



**United Nations Development Programme**  
Country: Seychelles  
**PROJECT DOCUMENT**



<b>Project Title:</b>	<b>National Biodiversity Planning to Support the implementation of the CBD 2011-2020 Strategic Plan in Seychelles</b>
<b>UNDAF Outcome(s):</b>	N/A
<b>UNDP Strategic Plan Environment and Sustainable Development Primary Outcome:</b>	Expanding access to environmental and energy services for the poor
<b>Expected CP Outcome(s):</b>	Functional integrity of terrestrial and coastal ecosystems is secured, providing a base for sustainable development
<b>Expected CPAP Output (s):</b>	Biodiversity conservation needs addressed as part of good practices in tourism development
<b>Executing Entity/Implementing Partner:</b>	Ministry of Home Affairs, Environment and Transport (MHAET) - Department of Environment (DOE).
<b>Implementing Entity/Responsible Partners:</b>	n/a

**Brief Description:** This project is part of the second generation of Biodiversity Enabling Activities (BD EA) under the GEF. Seychelles has been Party to the Convention on Biological Diversity (CBD) since 1992. The project addresses the country's need to continue to fulfill its obligations under the CBD, with particular focus on the Convention's [Article 6](#) and the [CBD COP Decision X/2](#). Above all, the project is a significant contribution to Seychelles' efforts towards implementing the CBD Strategic Plan 2011-2020 at the national level. The project builds on the current status and achievements of Seychelles with respect to biodiversity planning and reporting. It aims to integrate Seychelles obligations under the CBD into its national development and sectoral planning frameworks through a renewed and participative 'biodiversity planning' and strategizing process. This process is expected to produce measurable targets for biodiversity conservation and sustainable use. It will equally ensure that the value of ecosystems' goods and services, as well as the challenges and opportunities for ecosystem-based adaptation and resilience are taken into consideration in the process. The project will achieve its objective through the implementation of three components, whose activities are thoroughly described in the GEF approved proposal for BD EA. They are: (1) A participative stocktaking exercise on biodiversity planning takes place and national biodiversity targets are developed in response to the global Aichi Targets; (2) The NBSAP is revised/updated and it fully integrates new aspects of the CBD strategic plan, such as mainstreaming and anchoring the implementation of the plan into national development frameworks, valuing ecosystem services and promoting ecosystem-based adaptation and resilience; and (3) National frameworks for resource mobilization, Convention reporting and exchange mechanisms are strengthened.

<b>Programme Period:</b>	2012 - 2016
<b>Atlas Award ID:</b>	00063028
<b>Project ID:</b>	00080329
<b>PIMS #</b>	4862
<b>Start date:</b>	Feb 2012
<b>End Date</b>	Jan 2015
<b>Management Arrangements</b>	NIM
<b>PAC Meeting Date</b>	27-Jan-2012

<b>Total resources required (total project funds)</b>	\$ 410,000
<b>Total allocated resources (UNDP managed funds)</b>	\$ 200,000
Regular (UNDP TRAC)	-
GEF	\$ 200,000
<b>Other (partner managed resources)</b>	\$ 210,000
NGOs	not monetised
Other	-

Agreed by (Government):



Date: 27/1/12

Agreed by (Executing Entity/Implementing Partner):

Date:

Agreed by (UNDP): Leyla Tegmo-Roddy, Resident Representative

Date: 23/1/2012



## Table of Contents

<b>Overview of Approved Proposal.....</b>	<b>3</b>
<b>SECTION I: Elaboration of the Narrative .....</b>	<b>5</b>
<b>PART I: Situation Analysis .....</b>	<b>5</b>
Point of Departure.....	5
Stakeholder Analysis and Engagement .....	6
<b>PART II: Strategy .....</b>	<b>7</b>
Project Goal, Objective, Outcomes and Outputs/activities.....	7
Collaboration with the EU/UNDP Project Transformative Biodiversity Policy and Financing.....	8
Project Risks .....	8
<b>PART III: Management Arrangements .....</b>	<b>9</b>
<b>PART IV: Monitoring and Evaluation Plan and Budget .....</b>	<b>12</b>
Monitoring and reporting .....	12
Communications and visibility requirements .....	13
<b>PART V: Legal Context.....</b>	<b>14</b>
<b>SECTION II: STRATEGIC RESULTS FRAMEWORK (SRF) AND GEF INCREMENT .....</b>	<b>15</b>
<b>PART I: Strategic Results Framework, SRF (formerly GEF Logical Framework) Analysis .....</b>	<b>15</b>
Indicator framework as part of the SRF .....	15
<b>SECTION III: Total Budget and Workplan .....</b>	<b>18</b>
<b>SECTION IV: ADDITIONAL INFORMATION .....</b>	<b>20</b>
<b>PART I: Terms of References for key project staff .....</b>	<b>20</b>
Project Manager & Activity Coordinator (appointment) .....	21
Enabling Activities Technical Advisor .....	21
Other Consultants.....	23
<b>PART II: Relevant Letters and Agreements.....</b>	<b>24</b>
Letter of Endorsement and Co-financing .....	24
GEF CEO Approval Letter .....	26
<b>Project Annexes.....</b>	<b>27</b>
<b>Annex 1. Approved GEF proposal for BD EA (Headings Overview on page 3).....</b>	<b>27</b>
<b>Annex 2. Minutes of the Local Project Appraisal Committee (LPAC) Meeting .....</b>	<b>50</b>

# Overview of Approved Proposal

## Sdt EA Proposal: Headings Overview (Blue Template)

### **PART I: PROJECT IDENTIFIERS**

- A. EA FRAMEWORK
- B. CO-FINANCING FOR THE EA BY SOURCE AND BY NAME
- C. GRANT RESOURCES REQUESTED BY AGENCY, FOCAL AREA AND COUNTRY
- D. EA MANAGEMENT COST

### **PART II: ENABLING ACTIVITY JUSTIFICATION**

- A. ENABLING ACTIVITY BACKGROUND AND CONTEXT
- B. ENABLING ACTIVITY GOALS AND OBJECTIVES
- C. DESCRIBE THE EA AND INSTITUTIONAL FRAMEWORK FOR PROJECT IMPLEMENTATION
- D. DESCRIBE, IF POSSIBLE, THE EXPECTED COST-EFFECTIVENESS OF THE PROJECT
- E. DESCRIBE THE BUDGETED M&E PLAN
- F. EXPLAIN THE DEVIATIONS FROM TYPICAL COST RANGES (WHERE APPLICABLE):

### **PART III: APPROVAL/ENDORSEMENT BY GEF OPERATIONAL FOCAL POINT(S) AND GEF AGENCY(IES)**

- A. RECORD OF ENDORSEMENT OF GEF OPERATIONAL FOCAL POINT(S) ON BEHALF OF THE GOVERNMENT(S):
- B. CONVENTION PARTICIPATION
- C. GEF AGENCY(IES) CERTIFICATION

**Annex A: CONSULTANTS TO BE HIRED FOR THE ENABLING ACTIVITY**

**Annex B: CHRONOGRAMME OF ACTIVITIES**

**Annex C: OPERATIONAL GUIDANCE TO FOCAL AREA ENABLING ACTIVITIES**

**Annex D: UNDP TOTAL BUDGET AND WORKPLAN\***

\* The TBW was included in the approved proposal, but re-managed in the PRODOC for optimal delivery.

-- Refer to **Annex 1** for the approved proposal --

## Acronyms

APR/PIR	Annual Project Review / Project Implementation Report
BD EA	Biodiversity Enabling Activities
CBD	Convention on Biological Diversity
CDR	Combined Delivery Report
CHM	Clearing House Mechanism
CO	Country Office (UNDP)
COP	Conference of the Parties
CPAP	Country Programme Action Plan
DOE	Department of Environment
EEZ	Exclusive Economic Zone
GEF	Global Environment Facility
GIF	Green Islands Foundation
HDI	Human Development Index
IAS	Invasive Alien Species
ICS	Island Conservation Society
IDC	Island Development Company
LUNGOS	Liaison Unit of NGOs of Seychelles
MCSS	Marine Conservation Society of Seychelles
MEPE	Ministry of Economic Planning and Employment
MF	Ministry of Finance
MFA	Ministry of Foreign Affairs
MHAETE	Ministry of Home Affairs, Environment, Transport and Energy
MLUH	Ministry of Land Use and Housing
MND	Ministry of National Development
NBSAP	National Biodiversity Strategy and Action Plan
NCSA	National Capacity Self-Assessment
NIM	National Implementation Modality (UNDP's)
NPD	National Project Director
NPTS	Nature Protection Trust of Seychelles
NS	Nature Seychelles
ODA	Official Development Assistance
PCA	Plant Conservation Action Group
PCU	Programme Coordinating Unit
PFA	Praslin Fishermen Association
PoWPA	CBD's Programme of Work on Protected Areas
PSC	Project Steering Committee
QOR	Quarterly Operational Reports
SAA	Seychelles Agricultural Agency
SCCI	Seychelles Chamber of Commerce and Industries
SFA	Seychelles Fishing Authority
SHTA	Seychelles Hospitality and Tourism Association
SIF	Seychelles Islands Foundation
SNPA	Seychelles National Parks Authority
STB	Seychelles Tourism Board
TBW	Total Budget and Workplan
TEEB	The Economics of Ecosystems and Biodiversity
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
WIOMSA	Western Indian Ocean Marine Science Association

## SECTION I: Elaboration of the Narrative

### PART I: Situation Analysis

#### POINT OF DEPARTURE

1. This Project Document (PRODOC) serves to operationalise at the level of UNDP and government, the proposal for Biodiversity Enabling Activities approved by the GEF on **12 October 2011**. This proposal is appended to the PRODOC in **Annex 1** and the GEF CEO Letter of Approval is in **Section IV – Part II**.
2. The project builds on the current status and achievements of Seychelles with respect to its obligations vis-à-vis the Convention on Biological Diversity (CBD), in particular the country's biodiversity planning and Convention reporting processes, and its commitment to implement, at the national level, the CBD's Strategic Plan for the period 2011-2020. These processes and achievements are summarised in a matrix in **Annex 1**, under the heading '**Enabling Activity Background and Context**'.
3. In particular, the NBSAP for Seychelles was completed in 1998.<sup>1</sup> This version of the NBSAP does not include a number of elements of the CBD Strategic Plan's Aichi Targets and newer COP guidance. The new CBD Strategic Plan, adopted at CoP-10 in 2010 in Nagoya, clearly addresses the need for updating NBSAPs, stating in Target 17 that "By 2015, each Party has developed, adopted as a policy instrument, and has commenced implementing an effective, participatory and updated national biodiversity strategy and action plan." The strategic plan also covers a range of issues that will need to be incorporated into the revised NBSAPs, including guidance to countries to: a) fully realise the value of biodiversity and ecosystem services, and incorporate these values into national and local development and poverty reduction strategies (Targets 1 and 2); b) increase the global terrestrial protected area estate from 12% to 17% and the marine estate from 6% to 10% (Target 11); c) restore and safeguard key ecosystem services, especially for water, health and livelihoods (Target 14); and d) strengthen ecosystem resilience to climate change and promote ecosystem-based approaches to climate change adaptation and mitigation (Target 15).
4. The achievements and shortcomings of previous biodiversity planning processes in Seychelles are described in the GEF proposal (**Annex 1**), under heading '**The Baseline Project: The Current NBSAP and the new CBD Strategic Plan**'.
5. Together, all of the above elements constitute the 'Point of Departure' and general context for the current Biodiversity Enabling Activities project of Seychelles.

---

<sup>1</sup> See [www.cbd.int/reports/search](http://www.cbd.int/reports/search)

## STAKEHOLDER ANALYSIS AND ENGAGEMENT

6. There is an extensive body of guidance explaining how those responsible for biodiversity planning can approach the task of identifying stakeholders. In its guidance to Parties on the organization of NBSAPs and preparation of national reports, the COP has repeatedly stressed that, if the necessary transition from biodiversity planning to biodiversity implementation is to be made, then everyone with a stake in the outcome of the NBSAP needs to be engaged.

7. The stakeholder engagement process in Seychelles will start with the CBD national focal points, the NBSAP responsible authority, namely the Environment Department of the Ministry of Home Affairs, Environment, Transport and Energy (MHAETE); and thereafter it will expand to include a much broader range of national actors. Developing and implementing Seychelles' NBSAP will be a widely inclusive and participative process.

8. A national steering committee and one or more working groups will be proposed for accompanying the process of developing national targets, updating the NBSAP and preparing the national reports. As far as possible, the steering committee should include representatives of all sectors. Below is an overview of the potential role of different stakeholders and the rationale for their involvement in the project.

*Table 1. Stakeholder Matrix*

Sector	Agency/department	Potential role in the project and rationale for involvement
Biodiversity conservation	Environment Department, Ministry of Home Affairs, Environment, Transport and Energy	Executing agency of the project and responsible for development of policy and legislation
Biodiversity conservation and protected area management	Seychelles National Parks Authority	Steering Committee member, contributor of information
Climate change	Seychelles Climate Change Committee	Contributor of information and participant in consultative meetings
Tourism	Seychelles Tourism Board	Steering Committee member, contributor of information
Non-governmental Organizations	Nature Seychelles, Plant Protection Action Group, TRASS, Green Islands Foundation, Seychelles Islands Foundation, Marine Conservation Society of Seychelles, Islands Conservation Society, Nature Protection Trust of Seychelles	Two alternating steering committee members and major contributors of information
Agricultural biodiversity	Seychelles Agricultural Agency	Steering Committee member, contributor of information
Agricultural biodiversity	Department of Investment and Natural Resources	Steering Committee member, contributor of information
National Finance and Budgeting	Ministry of Finance	Contributor of information and participant in consultative meetings
Sustainable development of Outer Islands	Island Development Company	Contributor of information and participant in consultative meetings
Energy	Seychelles Energy Commission	Contributor of information and participant in consultative meetings
Fisheries	Seychelles Fishing Association	Steering Committee member, contributor

Sector	Agency/department	Potential role in the project and rationale for involvement
		of information
Fisheries	Praslin Fishers Association	Contributor of information and participant in consultative meetings
Land Use Planning	Department of Land Use, Ministry of Land Use and Housing	Steering Committee member, contributor of information

## PART II: Strategy

### PROJECT GOAL, OBJECTIVE, OUTCOMES AND OUTPUTS/ACTIVITIES

9. **The project's goal** is to enable Seychelles to integrate its CBD obligations into national planning processes, in light of the CBD's Strategic Plan 2011-2020.

10. **The project objective** is to integrate Seychelles' obligations under the Convention on Biological Diversity (CBD) into its national development and sectoral planning frameworks through a renewed and participative 'biodiversity planning' and strategizing process, in a manner that is in line with the global guidance contained in the CBD's Strategic Plan for 2011-2020.

11. In order to achieve the above objective, three 'outcomes' (corresponding to GEF components) are expected from the project:

- Outcome 1 – A participative stocktaking exercise on biodiversity planning takes place and national biodiversity targets are developed in response to the global Aichi Targets
- Outcome 2 – The NBSAP is revised/updated and it fully integrates new aspects of the CBD strategic plan, such as mainstreaming and anchoring the implementation of the plan into national development frameworks, valuing ecosystem services and promoting ecosystem-based adaptation and resilience
- Outcome 3 – National frameworks for resource mobilization, Convention reporting and exchange mechanisms are established and strengthened

12. The Outcomes of the project, as well as the expected outputs and activities under those, are thoroughly described in the GEF proposal in **Annex 1**. A few small changes to content in the proposal were proposed by the Local Project Appraisal Committee (LPAC). These are highlighted in **green** in the Proposal. These pertain to the following:

- Need to include other BD related conventions such as CITIES and CMS (Convention on Migratory Species).
- Need to make reference also to the ITFAD – International Treaty for Food and Agriculture
- There should be linkages to the Capacity Building project (NCSA follow up) which is building environmental database and reporting on all Environmental Conventions as there are mechanism being developed which allows countries to report to various conventions through preparation of a single report using specific web-based applications.
- Latin names corrected.



- Slight changes to the formulations of outputs 1.2, 1.4, 2.1 and 3.1.

## COLLABORATION WITH THE EU/UNDP PROJECT TRANSFORMATIVE BIODIVERSITY POLICY AND FINANCING

13. In addition to this, the European Union, through the Directorate General for Environment of the European Commission, is providing resources for a global project that will be managed by UNDP through its Biodiversity Global Programme. The project, whose title is *Biodiversity Policy and Financing Frameworks in Support of Enabling Activities*, will run for three years from 2012–2014, from UNDP’s Regional Centre in Bratislava, Slovakia. Seychelles has been selected as one of the participating countries for the global project, alongside with Argentina, Ecuador, Malaysia, Uganda, South Africa, Kazakhstan and Philippines. These countries have been proposed because of their exemplary commitment to addressing the 2011-2020 targets set by the Convention on Biological Diversity, and their current engagement in seeking innovative sources of finance. With the exception of Uganda, all of these countries are working with UNDP for their GEF Biodiversity Enabling Activities.

14. The EU/UNDP Project “Biodiversity Policy and Financing Frameworks in Support of Enabling Activities” will rely on much of the work foreseen under the current project. In particular, the following activities will imply a synergetic implementation between the two projects:

### *Under Component 2:*

- Assessing and integrating ecosystem services through economic valuation.
- Mainstreaming biodiversity into development policies, plans and practices and into sectoral plans and strategies.

### *Under Component 3:*

- Securing sustainable finance for NBSAP implementation.

15. The TOR of the Project Manager and of the National Technical Advisor will include a task on the synergy that is sought between the two projects.

16. In addition, the EU-financed project foresees the setting up of a a National Steering Committee. It is proposed to the Project Appraisal Committee for this project that, in the case of Seychelles, both the current Enabling Activities project and the EU project should share the same Project Steering Committee.

## PROJECT RISKS

*Table 2. Project Risks Assessment and Mitigation Measures*

IDENTIFIED RISKS	RISK ASSESSMENT	MITIGATION MEASURES
Inability to reach consensus	Moderate	The main stakeholders in Biodiversity Conservation and



IDENTIFIED RISKS	RISK ASSESSMENT	MITIGATION MEASURES
among the various stakeholders on an agreed strategy and action plan		Mainstreaming in Seychelles will be identified and brought together in a NBSAP committee and working groups as required. A broader range of stakeholders will be engaged in the (larger) process through consultative mechanisms e.g. workshops, information requests. Some of the key attributes that will be sought in the consultants working on the project will be their experience in multi-stakeholder consultation as well as their ability for consensus reaching.
Limited human and technical capacity to implement the project	Low	The Project Manager will be a senior government official with extensive experience in biodiversity conservation. S/he will be supported by a National Technical Advisor with prior experience in biodiversity planning. Technical and administrative support will be provided to the Project Manager to accomplish his/her duties by the GOS-UNDP-GEF Programme Coordination Unit which consists of a Programme Coordination (technical and administrative assistance), the Chief Technical Advisor (technical assistance), the Financial Manager and Administrative Assistant. The NBSAP Lead Consultant will also technically lead the development of the NBSAP.
Many sources of available biodiversity conservation outside environmental ministries and authorities. Lack of willingness to share this information	Moderate	The CHM will be developed in such a way that it is beneficial to all stakeholders and users that provide information. This will include advance information search, discovery, retrieval and dissemination functions. Also uniform identity attributes, information security standards, information access rules, user authorization and access control will be put in place to promote common trust. Tools and incentives will be developed to collaborate and share knowledge and expertise and information.

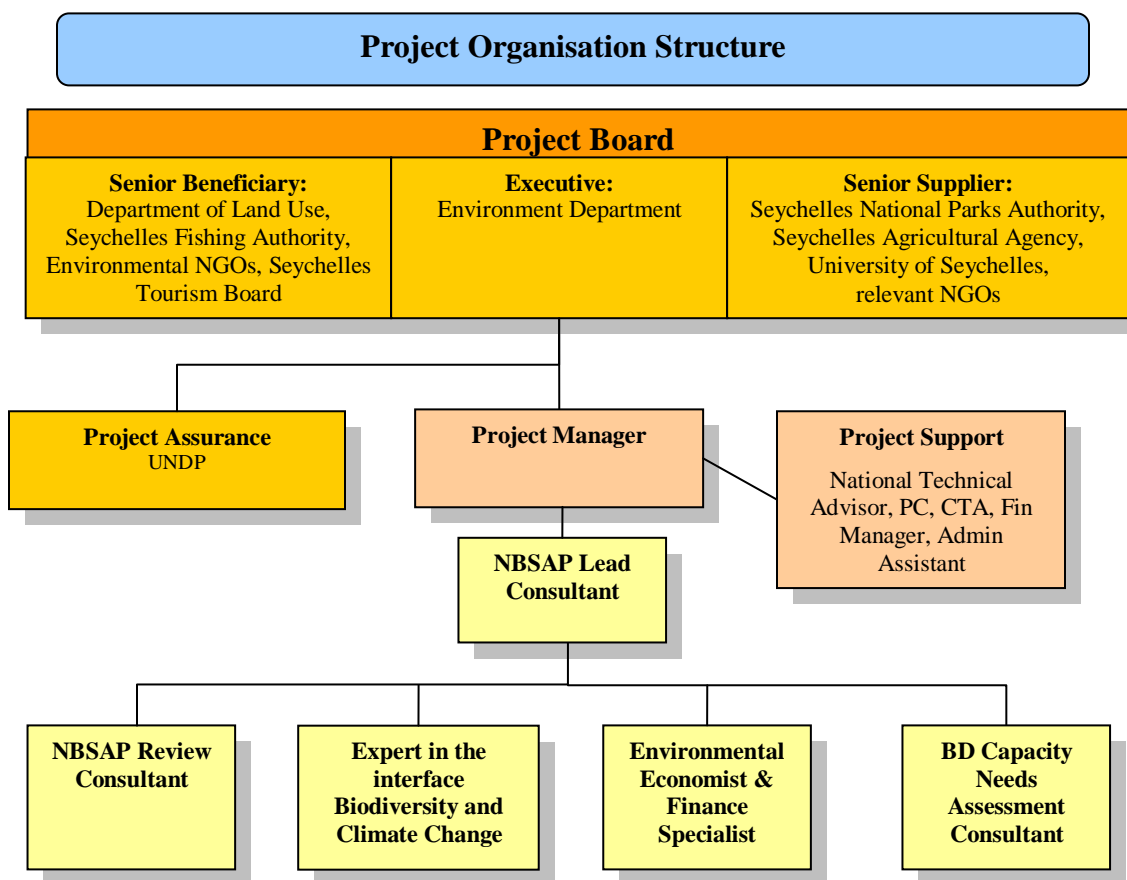
### PART III: Management Arrangements

17. The institutional and management arrangements for this project are described in the GEF proposal in **Annex 1** under the heading ‘**Project Implementation Arrangement**’.

18. In the applicable descriptions in **Annex 1**, a Project Steering Committee (PSC) is proposed to serve as the project’s coordination and decision-making body. The Committee will equally function as the ‘Project Board’, as per guidance in UNDP’s Programme and Operations Policies and Procedures (POPP). The following will be the composition of the PSC for the project:

- Environment Department, Ministry of Home Affairs, Environment, Transport and Energy (Chair)
- Department of Land Use, Ministry of Land Use and Housing
- Seychelles Agricultural Agency
- Department of Natural Resources, Ministry of National Development
- Seychelles National Parks Authority
- Seychelles Fishing Authority
- Seychelles Tourism Board
- Environmental NGO 1 (There are at present approximately 8 ENGOs in Seychelles, they will alternate as members of the Project Steering Committee)
- Environmental NGO 2

- GOS-UNDP-GEF Programme Coordinator (Secretary)
- UNDP Country Office



19. Until the PSC has met and has deliberated, the following are the proposed TOR for the Committee:

- Provide policy and strategic oversight and support to the implementation of the project, in particular to the process of updating the NBSAP, developing the country's CHM and of completing and submitting national reports to the CBD with full government endorsement.
- Advise and ensure stakeholder involvement on matters of biodiversity sectoral and development mainstreaming, biodiversity valuation and on the nexus biodiversity-climate change.
- Review and approve project's annual workplans, as well as other project planning and implementation instruments.
- Provide inputs to the projects' APR/PIR.
- Support project evaluations, if applicable
- Deliberate on the TOR and membership for other committees and working groups that are expected contribute to the implementation of project activities and the achievement of its outcomes.
- Any other relevant task as applicable.

20. Besides the roles and responsibilities of different stakeholders outlined in this PRODOC and in the approved proposal in Annex 1, the following project diagram represents the expected key relationships governing the project.

21. **Project Board** is responsible for making management decisions for a project in particular when guidance is required by the Project Manager. The Project Board plays a critical role in project monitoring and evaluations by quality assuring these processes and products, and using evaluations for performance improvement, accountability and learning. It ensures that required resources are committed and arbitrates on any conflicts within the project or negotiates a solution to any problems with external bodies. In addition, it approves the appointment and responsibilities of the Project Manager and any delegation of its Project Assurance responsibilities. Based on the approved Annual Work Plan, the Project Board can also consider and approve the quarterly plans (if applicable) and also approve any essential deviations from the original plans.

22. In order to ensure UNDP's ultimate accountability for the project results, Project Board decisions will be made in accordance to standards that shall ensure management for development results, best value money, fairness, integrity, transparency and effective international competition. In case consensus cannot be reached within the Board, the final decision shall rest with the UNDP Project Manager.

Potential members of the Project Board are reviewed and recommended for approval during the PAC meeting. Representatives of other stakeholders can be included in the Board as appropriate. The Board contains three distinct roles, including:

- 1) **An Executive:** individual representing the project ownership to chair the group.
  - *A Representative of the Environment Department will fill this role and will be the National Project Director.*
- 2) **Senior Supplier:** individual or group representing the interests of the parties concerned which provide funding for specific cost sharing projects and/or technical expertise to the project. The Senior Supplier's primary function within the Board is to provide guidance regarding the technical feasibility of the project.
  - *The Senior Suppliers on this project will be the Seychelles National Parks Authority, the Seychelles Agricultural Agency and the University of Seychelles.*
- 3) **Senior Beneficiary:** individual or group of individuals representing the interests of those who will ultimately benefit from the project. The Senior Beneficiary's primary function within the Board is to ensure the realization of project results from the perspective of project beneficiaries.
  - *The Department of Land Use, the Seychelles Fishing Authority, two Environmental NGOs (alternating) and the Seychelles Tourism Board will fill the Senior Beneficiary role on this project.*
- 4) **The Project Assurance** role supports the Project Board Executive by carrying out objective and independent project oversight and monitoring functions. The Project Manager and Project Assurance roles should never be held by the same individual for the same project.
  - *A UNDP Staff member will hold the Project Assurance role.]*

23. **Project Manager:** The Project Manager (PM) to be recruited by the Department of Environment will have the responsibility to run the project on a day-to-day basis on behalf of the Implementing Partner within the constraints laid down by the Board. The Project Manager's prime responsibility is to ensure that the project produces the results specified in the project document, to the required standard of quality and within the specified constraints of time and cost.

24. **Project Support:** The Project Support role provides project administration, management and technical support to the Project Manager as required by the needs of the individual project or Project Manager. The Programme Coordinating Unit will provide administrative assistance to the Project Manager as and when required. The project will follow the same procedures outlined in the Aide Memoire between Department of Environment and UNDP in recruitment and procurement procedures. Fund will be advanced on a quarterly basis, based on agreed quarterly workplan prepared by the Project Manager and approved by the Steering Committee and the National Project Director. Subsequent advances will be made upon receipt of a Quarterly Financial Reports indicating the adequacy of expenditure against the plan, Progress Reports and Workplans. The Project Coordination Unit will be responsible for preparing the Financial Reports in consultation with the Project Manager and the department of Environment. A separate bank account will be opened at the Central Bank for the project in which UNDP will make quarterly advances.

25. **Audit:** Audit will be conducted according to UNDP Financial Regulations and Rules and applicable Audit policies.

## **PART IV: Monitoring and Evaluation Plan and Budget**

### **MONITORING AND REPORTING**

26. At the initial stage of the project, the project Monitoring and Evaluation system, composed of following components will be developed:

- a) Monitoring plan, with defined benchmarks, indicators and targets, based on results and resources framework to be developed by the PM/coordinator in consultation with relevant UNDP programme staff;
- b) Risk, issues and quality logs to be created by the PM and relevant program officer;
- c) Quarterly project planning (with detailed activities and budget) and reporting to be conducted by the PCU;
- d) Quarterly project reporting and monitoring, conducted by the PMU and the Project Board (also to include risk and issues monitoring and development of lessons learned reports);
- e) Annual project planning (with general activities and budget) and reporting to be conducted by the PCU;
- f) Annual project review to be conducted by the Executive Board on the basis of monitoring reports and products prepared by the project (also to include proposal for eventual changes to the project strategy or even project revision)

27. All main reports will be compiled by the PCU and endorsed by the Project Board. Regular financial reports will be submitted to UNDP according to the UNDP financial rules and regulations. The M&E System should include standardized formats (aligned with UNDP procedures and formats) for the following documents:

- quarterly action plan
- quarterly progress report, including financial report
- quarterly monitoring report, including risk monitoring report
- quarterly lessons learned report
- annual action plan
- annual report, including financial report<sup>2</sup>
- the simplified Biodiversity Enabling Activities Annual Project Review / Project Implementation Report (APR/PIR)
- PMU monthly workplans and progress reports
- task reports
- final report, including lessons learned

## COMMUNICATIONS AND VISIBILITY REQUIREMENTS

28. Full compliance is required with UNDP's Branding Guidelines. These can be accessed at <http://intra.undp.org/coa/branding.shtml>, and specific guidelines on UNDP logo use can be accessed at: <http://intra.undp.org/branding/useOfLogo.html>. Amongst other things, these guidelines describe when and how the UNDP logo needs to be used, as well as how the logos of donors to UNDP projects needs to be used. For the avoidance of any doubt, when logo use is required, the UNDP logo needs to be used alongside the GEF logo. The GEF logo can be accessed at: [http://www.thegef.org/gef/GEF\\_logo](http://www.thegef.org/gef/GEF_logo). The UNDP logo can be accessed at <http://intra.undp.org/coa/branding.shtml>.

29. Full compliance is also required with the GEF's Communication and Visibility Guidelines (the "GEF Guidelines"). The GEF Guidelines can be accessed at: [www.thegef.org/gef/sites/thegef.org/files/documents/C.40.08\\_Branding the GEF%20final\\_0.pdf](http://www.thegef.org/gef/sites/thegef.org/files/documents/C.40.08_Branding_the_GEF%20final_0.pdf). Amongst other things, the GEF Guidelines describe when and how the GEF logo needs to be used in project publications, vehicles, supplies and other project equipment. The GEF Guidelines also describe other GEF promotional requirements regarding press releases, press conferences, press visits, visits by Government officials, productions and other promotional items.

30. Where other agencies and project partners have provided support through co-financing, their branding policies and requirements should be similarly applied.

---

<sup>2</sup> Biodiversity Enabling Activities use an abridged

## **PART V: Legal Context**

31. This Project Document shall be the instrument referred to as such in Article I of the Standard Basic Assistance Agreement between the Government of Seychelles and the United Nations Development Programme, signed by the parties on 17 November 1977. The host country-implementing agency shall, for the purpose of the Standard Basic Assistance Agreement, refer to the government co-operating agency described in that Agreement.

32. UNDP acts in this Project as Implementing Agency of the Global Environment Facility (GEF), and all rights and privileges pertaining to UNDP as per the terms of the SBAA shall be extended mutatis mutandis to GEF.

33. The UNDP Resident Representative is authorized to effect in writing the following types of revision to this Project Document, provided that he/she has verified the agreement thereto by GEF Unit and is assured that the other signatories to the Project Document have no objection to the proposed changes:

- i. Revision of, or addition to, any of the annexes to the Project Document;
- ii. Revisions which do not involve significant changes in the immediate objectives, outputs or activities of the project, but are caused by the rearrangement of the inputs already agreed to or by cost increases due to inflation;
- iii. Mandatory annual revisions which re-phase the delivery of agreed project inputs or increased expert or other costs due to inflation or take into account agency expenditure flexibility; and
- iv. Inclusion of additional annexes and attachments only as set out here in this Project Document.

34. Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the implementing partner and its personnel and property, and of UNDP's property in the implementing partner's custody, rests with the implementing partner.

35. The implementing partner shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
- b) assume all risks and liabilities related to the implementing partner's security, and the full implementation of the security plan.

36. UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

37. The implementing partner agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document.

## SECTION II: STRATEGIC RESULTS FRAMEWORK (SRF) AND GEF INCREMENT

### PART I: Strategic Results Framework, SRF (formerly GEF Logical Framework) Analysis

#### INDICATOR FRAMEWORK AS PART OF THE SRF

Objective/ Outcome	Indicator	Baseline	End of Project target	Source of Information	Risks and assumptions				
<b>Objective</b> – To integrate Seychelles’ obligations under the Convention on Biological Diversity (CBD) into its national development and sectoral planning frameworks through a renewed and participative ‘biodiversity planning’ and strategizing process, aligning the results of the process to the global guidance contained in the CBD’s Strategic Plan for 2011-2020.	The inclusion of measurable biodiversity conservation and sustainable use targets into the following <u>sectoral</u> planning frameworks: <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">Agriculture,</td></tr> <tr><td style="text-align: center;">Forestry</td></tr> <tr><td style="text-align: center;">Tourism, Trade, Travel and Transport</td></tr> <tr><td style="text-align: center;">Fishery</td></tr> </table>	Agriculture,	Forestry	Tourism, Trade, Travel and Transport	Fishery	No targets available in order to measure the loss of biodiversity and ecosystem functionality in the agriculture, forestry, tourism, trade, travel and transport and fishery sectors	By 2014, national targets have been defined for measuring the integration of biodiversity conservation and sustainable use in the agriculture, forestry, tourism, trade, travel and transport and fishery sectors and these targets are included in the national planning frameworks of the sectors, where available.	Approved NBSAP Annual budgets and workplans Approved Seychelles Sustainable Development Strategy (SSDS 2011-2020)	Poor buy-in by line ministries and agencies to mainstream biodiversity conservation limits agreement on targets.  Any institutional reform in the Seychelles administration is smooth and does not hinder biodiversity conservation.  Environmental protection remains a priority of the Seychelles government.
	Agriculture,								
Forestry									
Tourism, Trade, Travel and Transport									
Fishery									
The inclusion of measurable biodiversity conservation and sustainable use targets into the following <u>development</u> frameworks: <table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: center;">Land-use management, including spatial and infrastructural development planning</td></tr> <tr><td style="text-align: center;">Food security</td></tr> <tr><td style="text-align: center;">Gender</td></tr> <tr><td style="text-align: center;">Climate change mainstreaming</td></tr> <tr><td style="text-align: center;">Population &amp; urban planning</td></tr> </table>	Land-use management, including spatial and infrastructural development planning	Food security	Gender	Climate change mainstreaming	Population & urban planning	No targets to measure the integration of biodiversity and sustainable development into the main development frameworks of Seychelles	By 2014, all the main development sector/areas considers biodiversity conservation and sustainable use in their development decisions	Approved NBSAP Annual budgets and workplans Approved Seychelles Sustainable Development Strategy (SSDS 2011-2020) Land Use Plans	Private sector understands requirement for, and benefits of, biodiversity conservation and sustainable use.  All relevant stakeholders will agree to proposed targets.  Effective cooperation from relevant agencies and departments.
Land-use management, including spatial and infrastructural development planning									
Food security									
Gender									
Climate change mainstreaming									
Population & urban planning									



Objective/ Outcome	Indicator	Baseline	End of Project target	Source of Information	Risks and assumptions
<b>Outcome 1</b> – A participative stocktaking exercise on biodiversity planning takes place and national biodiversity targets are developed in response to the global Aichi Targets	Output 1.1	Review and stocktaking of products and results from previous biodiversity planning processes at the national level are carried out in participative manner.			
	Output 1.2	In response to the global Aichi Targets and other BD related Conventions, national biodiversity targets are developed in a manner that is attuned to Seychelles’ reality which will form the basis of the new NBSAP.			
	Output 1.3	The achievement of national targets, developed in line with the global Aichi Targets, is duly monitored during the project duration and beyond, and this is reported upon to the CBD through national reports and other means.			
	Output 1.4	In an iterative manner, Seychelles taps into useful information on, and participates into, global networks and initiatives on biodiversity data and indicators (such as the Biodiversity Indicators Partnership, Global Biodiversity Information Facility and the World Conservation Monitoring Centre, the Global Environment Outlook portal, and other reporting mechanisms being developed, among other relevant ones).			
	Effective establishment of a multi-sectoral/multi-stakeholder working group	No working group is established	By end of 2012, a multi-sectoral/multi-stakeholder working group is established and it completes the stock-taking exercise.	Project reports CBD National Reports	Government recognises need and prepared to adopt realistic targets. All relevant stakeholders will agree to proposed targets. Effective cooperation from relevant agencies and departments.
	Development of a national targets in response to the global Aichi Targets	No national targets have been developed	By 2012, national targets in response to the global Aichi Targets are developed.	Project reports CBD National Reports Official gazette (e.g. on PA establishment) Approved SSDS 2011-2020	
<b>Outcome 2</b> – The NBSAP is revised/updated and it fully integrates new aspects of the CBD strategic plan, such as mainstreaming and anchoring the implementation of the plan into national development frameworks, valuing ecosystem services and promoting ecosystem-based adaptation and resilience	Output 2.1	2.1 The process of ‘Biodiversity Planning’ in Seychelles, leading to an updated NBSAP that is aligned with the guidance in the CBD Strategic Plan (2011-2020), becomes fully anchored into all national development frameworks and it is supported by consultations.			
	Output 2.2	Seychelles’ NBSAP is revised in a manner that is participative, widely disseminated and fully integrates new aspects of the CBD strategic plan, such as: (i) the valuing of ecosystem goods and services; (ii) mainstreaming; and (iii) the incorporation of challenges and opportunities linked to ecosystem-based adaptation and resilience.			
	Output 2.3	The updated and fully endorsed NBSAPs for Seychelles is submitted to the CBD preferably within the deadline set by the COP.			
	Status of NBSAP vis-à-vis the guidance in the CBD Strategic Plan (2011-2020)	NBSAP is out of date and does not consider newer guidance	By early 2014, the Seychelles’ NBSAP is fully updated, it is in line with the guidance in the CBD Strategic Plan (2011-2020) and has been submitted to the CBD COP	CBD Website.	Government recognises need and prepared to adopt a realistic plan. All relevant stakeholders will agree to proposed Plan and Action Plan.
<b>Outcome 3</b> – National frameworks for resource mobilisation, Convention reporting and exchange	Output 3.1	National frameworks for NBSAP implementation is in place and includes: (i) institutional leadership for implementation is established and strategic partnerships forged (nationally and internationally); (ii) a costed and prioritized Action Plan is appended to the NBSAP; (iii) needs assessments on capacity, technology and finance are carried out; and (iv) a strategy for resource mobilization for the implementation of the NBSAP is produced and includes a baseline assessment of existing biodiversity finance.			

Objective/ Outcome	Indicator	Baseline	End of Project target	Source of Information	Risks and assumptions
mechanisms are established and strengthened	Output 3.2	An effective, user-friendly and easily updatable country-driven CHM site is developed; it is linked up to the CBD's global CHM networks and to other information and knowledge exchange network on biodiversity.			
	Output 3.3.	Immediate CBD reporting obligations are met by Seychelles in a timely manner: (1) The Second National Report to the Cartagena Protocol by 30th September 2011; and (2) The Fifth National Report to the CBD by 31 March 2014.			
	Status of the national clearinghouse mechanisms (CHM)	CHM is not kept up to date and is not linked up to the CBD's global CHM networks and to other information and knowledge exchange network.	By 2013, the national CHM is complete the kept up-to-date and has been improved	CBD Website CHM national site(s)	Tensions of mandate and responsibilities do not make it difficult for agencies to cooperate, to develop joint approaches and to share information. Existing datasets are made available to the project and sufficient capacity to compile and integrate datasets.
Status of the capacity, technology and financial frameworks for implementing the revised NBSAP	No framework exists	By 2014, a complete plan for implementing the NBSAP, including capacity, technology and finance needs assessment, has been produced and underpins NBSAP implementation	Project APR/PIR	Identified funding mechanisms are feasible and there is a government commitment to allocate manpower and capacity.	

38. A detailed activity list and a chronogram of activities per output will be finalised upon project inception, based on the descriptions and chronogram contained in **Annex 1**.

## SECTION III: Total Budget and Workplan

<b>Award ID:</b>	00063028
<b>Project ID:</b>	00080329
<b>Award Title:</b>	PIMS 4862 GEF5 BD EA Seychelles

<b>Business Unit:</b>	MUS 10
<b>Project Title:</b>	National Biodiversity Planning to support the implementation of the CBD 2011 – 2020 Strategic Plan in Seychelles
<b>Implementing Partner (Executing Agency)</b>	Environment Department

GEF Component (Outcome) /Atlas Activity	Implementing Agent	Fund ID	Donor Name	ERP / ATLAS Budget Code	Atlas Budget Description	TOTAL Amount (USD)	2012 (USD)	2013 (USD)	2014 (USD)	Budget Notes
Comp 1. Stocktaking and national target setting	NEX	62000	GEF-10003	71200	International Consultants	10,000	10,000			a
	NEX	62000	GEF-10003	71300	Local Consultants	12,500	12,500			b, c
	NEX	62000	GEF-10003	71600	Travel	4,600	4,600			d
	NEX	62000	GEF-10003	72200	Equipment and Furniture	1,000	1,000			e
	NEX	62000	GEF-10003	72400	Communic & Audio Visual Equip	2,000	2,000			f
	NEX	62000	GEF-10003	72800	Information Technology Equipmt	2,000	2,000			g
<b>TOTAL ACTIVITY 1 (Comp 1)</b>						<b>32,100</b>	<b>32,100</b>	<b>0</b>	<b>0</b>	
Comp 2. NBSAP update	NEX	62000	GEF-10003	71200	International Consultants	42,000	42,000			h, i, a
	NEX	62000	GEF-10003	71300	Local Consultants	6,500	6,500			c
	NEX	62000	GEF-10003	71600	Travel	23,750	23,750			j
	NEX	62000	GEF-10003	72100	Contractual Services-Companies	5,000	5,000			k
	NEX	62000	GEF-10003	72400	Communic & Audio Visual Equip	6,650	5,150	1500		l
	NEX	62000	GEF-10003	72500	Supplies	1,500	800	500	200	m
<b>TOTAL ACTIVITY 2 (Comp 2)</b>						<b>85,400</b>	<b>83,200</b>	<b>2,000</b>	<b>200</b>	
Comp 3. National frameworks for NBSAP implementation, CDB reporting and exchange mechanisms	NEX	62000	GEF-10003	71200	International Consultants	29,000		29,000		n, a, i
	NEX	62000	GEF-10003	71300	Local Consultants	6,500		6,500		c
	NEX	62000	GEF-10003	71600	Travel	11,000		11,000		o
	NEX	62000	GEF-10003	72100	Contractual Services-Companies	9,500	5,000	4,500		p, q
	NEX	62000	GEF-10003	72800	Information Technology Equipmt	7,500	7,500			r
	NEX	62000	GEF-10003	74200	Audio Visual&Print Prod Costs	5,000		3,000	2,000	s
<b>TOTAL ACTIVITY 3 (Comp 3)</b>						<b>68,500</b>	<b>12,500</b>	<b>54,000</b>	<b>2,000</b>	
Project Mgt	NEX	62000	GEF-10003	71600	Travel	9,000	4,500	3,000	1,500	t
	NEX	62000	GEF-10003	72200	Equipment and Furniture	2,000	2,000			u
	NEX	62000	GEF-10003	72800	Information Technology Equipmt	3,000	3,000			v
<b>TOTAL ACTIVITY 4 (Project Management)</b>						<b>14,000</b>	<b>9,500</b>	<b>3,000</b>	<b>1,500</b>	
<b>GRAND TOTAL (in cash)</b>						<b>200,000</b>	<b>137,300</b>	<b>59,000</b>	<b>3,700</b>	

**The TBW was included in the approved proposal. It is slightly re-managed here to foresee the upstart of the project in 2011 and the budgeting of an amount for this year that maximises delivery.**

Budget Notes	
a	Int. NBSAP Lead Consultant fees (lumpsum \$30K / or approx. 10-12 weeks) - budget divided equally among the three components
b	Nat. NBSAP Review Consultant fees (lumpsum \$6K / or approx. 5-6 weeks)
c	Nat. Technical Advisor fees (lumpsum \$19.5K / or approx. 15-16 weeks) - budget divided equally among the three components
d	Inter-island flights + DSA for local consultants.
e	Desk/Chairs for Consultants
f	1 Laptop for Consultants
g	Phone bill and internet services - Year 1
h	Int. Climate Change Expert fees (lumpsum \$18K / or approx. 6-8 weeks)
i	Int. Environmental Economist & Finance Specialist fees (lumpsum \$21K / or approx. 7-9 weeks) - 2/3 budgeted for in component 2 and 1/3 in component 3
j	Four international flights - two for Lead Consultant, one each to Climate Change Expert, Environmental Economics & Finance Specialist; 45 days DSA - 15 days each to 3 International consultants
k	6 Consultation Workshops
l	Costs of communication, including telephone costs and internet service provision.
m	Miscellaneous supplies (mainly stationary).
n	Int. Biodiversity Capacity Needs Assessment Consultant fees (lumpsum \$12K / or approx. 4-6 weeks)
o	Two international flight - one each for Lead Consultant and Capacity Needs Assessment Consultant; 20 days DSA - 15 days for CAN Consultant and 5 days for Lead Consultant
p	2 Validation Workshops - National
q	Contract with IT company for CHM
r	Equipment for CHM
s	Printing of final NBSAP
t	A budget of 3,000 per year is included for travel expenses which is mainly to cover inter-island flights to oversee the work of consultants.
u	Purchasing of office equipment and furniture to support the NBSAP process within the Project Coordination Unit.
v	Purchase of a laptop computer (incl. software licences), printer and photocopier.

## SECTION IV: ADDITIONAL INFORMATION

### PART I: Terms of References for key project staff

#### TOR Background (standard for all posts)

The “National Biodiversity Planning to Support the implementation of the CBD 2011 – 2020 Strategic Plan in Seychelles” project plans to update the most recent NBSAP for Seychelles that was completed in 1998.

The new CBD Strategic Plan, adopted at CoP-10 in 2010 in Nagoya, clearly addresses the need for updating NBSAPs, stating in Target 17 that “By 2015, each Party has developed, adopted as a policy instrument, and has commenced implementing an effective, participatory and updated national biodiversity strategy and action plan”.

The existing version of the Seychelles NBSAP does not include inter alia the following elements of the Strategic Plan’s Aichi Targets:

- A plan for integrating the value of biodiversity into national and local development and poverty reduction strategies and planning processes and are being incorporated into national accounting, as appropriate, and reporting systems (Target 2);
- A plan for creating positive incentives for the conservation and sustainable use of biodiversity are developed and applied in harmony with the CBD taking into account national socio-economic conditions. (Target 3).
- A plan for developing landscapes that have sustainable production and consumption and ensure the use of natural resources falls well within the safe ecological limits (Target 4).
- A plan for fully implementing the Programme of Work on Protected Areas, including increased protection and mindscape/seascape connectivity (Target 11).
- A plan for restoring and safeguarding ecosystems that provide essential services, including services related to water, and contribute to health, livelihoods and well-being (Target 14).
- A plan for strengthening ecosystem resilience and the contribution of biodiversity to carbon stocks, including the restoration of at least 15 per cent of degraded ecosystems (Target 15).
- A plan for the mobilization of financial resources for effectively implementing the Strategic Plan for Biodiversity 2011 – 2020 from all sources (Target 20).

The GEF has recently approved a Biodiversity Enabling Activities project for Seychelles. This project seeks to fully incorporate the above issues into the NBSAP. This ‘new generation’ of NBSAP will help set a national standard of excellence by creating a national road map for achieving the Aichi Targets.

Special emphasis will be placed on anchoring the NBSAP into Seychelles development frameworks. This will be done by mainstreaming biodiversity into development plans, incorporating protected area networks and sustainable production systems into ecosystem-based climate adaptation and resilience plans, and creating sustainable finance for biodiversity conservation through the full valuation of key ecosystem services. In connection with it, the nexus biodiversity-economy for Seychelles will also be explored upon and addressed.

The project objective is “To integrate Seychelles’ obligations under the Convention on Biological Diversity (CBD) into its national development and sectoral planning frameworks through a renewed and participative ‘biodiversity planning’ and strategizing process, in a manner that is in line with the global guidance in the CBD’s Strategic Plan for 2011 – 2020”.

The Environment Department, through the UNDP/GEF Programme Coordination Unit (PCU) would like to contract a qualified candidate for the above mentioned post.

The contract will be performance-based. Terms and conditions of service linked to type of proposed contract will apply.

## PROJECT MANAGER & ACTIVITY COORDINATOR (APPOINTMENT)

<b>Location:</b>	Victoria, Mahe, Seychelles
<b>Starting Date</b> (date when the selected candidate is expected to start):	Jan 2012
<b>Expected Duration of Assignment:</b>	Throughout the duration of the project

<b>Duties and Responsibilities</b>	
<p>To undertake the general administrative requirements of the project, including those related to project management and funding. The key tasks are:</p> <ul style="list-style-type: none"> <li>▪ Ensure that project Objective, Outcomes, Outputs and Activities are executed in a timely and appropriate manner.</li> <li>▪ Develop annual work plans and budgets, and submit these to the Steering Committee and to the UNDP Country Office for approval.</li> <li>▪ Develop TORs for Consultants for technical services, consultants, experts, and specifications of materials as required by the project, in consultation with the Project Director/UNDP.</li> <li>▪ Facilitate, guide and monitor the work of consultants, and approve their deliverables in association with the Project Committee.</li> <li>▪ Organize and assist in project related activities, where required. These may include planning for meetings, local and national workshops, consultations, trips, and other project related activities.</li> <li>▪ Establish and maintain linkages with national and international organizations and persons which/who can be of assistance to the objectives of the Project.</li> <li>▪ Provide timely reporting of project status as required by the Project Committee and the UNDP.</li> <li>▪ Maintain records of Project Committee meetings, decisions, actions etc.</li> <li>▪ Coordinate with other initiatives and programs whose outcomes and outputs are relevant to this project's objectives.</li> <li>▪ Ensure that the Project Steering Committee for this project, also cover the agenda for the related UNDP-managed global project "Biodiversity Policy and Financing Frameworks in Support of Enabling Activities" financed by the EU</li> <li>▪ Ensure a two-way exchange of information between this project and the mentioned EU project, working closely with the PCU Chief Technical Advisor, the Environmental Focal Point in the Seychelles Country Office and the EU project manager.</li> <li>▪ Any other duties assigned by the Project Committee that have direct relevance to the project.</li> </ul> <p><i>Selection criteria:</i> should have a Bachelor's degree in management, administration, environmental management or related field with a minimum of 5 years management experience at a senior level, or an advanced degree with 3 years management experience. Knowledge and understanding of the relevant UN Convention, environmental issues in Seychelles, good leadership, coordination, communication, and facilitation skills are essential.</p>	

## ENABLING ACTIVITIES TECHNICAL ADVISOR

<b>Location:</b>	Victoria, Mahe, Seychelles
<b>Application Deadline:</b>	t.b.d.
<b>Category</b>	Environment and Energy
<b>Type of Contract:</b>	Individual Contract
<b>Languages Required:</b>	Written and command of English
<b>Starting Date</b> (date when the selected candidate is expected to start):	Upon contract signature, indicatively Feb 2012
<b>Duration of Initial Contract:</b>	Minimum 75 days on a retainer basis (open to negotiation)
<b>Expected Duration of Assignment:</b>	According to proposal from selected service provider

<b>Duties and Responsibilities</b>	
<p>The incumbent will render service to the project under the guidance from the Project Manager &amp; Activity Coordinator, as well as the Chief Technical Advisor in the UNDP/Government Programme Coordination Unit.</p> <p>Key tasks will include:</p> <p>To provide technical assistance and advise to the Project Manager in the implementation of the project. The key tasks are:</p> <ul style="list-style-type: none"> <li>▪ Advise the PM on the technical aspects of the project to ensure effective project implementation in-line with the formally approved project document in order to achieve the stated project outcomes and outputs.</li> </ul>	

- Provide strategic and technical guidance to the project manager on the implementation of the project.
- Review Terms of Reference developed under the project and sit on the evaluation committee and recommend bids.
- Ensure that the Project Steering Committee for this project, also cover the agenda for the
- Provide technical information that supports the two-way exchange between this project and the related UNDP-managed global project “Biodiversity Policy and Financing Frameworks in Support of Enabling Activities” financed by the, working closely with the PM, the PCU Chief Technical Advisor, and the Environmental Focal Point in the Seychelles Country Office and the EU project manager.
- Provide strategic guidance to the Project Steering Committee.

*Key results include crucial contribution to the following project deliverables:*

- Brief Review of the Biodiversity Planning Process in Seychelles
- Biodiversity Targets for Seychelles: As part of national efforts to implement the CBD’s Strategic Plan for 2011-2020
- Second National Biodiversity Strategy and Action Plan for Seychelles
- Sub-product 1: Study on Ecosystem Valuation in Seychelles
- Sub-product 2: Study on Advances in Sectoral Mainstreaming of Biodiversity in Seychelles
- Sub-product 3: Study on the Incorporation of Challenges and Opportunities linked to Ecosystem-Based Adaptation and Resilience in Seychelles
- Set of ‘straight-forward’ and feasible NBSAP implementation plans, which ensure the effective implementation of the Action Plan contained in the NBSAP
- Fully functional CHM for Seychelles, based on best international practice on the matter

### **Competencies**

- Writes clearly and convincingly.
- Focuses on achieving results
- Sets priorities, produces quality outputs, meets deadlines and manages time efficiently
- Shares knowledge and is willing to provide support to others who request advice or help
- Works toward creative solutions by analyzing problems carefully and logically
- Demonstrates sufficient technical knowledge to perform effectively in own specialty
- Leads and supports team decisions
- Maintains strong relationships with partners and clients
- Facilitates meetings effectively and efficiently and to resolve conflicts as they arise

### **Required Skills and Experience**

#### **Core skills:**

- Ability to communicate effectively orally and in writing in order to communicate complex, technical information to technical and general audiences
- Skills in negotiating effectively in sensitive situations
- Skills in achieving results through persuading, influencing and working with others
- Skills in facilitating meetings effectively and efficiently and to resolve conflicts as they arise

#### **Required experience:**

- Advanced university education (e.g. MA or MSc) with expertise in Natural Resources Management, with particular background in Biodiversity Conservation
- Minimum 10 years’ experience in national and international natural resources projects in multi-stakeholder settings, in particular concerning Biodiversity Conservation.
- Previous experience with GEF projects is an added plus;
- Excellent presentation skills;
- Excellent oral and writing skills in English;
- Understanding of Seychellois Kreole is a plus.



## OTHER CONSULTANTS

Complete TOR for the remainder of project Consultants (refer to **Annex 1-C**) will be developed by the Project Manager together with the Enabling Activities Technical Advisor and the Chief Technical Advisor in the UNDP/Government Programme Coordination Unit.

The following provides an overview:

<b>Remainder Consultants that will be part of the project team</b>	<b>Total Amount reserved in the budget</b>	<b>Expected # of effective working weeks</b>
NBSAP Review Nat. Consultant	\$6,000	~5 weeks
Int. NBSAP Lead Consultant	\$30,000	Min. 10 – ideally 12
Int. Climate Change Expert	\$18,000	Min. 6 – ideally 8
Int. Environmental Economist & Finance Specialist	\$21,000	Min. 7 – ideally 9
Int. BD Capacity Needs Assessment Consultant	\$12,000	Min. 4 – ideally 6

## PART II: Relevant Letters and Agreements

### LETTER OF ENDORSEMENT AND CO-FINANCING



Republic of Seychelles  
Ministry of Home Affairs, Environment, Transport & Energy

The Principal Secretary (Environment Department)

10 August 2011

To: Mr. Yanick Glemarec  
Executive Coordinator UNDP-GEF  
[yanick.glemarec@undp.org](mailto:yanick.glemarec@undp.org)

Ms. Monique Barbut  
CEO for the Global Environment Facility  
[Gcoordination@thegef.org](mailto:Gcoordination@thegef.org)

**SUBJECT: Endorsement for the Biodiversity Enabling Activities project  
"National Biodiversity Planning to Support the implementation of the CBD 2011-  
2020 Strategic Plan in Seychelles"**

In my capacity as GEF Operational Focal Point for Seychelles, I confirm that the above project proposal (a) is in accordance with my government's national priorities, including the implementation of Seychelles' NBSAP and our commitment to the relevant global environmental conventions, with focus on the CBD and its Strategic Plan (2011-2020); and (b) was discussed with relevant stakeholders, including the global environmental convention focal points.

I am pleased to endorse the preparation of the above project proposal with the support of UNDP as specified below. If approved, the project will be prepared and implemented by Environment Department with support from relevant partner institutions and organizations. I request the UNDP to provide a copy of the project proposal for information before it is submitted to the GEF Secretariat for CEO approval, and of the UNDP project document (PRODOC) before signature.

The total financing from the GEF Trust Fund being requested for this project is US\$ 220,000, inclusive of Agency fees for project cycle management services associated with the total GEF grant. The financing requested for Seychelles is detailed in the table below.

Source of Funds	GEF Agency	Focal Area	Amount (in US\$)		
			Project	Fee	Total
GEF Trust Fund	UNDP	Biodiversity Focal Area Set Aside	200,000	20,000	220,000
<b>Total GEF Resources</b>			<b>200,000</b>	<b>20,000</b>	<b>220,000</b>

I consent to the utilization of Seychelles' allocations in GEF-5 as defined in the System for Transparent Allocation of Resources (STAR), including its Focal Area Set Aside.

In addition to this amount, the Government of Seychelles, through its Department of Environmental Affairs, will contribute to the project with **\$210,000** in the form of salaries, office space, vehicles and transportation costs. This amount can be considered in-kind co-financing managed by the Department with its own budget.

Sincerely,



**Didier Dogley**  
**GEF Operational Focal Point**

Copy: - UNDP Resident Representative  
- Ms. Fabiana Issler, Regional Technical Advisor, UNDP/GEF (Head of BD Enabling Activities)

*"Winning for Seychelles"*  
Botanical Gardens, Mont Fleuri, P.O Box 445, Victoria, Malé, Seychelles  
Tel: (248) 670512 – Fax (248) 610638 – E mail: [d.dogley@env.gov.sc](mailto:d.dogley@env.gov.sc)



# GEF CEO APPROVAL LETTER



MONIQUE BARBUT  
Chief Executive Officer and Chairperson

1818 H Street, NW  
Washington, DC 20433 USA  
Tel: 202.473.3202  
Fax: 202.522.3240/3245  
E-mail: mbarbut@TheGEF.org

October 12, 2011

Mr. Yannick Glemarec  
GEF Executive Coordinator  
United Nations Development Programme  
One United Nations Plaza  
304 East 45th St.  
FF Bldg., 10th floor  
New York, NY 10017

Subject: CEO Approval

Dear Mr. Glemarec:

I am pleased to inform you that the following submission is approved and will be funded by the GEF Trust Fund:

Approval Stage:	CEO Approval
GEFSEC (PMIS) ID:	4689
Agency(ies):	UNDP
Project Type:	Enabling Activity
Country(ies):	Seychelles
Name of Project:	National Biodiversity Planning to Support the Implementation of the CBD 2011-2020 Strategic Plan in Seychelles
GEF Grant:	\$200,000
Agency Fee:	\$20,000

This approval is subject to the comments made by the GEF Secretariat in the attached document. It is also based on the understanding that the project is in conformity with GEF focal areas strategies and in line with GEF policies and procedures.

Attached is a copy of the review sheet for your records.

Sincerely,

Attachment: GEF Project Tracking Sheet, GEFSEC Review Sheet

Copy to: Country Operational Focal Point, GEF Agencies, STAP, Trustee

## Project Annexes

### Annex 1. Approved GEF proposal for BD EA (Headings Overview on page 3)



## REQUEST FOR BIODIVERSITY ENABLING ACTIVITY PROPOSAL FOR FUNDING UNDER THE GEF TRUST FUND

### PART I: PROJECT IDENTIFIERS

EA Title:	<b>National Biodiversity Planning to Support the implementation of the CBD 2011-2020 Strategic Plan in Seychelles</b>		
Country(ies):	<b>Seychelles</b>	GEF Project ID:	<b>4689</b>
GEF Agency(ies):	UNDP	GEF Agency Project ID:	4862
Other Executing Partner(s):	<b>Environment Department</b>	Submission Date:	Oct 10, 2011
GEF Focal Area (s):	Biodiversity	Project Duration (Months)	38
Check if applicable:	NCSA <input type="checkbox"/> NAPA <input type="checkbox"/>	Agency Fee (\$):	20,000

### A. EA FRAMEWORK

**EA Objective:** To integrate Seychelles obligations under the Convention on Biological Diversity (CBD) into its national development and sectoral planning frameworks through a renewed and participative 'biodiversity planning' and strategizing process, in a manner that is in line with the global guidance contained in the CBD's Strategic Plan for 2011-2020.

EA COMPONENT	GRANT TYPE	EXPECTED OUTCOMES	EXPECTED OUTPUTS	GRANT AMOUNT (\$)	CONFIRMED CO-FINANCING (\$)
1) Stocktaking and national target setting	TA	<ul style="list-style-type: none"> <li>- By end of 2012, a multi-sectoral/multi-stakeholder working group is established and it completes the stock-taking exercise.</li> <li>- By 2012, national targets in response to the global Aichi Targets are developed.</li> </ul>	<p>1.1 Review and stocktaking of products and results from previous biodiversity planning processes at the national level are carried out in participative manner.</p> <p>1.2 In response to the global Aichi Targets <b>and other BD related Conventions</b>, national biodiversity targets are developed in a manner that is attuned to Seychelles' reality <b>which will form the basis of the new NBSAP</b></p> <p>1.3 The achievement of national targets, developed in line with the global Aichi Targets, is duly monitored during the project duration and beyond, and this is reported upon to the CBD through national reports and other means.</p> <p>1.4 In an iterative manner, Seychelles taps into useful information from, and participates into, global networks and initiatives on biodiversity data and indicators (such as the Biodiversity Indicators Partnership<sup>3</sup>, Global Biodiversity Information Facility<sup>4</sup> and the World Conservation Monitoring</p>	32,100	<b>40,000</b>

<sup>3</sup> [www.bipindicators.net](http://www.bipindicators.net)

<sup>4</sup> [www.gbif.org](http://www.gbif.org)

EA COMPONENT	GRANT TYPE	EXPECTED OUTCOMES	EXPECTED OUTPUTS	GRANT AMOUNT (\$)	CONFIRMED CO-FINANCING (\$)
			Centre <sup>5</sup> , the Global Environment Outlook portal <sup>6</sup> , and other reporting mechanisms being developed, among other relevant ones).		
2) NBSAP update	TA	- By early 2014, the Seychelles' NBSAP is fully updated, it is in line with the guidance in the CBD Strategic Plan (2011-2020) and has been submitted to the CBD COP	<p>2.1 The process of 'Biodiversity Planning'<sup>7</sup> in Seychelles, leading to an updated NBSAP that is aligned with the guidance in the CBD Strategic Plan (2011-2020), becomes fully anchored into all national development plans and frameworks and it is supported by consultations.</p> <p>2.2 Seychelles' NBSAP is revised in a manner that is participative, widely disseminated and fully integrates new aspects of the CBD strategic plan, such as: (i) the valuing of ecosystem goods and services; (ii) mainstreaming; and (iii) the incorporation of challenges and opportunities linked to ecosystem-based adaptation and resilience.</p> <p>2.3 The updated and fully endorsed NBSAPs for Seychelles is submitted to the CBD preferably within the deadline set by the COP.</p>	85,400	<b>70,000</b>
3) National frameworks for NBSAP implementation, CDB reporting and exchange mechanisms		<p>- By 2013, complete the updating and improvement of national clearinghouse mechanisms</p> <p>- By 2014, complete plan for implementing the NBSAP, including capacity, technology and finance needs assessment</p>	<p>3.1 National frameworks for NBSAP implementation is in place and includes: (i) institutional leadership for implementation is established and strategic partnerships forged (nationally and internationally); (ii) a costed and prioritized Action Plan is appended to the NBSAP; (iii) needs assessments on capacity, technology and finance are carried out; and (iv) a strategy for resource mobilization for the implementation of the NBSAP is produced and includes a baseline assessment of existing biodiversity finance.</p> <p>3.2 An effective, user-friendly and easily updatable country-driven CHM site is developed; it is linked up to the CBD's global CHM networks and to other information and knowledge exchange network on biodiversity.</p> <p>3.3. Immediate CBD reporting obligations are met by Seychelles in a timely manner, in particular the preparation of the Fifth National Report for submission to the CBD by 31 March 2014.</p>	68,500	<b>68,000</b>
Subtotal				186,000	<b>178,000</b>
EA Management Cost <sup>8</sup>				14,000	<b>32,000</b>
<b>Total EA Cost</b>				<b>200,000</b>	<b>210,000</b>

<sup>a</sup> List the \$ by EA components.

<sup>5</sup> [www.unep-wcmc.org](http://www.unep-wcmc.org)

<sup>6</sup> [geodata.rrcap.unep.org](http://geodata.rrcap.unep.org)

<sup>7</sup> 'Biodiversity Planning' is the process of incrementally addressing, in an iterative and cyclical manner, the priorities of the CBD through participative planning and strategizing activities.

<sup>8</sup> This is the cost associated with ensuring the execution of the project on the ground and it will be shared with the government through the co-financing provided. A break down is contained in Table E.

## B. CO-FINANCING FOR THE EA BY SOURCE AND BY NAME

Sources of Co-financing	Name of Co-financier	Type of Co-financing	Amount (\$)
National Government	Environment Department	In-kind	210,000
<b>Total Co-financing</b>			<b>210,000</b>

## C. GRANT RESOURCES REQUESTED BY AGENCY, FOCAL AREA AND COUNTRY

GEF Agency	Type of Trust Fund	Focal Area	Country Name/Global	EA Amount (a)	Agency Fee (b)	Total (c)=(a)+(b)
UNDP	GEF TF	Biodiversity Focal Area Set-Aside	Seychelles	200,000	20,000	220,000
<b>Total Grant Resources</b>				<b>200,000</b>	<b>20,000</b>	<b>220,000</b>

## D. EA MANAGEMENT COST

COST ITEMS	TOTAL ESTIMATED PERSON WEEKS/MONTHS	GRANT AMOUNT (\$)	CO-FINANCING (\$)	EA TOTAL (\$)
Local consultants*	0	0	30,000	30,000
International consultants*		0	0	0
Office facilities, equipment, vehicles and communications*		5,000	1,000	6,000
Travel*		9,000	1,000	10,000
Others**		0	0	0
<b>Total</b>		<b>14,000</b>	<b>32,000</b>	<b>46,000</b>

\* Details to be provided in Annex A. \*\* Other items to be clearly specified.

### ADDITIONAL INFORMATION FOR TABLE D, IF APPLICABLE:

If costs for office facilities, equipment, vehicles and communications, travels are requesting for GEF financing, please provide justification here:

The cost of a project manager will be covered by Government. This input was estimated at \$30,000 in terms of staff-time. The Government's contribution will also include the use of a vehicle and office space estimated at \$2,000. This is confirmed in the OFP Letter of Endorsement, where the last paragraph describes the purpose of the co-financing.

The GEF's share of management costs includes \$3,000 for a laptop computer, printer and photocopier, \$2,000 budgeted for needed office refurbishing. A further \$3,000 is budgeted a year (x 3 years) for travel expenses which is mainly to cover inter-island flights to support activities outside Mahe and oversee the work of consultants.

## PART II: ENABLING ACTIVITY JUSTIFICATION

### A. ENABLING ACTIVITY BACKGROUND AND CONTEXT (Provide brief information about projects implemented since a country became party to the convention and results achieved):

The Republic of Seychelles lies in the western Indian Ocean, east of mainland Africa and north to north-west of Madagascar. It has a total landmass of 455 km<sup>2</sup> spread across an Exclusive Economic Zone (EEZ) of around 1,374,000 km<sup>2</sup>. There are 115 islands listed in the Constitution of Seychelles which divide into two groups, the mostly granitic islands<sup>9</sup> (the 'inner islands'), centred around Mahe and Praslin, and the outer coralline islands (the 'outer islands'), lying west and south-west of the granitic group. The inner islands comprise a slightly larger landmass than the outer islands, but occupy a much smaller area of ocean.

<sup>9</sup> Although most of the inner island are granitic in origin, two of the islands (Denis and Bird Islands) are coralline and 2 (Silhouette and North Islands) are volcanic in origin.



Some 7,200 species of animal, plant and fungi have been recorded from the Seychelles including several flagship species such as the Aldabra giant tortoise (*Aldabrachelys gigantea*) and the coco-de-mer palm (*Lodoicea maldivica*). Due to their age, geography and isolation, the Seychelles supports a variety of endemic taxa. Endemism is comparatively high at between 50-88% for different animal groups in general and approximately 45% for plants. A larger proportion of genera are endemic. There is one endemic family of trees, represented by the critically endangered jellyfish tree (*Medusagynne oppositifolia*) and an ancient endemic family of frogs (Sooglossidae). Seychelles is also a globally important storehouse of marine biodiversity, with particularly high levels of faunal diversity and endemism in key ecosystems. The Seychelles forms part of a recognized global Biodiversity Hotspot, *Madagascar and the Indian Ocean Region*<sup>10</sup>.

The Seychelles has been inhabited by humans since 1770. The country has a current population of 88,311 (51% men and 49% women)<sup>11</sup>. The bulk of the population resides on the narrow coastal plains of the three main granitic islands of Mahe, Praslin and La Digue, where economic activities are concentrated. The Human Development Report 2010 classified Seychelles among the list of countries having achieved high human development, with a Human Development Index (HDI) value of 0.836 and a GDP per capita of US\$ 9,028<sup>12</sup>. Seychelles ranks among the highest within countries in Africa for several human development indicators with a life expectancy in 2009 of 68.4 years (male) and 77.9 years (female), primary school enrolment of 100% for both boys and girls, and an adult literacy rate of 90.8% (both men and women). Since the beginning of the 1990's, Official Development Assistance (ODA) flows have fallen by over 90% and this has placed a financial burden on the Government's budget. Together with the increased need to borrow from commercial institutions, this has led to a slowdown of the economy resulting from a severe shortage of foreign exchange.

The Seychelles has been transformed from a quasi mono-crop agricultural economy (based on cinnamon and coconut) to a dual economy heavily dependent on tourism and fishing. The fisheries sector is critically important for assuring food security for communities, and generating local employment. The tourism sector currently contributes 46.1% of the GDP (2010 data) and agriculture 1.6%. With its tourism-based economy, Seychelles directly depend on maintaining the natural beauty, health and services provided by their marine and terrestrial ecosystems.

Key threats to Seychelles' ecosystems and biodiversity include loss of natural habitats, loss of biodiversity, invasive alien species, changes in water quality (pollution) and quantity, and climate change. Threats drivers include rapid expansion of coastal developments (and the associated issues of land-based sources of pollution, sedimentation, habitat destruction and fragmentation and increased human activities), deficient controls for invasive alien species and unsustainable extraction of the natural resources (mainly from overfishing in the marine ecosystem).

Protected areas are the principal means of protecting Seychelles' high biodiversity. Seychelles has a system of 21 formal protected areas covering a total area of 51,597 ha, of which 21,761 ha (47.06% of the total landmass) is terrestrial and 29,836 ha (0.03% of the EEZ) marine. The Aldabra Special Reserve currently represents some 60% of the total extent of the Protected Area System (PAS). The Seychelles' Cabinet of Ministers has recently approved a proposal to increase the terrestrial PA estate to more than half of the country's limited surface area and to integrate Areas of High Biodiversity into the National Protected Areas System. As Invasive Alien Species are a major threat to Biodiversity and to the economy of Seychelles, the Government, together with its partners, are assuring strict prevention and control measures in-country at points-of-entry.

The existing National Biodiversity Strategy and Action Plan was submitted to the CBD secretariat in 1998 with implementation only really starting in the late 2000's. As it will be elaborated upon, the Strategy is outdated and in dire need for revision.

<b>1) National Reporting to CBD</b>			
<b>Reports</b>	<b>Date of Submission to CBD Secretariat</b>	<b>Current Status</b>	<b>Comments</b>
National Biodiversity Strategy and Action Plan	1998-04-14	Submitted	Outdated
Revision of NBSAP		Not started	Funding being applied for in this proposal.
1 <sup>st</sup> National Report	1998-04-14	Submitted	
2 <sup>nd</sup> National Report		Not submitted	Superseded by the 3NR.
3 <sup>rd</sup> National Report	2010-03-05	Submitted	Updated information since the submission of the 1NR.
4 <sup>th</sup> National Report		Pending	Funding obtained in Jun 2010. Preparation activities are on-going.

<sup>10</sup> The Madagascar and Indian Ocean Islands Hotspot contains 11,600 species of endemic plants, of an estimated 13,000 occurring. 183 out of the 313 species of birds, 367 out of the 381 species of reptiles and 226 out of 228 species of amphibians are also endemic.

<sup>11</sup> Population and Housing Census 2010.

<sup>12</sup> Indicative estimate for 2009.

1 <sup>st</sup> Biosafety Report	2007-08-23	Submitted	
2 <sup>nd</sup> Biosafety Report		Not started	Assistance will be received through UNEP for the purpose.
<b>2) Capacity Needs Assessments carried out</b> YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>			
Start Date: 2005	End Date: 2005		
Please list all of the CBD Program of Work and cross-cutting themes that were addressed in the Biodiversity Enabling Activities Capacity Needs Assessments:			<b>Dates</b>
<ul style="list-style-type: none"> <li>▪ NCSA: Cross-cutting capacity needs assessments for the implementation of the Rio Conventions<sup>13</sup>: <ul style="list-style-type: none"> <li>- Seychelles NCSA Report, July 2004: Strategic Overview of Obligations Under the Convention on Biological Diversity</li> </ul> </li> </ul>			2003 - 2005
<ul style="list-style-type: none"> <li>▪ Under the Third National Report to the CBD: <ul style="list-style-type: none"> <li>- Inland water ecosystems</li> <li>- Marine and coastal biological diversity</li> <li>- Agricultural biological diversity</li> <li>- Forest Biological Diversity</li> <li>- Biological diversity of dry and sub-humid lands</li> <li>- Mountain Biodiversity</li> </ul> </li> </ul>			2008 - 2010
<ul style="list-style-type: none"> <li>▪ Under the Fourth National Report to the CBD (in progress): <ul style="list-style-type: none"> <li>- Sectoral and cross-sectoral integration or mainstreaming of biodiversity considerations (superficial analysis)</li> <li>- 2010 Biodiversity Target</li> <li>- Global Strategy for Plant Conservation</li> <li>- Programme of Work on Protected Areas</li> </ul> </li> </ul>			2010 - 2011
<b>3) Clearing House Mechanism (CHM) established?</b>			YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
CHM link(s):	-		
Is the CHM website maintained up to date?			YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
How many people currently operate and maintain the national CHM?			n/a
How many people visited the national CHM website in the past 12 months?			n/a
Note: The Government of Seychelles is in the final steps of concluding the fourth national report to the CBD for submission.			

**B. ENABLING ACTIVITY GOALS AND OBJECTIVES** (The proposal should briefly justify the need for the project.)

**The Baseline Project: The Current NBSAP and the new CBD Strategic Plan**

The new CBD Strategic Plan, adopted at CoP-10 in 2010 in Nagoya, clearly addresses the need for updating NBSAPs, stating in Target 17 that “By 2015, each Party has developed, adopted as a policy instrument, and has commenced implementing an effective, participatory and updated national biodiversity strategy and action plan.” The strategic plan also covers a range of issues that will need to be incorporated into the revised NBSAPs, including guidance to countries to: a) fully realise the value of biodiversity and ecosystem services, and incorporate these values into national and local development and poverty reduction strategies (Targets 1 and 2); b) increase the global terrestrial protected area estate from 12% to 17% and the marine estate from 6% to 10% (Target 11); c) restore and safeguard key ecosystem services, especially for water, health and livelihoods (Target 14); and d) strengthen ecosystem resilience to climate change and promote ecosystem-based approaches to climate change adaptation and mitigation (Target 15).

The most recent NBSAP for **Seychelles** was completed in **1998**. This version of the NBSAP does not include *inter alia* the following elements of the CBD Strategic Plan’s Aichi Targets<sup>14</sup>:

- A plan for integrating the value of biodiversity into national and local development and poverty reduction strategies and planning processes and are being incorporated into national accounting, as appropriate, and reporting systems (Target 2)
- A plan for creating positive incentives for the conservation and sustainable use of biodiversity are developed and applied in harmony with the CBD taking into account national socio-economic conditions. (Target 3)
- A plan for developing landscapes that have sustainable production and consumption and ensure the use of natural resources falls well within safe ecological limits. (Target 4)
- A plan for fully implementing the Programme of Work on Protected Areas, including increased protection and landscape/seascape connectivity (Target 11)

<sup>13</sup> See: [http://ncsa.undp.org/report\\_detail.cfm?Projectid=235](http://ncsa.undp.org/report_detail.cfm?Projectid=235)

<sup>14</sup> Other Aichi Targets for which there are also gaps in implementation include Targets, 12,16 and 17 Addressing these in the new NBSAP will be object of this proposal

- A plan for restoring and safeguarding ecosystems that provide essential services, including services related to water, and contribute to health, livelihoods and well-being (Target 14)
- A plan for strengthening ecosystem resilience and the contribution of biodiversity to carbon stocks, including the restoration of at least 15 per cent of degraded ecosystems (Target 15)
- A plan for the mobilization of financial resources for effectively implementing the Strategic Plan for Biodiversity 2011-2020 from all sources (Target 20)

**Proposed Response and Rationale: The new generation of BD EA.** This project seeks to fully incorporate the above issues into the NBSAP. This ‘new generation’ of NBSAP will help set a regional standard of excellence by creating a national road map for achieving the Aichi Targets. Special emphasis will be placed on anchoring the NBSAP into Seychelles development frameworks. This will be done by mainstreaming biodiversity into development plans, incorporating protected area networks and sustainable production systems into ecosystem-based climate adaptation and resilience plans, and creating sustainable finance for biodiversity conservation through the full valuation of key ecosystem services. In connection with it, the nexus biodiversity-economy for Seychelles will also be explored upon and addressed.

**Alignment with Focal Area Outcome(s):**

**BD5 Objective:** Integrate CBD Obligations into National Planning Processes through Enabling Activities (herein serving as the ‘Project Development Goal’):

**Focal Area Outcome 5.1:** Development and sectoral planning frameworks at country level integrate measurable biodiversity conservation and sustainable use targets.

**The Project *Objective* is:**

To integrate Seychelles’ obligations under the Convention on Biological Diversity (CBD) into its national development and sectoral planning frameworks through a renewed and participative ‘biodiversity planning’ and strategizing process, in a manner that is in line with the global guidance contained in the CBD’s Strategic Plan for 2011-2020.

**This will be achieved through the following *Outcomes* (corresponding to components described in detail below):**

- Outcome 1 – A participative stocktaking exercise on biodiversity planning takes place and national biodiversity targets are developed in response to the global Aichi Targets
- Outcome 2 – The NBSAP is revised/updated and it fully integrates new aspects of the CBD strategic plan, such as mainstreaming and anchoring the implementation of the plan into national development frameworks, valuing ecosystem services and promoting ecosystem-based adaptation and resilience
- Outcome 3 – National frameworks for resource mobilization, Convention reporting and exchange mechanisms are established and strengthened

Refer to Part I, Table A, where project outputs are presented in a results-oriented fashion, and to the next section for details on how the outputs and outcomes will be achieved.

**How the project plans to build national capacity**

Enabling Activities are considered foundation activities within the framework of the GEF.

The ultimate goal of Biodiversity Enabling Activities is to build national capacity across the board for biodiversity management. The effective achievement of global biodiversity benefits depend on the development of national capacity for managing biodiversity. The more robust this capacity is in a given country, the more effective will the national implementation of the CBD be.

The approach to building of national capacity in this proposal follows the guidance from the *GEF Strategic Approach to Enhance Capacity Building* (2003)<sup>15</sup> under the GEF’s cross-agency Capacity Development Initiative. Three levels of capacity were identified: individual, organizational and systemic. Quoting from a recent GEF publication on the theme of capacity (GEF 2010)<sup>16</sup>:

<sup>15</sup> GEF, 2003: “Strategic Approach to Enhance Capacity Building”. Global Environment Facility. See also: GEF Evaluation Office, 2006: “Evaluation of GEF Capacity Development Activities. Approach Paper”. GEF EO.

<sup>16</sup> GEF Capacity Development Initiative, Global Support Programme for National Capacity Self-Assessment, 2010: “Monitoring Guidelines of Capacity Development in GEF Operations”.

“At the individual level, capacity development refers to the process of changing attitudes and behaviors, most frequently through imparting knowledge and developing skills through training. However it also involves learning by doing, participation, ownership, and processes associated with increasing performance through changes in management, motivation, morale, and improving accountability and responsibility.

Capacity development at the organizational level focuses on overall performance and functioning capabilities, such as developing mandates, tools, guidelines and management information systems to facilitate and catalyze organizational change. At the organizational level, capacity development aims to develop a set of constituent individuals and groups, as well as to strengthen links with its environment.

At the systemic level, capacity development is concerned with the “enabling environment”, i.e., the overall policy, economic, regulatory, and accountability frameworks within which organizations and individuals operate. Relationships and processes between organizations, both formal and informal, as well as their mandates, are important.”

In this light, this project will build national capacity in Seychelles in the following manner:

Individual	The coordinating structure for UNDP/GEF project is the Programme Coordinating Unit (see chapter on management arrangements). This ‘hybrid’ government-UNDP unit, which abides by high standards of accountability and responsibility, is the ideal place for imparting knowledge among different individuals involved in the implementation of UNDP/GEF project and involved in environmental projects in Seychelles in general. Many of the national project managers are young and mid-career Seychellois. For them, the opportunity for working in a project is a form of training. Furthermore, consultation, participation and ownership are guiding principles of biodiversity planning processes. These are part and parcel of this proposal, as it will be elaborated in the next section.
Organizational	UNDP’s approach to Biodiversity Enabling activities in GEF5 goes beyond the mere production of national reports and strategies to the CBD and the development of a website for the CHM. Rather, it is concerned about the developing a permanent framework for reporting to the CBD and for maintaining the CHM interesting and up to date. This implies institutionalising the capacity for eventually achieving this with as little external assistance as possible. Given the ambitious targets of the CBD Strategic Plan (2011-2020), it is recognised that actions to engage external assistance and retain national are in the meanwhile needed. This will be availed through the project. In particular, the following activities are specially targeted at building organisational capacity: <ul style="list-style-type: none"> <li>▪ Taking stock of the NBSAP and identifying barriers to its implementation</li> <li>▪ Setting targets and priorities</li> <li>▪ Developing implementation plans for the revised NBSAP</li> <li>▪ Assessing and strengthening capacity needs</li> <li>▪ Developing clearinghouse mechanisms</li> <li>▪ Developing a permanent framework for reporting to the CBD</li> </ul>
Systemic	The approach that UNDP has developed for Biodiversity Enabling Activities in GEF5 is transformational with respect to systemic capacity elements (i.e. policy, economic, regulatory, and accountability frameworks within which organizations and individuals operate). The aim is to ensure that the objectives, targets and guidance from the CBD Strategic Plan (2011-2020) become fully anchored into national development frameworks. This will be achieved by the development of the following new aspects of the CBD strategic plan: (i) the valuing of ecosystem goods and services; (ii) mainstreaming; and (iii) the incorporation of challenges and opportunities linked to ecosystem-based adaptation and resilience. The knowledge developed through these activities will become part of Seychelles new NBSAP and will have a greater chance of influencing and even becoming policy. In particular, the following activities are specially targeted at building systemic capacity: <ul style="list-style-type: none"> <li>▪ Assessing and integrating ecosystem services through economic valuation</li> <li>▪ Mainstreaming biodiversity into development policies, plans and practices and into sectoral plans and strategies</li> <li>▪ Incorporating climate change issues into NBSAPs</li> <li>▪ Integrating the NBSAP implementation plan with the CBD Programme of Work on Protected Areas implementation plan</li> <li>▪ Securing sustainable finance for NBSAP implementation</li> <li>▪ Monitoring and reporting on the status of biodiversity under climate change scenarios</li> </ul>

**C. DESCRIBE THE ENABLING ACTIVITY AND INSTITUTIONAL FRAMEWORK FOR PROJECT IMPLEMENTATION** (discuss the work intended to be undertaken and the output expected from each activity as outlined in Table A ).

**Detailed Description of Activities per Project Component / Outcome**

The description that follows indicates precisely how the project will develop national capacity and how the project will ensure the sustainability of its outcomes. This description has been organized in five modules (I -V), following the GEF's guidance, but which for the sake of simplicity were grouped within the three already mentioned Components / Outcomes. The following are modules:

Component	Outline of modules for NBSAP Revision and Related Activities	Indicative percentage of total GEF funding in the proposal
1	I. Preparation	8%
	II. Setting national targets, principles, & main priorities of the strategy	14%
2	III. Strategy and action plan development	48%
3	IV. Development of Implementation plans and related activities	13%
	V. Institutional, monitoring, reporting and exchange	17%

### **Component 1. Stocktaking and national target setting**

**Key outputs expected under this component includes the following:**

- 1.1 Review and stocktaking of products and results from previous biodiversity planning processes at the national level are carried out in participative manner.
- 1.2 In response to the global Aichi Targets **and other BD related Conventions**, national biodiversity targets are developed in a manner that is attuned to Seychelles' reality **which will form the basis of the new NBSAP**.
- 1.3 The achievement of national targets, developed in line with the global Aichi Targets, is duly monitored during the project duration and beyond, and this is reported upon to the CBD through national reports and other means.
- 1.4 In an iterative manner, Seychelles taps into useful information from, and participates into, global networks and initiatives on biodiversity data and indicators (such as the Biodiversity Indicators Partnership , Global Biodiversity Information Facility and the World Conservation Monitoring Centre, the Global Environment Outlook portal , **and other reporting mechanisms being developed**, among other relevant ones).

**Key products or publications (maybe combined into one):**

- Brief Review of the Biodiversity Planning Process in Seychelles
- Biodiversity Targets for Seychelles: As part of national efforts to implement the CBD's Strategic Plan for 2011-2020

**In connection with the above outputs and deliverables, and as a result of the activities outlined below, Seychelles will strive to achieve the following outcomes vis-à-vis its CBD obligation and related processes:**

- By end of 2012, a multi-sectoral/multi-stakeholder working group is established and it completes the stock-taking exercise.
- By 2012, national targets in response to the global Aichi Targets are developed.

**Key Activities (I-II):**

#### **I. Preparing for the NBSAP revision**

- **Taking stock of the NBSAP and identifying barriers to its implementation:** This activity will focus on rapidly but accurately taking stock of existing plans, policies and practices, and of the root causes of biodiversity loss. Within country-specific contexts, the aim is not only to identify key threats, but to understand the drivers behind these threats, as well as the key aspects of the policy environment that are barriers and challenges to effective conservation/sustainable use. Based on existing studies and analyses, the emphasis of this activity will be on identifying key gaps in the existing NBSAP, understanding the primary drivers and root causes, and identifying the means of overcoming existing barriers and challenges. This stocktaking exercise will be led by the NBSAP Review Consultant who will engage national experts in the various fields in working groups to solicit their input and ensure that the best available expertise and knowledge is used. The NBSAP Review Consultant will receive technical assistance and guidance from the NBSAP Lead Consultant, ensuring that international best practice is followed in the stocktaking and barrier identification process in the Seychelles process.
- **Stakeholder consultation and participation:** This activity will focus on ensuring a robust consultative process that engages representatives from key sectors, administrative leaders, and traditionally under-represented groups. The aim is to develop and sustain a participatory process in order to increase the likelihood of successful implementation of the NBSAP. This is especially important relative to the goals of mainstreaming biodiversity into national development plans, and promoting resilient landscapes that include production sectors.

## II. *Setting targets*

- **Setting targets and priorities:** This activity focuses on setting specific, measurable, achievable and time-bound targets for the NBSAPs based on the global Aichi Targets, including targets on restoration of ecosystems, protected area coverage, overall biodiversity loss, and other aspects of the Strategic Plan. This activity, which is linked to priority setting among different aspects within the NBSAP, will be completed by CoP-11.

## **Component 2. NBSAP Update**

### **Key outputs expected under this component includes the following:**

- 2.1 The process of ‘Biodiversity Planning’ in Seychelles, leading to an updated NBSAP that is aligned with the guidance in the CBD Strategic Plan (2011-2020), becomes fully anchored into **all** national development frameworks and it is supported by consultations and the following specific studies:
- 2.2 Seychelles’ NBSAP is revised in a manner that is participative, widely disseminated and fully integrates new aspects of the CBD strategic plan, such as: (i) the valuing of ecosystem goods and services; (ii) mainstreaming; and (iii) the incorporation of challenges and opportunities linked to ecosystem-based adaptation and resilience.
- 2.3 The updated and fully endorsed NBSAPs for Seychelles is submitted to the CBD preferably within the deadline set by the COP.

### **Key products or publications:**

- Second National Biodiversity Strategy and Action Plan for Seychelles
- Sub-product 1: Study on Ecosystem Valuation in Seychelles
- Sub-product 2: Study on Advances in Sectoral Mainstreaming of Biodiversity in Seychelles
- Sub-product 3: Study on the Incorporation of Challenges and Opportunities linked to Ecosystem-Based Adaptation and Resilience in Seychelles

### **In connection with the above outputs and deliverables, and as a result of the activities outlined below, Seychelles will strive to achieve the following *outcome vis-à-vis its CBD obligations*:**

- By early 2014, the Seychelles’ NBSAP is fully updated, it is in line with the guidance in the CBD Strategic Plan (2011-2020) and has been submitted to the CBD COP.

### **Key Activity (III):**

#### **III. *Developing the NBSAP***

This step will seek to achieve the following: (i) Developing the strategy and actions to implement the agreed targets through national consultations; (ii) Application of the NBSAP to sub-national entities through sub-national and local consultations; and (iii) Sectoral integration including mainstreaming into development and climate change plans through sectoral consultations.

While the project will focus on updating all aspects of NBSAPs, it will place particular emphasis on those aspects that are both highlighted in the 2011-2020 CBD Strategic Plan, and that are typically absent from its existing NBSAP. These include the following:

- **Assessing and integrating ecosystem services through economic valuation:** The study on the Economics of Ecosystems and Biodiversity (TEEB) has drawn attention to the global economic benefits of biodiversity and ecosystem services and to the growing costs of biodiversity loss and degradation. However, Seychelles has not yet linked the value of biodiversity and ecosystem services to its own national development goals. Through this activity, Seychelles will be able to demonstrate the benefits and values of ecosystems and biodiversity at a national level, and better link ecosystems and priority sectors in national development plans, in order to guide allocation of resources. The aim is to strengthen the point that biodiversity not only underpins human well-being, but that biodiversity and associated ecosystem services can make a significant contribution to poverty reduction and economic development. An international Environmental Economist & Finance Specialist will, through engaging national stakeholders and specialists and collating information from previous economic studies, collect and process hard economic data to demonstrate the costs and benefits of investing in biodiversity management. Capacity to carry out the assessments and make important links to priority economic sectors will be simultaneously built within the country. The existing I data and the analysis will allow Seychelles to “make the case” for biodiversity and will facilitate the process of mainstreaming biodiversity into sectoral planning through concrete biodiversity valuation examples.

✓ Specific steps in this process include:

- a. Identify and assess the full range of values of key ecosystem services within the country, based on



existing local, national, regional and global studies on the value of ecosystems and biodiversity, including: the contribution of protected areas to the economy, national ecosystem services studies that have been conducted (e.g., water, carbon), and existing global and regional maps and overlays of key ecosystem services.

- b. Identify the implications of these services for different stakeholder groups within the country, including those who benefit from, and pay for, the maintenance of these ecosystem services, and those that degrade ecosystems through unsustainable use.
  - c. Estimate and demonstrate the value of key ecosystem services (using methods appropriate to each service), including the value of the ecosystem service in contributing to climate resilience, adaptation and mitigation; reducing poverty, and sustaining livelihoods.
  - d. Where appropriate, this activity will also identify potential means of capturing the value of targeted ecosystem services including through policies such as payments for ecosystem services and other positive incentives.
- Mainstreaming biodiversity into development policies, plans and practices and into sectoral plans and strategies: Mainstreaming has been defined as the internalization of biodiversity conservation goals into economic and development sectors, policies and programs, such that they become an integral part of their functioning of these sectors.<sup>17</sup>
    - ✓ As part of this process, the project will focus on the following sectors:  
Agriculture,  
Forestry  
Tourism, Trade, Travel and Transport  
Fishery
    - ✓ The Project will also focus on the following development areas / topics:  
Land-use management, including spatial and infrastructural development planning  
Food security  
Gender  
Climate change mainstreaming  
Population & urban planning
    - ✓ Specific steps in this process will include:
      - Forming partnerships between relevant stakeholders interested in biodiversity conservation issues and in development issues
      - Explicitly identifying key stakeholders' interests, and desired outcomes
      - Identifying potential conflicts and trade-offs, and work towards mutually acceptable solutions, including strategies that serve mutually beneficial interests and achieve mutually beneficial outcomes
      - Embedding and institutionalizing these strategies in the institutions, policies, agreements, programs and mechanisms of each sector
  - Incorporating climate change issues into NBSAPs: The previous NBSAP did not adequately address aspects of climate change. This activity will involve incorporating aspects of climate change into NBSAPs in the following manner:
    - a) identifying, protecting and appropriately managing areas important for carbon sequestration;
    - b) updating the country's ecological gap assessment to include predicted future distribution of biodiversity under climate change scenarios;
    - c) assessing the impact of climate change on the functioning of ecosystem services, such as water;
    - d) identifying areas important for improving nature's ability to adapt to climate change, such as altitudinal gradients and conservation corridors
    - e) identifying areas of particular importance for restoration in order to improve climate resilience, adaptation and mitigation.

### **Component 3. National frameworks for NBSAP implementation, CDB reporting and exchange mechanisms**

#### **Key outputs expected under this component includes the following:**

- 3.1 National frameworks for NBSAP implementation is in place and includes: (i) institutional leadership for implementation is established and strategic partnerships forged (nationally and internationally); (ii) a costed and prioritized Action Plan is appended to the **NBSAP**; (iii) needs assessments on capacity, technology and finance are carried out; and (iv) a strategy for resource mobilization for the implementation of the NBSAP is produced and includes a baseline assessment of existing biodiversity finance.
- 3.2 An effective, user-friendly and easily updatable country-driven CHM site is developed; it is linked up to the CBD's global

<sup>17</sup> Petersen, C and B. Huntley. 2005. Mainstreaming Biodiversity in Productive Landscapes. Working Paper 20. Washington DC: GEF.



CHM networks and to other information and knowledge exchange network on biodiversity.

3.3 Immediate CBD reporting obligations are met by Seychelles in a timely manner, in particular the preparation of the the Fifth National Report for submission to the CBD by 31 March 2014.

**Key products or publications (maybe combined into one):**

- Set of 'straight-forward' and feasible NBSAP implementation plans, which ensure the effective implementation of the Action Plan contained in the NBSAP
- Fully functional CHM for Seychelles, based on best international practice on the matter

**In connection with the above outputs and deliverables, and as a result of the activities outlined below, Seychelles will strive to achieve the following *outcomes vis-à-vis its CBD obligation and related processes*:**

- By 2013, complete the updating and improvement of national clearinghouse mechanisms
- By 2014, complete plan for implementing the NBSAP, including capacity, technology and finance needs assessment

**Key Activities (IV-V):**

**IV. *Developing implementation plans***

This activity will focus on developing an overall plan for implementing the NBSAP. These plans will contain more detail and be more operational than the Action Plan contained in the NBSAP. They will in fact operationalise the Action Plan. Implementation plan will include the following components:

- a) Developing an overall implementation plan: The primary output of this activity is an overall implementation plan that delineates major steps, responsible parties, costs for main activities, expected outcomes and a timeline
- b) Integrating the NBSAP implementation plan with the CBD Programme of Work on Protected Areas implementation plan: Seychelles is in the process of finalizing its PoWPA implementation plan, and this step will ensure that the work on protected areas, including goals, objectives and next steps, are fully integrated into the NBSAP. Particular emphasis will be placed on those aspects of Target 11 from the CBD Strategic Plan, including our plans for expanding protected areas, improving management effectiveness, sustainably financing protected areas, improving connectivity, and integrating protected areas into the wider landscape and seascape.
- c) Securing sustainable finance for NBSAP implementation: Article 20 of the Convention mentions the need for Parties "to provide, in accordance with its capabilities, financial support and incentives in respect of those national activities which are intended to achieve the objectives of this Convention." In the past few years, there has been a wide proliferation of innovative biodiversity finance mechanisms, such as payments for ecosystem services, conservation trust funds, biodiversity offsets and bio-carbon funding, among many others. We are still in the early stages of exploring these mechanisms. This activity will therefore focus on the following:
  - Identifying the existing financial gap for implementing the NBSAP
  - Identifying potential sources of revenue for filling these gaps
  - Assessing the feasibility for these revenue sources
  - Developing a detailed plan for operationalizing these revenue sources
- d) Assessing and strengthening capacity needs: One of the primary areas of enabling activities is the assessment of capacity needs. The decisions at CoP-10 place new and ambitious demands on countries, including requirements to protect and sustainably manage their lands and water, to develop comprehensive plans that integrate climate change into their land use, development and sectoral plans and strategies, and to develop appropriate biodiversity and climate policies, laws and incentives. This activity will ensure that we develop a road map for strengthening these specific capacities. Building on existing capacity needs assessment, and using existing guidance, we will identify the following gaps, along with capacity-building strategies to fill those gaps:
  - Effectiveness of participation at international meetings concerning biodiversity has been uneven
  - Untimely reporting to CBD
  - Limited capacity regarding donor requirements and project design, implementation and monitoring
  - Limited funds for direct implementation of NBSAP
  - Absence of valuing biodiversity and ecosystem services in monetary terms
  - Environmentally derived economic benefits (e.g. from tourism and fisheries) do not feed back into environmental programmes, except indirectly through general revenue
  - Environmental laws and policies addressing biodiversity are fragmented
  - Protected areas are numerous and difficult to manage and patrol with existing resources

- Inability to address the issue of IAS in a coordinated and comprehensive way on the principal granitic islands, as eradication is costly and labour-intensive
- General lack of the financial, human and information resources needed for an ecosystem approach

#### V. *Institutionalizing, monitoring and reporting*

- Monitoring and reporting on the status of biodiversity under climate change scenarios: Monitoring and reporting on the status of biodiversity is a key aspect of several Programmes of Work within the CBD. To date, efforts to monitor and report on the status of biodiversity have been sporadic and have typically not taken into full account the status and trends of biodiversity, the status of effective conservation, the contribution of ecosystem services (such as water and carbon), and the likely impacts of climate change on biodiversity and ecosystem services. Through this project, we will ensure that future monitoring and reporting on the status of biodiversity and ecosystem services is comprehensive, and fully incorporates climate change issues.
- Developing clearinghouse mechanisms (CHM): Of the 90 countries that accessed funding under the Fourth National Report joint global project (UNDP-UNEP/GEF), only 44 had national CHM sites, and of those, 25 were kept up-to-date (data from 2010). At the same time that CHMs are largely out of date, reliance on digital information has increased exponentially. Seychelles is no exception. No central coordinating database and information exchange mechanisms, with agreed standards, exist in Seychelles concerning biodiversity issues. The awareness of both the general public and decision makers on the importance of biodiversity remains weak. There is still no national biodiversity database, and there is no user-friendly mechanism available to share and disseminate biodiversity-related information with stakeholders. Therefore, the purpose of establishing a Clearing-House Mechanism within the DoE is to ensure that government has, and provides access to, the information and technologies that are needed to promote technical and scientific cooperation, and to provide broad participation and easy access to information. This aspect of the project will help us develop an effective, user-friendly and easily-updatable CHM that will enable us to effectively share information nationally, regionally and globally. The project will also work in collaboration with the CHM of the Secretariat of the CBD, to ensure that lessons and information are disseminated globally.
- Developing a permanent framework for reporting to the CBD: Parties to the CBD committed to submitting the Second National Report to the Cartagena Protocol by September 2011 and a Fifth National Report to the CBD by 2014. Seychelles is being assisted in the preparation of its Second Biosafety Report through a UNEP umbrella project. Else, Seychelles will submit a 5<sup>th</sup> National Report with funding from this project covering the NBSAPs, key changes in the status and trends in biodiversity status, threats and conservation. This project will develop a long-term reporting framework that will enable Seychelles to better track changes over time. This framework touches three aspects, which will be strengthened by a number of different activities under this project: (i) the setting up of the CHM for Seychelles; (ii) the strengthening of national capacity and leadership for managing biodiversity planning in the country; and (iii) the availability of national finance on a recurrent basis for the purpose of CBD reporting, so that GEF and other mechanisms become gradually complementary in this respect.

#### **Project consistency with national strategies and plans or reports and assessments relevant for the CBD, as well as other cross-cutting assessments and priority setting exercises**

Seychelles ratified the UN Convention of Biological Diversity in 1992 and it is making important efforts to fulfill its obligations under it, as well as to implement the Convention at the national level, including several of its Programmes of Work. Yet, there are gaps linked to national capacity and for which Seychelles needs external assistance to address.

Part II, Section A in this proposal contains a matrix listing different reports and assessments relevant for the CBD, as well as other cross-cutting assessments and priority setting exercises. This proposal fits well with the progress presented in the matrix, including the several gaps that need to be fulfilled in connection with this progress so far.

Else, this proposal is consistent with the following national plans and strategies:

- Environmental Management Plan of Seychelles (2000 – 2010)
- National Biodiversity Strategy and Action Plan (NBSAP, 1998), although now outdated
- Conservation Policy in the Seychelles (1971)
- Seychelles 2017 Strategy

#### **Project implementation arrangement:**

The project will be implemented over a period of 3 ½ years. The Environment Department (ED) is the government institution responsible for the implementation of the project and will act as the *National Executing Agency* for this project. UNDP is the *GEF Implementing Agency* for the project (or simply GEF Agency) and accountable to the GEF for the use of funds. The project

is nationally implemented (NIM), in line with the Standard Basic Assistance Agreement (SBAA, 1977) between the UNDP and the Government of Seychelles, and the Country Programme Action Plan (CPAP) for 2012-2016.

The overall responsibility for the project implementation by Environment Department implies the timely and verifiable attainment of project objectives and outcomes. Environment Department will provide support to, and inputs for, the implementation of all project activities. The Environment Department will nominate a high level official who will serve as the National Project Director (NPD) for the project implementation. The NPD will chair the Project Steering Committee (PSC) and other relevant stakeholder, sectoral and working groups under the project, and be responsible for providing government oversight and guidance to the project implementation. The NPD will be administratively and technically supported by a government appointed Project Manager. The NPD and the PM will not be paid from the project funds, but will represent a Government in kind contribution to the Project.

The Project Manager will, in turn, be supported by a national Technical Advisor and an international NBSAP Lead Consultant. Both will need to have previous experience in the development of NBSAPs. Their input will be part-time. Other part-time thematic consultants are also expected to contribute. In addition, technical working groups will be set up by deliberation of the Project Steering Committee. These working groups will have the role of ensuring effective involvement of a wide range of stakeholders and sectoral representatives. The composition of the working groups will be broad to include, government, civil society, academia, women's groups and local groups.

Further, the UNDP/GEF Programme Manager for Seychelles, the UNDP/GEF Regional Technical Advisor responsible for the project (based in Pretoria) and the UNDP Environment Focal Point at the Country Office (based in Mauritius with frequent travel to Seychelles) will also provide technical backstopping.

Working closely with the Environment Department, the UNDP Country Office (UNDP-CO) Mauritius will be responsible for: (i) providing financial and audit services to the project; (ii) overseeing financial expenditures against project budgets approved by PSC; (iii) appointment of independent financial auditors; and (iv) ensuring that all activities including procurement and financial services are carried out in strict compliance with UNDP/GEF procedures. A UNDP staff member will be assigned with the responsibility for the day-to-day management and control over project finance.

A *National Project Steering Committee* (PSC) will be convened by the Environment Department, and will serve as the project's coordination and decision-making body (Project Board). The PSC will include representation of all the key project stakeholders. The PSC meetings will be chaired by the NPD. It will meet according to the necessity, but not less than once in 6 months, to review project progress, approve project work plans and approve major project deliverables. The PSC is responsible for ensuring that the project remains on course to deliver products of the required quality to meet the outcomes defined in the project document.

The day-to-day administration of the project will be carried out by the *Programme Coordinating Unit* (PCU), a unit set up by the government to manage all UNDP/GEF environment projects. The project staff will be recruited using standard UNDP recruitment procedures. The Project Manager will manage the implementation of all project activities. The Project Manager will liaise and work closely with all partner institutions to link the project with complementary national programs and initiatives. The PM is accountable to the Environment Department and the PSC for the quality, timeliness and effectiveness of the activities carried out, as well as for the use of funds. The PM will also be technically supported by contracted national and international consultants and service providers. Recruitment of specialist services for the project will be done by the PM, in consultation with the UNDP and the Environment Department.

### **UNDP's comparative advantage for Biodiversity Enabling Activities**

UNDP has historically been the largest GEF implementing agency in terms of assisting countries in undertaking biodiversity enabling activities, having assisted more than 100 countries with it through several projects. The GEF2 project Biodiversity Support Programme was jointly implemented with UNEP and has set the stage for biodiversity planning among GEF eligible countries.

Countries have accessed funding through UNDP for preparing the first generation of NBSAPs, for developing their first country-driven CHMs and for preparing periodic national reports to the CBD.

UNDP has a large and active GEF biodiversity portfolio in Seychelles. All UNDP/GEF projects are implemented through by a government Project Coordination Unit (PCU). This ensures that projects can effectively share costs and create technical synergies. These synergies will be created primarily with the following projects implemented by the PCU:

- UNDP/GEF project *Mainstreaming Biodiversity Management into Production Sector Activities* (on-going)
- UNDP/GEF project *Mainstreaming Prevention and Control Measures for Invasive Alien Species into Trade, Transport and Travel across the Production Landscape* (on-going)

- UNDP/GEF project *Strengthening Seychelles' Protected Area System through NGO Management Modalities* (recently started)
- UNDP/GEF project *Capacity Development for Sustainable Land Management in Seychelles* (on-going)
- EU funded *Mainstreaming the Management of Invasive Species in Seychelles' World Heritage Sites*
- UNDP/GEF multi-focal area project *Capacity Development for Improved National and International Environmental Management in Seychelles* (on-going)
- Adaptation Fund Concept *Ecosystem-based adaptation to climate change in Seychelles* (in the pipeline)
- Plus two other biodiversity projects in the pipeline

The UNDP Country Office in Mauritius, which covers Seychelles, counts on at least three professional staff dedicated to the environment portfolio (plus support from operations and senior management). The Country Office is supported by the UNDP/GEF Regional Coordination Unit for Africa. Both will rely on UNDP's country-level coordination experience in integrated policy development, human resources development, gender issues, institutional strengthening, and non-governmental and community participation. All of these elements are all part of UNDP's programme in Seychelles.

### **Project's alignment with UNDP's programme for Seychelles**

UNDP has in 2011 developed a Country Programme Document for Seychelles (2012 – 2016), with three national priorities or goals: 1) Supporting inclusive growth and restoring the country on a sustainable growth path, 2) Promote environmental sustainability in Seychelles, and 3) Build capacity of State and Non State actors to improve and strengthen governance capacity in Seychelles society, with particular emphasis on the area of human (including gender) rights, for the sustainable and equitable development of Seychelles.

Although all three priorities or goals have reference to sustainable development, the second goal is of particular significance to the project. The Country Programme outcome is: By 2016, the governance systems, use of technologies and practices and financing mechanisms that promote environmental, energy and climate-change adaptation have been mainstreamed into national development plans.

### **Stakeholder involvement in the implementation of the project**

The stakeholder involvement element is embedded in the description of several activities within this proposal which will have a consultative and participatory character. A full stakeholder involvement plan will be developed in connection with the preparation of the UNDP Project Document that will operationalise this proposal at the level of UNDP, allowing Seychelles to access the funding. This plan will depart from the following indicative and non-exhaustive list:

- Department of Environment (DOE)
- Green Islands Foundation (GIF)
- Island Conservation Society (ICS )
- Island Development Company (IDC )
- Marine Conservation Society of Seychelles (MCSS )
- Ministry of Economic Planning and Employment (MEPE)
- Ministry of Finance
- Ministry of Foreign Affairs
- Ministry of Home Affairs, Environment, Transport and Energy (MHAETE)
- Ministry of Land Use and Housing (MLUH)
- Ministry of National Development (MND)
- Nature Protection Trust of Seychelles (NPTS )
- Nature Seychelles (NS)
- Plant Conservation Action Group (PCA)
- Praslin Fishermen Association (PFA)
- Seychelles Agricultural Agency (SAA)
- Seychelles Chamber of Commerce and Industries (SCCI)
- Seychelles Fishing Authority (SFA )
- Seychelles Hospitality and Tourism Association (SHTA)
- Seychelles Islands Foundation (SIF )
- Seychelles National Parks Authority (SNPA)
- Seychelles Tourism Board (STB)
- Western Indian Ocean Marine Science Association (WIOMSA )
- Liaison Unit of NGOS of Seychelles (LUNGOS)
- University of Seychelles

More specifically, the participation of NGOs and CSOs stakeholders in the implementation of this project will be ensured in

every stage of it. NGOs and CSOs in Seychelles are very active in the environment arena. They play an important advocacy and ‘watchdog’ role with respect to biodiversity. Many of them count on extensive networks of stakeholders and have produced research data that can help enrich the products that this project will be concerned with. These advantages will be explored in full during project implementation.

### Gender marking

A recent study (2011), undertaken by Plan International and the Royal Commonwealth Society, ranked Seychelles high on gender equality (fifth highest among the 54 Commonwealth member countries). Based on this ranking, it is ensured that both men and women will benefit from the capacity building benefits to be derived from this project.

During the project inception the mandatory UNDP gender marker will be applied. This requires that each project in UNDP's ATLAS system be rated for gender relevance. This will for example include a brief analysis of how the project plans to achieve its environmental objective by addressing the differences in the roles and needs of women and men.

Furthermore, gender marking implies the production of the following data by the project's year 2 and by its end:

- Total number of full-time project staff that are women
- Total number of full-time project staff that are men
- Total number of Project Board members that are women
- Total number of project Board members that are men
- The number jobs created by the project that are held by women
- The number jobs created by the project that are held by men

### D. DESCRIBE, IF POSSIBLE, THE EXPECTED COST-EFFECTIVENESS OF THE PROJECT:

In the Seychelles, biodiversity is hugely important to the economy, being the backbone of both the tourism and fishery economic sector, which together make up more than 60% of the country's GDP. It is generally accepted that protecting Seychelles' biodiversity will generate benefits worth millions of dollars. Although the Government is aware of these resource potentials, limited budgets have prevented them from fully financing sustainable management of such resources. The proposed GEF project will ensure that a national strategy and action plan guides all stakeholders and partners in the conservation of these precious resources, in order to avoid duplication and to ensure the application of resources in the most critical areas.

The cost-effectiveness of the proposed activities will further be ensured by combining government internal, national and international experience in implementing similar projects. Consultation costs will be kept to a minimum, as government can finance much of it from existing resources.

Other options have been considered, e.g. sub-contracting an NGO to assist in NBSAP update as a ‘package’ of services to be rendered. High costs in fees to service providers would make such option less cost effective, coupled with the risk of biasing a document such as the NBSAP, which needs to reflect broad societal views on the national strategy for biodiversity.

The project adopts the least-cost means of achieving the project's objectives and follows the activity norms and cost benchmarks defined by GEF guidelines. It will be built upon the strong foundation of previous developed NBSAPs, Capacity Assessments and CHMs. Much relevant information for the compilation of an updated NBSAP has been generated by previous and on-going biodiversity projects in Seychelles. The missing step is the actual compilation and strategizing, which the project will enable.

### E. DESCRIBE THE BUDGETED M&E PLAN:

Type of M&E activity	Responsible Parties	Budget US\$ <i>Excluding project team staff time</i>	Time frame
Inception Workshop	Project Coordinator UNDP CO UNDP GEF	\$2,000	Within first two months of project start up
Inception Report	Project Team UNDP CO	None	Immediately following IW
Measurement of Means of	Oversight by Project Manager	To be finalized during the	Annually prior to ARR/PIR and

Verification for Project Purpose Indicators, Project Progress and Performance (measured on an annual basis)	Project team	inception phase and determined as part of the Annual Work Plan's preparation.	to the definition of annual work plans
Simplified Biodiversity Enabling Activities Annual Project Review / Project Implementation Report (APR/PIR)	Project Team UNDP-CO UNDP-GEF	None	Annually
Quarterly progress reports	Project team	None	Quarterly
CDRs	Project Manager	None	Quarterly
Terminal Report	Project team UNDP-CO	\$500 for printing costs	At least one month before the end of the project
Lessons learned	Project team UNDP-GEF Regional Coordinating Unit (suggested formats for documenting best practices, etc.)	To be determined as part of the Annual Work Plan's preparation.	Yearly
Audit	UNDP-CO Project team	\$2,000 in total To be included in the CO audit plan.	Yearly
TOTAL indicative COST <i>Excluding project team staff time and UNDP staff and travel expenses</i>		~ US\$ 4,500	

**F. EXPLAIN THE DEVIATIONS FROM TYPICAL COST RANGES (WHERE APPLICABLE):**

-- n/a--

**PART III: APPROVAL/ENDORSEMENT BY GEF OPERATIONAL FOCAL POINT(S) AND GEF AGENCY(IES)**

**A. RECORD OF ENDORSEMENT OF GEF OPERATIONAL FOCAL POINT(S) ON BEHALF OF THE GOVERNMENT(S):**

(Please attach the [country endorsement letter\(s\)](#) with this template).

NAME	POSITION	MINISTRY	DATE (Month, day, year)
Didier Dogley	Director of the Environment Department, GEF OFP	Ministry of Home Affairs, Environment, Transport and Energy	10 Aug 2011


**B. CONVENTION PARTICIPATION\***

CONVENTION	DATE OF RATIFICATION/ ACCESSION (mm/dd/yy)	NATIONAL FOCAL POINT
UNCBD	09/22/1992	Ronley Fanchette

\*Only focal point for CBD should be necessary here. Refer to <http://www.cbd.int/countries/?country=sc> for an up-to-date list of CBD focal points.

**B. GEF AGENCY(IES) CERTIFICATION**

This request has been prepared in accordance with GEF policies and procedures and meets the standards of the GEF Project Review Criteria for Biodiversity Enabling Activity approval.

Agency Coordinator, Agency name	Signature	Date (Month, day, year)	Project Contact Person	Telephone	E-mail Address
Yannick Glemarec, UNDP/GEF Executive Coordinator		October 10, 2011	Fabiana Issler, Regional Technical Advisor for Biodiversity, Africa, UNDP / EBD	+27-12- 3548182	<a href="mailto:fabiana.issler@undp.org">fabiana.issler@undp.org</a>

## CONSULTANTS TO BE HIRED FOR THE ENABLING ACTIVITY

<i>Position Titles</i>	<i>\$ / Person Week</i>	<i>Estimated Person Weeks</i>	<i>Tasks to be Performed</i>
<b>For EA Management and Technical Assistance (blended)</b>			
<i>Local</i>			
<p>Project Manager and Activity Coordinator Throughout the duration of the project</p> <p>(Not financed by GEF, but with government co-financing. This in-kind input has been estimated at \$42K throughout the duration of the project and it is broken-down as follows: \$30K for project management and \$12K for technical assistance.)</p>	n/a	n/a	<p>To undertake the general administrative requirements of the project, including those related to project management and funding. The key tasks are:</p> <ul style="list-style-type: none"> <li>▪ Ensure that project Objective, Outcomes, Outputs and Activities are executed in a timely and appropriate manner.</li> <li>▪ Develop annual work plans and budgets, and submit these to the Steering Committee and to the UNDP Country Office for approval.</li> <li>▪ Develop TORs for Consultants for technical services, consultants, experts, and specifications of materials as required by the project, in consultation with the Project Director/UNDP.</li> <li>▪ Facilitate, guide and monitor the work of consultants, and approve their deliverables in association with the Project Committee.</li> <li>▪ Organize and assist in project related activities, where required. These may include planning for meetings, local and national workshops, consultations, trips, and other project related activities.</li> <li>▪ Establish and maintain linkages with national and international organizations and persons which/who can be of assistance to the objectives of the Project.</li> <li>▪ Provide timely reporting of project status as required by the Project Committee and the UNDP.</li> <li>▪ Maintain records of Project Committee meetings, decisions, actions etc.</li> <li>▪ Coordinate with other initiatives and programs whose outcomes and outputs are relevant to this project's objectives.</li> <li>▪ Any other duties assigned by the Project Committee that have direct relevance to the project.</li> </ul> <p><i>Selection criteria:</i> should have a Bachelor's degree in management, administration, environmental management or related field with a minimum of 5 years management experience at a senior level, or an advanced degree with 3 years management experience. Knowledge and understanding of the relevant UN Convention, environmental issues in Seychelles, good leadership, coordination, communication, and facilitation skills are essential.</p>
<b>For Technical Assistance</b>			
<i>Local</i>			
Technical Advisor	1500	13	<p>To provide technical assistance and advise to the Project Manager in the implementation of the project. The key tasks are:</p> <ul style="list-style-type: none"> <li>▪ Advise the PM on the technical aspects of the project to ensure effective project implementation in-line with the formally approved project document in order to achieve the stated project outcomes and outputs.</li> <li>▪ Provide strategic and technical guidance to the project manager on the implementation of the project.</li> <li>▪ Review Terms of Reference developed under the project and sit on the evaluation committee and recommend bids.</li> <li>▪ Provide strategic guidance to the Project Steering Committee.</li> </ul> <p><i>Contribution to the following deliverables:</i></p> <ul style="list-style-type: none"> <li>➤ Brief Review of the Biodiversity Planning Process in Seychelles</li> <li>➤ Biodiversity Targets for Seychelles: As part of national efforts to implement the CBD's Strategic Plan for 2011-2020</li> </ul>



<i>Position Titles</i>	<i>\$ / Person Week</i>	<i>Estimated Person Weeks</i>	<i>Tasks to be Performed</i>
			<ul style="list-style-type: none"> <li>➤ Second National Biodiversity Strategy and Action Plan for Seychelles</li> <li>➤ Sub-product 1: Study on Ecosystem Valuation in Seychelles</li> <li>➤ Sub-product 2: Study on Advances in Sectoral Mainstreaming of Biodiversity in Seychelles</li> <li>➤ Sub-product 3: Study on the Incorporation of Challenges and Opportunities linked to Ecosystem-Based Adaptation and Resilience in Seychelles</li> <li>➤ Set of ‘straight-forward’ and feasible NBSAP implementation plans, which ensure the effective implementation of the Action Plan contained in the NBSAP</li> <li>➤ Fully functional CHM for Seychelles, based on best international practice on the matter</li> </ul> <p><i>Selection criteria:</i> should have a MA or MSc in Natural Resources Management, with particular background in Biodiversity Conservation. Minimum 10 years’ experience in national and international natural resources projects in multi-stakeholder settings, in particular concerning Biodiversity Conservation. Prior GEF project experience.</p>
NBSAP Review Consultant	1500	4	<p>To take stock of the success of the existing NBSAP and develop national targets in line with the global Aichi Targets. The key tasks are:</p> <ul style="list-style-type: none"> <li>▪ Take stock of existing plans, policies and practices in Seychelles that result in biodiversity conservation or loss.</li> <li>▪ Identify the root causes of biodiversity loss in Seychelles by first identifying the threat and then the drivers behind the threats.</li> <li>▪ Identify the key barriers and challenges in the policy environment to effective biodiversity conservation/sustainable use.</li> <li>▪ Based on existing studies and analyses, identify key gaps in the existing NBSAP.</li> <li>▪ Identify the means to overcome existing barriers and challenges.</li> <li>▪ Develop a stakeholder consultation and participation plan that will ensure that the NBSAP development process is participatory, increasing the likelihood of successful implementation of the NBSAP.</li> </ul> <p><i>Contribution to the following deliverables:</i></p> <ul style="list-style-type: none"> <li>➤ Brief Review of the Biodiversity Planning Process in Seychelles</li> <li>➤ Second National Biodiversity Strategy and Action Plan for Seychelles</li> <li>➤ Sub-product 1: Study on Ecosystem Valuation in Seychelles</li> <li>➤ Sub-product 2: Study on Advances in Sectoral Mainstreaming of Biodiversity in Seychelles</li> <li>➤ Sub-product 3: Study on the Incorporation of Challenges and Opportunities linked to Ecosystem-Based Adaptation and Resilience in Seychelles</li> </ul> <p><i>Selection criteria:</i> should have an advanced university degree in environmental management or related field with a minimum of 5 years management experience at a senior level. Knowledge and understanding of the relevant UN Convention, the existing NBSAP and environmental issues in Seychelles are essential.</p>
<i>International</i>			
NBSAP Lead Consultant	3000	10	<p>To lead the overall process of the stocktaking, stakeholder consultation, national target setting and the development of the NBSAP and be responsible for the timely drafting and finalization of the NBSAP. The key tasks are:</p> <ul style="list-style-type: none"> <li>▪ Serve as team leader for other consultants involved in the NBSAP and be overall responsible for the timely drafting of the document for submission to the CBD Secretariat; strictly adhering to the deadlines agreed to; and ensuring quality control.</li> <li>▪ Ensure that the inception meeting results in a clear roadmap on the scope of services and project tasks to be accomplished under the guidance of the Project Manager, key national implementing partners and the UNDP technical staff.</li> <li>▪ Submit draft and revised versions of all studies and reports of the NBSAP activities to Project Manager, key national implementing partners and UNDP technical staff, per reporting timelines agreed on or before the inception meeting.</li> </ul>

<i>Position Titles</i>	<i>\$ / Person Week</i>	<i>Estimated Person Weeks</i>	<i>Tasks to be Performed</i>
			<ul style="list-style-type: none"> <li>▪ Play a pivotal role in developing a work plan and coordinating the input and outputs of all consultants, as well as overseeing the technical quality of deliverables.</li> <li>▪ Ensure that all Climate Change-related issues highlighted in the second National Communication to the UNFCCC that affect Biodiversity (Adaptation) or affected by Biodiversity (Mitigation) are integrated and addressed in the final NBSAP.</li> <li>▪ Ensure that all lessons learnt in the mainstreaming of biodiversity into the production sectors (this includes measures against Invasive Alien Species) are incorporated into the NBSAP.</li> <li>▪ Identify implementation partners for the undertaking of the various activities and develop an overall implementation plan.</li> <li>▪ Submit a final draft to the Project Manager, incorporating stakeholder inputs and guidance provided.</li> </ul> <p><i>Contribution to the following deliverables:</i></p> <ul style="list-style-type: none"> <li>➢ Brief Review of the Biodiversity Planning Process in Seychelles</li> <li>➢ Biodiversity Targets for Seychelles: As part of national efforts to implement the CBD’s Strategic Plan for 2011-2020</li> <li>➢ Second National Biodiversity Strategy and Action Plan for Seychelles</li> <li>➢ Sub-product 1: Study on Ecosystem Valuation in Seychelles</li> <li>➢ Sub-product 2: Study on Advances in Sectoral Mainstreaming of Biodiversity in Seychelles</li> <li>➢ Sub-product 3: Study on the Incorporation of Challenges and Opportunities linked to Ecosystem-Based Adaptation and Resilience in Seychelles</li> <li>➢ Set of ‘straight-forward’ and feasible NBSAP implementation plans, which ensure the effective implementation of the Action Plan contained in the NBSAP</li> </ul> <p><i>Selection criteria:</i> should have an advanced degree (MSc) in environmental or natural sciences, preferably with exposure to biodiversity conservation. Proven track record of drafting relevant materials in the biodiversity/ecosystem based adaptation areas (publications, reports and related documentation). Proven ability to collect, verify and analyze information, and to finish and present work with a high degree of accuracy and technical quality. Ability to communicate effectively orally and in writing, in order to communicate complex, technical information to both technical and general audiences. Knowledge and understanding of the relevant UN Convention, Previous experience in the development of NBSAPs.</p>
Expert in the interface Biodiversity and Climate Change	3000	6	<p>The consultant will be responsible for ensuring that climate change considerations (both threats and opportunities) become integrated into Seychelles’ NBSAP. The key concerned activity is: “Incorporating climate change issues into NBSAPs” under Component 2. This task will be carried out in close collaboration with the Seychelles Climate Change Committee.</p> <p><u>Key tasks will include:</u></p> <ul style="list-style-type: none"> <li>▪ Identify areas important for carbon sequestration and advise on protection and management strategies.</li> <li>▪ Update the country’s ecological gap assessment to include future distribution to include predicted future distribution of biodiversity under climate change scenarios.</li> <li>▪ Assess the impact of climate change on the functioning of important ecosystem services in Seychelles.</li> <li>▪ Identify areas important for improving nature’s ability to adapt to climate change, such as altitudinal gradients and conservation corridors.</li> <li>▪ Identify areas of particular importance for restoration in order to improve climate resilience, adaptation and mitigation.</li> </ul> <p><i>Contribution to the following deliverables:</i></p> <ul style="list-style-type: none"> <li>➢ Second National Biodiversity Strategy and Action Plan for Seychelles</li> <li>➢ Sub-product 2: Study on Advances in Sectoral Mainstreaming of Biodiversity in Seychelles</li> </ul>

<i>Position Titles</i>	<i>\$ / Person Week</i>	<i>Estimated Person Weeks</i>	<i>Tasks to be Performed</i>
			<i>Selection criteria:</i> should have an advanced degree (MSc) in environmental or natural science, with a specialization in ecosystem based climate change adaptation and/or mitigation. Experience in ecosystem based approach, ecosystem based adaptation to climate change and climate change adaptation in Biological/ecological services.
Environmental Economist & Finance Specialist	3000	7	<p>The consultant will be responsible for carrying out the tasks under two sub-activities: i) Assessing and integrating ecosystem services through economic valuation (under Component 2), and ii) the mobilisation of financing for the implementation of the Action Plan of the NBSAP and in raising awareness among key stakeholders on the NBSAP (under Component 3). The tasks foreseen will be carried in close collaboration with the Ministry of Finance and the Ministry of Environment.</p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> <li>▪ Identify and assess the full range of values of key ecosystem services within Seychelles, based on existing local, national, regional and global studies on the value of ecosystems and biodiversity, including: the national TEEB valuation results, the valuation of protected areas, any other national ecosystem services studies that have been conducted (e.g. water, carbon), and existing global and regional maps and overlays of key ecosystem services.</li> <li>▪ Identify the implications of these services for different stakeholder groups within the country, including those who benefit from, and pay for, the maintenance of these ecosystem services, and those that degrade ecosystems through unsustainable use.</li> <li>▪ Estimate and demonstrate the value of key ecosystem services (using methods appropriate to each service), including the value of the ecosystem service in contributing to climate resilience, adaptation and mitigation; reducing poverty, and sustaining livelihoods.</li> <li>▪ Where appropriate, this activity will also identify potential means of capturing the value of targeted ecosystem services including through policies such as payments for ecosystem services and other positive incentives.</li> <li>▪ Identify priority Biodiversity investment needs and opportunities based on the NBSAP</li> <li>▪ Analyse internal sources of finance for action in the NBSAP including i) the national budget cycle and the allocation to public administrations (ministries), ii) the budget of local governments, iii) national funds to support local development, and iv) fiscal and economic instruments.</li> <li>▪ Analyse external sources of finance for actions in the NBSAP including i) bilateral sources, ii) multilateral sources, iii) regional development banks, iv) international foundations and non-governmental organisations (NGOs)</li> <li>▪ Analyse innovative sources of finance for actions in the NBSAP, especially fiscal measures related to: i) tourism and infrastructure development (to encourage the mainstreaming of biodiversity into their operations, ii) bank loans for investment projects. NBSAP Integrated Financing Action Plan summarising concrete activities required to mobilise BD finance for the 10-year period of the implementation of the NBSAP.</li> </ul> <p><i>Contribution to the following deliverables:</i></p> <ul style="list-style-type: none"> <li>➤ Second National Biodiversity Strategy and Action Plan for Seychelles</li> <li>➤ Sub-product 1: Study on Ecosystem Valuation in Seychelles</li> <li>➤ Sub-product 2: Study on Advances in Sectoral Mainstreaming of Biodiversity in Seychelles</li> <li>➤ Sub-product 3: Study on the Incorporation of Challenges and Opportunities linked to Ecosystem-Based Adaptation and Resilience in Seychelles</li> <li>➤ Set of ‘straight-forward’ and feasible NBSAP implementation plans, which ensure the effective implementation of the Action Plan contained in the NBSAP</li> </ul>
BD Capacity Needs Assessment Consultant	3000	4	<p>To objectively reveal Seychelles’ capacity to effectively implement the obligations deriving from the ratification and accession of the UN Convention on Biological Diversity. The key tasks are:</p> <ul style="list-style-type: none"> <li>▪ Assess extent of role clarity and/or CBD domestication as it relates to implementation and enforcement of CBD activities across all primary and secondary stakeholders in central government.</li> <li>▪ Determine the level of willingness to take responsibility and provide leadership in ensuring relevant CBD</li> </ul>

<i>Position Titles</i>	<i>\$/ Person Week</i>	<i>Estimated Person Weeks</i>	<i>Tasks to be Performed</i>
			<p>obligations and activities are fulfilled.</p> <ul style="list-style-type: none"> <li>▪ Assess whether the identified primary and secondary duty bearers have the necessary human resources to meet the specific obligations.</li> <li>▪ Assess the pattern and efficacy of participation at regional technical committees and COP meetings.</li> <li>▪ Based on international best practice, recommend the most suitable institutional and/or accountability structure for the effective implementation and coordination of the CBD.</li> <li>▪ Identify and prioritise the capacity development needs required to effectively implement CBD obligations at all levels within central government.</li> <li>▪ Generate recommendations for capacity enhancement at all levels.</li> <li>▪ Generate recommendations to enable rationalisation of capacity and efficient resource allocation during implementation with other MEAs.</li> <li>▪ Develop a comprehensive Capacity Development Programme and Training Action Plan for effective implementation and coordination of CBD at the district and central government levels.</li> </ul> <p><i>Contribution to the following deliverables:</i></p> <ul style="list-style-type: none"> <li>➤ Brief Review of the Biodiversity Planning Process in Seychelles</li> <li>➤ Set of ‘straight-forward’ and feasible NBSAP implementation plans, which ensure the effective implementation of the Action Plan contained in the NBSAP</li> </ul> <p><i>Selection criteria:</i> should have an advanced degree (Masters) in a discipline such as Human Resource Management or Public Administration. Proven experience in Skills Assessment, Capacity Development and Training. Minimum 5 years experience in institutional/organisational development and change management. Experience working with Environmental Institutions in Seychelles and in the region and added advantage.</p>

Note: Consultants’ rates in this proposal have been budgeted for at the higher end of the rates’ scale to better reflect the scarcity of qualified consultants in the local market. Split between local and International consultants is indicative and subject to procurement guidelines of agencies and governments. Consultants will be hired in line with UNDP rates and procedures. Also, in accordance with both UNDP and GEF policies, no GEF project resources will be used to pay any government, agency, or NGO staff personnel.

## Annex B . Chronogramme of activities

Comp	Modules	Guiding activities under each module	2011	2012				2013				2014			
			Q4	Q1	Q2	COP 11	Q4	Q1	Q2	Q3	Q4	Q1	Q2	COP 12	Q4
1	I. Preparation	1. Rapid stocktaking and review of relevant plans, policies and reports	x	x											
		2. Identification of stakeholders; consultations and awareness	x	x											
		3. Rapid assessment of the causes and consequences of biodiversity loss highlighting the value of biodiversity and ecosystem services and their contribution to human well-being		x	x										
	II Setting national targets, principles, & main priorities of the strategy	4. Setting national targets, principles, & main priorities of the strategy through national consultations		x	x	D									
2	III. Strategy and action plan development  Completion before COP12	5. Developing the strategy and actions to implement the agreed targets through national consultations				x	x	x	x						
		6. Application of the NBSAP to sub-national entities through sub-national and local consultations						x	x	x					
		7. Sectoral integration including mainstreaming into development, poverty reduction and climate change plans through sectoral consultations						x	x	x	x	D			
3	IV. Development of Implementation plans and related activities	8. Development of a plan for capacity development for NBSAP implementation.							x	x	x	x			
		9. Technology needs assessment								x	x	x			
		10. Development of a communication and outreach strategy for the NBSAP.							x	x	x	x	x		
		11. Development of a plan for resource mobilization for NBSAP implementation							x	x	x	x	x		
	V. Institutional, monitoring, reporting and exchange	12. Establishment/ strengthening of national coordination structures			x	x	x	x	x	x	x	x	x	x	x
		13. CHM development.		x	x	x	x	x	x	x	x	x	x	x	x
		14. Development of indicators and monitoring approach		x	x	x	x	x	x	x	x	x	x	x	x
		15. Fifth national report (deadline Mar 2014)						x	x	x	x	x	D		

D = delivery.

## Annex C. OPERATIONAL GUIDANCE TO FOCAL AREA ENABLING ACTIVITIES

### Biodiversity

- [GEF/C.7/Inf.11, June 30, 1997, Revised Operational Criteria for Enabling Activities](#)
- GEF/C.14/11, December 1999, An *Interim Assessment of Biodiversity Enabling Activities*
- [October 2000, Revised Guidelines for Additional Funding of Biodiversity Enabling Activities \(Expedited Procedures\)](#)
- GEF5 Focal Area Strategy ([download](#))

## Annex 2. Minutes of the Local Project Appraisal Committee (LPAC) Meeting

Simplified Minutes of the Local Project Appraisal Committee Meeting For UNDP/GEF Biodiversity Enabling Activities			
Date of the LPAC [27 January 2012]	Start time [3.00 pm]	End time [complete]	Held at [Conference Room, Department of Environment, Botanical Gardens]
Name of LPAC Chairperson: Functional Title: <i>PS Eudora</i> Institution: <i>ENVIRONMENT DEP.</i> Signature: <i>[Signature]</i>		Dudor Douglas, GEF Operational Focal Point and Principal Secretary, Department of Environment	
Name of LPAC Co-Chair: Functional Title: Institution: Signature: <i>[Signature]</i>		Roland Alcisor, Programme Manager, United Nations Development Programme	
Have all LPAC participants received the PRODOC for appraisal prior to the meeting and in a timely manner?			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Remarks:			
Country:	Seychelles		
Project Title (full):	National Biodiversity Planning to Support the implementation of the CBD 2011-2020 Strategic Plan in Seychelles		
Date of submission to the GEF	1st: 19 Sep 2011 2nd: 10 Oct 2011	Date of approval by the GEF:	12 Oct 2011
Remarks on approval process, if applicable	This was the first BD EA project that the GEF approved for UNDP in GEF5. It served as a model to other countries.		
Name and contact of Environment Focal Point at the UNDP Office:	Roland Alcisor		
UNDAF Outcome(s):	N/A		
UNDP Strategic Plan Environment and Sustainable Development Primary Outcome:	Strengthen national capacity to manage the environment in a sustainable manner while ensuring adequate protection of the poor. Mobilizing environmental financing.		
UNDP Strategic Plan Secondary Outcome:	Mainstreaming environment and energy.		
Expected CP Outcome(s):	Functional integrity of terrestrial and coastal ecosystems is secured, providing a base for sustainable development.		
Expected CPAP Output (s):	Biodiversity conservation needs addressed as part of good practices in tourism development.		
Programme Period:	2012 - 2016	Total resources required (total project funds)	\$410,000
Atlas Award ID:	00963028	Total allocated resources (UNDP managed funds) Regular (UNDP TRAC)	\$280,000

Project ID:	00963028	GEF	\$200,000
PIMS #	4862	Other (partner managed resources)	
Project Start date:	Jan 2012	o Government	\$216,000
Project expected End Date:	Dec 2014	o NGOs	not specified
Proposed Management Arrangements	<input checked="" type="checkbox"/> NIM	o Other	-

Executing Entity/Implementing Partner	Government Department through the UNDP/GEF Programme Coordination Unit
Implementing Entity/Responsible Partners:	Environment Department through the UNDP/GEF Programme Coordination Unit

1) Decisions of the LPAC	<input checked="" type="checkbox"/> General endorsement of the Project's strategy: - Objective, Outputs and Activities (see proposal) - Longframe indicators (see Strategic Results Framework) - Management Arrangements (see PRODOC Section I, Part II)
<input checked="" type="checkbox"/> (tick the applicable boxes, if these have been endorsed by the LPAC)	<input checked="" type="checkbox"/> Specific endorsement of the project's budget (see PRODOC TRW)
	<input checked="" type="checkbox"/> Specific endorsement of the proposed project staff complement (see PRODOC Section IV, Part II) and the project's organisations (if included)
	<input checked="" type="checkbox"/> Endorsement of the TOR for key project staff (PRODOC Section IV, Part III)
	<input checked="" type="checkbox"/> Endorsement of the proposed strategy for stakeholder engagement (see PRODOC Section I, Part D)
Remarks on the above	

2) Engagement of Implementing Entity/Responsible Partners	
Will the project engage entities other than the national Executing Entity/Implementing Partner? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
IF YES, which and for what purpose?	<input checked="" type="checkbox"/> Government department <input type="checkbox"/> NGO <input type="checkbox"/> Academia / centre of excellence <input type="checkbox"/> Other
	[The main department concerned will be involved with the steering of the project, form part of the Steering Committee and will be major stakeholders in the process of preparation of the new NBSAP. The list of partners are already identified in the Stakeholder Matrix on page 6 under Stakeholder Analysis (page 6)]
	<input type="checkbox"/> Government department <input checked="" type="checkbox"/> NGO <input type="checkbox"/> Academia / centre of excellence <input type="checkbox"/> Other
	The NGOs will provide useful information on biodiversity status especially in protected areas and they will be key participants in stakeholder workshops for the update of the NBSAP. The list of NGOs are identified under the Stakeholder Analysis (page 6) [purpose]
Is the pre-selection of these partners in line with UNDP procedures and has this been fully endorsed by the LPAC? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Remarks: Most of the partners invited for the LPAC were present. It was agreed that more partners and stakeholders will be called upon during implementation as identified in the Stakeholder Matrix. The GEF Operational Focal Point (co-Chair) welcomed the LPAC participants and explained the purpose of the meeting and agreed on the format/process. It was agreed that meeting will proceed on assumption that all participants have read the documents and we would take general comments and then review specifically the Enabling Activities Framework.	



General comments were the following:

- Some Conventions were missing and the Documents should try to include all the BD conventions such as CITES and CMS (Convention on Migratory Species).
- Need to make reference also to the ITFAD – International Treaty for Food and Agriculture
- There should be linkages to the Capacity Building project (NCSA follow up) which is building environmental database and reporting on all Environmental Conventions as there are mechanism being developed which allows countries to report on various conventions through preparation of a single report using specific web-based applications.
- To be consistent the reference to SC (Steering Committee) and PCU Programme Coordination Unit should change to Project Board and Project Management Unit throughout the document to be consistent with the *Prince II* terminology. **Not clear**
- Under the Budget, Government through the Department of Environment commits USD 70,000 as co-financing in cash and in kind. The Meeting was agreeable with the Management Arrangements.
- Name of Focal Point on page 49 needs to be updated.
- Latin names needs to be corrected in some sections.

Specific comments on the EA Framework were as follows:

1: Stocktaking and national target setting:

Output 1.2 - to be amended to include other Biodiversity Conventions to which Seychelles is a party to. To also add " which will form the basis of the new NBSAP"

Output 1.4 – includes and other mechanisms being developed.

2. NBSAP Update - No specific comments

Output 2.1 – Need to refer to 2 (7) page 49 on the frameworks to ensure that 2.1 is capturing all national development plans and strategies and not limited to poverty and climate change. 2.1 reworded to read as follows: "The process of 'Biodiversity Planning'<sup>1</sup> in Seychelles, leading to an updated NBSAP that is aligned with the guidance in the CBD Strategic Plan (2011-2020), becomes fully anchored into all national development plans and frameworks and it is supported by consultations"

3. National Frameworks for NBSAP implementation, CBD reporting and exchange mechanisms:

Output 3.1 - NBS to change to NBSAP for consistency.

### 3) General and Specific Recommendations of the LPAC

The PRODOC was endorsed for signature by UNDP and Government.

- Subject to some of the minor changes above.

### 4) List of participants in the LPAC

<sup>1</sup> 'Biodiversity Planning' is the process of incrementally addressing, in an iterative and cyclical manner, the priorities of the CBD through participatory planning and strategizing activities.

Name	Institution	Title	Email
Didier Dogley	Department of Environment	GEF Operational Focal Point, Principal Secretary	d.dogley@env.gov.sc
Roland Alcindor	UNDP	Programme Manager	roland.alcindor@undp.org
Lyndy Bastienne	National Coordinator Mangrove	IUCN,	lyndy.bastienne@iucn.org
Veronique Bonnelame	National Coordinator	GEF – Small Grants Programme	veronique.bonnelame@undp.org
Elixa Socrate	Fisheries Administrator	Seychelles Fishing Authority	esocrate@sfa.sc
Frauke F. Dogley	CEO	Seychelles Island Foundation	soo@isif.sc
Denis Matariken	CEO	Seychelles National Parks Authority	bdpa@seychelles.net
Veronique Herminie	Programme Coordinator	Programme Coordination Unit (PCU)	v.herminie@pcu.sc
Rebecca Laustau LaLance	First Secretary	Ministry of Foreign Affairs	rlaustau@mla.gov.sc
Danielle Dugasse	Programme Manager (Biosecurity)	PCU	d.dugasse@pcu.sc
Betty Seraphine	Programme Manager (Biodiversity)	PCU	b.seraphine@pcu.sc
Barry Nourrice	Senior Laboratory Technician	Seychelles Agricultural Authority	nbarr@telvisior.net
James Changave	Project Manager	Green Island Foundation	research@gif.sc