provide evidence of Institutional Review Board (Ethics Review Board) approval to the BOD in advance of data collection.

Standing committees and their duties are as follows:

- i. Nominating
- ii. Conference Planning
- iii. Bylaws
- iv. Research
- v. Education
- vi. Practice
- vii. Communications
- viii. Membership
- ix. Resource Advancement
- x. Awards

Section 1: Nominating Committee

Section 1.1 Composition

The Nominating Committee shall be composed of five (5) elected members.

- i. To be eligible to serve on the Nominating Committee, individuals shall have been voting members of IFNA for two (2) years immediately prior to committee membership. A Nominating Committee member shall not be a candidate for any elected position during his/her term of office.
- ii. The person receiving the highest number of votes shall chair the committee in the second year of that member's term.
- iii. The candidates receiving the highest number of votes for each open position shall be declared elected.
- iv. The term of office shall be two years, with sixty percent (60%) of the total number of committee members elected in even years and forty percent (40%) in odd years.

Section 1.2 Duties and Responsibilities

- i. The Nominating Committee shall prepare and submit to each voting member a ballot with at least one nominee for each elected office in IFNA.

- ii. Validation of current membership and confidentiality of voting shall be components of the ballot protocol.
- iii. Unless stated otherwise in these bylaws, all rules and procedures for the conduct of the nominations and elections shall be recommended by the Nominating Committee and approved by the Board of Directors.
- iv. The candidate receiving the highest number of votes for each elected office shall be declared elected.
- v. Tie votes shall be broken by a majority vote of the Board of Directors.
- vi. The Nominating Committee shall oversee the election procedures.

Section 1.3 Vacancies

- i. When there is a vacancy in the position of Nominating Committee Chair, the committee member receiving the next highest number of votes will assume the Chair position.
- ii. When a vacancy occurs in the Nominating Committee, other than the Chair position, committee members will discuss the needs of the committee to determine whether an additional member is required prior to the next election, considering the timing of the committee's current work. If an additional member is needed, the Nominating Committee will identify candidates from the committee's slate of candidates during the last election cycle and the Chair will invite an unelected candidate to join the committee to complete the term of the vacancy. If there was more than one unelected candidate, they will be approached based on the number of votes received during the last election.

Section 2: Conference Planning Committee

Section 2.1 Composition

The Conference Planning Committee Co-chairs are appointed by the Board of Directors, following the conclusion of the biennial conference based on recommendations by the retiring Conference Planning Committee. Term of appointment is two years or until their successors are appointed. Committee members are invited by the Conference Planning Committee co-chairs. The committee is comprised of IFNA members representing relevant committees such as the Research Committee, which leads the abstract review and selection and the Resource Advancement Committee, which raises funds for the conference. Country Liaison Coordinators participate on the Conference Planning Committee and are responsible for two-way communication between the country liaisons and the committee. IFNA members from the local region where the conference will be held may also be invited to join the committee. Members must agree to participate actively in the work of the committee.

Section 2.2 Duties and Responsibilities:

- i. In consultation with the Board of Directors, the Conference Planning Committee will plan all aspects of the Conference program including call for proposals, review of submissions, organizing the program and speakers.
- ii. In consultation with the Local Planning Committee, the Conference Planning Committee will plan all social activities associated with the conference including banquets, special events, and tours.
- iii. Shall be in frequent communication with the Board of Directors or its Board liaison regarding the on-going work of the committee.
- iv. Communicate with the Resource Advancement Committee to ensure coordination of conference sponsorship efforts.
- v. Communicate with the IFN Foundation, as needed, related to conference support.

Section 3: Bylaws Committee

Section 3.1 Composition

The Bylaws Committee shall be appointed by the Board of Directors, for a two-year term or until their successors are appointed. The committee shall include at least one current board member and at least one member at large. Committee members are comprised of interested IFNA members who agree to participate actively in the work of the committee.

Section 3.2 Duties and Responsibilities:

- i. Initiates a call for proposed bylaws amendments. Receives or initiates proposed IFNA bylaws amendments.
- ii. Prepares proposed bylaws revisions for review by the Board of Directors and the membership.
- iii. Reports its recommendations to the Board of Directors and the membership.
- iv. Presents revised bylaws to the membership for vote in accordance with required procedure as outlined in these bylaws.
- v. Shall be in frequent contact with the Board of Directors, or Board liaison, regarding the on-going work of the committee.

Section 4 Research Committee

Section 4.1 Composition

The Research Committee chair/co-chairs shall be appointed by the Board of Directors, based on recommendations by the Research Committee, for a two-year term or until their successors are appointed. Committee members are comprised of interested IFNA members who agree to participate actively in the work of the committee.

Section 4.2 Duties and Responsibilities

- i. Advocates for the conduct, dissemination, and use of family nursing research worldwide.
- ii. Shall have the authority to create subcommittees to maximize committee impact
- iii. Shall enhance the research resources available to IFNA members through various Association communication tools
- iv. Shall promote international research collaborations on projects of interest to members.
- v. Shall be in frequent communication with the Board of Directors, or its Board liaison, regarding on-going work of the committee.

Section 5 Education Committee

Section 5.1 Composition

The Education Committee chair/co-chairs shall be appointed by the Board of Directors, based on recommendations by the Education Committee, for a two-year term or until their successors are appointed. Committee members are comprised of interested IFNA members who agree to participate actively in the work of the committee.

Section 5.2 Duties and Responsibilities

- i. Identify, create, and disseminate the best educational practices for IFNA members and family nursing worldwide
- ii. Shall have the authority to create subcommittees to maximize committee impact
- iii. Shall be in frequent communication with the Board of Directors, or its Board liaison, regarding on-going work of the committee.

Section 6 Practice Committee

Section 6.1 Composition

The Practice Committee chair/co-chairs shall be appointed by the Board of Directors, based on recommendations by the Practice Committee, for a two-year term or until their successors are appointed. Committee members are comprised of interested IFNA members who agree to participate actively in the work of the committee.

Section 6.2 Duties and Responsibilities

- i. Identify, create and disseminate the best practice family nursing models used internationally.
- ii. Shall have the authority to create subcommittees to maximize committee impact.
- iii. Develop standardized resources covering practice scope, competencies, guidelines, position statements and similar materials that advance family nursing practice at generalist and advanced levels.
- iv. Identify family nursing practice issues that emerge across the world and work with the Board of Directors to determine an appropriate response.
- v. Shall be in frequent communication with the Board of Directors, or its Board liaison, regarding on-going work of the committee.

Section 7 Communications Committee

Section 7.1 Composition

The Communications Committee chair/co-chairs shall be appointed by the Board of Directors, based on recommendations by the Communications Committee for a two-year term or until their successors are appointed. Committee members are comprised of interested IFNA members who agree to participate actively in the work of the committee.

Section 7.2 Duties and Responsibilities

- i. Responsible for the development of the infrastructure and use of social media channels to promote effective communication among members, timely dissemination of information, advances in family nursing knowledge, and the IFNA mission.
- ii. Oversee and update the various IFNA communication and social media channels.
- iii. Shall be in frequent communication with the Board of Directors, or its Board liaison, regarding on-going work of the committee.

Section 8 Membership Committee

Section 8.1 Composition

The Membership Committee chair/co-chairs shall be appointed by the Board of Directors, based on recommendations by the Membership Committee, for a two-year term or until their successors are appointed. Committee members are comprised of interested IFNA members who agree to participate actively in the work of the committee.

Section 8.2 Duties and Responsibilities

- i. Focus on the growth, retention, and recruitment of members to the Association.
- ii. Ensure the global integrity, impact, and reach of the organization through diversity, equity, and inclusion of members around the world.
- iii. Establish and follow policies and procedures outlining the review and analysis of current members, lapsed members, and identify plans to recruit new members and family-related organizations.
- iv. Shall be in frequent communication with the Board of Directors, or its Board liaison, regarding on-going work of the committee.

Section 9 Resource Advancement Committee

Section 9.1 Composition

The Resource Advancement Committee chair/co-chairs shall be appointed by the Board of Directors, based on recommendations by the Resource Advancement Committee, for a two-year term or until their successors are appointed. Committee members are comprised of interested IFNA members who agree to participate actively in the work of the committee.

Section 9.2 Duties and Responsibilities

- i. Focus on identifying sponsorship income and other income campaigns related to the biennial conferences.
- ii. Establish and follow policies and procedures. Develop promotional materials, and track sources of funding.
- iii. Shall be in frequent communication with the Board of Directors, or its Board liaison, regarding on-going work of the committee.

Section 10 Awards Committee

Section 10.1 Composition

The Awards Committee chair/co-chairs shall be appointed by the Board of Directors, based on recommendations by the Awards Committee, for a two-year term or until their successors are appointed. Committee members are comprised of interested IFNA members who agree to participate actively in the work of the committee.

Section 10.2 Duties and Responsibilities

- i. Identify a mechanism for recognizing those who have made outstanding contributions to transform health for families worldwide
- ii. Establish and follow policies and procedures for honoring outstanding colleagues in the family nursing community.
- iii. Shall be in frequent communication with the Board of Directors, or its Board liaison, regarding on-going work of the committee.

Article VIII

Constituencies

Section 1: Chapters

Chapters shall fulfill the purposes of IFNA at the local level.

Section 1.1 Eligibility

Groups of five (5) or more active IFNA members may petition for a Chapter Charter. Petitions shall be approved and awarded by the Board of Directors. New or existing National or Regional Organizations of Family Nursing may petition for Chapter Charter membership.

Section 1.2 Structure and Governance

The structure and functions of chapters shall be consistent with the bylaws, policies and procedures of IFNA. Chapter purpose and mission should be created congruently with IFNA and reflect IFNA core values.

At a minimum, there shall be a chair for each chapter. The chapter chair must be an IFNA member.

Section 1.3 Use of IFNA brand and name

Only officially chartered chapters of IFNA in good standing are permitted to use or promote IFNA affiliation to the family nursing community worldwide. Use of logos and name must align with IFNA's vision, mission and core values and may be subject to review and approval by the

Board of Directors or the Board liaison serving IFNA Chapters.

Use of the Chapter name and logo will be for the purpose of promoting or distributing the IFNA Chapter and/or IFNA materials or events. Collaboration with or promotion of another organization/association that would require the use of the Chapter name or logo should be submitted to the IFNA Board of Directors or Board liaison for review and approval.

Section 1.4 Reporting

- i. The chapter chair will maintain regular communication with the Board of Directors, Executive Director, or its Board liaison.
- ii. The chapter will submit an annual report to the board.

Article IX

Indemnification

Directors and officers of the Association shall be indemnified as of right to the fullest extent now or hereafter permitted by law in connection with any actual or threatened civil, criminal, administrative or investigative action, suit or proceeding (whether brought in the name of the Association or otherwise) arising out of their service to the Association or to another organization at the Association's request. Persons who are not Directors or officers of the Association may be similarly indemnified in respect of such service to the extent authorized at any time by the Board of Directors. IFNA may maintain insurance to protect itself and any such Director, officer or other person against any liability, cost or expense incurred in connection with any such action, suit or proceedings.

Article X

Parliamentary Authority

Regarding the body of ethics, rules, and customs governing meetings and other operations of associations and deliberative assemblies. IFNA follows the rules contained in the current edition of Robert's Rules of Order Newly Revised, and shall govern IFNA except in cases specified by these bylaws, standing rules or special rules of order adopted by the members.

Article XI

Dissolution

Upon dissolution of the Association, after paying or making provision for the payment of all the liabilities of the Association, assets shall be distributed to one or more exempt organizations with a similar mission or foci which is also recognized with section 501 of the US Internal Revenue Service Code or the corresponding section of any future federal tax code.

Article XII

Amendments

Section 1: Proposals

Proposed amendments can be presented to the Bylaws Committee by the Board of Directors, a committee, a chapter, or any member of IFNA. The Bylaws Committee, internally, will discuss the merit of the proposal and decided whether to move the proposal forward as a recommendation for

Board review and subsequent inclusion to changes recommended and put forth for a membership vote.

Section 2: Voting

All members will be electronically notified of proposed bylaws amendments and have an opportunity to respond. Following either online or in-person discussion (i.e., at the Biennial Meeting held at the International Family Nursing Conference), a ballot containing the proposed bylaws amendments shall be provided by mail or email to all active members in good standing. The ballot will contain the exact wording of the proposed amendment and the deadline for returning the ballot. Validation of current membership and confidentiality of voting shall be components of the ballot protocol.

Section 3: Effective Date

Amendments which have been approved by a simple majority vote of the members voting shall become effective the first day of the month following the ballot deadline vote.

Article XIII

Fiscal Year

The fiscal year of the Association will be January 1 through December 31.

Article XIV

Approval of Amendments

Proposed: May 2009	Adopted: October 2013
Proposed: December 2016	Adopted: September 2017
Proposed: March 2019	Adopted: November 2019
Proposed: May 2021	Adopted: June 2021

Appendix (February 2021)

A sliding scale is to be used for **individual membership** dues based on World Bank Classification, to be verified by the treasurer annually. Membership dues are calculated as follows: High income country residents pay \$125.00. Middle income country residents - \$50.00. Low income country resident - \$25.00. Examples: Residents of Norway would pay \$125 USD for an individual membership. Residents of Peru would pay \$50 USD for an individual membership. Residents of Malawi would pay \$25 USD for an individual membership.

Low income

(<https://data.worldbank.org/income-level/low-income>) (February 2021)

<ul style="list-style-type: none"> • Afghanistan • Burkina Faso • Burundi • Central African Republic • Chad • Congo, Dem. Rep. 	<ul style="list-style-type: none"> • Eritrea • Ethiopia • Gambia, The • Guinea • Guinea-Bissau • Haiti • Korea, Dem. People's Rep. 	<ul style="list-style-type: none"> • Liberia • Madagascar • Malawi • Mali • Mozambique • Niger • Rwanda 	<ul style="list-style-type: none"> • Sierra Leone • Somalia • South Sudan • Sudan • Syrian Arab Republic • Tajikistan 	<ul style="list-style-type: none"> • Togo • Uganda • Yemen, Rep. • Zimbabwe
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Middle income

(<https://data.worldbank.org/income-level/middle-income>) (February 2021)

<ul style="list-style-type: none"> • Albania • Algeria • American Samoa • Angola • Argentina • Armenia • Azerbaijan • Bangladesh • Belarus • Belize • Benin • Bhutan • Bolivia • Bosnia and Herzegovina • Botswana • Brazil • Bulgaria • Cabo Verde • Cambodia 	<ul style="list-style-type: none"> • Congo, rep. • Costa Rica • Cote d'Ivoire • Cuba • Djibouti • Dominica • Dominican Republic • Ecuador • Egypt, Arab rep. • El Salvador • Equatorial Guinea • Eswatini • Fiji • Gabon • Georgia • Ghana • Grenada • Guatemala • Guyana • Honduras 	<ul style="list-style-type: none"> • Jamaica • Jordan • Kazakhstan • Kenya • Kiribati • Kosovo • Kyrgyz republic • Lao PDR • Lebanon • Lesotho • Libya • Malaysia • Maldives • Marshall Islands • Mauritania • Mexico • Micronesia, fed. Sts. • Moldova • Mongolia • Montenegro 	<ul style="list-style-type: none"> • Nicaragua • Nigeria • North Macedonia • Pakistan • Papua New Guinea • Paraguay • Peru • Philippines • Russian federation • Samoa • Sao tome and Principe • Senegal • Serbia • Solomon Islands • South Africa • Sri Lanka • St. Lucia 	<ul style="list-style-type: none"> • Thailand • Timor-Leste • Tonga • Tunisia • Turkey • Turkmenistan • Tuvalu • Ukraine • Uzbekistan • Vanuatu • Venezuela, RB • Vietnam • West Bank and Gaza • Zambia • Zimbabwe
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<ul style="list-style-type: none"> • Cameroon • China • Colombia • Comoros 	<ul style="list-style-type: none"> • India • Indonesia • Iran, Islamic rep. • Iraq 	<ul style="list-style-type: none"> • Morocco • Myanmar • Namibia • Nepal 	<ul style="list-style-type: none"> • St. Vincent and the Grenadines • Suriname • Tanzania 	
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High income (<https://data.worldbank.org/income-level/high-income>) (February 2021)

<ul style="list-style-type: none"> • Andorra • Antigua and Barbuda • Aruba • Australia • Austria • Bahamas, The • Bahrain • Barbados • Belgium • Bermuda • British Virgin Islands • Brunei Darussalam • Canada • Cayman Islands • Channel Islands • Chile • Croatia 	<ul style="list-style-type: none"> • Curacao • Cyprus • Czech Republic • Denmark • Estonia • Faroe Islands • Finland • France • French Polynesia • Gibraltar • Germany • Greece • Greenland • Guam • Hong Kong Sar, China • Hungary • Iceland • Ireland 	<ul style="list-style-type: none"> • Isle of Man • Israel • Italy • Japan • Korea, Rep. • Kuwait • Latvia • Liechtenstein • Lithuania • Luxembourg • Macao Sar, China • Malta • Mauritius • Monaco • Nauru • Netherlands • New Caledonia • New Zealand 	<ul style="list-style-type: none"> • Northern Mariana Islands • Norway • Oman • Palau • Panama • Poland • Portugal • Puerto Rico • Qatar • Romania • San Marino • Saudi Arabia • Seychelles • Singapore • Sint Maarten (Dutch Part) • Slovak Republic • Slovenia 	<ul style="list-style-type: none"> • Spain • St. Kitts and Nevis • St. Martin (French Part) • Sweden • Switzerland • Switzerland • Trinidad And Tobago • Turks and Caicos Islands • United Arab Emirates • United Kingdom • United States • Uruguay • Virgin Islands (U.S.)
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