



Government of the Republic of Maldives

United Nations Development Programme
and
The Global Environment Facility

Building Capacity and Mainstreaming Sustainable Land
Management in Maldives

Brief description

The land and the natural resources of the Maldives are extremely fragile and vulnerable to a number of domestic and external threats. In the densely populated islands of Maldives, expansion of housing and intensification of land use have lead to over extraction of groundwater and contamination of aquifers by poor sewerage and improper waste disposal practices. In the inhabited and uninhabited islands, where agriculture is intensive, land productivity is declining due to continuous cropping with shorter fallow periods. In these islands, the risk of groundwater depletion and contamination by fertilizers and pesticides is very high. Consequently, sustainable land management (SLM) is one of the top priorities of the Government of Maldives. The objective of the project is to build capacity in Sustainable Land Management (SLM) in appropriate government institutions and communities and mainstream SLM into government policy, planning and strategy development. The project has four outcomes, namely, (1) Strengthening human resources and institutional capacities on SLM; (2) Developing capacity in knowledge management; (3) Mainstreaming SLM into national development plans and sector policies; and (4) Completion of a National Action Programme (NAP) to combat dessertification. The project will be implemented over a period of three years beginning August 2007. The project will be executed by the Ministry of Housing and Urban Development (MHUD). The project will receive guidance and oversight from a Steering Committee (SC). A Project Management Unit (PMU) will be established to execute the project. The total budget of the project is US\$ 985,000 of which US\$ 475,000 would be the GEF increment.



**Expedited Medium Size Project proposal
under the
LDC-SIDS Portfolio Project for Sustainable Land Management
REQUEST FOR GEF FUNDING**

AGENCY'S PROJECT ID: 3791
GEFSEC PROJECT ID:
COUNTRY: Maldives
**PROJECT TITLE: Building Capacity and
Mainstreaming Sustainable Land
Management in Maldives**
GEF AGENCY: UNDP
OTHER EXECUTING AGENCY(IES): MHUD
DURATION: 3 years
GEF FOCAL AREA: Land Degradation
GEF OPERATIONAL PROGRAM: OP 15
GEF STRATEGIC PRIORITY: SP 1 & 2
ESTIMATED STARTING DATE: October 2007

FINANCING PLAN (US\$)	
GEF PROJECT/COMPONENT	
Project	475,000
PDF A	25,000
<i>Sub-Total GEF</i>	500,000
Co-financing	
GEF Agency (UNDP)	50,000
Government (in kind)	460,000
<i>Sub-Total Co-financing:</i>	510,000
<i>Total Project Financing:</i>	1,010,000
FINANCING FOR ASSOCIATED ACTIVITY IF ANY:	

Country Eligibility: Maldives ratified the United Nations Convention to Combat Desertification on 3 September 2002 and is eligible for funding under paragraph 9(b) of the GEF Instrument

CONTRIBUTION TO KEY INDICATORS OF THE BUSINESS PLAN: The project will build capacities for sustainable land management in Maldives, with environmental benefits accruing to urban, arable, and forest lands estimated at 4800 ha.

RECORD OF ENDORSEMENT ON BEHALF OF THE GOVERNMENT:

Mr. Abdullahi Majeed

Date: *September 25 2007*

Deputy Minister
Ministry of Environment, Energy and Water
UNCCD National Focal Point

This proposal has been prepared in accordance with GEF policies and procedures and meets the standards of the GEF Project Review Criteria for a Medium-sized Project under the LDC-SIDS Targeted Portfolio Project for Sustainable Land Management.

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Date: 28 September 2007

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ACRONYMS

ADB	Asian Development Bank
ADMP	Agricultural Development Master Plan
AFS	Agricultural and Forest Service
APR	Annual Progress Report
AusAID	Australian Bilateral Aid
BAEBP	Baa Atoll Ecosystem Based Project
CBO	Community-Based Organizations
EIA	Environment Impact Assessment
EPPA	Environmental Protection and Preservation Act
ERC	Environment Research Center
ERSS	Economic Research and Statistics Service
ES	Environment Section
FAO	Food and Agriculture Organization of the United Nations
FDES	Fisheries Development and Extension Service
GDP	Gross Domestic Product
GEF	Global Environmental Facility
GIS	Geographical Information System
GoM	Government of Maldives
GSU	Global Support Unit
IR	Inception Report
IUCN	The World Conservation Union
IWRM	Integrated Water Resources Management
MDGs	Millennium Development Goals
M&E	Monitoring and Evaluation
MBS	Management and Budget Service
MHUD	Ministry of Housing and Urban Development
MEEW	Ministry of Environment, Energy and Water
MFAMR	Ministry of Fisheries Agriculture and Marine Resources
MOAD	Ministry of Atoll Development
MOHA	Ministry of Home Affairs
MOU	Memorandum of Understanding
MPND	Ministry of Planning and National Development
MPAS	Maldives Protected Areas System Project
MSP	Medium Sized Project
MTCA	Ministry of Tourism and Civil Aviation
MTE	Mid-Term Evaluation
MWSA	Maldives Water and Sanitation Authority
NAP	National Action Programme on Land Degradation
NAPA	National Adaptation Plan of Action
NBSAP	National Biodiversity Strategy and Action Plan
NCPE	National Commission for Protection of Environment
NCSA	National Capacity Self Assessment
NDP	National Development Plan
NEAP	National Environmental Action Plan

NEX	National Execution
NGO	Non-Governmental Organization
OP- 15	Operational Programme 15
PCS	Planning and Coordination Service
PM	Project Manager
PMU	Project Management Unit
PRSP	Poverty Reduction Strategy Paper
Rf	Rufiyaa (Maldivian currency)
RCU	Regional Coordinating Unit
SC	Steering Committee
SLM	Sustainable Land Management
TAG	Technical Advisory Group
TNA	Technology Needs Assessment
TPR	Tripartite Review
TRAC	Target for Resource Assignment from the Core
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNDP-CO	United Nations Development Programme – Country Office
UNCBD	United Nations Convention on Biological Diversity
UNCCD	United Nations Convention to Combat Desertification
UNFCCC	United Nations Framework Convention on Climate Change
WHO	World Health Organization

SECTION I: ELABORATION OF THE NARRATIVE

PART I: SITUATION ANALYSIS

BACKGROUND AND CONTEXT

Environmental context

1. Maldives, officially the Republic of Maldives, is an island nation consisting of a group of atolls in the Indian Ocean, stretching 860 km from latitude 7° 6' 35" N to 0° 42' 24" S and lying between longitude 72° 33' 19" E and 73° 46' 13" E. Maldives has a total of 1192 islands in a chain of 26 geographic atolls. Islands vary in size from 0.5 km² to around 5.0 km² and in shape from small sandbanks with sparse vegetation to elongated strip islands. All islands are very low lying and none exceeds an elevation of 3 m above mean sea level. More than 80% of the land area is less than 1 m above mean sea level.
2. The total land area (covering all islands) varies in time but on the basis of recent satellite measurements is currently indicated to be in the order of 300 km² (30,000 ha). Of the 1192 islands, 199 are inhabited. The remaining 993 islands are "uninhabited," of which 87 have been developed as tourist resorts, 47 as industrial islands and 32 as agricultural islands. The 26 geographic islands are grouped into 20 administrative regions or administrative atolls. Annex 6 provides information concerning physiography and land use.
3. As the country is located in the Western part of the Indian Ocean, the climate is warm and humid for most of the year. The temperature of Maldives ranges between 24 °C and 33 °C throughout the year. Rainfall is widespread and has an increasing trend from the North (average 1840 mm) to South (3500 mm). Two monsoon seasons dominate the climatic regime; these are the high rainfall SW monsoon and the somewhat drier NE monsoon which prevail from May/June till September and from October/November till February, respectively. There is a distinct dry season from January to April with the heavy rainy season beginning around May.
4. All soils are calcareous residual soils derived from weathered coral formations that form the bed-rock foundation of these islands. The weathered layer is usually not more than 50-70 cm deep and consists almost entirely of medium sized calcium-carbonate sand grains. The topsoil of some 15- 20 cm thickness is dark colored by organic matter from cleared natural vegetation. As the soils do not have silt and clay material that provide soils with adsorption capacities for water and nutrients, their holding capacity is vested in the organic matter of the topsoil and in the little capillary holding capacity of medium-sized sand. The natural fertility of the soils is very low and total water retention capacity of the root zone (at field capacity) is probably not more than 30-40 mm. The soils have a very high vertical permeability.
5. All islands show the typical geohydrological sea island feature of a fresh water lens floating on deeper saline groundwater. The fresh water lens is periodically replenished

by rainfall recharge and depleted by local groundwater use for household, irrigation and industrial water, groundwater uptake by vegetation and lateral outflow to the sea. Most houses have roof systems to collect rain water for cooking and drinking. The ground water table is present at depths of only twenty to fifty centimeters in most locations. The depth of the fresh water lens is a few meters, and probably a little deeper in the South than in the drier North. Male's freshwater lens has been degraded from over extraction and pollution and this is so in many islands where there are resort developments.

6. Quantitative information concerning forest is very scarce. Typically on an inhabited island the habitation with scattered shade trees is located in the middle of the island, coconut groves surround the habitation and the outer perimeter of the island consists of littoral forest. Many islands, particularly the larger ones, have an area of natural forest of mixed species in the interior. There are varying estimates on the total forest area. FAO statistics show an area of 1000 ha without making a distinction between natural forest and man-made forest. In its October 2005 draft *of the Master Plan for Sustainable Food Security, Agriculture and Regional Development* FAO shows an estimated 3716 ha of jungle/forest on 86 islands.
7. In general, information concerning land use and status of land degradation in Maldives is scarce. Information on land use in Male' and in the regional focal islands is relatively better, while in many outer islands, particularly in uninhabited islands, information concerning land use is virtually nil. No quantitative information is available on the status of land degradation in Maldives.
8. Island ecosystems are environmentally vulnerable. Land encroachment and groundwater depletion can impede sustainable economic and social development. Population concentration is a major threat, particularly on the Island of Male where about 151,769 persons (equivalent to 50 % of the total population) resides. This has increased the demand for housing, resulting in shortage of land for other uses. Expansion of housing and intensification of land use has led to over extraction of groundwater and contamination of aquifers. The demand for housing is also increasing on other islands. Some 24 inhabited islands do not have adequate land to provide decent shelter for their populations.
9. In many inhabited atoll islands, overcrowding, poor sewerage and sanitation, over-extraction and contamination of ground water, and improper waste disposal practices and deforestation cause land degradation. Traditional agriculture in the inhabited islands is not intensive and it does not contribute significantly to land degradation. However in islands such as the Thoddoo, where agriculture is relatively intensive, there is a high risk of groundwater depletion and contamination of groundwater by fertilizers and pesticides. In these islands, continuous cropping with shorter periods results in declining land productivity.
10. On resort islands, land degradation is believed to be minor. Land use on these islands is highly regulated. Very little information is available concerning land management in

the uninhabited agricultural islands, where commercial agriculture is practiced by contract farmers.

11. There is evidence of deforestation in the country. Urban expansion and expansion of agriculture require clearing of forest land and coastal erosion is a threat to littoral forests. All these combined with the absence of professional forest management contribute to forest degradation. Urbanization and development of the tourism industry also result in clearing of forest land, primarily on inhabited islands.
12. Coastal zone erosion is a feature of many islands. Some 57 islands are reported to be suffering from serious beach erosion. Coastal zone erosion is a combined effect of natural and human-induced factors. Human factors include dredging, construction of jetties, breakwaters, sea walls and causeways, and sand mining.
13. Sea level rise as a result of climate change is of grave concern to the Maldives. The predicted estimated sea level rise from 0.09 m to 0.88 m in the period of 1990 to 2100, combined with increased extreme weather occurrences, makes the Maldives one of the most vulnerable countries in the world. The tiny size of the islands, even in relation to other small island developing states, forces human settlements and vital infrastructure to be located near the coast thus putting them at risk.
- 14.** Maldives has an abundance of coral reefs. Terrestrial biodiversity, on the other hand, is limited. The natural vegetation of the islands is relatively uniform and includes salt tolerant bushes at the island edges and larger trees and coconut palms further inland. The northern islands of Maldives have some mangroves and associated small wetland areas. Increased demand for land is depleting these resources.

Socio-economic context

15. The population of Maldives has increased from 270,101 in 2000 to 298,842 in 2006. This represents an average annual growth rate of 1.69 percent. In the case of Male', the population increased from 74,069 in 2000 to 104,403 in 2006 – an annual average growth rate of 5.73 percent. Male' being the capital is the economic centre of the country with some 34% of the total population. The availability of social services and infrastructure in Male' has resulted in greater inward migration.
16. The Government of Maldives (GoM) finds it difficult to justify the high cost of providing and maintaining infrastructure and services for a highly dispersed population. In this context, the Government recognizes the need for the consolidation of its citizens. In 2002, GoM initiated a programme of providing incentives for voluntary migration to larger islands – called regional development centers. For this purpose, the country is divided into five regions, namely, Northern Region, North Central Region, Central Region, South Central Region and Southern Region. During the Sixth National Development Plan (6NDP), two regional development centers have been established. During the 7NDP, the remaining three regional development centers will be established. Annex 7 shows the country's Regional Development Zones.

17. The annual gross domestic product (GDP) of the country increased from Rf 385 million in 1978 to Rf 7,934 million in 2005. The estimates of 2005 show that the tertiary sector (tourism, trade, etc.) dominates GDP with 73%, while the secondary (industry, manufacturing, etc.) and primary (fisheries and agriculture) sectors contribute 17% and 10%, respectively.
18. Over the period 1997 to 2004, Maldives made considerable progress in increasing per capita income. Per capita income increased during this period by about 50 percent nationally. For Male' the figure was about 65 percent and for the atolls it was about 35 percent. In 1997 the proportion of the population with less than Rf 15 per person was around 45 percent, while by 2004 it had come down to around 20 percent. The disparity in income between Male' and the atolls is as shown below.

Poverty Line	Maldives		Male'		Atolls	
	1997	2004	1997	2004	1997	2004
10 Rufiyaa /day	23%	8%	8%	0%	28%	11%
15Rufiyaa/day	44%	21%	19%	3%	52%	28%

19. The growing income disparity between Male' and the atolls and between men and women is a major concern for GoM. At a minimum, inequality may cause further acceleration of migration to the capital. The poorest households tend to be those in which there is a larger share of women and a female head of household. Further, the poorest households are engaged in agriculture and fishing. Those engaged in tourism, trade, transport and government are relatively better off..
20. The Agriculture sector still holds considerable importance to the island communities in terms of food security and employment opportunities. Although agriculture production has increased, the agricultural sector has continued to experience a declining role in GDP. Agriculture contributed 3.6% to GDP in 2005. One of the constraints to agricultural development is limited availability of cultivable land. Data on actual cultivable land in the country is not available. An FAO study estimated the total arable land area of the country at 2,800 ha, out of which 1,771 ha was on inhabited islands and 976 ha on uninhabited islands. Maldives imports 90% of its food..
21. On most inhabited islands, each home has a home garden which provides a large portion of household needs. The cultivation of home garden crops is a year round process. With intensification and commercialization of agriculture, irrigation is now commonly practiced in the Maldives. In islands such as Thoddoo, production of watermelon has become a specialized activity. However, cultivating field crops in certain islands is still seasonal and dependant on rain. Crops such as bananas, papaya, taro, sweet potatoes, cassava and leaf cabbage are grown on some islands throughout the year.
22. Commercial agriculture is practiced on 32 uninhabited islands which are rented on a 5 to 21 year lease. The performance of agriculture on these islands is far from uniform,

with some islands not doing well at all. The leasing policy for commercial farming has potential for increased employment opportunities for the Atoll population, but the actual benefit would depend on the policy of the people leasing the islands and the willingness and availability of the people from the Atoll to work on these islands.

23. The agricultural sector was one of the worst affected by the 2004 tsunami. Salinization of soil and salt water intrusion into the aquifers severely damaged crops and trees on all of the affected islands. The tsunami damaged field crops in 2103 farms, destroyed backyard crops in 11,678 homesteads, and damaged more than 700,000 fruit trees on the inhabited islands. The damage to land and groundwater resources was reported severe on 35 agricultural islands and saline water intrusion has affected 112 inhabited islands. Salt can cause long-term damage to plants and destroy soil structure. In this sense, the tsunami could have long-term negative impacts on livelihoods of the most vulnerable island communities and on the nutritional status of the population.
24. Groundwater is a scarce resource because of the hydrology of the country. The freshwater aquifer lying beneath islands is a shallow lens, 1 to 1.5 m below the surface and no more than a few meters thick. Surface freshwater is lacking in the country except for a few swampy areas on some islands. Traditionally, people depend on shallow wells for access to the groundwater lens for drinking water. However, 90% of atoll households use rainwater as the principal source of drinking water. In Male', 100% of the population has access to piped desalinated water.

Policy, institutional and legal context

25. The 7NDP articulates government policy and strategy for the period 2006 to 2010. The immediate priority of GoM is to “build back better” in the aftermath of the 2004 tsunami. The tsunami reconstruction policies and strategies are elaborated in the National Reconstruction Recovery Plan (NRRP). The 7NDP encompasses the policies and strategies in the NRRP and priority public financing will be channeled to tsunami reconstruction and recovery related policies and strategies.
26. The policies, strategies and targets in the 7NDP are aimed at improving the quality of life of the people of Maldives, but particularly the poor and disadvantaged and vulnerable groups. The 7NDP provides an agenda for poverty reduction and specifies the country's macroeconomic targets and sectoral policies and programmes over a five year horizon. In this sense, the 7NDP serves as the GoM's Poverty Reduction Strategy Paper (PRSP)
27. The Maldives is fully committed to ensuring that all MDG targets are met across all the atolls. In the 7NDP, public investments have been scaled-up for policies and strategies needed to reach the MDGs by 2015. One of the environmental targets is “integrating the principles of sustainable development into country's policies and programmes and reverse the loss of environmental resources”. The GoM recognizes the special vulnerability of the nation and places a high priority on mainstreaming environmental

sustainability and environmental protection into national development planning and processes.

28. The overall responsibility for the management of land has recently been transferred to the Ministry of Housing and Urban Development (MHUD). The responsibility for micro-planning and management of land depends on its primary-use designation, and is usually at the island-level and managed by one of the five ministries, namely:
 - a. MHUD - urban areas
 - b. Ministry of Atolls Development (MAD) – other inhabited islands
 - c. Ministry of Home Affairs (MHA)
 - d. Ministry of Tourism and Civil Aviation (MTCA) – islands leased for resort development
 - e. Ministry of Fisheries, Agriculture and Marine Resources (MFAMR) – In charge of uninhabited islands and islands leased for industrial activities, including agriculture and exempting islands leased for tourism related activities.
29. MHUD comprises five “sections,” namely, land, housing, planning, urban development and management, and administration and finance. The land section is served by four units, namely, land management and information, land policy and regulation, land administration and housing, and land registry.
30. The mandate of MHUD includes, among others, the following which are relevant to sustainable land management. Annex 8 provides the complete mandate of MHUD.
 - i. Establish a national land policy
 - ii. Establish a national land administration mechanism and maintain a national land registry through local authorities
 - iii. Establish regulations for different forms of land transactions and implement through local authorities
 - iv. Establish and implement land valuation policy and standards
 - v. Establish a physical development framework for the whole country in order to make optimum use of land, prepare physical development guidelines based on that frame work, and approve and monitor plans prepared in accordance with these regulations
 - vi. Establish and implement land allocation guidelines for inhabited islands
 - vii. Establish and implement a framework for planning controls and land use planning for sustainable development of the built environment
31. MHUD had recently formulated a land policy which provides a coherent and integrated and consistent approach to land development. It establishes principles for the transfer, allocation and development of land for environmentally sound land management.
32. However, the existing Land Act, Land Law and Land Administration do not provide leverage to dully address emerging issues of land management within the framework of the new land policy. The current Land Act deals overwhelmingly with land issues in

Male'. Land on the atoll is left as the provenance of MFAMR and MOAD. There is an urgent need to review and revise the existing Land Act, Land Law and Land Administration to ensure consistency, clarity, transparency, and comprehensiveness.

33. The key institution responsible for environmental protection and water management is the Ministry of Environment, Energy and Water (MEEW). With regard to environment, MEEW regulates activities affecting the protection and conservation of the environment and natural resources. Concerning water, the Ministry is responsible for providing safe water and environmentally sound sanitation for the islands and protecting freshwater aquifers of the country. In the water sector, MEEW is supported by the Maldives Water and Sanitation Authority (MWSA).
34. The Environment Section (ES) of MEEW is entrusted with matters related to environmental protection and management. ES plays an advisory role in national environmental policy formulation and coordinates implementation of environment management activities. ES is also the focal point for United Nations Convention on Biological Diversity (UNCBD), United Nations Framework Convention on Climate Change (UNFCCC) and United Nations Convention to Combat Desertification (UNCCD).
35. The National Commission for the Protection of the Environment (NCPE), a high level body under the MEEW, composed of senior level officials of the government, also plays an advisory role in environmental policy formulation. In addition, it coordinates environment management activities and ensures that all development projects incorporate environmental protection. The Environment Research Center (ERC) provides research support to MEEW in undertaking environmental management programs.
36. To address growing challenges relating to environmental management, Maldives formulated the country's 1st National Environmental Action Plan NEAP I in 1990. The aim of NEAP I was to help the government to maintain and improve the environment of the country, including marine and ocean areas. Perhaps the most outstanding achievement of NEAP I was the enactment of the Environmental Protection and Preservation Act (EPPA) of Maldives in 1993.
37. The EPPA recognizes that protection and preservation of the country's land and water resources, flora and fauna, as well as the beaches, reefs, lagoons and all natural habitats are important for sustainable development. Other legislation relevant to environmental management include the Fisheries Law of 1987, and the Tourism Law of 1979.
38. Building on the success of NEAP I, Maldives formulated NEAP II in 1999, which emphasizes climate change and associated sea-level rise as the primary concern for the country. NEAP II also focuses on coastal zone management, management of solid wastes and sewage, pollution control, sustainable agriculture, forestry and fisheries, and sustainable human settlements and urbanization

39. The Water Section of MEEW has recently drafted a Water and Sanitation Policy Statement (WSPS) which outlines key policy principles, sector objectives and targets, and institutional roles and responsibilities. The WSPS will remain in force until MEEW formulates and implements a national water and sanitation policy.
40. The MWSA, in collaboration with MEEW has recently formulated a Maldives Water and Sanitation Five Year Activity Plan 2006-2010. The Activity Plan is intended to be a complementary program of planned activities which will fulfill the policy and strategy objectives identified in the 7NDP. The Activity Plan includes three components, namely: (i) water resources assessment and monitoring; (b) water supply and sanitation guidance and regulation development; and (iii) water and wastewater quality compliance monitoring.
41. The Ministry of Fisheries, Agriculture and Marine resources (MFAMR) is responsible for the sustainable development of the nation's fisheries, agriculture and marine resources. MFAMR also cover handles the development of uninhabited islands through long-term leasing of land for commercial agricultural production. The Ministry carries out its mandate through the following five divisions: (i) Agriculture and Forestry Services (AFS) Division; (ii) Fisheries Development and Extension Services (FDES) Division; (iii) Planning and Coordination Services (PCS) Division; (iv) Economic Research and Statistics Service (ERSS) Division; and (v) Management and Budgetary Services (MBS) Division.
42. With regard to the agriculture sector, an Agricultural Development Master Plan 2006 - 2020 (ADMP) had been developed with assistance from FAO and is in the final stage of approval by the government. The ADMP envisions a rapid transformation of the country's agriculture and its establishment as a vibrant and productive economic sector with a distinctly enhanced role and contribution to the national economy.
43. A draft Forest Policy for the Maldives is being prepared. It is currently under review and is expected to be approved by the government soon. Timber cutting licences are supposed to work as a tool for regulating commercial timber cutting. By law MFAMR is authorized to issue permits or timber chits for cutting timber from uninhabited islands. Island Offices have the authority to issue permits for minor timber cutting on inhabited islands.
44. The Ministry of Atolls Development (MOAD) is responsible for the administration of government in the atolls. Each atoll has an Atoll Chief who works under the MOAD and who is responsible for government functions on the atoll.
45. The key functions of the Ministry of Planning and National Development (MPND) include, formulating the National Development Plan (NDP) and ensuring conformity of Sectoral Master Plans to the NDP, formulating and implementing population consolidation strategies, facilitating and monitoring the implementation of development activities; producing and updating the map of Maldives; formulating national

population policies; formulating policies and regulations on national statistics; and collecting compiling and publishing national statistics.

Causes of land degradation

46. Land degradation in Maldives is manifested in different ways. The impact is not always apparent and in some cases the impact of land degradation is subtle. On Male' Island, expansion and over-crowding of housing is causing land degradation. Natural vegetation is almost obliterated and agriculture is virtually non-existent. Even the traditional home gardens are being replaced by new houses. The current population density of Male' is around 500 persons per hectare.
47. Groundwater has been contaminated and almost depleted due to over pumping in the absence of a proper sewage system, until recently. This is a problem that is observed not only in Male' but also in atoll islands where population density is high and agricultural activities are intensive. Saltwater intrusion has further degraded the quality of the aquifers. Groundwater management in Maldives is closely linked to land management. Improper water management will ultimately impact on land quality and will lead to land degradation.
48. Improper solid and hazardous waste disposal also contributes to land degradation. In recent years, Maldives has faced a significant increase in the magnitude of solid waste management problems for a number of reasons, including, but not necessarily limited to rapid growth in population, changing consumption patterns and environmental challenges brought about by the rapid growth in key economic sectors. The waste management situation is resulting in pollution, land degradation and conditions prejudicial to public health.
49. On the inhabited atoll islands land degradation is caused by a combination of population pressure including improper sewage disposal, improper agricultural practices and industrial activities. In some 24 inhabited islands, population density is relatively high and it continues to increase. In these islands, expansion of housing results in encroachment onto lands that are traditionally used for agriculture and lands reserved for natural vegetation and aesthetic values.
50. Home gardening on the inhabited atoll islands is mainly concerned with growing perennial crops and is generally less intensive. Consequently it has minimum impact on land productivity and health. Growing of field crops in communal agricultural land, on the other hand, has potential adverse impact on land. Because of increasing population pressure, communal cropping land per farming family has decreased and fallow periods have shortened. As a result, nutrient deficiency is increasing and the use of artificial fertilizers is on the rise. The use of pesticides has also increased on many islands. Although there is regulation in selling chemicals; currently, comprehensive government regulations which cover the use of fertilizers and pesticides is lacking. Instructions are given to buyers on the usage of fertilizers and pesticides, however their use is largely uncontrolled. Improper use of these chemicals will contaminate shallow groundwater.

51. On the uninhabited agricultural islands, over cropping with limited recourse to crop rotation or fallows is leading to depletion of soil organic matter and nutrients. However, on islands where cow dung and organic fertilizers are used this may not be the case. Soil pests and diseases, such as nematodes and *phytophthora* root rot have been rising rapidly on some agricultural islands such as tomato plantations. This has severely compromised land productivity. Waterlogging and salinization (under normal circumstances) are not serious problems, although on some islands, excessive periods of rain have led to prolonged water logging.
52. Coastal erosion in Maldives is a land degradation problem that is being addressed under the country's National Adaptation Plan of Action (NAPA). Seasonal beach erosion is a temporary loss of beach materials from one part of the beach to another due to seasonal changes in currents and wave conditions. In seasonal beach erosion, eroded beach during one monsoon is usually accreted during another season. Permanent beach erosion, on the other hand, results in the loss of land. While there is no beach erosion problem in Male' (the island has an engineered coastal protection structure around it), beach erosion is a serious problem in about 50% of the atoll islands. Ecological impacts of beach erosion include direct loss of coastal vegetation and increased risk of flooding and adverse impacts on inland vegetation.
53. The land and the natural resources of the Maldives are extremely fragile and vulnerable to a number of domestic and external threats. Consequently, sustainable land management is one of the government's top priorities. Over the past decade, substantial resources have been expended for environmental protection. While these have helped minimize the severity of domestic environmental threats, more needs to be done with specific focus on SLM in a comprehensive manner, covering all the islands and encompassing all sectors of economic and social development.
54. Barriers to SLM in Maldives include: (a) inadequate information on the status of land use in many islands; (b) weak land policy and legislation. Despite recent positive changes concerning land ownership and tenure, a clear, defined land law and land administration do not exist; (c) land use is not based on actual land potential and land capacity. Modern and effective tools for land use planning and land management do not exist; (d) land use is not monitored and evaluated; (e) there is serious inadequacy of individual and institutional capacity for SLM at all levels, particularly at the atoll and island levels; (f) there is low awareness among politicians, planners, technical personnel and communities on the importance of SLM in economic and social development; (g) SLM is not mainstreamed into national development framework and sectoral policies and plans; and (h) a medium-term investment plan to implement SLM does not exist.

PART II: PROJECT STRATEGY

PROJECT DESCRIPTION

Baseline course of action

55. Maldives acceded to the UN Convention to Combat Desertification (UNCCD) in September 2002. Due to lack of technical, financial and human resources, the development of a National Action Plan (NAP) to combat desertification has not been undertaken. However, there has been a nomination of a National Focal Point for UNCCD.
56. There are no major programs or projects that directly focus on building capacity for SLM and mainstreaming SLM into the national development framework. However, some ministries and departments have undertaken small steps. The newly established MHUD has completed a new Land Policy and is initiating activities to establish a Land Information System.
57. The MHUD has a number of on-going programmes / projects / activities in land management. They are summarized below:

Projects/Activities

- a. Review of the current Land Act of Maldives
 - b. Revision of the current regulations on state land allocation for residential use
 - c. Revision of the current regulation on property inherited from state land
 - d. Revision of the current regulation on granting land for uses other than residential
 - e. Revision of current regulation on assigning land for Government Ministries
 - f. Compilation of data on land granted from islands under selected island development programmes
 - g. Compilation of data on land granted from L. Gan Industrial Area
 - h. Gathering data and re-registering of land allocated for residential use after the assigned period (5 years)
 - i. Establishment of a Land Management Database
 - j. Allocation and granting of land for residential and other uses
 - k. Development of a Master Plan for North Development Region (NDR)
 - l. Development of a Master Plan for South Development Region (SDR)
 - m. Development of a Master Plan for Male' Urban Region
 - n. Development of land use plans for islands in NDR and SDR
 - o. Capacity building in the islands for the development of Land Use Plans
58. The MEEW has a number of activities that deal with adaptation to climate change, conservation of biological diversity, energy and water management. MEEW is also the focal point for UNCCED. Maldives ratified the United Nations Convention on Biological Diversity (UNCBD) in October 1992. A National Biodiversity Strategy and Action Plan of the Maldives (NBSAP) was formulated by MEEW in 2002. The Maldives Protected Area System Project (MPAS) - implemented from 2002 to 2003 - and the current Atoll Ecosystem Conservation Project (AECP) are aimed at managing

the protected areas of Maldives. The AECF is full sized GEF project which is currently operational.

59. Maldives ratified the United Nations Framework Convention on Climate Change (UNFCCC) in November 1992. Maldives gives high importance to climate change and was the first country to sign the Kyoto Protocol. The protocol was ratified by the Maldives in December 1998.
60. In October 2004 preparation of National Adaptation Programme of Action (NAPA) began and was completed in December 2006. NAPA was developed with wide stakeholder participation and through extensive consultation at atoll and national levels. The goal of the NAPA is to present a coherent framework to climate change adaptation that enhances the resilience of the natural, human and social systems and ensures their sustainability in the face of predicted climate hazards. In the selection and prioritization of adaptation activities, NAPA is consistent with the development goals outlined in Vision 2020, 7NDP and the MDGs. Altogether, the NAPA has outlined 20 adaptation projects.
61. MEEW has presently the following three projects that deal with coastal zone erosion: :
 - a. Appraising coastal erosion in the Maldives: Laying the foundation for adaptation to sea level rise and climate change
 - b. Development of practical adaptation measures to combat erosion in the Maldives
 - c. Coastal erosion management strategy for the Maldives.
62. Under the tsunami recovery programme, several activities are being undertaken by the Water Section of MEEW to reclaim groundwater and repair water supply and sanitation infrastructure. While these activities directly benefit communities and address immediate needs, there are specific issues that the recovery programme has largely neglected, including water resources availability – water resources assessment, community engagement and effective water governance. A WHO funded GWP study has made recommendations to improve water resources assessment, protection and management, strengthen water governance, and improve appropriate and sustainable technology selection.
63. The international community has been active in the area of natural resources management, particularly in adaptation to climate change and biodiversity since the early 1990s, but has not paid much attention to land degradation and sustainable land management issues.
64. The draft UNDP Country Programme (2008-2010) is anchored in the 7NDP and aligns with strategies articulated in the draft United Nations Development Assistance Framework [(UNDAF) (2008-2010)]. Under the programme component: Disaster Management and Environment for Sustainable Development, the UNDP Country Programme will build capacity in, among other areas, land use planning, coastal zone management and water and sanitation and support ecosystem conservation practices.

65. Recognizing the critical nature of land in Maldives and its vulnerability to degradation UNDP has integrated some aspects of land management into its projects, to the extent possible, especially in projects that deal with poverty reduction and environmental protection. The first MDG report of the Maldives showed that Maldives was doing well in all but 2 MDGs, namely, gender and environment. A summary of on-going UNDP projects in environment and land management is given below:

No	Project no:	Project Title	Project period	Budget (USD)	Status
1	00038902	Atoll Ecosystem Conservation for Biological Diversity in the Maldives – Baa Atoll	2004 – 2009	8,698,050	Adaptive Management advisor recruited and TOR for ecological baseline approved
2	00039954	Maldives Renewable Energy Technology Development and Application project (RETDAP)	2004 – 2008	2,763,780	Project slowed due to lack of a project manager.
3	00036958	Preparation of National Adaptation Plan of Action (NAPA)	2004 - 2005	200,000	NAPA 3 rd Drafted and out for comments
4	00039725	National Capacity Self Assessment	2005 – 2006	200,000	Project lagging, in the process of recruiting International and national consultants to kick start the project.
5	00013534	Technology Needs Assessment (TNA)	2005 – 2006	100,228	In depth sectoral studies being done on energy and transport
6	00050950	Capacity Building for Sustainable Land Management	2007 (till June)	25,000	Consultant hired and working on the preparation on the SLM project.

66. An on-going project of the World Bank is the “Regional Solid Waste Management Project, South Ari Atoll”. The objective of the project is to reduce the impact of waste disposal activities on human health and environment through establishing economically viable and environmentally sustainable waste management collection, transfer and disposal systems supported by a community based environmental awareness programme focusing on waste reduction, recycling and reuse.

67. FAO is assisting the MFAMR to formulate an Agricultural Development Master Plan. The Master Plan covers a period of fifteen years (2006 – 2020) and focuses on improving the productivity of the agriculture sector including sustainable land management and other related natural resources. The goals, objectives, strategy and priority programmes set out in the master Plan are based on and guided by Vision 2020, and policies and priorities of the Government of Maldives to diversify the economy and ensure a balanced and equitable growth on a sustained basis.

68. In the area of forestry, FAO with trust funds from the Government of Finland is implementing a project called “Forestry Programme for early Rehabilitation in Asian Tsunami Affected Countries”. Rehabilitation of forests and trees will increase coastal zone protection and provide forest products and environmental services. Through this project, FAO is also assisting the government to develop a national forest policy and strengthen institutional capacity in order to provide a firmer foundation for long-term forest management.
69. The WHO has provided assistance to the Maldives Water and Sanitation Authority’s (MWSA) 5-year Water and Sanitation Activity Plan (2006-2010) which will fulfill the policy and strategy objectives identified in the 7NDP.
70. The proposed MSP will seek to establish formal linkages with most of these projects, beginning with the involvement of project proponents in the SLM inception workshop and, in some cases, the project’s Technical Advisory Committee
71. Other on-going projects related to natural resources and environmental management include the following:
 - IUCN Global Reef Monitoring Network (GCRMN) project
 - Asian Development Bank (ADB) funded Development of Regional Economic Centers project
 - Islamic Development bank funded Sewage Disposal project
 - Fisheries Master Plan
 - Revised Fisheries and Aquaculture bill

Capacity and mainstreaming needs for SLM

72. SLM objectives have not been mainstreamed into policies, regulations, strategies and plans in Maldives. There is no general recognition on the part of decision makers that land degradation is a significant barrier to sustained economic development. The UNCCD NAP has not yet been completed. SLM is not integrated into the sector policies. And the knowledge base needed to achieve SLM is weak.
73. While sustainable development, environmental protection, adaptation to climate change and conservation of biological diversity are addressed explicitly in the country’s 7NDP, land degradation and SLM are only addressed indirectly. Further, as in many developing countries, most government ministries work in isolation and sometimes against each other. For example, the MHUD prefers to set urban infrastructure on flat arable land for economic reasons while the MFAMR would like to protect these lands for food security reasons. Although integrated land use systems are a way of life for local communities, the planning of local resource utilization is mostly guided by more specific sectoral objectives and policies. This suggests a strong need to create awareness and build capacity for integrative dialogue and land-use planning among all stakeholders, including farmers.

74. There are four ministries in charge of land management. These ministries often apply different and uncoordinated policies, directives and guidelines when allocating land for various purposes. This has led to a lack in consistency and some confusion regarding land allocation and tenure policies and arrangements. The roles and mandates of the different Ministries and the procedures for land management need to be clarified.
75. Sustainable water management and SLM are intimately related, particularly in a fragile ecosystem such as the Maldives. Thus, in the context of SLM, there is a need for an integrated approach to water management. This requires the adoption of the Integrated Water Resources Management (IWRM) approach, which takes into consideration the supply side (groundwater, rainwater and desalinated water) and the demand side (water for drinking, sanitation, domestic uses, agriculture, tourism, and environmental needs) and includes institutional aspects such as water policy, regulation relating to water rights, water pricing, water quality, and pollution control. There is an urgent need to formulate and implement a national water and sanitation policy, enact appropriate water laws and regulations and put in place a water quality monitoring programme.
76. NAPA and TNA have identified common capacity gaps in the areas of biodiversity, climate change and land management. These include: i) individual level - lack of technical capacity (mostly at the regional and district level, for implementation); ii) institutional level - financial and human resources, monitoring capacity for enforcement of its rules and regulations; and, iii) systemic level – lack of common understanding and mechanism to coordinate and address common land management issues.

Project rationale and objective

77. The proposed project will contribute towards the achievement of the following long-term goal: *The urban, agricultural, forest and other terrestrial land uses of the Maldives are sustainable systems that maintain ecosystem stability, integrity, functions and services while contributing directly to the environmental, economic and social well-being of the country.*
78. The project will build capacity for sustainable land management in the Maldives. The objective of the project is *to strengthen the enabling environment for sustainable land management while ensuring broad-based political and participatory support for the process.*
79. The principal national benefits are the removal of barriers for sustainable land management. This is achieved by building the capacity to implement a comprehensive regime for sustainable land management and to ensure that SLM is mainstreamed into all levels of decision-making. By the end of the MSP the Maldives will have begun a process of capacity development and mainstreaming, elaborated the NAP on land degradation and produced a Medium-Term National Investment Plan for SLM (with projects identified for investment by specific interested donors). In Male' and densely populated islands, these outcomes will contribute towards easing congestion of housing, reduce adverse impacts and enhance the quality of the environment. At the

atoll and island levels, the outcomes will contribute to increased food production and achievement of food security. The outcomes of the SLM will also provide the following global benefits:

- Maintenance of the structure and functions of ecological systems.
 - Enhanced biodiversity.
 - Enhanced carbon sequestration.
 - Improved adaptation to climate change
80. This project is part of, and will liaise closely and share lessons with, the UNDP/GEF LDC and SIDS Targeted Portfolio Approach for Capacity Development and Mainstreaming of Sustainable Land Management. The project addresses all three outcomes under OP-15 of the umbrella project, namely:
- Cost-effective and timely delivery of GEF resources to target countries
 - Individual and institutional capacities for SLM will be enhanced – a large part of this project is directed towards these types of capacity building.
 - Systemic capacity building and mainstreaming of SLM principles – this project also addresses policy development and mainstreaming of SLM.

Expected project outcomes, and outputs

The project will have 4 outcomes and 14 outputs as follows:

Outcome 1: Human resources and institutional capacities needed for SLM are developed.
Total cost: US\$ 293,500; GEF: US\$ 138,000; Co-financing: US\$ 155,500.

Output 1.1: Trained officers from MHUD, MEEW, MFAMR, MOAD and MPND at national, atoll and island levels in technical aspects of SLM.

Output 1.2: Trained farmers and local community groups at atoll and island levels in practical aspects of land management and agricultural best practices.

Output 1.3: Workshops and consultations with communities to increase the understanding and awareness of land degradation implications and the value of SLM.

Output 1.4: Mandates of MHUD, MEEW and MFAMR with regard to land management reviewed and recommendations prepared to improve institutional performance and promote inter-sectoral approaches.

Outcome 2: Policies and the regulatory framework for SLM, and the knowledge base to inform them, are developed. Total cost: US\$415,500; GEF: US\$ 235,000; Co-financing: US\$ 180,000.

Output 2.1: Status report on land use and land degradation in all islands and a National Land Use Map.

Output 2.2: Computerized and GIS based land management system including a cadastral land use database and registry, and a programme to monitor and evaluate land use.

Output 2.3: A revised Land Law and regulatory framework.

Output 2.4: A national water and sanitation policy, water law and regulations and water quality monitoring framework for implementing integrated water resources management.

Outcome 3: SLM is integrated into national and sectoral policies and regional planning.
Total cost: US\$ 87,000; GEF: US\$ 47,000; Co-financing: US\$ 40,000.

Output 3.1 Integration of SLM into macro-economic policies and appropriate sector policies and action plans.

Output 3.2 Integration of SLM into broader environmental policy, particularly with respect to the Environment Protection and Preservation Act and NEAP III.

Output 3.3 A medium-term investment plan for SLM linked to priority actions defined in National and Sector policies and NAP.

Outcome 4: National Action Programme (NAP) is completed. Total cost: US\$ 78,000;
GEF request: US\$ 0; Co-financing: US\$ 78,000.

Output 4.1 Draft NAP document on Land Degradation.

Output 4.2 Final and adopted NAP on Land Degradation in English and local language.

Output 4.3: A strategy for implementing NAP and a mechanism for NAP monitoring.

85. Outcome 5: Adaptive Management and Learning in place. Total cost: US\$ 80,000;
GEF request: US\$ 55,000; Co-financing: US\$ 25,000.

Output 5.1: Effective project management in place

Output 5.2: Monitoring and evaluation work plan implemented.

Output 5.3: Lessons learned collected, prepared and disseminated

Table 4 provides the Project Logical Framework.

Key assumptions underpinning the design of this project include:

Full and continued political and decision-makers' support for SLM at various levels and sector ministries and institutions willing to integrate SLM concerns into national and local development plans.

Funds and other inputs are provided on time.

There is active participation and collaboration among stakeholders, notably among national and local level institutions and communities.

National and local staff and farmers and communities are willing to participate and complete the training programs.

The outcomes and outputs are likely to be sustained beyond the project for four reasons, namely: (a) SLM is integrated into the UNDP country programme. UNDP has committed TRAC funds to the MSP and will continue supporting SLM objectives when the project closes; and (b) The MSP is a country driven project. It has been prepared in consultation with the government and key institutions at regional and local levels, which are committed to SLM; and (c) the high commitment of the

MHUD for this project and land management in general; and (d) sustainability of outputs such as the computerized land management systems will be used by the MHUD beyond the project period to maintain the cadastre land registry and monitor land use changes.

Linkages to IA activities and programs

81. The draft Fourth UNDP Country Programme (2008-2010) is anchored in the 7NDP and aligns with strategies articulated in the draft United Nations Development Assistance Framework [(UNDAF) (2008-2010)]. The Country Programme contributes to three of the four pillars of the 7NDP, namely poverty reduction, democratic governance, disaster management and environment for sustainable development
82. Under the last pillar, the UNDP Country Programme will, among other things, build capacity to facilitate access by vulnerable communities to environment management measures through the preparation and implementation of national environmental standards, and guidelines on solid waste management, water and sanitation, land management and coastal modification. These efforts will be closely coordinated with the proposed SLM project.

A UNDP/GEF project to prepare the NCSA is currently under way. The NCSA process focuses on cross-cutting issues and synergies in capacity building across focal areas. The NCSA will be prepared through a facilitated stocktaking and stakeholder consultation exercise, including the key technical agencies involved in SLM and SLM stakeholders at the atoll and island levels. The NCSA and SLM projects will be implemented in parallel and in a coordinated manner.

UNDP will co-finance the MSP by providing funding from TRAC (Target for Resource Assignment from the Core). More specifically, the UNDP TRAC will fund capacity building activities in SLM, notably outputs under outcomes 1 and 2 and completion of the NAP.

Stakeholder Involvement Plan

During the preparation of this project, wide consultations were carried out at with MHUD, MEEW, MFAMR, MPND and Ministry of Construction and Public Infrastructure and the Male' Municipality. Two islands, namely, the Thoddoo Island and the Huraa Islands were visited and discussions were held with relevant island officers and island communities. A joint meeting was held in Male' with key ministries to brief them on the major elements of the draft MSP. Inputs from these stakeholders are incorporated in the final draft of the MSP.

Strong stakeholder involvement will be sought in planning and implementation of project activities. This is an experience learned from other GEF projects implemented in the country. There will be active participation of stakeholders at five levels, namely, relevant institutions and individuals at the central level (Male'), regional level, atoll

level, island level and community level. During project implementation, participation of relevant ministries and institutions will be based on existing government structures and would be strengthened by means of a cross-sectoral Steering Committee (SC), a Technical Advisory Group (TAG) and local level cross-sectoral teams. Particular attention will be given to the participation of stakeholders at atoll and island levels, such as Atoll Development Committees, Atoll Chiefs and Island Chiefs and Island Officers. Participation of Women's Development Committees and local level land users, and farming and non farming community groups, who are vulnerable to land degradation will be ensured. These community groups will actively participate in the training and awareness creation programmes of the project.

The recently established MHUD has a mandate covering a number of key issues relating to land management such as land use planning, preparing land inventories, conducting cadastre surveys, maintaining land registry, preparing land policy, land law and land administration and monitoring land use changes. MHUD will be the executing agency for the project. It will closely collaborate with other relevant ministries and institutions in project management and in delivering project outputs.

The activities related to mainstreaming of SLM (outcome number 3) will mainly be carried out by the Ministry of Planning and National Development (MPND). The Ministry will be responsible for integrating SLM into the macro-economic policy framework, national investment plans, and policy support and the inclusion of SLM into the national budget. It will also assist the project to negotiate funding support with international donors and funding institutions to implement priority SLM projects.

FINANCIAL PLAN

Streamlined Incremental Costs Assessment

Global Environmental Objectives: The global environmental objective of the project is to strengthen the enabling environment for sustainable land management while ensuring broad-based political and participatory support for the process. The project will secure GEF incremental funding to complement financing sourced from Government of Maldives and UNDP to undertake a program for (a) building institutional and human resources capacity to implement SLM and (b) integrating SLM into national and sectoral policies and regional planning. The project will ensure that the NAP on land degradation is completed and a mechanism is put in place to monitor its implementation.

Systems Boundary: The project will develop a comprehensive range of interventions designed to build capacity for developing sustainable land management systems that address the root causes of land degradation and that overcome barriers to SLM. The project will address land degradation associated with urban development, agriculture, deforestation, and mismanagement of groundwater. It will not deal with land problems associated with sea-level rise.

Baseline activities: Baseline activities for this MSP cover on-going activities in the broader areas of environmental management that impact on land such as land policy, land law and land administration, land use planning, agricultural sector master planning, capacity needs assessment, forestry conservation, water resources management, waste management, bio-diversity conservation, renewable energy and coastal zone protection. The following are baseline activities costed over the period 2006-2010.

Atoll Ecosystem Conservation for Biological Diversity in the Maldives – Baa Atoll (2004 – 2009): USD 8,247,300; (b) Maldives Renewable Energy Technology Development and Application project (RETDAP) (2004-2008): USD 2,763,780; (c) Regional Solid Waste Management Project, South Ari Atoll” (2006 - 2008): USD2,800,000; (d) National Framework for Solid Waste Management in Maldives (2004 – 2007) USD 367,000; (e) Maldives component of Forestry Programme for Early Rehabilitation in Asian Tsunami Affected Countries (2006 – 2007): USD 500,000; (f) Agricultural Development Master Plan Project (2005-2007): USD 299,000. Unfortunately, none of the above projects has budget to co-finance the MSP.

GoM activities: Baseline cost between the periods of 2000 -2007: (a) National Land Law and Administration (MHUD) USD 40,000 (b) Land Information System (MHUD) USD 62,000 (c) National water Policy Formulation (d) Groundwater management (e) Appraising and Managing coastal erosion in the Maldives (MEEW) USD 1, 970,000.

UNDP will make cash contribution of US\$ 50,000 over a three year period from UNDP TRAC. Government’s in-kind contribution amounts to USD 460,000. The requested amount for GEF funding is US\$ 475,000.

Project Budget

A budget summary by outcome and by source of financing is given below.

Table 1: Budget summary

Outcome	GEF	GoM	UNDP Trac	Total
1. Capacity Building	138,000	142,300	0	280,300
2. Policy, Regulatory Framework and Knowledge management	235,000	152,400	15,000	402,400
3. Mainstreaming	47,000	40,000	0	87,000
4. NAP Completion	0	54,000	10,000	64,000
5. Monitoring & Evaluation, Adaptive Management and Learning in place	20,000	160,00	15,000	51,000
6. Project Management	35,000	55,300	10,000	100,300

MSP Total	475,000	460,000	50,000	985,000
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Table 2: Detailed description of estimated co-financing sources

Co-financing Sources				
Name of Co-financier (source)	Classification	Type	Amount (US\$)	Status
GoM	Government	In-kind	460,000	Committed
UNDP Trac	Multilateral	Cash	50,000	Committed
Sub-Total Co-financing				

The tables below summarize the project administrative budget as well as costs for consultants working for technical assistance.

Project administration budget1

Component	Estimated consultant weeks	GEF(\$)	Other sources UNDP (\$)	Project total (\$)
Local consultants/project staff		30,000	10,000	40,000
Office facilities, equipment, vehicles and communications		-	-	-
Travel		-	-	-
Miscellaneous		5,000		5,000
Total		35,000	10,000	45,000

Consultants working for technical assistance components:

Component	Estimated consultant weeks	GEF(\$)	Other sources (\$)	Project total (\$)
Local consultants	172	77,000	10,000	87,000
International consultants	43	153,000	10,000	163,000
Total	215	230,000	20,000	250,000

¹ For all consultants hired to manage project, please attach the Terms of Reference, giving a description of their staff weeks, roles and functions in the project, and their position titles in the organization, such as project officer, supervisor, assistants or secretaries.

PART III: MANAGEMENT ARRANGEMENTS

PROJECT IMPLEMENTATION PROCESS

Institutional framework and project implementation arrangements

General Framework: The project will be implemented over a period of three years beginning in August 2007. The implementation agency for the project will be the UNDP Maldives Country Office. The project will be executed under UNDPNEX procedures. The lead executing agency for the project will be MHUD which will be directly responsible for the timely delivery of inputs and outputs and for coordination with all other executing agencies or implementing partners, namely MEEW, MFAMR and MPND. As implementing partners responsible for delivering specific project outputs, Annual Work Plans will be developed with these agencies to ensure delivery of the outputs as detailed in the project log frame. Annex 1 provides the institutional framework for project implementation.

The project will receive high-level guidance and oversight from the SLM Steering Committee (SC). The SC will be composed of the designated senior-level representatives of MHUD, MEEW, MFAMR, MPND and MOAD, and the UNDP Resident Representative. The Steering Committee will be chaired by the MHUD. The TOR and composition of the SC are presented in Annex 2.

A TAG will provide technical support to the project. It will be composed of individuals from both government and civil society selected on the basis of their competence in their respective fields. The TOR of the TAG is presented in Annex 3.

A Project Management Unit (PMU) shall be created and will play a key role in project execution. It will be attached to the Land Section of the MHUD and will be headed by a Project Manager (PM). He/she will be a national professional designated for the three-year duration of the project. The PM will work under the direction of a Project Coordinator nominated by MHUD. He/she will be responsible for the application of all UNDP administrative and financial procedures and for the use of UNDP/GEF funds. TOR of PM is presented in Annex 4. The PM will have a small support staff (secretary and administrative assistant) that will be provided by MHUD. The PMU will have overall responsibility for project management, administrative, technical and financial reporting. The PMU will manage the selection process for all local contracts and recruitment of local consultants – this will be done in close consultation with other concerned agencies. This will include preparation of TOR, call for bids and organization of the selection process. The PMU will manage and coordinate the execution of all local contracts.

Responsibilities by Outcome and Outputs. *Outcome 1* - Human resources and institutional capacities needed for SLM are developed: Outputs 1 and 4 will be the responsibility of MHUD. Output 1.2 will be the responsibility of MFAMR. Output 1.3 will be the responsibility of MEEW. *Outcome 2* – Policies and the regulatory framework for SLM, and the knowledge base to inform them, are developed: Outputs

2.1, 2.2 and 2.3 will be the responsibility of MHUD. Output 2.4 will be the responsibility of MEEW. *Outcome 3 – SLM mainstreamed into national policies, plans and legislation:* Outputs 3.1 and 3.3 will be led by MPND. Output 3.2 will be the responsibility of MEEW. *Outcome 4 - NAP is completed:* Outputs 4.1, 4.2 and 4.3 are the responsibility of MEEW. Annex 5 provides further details on responsibilities by outcome and outputs.

Responsibilities for managing funds. GEF funds will be administered by UNDP. The PMU will manage all contracts with local service providers. The Project Manager will manage the GoM funds for the functioning of the PMU. UNDP will advance funds for a three-month period. At the end of the three-month period, the PMU will liquidate its expenses and the funds spent will be replenished by UNDP.

Criteria and procedures will be developed for performance-based contracts with service providers. Under performance-based contracts, the service provider will be paid only for work completed. Work partially completed will be paid on a pro rata basis.

The project will comply with UNDP's monitoring, evaluation, and reporting requirements as spelled out in the UNDP M&E Manual. The PMU PM will have lead responsibility for reporting requirements to UNDP.

PMU will prepare an inception report for the Inception Meeting. This report will be finalized thereafter (After the inception meeting, incorporation any changes and recommendations of the inception meeting).

Legal Context

This project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement (SBAA) between the Government of Maldives and the United Nations Development Program as signed by the parties on January 25th 1978. The host country-implementing agency shall, for the purpose of the SBAA, refer to the government cooperating agency described in that Agreement

UNDP acts in this project as Implementing Agency of the GEF, and all rights and privileges pertaining to the UNDP as per the terms of the SBAA shall be executed '*mutatis mutandis*' to GEF.

The UNDP Resident Representative in Maldives is authorized to effect in writing the following types of revisions to this project document, provided she/he has verified the agreement thereto by the UNDP GEF unit and is assured that the other signatories of the project document have no objections to the proposed changes:

Revisions of, or addition to, any of the annexes to the Project Document

Revisions which do not involve significant changes in the immediate objectives, outputs or activities of the project, but are caused by the rearrangement of inputs already agreed to or by the cost increases due to inflation

Mandatory annual revisions which re-phase the delivery of agreed project inputs, or reflect increased expert or other costs due to inflation, or take into account agency expenditure flexibility

Inclusion of additional annexes and attachments relevant to the Project Document

Intellectual property rights on data, study results, reports, etc... All data, study results, information, reports, etc, generated with UNDP/GEF project funds will be the property of RGC and UNDP.

In addition to government logo, "in order to accord proper acknowledgement to GEF for providing funding, a GEF logo should appear alongside the UNDP logo on all relevant GEF project publications, including among others, project hardware and vehicles purchased with GEF funds. Any citation on publications regarding projects funded by GEF should also accord proper acknowledgment to GEF."

Monitoring and Evaluation Plan

Project monitoring and evaluation will be conducted in accordance with established UNDP and GEF procedures for MSPs under the SLM Portfolio Project and will be provided by the project team and the UNDP Country Office (UNDP CO) with support from UNDP/GEF Global Support Unit (GSU) and includes the following elements.

The Logical Framework Matrix (Table 4) provides *performance* and *impact* indicators for project implementation along with their corresponding means of verification. These indicators have been derived from the *Resource Kit for Monitoring, Evaluation, and Reporting on GEF/UNDP supported Sustainable Land Management Medium-Sized Projects in LDC and SIDS countries*. The baseline situation presented in this document also utilizes these indicators.

Additional baseline information will be documented by the PMU/MHUD and submitted to the UNDP CO and Project Steering Committee using the *National MSP Annual Project Review Form* in which all 'compulsory' and 'optional' questions and indicators will be completed by 1 July 2007 and updated by that date each year. The Form provides a basis for the annual review of project progress, achievements and weaknesses, for planning future activities, and to obtain lessons learned to inform adaptive management processes. It also supports UNDP CO-wide reporting and planning. For the *optional* indicators, PMU/MHUD will select the most appropriate indicators for the project and include these in the form. Those indicators included in the Logical Framework Matrix are compulsory and will not be modified. Once completed, the Review form will be forwarded to the UNDP CO which will then forward to the GSU latest by 16 July.

The PMU/MHUD will work with the GSU and the UNDP CO to complete two annual surveys that each respond to two of the compulsory indicators, which are (a) a compulsory indicator at the Objective level of public awareness regarding sustainable

land management; and (b) a compulsory indicator for Portfolio Outcome 1 that requires a survey of a group of land users to determine the percentage that is satisfied with available technical support. These surveys will be implemented with funding included in this MSP project budget.

Monitoring Responsibilities, Events and Communication

A detailed schedule of project review meetings will be developed by Project Management in consultation with project implementation partners and stakeholder representatives and incorporated in the Project Inception Report. The schedule will include (i) tentative time frames for Tripartite Reviews, Project Coordination Committee Meetings, (or relevant advisory and/or coordination mechanisms) and (ii) project related Monitoring and Evaluation activities (Indicative Monitoring and Evaluation Budget, Table 3).

Day to Day Monitoring of Implementation Process will be the responsibility of the PMU based on the project's Annual Work Plan and its indicators. The MHUD will inform the UNDP - CO of any delays or difficulties faced during implementation so that the appropriate support or corrective measures can be adopted in a timely fashion.

Periodic Monitoring of Implementation Process will be undertaken by the UNDP CO through quarterly meetings with the project proponent, or more frequently as deemed necessary. This will allow parties to take stock and troubleshoot any problems pertaining to the project in a timely fashion to ensure smooth implementation of project activities. The Project Coordinator in conjunction with the UNDP-GEF extended team will be responsible for the preparation and submission of the following reports that form part of the monitoring process.

An Inception Report (IR) will be prepared immediately following the Inception Workshop and submitted within 3 months from the start of project implementation. It will include a detailed First Year/Annual Work Plan divided in quarterly time frames detailing the activities and progress indicators that will guide implementation during the first year of the project. This Work Plan would include the dates of specific field visits, support missions from the UNDP CO, or the Regional Coordinating Unit (RCU) or consultants, as well as time frames for meetings of the Project Steering Committee. The report will also include the detailed project budget for the first full year of implementation, prepared on the basis of the Annual Work Plan, and including any monitoring and evaluation requirements to effectively measure project performance during the targeted 12-month time frame. The Inception Report will include a more detailed narrative on the institutional roles, responsibilities, coordinating actions, and feedback mechanisms of project related partners. In addition, a section will be included on progress to date on project establishment and start-up activities and an update of any changed external conditions that may affect project implementation. When finalized, the report will be circulated to project counterparts who will be given a period of one calendar month in which to respond to

comments or queries. Prior to this circulation of the IR, the UNDP CO and the UNDP-GEF's Regional Coordinating Unit will review the document.

Quarterly Operational Reports: Short reports outlining main updates in the project progress will be provided quarterly to the local UNDP CO and the UNDP-GEF regional office by the project team.

Technical Reports will be scheduled as part of the Inception Report, the project team will prepare a draft Reports List, detailing the technical reports that are expected to be prepared on key areas of activity during the course of the Project, and tentative due dates. Where necessary/applicable, this Reports List will be revised and updated, and included in subsequent Annual Progress Reports (APRs). Where necessary, Technical Reports will be prepared by external consultants and will be comprehensive with specialized analyses of clearly defined areas of research within the framework of the project and its sites. These technical reports will represent, as appropriate, the project's substantive contribution to specific areas, and will be used in efforts to disseminate relevant information and best practices at local, national and international levels. Information from reports will be shared with the TAG focal point and Project Steering Committee.

Mid Term and Final Evaluation

The project will be subject to two independent external evaluations. An independent external *Mid-Term Evaluation* (MTE) will be undertaken 18 months after project initiation. The focus of the MTE will be to make recommendations that will assist in adaptive management of the project and enable the PM to better achieve the project objective and outcomes during the remaining life of the project. The Final Evaluation will take place three months before the project is operationally closed, prior to the terminal tripartite review meeting, and will focus on determining progress being made towards the achievement of outcomes and will identify effectiveness, efficiency and timeliness of project implementation; highlight issues requiring decisions and actions; and present initial lessons learned about project design, implementation and management. The final evaluation will also look at impact and sustainability of results, including the contribution to capacity development and the achievement of global environmental goals.

Audits

The Government of Maldives will provide the UNDP Resident Representative with certified periodic financial statements, and with an annual audit of the financial statements relating to the status of UNDP (including GEF) funds according to the established procedures set out in the Programming and Finance manuals. The Audit will be conducted by the Office of the Auditor General of the Government of Cambodia, or by a commercial auditor engaged by the Government. The project foresees an audit to be conducted at the end of the project by a recognized national firm.

The project will be audited on a yearly basis for financial year January to December as per NEX procedures and Global Environment Facility requirements. The National Auditor will conduct the audit.

The MHUD shall also certify the yearly Combined Delivery Reports issued by UNDP based on financial statements prepared by the Project Accountant.

Adaptive Management

Lessons learnt will be continuously extracted from the MSP Project. Lessons will be disseminated through PMU/MHUD. Among the mechanisms to be used will be inter-Agency MoUs, incorporation into Annual Work Plans and through capacity development and training initiatives. As well, there will be the sharing of information between projects, stakeholders and policy representatives as an effective measure of mainstreaming. There is an opportunity during the implementation of the MSP for review of the implementation of the NAP and to take into consideration the lessons learnt from the MSP.

The lessons learnt from the MSP through evaluations will be incorporated into implementation of the MSP. In addition to the monitoring, evaluation and feedback mechanisms already identified, the Project Steering Committee will review progress on a quarterly basis, identifying lessons learnt and discuss project progress with the involvement of wider stakeholder audience as necessary. The ideas and lessons learnt will be incorporated into the management of the project and further implementation process by the Project Steering Committee with adjustments to the Work Plan as required.

Table 3: Detailed M&E Plan and Budget

Type of M&E activity	Lead responsible party in bold	Budget	Time frame
Inception Report	MHUD and Project Team	None	At the beginning of project implementation
APR/PIR	UNDP Country Office and MHUD and Project Team	None	Every year, at latest by June of that year
Tripartite meeting and report (TPR)	MHUD, UNDP Country Office, Project Team	None	Every year , upon receipt of APR
Mid-term External Evaluation	UNDP/GEF headquarters, UNDP/GEF Task Manager, UNDP Country Office, and MHUD, Project team	\$10,000	At the mid-point of project implementation.
Final External Evaluation	UNDP/GEF headquarters, UNDP/GEF Task Manager, UNDP	average \$20,000	At the end of project implementation,

	Country Office, and MHUD, Project team		Ex-post: about two years following project completion
Terminal Report	UNDP Country Office, MHUD and Project Team	None	At least one month before the end of the project
Audit	UNDP Country Office, MHUD and Project Team	None	Yearly
Visits to field sites	MHUD, Project Team	Average \$5,000 per year;	Yearly
Lessons learnt	MAFF, Project Team,	Average \$2,000 per year	Yearly
TOTAL COST		\$ 51,000	

RESPONSE TO GEF SECRETARIAT REVIEW

GEFSEC Comment	Response	Location where document was revised

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
Goal: <i>The urban, agricultural, forest and other terrestrial land uses of Maldives are sustainable, systems that maintain ecosystem stability, integrity, functions and services while contributing directly to the environmental, economic and social well-being of the country.</i>					
<p>Objective of the Project: To strengthen the enabling environment for sustainable land management (SLM) while ensuring broad-based political and participatory support for the process.</p>	<ul style="list-style-type: none"> • An SLM related national policy has been drafted. • National Development Plan pays adequate attention to SLM • NGO and CSOs are active and effective in some levels in promoting SLM • The public has medium awareness and medium understanding of SLM. • Senior decision makers in all sectors important to SLM and aware of the 	<ul style="list-style-type: none"> • An SLM related national policy does not exist. • 7NDP does not pay adequate attention to SLM • NGOs and CSOs are not involved in SLM • The public has low awareness and low understanding of SLM • Less than 20% of senior decision makers are aware of the importance of SLM • UNDP/GEF was 	<ul style="list-style-type: none"> • SLM related national policy drafted by Y2. • SLM will be integrated into 7NDP by Y2 • NGOs and CSOs training and awareness creation completed by Y2. This will result in their involvement in SLM. • Community awareness creation programme completed by Y2. • 60-80% senior decision makers aware of SLM by Y3. 	<p>Annual planning documents, sector plans, central, atoll and island level documents</p> <p>SC and TAG minutes, MTR, Final External Review, project progress reports, technical reports and project Terminal Report.</p> <p>Stakeholder awareness and satisfaction survey.</p> <p>Published NAP documents, (NAP document, pamphlets & special documents) for dissemination and RGC notification</p>	<p>Continued political support for integrating SLM into national policy and provincial and local level development plans.</p> <p>Government continues to fund activities committed with regard to land and natural resources management.</p>

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
	<p>importance of SLM.</p> <ul style="list-style-type: none"> • UNDP/GEF has played a critical role in strengthening SLM • There is specific budget allocation for SLM in the national budget • NAP is widely used as a guiding document to implement SLM and the public has greater awareness and understanding of land degradation. 	<p>not previously involved in SLM projects.</p> <p>No specific allocation for SLM</p> <p>NAP does not exist</p>	<ul style="list-style-type: none"> • UNDP-GEF role in strengthening SLM evident by Y3. • The 2000/2010 national budget reflects specific integrative allocations for SLM (i.e. not merely along sectoral lines) • NAP completed, adopted by Y1. NAP translated into local languages and widely disseminated by Y2 	of NAP's adoption	

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
<p>Outcome 1: Human resources and institutional capacities needed for SLM are developed.</p>	<ul style="list-style-type: none"> An inter-ministerial /intersectoral mechanism for SLM is in place and sustainable. A national agency for SLM within MHUD is established. 60% of land users are satisfied with available technical support. A core group of technicians are actively involved in providing technical support to land users. 	<ul style="list-style-type: none"> An inter-ministerial /intersectoral mechanism for SLM does not exist There is no national agency for SLM activities. Present technical support to land users is unsatisfactory. Technically trained personal in SLM inadequate. Training and awareness creation programmes on 	<ul style="list-style-type: none"> The SC for the project, established at the beginning of Y1, will continue to function as a broader mechanism for SLM coordination for which donor support will be sought.. A national focal point agency within MHUD is functioning by Y3. By end of Y2, when all training is completed and technical support service is deployed: 40 persons from ministries, NGOs and CSOs and private sector will be trained in 	<p>SC and TAG minutes, MTR, Final External Review, project progress reports, technical reports and project , training manuals, Terminal Report.</p> <p>Stakeholder awareness and satisfaction survey</p>	<p>Continued political support for SLM and MEAs.</p> <p>Adequate funding for capacity building committed by governments.</p> <p>Officers in the relevant ministries and local communities are willing to participate in training and awareness creation activities.</p> <p>Relevant ministries and sections willingly cooperate in the analysis of institutional mandates, overlapping functions and inter-sectoral collaboration.</p>

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
	<ul style="list-style-type: none"> • Training programmes and awareness creation programmes are being implemented and are sustainable <p>There is enhanced collaboration among key ministries relevant to SLM and an inter-sectoral approach to SLM is applied.</p>	<p>SLM for local communities limited.</p> <ul style="list-style-type: none"> • Inter-sectoral collaboration among relevant ministries is weak. 	<p>technical aspects of SLM and will provide adequate support to 60% of land users</p> <ul style="list-style-type: none"> • 200 land users and community persons trained in SLM by the end of Y2. • Four regional workshops and several informal consultations carried out for communities by Y3 • Donor commitments for continued training made • Mandate of MHUD, MEEW and MFAMR reviewed and recommendations 		

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
Outcome 2: Policies and the regulatory framework for SLM, and the knowledge base to inform them, are developed			for intersectoral collaboration prepared by Y2.		
	<ul style="list-style-type: none"> An innovative tool for SLM such as GIS based land management information system exists and is fully functional. Principal national agencies are using integrated land 	<ul style="list-style-type: none"> A GIS based land information system does not exist. 	<ul style="list-style-type: none"> GIS based land management information system in place by Y3 	SC and TAG minutes, MTR, project progress reports and, national, Atoll and Island level documents. Technical reports	Stakeholders at national, provincial, district, and commune levels are motivated and see the advantage of SLM in sustainable development.

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
	<p>use planning</p> <ul style="list-style-type: none"> Information on land use, status of land degradation, and the extent of economic costs of land degradation is available. Land owners are fully aware of their land rights, ownership and land tenure systems. Land planners and administrators use the new land policy, land law and regulation in the administration of land for urban, rural settlements, agriculture, forestry and other uses. <p>Water resources are relatively well</p>	<ul style="list-style-type: none"> Information on land use, extent of land degradation and economic impact of land degradation does not exist. The new land policy has just been formulated (yet to be adopted) Existing Land Law and regulations are inadequate. Water policy, water law and regulations do not exist. Water quality monitoring is 	<ul style="list-style-type: none"> An assessment of land use, land degradation, economic cost of land degradation and a national land use map produced by the end of Y2. Revised Land Law and Land regulatory framework formulated by the end of Y1. A national water policy completed by Y1. - A water law and 	<p>on land use and land degradation and island-wide land use maps.</p> <p>Revised Land Law and Regulations.</p> <p>Documentation on the water policy and water law and regulation, water quality monitoring and water conservation and water quality protection.</p>	<p>There is support for revising existing Land Law and Regulations among relevant ministries.</p>

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
	<p>managed, aquifers are recovering in terms of their freshwater capacity and the quality of groundwater has improved. Planners, technicians, and the general public are aware of implementation of water policy, regulations and water conservation and water quality best practices.</p>	<p>weak.</p>	<p>regulations completed by Y2 - Water quality monitoring guidelines completed by Y1 - Guidelines for water conservation and water quality protection produced by Y2.</p>		
<p>Outcome 3: SLM is integrated into national and sectoral policies and regional planning.</p>	<ul style="list-style-type: none"> • SLM is mainstreamed in policy and planning and there is political will for implementation. • MPND is aware of land degradation issues and using environment and economic analysis of land use options 	<ul style="list-style-type: none"> • Political commitment for SLM is weak. SLM is not mainstreamed into national and sector policies. 	<ul style="list-style-type: none"> • Integration of SLM into macro-economic policies, appropriate sector policies and regulatory and economic incentive frameworks achieved by Y2 • SLM reflected in NEAP III and the Environment Protection and Preservation Act by Y2 	<p>MTR, TAG and PMU reports, project annual reports, national development plans, government publications.</p> <p>Project profiles of selected projects on SLM, records of discussion with donors on resource mobilization including formal and informal</p>	<p>Commitment of the GoM and the MPND to incorporate SLM into 7NDP, sector policies, and national and sector plans plans, regulatory frameworks.</p> <p>Strong commitment by MEEW to review the existing environmental regulation and incorporate SLM into such regulations,</p>

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
	<p>in preparing economic development policies and plans.</p> <ul style="list-style-type: none"> • SLM is given a prominent status in national environment policies and action plans. <p>International partners demonstrate interest in financing SLM projects. .</p>	<ul style="list-style-type: none"> • An SLM investment plan does not exist. <p>Low level of SLM investments</p>	<ul style="list-style-type: none"> • A medium-term investment plan for SLM linked to priority actions defined in National and Sector policies and NAP completed by Y3 <p>Commitment is secured to finance at least one project largely focused on SLM</p>	<p>consultations with donors.</p>	<p>as appropriate.</p> <p>Donors commit to fund SLM projects.</p>
<p>Outcome 4: National Action Programme (NAP) is completed</p>	<ul style="list-style-type: none"> • There is a mechanism for NAP implementation and monitoring. • NAP has been approved, and funds for implementation of NAP are being 	<ul style="list-style-type: none"> • NAP does not exist. • No funding is allocated for land management action plans. 	<ul style="list-style-type: none"> • A mechanism for NAP implementation and monitoring its implementation established by Y2. • NAP is approved and adopted by GoM by end of Y1. 	<p>Published NAP in local language and English, NAP pamphlets and special documents prepared for dissemination and GoM's notification of NAP adoption.</p>	<p>GoM is committed to UNCCED.</p> <p>Stakeholders at all levels willingly participate in consultations and contribute in preparing the NAP.</p>

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
	<p>secured.</p> <ul style="list-style-type: none"> Information regarding land management is readily available to all stakeholders. NAP is used to plan and implement land management activities. It clearly sets out roles and responsibilities and identifies measures to strengthen institutional framework and local institutions. 	<ul style="list-style-type: none"> Information regarding land is not easily accessible. 	<ul style="list-style-type: none"> NAP is available in English and local language and widely disseminated by Y2. 		
<p>Outcome 5: Monitoring and Evaluation, Adaptive Management and Learning in Place</p>	<ul style="list-style-type: none"> Project Outputs and targets achieved Project Monitoring reports prepared Project audits Lessons learned disseminated 	<ul style="list-style-type: none"> No project 	<ul style="list-style-type: none"> Project outputs and targets achieved All project monitoring reports prepared Yearly financial 	<p>Project document and reports</p> <p>Monitoring reports</p> <p>Audit documents</p>	<p>Adaptive management culture and capacity available</p>

SECTION II: STRATEGIC RESULTS FRAMEWORK

Table 4. Project Logical Framework

Project Strategy	Objectively verifiable indicators			Sources of verification	Risks and assumptions
	Indicator	Baseline	Target		
			audits • Important and relevant lessons learned collected and disseminated	Technical documents Website	

Work Plan

Table 5: Work Plan

Output	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
Output 1.1: Trained officers from MHUD, MEEW, MFAMR, MOAD and MPND at national, atoll and island levels in technical aspects of SLM – a total of 40 persons trained in two technical levels.	1.1.1: Assessment of technical training needs in SLM (using NCSA, surveys, etc)												
	1.1.2: Selection of the first batch of trainees of 15 persons (high level technical training) for a 1-week course.												
	1.1.3: Preparation of training material by national and international consultants												
	1.1.4 Training of the first batch of 15 participants												
	1.1.5: Selection of the second batch of trainees of 25 persons (medium level technical training) for a 2-weeks course.												
	1.1.3: Preparation of training material by national and international consultants												
	1.1.4 Training of the second batch of 25 participants												
Output 1.2: Trained farmers and local community groups at atoll and island levels in practical aspects of land management and agricultural best practices - a total of 200 persons trained, at 5 regions.	1.2.1: Assessment of training needs of communities and farmers SLM.												
	1.2.2: Selection of participants – 5 groups of participants corresponding to the 5 economic regions. 40 participants from each region for a 2-weeks course.												

Output	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
	1.2.3: Preparation of training materials												
	2.1.4. Training 200 persons in five batches, conducted one at each region												
Output 1.3: Workshops and consultations with communities to increase the understanding and awareness of land degradation implications and the value of SLM	1.3.1: Plan the awareness creating workshops and consultations.												
	1.3.2: Prepare materials including audio-visuals, etc.												
	1.3.3: Conduct workshops and consultations												
Output 1.4: Mandates of MHUD, MEEW and MFAMR with regard to land management reviewed and recommendations prepared to improve institutional performance and promote inter-sectoral approaches	1.4.1: Review current mandates of MHUD, MEEW and MFAMR.												
	1.4.2. Prepare recommendations to revise mandates in order to remove duplication and increase inter-sectoral collaboration												
	1.4.3: Hold a seminar on inter-sectoral collaboration.												
Output 2.1: Status report on land use and land degradation in all islands and a National Land Use Map.	2.1.1: Conduct land use surveys in all islands of Maldives.												
	2.1.2: Prepare a status report of land use and status of land degradation												
	2.1.3: Utilizing the survey data, aerial photos and satellite imagery, prepare a national land use map.												
	2.1.4: Building institutional												

Output	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
	Capacity in the regional local authorities												
Output 2.2: Computerized and GIS based land management system, including a cadastral land use database and registry system, and a programme to monitor and evaluate land use	2.2.1: Review the activities so far undertaken by MHUD with regard to land information system												
	2.2.2. Prepare TOR for establishing a cadastral land use and registry and land use monitoring system												
	2.2.3: Establish the cadastral land use and registry and land use monitoring system												
	2.2.4: Train staff in the operation of the system												
	2.2.5: Produce guidelines on land use information system and its operation.												
Output 2.3: A revised Land Law and regulatory framework.	2.3.1: Review the activities so far undertaken by MHUD with regard to revision of Land Law and Land Regulations.												
	2.3.2: Draft TOR for the preparation of revised Land Law and Regulations												
	2.3.3: Preparation of revised Land Law and Regulations in consultation with relevant ministries and institutions.												
	2.3.4: Conduct a workshop to validate the revised Land Law and Regulations												
Output 2.4: A national water	2.4.1: Review the draft water policy and prepare a final												

Output	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
policy, water law and regulations and water quality monitoring framework for implementing integrated water resources management	water policy document.												
	2.4.2: Prepare water law and regulations to implement the water policy and IWRM												
	2.4.3: Prepare a framework for water quality monitoring.												
	2.4.4: Prepare practical guidelines for water conservation and quality protection.												
Output 3.1 Integration of SLM into NDP, macro-economic policies and appropriate sector policies.	3.1.1: Conduct workshops and consultations to mainstream SLM into NDP and macro-economic policies.												
	3.1.2: Produce texts and recommendations on SLM suitable for incorporation into NDP and macro-economic policies..												
	3.1.3: Review existing sector policies, (land, environment agriculture and forestry) and identify the needs to mainstream SLM.												
	3.1.4: Produce recommendations for incorporation of SLM into sector policies.												
Output 3.2 Integration of SLM into broader environmental policy, particularly with respect to the Environment Protection and Preservation Act. (EPPA)	3.2.1: Review the EPPA and NEAP II and identify the need and opportunity for incorporating SLM into such policies.												
	3.2.2: Prepare relevant SLM policy statements for												

Output	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
	incorporation into EPPA and NEAP III												
	3.2.3: Conduct workshops with relevant environmental and land use institutions												
	3.2.4: Integrate SLM into EPPA and eventual integration into NEAP III												
Output 3.3: A medium-term investment plan for SLM linked to priority actions defined in National and Sector policies and NAP.	3.3.1. Review SLM projects identified in the NAP document.												
	3.3.2. Select 10 most important SLM projects from the NAP												
	3.3.3. Develop project concept on the selected 10 projects.												
	3.3.4. Hold informal and formal consultations with relevant line ministries and donors.												
Output 4.1 Draft NAP document on Land Degradation	4.1.1: Review UNCCD guidelines on NAP preparation and establish an inter-sectoral Working Group for NAP preparation.												
	4.1.2: Collect data, review existing literature, consult relevant stakeholders and prepare a NAP framework document.												
	4.1.3: Prepare a draft NAP document.												
Output 4.2: Final and adopted NAP on Land Degradation in	4.2.1: Convene 5 regional workshops to review the draft												

Output	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
English and local language.	NAP and arrive at stakeholder consensus on the document												
	4.2.2: Finalize the NAP document and get it reviewed by the Inter-Ministerial Committee. Prepare the final version												
	4.2.3: Get the NAP adopted by the GoM												
	4.2.4: Translate the NAP into local language.												
	4.2.5: Prepare pamphlets, audio-visual materials and posters and widely disseminate NAP												
Output 4.3: A strategy for implementing NAP developed and a mechanism for monitoring NAP implementing established.	4.3.1: Develop a strategy and action plan for implementing NAP												
	4.3.2: Establish NAP implementing Unit within the MEEW.												
	4.3.3: Establish an intersectoral steering committee to guide te implementation of NAP												
	4.3.4: Develop a mechanism to monitor the implementation of NAP.												
5. Monitoring and Evaluaton, Adaptive Management and Learning in Place	5.1.1: Appointment pf Project Coordinator												
	5.1.2: Appointment of Project Manager												
	5.1.3: Inception meeting												

Output	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
	5.1.4: 1 st Meeting of SC												
	5.1.5: Inception Report												
	5.1.6: Final Project Report												
	5.2.1: Mid-term review												
	5.2.2: Final Evaluation												
	5.3.1: Documentation of lessons from project implementation												

Table 6: Total Budget and Workplan

Project ID:	00050950
Award ID:	00043590
Award Title:	PIMS 3791 Maldives: Building Capacity in and Mainstreaming of Sustainable Land Management in Maldives
Business Unit:	MDV10
Project Title:	PIMS 3791 Maldives: Building Capacity in and Mainstreaming of Sustainable Land Management in Maldives
Implementing Partner (Executing Agency)	NEX

GEF Outcome/Atlas Activity	Responsible Party/ Implementing Agent	Fund ID	Donor Name	Atlas Budgetary Account Code	ATLAS Budget Description	Amount Year 1 (USD)	Amount Year 2 (USD)	Amount Year 3 (USD)	Total (USD)	See Budget Notes
OUTCOME 1:	Party 1	62000	GEF							
				71200	International Consultants	35,000	14,000	0	49,000	TOR provided
				71300	Local Consultants	12,000	9,000	0	21,000	TOR provided
				71600	Travel	10,000	8,000	0	18,000	
				72100	Contractual services	15,000	7,000	0	22,000	
				74200	Publications	6,000	10,000	0	16,000	
				74500	Miscellaneous	6,000	6,000	0	12,000	
					sub-total GEF	84,000	54,000	0	138,000	
Human resources and institutional capacities needed for SLM are developed		xxxxx	UNDP	71200	International Consultants	0	0	0	0	
				71300	Local Consultants	0	0	0	0	
				72100	Contractual services	0	0	0	0	
				72100	Contractual services	0	0	0	0	
				71600	Travel	0	0	0	0	
				74500	Miscellaneous	0	0	0	0	
							sub-total UNDP	0	0	0
					Total Outcome 1	84,000	54,000	0	138,000	

OUTCOME 2:		62000	GEF	71200	International Consultants	30,000	29,000	0	59,000			
Policies and the regulatory framework for SLM, and the knowledge base to inform them, are developed	Party 1			71300	Local Consultants	20,000	16,000	6,000	42,000			
				72100	Contractual services	15,000	10,000		25,000			
				71600	Travel	6,000	13,000	2,000	21,000			
				74200	Publications	5,000	5,000		10,000			
				72200	Equipment	45,000	25,000		70,000			
				74500	Miscellaneous	5,000	3,000		8,000			
							sub-total GEF	126,000	101,000	8,000	235,000	
				xxxxx	UNDP	71200	International Consultants	0	0	0	0	TOR provided
						71300	Local Consultants	0	0	0	0	TOR provided
						72100	Contractual services	0	0	0	0	
				72100	Contractual services	0	0	0	0			
				71600	Travel	10,000	5,000	0	15,000			
				74200	Publications	0	0	0	0			
				72200	Equipment	0	0	0	0			
				71600	Travel	0	0	0	0			
				74500	Miscellaneous	0	0	0	0			
					sub-total UNDP	10,000	5,000	0	15,000			
					Total Outcome 2	136,000	106,000	8,000	250,000			
OUTCOME 3:		62000	GEF	71200	International Consultants	15,000	10,000		25,000	TOR provided		
SLM is integrated into national and sectoral policies and regional planning	Party 1			71300	Local Consultants	4,000	8,000	2,000	14,000	TOR provided		
				71600	Travel		5,000		5,000			
				74200	Publications		2,000		2,000			
				74500	Miscellaneous	1,000			1,000			
							sub-total GEF	20,000	25,000	2,000	47,000	
				xxxxx	UNDP	71300	International Consultants	0	0	0	0	
						71300	Local Consultants	0	0	0	0	
						71600	travel	0	0	0	0	
						74200	Publications	0	0	0	0	
						74500	Miscellaneous	0	0	0	0	

					sub-total UNDP	0	0	0	0			
					Total Outcome 3	20,000	25,000	2,000	47,000			
OUTCOME 4:		62000	GEF	71200	International Consultants	0	0	0	0			
National Action Programme (NAP) is completed	Party 1			71300	Local Consultants	0	0	0	0			
				72100	Contractual services	0	0	0	0			
				71600	Travel	0	0	0	0			
				74200	Publications	0	0	0	0			
				74500	Miscellaneous	0	0	0	0			
							sub-total GEF	0	0	0	0	
				xxxxx	UNDP	71200	International Consultants	10,000	0	0	10,000	TOR provided
						71300	Local Consultants	0	0	0	0	
						72100	Contractual services	0	0	0	0	
						71600	Travel	0	0	0	0	
						74200	Publications	0	0	0	0	
						74500	Miscellaneous	0	0	0	0	
							sub-total UNDP	10,000	0	0	10,000	
					Total Outcome 4	10,000	0	0	10,000			
Outcome 5: Monitoring & Evaluation, Adaptive Management and Learning in Place	Party 1	62000	GEF	71200	International Consultants	0	10,000	10,000	20,000			
				71300	Local Consultants	0	0	0	0			
				72100	Contractual services	0	0	0	0			
							sub-total GEF	0	10,000	10,000	20,000	
				xxxxx	UNDP	71200	International Consultants	0	0	0	0	
						71300	Local Consultants	0	5,000	5,000	10,000	
						74500	Miscellaneous	0	0	0	0	
							Sub-total UNDP	0	5,000	10,000	15,000	
					Total M&E	0	15,000	20,000	35,000			
Outcome 6: Project Management		62000	GEF	71200	International Consultants	0	0	0				
	Party 1			71300	Local Consultants	10,000	10,000	10,000	30,000			
				71600	Travel	0	0	0	0			
				72500	Office Supplies	0	0	0	0			

				74500	Miscellaneous	2,000	2,000	1,000	5,000	
					sub-total GEF	12,000	12,000	11,000	35,000	
			UNDP	71200	International Consultants	0	0	0	0	
				71300	Local Consultants	5,000	5,000	0	10,000	
				71600	Travel	0	0	0	0	
				72500	Office Supplies	0	0	0	0	
				74500	Miscellaneous	0	0	0	0	
					sub-total UNDP	5,000	5,000	0	10,000	
					Total Management	17,000	17,000	11,000	45,000	
				PROJECT TOTAL		267,000	217,000	41,000	525,000	

Table 7: Budget Summary

	Year 1	Year2	Year3	Total
GEF	242,000	202,000	31,000	475,000
UNDP	25,000	15,000	10,000	50,000
Government (in kind)	243,750	172,750	43,500	460,000
TOTAL	510,750	389,750	84,500	985,000

Annex 6 Budget notes covering budget items of TBWP (Contd.)

Budget item	Unit Cost, USD	Quantity	Budget Required
OUTCOME-1 (GEF Budget)			
International Consultant			
Senior International Training Consultant (Year 1)	15,000/month	1 month	150,000
International (regional) Training Consultant (Year2)	12,000/month	1.5 months	19,000
Senior Capacity Building Consultant (Year 1)	15,000/month	1 month	15,000
Total international consultant		3.5 months	49,000
National Consultant			
Senior National Training Consultants for training high level technical training Y1	2,500/month	2 months	5,000
National Training Consultants –regional training medium level technical training (Y1 and Y2)	2,000/month	2.5 months	5,000
National Training Consultants – farmer training Y1 and Y2)	2, 000/month	4 months	8,000
National Capacity Building Consultants (Y1)	2,500/month	1.5 months	3,000
Total national Consultant		10 months	21,000
Travel (cost of organizing training)			
Local Travel – Training cost for high-level training of 15 officers in Y1			3,000
Local Travel – two regional training, middle-level training of 25 officers, one in Y1 and the other in year 2			5,000
Local Travel - Training of farmers in Year 2, 5 training sessions			10,000
Total for Travel			18,000
Contractual Services for Workshops			
Workshops and consultations with communities to increase the understanding and awareness of SLM –work initiated in Y1 and completed in Y2. (May be carried out through contractual services). This will be linked to the preparatory work and stakeholder consultations for preparing NAP			22,000
Total for Contractual Services Workshops			22,000
Publications			
Publication training material / production of illustrations, etc. for high and medium level training and farmer training			4,000
Publication of awareness creating material, pamphlets, audio-visual aids, etc. (Output 1.3)			4,000
Publication of final report on institutional mandates & strategies for inter-sectoral collaboration			4,000

Budget item	Unit Cost, USD	Quantity	Budget Required
Total for publications			16,000
Miscellaneous			
Covers uncovered expenses related to conducting training, farmer workshops, awareness creating campaigns, etc.			12,000
Total Miscellaneous			12,000
Total GEF costs Outcome 1			138,000
OUTCOME- 2 GEF Budget			
International Consultants			
Senior International Consultant in computerized land information system (begins in Year 1 and continues to Y2)	20,000/month	1.5 months	30,000
International Land Law consultant (Year 1)	20,000/month	0.7 month	14,000
International (Regional) water and sanitation policy consultants (Year 1)	15,000/month	1 month	15,000
Total International Consultants		3.2 months	59,000
National Consultants			
National Consultant in Computerized Land Management System (4 months in Y1, 4 months in Y2 and 2 months and Y3)	2,000/month	10 months	20,000
National Land Law consultant (4 months in Y1)	2,000/month	2 months	4,000
National Water and Sanitation Policy Consultant (4 months in year 1, 4 months in Y2 and 1 month in Y3)	2,000/month	9 months	18,000
Total for National consultants		21 months	42,000
Contractual Services			
Contract to produce a status report on land use and land degradation in all islands and a National Land Use Map. (USD 15,000 in Y1 and USD 10,000 in Y2)			25,000
Total for Contractual services			25,000
Travel related to local Training			
Training in design, development, operation and maintenance of computerized land information system – in Y1, Y2 and Y3			17,000
Training in water quality monitoring and groundwater protection (Y1 and Y2)			4,000
Total travel related to training			21,000
Publication			
Publication on computerized Land Use Information system			4,000
Publication on Land Law			2,000
Publication on Water and sanitation Policy, and water quality monitoring			4,000
Total for publication			10,000
Equipment			
Equipment for establishing computerized land information system			20,000
Instruments and tools for strengthening			45,000

Budget item	Unit Cost, USD	Quantity	Budget Required
land management and surveying capacity in inhabited local island communities			
Equipment for water quality monitoring			5,000
Equipment Total			70,000
Miscellaneous			
Covers uncovered expenses related to preparation of land use status map, development of computerized land information system and water quality monitoring, etc.			8,000
Total Miscellaneous			8,000
Total GEF costs Outcome 2			235,000
Outcome 2 UNDP Budget			
Travel			
Travel related to preparation of Land Use status report and preparation of Map			10,000
Travel related to water quality monitoring			5,000
Total Travel			15,000
OUTCOME 3 – GEF Budget			
International Consultants			
International Consultant in Mainstreaming SLM into National and Sector Policies (Year 1) a total of 1.5 months.	12,500/month	1 month	12,500
International consultant in preparing investment plan in SLM (Year 2 and Year 3)	12,500/month	1 month	12,500
Total for International Consultants		2 months	25,000
National Consultants			
National SLM Mainstreaming Consultant (Y1 – one month)	2,000/month	1 months	2,000
National Consultant to integrate SLM into NEAP II and other related environmental laws. (Total of 4 months = Y1 2 months and Y2 2 months)	2,000/month	4 months	8,000
National Consultant to prepare SLM investment Plan(A total of 2 months 1 month in year 1, 1 month in Y2)	2,000/month	2 months	4,000
Total for National consultants		7 months	14,000
Travel			
Travel related to preparation of SLM investment plan in Y2			5,000
Travel Total			5,000
Publication			
Publication of SLM investment plans – including project profiles			2,000
Publication Total			2,000
Miscellaneous			
Covers uncovered expenses related to mainstreaming SLM into NDS, Sector Policies, mainstreaming SLM into National			1,000

Budget item	Unit Cost, USD	Quantity	Budget Required
Environmental Plans and preparation of investment plans.			
Total GEF costs Outcome 3			47,000
Outcome 4 – GEF Budget			0
International Consultant –for formulation of UNCCD-NAP-(3 weeks in Y1)	US 12,000 / month	3 weeks	10,000
Total for International Consultants			10,000
Total OUTCOME 4 – UNDP			10,000
Outcome 5 – GEF Budget			
International Consultants			
Mid-Term Evaluation	15,000 per month	3 weeks	10,000
Final Evaluation	15,000 per month	3 weeks	10,000
Total International Consultants			20,000
UNDP Budget			
National Consultants			
Mid-Term Evaluation	3,000 per month	2.5 months	7,500
Final Evaluation	3,000 per month	2.5 months	7,500
Total National Consultants			15,000
Outcome 6 – GEF Budget			
Project Management Unit			
Project Manager	1,250 per month	24 months	30,000
Miscellaneous (can be applied to purchase office equipment and other expenses)			5,000
GEF Total Project Management			35,000
UNDP Budget			
Project Manager	1,250 per month	8 months	10,000
UNDP Total for Project Management			10,000
Total GEF Project Budget			475,000
Total UNDP Project Budget			50,000

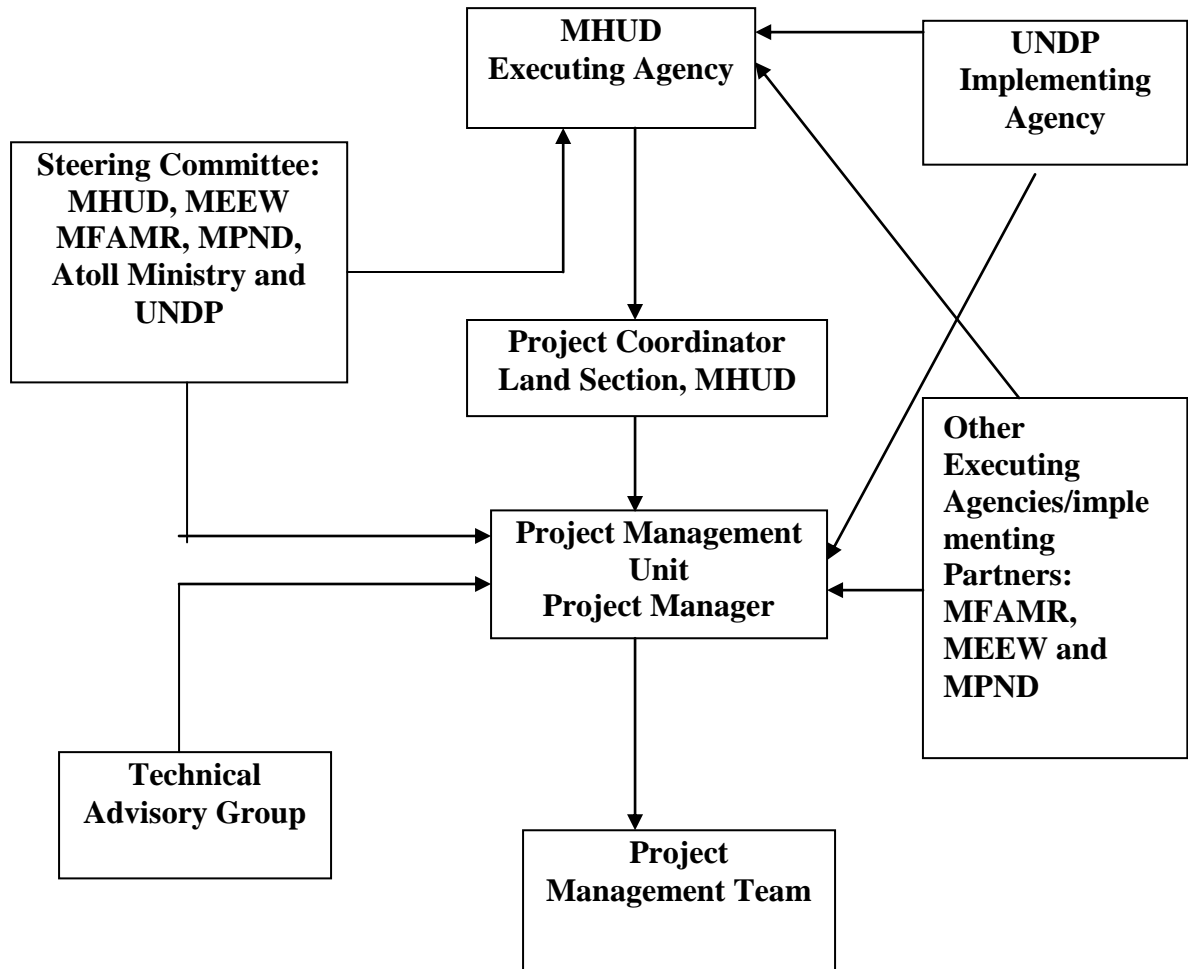
SECTION III: ADDITIONAL INFORMATION

PART 1: GEF OPERATIONAL FOCAL POINT ENDORSEMENT LETTER

PART II: CO-FINANCING LETTERS

PART III: DETAILED INFORMATION

Annex 1: Institutional framework for project implementation



Annex 2: Terms of Reference of the Steering Committee

The Steering Committee (SC) is composed of the following membership:

Minister, MHUD, Chair
Representative of MHUD
Representative of MEEW
Representative of MFAMR
Representative of MOAD
Representative of MPND
UNDP Representative
Project Coordinator
Project Manager, MSP as member Secretary

The principal tasks of the SC are the following:

1. Provide high level orientation and guidance for the project.
2. Ensure that the project develops in accordance with national development objectives, goals and policies.
3. Pay special attention to the assumptions and risks identified in the log frame, and seek measures to minimize these threats to project success;
4. Ensure collaboration between ministries and institutions and free access on the part of project actors to key documents, land information systems, remote sensing imagery, etc.
5. Pay special attention to the post-project sustainability of activities developed by the project.
6. Ensure the integration and coordination of project activities with other related government and donor-funded initiatives.

Annex 3: Terms of Reference of the Technical Advisory Group

Technical Advisory Group (TAG)

The TAG comprises of representatives from all participating ministries, departments and relevant technical officers from the participating provinces and districts. . The TAG will meet quarterly during the first year of the project and every six months thereafter. It will provide technical advice to the PMU. The committee will be chaired by the Project Coordinator. The project manager would be a member of the TAG and will serve as the Secretary of TAG. The TAG members will also be responsible for coordination of activities relevant to their respective departments, ministries and province and district officers for all components.

Annex 4: Terms of Reference for Project Manager

Project Manager

Background: The Project Manager (PM) will be responsible for the implementation of the project, including the mobilization of all project inputs, supervision over project staff, consultants and sub-contractors. The PM will be fully accountable to the Project Coordinator and to the Steering Committee for satisfactory execution of the entire project in accordance with the NEX modality and will be responsible for meeting the government obligations. The Project Manager will be the head of the Project Management Unit. The PM shall perform a liaison role with government, UNDP, and all stakeholders involved with the project.

Duties and Responsibilities

1. Overall management of the project.
2. Supervise and coordinate the production of project outputs as per the project document;
3. Ensure the technical coordination of the project;
4. Mobilize all project inputs in accordance with NEX procedures;
5. Finalize the ToR for the consultants and subcontractors;
6. Coordinate the recruitment and selection of project personnel;
7. Supervise and coordinate the work of all project staff, consultants and sub-contractors;
8. Work closely with project partners to closely coordinate all the actors involved with achieving Project Outcomes, Outputs and Activities ;
9. Supervise the work of all PMU staff.
10. Prepare and revise project work and financial plans, as required Government and UNDP;
11. Manage procurement of goods and services under UNDP guidelines and oversight of contracts;
12. Ensure proper management of funds consistent with UNDP requirements, and budget planning and control;
13. Establish project monitoring and reporting;
14. Arrange for audit of all project accounts for each fiscal year;
15. Prepare and ensure timely submission of quarterly financial consolidated reports, quarterly consolidated progress reports, mid-term reports, and other reports as may be required by UNDP.
16. Disseminate project reports to and respond to queries from concerned stakeholders;
17. Report progress of project to the Steering Committee.
18. Oversee the exchange and sharing of experiences and lessons learned with relevant conservation and development projects nationally and internationally.
19. Preparing a detailed annual work plan for the project
20. Undertaking any other activities that may be assigned by the Steering Committee.

Selection Criteria

1. Post-graduate degree in agriculture, natural resources management or other relevant

- academic and profession qualifications with at least 10 years professional experience;
2. Proven extensive experience and technical ability to manage a large project and a good technical knowledge in the fields related to SLM, participatory approaches and/or environmental economics;
 3. Effective interpersonal and negotiation skills proven through successful interactions with all levels of project stakeholder groups, including senior government officials, business executives, farmers and communities;
 4. Ability to effectively coordinate a complex, multi-stakeholder project;
 5. Ability to lead, manage and motivate teams of international and local consultants to achieve results;
 6. Good capacities for strategic thinking and planning.
 7. Excellent communication skills; and
 8. Knowledge of UNDP project implementation procedures, including procurement, disbursements, and reporting and monitoring highly preferable.

Duration of the assignment: 3 years

Annex 5 Responsibilities by outcome and outputs

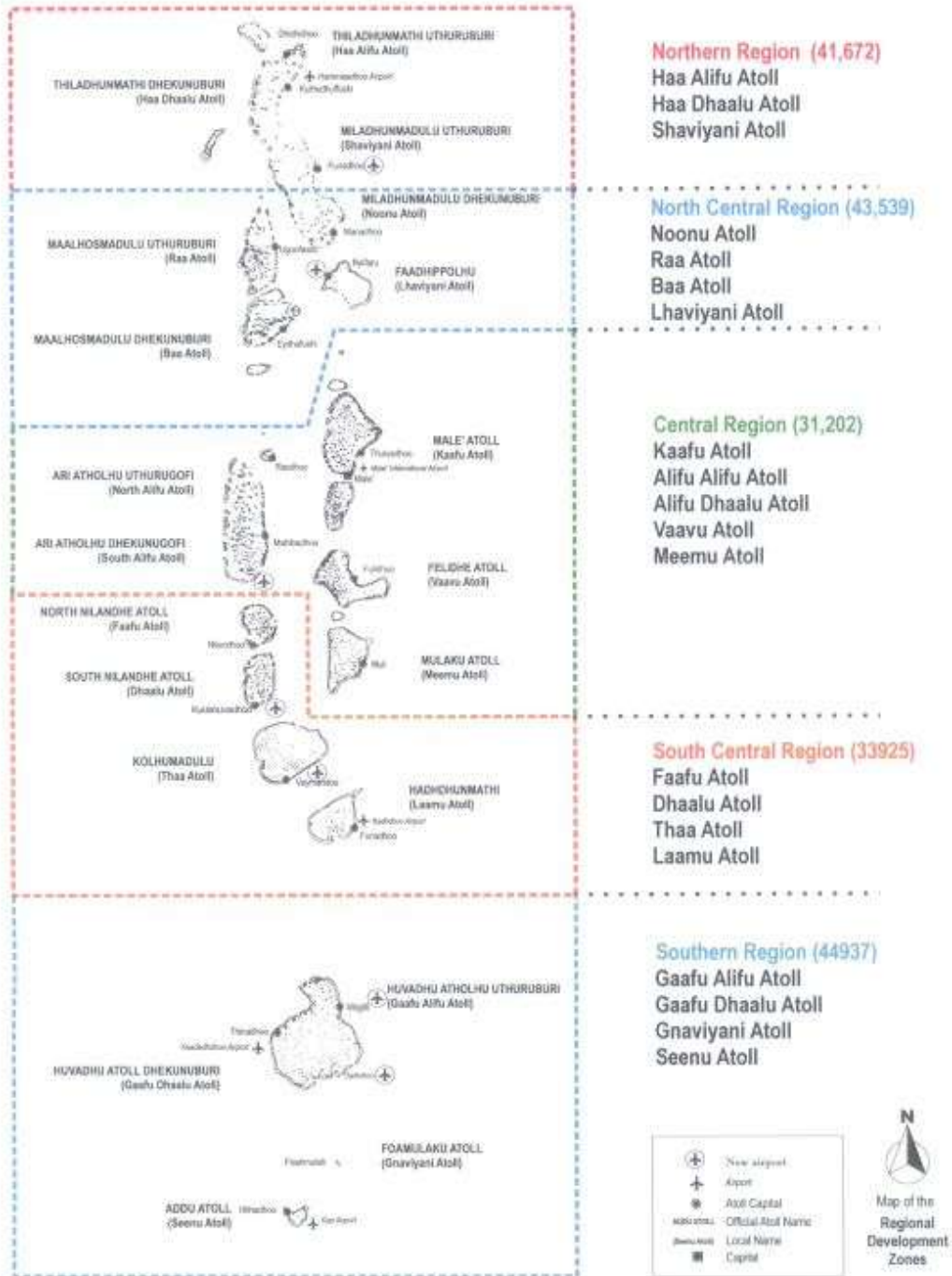
Outcomes/ Outputs	Lead Responsibility	Collaborating Institutions
Outcome 1: Human and institutional capacity		
Output 1.1: Technical training in SLM	MHUD	MEEW, MFAMR, MOAD, MPND
Output 1.2: Trained farmers and local communities	MFARD	MHUD, MEEW,, MOAD, MPND
Output 1.3: Awareness creation workshops	MEEW	MHUD, MFAMR,, MOAD, MPND
Output 1.4: Institutional mandates and inter-sectoral approaches.	MHUD	MEEW, MFAMR, MOAD, MPND
Outcome 2: Policies, regulatory framework and knowledge management in SLM		
Output 2.1: Status report on land use & Land Use Map.	MHUD	MEEW, MFAMR, MOAD, MPND
Output 2.2: Computerized land management system	MHUD	MEEW, MFAMR, MOAD, MPND
Output 2.3: Land Law and administration	MHUD	MEEW, MFAMR, MOAD, MPND
Output 2.4: Conservation and protection of water	MEEW	MHUD, MFAMR,, MOAD, MPND
Outcome 3: SLM mainstreaming		
Output 3.1 Integration of SLM into NDP and sector policies.	MPND	MHUD, MEEW, MFAMR,, MOAD
Output 3.2 Integration of SLM into environmental policies	MEEW	MHUD, MFAMR,, MOAD, MPND
Output 1.3 A medium-term SLM investment plan.	MPND	MHUD, MEEW, MFAMR,, MOAD
Outcome 4: NAP completion		
Output 4.1 Draft NAP document	MEEW	MHUD, MFAMR,, MOAD, MPND
Output 4.2 Final and adopted NAP	MEEW	MHUD, MFAMR,, MOAD, MPND
Output 4.3: Implementation and monitoring NAP	MEEW	MHUD, MFAMR,, MOAD, MPND

Annex 6: Physiography and land use of Maldives

Total land area	Approximately 300 sq km
Lagoon and reef area	Approximately 21,300 sq km
Total number of geographic atolls	26
Largest atoll	Huvadho, in the southern region, approximately 2,800 sq km
Smallest Atoll	Thoddoo, approximately 5.4 sq km
Largest island	Gan in Laamu Atoll, approximately 5.16 sq km
Maximum height above mean sea level	3 meters
Total number of islands	1192
Number of inhabited islands	199
Number of tourist resort islands	87
Number of agricultural islands	32
Number of industrial islands	47
Total cultivable area	2781 ha
Cultivable area in the inhabited islands	1793 ha
Cultivable area in the uninhabited islands	988 ha

Annex 7: Regional Development Zones of Maldives

Regional Development Zones of Maldives



Ministry of Planning & National Development

Annex 8: Mandate of MHUD

1. Establish a national housing policy.
2. Establish housing standards.
3. Strengthen housing delivery mechanism to achieve housing policy objectives. Facilitating housing through development projects to make sure that this objective is achieved.
4. Establish affordable housing delivery mechanism.
5. Establish and implement condominium regulations.
6. Establish a national land policy
7. Establish a national land administration mechanism and maintain a national land registry through local authorities.
8. Establish regulations for different forms of land transactions and implement through local authorities.
9. Establish and implement land valuation policy and standards.
10. Establish a physical development framework for the whole country in order to make optimum use of land, prepare physical development guidelines based on that framework, approve and monitor the plans prepared in accordance with these regulations.
11. Establish and implement land allocation guidelines for inhabited islands.
12. Establish and implement a framework for planning controls and land use planning for sustainable development of the built environment.
13. Allocation of land, establish standards for development of such land, and formulation and implementation of projects through stakeholders for urban revitalization of the built environment of inhabited islands.
14. Study and analyze requirements for islands with land limitations and population congestion, prepare redevelopment plan for such islands, formulate, facilitate and monitor redevelopment projects.
15. Perform the following functions of regional development of the Maldives:
 - Prepare Regional Master Plans for urban regions inclusive of urban areas, service centers and area of socio-economic importance including options for integration of main infrastructure and services within the regions.
 - Prepare land use plans for urban centers and establish and maintain land use planning guidelines for other inhabited islands in the region.
 - Prepare urban development master plans and establish urban development management framework for the development of urban centers.
 - Identify, facilitate and monitor urban development projects as per urban development master plans.
16. Monitor project implemented through urban development framework:
 - To see if the objectives of the urban development master plans are achieved.
 - To see if affordable housing is achieved as per standards established under affordable housing delivery mechanism.
 - To make sure that urban development master plans are reviewed and revised to accommodate changes in development dynamics in order to maintain urban development objectives.
17. Perform any legal requirements for the functions of the Ministry of Housing and Urban Development.

Annex 9: TOR of Key International Consultants

Terms of Reference of the following key international consultants are provided

1. International Training Consultant in SLM – High Level Technical Training
2. International Training Consultant in SLM – Medium- Level Technical Training
3. International Institutional Capacity Development Consultant
4. International Land Use Information System Consultant
5. International Land Law and Regulatory Framework Consultant
6. International Water Policy and Water Quality Monitoring Consultant
7. International SLM Mainstreaming Consultant

Terms of Reference
International Training Consultant in SLM: High-Level Technical Training
Duration: 1month
Duty Station: Male

Background: Strengthening individual capacity on SLM is a priority activity of the project. This is reflected I Outcome 1, Output 1.1: Trained officers from MHUD, MEEW, MFAMR, MOAD and MPND at national, atoll and island levels in technical aspects of SLM – a total of 40 persons trained in two technical levels. Training will be done in two levels, (a) **Training National Level Officers in SLM – High Level Technical Training**. At the national level, technical officers from MHUD, MEEW, MFAMR, MOAD and MPND need training in all aspects of SLM including technical, economic, environmental and social aspects. In terms of sectors, the training should cover sustainable land management in the context of urban and rural settlements, agricultural development, water management, environmental protection, land use policy and legislation, and planning and programme implementation. The duration of the training will be 1 week. The training will be conducted in Male. The language of the training will be English. About 15 participants will be trained under this training course.

Duties:

The international consultant will work in close collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Consultants;
- National Counterparts; and
- UNDP project focal point

Expected outputs and main duties:

Annotated Outline: Develop an annotated outline of the training course and finalize the annotated outline in consultation with NPM and national counterparts.

Training Course: Prepare the training material including texts, power-point presentations and other materials as appropriate.

Handouts: Duplicate the training material to ensure that each participant will have a full set of the training material. This could be a combination of hard copies and soft copies (CD-Rom).

15 Trained Officers: Conduct the training course.

Evaluation of Training: At the end of the training course, carry out a participants' evaluation of the training course.

Final Report: Prepare a brief final report on the training conducted, including recommendations and follow-up actions.

Qualifications

Education:

Masters degree in on of the following fields: agriculture, natural science, environmental science, development economics or other relevant fields.

Experience:

- 10 years working experience, at least 3 years of which involves sustainable land management in developing countries, preferably in the Asian Region.
- Proven experience in training with special reference to training in the field of natural resources management rural.
- Proven record inter-sectoral experience with regard to natural resources management.
- Proven ability to deal with a wide cross-section of partners, including senior government officials, and international organisations.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference

International Training Consultant in SLM: Medium- Level Technical Training

Duration: 1.5 months

Duty Station: Male and Regional Focal Islands

Background: Strengthening individual capacity on SLM is a priority activity of the project. This is reflected I Outcome 1, Output 1.1: Trained officers from MHUD, MEEW, MFAMR, MOAD and MPND at national, atoll and island levels in technical aspects of SLM – a total of 40 persons trained in two technical levels. Training will be done in two levels. (b) **Training Atoll and Island Level Officers in SLM – Medium Level Technical Training.** At the atoll island levels, technical and extension officers from the regional and island offices of MHUD, MEEW, MFAMR, MOAD and MPND need medium-level technical training (emphasis will be on in practical aspects of SLM) including technical, environmental and social aspects. In terms of sectors, the training should cover sustainable land management in the context of urban and rural settlements, agricultural development, water management, environmental protection, land use planning, policy and other practical aspects. Two regional training courses will be conducted, one in the Northern region and other in the Southern region. The duration of each training course will be 2 weeks. The language of the training will be a combination of English and *Dhivehi*. A total of about 25 participants will be trained under this training course.

Duties:

The international consultant will work in close collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Consultants;
- National Counterparts; and
- UNDP project focal point

Expected outputs and main duties:

- 1. Annotated Outline:** Develop an annotated outline of the training course and finalize the annotated outline in consultation with NPM and national counterparts.
- 2. Training Course:** Prepare the training material including texts, power-point presentations and other materials as appropriate.
- 3. Handouts:** Duplicate the training material to ensure that each participant will have a full set of the training material. This could be a combination of hard copies and soft copies (CD-Rom).
- 4. 25 Trained Persons:** Conduct the training course.
- 5. Evaluation of Training:** At the end of the training course, carry out a participants' evaluation of the training course.
- 6. Final Report:** Prepare a brief final report on the training conducted, including recommendations and follow-up actions.

QualificationsEducation:

Masters degree in one of the following fields: agriculture, natural science, environmental science, development economics or other relevant fields.

Experience:

- 10 years working experience, at least 3 years of which involves sustainable land management in developing countries, preferably in the Asian Region.
- Proven experience in training with special reference to training in the field of natural resources management rural.
- Proven record inter-sectoral experience with regard to natural resources management.
- Proven ability to deal with a wide cross-section of partners, including senior government officials, and international organisations.

Language Requirements:

Proficiency in written and spoken English.

Knowledge of *Dhivehi* will be an added advantage.

Terms of Reference
International Institutional Capacity Development Consultant
Duration: 1 month
Duty Station: Male

Background: Institutional strengthening is an important aspect of the SLM project. This is reflected in Outcome 1, Output 1.4: Mandates of MHUD, MEEW and MFAMR with regard to land management reviewed and recommendations prepared to improve institutional performance and promote inter-sectoral approaches. Under the present institutional structure, there are four ministries that deal directly with land management, namely: MHUD, MFAMR, MEEW and MPND. These ministries often apply different and uncoordinated policies, directives and guidelines when allocating land for various purposes. This has led to a lack in consistency and some confusion regarding land allocation and tenure policies and arrangements. There is an urgent need to review the roles, mandates and existing coordination procedures of these Ministries and propose a more effective mandates and coordination mechanisms under an improved institutional framework for effective and efficient implementation of SLM in the country.

Duties:

The international consultant will work in close collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Consultants;
- National Counterparts; and
- UNDP project focal point

Expected outputs and main duties:

1. **Review of Mandates:** the existing mandates of ministries which deal with land management, with particular reference to the MHUD, MFAMR, MEEW and MPND.
2. **Strengths and weakness of the current Institutional Framework:** Identify strengths and weakness of the existing institutional framework for SLM.
3. **Improved Institutional Framework:** Develop an improved institutional framework for SLM and overall land management.
4. **Proposed Revised Mandates:** Propose for consideration by the GoM, revised mandates of the key ministries and the Sections and Units attached these ministries in order to minimize overlap and enhance coordination and increase effectiveness.

Qualifications

Education:

Masters degree in on of the following fields: natural science, development economics, or other relevant fields.

Experience:

- 10 years working experience in natural resources management, at least 3 years of which involves institutional development and management, preferably in the Asian Region.
- Proven record inter-sectoral experience with regard to natural resources management.
- Proven ability to deal with a wide cross-section of partners, including senior government officials, and international organisations.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference
International Land Use Information System Consultant
Duration: 2 months
Duty Station: Male

Background: Outcome 2 of the MSP deals with Capacities for knowledge management in SLM. Under this Outcome, Output 2.2 is: Computerized and GIS based land management system, including a cadastral land use database and registry system, and a programme to monitor and evaluate land use. GoM has recently formulated a new Land Use Policy and has embarked on reviewing and revising its land laws, regulations and administration. In this context, the Project will develop a modern land use information system which will improve the capacity of MHUD to collect, interpret and apply land use information to establish trends and to enable better decision making. The land use information system has as its basic purpose to ensure that each area of land in the Maldives will be used so as to provide maximum economic and social benefits, especially including sustainable urban and rural housing, sustainable agriculture, protection of natural resources and ecosystem preservation. More specifically, the new land management system will consist of a transparent, low cost, accessible and efficient land use information system, including property registration system, appropriate mapping techniques, unique property identifiers and database systems. There is a need for updating information of land use under agriculture, forest cover, human settlements, industrial development, protected areas, etc. in all islands, which entails acquiring satellite imagery.

Duties:

The international consultant will work in close collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Consultants;
- National Counterparts; and
- UNDP project focal point

Expected outputs and main duties:

1. **Review of Existing Land Use Information:** Review existing land use information in MHUD, MFAMR, MEEW, MPND and other relevant institutions.
2. **Land use information requirements:** Identify and elaborate land use information requirements to enable better decision making, especially for especially to implement the new land use policy and to be formulated land law, regulations and administration.
3. **Efficient land use information system:** Develop a transparent, low cost, accessible and efficient land use information system, including property registration system, appropriate mapping techniques, unique property identifiers and database systems.
4. **Training:** Train personnel to operate and maintain the data base system,, including periodic updating of the facility to include emerging new technologies.

Qualifications

Education:

Advanced degree (Masters degree) in natural science, development economics, information technology or other relevant fields.

Experience:

- 10 years working experience in land use planning and at least 3 years of which involves development and management of land use information systems.
- Proven record inter-sectoral experience with regard to natural resources management.
- Proven ability to deal with a wide cross-section of partners, including senior government officials, and international organisations.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference
International Land Law and Regulatory Framework Consultant
Duration: 0.7 month
Duty Station: Male

Background: In the MSP, Outcome 2, Output 2.3 is: A revised Land Law and regulatory framework. MHUD had recently formulated a land policy which provides a coherent and integrated and consistent approach to land development. It establishes principles for the transfer, allocation and development of land for environmentally sound land management. However, the existing Land Act, Land Law and Land Administration do not provide leverage to fully address emerging issues of land management within the framework of the new land policy. There is an urgent need to review and revise the existing Land Act, Land Law and Land Administration to ensure consistency, clarity, transparency, and comprehensiveness.

Duties:

The international consultant will work in close collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Consultants;
- National Counterparts; and
- UNDP project focal point

Expected outputs and main duties:

1. **Review of Land Policy and Current Land Act and Land Administration:** Review the new land policy and existing Land Act, Regulations and Administration.
2. **Need to revise current Land Act and Land Administration:** Identify the need to revise the Current Land Act and land Administration in the light of the new land policy.
3. **Draft Land Act and Land Administration:** Formulate draft Land Act and Land Administration.
4. **Validation:** Validate the draft Land Act and Land Administration through appropriate formal and informal consultations.
5. **Validated Land Act and Land Administration:** Prepare validated Land Act and Land Administration to be considered by the GoM for enactment.

Qualifications

Education:

Advanced degree (Masters degree) in law and property rights or other relevant fields.

Experience:

- 10 years working experience in framing legislation at least 3 years of which involves development land use legislation in developing countries, preferably in the Asian Region..
- Proven record inter-sectoral experience with regard to natural resources management.
- Proven ability to deal with a wide cross-section of partners, including senior government officials, and international organisations.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference
International Water Policy and Water Quality Monitoring Consultant
Duration: 1 month
Duty Station: Male

Background: The project, under Outcome 2, Output 2.4 describes the following output: A national water management policy, water law and regulations and water quality monitoring framework. The Water Section of MEEW has recently drafted a Water and Sanitation Policy Statement (WSPS) which outlines key policy principles, sector objectives and targets, and institutional roles and responsibilities. The WSPS will remain in force until MEEW formulates and implements a national water and sanitation policy. Building on the WSPS, there is a need to develop a comprehensive water policy for Maldives that recognizes integrated, cross-sectoral approaches to water management and development. In general, the policy should promote water as a socially vital economic good that needs increasingly careful management to sustain equitable economic growth and reduce poverty. It should advocate a participatory approach in meeting the challenges of water conservation and protection in the country. There is also an urgent need to monitor the shallow groundwater in order to detect water pollution by faulty septic tanks, improper disposal of domestic and industrial wastes and agricultural chemicals. Groundwater quality deterioration by sea water intrusion is a serious threat and monitoring in this respect is also important.

Duties:

The international consultant will work in close collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Consultants;
- National Counterparts; and
- UNDP project focal point

Expected outputs and main duties:

- 1. Review of Water and Sanitation Policy Statement:** Review the Water and Sanitation Policy Statement and other related documents that deal with water resources management in the country;
- 2. Draft Water Policy:** Formulate a draft water policy that recognizes integrated, cross-sectoral approaches to water management and promotes water as a socially vital economic good.
- 3. Validated Water Policy:** Validate the water policy by formal and informal consultations. Prepare a validated National Water Policy of Maldives.
- 4. Review of Water Quality Issues:** Review water quality issues in Maldives.
- 5. Water Quality Monitoring Plan:** Develop a plan to monitor groundwater quality.

Qualifications

Education:

Advanced degree (Masters degree) in civil engineering, water resources, or other relevant fields.

Experience:

- 10 years working experience in water resources policy and planning and water quality management with at least 3 years of which involves water policy formulation in developing countries, preferably in the Asian Region.
- Proven record inter-sectoral experience with regard to natural resources management.
- Proven ability to deal with a wide cross-section of partners, including senior government officials, and international organisations.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference
International SLM Mainstreaming Consultant
Duration: 1 month
Duty Station: Male

Background: Under Outcome 3, Output 3.1, the project will take action to integrate SLM into NDP, macro-economic policies and appropriate sector policies. The GoM recognizes the special vulnerability of the nation and places a high priority on environmental sustainability and environmental protection into national development planning and processes. Despite this, SLM objectives have not been mainstreamed into policies, regulations, strategies and plans in Maldives. There is no general recognition on the part of decision makers that land degradation is a significant barrier to sustained economic development. The UNCCD NAP has not yet been completed. SLM is not integrated into the sector policies and the knowledge base needed to achieve SLM is weak. Thus there is an urgent need to mainstream SLM into national development policies, sector policies, financial planning and regulatory frameworks.

Duties:

The international consultant will work in close collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Consultants;
- National Counterparts; and
- UNDP project focal point

Expected outputs and main duties:

1. Review of National and Sector Policies: Review the 7 NDP, the Strategic Economic Development Plan, MDG, and sector policies, with particular reference to housing and urban development, agriculture, water, and environment sectors, and identify opportunities to mainstream SLM into such key policy documents.

2. Draft Policy statements: Formulate draft policy statements on SLM for incorporation to each of these national and sectoral policies.

3. Incorporating SLM into regulatory framework and financial planning: Review national regulatory framework and financial planning and identify opportunities to mainstream SLM into such key instruments and processes.

4. SLM mainstreaming Validated: Validate the streamlining process through informal and formal consultations and workshops.

Qualifications

Education:

Advanced degree (Masters degree) in economics, policy studies, or other relevant fields.

Experience:

- 10 years working experience in national and sectoral policy formulation , including at least 3 years of Land and Natural Resources policy formulation in developing countries, preferably in the Asian Region.
- Proven record inter-sectoral experience with regard to natural resources management.
- Proven ability to deal with a wide cross-section of partners, including senior government officials, and international organisations.

Language Requirements:

Proficiency in written and spoken English.

Annex 10: TOR of Key National Consultants

Terms of Reference of the following key national consultants are provided

1. National Training Consultant in SLM – Technical Training
2. National Training Consultant in SLM – Medium- Level Technical Training
3. National Training Consultants in SLM – Training Farmers and Local Communities
4. National Institutional Capacity Development Consultants
5. National Land Use Information System Consultant
6. National Water Policy and Water Quality Monitoring Consultant
7. National Environmental Policy Consultant
8. National SLM Medium-Term Investment Plan Consultants

Terms of Reference
National Training Consultant in SLM: High-Level Technical Training
Duration: 2 months (one consultant) , Duty Station: Male

Background: An international consultant will be the Team Leader. The national consultant will work as a member of the training team under the guidance of the international consultant. The duration of the training will be 1 week. The training will be conducted in Male. The language of the training will be English. About 15 participants will be trained under this training course.

Duties:

The national consultant will undertake his duties under the guidance of the international consultant and in collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Counterparts; and
- UNDP project focal point

Expected main duties: Together with the international consultant, the national consultant will undertake the following duties:

Develop an annotated outline of the training course

Prepare the training material including texts, power-point presentations and others as appropriate.

Duplicate the training material - this could be a combination of hard copies and soft copies.

Conduct the training course.

At the end of the training course, carry out a participants' evaluation of the training course.

Prepare a brief final report on the training conducted..

Qualifications

Education:

Bachelor's degree in one of the following fields: agriculture, natural science, environmental science, development economics or other relevant fields.

Experience:

- 5 years working experience, at least 3 years of which involves sustainable land management.
- Proven experience in training with special reference to training in the field of natural resources management rural.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference
National Training Consultant in SLM: Medium- Level Technical Training
Duration: 2.5 months, (one consultant), Duty Station: Male and Regional Focal Islands

Background: An international consultant will be the Team Leader. The national consultant will work as a member of the training team under the guidance of the international consultant. Two regional training courses will be conducted, one in the Northern region and other in the Southern region. The duration of each training course will be 2 weeks. The language of the training will be a combination of English and *Dhivehi*. A total of about 25 participants will be trained under this training course.

Duties:

The national consultant will undertake his duties under the guidance of the international consultant and in collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Counterparts; and
- UNDP project focal point

Expected main duties: Together with the international consultant, the national consultant will undertake the following duties:

1. Develop an annotated outline of the training course
2. Prepare the training material including texts and other materials as appropriate.
3. Duplicate the training material - a combination of hard copies and soft copies (CD-Rom).
4. Conduct the training course.
5. At the end of the training course, carry out a participants' evaluation of the training course.
6. Prepare a brief final report on the training conducted.

Qualifications

Education:

Bachelor's degree in one of the following fields: agriculture, natural science, environmental science, development economics or other relevant fields.

Experience:

- 5 years working experience, at least 2 years of which involves sustainable land management.
- Proven experience in training with special reference to training in the field of natural resources management rural.

Language Requirements:

Proficiency in written and spoken English and *Dhivehi*.

Terms of Reference
National Training Consultant in SLM – Training Farmers and Local Communities
Duration: 4 months, Duty Station: Regional Focal Islands

Background: Strengthening individual capacity on SLM is a priority activity of the project. This is reflected in Outcome 1, Output 1.2: Trained farmers and local community groups at atoll and island levels in practical aspects of land management and agricultural best practices - a total of 200 persons trained, at 5 regions. At each region, 40 farmers and community leaders from the islands of the region will be trained. There will be a total of 5 training courses and the duration of each training course will be 2 weeks. The language of the training will be *Dhivehi*.

Duties:

The national consultant will undertake his duties under the guidance of the Agriculture and Forestry Services (AFS) Division of the MFAMR and in collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Counterparts; and
- UNDP project focal point

Expected main outputs and corresponding duties: The national consultant will undertake the following duties:

- 1. Course outline:** Develop an annotated outline of the training course
- 2. Training material:** Prepare the training material including texts, models, audio-visuals, etc.
- 3. Material for distribution:** Duplicate the training material
- 4. 200 persons trained:** Conduct the training course.
- 5. Evaluation of the training course:** At the end of the training course, carry out a participants' evaluation of the training course.
- 6. Report:** Prepare a brief final report on the training conducted.

Qualifications

Education:

Bachelor's degree in one of the following fields: agriculture, natural science, or other relevant fields.

Experience:

- 5 years field experience of which at least 2 years involves extension and education of farmers.
- Proven experience in training with special reference to agriculture and rural development.

Language Requirements:

Proficiency in written and spoken *Dhivehi*.

Terms of Reference
National Institutional Capacity Development Consultant
Duration: 1.5 months (one consultant) Duty Station: Male

Background: An international consultant will be the Team Leader. The national consultant will work as a member of the consultancy team under the guidance of the international consultant. The institutions to be reviewed include MHUD, MFAMR, MEEW and MPND. The task of the consultancy is reviewing the roles, mandates and existing coordination procedures of these Ministries and proposing more effective mandates and coordination mechanisms under an improved institutional framework for effective and efficient implementation of SLM in the country.

Duties:

The national consultant will undertake his duties under the guidance of the international consultant and in collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Counterparts; and
- UNDP project focal point

Expected main duties: Together with the international consultant, the national consultant will undertake the following duties:

5. Review the existing mandates of ministries which deal with land management, with particular reference to the MHUD, MFAMR, MEEW and MPND.
6. Identify strengths and weakness of the existing institutional framework for SLM.
7. Develop an improved institutional framework for SLM and overall land management.
8. Propose for consideration by the GoM, revised mandates of the key ministries and the Sections and Units attached these ministries.

Qualifications

Education:

Bachelor's degree in on of the following fields: natural science, development economics, or other relevant fields.

Experience:

- 5 years working experience in natural resources management, at least 3 years of which involves intuitional development and management.
- Proven record inter-sectoral experience with regard to natural resources management.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference
National Land Use Information System Consultant
Duration: 2 months (one consultant) Duty Station: Male

Background: An international consultant will be the Team Leader. The national consultant will work as a member of the consultancy team under the guidance of the international consultant. The main output of this consultancy would be a computerized and GIS based land management system, including a cadastral land use database and registry system, and a programme to monitor and evaluate land use. The new land management system will consist of a transparent, low cost, accessible and efficient land use information system, including property registration system, appropriate mapping techniques, unique property identifiers and database systems.

Duties:

The national consultant will undertake his duties under the guidance of the international consultant and in collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Counterparts; and
- UNDP project focal point

Expected main duties: Together with the international consultant, the national consultant will undertake the following duties:

5. Review existing land use information in MHUD, MFAMR, MEEW, MPND and other relevant institutions.
6. Identify and elaborate land use information requirements to enable better decision making, especially for especially to implement the new land use policy and to be formulated land law, regulations and administration.
7. Develop a transparent, low cost, accessible and efficient land use information system, including property registration system, appropriate mapping techniques, unique property identifiers and database systems.
8. Train personnel to operate and maintain the data base system,, including periodic updating of the facility to include emerging new technologies.

Qualifications

Education:

Bachelor's degree in natural science, information technology or other relevant fields.

Experience:

- 5 years working experience in land use planning and at least 3 years of which involves development and management of land use information systems.
- Proven record inter-sectoral experience with regard to natural resources management.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference
National Water Policy and Water Quality Monitoring Consultant
Duration: 9months (One Consultant), Duty Station: Male

Background: An international consultant will be the Team Leader. The national consultant will work as a member of the consultancy team under the guidance of the international consultant. The output of this consultancy would be: A national water management policy, water law and regulations and water quality monitoring framework. Building on the existing Water and Sanitation Policy Statement (WSPS), the consultants will develop a comprehensive water policy for Maldives that recognizes integrated, cross-sectoral approaches to water management and development. In general, the policy should promote water as a socially vital economic good that needs increasingly careful management to sustain equitable economic growth and reduce poverty. The consultants will also develop a water quality monitoring scheme to monitor the shallow groundwater in order to detect water pollution by faulty septic tanks, improper disposal of domestic and industrial wastes and agricultural chemicals.

Duties:

The national consultant will undertake his duties under the guidance of the international consultant and in collaboration with:

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Counterparts; and
- UNDP project focal point

Expected main duties: Together with the international consultant, the national consultant will undertake the following duties:

1. Review the Water and Sanitation Policy Statement and other related documents that deal with water resources management in the country;
2. Formulate a draft water policy that recognizes integrated, cross-sectoral approaches to water management and promotes water as a socially vital economic good.
3. Validate the water policy by formal and informal consultations. Prepare a validated National Water Policy of Maldives.
- 4.: Review water quality issues in Maldives.
5. Develop a plan to monitor groundwater quality.

Qualifications

Education:

Bachelor's degree in civil engineering, water resources, or other relevant fields.

Experience:

- 5 years working experience in water resources policy and planning and water quality management with at least 3 years of which involves water policy formulation.
- Proven record inter-sectoral experience with regard to natural resources management.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference
National Environmental Policy Consultant
Duration: 4 months
Duty Station: Male

Background: Under Outcome 3, Output 3.2 is concerned with the Integration of SLM into broader environmental policy, particularly with respect to the Environment Protection and Preservation Act, namely (EPPA); and NEAP. To address growing challenges relating to environmental management, ES Division of MEEW formulated the country's 1st National Environmental Action Plan (NEAP I) in 1990. It was replaced by NEAP II in 1999, which emphasized climate change and associated sea-level rise as the primary concern for the country. ES is now engaged in preparing NEAP III. This gives an opportunity to mainstream SLM into NEAP – i.e. integrate SLM principles and approaches into NEAP III as appropriate. Similar mainstreaming will have to be done with respect to EPPA.

Duties:

The national consultant will work under the guidance of MEEW and in close collaboration with :

- The National Project Manager (NPM) for overall guidance and administrative support;
- National Counterparts; and
- UNDP project focal point

Expected outputs and main duties:

1. Reviewing NEAP II and EPPA: Review NEAP II and EPPA and other relevant environmental policy related documents , with particular reference to land use, groundwater protection, urban development, agriculture, forestry, and water sectors and identify opportunities to mainstream SLM into NEAP II and EPPA.

2. Draft Policy statements: Formulate draft SLM policy statements, principles and approaches and strategies, as appropriate for incorporation into NEAP III and EPPA.

3. SLM mainstreaming Validated: Validate the streamlining process through informal and formal consultations and workshops.

Qualifications

Education:

Advanced degree (Masters degree) in environmental sciences, natural resources management, or other relevant fields.

Experience:

- 5 years working experience in environmental protection and policy formulation, including at least 3 years of environmental policy formulation.
- Proven record inter-sectoral experience with regard to natural resources management.

Language Requirements:

Proficiency in written and spoken English.

Terms of Reference
National SLM Medium-Term Investment Plan Consultant Duration: 1 months
Duty Station: Male

Background: Under Outcome 3, Output 3.3 is concerned with the preparation of a medium-term investment plan for SLM, linked to priority actions defined in National and Sector policies and NAP. At present there is no investment plan on SLM. In a situation where NAP does not exist, persons are inadequately trained in SLM, institutions do not have clearly defined mandates for SLM, and SLM is not mainstreamed into national and sector policies, it would be difficult (or even premature) to prepare an SLM investment plan. But all these barriers will be removed with the implementation of the SLM project and therefore the preparation of an investment plan becomes possible and a necessity. It is intended that during the last year of the project (Y3) it would be possible to prepare an investment plan and initiate formal and informal negotiations with potential donors. The SLM investment plan will consist of a strategy for scaling-up SLM interventions including the preparation of 10 SLM projects selected from the National and Sector policies and NAP.

Duties:

The national consultant will work under the guidance of MPND and relevant line ministries, and in close collaboration with :

- The National Project Manager (NPM) for overall guidance and administrative support;
- and project focal point

Expected outputs and main duties:

- 1. Reviewing NAP and On-going Programmes and Projects:** Review NAP and on-going programmes and projects related to land management and prepare a medium term investment strategy to promote investments in SLM.
- 2. Priority Projects in SLM.** Identify 10 priority SLM projects from NAP and other related policy and strategy documents, which fit within the investment strategy. Prepare an investment plan. Prepare project concept notes on each of the priority projects.
- 3. SLM investment plan Validated:** Hold formal and informal discussions with relevant government ministries and donors to validate the investment strategy, plan and project concepts
- 4. Funding commitment:** Hold informal discussions with potential donors and seek funding commitments to implement the investment plan.

Qualifications

Education:

Bachelor's degree in natural sciences, environmental sciences, or other relevant fields.

Experience:

- 5 years working experience in project formulation and resources mobilization.
- Proven record inter-sectoral experience with regard to natural resources management.

Language Requirements:

Proficiency in written and spoken English.

SIGNATURE PAGE

Country: Republic Of Maldives

UNDAF Outcome(s): By 2010, communities enjoy improved access to environmental services and are more capable of protecting the environment and reducing vulnerability and disaster risks with enhanced disaster management capacity

Expected Outcome(s)/
(CP outcomes linked to the SRF/MYFF goal and service line): Environment services and protection measures benefit more communities with greater participation of youth in the planning and implementation.

Expected Output(s):
(CP outcomes linked to the SRF/MYFF goal and service line) National environmental standards and guidelines on waste management, water and sanitation, environmental health, land management and coastal modification made available to guide sectoral policies, programmes and local practices

Implementing partner:
(designated institution/Executing agency) Ministry of Environment, Energy and Water

Other Partners:
(formerly implementing agencies) United Nations Development Programme (UNDP)

Programme Period: 2007-2010
Programme Component: _____
Project Title: PIMS 3791 Maldives: Building Capacity and Mainstreaming Sustainable Land Management in Maldives
Project ID: 00050950
Project Duration: Three years
Management Arrangement: National Execution

Total Budget in USD	985,000 USD
GEF	475,000 USD
Allocated resources:	
• UNDP regular pgm	50,000 USD
In kind contributions	
• Government	460,000 USD
Total Co-Finance	510,000 USD

Agreed by (Government): _____
Agreed by (Implementing partner/Executing agency): _____
Agreed by (UNDP): _____