



Project Document

Government of Republic of Namibia

United Nations Development Programme

Global Environment Facility

**PIMS 3702 NAM 10 (Namibia) 00046421 (Proposal Number) 00055289 (Project Number)
MU MSP: CEGEM**

*Strengthening Capacity Enhancement to Implement
the Global Environmental Conventions in Namibia*

Brief description:

In March 2005, Namibia completed the first phase of its *National Capacity Self-Assessment (NCSA) for Global Environmental Management Process*. The Government of Namibia and a wide range of stakeholders involved in the NCSA has identified the priority need to mainstream environmental management issues into national development programmes and address the Rio Convention provisions in an integrated manner. In Namibia, implementation of the Rio Conventions on biodiversity, climate change and land degradation occurs in the context of sustainable development and poverty reduction. The NCSA Report provides a detailed action plan for addressing the priorities associated with global and national environmental management.

To address some of the major constraints in the Rio Conventions implementations, the proposed project implementation approach is strategically geared to four directions: 1) to strengthen the technical skills and knowledge of key Government and non-governmental organizations involved in environmental management, 2) to improve awareness on the global environmental Conventions provisions and synergies and on cross-cutting Conventions issues 3) to develop the mainstreaming mechanism to ensure that environmental concerns are adequately mainstreamed in the national and regional planning, and 4) to ensure sustainability by institutionalizing the implementation process of the NCSA national objectives.

This project will be directly linked to current national initiatives, such as the NCSA Action Plan implementation process, the national decentralization initiative and the poverty reduction strategies. The goal of the project is to integrate the global environmental objectives in national development programmes and projects. The expected result is improved environmental management of development activities in a variety of sectors that specifically addresses climate change, biodiversity and land degradation. This goal is consistent with the findings and direction provided by the NCSA Report and Action Plan. The overall objective is to increase institutional and human capacities to meet Namibia's commitments to global environmental Conventions on climate change, biodiversity and land degradation. Two proposed outcomes of the project are: 1) increased capacity to meet Namibia's commitments to the Rio Conventions and 2) Rio Conventions provisions mainstreamed into national and regional development planning.

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List of Acronyms/Abbreviations

BLMSP	Biodiversity and Land Management Support Programme
CBNRM	Community Based Natural Resource Management
CPAP	Country Programme Action Plan 2006-2010
CPP	Country Pilot Partnership for Sustainable Land Management
COP	Conference of the Parties (to CBD, UNCCD, UNFCCC)
CRIAA	Center for Research Information Action in Africa
DANIDA	Danish Agency for Development Assistance
DASS	Directorate of Administration and Support Services
DEA	Directorate of Environmental Affairs
DRFN	Desert Research Foundation of Namibia
DSS	Directorate of Scientific Services
EIA	Environmental Impact Assessment
EIS	Environmental Information System Unit
EMIA	Environmental Management and Impact Assessment Bill
FIRM	Forum for Integrated Resource Management
GEF	Global Environment Facility
GIS	Geographic Information System
GRN	Government of Republic of Namibia
GTZ	German Agency for Technical Cooperation
IBA	Important Bird Area
ICEMA	Integrated Community-based Ecosystem Management
IRDNC	Integrated Rural Development and Nature Conservation
LA	Local Authority
LAC	Legal Assistance Center
LFA	Logical Framework Analysis
MAWF	Ministry of Agriculture, Water and Forestry
MDGs	Millennium Development Goals
MEA	Multi-lateral Environmental Agreements
MET	Ministry of Environment and Tourism
MFMR	Ministry of Fisheries and Marine Resources
MLR	Ministry of Land and Resettlement
MME	Ministry of Mines and Energy
MoFA	Ministry of Foreign Affairs
MoE	Ministry of Education
MSP	Medium Size Project
NACOMA	Namib Coast Biodiversity and Management Project
NACSO	Namibian Association of CBRNM Support Organizations
NAPCOD	National Programme to Combat Desertification
NBSAP	National Biodiversity Strategy and Action Plan
NCSA	National Capacity Self-assessment
NDP	National Development Plan
NIED	National Institute for Education Development
NNF	Namibia Nature Foundation
NPRAP	National Poverty Reduction Action Plan
OPM	Office of the Prime Minister
PCC	Project Coordination Committee
PESILUP	Promoting Environmental Sustainability Through Improved Land Use Planning
PMU	Project Management Unit

PS	Permanent Secretary
RC	Regional Council
PRA	Participatory Rural Appraisal
SAIEA	Southern African Institute for Environmental Assessment
SPAN	Strengthening the Protected Area Network
UNCBD	United Nations Convention on Biological Diversity
UNCCD	UN Convention on Combating Desertification
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNEP	United Nations Environmental Programme
UNFCCC	UN Framework Convention on Climate Change

SECTION I

Brief Narrative

Part I Situation Analysis

1. In March 2005, Namibia completed the first phase of its National Capacity Self-Assessment (NCSA) for Global Environmental Management Process. The Government of Namibia and a wide range of stakeholders involved in the NCSA has identified the priority need to mainstream environmental management issues into national development programmes and address the Rio Convention provisions in an integrated manner. In Namibia, implementation of the Rio Conventions on biodiversity, climate change and land degradation occurs in the context of sustainable development and poverty reduction. The NCSA report provides a detailed action plan for addressing the priorities associated with global and national environmental management.

2. In Namibia, implementation of the Rio Conventions, namely CBD, UNCCD and UNFCCC, is applied in the context of sustainable development. Implementation of these Conventions in Namibia must address poverty reduction as a strategy to reduce vulnerabilities of the poor. Loss of biodiversity and its goods and services, desertification/land degradation, as well as the negative impacts of climate change expected over the longer term put poor people at greater and greater risk, and reduces their livelihood options. It is recognized that environment sustainability is a crucial aspect of livelihood security, especially of poorer people in rural areas.

3. The Constitution of Namibia highlights the need to develop and implement policies to maintain the sustainability of the ecosystems, ecological processes and biological diversity for the benefit of the present and future populations. In 2004, the Government launched an indicative 30-year planning framework known as Vision 2030, which aims to provide the basis for sustainable development planning, and creating a long-term perspective within which Namibia's 5-years National Development Plans (NDPs) can be designed and monitored. NDP2 acknowledges the cross cutting nature of environmental management and calls for strengthening of education and awareness. It further recognizes the need for the enhancement of the information base, to facilitate the Government's integrated planning, as well as its fulfillment of international environmental obligations.

4. This project is submitted to GEF as a response to the need for stand-alone capacity development initiatives, identified by the Government of Namibia. Critical gaps exist in institutional and human resource capacities to mainstream global environmental concerns into development, which are not specifically addressed by the existing initiatives. This project will address these issues and will focus therefore, on a series of development sectors and poverty reduction/socio-economic activities.

5. Further details on the situation analysis can be found in *Section 2 b - Country Drivenness of Annex A - Approved GEF Proposal*.

Part II Strategy

6. The goal of the project is to integrate the global environmental objectives in national development programmes and projects. The expected result is improved environmental management of development activities in a variety of sectors that specifically addresses climate change, biodiversity and land degradation. This goal is consistent with the findings and direction provided by the NCSA Report and Action Plan.

7. The overall objective is to increase institutional and human capacities to meet Namibia's commitments to global environmental conventions on climate change, biodiversity and land degradation, in the context of national development. Two expected outcomes of the project are: 1) Increased capacity to meet Namibia's commitments to the Rio Conventions, and 2) Rio Conventions provisions mainstreamed into national and regional development planning.

8. The project will primarily support the MET in achieving its long-term objectives, outlined in MET Strategic Plan (2006-2010) and will support the MET's current programmes and projects addressing the biodiversity, land degradation and climate change related issues -- in particular, the NCSA Action Plan implementation process – through its capacity development activities.

9. The project will pay particular attention to capacity challenges posed by the HIV/AIDS pandemic in its capacity development activities and to correlation between gender and global environmental issues in its awareness raising activities. UNDP will make necessary expertise available to the project through its ongoing and forthcoming activities in Namibia on HIV/AIDS and gender issues as well as through its global knowledge network, as and when required.

10. Furthermore, the project's expected benefits will go beyond MET and encompass national development issues such as decentralization and poverty reduction initiatives. The national and global benefits of mainstreaming environment into national development are linked to increased awareness about global environmental effects of development programmes, improved ability to reduce and withstand climate change risks, better skills in assessing and managing environmental effects and options, and more effective synergies between development and environmental objectives in land, water and biodiversity management.

11. Although this project is not formally part of Country Pilot Partnership for Integrated Sustainable Land Management (CPP for ISLM) – a programme approach spearheaded by the Government of Namibia in partnership with UNDP, UNEP and World Bank and with financial support from GEF – the project will compliment the CPP for ISLM and also other GEF funded projects in Namibia (e.g., ICEMA and NACOMA) by providing targeted training and awareness raising campaign specifically for global environmental management and global environmental convention related issues, which cannot be covered by capacity development components of any other GEF-funded projects.

12. The project will also contribute to the country's efforts to achieve national Millennium Development Goals (MDGs). In 2006, Government of Namibia started awareness raising campaign for MDGs, titled "Environment for Development, Development for Environment."

The key messages of the campaign include that 1) all eight MDGs are related, 2) protection of environment are essential to achieve sustainable development, and 3) local environmental projects/programmes contribute to poverty alleviation. This project, through enhancing the capacity of global environmental management and through promoting mainstreaming environmental concerns into development planning, will assist the country both directly and indirectly in attaining its MDGs.

13. Further details on the Strategy can be found in *Section 1 a - Project Rationale, Objectives, Outcomes, Outputs and Activities of Annex A - Approved GEF Proposal*.

Part III Management Arrangement

14. The project will be implemented over a period of three years, commencing in 2007 and ending in 2010. The UNDP, as the Implementing Agency for this GEF project, is charged with overall fiduciary and technical responsibility for the project according to both GEF and UNDP guidelines. In accordance with the Country Programme Action Plan (CPAP), signed by the Government of Namibia and UNDP, the National Planning Commission Secretariat (NPCS), as the Government Coordinating Authority, will be responsible for defining, assessing and monitoring project achievements towards country-level outcomes, hence responsible for project delivery and accountability.

15. The project execution will follow a national execution (NEX) modality; therefore, Ministry of Environment and Tourism (MET), as the implementing partner of this project, will be responsible for actual execution of the project activities. The Director of Environmental Affairs in the MET will assume the role of the National Project Director for this project.

16. The former NCSA Steering Committee coordinated and chaired by both the MET and NPCS will be re-constituted and act as the Project Steering Committee (PSC). It will involve representation from the key stakeholders, including beneficiaries, directly responsible for environmental assessment and development planning. PSC is an executive body responsible for the project results and provide guidance and recommendation to the project drawing expertise from other ministries, departments or organizations as and when required. It will meet quarterly and assume the following roles and responsibilities:

- 1) Direct the overall project strategies and project implementation, as the project advisory body,
- 2) Approve the project annual work plans,
- 3) Appoint of the project working groups and approve their work plans,
- 4) Elect the NCSA Action Plan Implementation Team,
- 5) Monitor project progress and compliance to the project's Logical Framework,
- 6) Monitor project expenditures,
- 7) Ensure conformity with UNDP/GEF procedures and Government policies, and
- 8) Advocate for integrating global environmental issues into national and regional development activities through promoting the project and engaging stakeholders.

17. Project Management Unit (PMU) will be established within the Directorate of Environmental Affairs (DEA) of the MET. PMU will be headed by the Project Manager and work closely with the Environment Conventions Unit, the Environmental Information Services Unit (both housed in the DEA) and the Training Unit (housed in the Directorate of Administration) of MET. Terms of References for the Project Manager are found in **Annex 9 of Annex A - Approved GEF Proposal**. Administrative support will be provided by MET to PMU as part of the Government's in-kind contribution. PMU will be responsible for the day-to-day management of project activities and administrations and report to the PSC. PMU will be responsible to coordinate and facilitate the working group's activities. PMU's roles and responsibilities include:

- 1) Development of project annual work plans and implementation of project activities,
- 2) Coordinate all the project related activities (including working groups) to ensure the timely delivery of the project deliverables,
- 3) Produce quarterly progress reports,
- 4) Establish operational procedures for the projects in accordance with both UNDP and Government rules and procedures,
- 5) Act as a Secretariat to PSC,
- 6) Develop TORs and manage the recruitment and work of consultants as and when needed,
- 7) Monitor and approve deliverables from consultants for quality assurance,
- 8) Disseminate the project-related and Convention-related information to public at large.

18. The PMU will be supported by the two working groups, the one on capacity building and the other on mainstreaming, in its project implementation efforts. The PMU will also assist MET in establishing and capacitating the NCSA Action Plan Implementation Team as part of the project activities. The NCSA Action Plan Implementation Team will work closely with the Environment Conventions Unit of the DEA. Details of the expected roles and constitutions of the working groups and the NCSA Action Plan Implementation Team can be found in **Section 5 c – The Proposed Project Organization / Implementation Arrangements** of **Annex A - Approved GEF Proposal**.

19. The project's financial management¹ will follow the Request for Direct Payment modality; therefore, any requests for payment will be submitted with the form of either Request for Direct Payment or Service Request to UNDP for further processing. All the payment requests must be authorized by the National Project Director. UNDP Namibia will provide the Project Management Unit with updates financial reports generated by Atlas as and when needed, at least quarterly, to support the PMU's financial monitoring and planning efforts until such time that Project Coordinator gains direct access to Atlas.

20. Combined Delivery Report and Annual Work Plan will be generated annually and signed off by the Permanent Secretary of Ministry of Environment and Tourism and the Resident Representative of UNDP Namibia.

21. UNDP/Namibia will provide technical support to the project with the support from UNDP/GEF and its global knowledge network. It will also provide administrative support to

¹ The project's financial management and procedures will be also in accordance with the Harmonized Approach to Cash Transfers (HACT), once agreed by the Government of Namibia and United Nations Systems in Namibia.

PMU and the Government, as and when requested, in line with UNDP operations for development support services.

22. Any recruitment processes associated with this project will give due consideration to gender balance and those who are living positively with HIV/AIDS are also encouraged to apply.

23. Summary of LPAC minutes and recommendations for the management arrangement is found in the *Annex B*.

Part VI Monitoring and Evaluation

24. The project will comply with monitoring, evaluation and reporting requirements, as spelled out in the UNDP User Guide and any other specific guidelines applicable to UNDP/GEF projects. An Annual Work Plan will be developed at the beginning of each calendar year (January) and approved by both the implementing partner and UNDP. Quarterly progress reports will be submitted to UNDP and PSC by the PMU, providing a brief summary of the status of activities and output delivery, explaining variations from the work plan, and presenting work plans for each successive quarter. Until such time that project and/or government staff gain adequate access to the Atlas, various financial reports for project financial management generated by Atlas will be provided by UNDP to the Project Manager at least quarterly for financial monitoring.

25. An Annual Project Report (APR) will be prepared by the project manager, the implementing partner, UNDP, and target groups, if applicable, at the end of each calendar year (November to December), summarizing and evaluating work in progress in more detail. APR should also capture any lessons learned and best practices. APR will be reviewed by the Project Steering Committee, which shall make recommendations regarding the subsequent scheduling of project activities.

26. NEX Audit for this project will be conducted under the auspice of the Office of Auditor's General of the Government of Namibia.

Part V Legal Context

27. This Project Document shall be the instrument referred to as "Project Documents or other instruments" in Article 1 of the Standard Basic Assistance Agreement between the Government of Republic of Namibia and the United Nations Development Programme, signed by the parties on 21 March 1990.

28. The UNDP Resident Representative in Namibia 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:

- Revision of, or addition to, any of the annexes to the Project Document;
- Revisions which do not involve significant changes in the immediate objectives, outputs or activities of the project, but are caused by the rearrangement of the inputs already agreed to or by cost increases due to inflation; and
- Inclusion of additional annexes and attachments only as set out here in this Project Document

Audit clause

29. In accordance with UNDP guidelines applicable to NEX projects, the project will be subject to an external audit of the financial statements relating to the status of UNDP (including GEF) funds according to the established procedures set out in the UNDP User Guide and Finance manuals. The audit will be conducted by the legally recognized auditor of the Government, or by a commercial auditor engaged by the Government.

SECTION II

PROJECT RESULTS AND RESOURCES FRAMEWORK

CPAP and MYFF Outcomes:				
CPAP 4.10: Promoting biodiversity, conservation and renewable energy technologies and environmental education				
MYFF Outcome 3: The poverty reduction strategy linked to MDGs and Namibia’s Vision2030				
Outcomes	Intended Outputs	Output Indicators	Indicative Activities	Inputs (USD)
<p>Outcome1: Increased capacity to meet Namibia’s commitments to the Rio Conventions through: 1) Training and 2) Awareness Raising</p>	<p>Under 1) Training: 1.1 National capacity enhanced through a series of training workshops</p>	<ul style="list-style-type: none"> ▪ Number of MET staff and other key partner organizations, trained and applying proven skills related to selected topics <p>1.1.1 One national workshop conducted in the year 1, two in the year 2.</p> <p>1.1.2 Number of people trained at MET and other key partner institutions (including NGOs, CBOs, and private sectors)</p> <p>1.1.3 Number of national workshop reports posted on MET website</p> <p>1.1.4 Number of follow-up e-newsletters to the workshop participants on the Rio Conventions related issues</p> <p>1.1.5 Number of media coverage about the national workshops and their themes</p>	<ul style="list-style-type: none"> ▪ Identify training participants and trainers ▪ Develop training course and materials ▪ Organize and conduct national workshops ▪ Produce workshop reports and post them on MET website in collaboration with Environmental Information Systems (EIS) Unit ▪ Ensure media coverage of the event 	<p>40,000 (GEF) 10,000 (GRN in-kind) 20,000 (GTZ²)</p>

² Inputs from GTZ are both cash and in-kind.

	<p>1.2 Regional capacity enhanced through a series of Training Workshops</p>	<ul style="list-style-type: none"> ▪ Number of staff trained and applying proven skills related to selected topics ▪ Increased involvement of MET in guiding rural development in the regions <p>1.2.1 Number of regional workshops conducted</p> <p>1.2.2 Number of people trained from regional offices of MET and other ministries, Regional Councils, Local Authorities and other key partner institutions (including NGOs, CBOs, and private sectors)</p> <p>1.2.3 Number of regional workshop reports posted on the MET website</p> <p>1.2.4 Number of follow-up e-newsletters to the workshop participants on the Rio Convention related issues.</p> <p>1.2.5 Number of media coverage about the regional workshops and their themes</p>	<ul style="list-style-type: none"> ▪ Identify training participants and trainers ▪ Develop training course and materials ▪ Organize and conduct national workshops ▪ Produce workshop reports and post them on MET website in collaboration with Environmental Information Systems (EIS) Unit ▪ Ensure media coverage of the event 	<p>50,000 (GEF) 10,000 (GRN in-kind) 20,000 (GTZ)</p>
	<p>1.3 In-house training capacity of MET on Rio Conventions- related matters enhanced through the development of training courses and materials</p>	<ul style="list-style-type: none"> ▪ Increased capacity of MET to review policies and draft legislation ▪ Effective understanding and implementation of the upcoming legislation; EIA process meets international standards ▪ Increased technical guidance 	<ul style="list-style-type: none"> ▪ Identify training needs of MET staff to enhance their capacity to contribute to Rio Conventions commitments. ▪ Develop training plans for MET staff in collaboration with MET Training Unit and NCSA Action Plan Implementation Team 	<p>100,000 (GEF) 20,000 (GTZ)</p>

		<p>for MET to mainstream environment into national and regional development plans</p> <ul style="list-style-type: none"> ▪ increased capacity for bioclimatic modelling and development of adaptation measures <p>1.3.1 Number of training courses and materials developed</p> <p>1.3.2 Number of trainings conducted using the materials made available by the project (apart from the above mentioned national and regional workshops)</p>	<ul style="list-style-type: none"> ▪ Identify participants and trainers ▪ Organize and Conduct training ▪ Draft contributions to the MET Newsletter on the mentorship programme 	
	1.4 MET junior staff capacity and motivation enhanced through mentoring arrangement.	<ul style="list-style-type: none"> ▪ Increased experience of junior staff within the MET <p>1.4.1 Number of mentors assigned to MET junior staff</p> <p>1.4.2 Number of feedbacks received about the mentoring programme</p> <p>1.4.3 Number of coverage about mentorship programme in the MET newsletters</p>	<ul style="list-style-type: none"> ▪ Organize consultative meetings with MET senior professionals (possible mentors) ▪ Identify mentors ▪ Assign junior staff to mentors ▪ Design feedback /evaluation process for the mentorship programme ▪ Draft contributions to the MET Newsletter on the mentorship programme 	50,000 (GRN in-kind)
	Under 2) Awareness: 1.5 MET Environmental Education and Awareness Strategy developed	<ul style="list-style-type: none"> ▪ Increased focus of MET efforts to promote the global environmental objectives through environmental education and awareness 	<ul style="list-style-type: none"> ▪ Develop a workplan, in collaboration with the Environmental Information Services Unit, to develop the Strategy ▪ Draft the Strategy and circulate it in MET for comments 	20,000 (GEF) 5,000 (GRN in-kind)

		<p>1.5.1 A workplan developed in the year 1 to develop the Strategy</p> <p>1.5.2 Strategy developed</p> <p>1.5.3 Strategy approved and endorsed by the MET Strategic meeting</p>	<ul style="list-style-type: none"> ▪ Submit the draft Strategy with comments included to MET Strategic meeting for approval and endorsement 	
	<p>1.6 Improved understanding of Rio Conventions and environmental management among general public through mass media campaign</p>	<ul style="list-style-type: none"> ▪ Increased awareness and consciousness of the Namibian community towards the environmental Conventions and the upcoming legislations <p>1.6.1 Number of media coverage (Press release, radio and TV talks) on Namibia's commitments to the Rio Conventions and upcoming legislations</p>	<ul style="list-style-type: none"> ▪ Develop a media campaign schedule/workplan, in consultation with media representatives ▪ Prepare for targeted press releases ▪ Invite media on key project events 	21,000 (GEF)
	<p>1.7 Improved understanding on the Rio Conventions and environmental management through awareness sessions and mini-workshops tailored for different target groups</p>	<ul style="list-style-type: none"> ▪ Increased awareness among the ministers and members of the Parliament on the importance of the draft environmental legislation rapid enactment ▪ Increased awareness of all the targeted groups on Rio Conventions issues <p>1.7.1 Number of awareness sessions and mini-workshops conducted</p> <p>1.7.2 Number of different target groups covered by these sessions/workshops</p>	<ul style="list-style-type: none"> ▪ Identify target groups for awareness sessions and mini-workshops (suggested groups: parliamentarians, top managerial personnel, teachers, traditional leaders, media) ▪ Support MET in preparing for presentations for targeted groups ▪ Schedule, organize and conduct awareness sessions and mini-workshops ▪ Disseminate outreach materials developed under Output 1.8 	26,000 (GEF) 10,000 (GRN in-kind) 10,000 (GTZ)
	<p>1.8 Outreach capacity of</p>	<ul style="list-style-type: none"> ▪ Dissemination materials and 	<ul style="list-style-type: none"> ▪ Develop simplified versions of Rio 	90,000 (GEF)

	MET improved through the development of awareness materials tailor made for different target groups	<p>activities for public awareness of Rio Conventions and related environmental issues</p> <ul style="list-style-type: none"> ▪ Government and public recognition of commitments under global Conventions <p>1.8.1 Number of different awareness materials developed and produced</p>	<p>Conventions (Convention Booklets) for outreach purposes</p> <ul style="list-style-type: none"> ▪ Translate Convention Booklets into local languages ▪ Develop other outreach materials (brochures, flyers, posters, fact sheets, etc.) tailor made for different target groups. 	
Outcome 2: Rio Conventions provisions mainstreamed into national and regional development planning	2.1 Strengthened partnership between MET, NPCS, MRLGHRD and MLR for national and regional planning	<ul style="list-style-type: none"> ▪ MOU approved between MET-NPC-MLR-RCs [collaboration established and effectively operating] ▪ Methods and procedures developed to combine environmental and economic development goals ▪ Environmental screening process for major capital investments ▪ National development plan that explicitly addresses Rio Conventions and national environmental management priorities ▪ Regional development plans that combine environmental and economic development strategies <p>2.1.1 Number of draft guidelines and procedures developed, in collaboration with other key institutions, to mainstream global environmental concerns into development planning</p> <p>2.1.2 Number of draft</p>	<ul style="list-style-type: none"> ▪ Organize and conduct consultation meetings between MET, NPCS, MRLGHRD and MLR for information sharing and to jointly agree on a strategy and operational processes for mainstreaming Rio Conventions provisions into national and regional development planning ▪ Develop e-consultation mechanisms and platforms to increase stakeholder engagement 	50,000 (GEF) 20,000 (GRN in-kind) 20,000 (GTZ)

		guidelines and procedures adopted by other key institutions		
	2.2 Institutional capacity of the nation to ensure environmental management of development activities strengthened through technical support provided to MET in implementing the forthcoming Environmental Assessment and Management Act	<ul style="list-style-type: none"> ▪ Technical assistance to develop effective regulations under the Environmental Management and Assessment Act ▪ Organization and capacity established to effectively implement the Act and regulations ▪ Administrative processes established for applications submissions and public review <p>2.2.1 An implementation plan of the Environmental Assessment and Management Act endorsed by MET/PS</p> <p>2.2.2 Administrative procedures for application submissions drafted and approved by MET</p> <p>2.2.3 A workplan drafted and endorsed by MET/PS to develop necessary regulatory framework to implement the Environmental Assessment and Management Act</p>	<ul style="list-style-type: none"> ▪ Support MET to develop an implementation plan of the Environmental Assessment and Management Act ▪ Support MET to develop administrative procedures for application submissions ▪ Support MET to draft a workplan to develop the necessary regulatory framework to implement the Act 	48,000 (GEF) 10,000 (GRN in-kind) 10,000 (GTZ)
	2.3 NCSA Action Plan implementation initiated and progressed through	<ul style="list-style-type: none"> ▪ MET task team supporting the implementation of the NCSA recommendations, in line with MET work programme 7 	<ul style="list-style-type: none"> ▪ Support MET to establish the NCSA Action Plan Implementation Team 	30,000 (GEF) 10,000 (GRN in-kind)

	<p>the technical assistance provided to MET for the establishment and capacity building of the NCSA Action Plan Implementation Team and production of the annual reports on NCSA Action Plan Implementation</p>	<p>'Institutional Issues'</p> <ul style="list-style-type: none"> ▪ Increased awareness and involvement of MET's managerial personnel and other stakeholders in NCSA implementation <p>2.3.1 The NCSA Action Plan Implementation Team established and operational</p> <p>2.3.2 Three Annual Reports on the NCSA Action Plan Implementation produced during the project lifetime.</p>	<ul style="list-style-type: none"> ▪ Build both institutional and human capacity of the NCSA Action Plan Implementation Team ▪ Produce annual report on the NCSA Action Plan Implementation, in collaboration with the NCSA Action Plan Implementation Team 	
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SECTION III The Total Budget and Work plan



Award ID:	tbd
Award Title:	PIMS 3702 Namibia Strengthening Capacity Enhancement to Implement the Global Environmental Conventions in Namibia (CEGEM)
Business Unit:	NAM10
Project Title:	PIMS 3702 Namibia Strengthening Capacity Enhancement to Implement the Global Environmental Conventions in Namibia (CEGEM)
Implementing Partner (Executing Agency)	Ministry of Environment and Tourism (MET)

GEF Outcome/Atlas Activity	Responsible Party/Implementing Agent	Fund ID	Donor Name	Atlas Budgetary Account Code	ATLAS Budget Description	Amount Year 1 (USD)	Amount Year 2 (USD)	Amount Year 3 (USD)	Amount Year 4 (USD)	Total (USD)	See Budget Note:
OUTCOME 1: Increased institutional and human capacity to meet Namibia's commitments to the Rio Conventions	MET	62000	GEF	71200	International Consultants	0	5,000	10,000	10,000	25,000	³
				71300	Local Consultants	0	6,000	6,000	6,000	18,000	⁴
				72100	Contractual Services-Companies	7,000	33,000	23,000	19,000	82,000	⁵
				71600	Travel	0	10,000	20,000	20,000	50,000	⁶
				74200	AV & Printing Production Costs	0	40,000	35,000	10,000	85,000	⁷
						Total Outcome 1	7,000	94,000	94,000	65,000	260,000

³An International consultant in collaboration with a local consultant will be engaged to develop a strategy and operational procedures for mainstreaming Rio conventions and provisions into national and regional development planning processes.

⁴An Local consultant in collaboration with an international consultant will be engaged to develop a strategy and operational procedures for mainstreaming Rio conventions provisions into national and regional development planning processes

⁵Local education and training institutions of higher learning will be contracted to organize and conduct training activities (this includes identifying training participants, developing the course content, develop training materials, delivering the initial and follow-up trainings.

⁶This item covers local travel costs and per diems outside the Khomas region to remote regions where actual training of RIO conventions and awareness raising is needed. Refer to the NCSA Reports (Annex section).

⁷This covers the costs related to production of high quality training manuals to be utilized in the training workshops.

OUTCOME 2: Rio Conventions provisions mainstreamed into national and regional development planning	MET	62000	GEF	71300	Local Consultants	0	35,000	38,000	35,000	108,000	⁸	
				71600	Travel	0	6,000	10,000	4,000	20,000	⁹	
						Total Outcome 2	0	41,000	48,000	39,000	128,000	
OUTCOME 3: MONITORING, LEARNING, ADAPTIVE FEEDBACK & EVALUATION (as per the logframe and M&E Plan and Budget)	MET	62000	GEF	71200	International Consultants	0	0	0	15,000	15,000	¹⁰	
				71300	Local Consultants	0	2,000	2,000	2,000	6,000	¹¹	
				71600	Travel	0	4,000	4,000	4,000	12,000	¹²	
				74100	Professional Services	0	3,000	3,000	3,000	9,000		
						Total Outcome 3	0	9,000	9,000	24,000	42,000	
PROJECT MANAGEMENT UNIT (This is not a to appear as an Outcome in the Logframe)	Party 1	62000	GEF)	71200	International Consultants	0	0	0	0	0		
				71300	Local Consultants	0	10,000	10,000	5,000	25,000		
				71600	Travel	0	2,000	2,000	2,000	6,000		
				72100	Contractual Services- Companies	0	6,000	5,500	2,500	14,000	¹³	
						Total Management	0	18,000	17,500	9,500	45,000	
PROJECT TOTAL						7,000	162,000	168,500	137,500	475,000		

**Summary of
Funds:¹⁴**

⁸ A Local consultant will be hired to facilitate and provide technical assistance for the formulation of mainstreaming global environmental concerns into national plans at national, regional and local level (this includes the formulation of specific guidelines, procedures, and targeted information materials to aid with the subsequent implementation thereafter). This technical role will also be responsible for overall technical project coordination.

⁹ This item covers local travel costs and per diems outside the Khomas region to remote regions where actual implementation of activities will take place. Refer to the NCSA Reports (Annex section).

¹⁰ International consultant will be identified and contracted to provide technical assistance for the regulatory framework under the Environmental Management and Assessment Bill/Act, after it is enacted.

¹¹ A local consultant will be hired to facilitate the stakeholder's meeting to develop a project M&E and implementation plan that carefully delineate all other training activities supported under the various GEF currently under implementation.

¹² Local M&E travel to assess and document the effectiveness of training activities as inputs to the M&E plan etc.

¹³ A local company will be contracted to provide services related project management. In total 4 management and technical meetings will be held every year.

Source	Type	2008	2009	2010	2011	Total
GEF	Cash	7000	162,000	168,500	137,500	475,000
Government of Namibia	In-kind	0	60,000	50,000	50,000	160,000
GTZ	Parallel	0	50,000	30,000	20,000	100,000
TOTAL		7,000	272,000	248,500	207,500	735,000

¹⁴ Summary table should include all financing of all kinds: GEF financing, co-financing, cash, in-kind, etc. etc

SECTION IV Other Arrangements

Letter of Endorsement



REPUBLIC OF NAMIBIA

MINISTRY OF ENVIRONMENT AND TOURISM

Tel. + 264 61 249015
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Enq. T. Nghitila

Capital Center, 6th Floor
Levinson Arcade
Private Bag 13306,
Windhoek

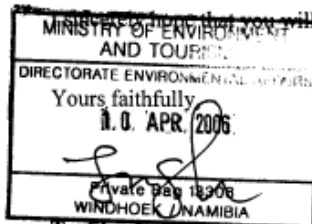
10 April 2006

Mr Leonard Good
Chief Executive Officer
GEF Secretariat
1818H Street, NW
Washington, DC 20433 USA

**SUBJECT: ENDORSEMENT FOR THE MSP PROPOSAL:
NAMIBIA CAPACITY SELF-ASSESSMENT FOR GLOBAL
ENVIRONMENT MANAGEMENT PHASE II**

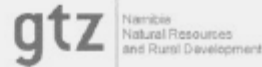
Dear Mr Good,

- 1) Namibia has completed the preparatory phase of NCSA II and developed a proposal for a medium size project to strengthen its capacity to implement Global Environmental Management at both national and sub-national levels.
- 2) The attached proposal has been formulated based on the priority capacity needs of national focal points for climate change, biodiversity and land degradation; outcomes of the strategic planning meetings of Ministry of Environment and Tourism, the lead Ministry for environmental management; capacity needs identified through NCSA process and its Action Plan; and broad consultation among key stakeholders in the country, including inter-ministerial Steering Committee members established through the NCSA.
- 3) In my capacity as GEF Operational Focal Point, I fully endorse this submission, which aims to implement the key strategic priorities identified from the assessment. The request is submitted via UNDP, which will serve as the Implementing Agency during the implementation of this capacity-building project.



Teofilus Nghitila
Director: Environmental Affairs
GEF Operational Focal Point: Namibia

Co-financing Letter from GTZ



Ministry of Environment and Tourism
The Permanent Secretary
FGI Building, 1st Floor
Private Bag 13346
Windhoek

German Technical Cooperation

GTZ Office Windhoek

P.O. Box 8018, Bachbrecht,
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Physical Address: 08 John
Mainer Street, Windhoek West,
Windhoek

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E-Mail: marysta.avls@gtz.de

Windhoek, 13.4.2006

Dear Dr. Lindeque,

Re: GTZ co-financing for the Namibia Capacity Self Assessment for Global Environmental Management Phase II (NCSA II) Project, titled *Strengthening Capacity of Implement the Global Environmental Conventions in Namibia*

Reference is made to your letter, dated 10 April 2006.

This is to confirm that the German Ministry for Economic Cooperation and Development (BMZ) through GTZ is supporting the MET-Project "Strengthening the capacity of the Ministry of Environment and Tourism in the field of sustainable Natural Resource Management" with a total funding of up to EUR 1,500,000. The project has three main components, namely sustainable land management, ecological restoration and biotrade, which are all highly relevant to implement Global Environmental Conventions at the national and local level.

The planned project activities to strengthen the technical and organisational capacity of MET (through support to MET's strategic planning process, targeted training courses for MET staff, on the job training etc.) are complementary to the planned NCSA project Phase II.

We confirm that an amount of up to USD 100,000 allocated for German support activities can be considered as co-financing for the NCSA II project. The BMZ/GTZ supported project will implement support on the basis of the respective Namibian-German agreements and the joint planning documents from March 17-18, 2005 (Midgard). Implementation and funding will be managed separately from the NCSA II project, although in close collaboration.

We look forward to a close cooperation once the implementation of the NCSA Phase II will start.

Yours sincerely,

Albert Engel
GTZ Sector Coordinator

CC:
Mr. S. Sckell, German Embassy, Counsellor Development Cooperation
Christiane Kalle, GTZ Country Director
Mr. Sem Shikongo, MET

Deutsche Gesellschaft
für Technische
Zusammenarbeit (GTZ) GmbH

Registered Office:
Eckborn/Tauern, Germany

Registered at:
Amtsgericht Frankfurt am Main,
Germany
Registration no. HRB 12304

Directors General:
Dr. Bernd Eisenblätter
Wolfgang Schmitt

Chairman of the Supervisory Board:
Crich Sather, State Secretary

ANNEX A Approved GEF Proposal



MEDIUM-SIZED PROJECT PROPOSAL
REQUEST FOR FUNDING UNDER THE GEF Trust Fund

GEFSEC PROJECT ID: 3163
IA/ExA PROJECT ID: PIMS 3702
COUNTRY: Namibia
PROJECT TITLE: Strengthening Capacity to Implement Global Environmental Conventions in Namibia
GEF IA/ExA: UNDP
OTHER PROJECT EXECUTING AGENCY(IES): Ministry of Environment and Tourism
DURATION: 3 Years
GEF FOCAL AREA: Multi-focal Area/OP12
GEF STRATEGIC OBJECTIVES: None shared as yet for MFA.
GEF OPERATIONAL PROGRAM: Capacity Building
IA/ExA FEE: ??
CONTRIBUTION TO KEY INDICATORS IDENTIFIED IN THE FOCAL AREA STRATEGIES: No set indicators shared as yet for MFA.

FINANCING PLAN (\$)		
	PPG	Project*
GEF Total	25,000	475,000
Co-financing	(provide details in Section b: Co-financing)	
GEF IA/ExA		
Government	5,000	160,000
Others		100,000
Co-financing Total		260,000
Total	30,000	735,000
Financing for Associated Activities If Any: N/A		

* If project is multi-focal, indicate agreed split between focal area allocations

FOR JOINT PARTNERSHIP**		
GEF PROJECT/COMPONENT (\$)		
(Agency Name)	(Share)	(Fee)
(Agency Name)	(Share)	(Fee)
(Agency Name)	(Share)	(Fee)

*** Projects that are jointly implemented by more than one IA or ExA

MILESTONES	DATES
PIF APPROVAL	N/A
PPG APPROVAL	12 January 2006
MSP EFFECTIVENESS	??
MSP START	April 2007
MSP CLOSING	December 2010
TE/PC REPORT*	June 2010

*Terminal Evaluation/Project Completion Report

Approved on behalf of the *United Nations Development Programme*. This proposal has been prepared in accordance with GEF policies and procedures and meets the standards of the [Review Criteria for GEF Medium-sized Projects](#).

Frank Pinto
 IA/ExA Coordinator
 Date: (Month, Day, Year)

Ademola Salau
 Project Contact Person
 Tel.: +27 12 354 8117;
 Email: ademola.salau@undp.org

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List of Acronyms

BLMSP	Biodiversity and Land Management Support Programme
CBNRM	Community Based Natural Resource Management
CPP	Country Pilot Partnership for Sustainable Land Use Management
COP	Conference of the Parties (to CBD, UNCCD, UNFCCC)
CRIAA	Center for Research Information Action in Africa
DANIDA	Danish Agency for Development Assistance
DASS	Directorate of Administration and Support Services
DEA	Directorate of Environmental Affairs
DRFN	Desert Research Foundation of Namibia
DSS	Directorate of Scientific Services
EIA	Environmental Impact Assessment
EIS	Environmental Information System Unit
EMIA	Environmental Management and Impact Assessment Bill
FIRM	Forum for Integrated Resource Management
GEF	Global Environment Facility
GIS	Geographic Information System
GRN	Government of Republic of Namibia
GTZ	German Agency for Technical Cooperation
IBA	Important Bird Area
ICEMA	Integrated Community-based Ecosystem Management
IRDNC	Integrated Rural Development and Nature Conservation
LA	Local Authority
LAC	Legal Assistance Center
LFA	Logical Framework Analysis
MAWF	Ministry of Agriculture, Water and Forestry
MDGs	Millennium Development Goals
MEA	Multi-lateral Environmental Agreements
MET	Ministry of Environment and Tourism
MFMR	Ministry of Fisheries and Marine Resources
MLR	Ministry of Land and Resettlement
MME	Ministry of Mines and Energy
MoFA	Ministry of Foreign Affairs
MoE	Ministry of Education
MSP	Medium Size Project
NACOMA	Namib Coast Biodiversity and Management Project
NACSO	Namibian Association of CBRNM Support Organizations
NAPCOD	National Programme to Combat Desertification
NBSAP	National Biodiversity Strategy and Action Plan
NCSA	National Capacity Self-assessment
NDP	National Development Plan
NIED	National Institute for Education Development
NNF	Namibia Nature Foundation
NPRAP	National Poverty Reduction Action Plan
OPM	Office of the Prime Minister
PCC	Project Coordination Committee
PESILUP	Promoting Environmental Sustainability Through Improved Land Use Planning
PMU	Project Management Unit
PS	Permanent Secretary

RC	Regional Council
PRA	Participatory Rural Appraisal
SAIEA	Southern African Institute for Environmental Assessment
SPAN	Strengthening the Protected Area Network
UNCBD	United Nations Convention on Biological Diversity
UNCCD	UN Convention on Combating Desertification
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNEP	United Nation Environmental Programme
UNFCCC	UN Framework Convention on Climate Change

PART I - PROJECT

1. PROJECT SUMMARY

a) PROJECT RATIONALE, OBJECTIVES, OUTCOMES/OUTPUTS, AND ACTIVITIES.

1. In March 2005, Namibia completed the first phase of its *National Capacity Self-Assessment (NCSA) for Global Environmental Management Process*. The Government of Namibia and a wide range of stakeholders involved in the NCSA, has identified the priority need to mainstream environmental management issues into national development programmes and address the Rio Convention provisions in an integrated manner. In Namibia, implementation of the Rio Conventions on biodiversity, climate change and land degradation occurs in the context of sustainable development and poverty reduction. The NCSA report provides a detailed action plan for addressing the priorities associated with global and national environmental management.
2. The current situation is characterized by (a) limited capacity and insufficient awareness within MET and other organizations to promote global environmental concerns, (b) deficient arrangements for mainstreaming these concerns into development plans and programmes, and (c) operational constraints on the quality of the environmental assessment processes for development projects and programmes. Without GEF support, Namibia will not have sufficient capacity to advance environmental objectives within development activities. Existing deficiencies in policy and legislative conflict and inconsistencies will continue along with significant constraints on the ability of MET to lead the mainstreaming process with NGOs and the private sector. National development programme will remain vulnerable to climate change risks, biodiversity losses and land degradation trends. Many of the most important NCSA recommended actions (see summary in **Annex 1**) will not be achievable without supplementary capacity building support by GEF.
3. The major cross-cutting barriers affecting implementation of the global environmental Conventions are as follows:
 - Inadequate capacity for environmental management; in particular, Ministry of Environment and Tourism (MET), the leading environmental agency in the country, does not have sufficient institutional and human resource capacity to lead and direct the environmental management;
 - Policy and legislation related to natural resources have not been effectively harmonized and coordinated; Government ministries (e.g. MET, MLR, MAWF) have rather weak capacity for policy review;
 - Environmental awareness on Rio Conventions and environmental information dissemination of the global environmental Conventions at the national and regional/local level is insufficient;
 - Awareness on the best management practices and lessons learnt e.g. the successful land management technologies from the National Programme to Combat Desertification (NAPCOD) recently superseded by the Country Pilot Partnership (CPP) for Sustainable Land Use Management (SLM) is insufficient and as a result the best practices are not replicated;
 - Development plans and strategies do not sufficiently recognize the role of environment in addressing Namibia's socio-economic goals associated with poverty reduction, HIV/AIDS, gender equality and community empowerment and there are no mechanisms in place for mainstreaming; and
 - There are no current initiatives to implement the NCSA Action Plan, to ensure sustainability of the process and allocation of funding.
4. To address some of the major constraints in the Rio Conventions implementations, the proposed project implementation approach is strategically geared to four directions: 1) to **strengthen the technical skills and knowledge** of key Government and non-governmental organizations involved in environmental management, to implement the global environmental objectives; 2) to improve **awareness** on the global

environmental Conventions provisions and synergies and on cross-cutting Conventions issues such as: environmental assessment and traditional knowledge innovations and practices related to environmental management- process in support of the new legislation, the *Environmental Management and Assessment Act* (EMAA) and the *Access to Genetic Resources and Associated Traditional Knowledge Bill*; 3) to develop the **mainstreaming** mechanism, by creating partnerships and agreements between the institutions involved in development planning and the MET , thus ensuring the mainstreaming of the environmental issues in the national and regional planning; 4) and to ensure **sustainability** by institutionalizing the implementation process of the NCSA national objectives.

5. The project will provide initial impetus and resources to implement key capacity-related elements of the NCSA Action Plan, and to set in motion other initiatives that are nationally funded or no-cost actions proposed in the Plan (e.g., regional and local implementation of national projects). The project adopts a strategic approach to targeting the limiting factors that currently constrain the mainstreaming of global environmental Conventions. It is also anticipated that the proposed capacity strengthening will accelerate the internal organizational development within MET and improve the delivery services of the ministry. Strengthening of MET's capacity to meet the commitments under the Rio Conventions, deliver on the NCSA recommended actions and to lead the mainstreaming of global environmental objectives in the development processes are key aspects of the proposed MSP.
6. The project will assist in overcoming some of the constraints on Government and non-governmental organizations in terms of technical assistance and training. MET is the Government agency charged with leading the mainstreaming efforts, but partnerships with civil society and the private sector are important in this duty.

Project Goal and Objectives

7. **The goal of the project is to integrate global environmental objectives in national development programmes and projects.** The expected result is improved environmental management of development activities in a variety of sectors that specifically addresses climate change, biodiversity and land degradation. This goal is consistent with the findings and direction provided by the NCSA Report and Action Plan.
8. The national and global benefits of mainstreaming environment into national development are linked to increased awareness about global environmental effects of development programmes, improved ability to reduce and withstand climate change risks, better skills in assessing and managing environmental effects and options, and more effective synergies between development and environmental objectives in land, water and biodiversity management.
9. **The objective of the project is to increase institutional and human capacities to meet Namibia's commitments to global environmental Conventions on climate change, biodiversity and land degradation in context with national development.** The capacity building will be strategically linked to ongoing and proposed programmes and projects that affect climate change, biodiversity and land degradation, and will facilitate the implementation by MET and key partners, of the sustainable approaches and methods in conjunction with development programmes. The capacity building recognizes MET as the lead agency for implementation of the global environmental Conventions and facilitating environmental management within various development sectors.

Expected project outcomes, and outputs

10. The proposed **outcomes** of the project are: **1. Increased capacity to meet Namibia's commitments to the Rio Conventions.** This outcome will facilitate organizational capacity of MET, other agencies

(e.g., NPC) and NGOs to undertake mainstreaming tasks, enhance the professional skills of staff, and provide selective technical assistance to adopt the necessary tools and procedures for the promoting environmentally sound development activities; the outcome will be expected to increase the understanding of MET and key partners, of technical requirements for good environmental management and the awareness of conventions objectives and provision, and **2. Rio Conventions provisions mainstreamed into national development planning process**. This outcome will formally recognize and establish the role of global and national environmental objectives and is expected to facilitate the adoption of improved environmental management practices in development planning, at national and regional levels; the result will be MET and NPC actively integrating global environmental Conventions into development programmes. MET and NPC have a lead role to play in addressing many of the constraints on environmental management within development programmes through a collaborative process. There is a need to better define these opportunities and to demonstrate practical action in merging environmental management with development planning.

Outcome 1: Increased capacity to meet Namibia's commitments to the Rio Conventions

11. **Component 1.1 Training:** Institutional Capacity Building to enhance the ability of MET and other organizations to implement the global environmental Conventions. This component is aiming at strengthening competencies for environmental management through training at national and regional level and to increase staff experience through mentorship. The training activities will be expected to:
 - Improve the technical skills and knowledge of the relevant stakeholders for implementing the global environmental Conventions;
 - Enhance the staff experience through institutional mentorship and skills transfer; and
 - Change staff attitudes- a major recommendation of the NCSA process- and improve the management and negotiation skills, the latter relevant to the technical and managerial staff participating in environmental negotiations.

Output 1.1: National Training Workshops

12. Training at national level, of MET and its key partners, is proposed to commence in the first year (1 workshop - approximately 50 participants) and to continue in the second year (2 workshops-approximately 100 participants) to enhance the skills of MET and staff of other organizations on (a) economic analysis of natural resources relevant to Namibia (b) Environmental Assessment and best management practices for integrating environmental management into rural development and agricultural sectors, and (c) traditional knowledge related to environmental management (d) project and programme management (e) negotiation skills (f) Rio Conventions key issues. This programme will assist the Government ministries and non-governmental organizations in the development of their capacity to lead the mainstreaming of international Conventions and the implementation of new legislation as well as disseminating lessons learnt from successful projects and raising awareness on the availability of environmental information. The project staff and workshop organizers will involve media in covering the events. Environmental awareness materials will be distributed along with the training materials, where available. Workshop resource papers and proceedings will be posted on MET webpage. The PMU will keep a database with all the participants and other stakeholders and will follow up the training workshops with e-newsletters (bi-monthly) on training related issues.

Output 1.2 Regional Training Workshops

13. Training at the regional level is proposed to start in the second year (to enhance the skills of MET and line ministries extension officers, Regional Councils and Local Authorities on; (a) Environmental Assessment and best management practices for integrating environmental management into rural development and agricultural sectors; (b) traditional knowledge related to

environmental management and extension strategies to economic use of marginal lands; (c) project development and training in 'how to' access to international funds for rural development initiatives; (d) some environmental legal aspects of the relevant natural resource management acts and; (e) changing of attitudes-positive motivation of regional staff (following NCSA regional assessment recommendation to focus on changing of attitudes and positive motivation at regional level Government ministries); (f) Key issues of the Rio Conventions. They may focus on case studies, exposure tours, and experiential training methods appropriate to the participants' needs. This programme will also assist the Ministry in development of its decentralization role and operations at the regional and local levels and increase the extension officer's skills to advice and empower communities. The project staff and workshop organizers will involve media in covering the event. Environmental awareness materials will also be distributed along with the training materials. Workshop resource papers and proceedings will be posted on MET webpage.

Output 1.3 Training courses for MET Capacity Development

14. Training courses and materials will be developed and organized under this output, on the following topics: a) environmental impact assessment (general process, environmental assessment and evaluation); b) traditional knowledge related to environmental management and access to genetic resources and related issues: biotrade, bioprospecting and biotechnology and; c) environmental legislation, legal terms and procedures- improving MET capacity to review policies and regulations. The training courses will be tailor made for MET staff and other line ministries involved in environmental assessment, access to genetic resources and policy and law formulation and review. Budget provisions will be made under this output for a professional training course in bioclimatic modelling for one person, either from the Department of Environmental Affairs in MET, or from the Department of Forestry, formerly with MET currently located under the Ministry of Agriculture, Water and Forestry. The purpose of this training will be assistance to climate change office which will be located in the Department of Environmental Affairs, within MET, in predicting environmental vulnerability and strengthening preparedness for adaptation to climate change effects.

Output 1.4 Mentoring arrangements

15. Capacity building initiatives under the proposed MSP are directed towards the improving MET junior staff experience through mentorship. Arrangements will be made under this output, to assign young professionals to senior professionals in various fields. Biodiversity Task Force includes excellent professionals in biodiversity and land management related issues. The Environmental Economics and Environmental Conventions Units are both currently understaffed, mentorship arrangements will be considered to strengthen their capacity to carry out their responsibilities.
16. **Component 1.2 Awareness raising:** This component is aiming at creating awareness among stakeholders at national and regional/local level on the Rio Conventions with further focus on cross-cutting issues with high national relevance such as environmental assessment and access to genetic resources and traditional knowledge innovations and practices. The awareness raising strategy will include:
 - Media involvement (press conferences, press releases, radio and TV talks);
 - Photo and video thematic exhibitions;
 - Mainstreaming of Rio Conventions key issues into well known environment days;
 - Using existing participatory platforms (e.g. FIRM, River Management Basins, Farmers Associations, Women Associations)- as recommended by NCSA, for targeted awareness raising;
 - Involvement of the Ministry of Education and the tertiary education institutions in order to raise teachers' awareness on the Rio Conventions and their implementation on the ground. and to make arrangements for including the key conventions issues in educational curricula; and
 - Improving environmental information dissemination through up-grading MET's web page.

Output 1.5 MET Environmental Education Strategy' developed

17. This output will be realized through technical assistance to the Environmental Information Services Unit in MET, to develop an Environmental Education and Awareness Strategy. The Strategy will give direction and focus to MET's efforts to protect the environment through education and awareness. The activities under this output will support MET's work programme 4' Environmental Information Management' objective 3.3.1 'Develop a strategic plan for MET for Environmental Education and Awareness'.

Output 1.6 Press releases, radio and TV talks

18. To realize this output, the project will create a partnership with media representatives and will involve the media at the planned project events such as: the official launch of the project, the training workshops and awareness sessions, project activities on the ground, at regional and local level. The project will organize targeted press releases on the Rio Conventions and their relevance to Namibia's environment; Environmental Impact Assessment processes and the upcoming related legislation, focusing especially on the environmental assessment role as a development planning tool; Access to Genetic Resources and Associated Traditional Knowledge future legislation; conclusions of the targeted research e.g. cultivations of the drought resistant traditional species, to maximize the use of marginal lands; and the project will look for the opportunities to mainstream these issues into national radio and TV talks with high audience. The result is expected to be an increased awareness and consciousness of the Namibian community towards the global environmental objectives and the upcoming environmental legislations.

Output 1.7 Awareness sessions for different target groups

19. The NCSA process concluded that the top managerial personnel and members of the parliament are insufficiently informed on the international environmental Conventions. The awareness sessions and mini-workshops will be directed towards these groups and others such as the Namibian private sector with the support of Namibia's Chamber of Commerce. The awareness materials will be tailor made for each group and will consist of brochures, posters, Rio Conventions simplified booklets. The briefing sessions of the members of the parliament and top managers, will give particular attention to the importance of the urgent enactment of the draft legislation (i.e. *The Environmental Assessment and Management Act* and the *Access and Benefit Sharing and Associated Traditional Knowledge Bill*). The briefing session of the private sector representatives will focus on environmental impact assessment in the context of development planning. The briefing sessions of the teachers, with the support of NIED, will focus on the global environmental objectives and the importance of including the key conventions issues into the education curricula. The project will organize mini awareness workshops specifically addressed to: Regional Councils, Local Authorities, Traditional Authorities and MET and MAWF extension officers.

Output 1.8 Awareness materials tailor made for different target groups

20. This output will include manuals, booklets, brochures, posters with focus on the Rio Conventions and the upcoming targeted legal acts, as well as guides to best practices. Depending on the audience, particular emphasis will be placed on different topics. The main categories of materials will be: **a)** Rio Conventions booklets, which will be in fact simplified versions of the Conventions, translated in all the local languages; These versions will include also recommendations on the implementation on the ground; **b)** Brochures on environmental impact assessment and legislation; **c)** brochures on traditional knowledge in Namibia and upcoming legislation; **d)** Brochures on self sufficiency, targeting the rural women, featuring successful initiatives empowering women; **e)** booklets on integrating environment into rural development-best management practices and lessons learnt e.g. from NAPCOD; **f)** Brochures, posters and

fact sheets on Rio Conventions for schools. This output is expected to facilitate the public recognition of commitments under the international Conventions.

Outcome 2: Rio Conventions provisions mainstreamed into national and regional development planning.

21. This outcome is expected to facilitate the integration of environmental issues into development planning process at national and regional levels. This will be achieved through creating partnerships and mechanisms for the Ministry of Environment and Tourism (MET) involvement in the national and regional planning and through the implementation of the NCSA Action Plan recommendations. It is hoped that this outcome will materialize in the active involvement of MET in the development planning process at national and regional levels and in the coordination of the NCSA Action Plan implementation by the Environmental Convention Unit within the Ministry of Environment (MET), thus ensuring the sustainability of the NCSA implementation phase.

Output 2.1 Partnership between MET, NPC, MLR

22. Under this output, the project will support the participation process (workshops, consultative meetings), the input of specific expertise to ensure the participation of the stakeholders involved in development planning in the country. This output will be expected to materialize in partnerships and willingness for collaboration between MET and the institutions involved in development planning (i.e. NPC, MLR, RC) and in further expansion of the commitment between NPC, RC, MLR and MET for environmental inputs into national and regional development plans, including targeted technical assistance, policy development and administrative agreements between the agencies on the development planning process, with an emphasis on the economic and social benefits of environmental protection and enhancement. Cost-effective electronic communication and consultation platforms (e.g. e-conferences; discussion forum) could be developed, on MET web page, to facilitate and improve communication among MET and partners.

Output 2.2 Environmental Management and Assessment Act regulations

23. The up-coming environmental management legislation EMAA, will provide for effective mainstreaming of environmental concerns into development planning. The regulatory framework will facilitate the implementation of the mainstreaming provisions. The project will provide technical assistance for the environmental assessment process. This will consist in: preparation of regulations in line with the legal act provisions. The technical assistance may support also the adaptation of existing environmental assessment tools such as handbooks or other technical guidance materials.

Output 2.3 NCSA team established and operational

24. The project will support the setting up of the NCSA Action Plan Implementation team, which will be operational under the Environmental Conventions Unit, in the MET and will closely collaborate with the Project Management Unit and the working groups under the project. The NCSA team, with support of the project, will hold consultative meetings with MET managerial personnel to establish priority objectives of the Action Plan and source funds for their short term implementation. NCSA Implementation Team will develop a long term implementation strategy. NCSA recommendation implementation is part of the work programme 7 'MET Institutional issues' objective 7.3. 'Implementation of the NCSA recommendations'.

Output 2.4 Annual reports on NCSA Action Plan implementation status.

25. The project will support the NCSA Implementation Team to produce annual NCSA Action Plan Implementation reports, and short briefings targeting the managerial personnel of the line ministries involved in the natural resources management and the institutions involved in development planning including the Regional Councils. The reports will be disseminated to the relevant stakeholders and will be posted on MET web page.
26. The proposed activities are outlined in a preliminary manner in **Annex 2**.
27. The project concept is schematically displayed in **Fig.1 below**.

Proposed Approach to Project Implementation

28. The project implementation strategy is to strengthen the knowledge, technical skills and experience for mainstreaming environmental objectives, and to formally establish a role for MET in development planning in order to improve environmental inputs to a range of environment-related programmes and projects in Namibia. The capacity building, including training and awareness raising activities, will increase the effectiveness of the MET services delivery and will facilitate the partnership with other stakeholders. The project is expected to build up awareness and consciousness among the stakeholders on the environmental global objectives and their relevance to Namibian environment.
29. The MSP will be directly linked to the GEF-supported Country Pilot Partnership (CPP) for Integrated Sustainable Land Management, by assisting the development and dissemination of environmental assessment and technical best management practices that can be mainstreamed within the broad CPP programming framework. *The CPP embraces a programmatic approach, comprising a suite of linked projects, funded by the GEF, Government of Namibia, European Union, GTZ and UNDP and with provision made to progressively secure additional finance from the private sector. These projects are aligned against a common set of goals, objectives and outcomes, and will be monitored against indicators established at the Programme Level. A coordination framework will be put in place, involving five Ministries, NGOs, academia and donors, to give policy direction, and monitor and take steps to improve the impacts of projects.*¹⁵
30. The implementation of capacity building will focus on increasing the leadership role of MET in providing environmental inputs into development programmes, and providing technical support tools to the CPP programme. The project will adopt a partnership approach to achieving the expected outcomes by linking the MSP with related projects and initiatives and with MET annual work programmes. The PMU will coordinate and facilitate the working groups' activities and will closely collaborate with the Environment Conventions Unit, within the Department of Environmental Affairs (DEA), in MET, which will supervise the project implementation. The Environment Conventions Unit in DEA will initially chair the PCC; however the chairship of the PCC will be rotational among the different directorates of MET. The proposed project implementation scheme is presented in **Annex 3**.

¹⁵ Republic of Namibia, , Executive Summary, GEF Council Submission, Country Pilot Partnership (CPP) for Integrated Sustainable Land Management, August 2005, p.3.

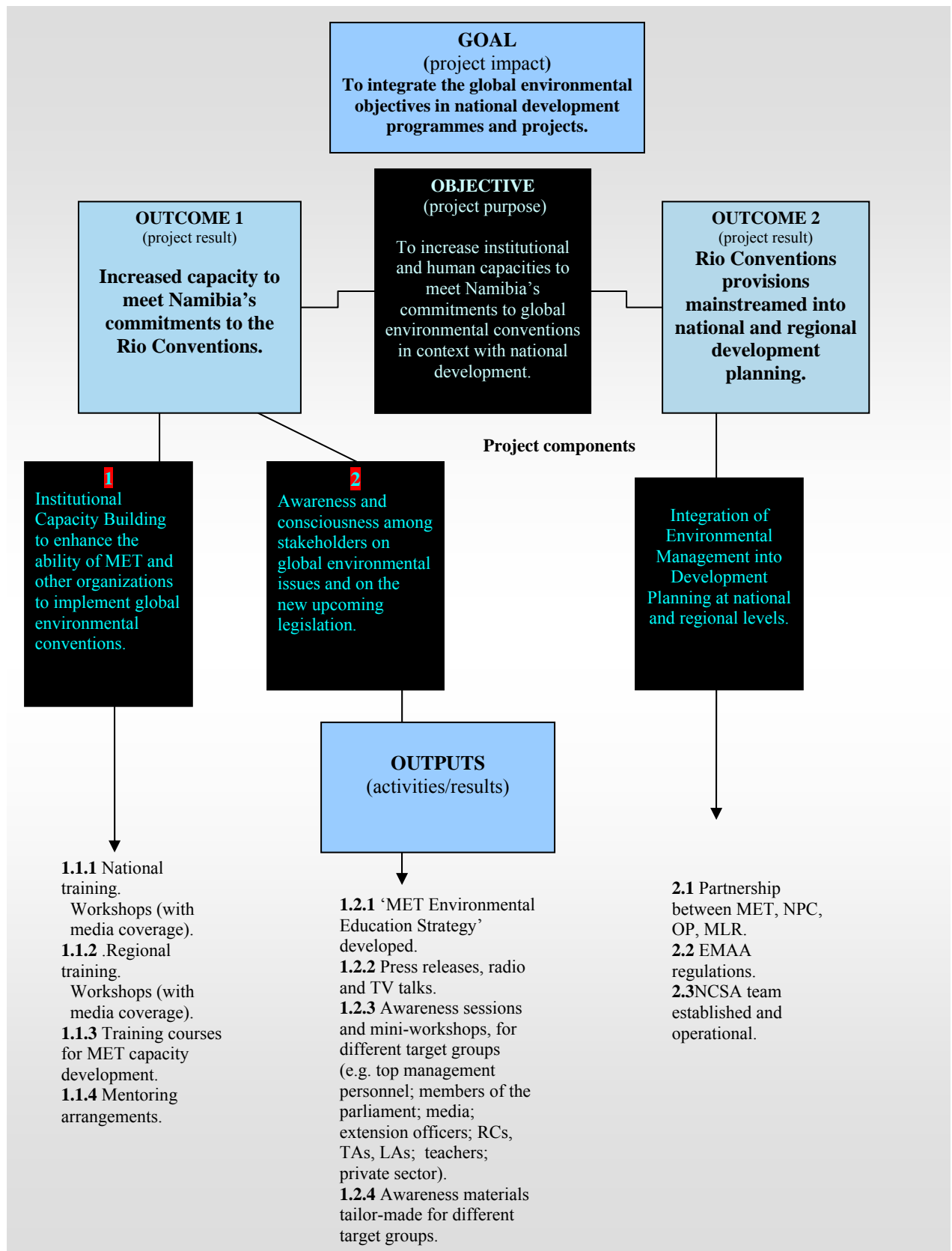


FIGURE 1: SCHEMATIC PRESENTATION OF PROJECT CONCEPT

Capacity Building and Performance Indicators

Capacity building indicators are presented in **Table 1 (Project Capacity Building Framework)** below, and in **Annex 4 (Logical Framework Analysis)**.

Table 1: Project Capacity Building Framework

Whose capacity	Capacity for What?	Capacity Constraints	Strategy for Change	Capacity Indicators	Global Benefits
Outcome 1: Increased institutional and human capacity to meet Namibia's commitments under the Rio Conventions					
<ul style="list-style-type: none"> • Ministry of Environment and Tourism including extension offices • Ministry of Agriculture, Water and Forestry • Regional Councils • Municipalities • Ministry of Mines and Energy • Ministry of Education-National Institute for Educational Development • Ministry of Land and Resettlement • National Planning Commission i.e.. Planning Department and Secretariat • NGOs involved in environmental assessment and management, training and awareness • Ministry of Foreign Affairs 	<ul style="list-style-type: none"> • To implement the global environmental Conventions on climate change, biodiversity and land degradation in concert with national environmental and development objectives. • To increase the standards and quality of EIAs and their transparency and implementation effectiveness. • For integrated planning and management of natural resources. • To increase the effectiveness of policies and laws formulation and review • To value natural Resources • For bioclimatic modelling and assessment of the ecosystems vulnerability to climate change • International negotiations 	<ul style="list-style-type: none"> • Limited skills to carry out and review environmental assessments. • Insufficient legal background to formulate and review policies and draft legislations; • Limited knowledgeable staff in valuation of natural resources. • Insufficient awareness on Rio Conventions provisions and synergies at regional and local level and among NGOs • Insufficient environmental information for integrated planning and use of natural resources • Lack of skills in bioclimatic modelling • Insufficient negotiation skills of technical and managerial staff participating at international conferences 	<ul style="list-style-type: none"> • Strengthen Institutional and human resource skills in conjunction with MET organizational development under its Draft Strategic Plan. • Creating partnerships and enhancing the role of non-governmental organizations in environmental management in partnership with MET 	<ul style="list-style-type: none"> • MET strategic goals and objectives are met • Improved environmental management practices used in development • Increased awareness on EIA and traditional knowledge and access to genetic resources • EIA is viewed as a planning tool (in contrast to previous perception as an obstacle to development) • Increased Government and public awareness of the global environmental Conventions. • Increased rural women's self sufficiency 	<ul style="list-style-type: none"> • Demonstration of various means of integrating global environmental Conventions into national development activities, linking environmental objectives with social and economic objectives. • Reduced land degradation, increase awareness in protection of the globally important biodiversity and increased preparedness for adaptation to climate change.

Outcome 2 Environmental objectives mainstreamed into national development					
<ul style="list-style-type: none"> • Ministry of Environment & Tourism • National Planning Commission • Ministry of Land and Resettlements • Regional Councils 	<ul style="list-style-type: none"> • To formulate and implement development plans that explicitly provide for national and global environmental objectives 	<ul style="list-style-type: none"> • Little opportunity, technical support and experience at mainstreaming environment into the national development plan and regional development plans • Insufficient awareness on the available environmental information. • No organization or systematic process for active implementation of NCSA action plan. 	<ul style="list-style-type: none"> • Develop a mechanism for MET involvement in mainstreaming of global conventions in development planning at a national and regional level. • MET staff tasked with NCSA action plan priority objectives implementation 	<ul style="list-style-type: none"> • Changes to procedures for MET input into development planning • Increased awareness of Conventions' objectives and the means of achievement 	<ul style="list-style-type: none"> • Concerted effort to implement global environmental convention objectives at national and regional levels.

b) KEY INDICATORS, ASSUMPTIONS, AND RISKS.

PROJECT STRATEGY	KEY INDICATORS	ASSUMPTIONS AND RISKS
<p>Goal To integrate global environmental objectives in national development programmes and projects.</p>	<ul style="list-style-type: none"> - Use of environmentally sustainable approaches and methods in development programmes and projects 	<ul style="list-style-type: none"> ▪ Capacity building results in actual changes to programmes and projects
<p>Objective To increase institutional and human capacities to meet Namibia's commitments to global environmental Conventions on climate change, biodiversity and land degradation in context with national development.</p>	<ul style="list-style-type: none"> - MET and other Government agencies actively effectively implementing environmentally sustainable approaches and methods in conjunction with development programmes and projects 	<ul style="list-style-type: none"> ▪ GRN & MET are committed to NCSA follow-up action ▪ Capacities are developed in a programmatic manner with appropriate coordination
<p>Outcome 1: Increased capacity to meet Namibia's commitments to the Rio Conventions.</p>	<ul style="list-style-type: none"> ▪ Increased understanding and implementation by MET staff and other key partners, of technical requirements for good environmental management. ▪ Increased profile and awareness of Conventions objectives in national and regional development. ▪ Improved environmental management practices being adopted in development planning. 	<ul style="list-style-type: none"> ▪ MET staff training is directly linked to organisational development and plan ▪ GEF-MSP Capacity building is coordinated with other on-going support projects ▪ MET staff turnover levels are reduced and stabilized
<p>Outcome 2: Rio Conventions provisions mainstreamed into national development planning process.</p>		

I. COUNTRY OWNERSHIP

a. COUNTRY ELIGIBILITY

31. Namibia has ratified the UN environmental Conventions that are associated with this proposal, and is eligible for funding under the provisions of these Conventions:

<u>Convention:</u>		<u>Year ratified:</u>
United Nations Framework Convention on Climate Change	UNFCCC	1995
Convention on Biological Diversity	CBD	1995
United Nations Convention to Combat Desertification	UNCCD	1997

32. This project proposal has been developed based on an extensive review undertaken under the National Capacity Needs Self-Assessment for the Global Environment Management (NCSA) process completed in 2005, and subsequent discussions on project design in November 2005 and February-March 2006. The proposed MSP will provide institutional and human capacity building that facilitates the implementation of the Rio Conventions, namely: the United Nations Framework Convention on Climate Change (UNFCCC), the United Nations Convention on Biological Diversity (UNCBD) and the United Nations Convention to Combat Desertification (UNCCD).

b. COUNTRY DRIVENNESS

Environmental Context

33. Namibia is located in southern Africa and is bordered by Angola and Zambia in the north, Botswana in the east, South Africa in the south, and the Atlantic Ocean in the west. The total land area is 824,295 square kilometers. Namibia is one of the driest countries in sub-Saharan Africa with a country-wide coverage of less than 250 mm precipitation per year.
34. Namibia's harsh climatic conditions, poor soils, limited natural resource base and fragile environment, are constraints in the quest for sustainable development. High rainfall variability, regular droughts and high temperatures also contribute significantly to the vulnerability to land degradation and water resource depletion. Water is Namibia's most critical natural resource and is an essential commodity for development. It is estimated that 57% of water consumption derives from groundwater, 20% from ephemeral rivers and 23% from the perennial border rivers (Day, 1997). Since all the perennial rivers are shared with neighbouring countries, international co-ordination for joint water resource management is critical.
35. Desertification is also an imminent threat to the country, in particular to the poor, given the fact that over 90% of the land is arid and 70% of the population is dependent on subsistence farming. Over 65% of the land in Namibia is classified as moderate to very high risk of being degraded. Land degradation and desertification is manifested through a number of characteristics including loss of soil fertility, habitat conversion and destruction, e.g. through deforestation, overgrazing, changes in vegetation structure including bush encroachment.
36. As for climate change, the main sectors of green house emissions are energy and transport. Although Namibia emits a relatively small amount of green house gases, the potential impact of increasing climate variability and sea level rise could be devastating.
37. The country possesses a remarkable variety of habitats and ecosystems, ranging from deserts receiving less than 10 mm of rainfall per year to subtropical wetlands and savannas with over

600 mm of precipitation per year. Namibia is composed of five major terrestrial biomes classified according to vegetation type and climate: Namib Desert, Nama Karoo, Succulent Karoo, tree and shrub savannah and acacia tree and shrub savannah.

38. Namibia lies at the heart of the species rich Namib-Karoo-Kaokoveld Deserts Ecoregion (WWF Global 200 Ecoregions). This ecoregion includes the semi-desert vegetation of the Nama and Succulent Karoo, as well as the Namib and Kaokoveld deserts. The Namibian part of this includes globally significant 'biodiversity hotspots' being home to a vast array of endemic plants and animals. The north eastern part of Namibia falls within the Zambezi Flooded Savannah Ecoregion. This ecoregion forms part of the extensive chain of flooded grasslands connecting eight southern African countries; it also enjoys a high concentration of large vertebrates. In addition, five Ramsar sites have been designated in Namibia. Finally, Birdlife International has identified 19 Important Bird Areas (IBAs) and four Endemic Bird Areas.
39. Namibia has remarkable species diversity and a high level of endemism due to its central position in Africa's arid southwest history as a centre of biodiversity for certain groups like melons, succulent plants, geckos and tortoises. There are around 4,350 species and subspecies of higher plants, of which 687 species or 17% are endemic. In addition, a further 275 species or more are Namib Desert endemics shared between northern Namibia and southern Angola and southern Namibia and north-western South Africa. Six hundred and forty four bird species have been recorded, of which 90 are endemic to southern Africa and 13 to Namibia. Furthermore, 217 species of mammals are found in Namibia, 26 of which are endemic. They include the Mountain Zebra, rodents and small carnivores, as well as unique desert-dwelling rhino and elephants. The country also hosts the world's largest population of cheetah. About 35% of the known southern Africa insect species occur in Namibia¹⁶. Twenty four per cent of the insect species are endemic, as are 28% of the 256 species of reptiles.

Social and Economic Context

40. Namibia gained independence on 21 March 1990 after over a century of colonization and some 40 years of Apartheid. The country has a population of approximately 1.826 million people with an estimated annual growth rate of 2.6%. Although classified as a lower middle income country, with a per capita GDP of approximately US\$ 1,800 per annum, Namibia is characterized by one of the world's highest economic disparities with great spatial variance in income and economic welfare. The nation's GINI-coefficient is 0.70 compared to the average for the Southern African Development Community (SADC) of 0.58.
41. Agriculture is the most dominant industry that affects the day-to-day life of the Namibian population. Livestock and dry land crop production are the main sources of income to both freehold and communal farming sectors. In addition, rural people use wild animals, wild fruits and other natural resources to complement their daily livelihood. Ownership and use of land fall into a number of categories. Each piece of Namibia's land surface area is owned privately or by a recognized authority. In 2001, about 37% of the total area was declared communal land (communal is a fitting word for the poor people who cannot buy land; is formally owned by the Government but used by the people living there), 43% freehold and the remaining 20% were state owned mainly in the form of protected areas and national parks. The control of land is generally in the hands of the land owners, who determine what uses the land is put to and who has access to it. This is not the case with the communal land, where there is a great

¹⁶ Barnard, P. (ed.) 1998, *Biological Diversity in Namibia- a country study*. Windhoek: Namibian National Biodiversity Task Force

mix of uses and levels of control ranging from individual families and farmers, traditional authorities, local, regional and central Government institutions.

42. Since Independence, the Government has pursued free-market principles, promoting commercial development and job creation to bring previously disadvantaged Namibians into the economic mainstream. The main drivers of Namibian economy are: mining, fisheries, tourism and agriculture. Tourism is the fastest growing sector in Namibia contributing 8.6% of the GDP. An estimated 757,201 foreign tourists visited the country in 2002, up from 461,300 visitors in 1996. Namibia has untapped potential for economic growth in the tourism industry due to the unique combination of low population, spectacular landscapes and varied environments like deserts, natural indigenous forests, unspoiled sea-shores, canyons and game parks. Increased efforts are being made to link this sector to poverty alleviation, promoting community based tourism.
43. The dependence of the economy on natural resources underscores the critical importance of environmental management in Namibia. Sustainability of all the major industries rests upon the environmental capacity of local and national Governments, private and civil society.
44. Namibia is currently experiencing an HIV/AIDS pandemic, which is threatening the social and economic fabric of the country. Namibia is presently ranked fifth in the world in terms of HIV/AIDS prevalence, with an overall rate of over 20% among the adult population with much higher localized rates (UNDP, 2005). Average life expectancy between 1991 and 2001 dropped from 59 to 48 years for men and 63 to 50 years for women due to HIV/AIDS pandemic. The Ministry of Health and Social Services (MHSS) operates 35 regional health care centers, the majority of which offer confidential testing, counselling and treatment including some free access to anti-retroviral medication. The high mortality and morbidity associated with the illness threatens to undermine human and institutional capacity for environmental management, generating a need for succession planning within the Government agencies in order to counter the knock-on effects.

Namibia's National Capacity Self-Assessment (NCSA)

45. Over the past two years (2003-2005), Namibia engaged in a first phase of the National Capacity Self-Assessment (NCSA) for Global Environmental Management, supported by the Global Environment Facility (GEF) and its implementing agency, the United Nations Development Programme (UNDP), to take stock of the existing and needed capacity to meet the requirements of the major environmental Conventions. Namibia is among the first countries world wide and in Africa to complete the first phase of its NCSA, with all major outputs finalized in March 2005.
46. The NCSA outputs included (a) a final report with an Action Plan (see summary in Annex 1), as a framework for priority investments in capacity building support for the coming years (Final NCSA report), (b) a stock taking document assessing the capacity to meet requirements under the UN Convention on Biological Diversity (CBD), the UN Convention to Combat Desertification (UNCCD) and the UN Framework Convention on Climate Change (UNFCCC) (Vol.1 stock-take document), (c) a local and regional capacity self assessment report (Vol.2 Local/Regional Assessment) and (d) a national capacity self assessment report (Vol.3 National Assessment). Capacity needs at the individual, institutional and systemic level were identified. A brochure on the NCSA process and key outcomes was also produced.
47. The NCSA identified four cross sectoral issues of concern. **Annex 5** summarizes these four issues in relation to opportunities to mainstream CBD, UNCCD and UNFCC objectives. The NCSA cross sectoral issues that intersect with efforts to promote environmental management

are summarized as (a) Decentralization, (b) Participation, (c) HIV/AIDS and (d) Poverty Reduction. These issues are central to the Rio Conventions mainstreaming tasks in Namibia.

48. Several documents identify capacity needs related to specific provisions of the Conventions. **Annex 6** identifies the requirements of parties to the Rio Conventions and their relationships to Namibia's environmental mainstreaming issues identified, in the *National Poverty Reduction Strategy and Action Plan* and in the NCSA Report.

Sustainable Development Context

49. In Namibia, implementation of the Rio Conventions, namely CBD, UNCCD and UNFCCC, is applied in the context of sustainable development. Implementation of these Conventions in Namibia must address poverty reduction as a strategy to reduce vulnerabilities of the poor. Loss of biodiversity and its goods and services, desertification/land degradation, as well as the negative impacts of climate change expected over the longer term put poor people at greater and greater risk, and reduces their livelihood options. It is recognized that environment sustainability is a crucial aspect of livelihood security, especially of poorer people in rural areas.
50. The Constitution of Namibia highlights the need to develop and implement policies to maintain the sustainability of the ecosystems, ecological processes and biological diversity for the benefit of the present and future populations. In 2004, the Government launched an indicative 30-year planning framework known as **Vision 2030**, which aims to provide the basis for sustainable development planning, and creating a long-term perspective within which Namibia's 5-years National Development Plans (NDPs) can be designed and monitored.
51. Both NDP1 and the most recent one NDP2, place a considerable emphasis on the need for human resource development, highlighting the noticeable shortage of skilled human resources and the over-reliance on foreign human resources to fill in the gaps. Insufficient institutional and systemic capacity is also acknowledged as a constraint in human development. NDP 2 therefore places a major emphasis in investment in skills upliftment, training and institutional development. NDP2 further acknowledges the cross cutting nature of environmental management and calls for strengthening of education and awareness. It further recognizes the enhancement of the information base, to facilitate the Government's integrated planning, as well as its fulfilment of international environmental obligations.
52. Poverty reduction remains one of the priorities for the Government. Namibia's Poverty Reduction Strategy (PRS) focuses on; 1) creation of a long term vision for Namibia as a prosperous nation; 2) new ways to generate income amongst poor communities; 3) safety net to assist the poor who are at risk of falling further into poverty; 4) efficient and effective use of public resources. It is a strategic document approved by the cabinet, including the steps toward the design of a National Poverty Reduction Action Programme (NPRAP). NPRAP elaborates on the PRS and describes the measures that should be taken to endure its implementation. The document is to be revised in October of every second year. The latest revision, done in 2004, includes mainstreaming the environmental concerns and HIV/AIDS into the NPRAP and the recommendations are to be endorsed by the Cabinet. In this way, NPRAP becomes both responsive to change and purposeful in its endeavours to reduce poverty in Namibia.
53. The **Millennium Development Goals** (MDGs), setting global development targets, are accepted as general policy guidance, whereas NPRAP is considered the national sustainable development strategy addressing the MDGs- in particular the Goal 7 'ensure environmental

sustainability’ and a primary instrument leading to the implementation of Namibia’s Vision 2030.

Main threats to sustainable development in Namibia

54. The concept of sustainable development arises, in part, from the realization that it is impossible to separate economic and social sectors from environmental issues. In Namibia, the Vision 2030, acknowledges and identifies the threats to sustainable development in Namibia, as follows:

- **Population growth and settlement patterns:** directly affects future demand for Namibia’s scarce resources, rates of urbanization and poverty.
- **Increasing water stress:** Namibia’s limited freshwater resources are being placed under increasing stress due to population growth, rapid urbanization and economic growth.
- **Poorly planned development and inappropriate industrialization:** a lack of strategic planning can lead to inappropriate developments that do not make optimal use of Namibia’s comparative advantages and place unnecessary pressure on limited natural resources.
- **The loss of biodiversity** impacts on the human development alternatives. It disrupts ecosystem stability and the functions that underpin human survival.
- **Unresolved land issues:** In addition to low land productivity, the unequal distribution of land, if not addressed in the near future, has a potential to lead to a destabilizing conflict. The ‘open access’ to communal land materializes in land degradation and desertification, as poverty stricken people, understandably, care less for the long term environmental conservation while fighting hunger and desperation.
- **Widespread poverty and inequality:** Namibia has one of the most skewed income distribution in the world, a significant part of the population being at the limit of their survival, have little option but to depend on primary production for food and shelter, thus putting a tremendous strain on natural resources.
- **Wasteful consumption patterns:** The richest segment of society is mainly responsible for the excessive and wasteful consumption of the resources and for producing large amount of polluting waste.
- **Poor governance:** Governance affects efficiency within the civil service, equity, political stability and democracy. Equity and transparency have been highlighted as the most important aspects of governance, which needs to be addressed in Namibia. In addition, the slow adoption of decentralization, the lack of inter-sectoral planning and co-ordination between ministries and stakeholders, and low-level of public participation in decision-making process are some of the key issues threatening the good governance in Namibia.
- **Unfair competition** with neighbouring countries for shared natural resources: Improved and sustained cooperation and coordination of the policy framework is essential in order to avoid future unequal and unfair competition over shared waters, marine fisheries, wildlife resources.
- **Underdevelopment of human resources:** Inequalities in education levels, mainly inherited from the previous colonial regime, are still a fact of Namibia’s society. The lack of skilled people restricts private sector development and public sector functioning. Current trends of a declining skills-base (e.g. in the Ministry of Environment Tourism) are of great concern and many Government initiatives and donor funded programmes aim at mitigating this effect.
- **The HIV/AIDS pandemic:** The prevalence of the HIV/AIDS pandemic undermines all sectors of the Namibian society, weakening the market labour force and placing a strain on the affected households.
- **Limited research for development:** Rapid modernization threatens the survival of valuable traditional knowledge, practices and innovations in Namibia. Traditional

knowledge is seldom acknowledged to add value to development, despite the fact that it is often better suited to the local conditions.

- **Unstable macro-economic environment:** Despite some positive trends since 1990ties e.g. a steady reduction of the inflation rate, Namibia's macro-economic environment is not considered stable as yet.
- **The long-term impact of climate change effects:** It is acknowledged that under the current climate change pattern, Namibia will become hotter with increased variability and more frequent and prolonged periods of drought. These circumstances will aggravate the current problems related to water stress, food production and environment and human health and will increase Namibia's vulnerability to land degradation.

Mainstreaming Environment into National Poverty Reduction

55. In 2005, the National Planning Commission prepared a study as part of the National Poverty Reduction Programme on environmental strategies and actions that should be mainstreamed into poverty reduction programmes.¹⁷ It concluded: "Results of this exercise have indicated that, although environmental sustainability has been addressed in all other national development policy documents and strategies such as the Vision 2030 and the local Millennium Development Goals, only a limited number of appropriate environment-related strategies, actions and indicators were incorporated into the NPRAP. The NPRAP is particularly deficient in appropriate environmental concerns in sectors which relate to the management of sustainable natural resources and the involvement of environmental professionals in the formulation, implementation and monitoring of its strategies and actions."
56. The Mainstreaming study recommendations that touch upon the climate change, biodiversity and land degradation Conventions included:
 - The national agricultural research plan should also identify and encourage the cultivation of **well-adapted local species**, which have potential on the international market. The national plan should also consider strategies to mitigate against potential adverse impacts, which could result from human-induced and natural environmental disasters such as climatic changes, desertification and other disasters.
 - Conduct environmental studies to identify local species and products which can be negatively affected by the farming of cotton and other **exotics or genetically modified species** and varieties, and devise measures to alleviate their impact; Local species that can be cultivated and harvested should also be identified, to obtain the same revenue as cotton-providing incentives for bio-diversity conservation
 - Concerning the development of desirable products, priority should be given to well-adapted locally used species, and those with a **potential for the international natural resources industry**. Thus it may generate revenue for local people and in so doing it may provide incentives for the appreciation and sustainable use of the local species.
 - Agricultural Research, Environmental Assessments and Environmental Management Plans on the individual schemes should be carried out, as well as a Strategic Environmental Assessment of the planned Regional expansion of irrigation schemes. **Soil salinisation** and other potential negative environmental and social impacts, should also be monitored and moderated.
 - **Agricultural extension officers** should be well-trained in environmental issues particularly in regard to the potential threats posed by poorly planned and managed agricultural ventures in their areas- such as those involving invasive species, salinisation, water-logging and the effects of groundwater over-abstraction.

¹⁷ Republic of Namibia, Volume 3: Mainstreaming Environment and Sustainable Development into National Poverty Reduction Action Programme for Namibia, National Planning Commission, 2005.

- Specific attention should be given to the **identification of traditional knowledge** in the use of local species, which can be used to develop products for local and international markets. This will promote local investments, employment creation and poverty alleviation in the rural communities.
- MET, other relevant GRN Departments and rural community groups should also **team-up conservancies with scientists and product developers** in order to identify and develop alternative income-generating options, which could broaden natural resources usage in these conservancies. This would increase the income derived from these activities, and in so doing, provide economic incentives for the sustainable use and management of local natural resources.
- Ensure that the ‘Sectoral Studies’, particularly those which propose natural resources-based industries, are subjected to **environmental review** to ensure that all proposed activities and industries are implemented in-line with the principles of good environmental practice as enshrined in the relevant national environment policies and regulations. Strategic Environmental Assessments should accompany all the Sectoral Studies.

57. The Mainstreaming study concludes that: *“A more consultative process and the use of more systematic and participatory methodologies for mainstreaming environmental concerns into poverty reduction strategies be used for the development of the revised NPRAP. One may for example think of Strategic Environmental Assessment (SEA) in order to get a proper understanding of the poverty-environment nexus in Namibia and for the formulation of appropriate poverty reduction interventions. Such a process would also help to engender ownership of the strategies and actions by all stakeholders and in so doing, cultivate the necessary commitment required for a successful implementation of the NPRAP.”*¹⁸

Policy, institutional and legal context

Policy context

58. Namibia’s environmental agenda, goals, objectives and targets are articulated in the **Green Plan**. The Plan was presented at the United Nations Conference on Environment and Development (UNCED) in 1992. It analyses the main environmental issues facing Namibia and identifies actions to address these. The recommendations underscore the importance of capacity building at both institutional and individual levels as well as the need for enhancing coordination mechanisms i.e. building systemic capacity. The Green Plan led to Namibia’s **12 Points Plan for Integrated and Sustainable Environmental Management**, which is a short strategic implementation document with three areas of focus: 1) policy formulation; 2) legislative reform; 3) key field based programme activities designed to gather critical environmental information.
59. A major initiative of GRN has been the preparation of the Environmental Management and Impact Assessment Bill (EMIA). The Bill emphasis the following: environmental rights and duties i.e. inter-generational equity, rights of relief of people affected by environmental breaches, access to environmental information and obligations of the State. The Act also spells out the principles of Environmental Management and responsibilities of generators of waste including the ‘polluter’s pay’ principle; provides for institutional arrangements and environmental impact assessment procedures. However the institutional capacity constraints and several stakeholders’ reservations about the efficacy of the environmental assessment

¹⁸ Republic of Namibia, Volume 3: Mainstreaming Environment and Sustainable Development into National Poverty Reduction Action Programme for Namibia, National Planning Commission, 2005, p.18.

process have created a distorted perception of the new legislation i.e. as being an obstacle of development rather than a planning tool.

60. The National Development Plan is the major policy tool to guide national development in all sectors, including the mainstreaming of environmental concerns. Both NDP 1 and 2 place a considerable emphasis on the need for human resource development. The Government has also stated that the findings of the recent NCSA process in Namibia will be incorporated in the formulation of the third NDP. The NCSA NSA Action Plan includes objective 1.3 “Facilitation of the mainstreaming of the NCSA findings in ongoing policy level work”.
61. A wide range of national policies and sectoral policies have come into effect over the past decade, ranging from Cabinet approved policies setting out the framework for the approach that has been adopted by MET in park and forestry management and planning, community involvement in tourism development, approaches to biodiversity and research, land-use planning, combating desertification and others. Most of these policies have direct or indirect impact on the international Conventions thematic areas. Some policies need review in order to identify gaps or harmonize the existing regulations. The NCSA Action Plan (Annex 1) includes objective 3.4.1 - ‘Review of existing policies/strategies and draft potential white paper and follow up policy process.’

Legal Context

62. Namibia’s legal framework has been largely inherited from South Africa and it is based on Roman Dutch common law. Many environmental laws and subsidiary regulations are outdated and inappropriate. The lack of coherent and comprehensive environmental law framework is a key constraint in terms of environmental management. Namibia embarked on a four-year donor supported programme with the aim of updating, reviewing and revising Namibia’s environmental legislation.
63. Some of the relevant policies and laws for environmental management are listed below:

<p>Water: Draft Water Resources Management Bill Water Policy, White Paper Water Supply and Sanitation Policy Draft Wetlands Policy</p>	<p>Mining: Mines and Mineral Act</p>
<p>Coastal, marine and fisheries management: Marine Resources Act National Fisheries Act Coastal Area Management Namibian Port Authority Act Aquaculture Act</p>	<p>Sustainable ecosystem management (Wildlife): Parks and Wildlife Management Bill Wildlife Act</p>
<p>Sustainable ecosystem management (CBNRM/CBT): Conservancy policy and legislation- formation on conservancies on commercial and communal land</p>	<p>Sustainable ecosystem management (Forestry): Forest Policy and Act, 2001</p>

<p>Waste management and recycling: Waste Management Policy Waste Management Bill</p>	<p>Land use and ownership: Communal Land Reform Act</p>
<p>Environmental management: Draft Environmental Management and Assessment Act Draft Access to Genetic Resources and Associated Traditional Knowledge Bill Draft Biosafety Bill Biosafety Policy Conservation on Biotic Diversity and Habitat Protection Policy Prospecting and Mining in Protected Areas and National Monuments</p>	<p>Trade: Export Processing Zone Act</p>
<p>Tourism: -White Paper on Tourism</p>	<p>Agriculture: Agriculture Policy</p>
<p>National Policies and Strategy Plans: National Development Plans (NDPs) Vision 2030 National Poverty Reduction Strategy (NPRAP) Namibian National Biodiversity Strategy and Action Plan</p>	<p>Health: National safety policy Health and Safety Act</p>

II. PROGRAM AND POLICY CONFORMITY

a) PROGRAM DESIGNATION AND CONFORMITY

64. The proposed project is consistent with the **GEF Strategic Approach to Enhance Capacity Building, Pathway III** – aimed at strengthening national systems for implementing the global Conventions. The project concept is consistent with this strategy in that it will:
- Improve policy direction and consistency in environmental protection and management, especially by linking environmental policy (MET) and national development planning (NPC) and other institutions involved in the planning process such as Office of the Prime Minister (OPM) and Ministry of Lands and Resettlements (MLR).
 - Strengthen the institutional capacity for environmental management, particularly within the Ministry of Environment Tourism (MET), and improve the delivery services such as the use of environmental assessment and best management practices that are linked to climate change adaptation, biodiversity protection and enhancement and sustainable land management.
 - Enhance the technical skills and knowledge of Government and NGO staff in integrating environmental management into development programmes and activities.
 - Raise Government and public awareness and commitments towards the Rio Conventions and on two of the important up-coming environmental legislation, which focuses on some of the Rio Conventions cross-cutting issues: environmental assessment and traditional knowledge and access to genetic resources.
65. Moreover, the strategy to design and implement the project follows the operational principles identified in the GEF approved strategic approach:

- a) Ensure national ownership and leadership
 - b) Ensure multi-stakeholder consultations and decision-making
 - c) Base capacity building efforts in self-needs assessment
 - d) Adopt a holistic approach to capacity building
 - e) Integrate capacity building in wider sustainable development efforts
 - f) Promote partnerships
 - g) Accommodate the dynamic nature of capacity building
 - h) Adopt a learning-by-doing approach
 - i) Combine programmatic and project-based approaches
 - j) Combine process as well as product-based approaches
66. The proposed project addresses the objectives of three GEF Focal Areas (BD, CC and LD), and specifically fits under the strategic priority related to cross-cutting capacity building (CB-2).
67. **Convention Guidance** to the GEF assigns growing importance to capacity building. Guidance from the Conference of the Parties to the CBD, UNCCD and UNFCCC requested the GEF to provide funding for country-driven capacity building activities by developing country-parties.
68. The project is cross-cutting in addressing the common requirements of the Conventions on Training, Legislation, Public education and Environmental Impact Assessment responding to the following articles: UNFCCC article 6, article 4 and in preamble; UNCCD article 19, article 17; and CBD article 12, article 8, article 13 and article 14. The project also responds to the national priorities identified under the Convention implementation strategies and national communications such as: National Biodiversity Strategy and Action Plan (**NBSAP**), the Namibia Climate Change Programme (**NCCP**) and the National Programme to Combat Desertification (NAPCOD) which was subsumed by the Country Pilot Partnership for Sustainable Land Management (**CPP for SLM**). At the national level the implementation of the project would further be embedded within a cross-cutting framework. The activities proposed will address a number of cross-sectoral issues related to the Conventions and will enable the beneficiaries to have an integrated and synergistic view and approach in terms of understanding and dealing with the cross-cutting convention issues relevant to the project within Namibia.
69. This project is a direct response to the National Capacity Self-Assessment (**NCSA**). It will address some of the identified cross-cutting capacity issues related to the implementation of the Rio Conventions and strengthen the synergies in implementing these Conventions and more generally the broader global environmental agenda. The project will also pay attention to capacity needs at the systemic level, by building capacity within the national ministries responsible with policy and law formulation and review, creating awareness on important up-coming legal acts and facilitating an improved understanding of relevant legislation at local level, among others.
70. Global environmental benefits from the project will include: modification of national and regional development activities to incorporate climate change adaptation measures, land management and biodiversity protection actions within rural development programmes, and increased mitigation of adverse impacts of development on both global and national environmental concerns (related to strengthening EIA).

b) PROJECT DESIGN (INCLUDING LOGFRAME AND INCREMENTAL REASONING)

Baseline information

Status of implementation of CBD, UNCCD and UNFCCC in Namibia

71. In Namibia, various institutes are involved in activities addressing the three thematic issues falling under the **Rio Conventions**, as well as other cross sectoral issues such as **poverty reduction**, **HIV/AIDS** and **decentralization**. The status of the implementation of the Rio Conventions and the main initiatives addressing poverty, decentralization and HIV/AIDS are summarized below.

72. **The UN Convention on Biodiversity**

Key priorities, Status of implementation in Namibia, existing/needed capacities

- Namibia ratified CBD in 1995.
- National Programme (with working groups for each thematic area) and Task Force established, integrated under Environmental Conventions Unit at MET/DEA.
- Country Study compiled and published.
- NBSAP 2001-2010 drafted and published (2002), not passed by the Cabinet but endorsed by the Founding President and currently under review with aim to simplify it.
- 1st, 2nd and 3rd National Report submitted to CBD Secretariat as well as several other voluntary reports.
- Biosafety Protocol ratified. Biosafety Bill drafted and currently in an advance stage of submission to the Cabinet.
- A large numbers of complex programmes and projects implemented.
- Biodiversity issues of concern integrated into NDPs, Vision 2030 and other macro-level and sectoral policies and laws.

73. **Conclusions regarding the implementation of CBD in Namibia**

Since the 1990ties, a strong political commitment towards sustainable development has translated into an enabling legislative framework for biodiversity conservation and progressive steps towards decentralizations and devolution of natural resource management rights. However, the NCSA identified capacity building needs and major constraints in the implementation of all the Conventions. The main constraint is the **insufficient institutional and human capacity** of the main environmental agency, the Ministry of Environment Tourism (MET), to implement the provisions of the Conventions in general and CBD in special.

74. Acknowledging the gaps in its structure, MET has engaged itself in a restructuring process and sets its strategic objectives in the 'MET Strategic Plan 2006-2010'. The proposed project is building upon this strategy plan to improve the institutional and human capacity of MET, complementing the Government efforts to address the institutional and human resource constraints in implementing the global environment objectives. The project will also strengthen the Government's decentralization efforts, by mainstreaming the CBD issues into the regional and local development plan.

75. The main capacity building needs identified by the NCSA process are revolving around the following: **environmental economics (including natural resource accounting)**, **environmental assessment** and **environmental legislation**. NCSA identified a need for targeted research and awareness on issues such as bio-prospecting and bio-trade, traditional knowledge, biotechnology and biosafety as well as strengthening staff's interpersonal, management and negotiation skills. The **provisions of the Convention and enabling**

legislation and policies are not properly understood, there is a need for translating them into a more practical simplified manner accessible to a wider public.

76. **UN Convention to Combat Desertification**

Key priorities, Status of implementation in Namibia, existing/needed capacities

- Namibia ratified UNCCD in 1997.
- Phase 0 (1993-1994): Preparations of national workshop and national programme design implemented by MET/MAWRD and DRFN.
- Phase 1(1995-1996): Implementation of selected components including community mobilization, education and awareness, research and training, policy review.
- Phase 2 (1996-1999): Focus on decentralization, selection of pilot areas, implementation of local and regional level collaboration activities, including Forum for Integrated Resource Management (FIRM)¹⁹.
- Phase 3(2000-2004): Focus on local and regional implementation retained. Local and national level monitoring of desertification, coordination and capacity building of service organizations.
- 2004: Country Pilot Partnership (CPP) for Sustainable Land Management (SLM) launched to supersede NAPCOD as a wider umbrella approach.
- National reports and CRIC reports submitted to UNCCD secretariat.
- Integration of desertification concerns into NDPs, Vision 2030, and other macro-level and sectoral policies and laws.

77. **Conclusions regarding the implementation of the UNCCD provisions in Namibia.** Project interventions under UNCCD has been based on pilot approaches and although the pilot areas have enhanced their capacity for planning and managing the resources, **replication on a broader scale** ought to be implemented. The challenge of replication at national level remains that of the Government. Very important role in this matter is played by the extension officers and platforms such as FIRM to spread the information among local communities. An important role could play the Regional Councils but they do not have capacity (institutional and human resource) to deal with environmental issues.

78. Many on-going activities in the agricultural sector, due to **insufficient awareness** on UNCCD issues, are not linked to desertification. It is not yet acknowledged that many activities towards sustainable use of natural resources are essentially aiming at combating desertification. The assessments at the local level have identified a number of **policy gaps** leading to conflicts. One example is the legislation on conservancies, which grants users rights for wildlife but fail to do so for rangeland use. The outcome is that many livestock owners are bringing their cattle to graze in the area destined for conservation purposes.

79. Land reform and natural resources use and management policies and laws are an important prerequisite to successfully implement UNCCD and to prevent/combat desertification. A systematic review of the existing policies and laws is necessary to address key barriers, gaps, conflicts and ultimately opportunities for improvement of Namibia's systemic capacity to deal with the overall theme.

80. There is a need for awareness raising on **biotechnology, biosafety and agro-biodiversity** issues and the impact of genetically modified organisms (GMOs) on local species, traditional crops and small scale farmers. **Valuation of resources**, awareness on **biotrade and**

¹⁹ The FIRM approach guarantees the implementation of an integrated and sustainable concept for the use of resources. The resource users themselves 'own' the process and also steer the development activities and extension services. This is the platform most favored by the local communities

bioprospecting, access to genetic resources associated traditional knowledge and the sharing of the resultant benefit sharing and related legislation is needed especially among the local communities.

81. **UN Framework Convention on Climate Change (UNFCCC)**

Key priorities, Status of implementation in Namibia, existing/needed capacities

- Namibian ratified UNFCCC in 1995.
- Establishment of an interim Climate Change Advisory Committee (CCAC), a national coordinator and a technical advisor.
- In 1998, Namibia completed a greenhouse gas (GHG) inventory based on 1994 data. A climate change vulnerability and adaptation assessment of the water, agriculture, health, fishing, and wildlife/tourism sectors were also undertaken, including an assessment of potential GHG mitigation options related to these sectors. The results of these preliminary studies were published as Namibia's three-volume country study in 1999.
- Phase 1 (2001-2004): Initial National Communication.
- Phase 2 (2005-2008): Second National Communication (main activities planned for this phase are: the review of 1994 GHG inventory and data collection for the second inventory, preparation of GHG 2000 inventory, programmes on adaptation to climate change, in-depth vulnerability assessment, research needs on farming systems change to enable adaptation to climate change, preparing strategies to cope with sea level rise in coastal towns and wetlands, public awareness education and training programmes to mitigate climate change, afforestation and agro-forestry, development of a national strategy on climate change).
- Outlines of adaptation concepts drafted; proposed set of case-studies formulated (2004-2005).
- Namibia's national rail infrastructure is currently expanded.
- Assessment of capacity needs required to implement art. 6 of the UNFCCC, carried out in 2005.
- Integration of climate change concerns into NDPs and Vision 2030.

82. **Conclusions regarding the Implementation of the UNFCCC** in Namibia. Namibia has little institutional and human capacity to implement the provisions under UNFCCC. There are very few professionals, technicians or managers in Namibia trained in relevant climate change areas. The working group on *Vulnerability to Climate Change* from the *Final Workshop for Namibia's Initial Climate Change Report* held in Windhoek (February 10th 1999) recommended the following:

83. **Research:** creation of plausible **baseline scenarios** necessary for future sectoral vulnerability studies will be able to draw on information from the Natural Resource Accounting Programme, the National Biodiversity Programme, Namibia's State of Environment Reports, NetWise and other ongoing projects. Nevertheless there is a strong need for the development of human resources and the continual creation of reliable databases on climate, soils, vegetation and fauna. All efforts to develop such databases and networks must continue.

84. **Climate modelling**, specific to Namibia, is essential for all forthcoming research. There is an urgent need to build up capacity, systems of information exchange and co-operative research within the region regarding this highly specialized aspect of vulnerability and adaptation studies.

85. **Creating Awareness.** In addition to informing policymakers about the possible effects of climate change, decision-makers at all levels including Government officials, local and

traditional authorities, farmers and the general public should be kept informed about Namibia's inter-seasonal and inter-annual climatic variability. Bulletin produced by Namibia's Meteorological Services are a good example of how relevant climatic information, and the implications thereof, can be provided to all stake-holders.

86. Quantifying the potential socio-economic and biophysical impacts of climate change on Namibia's **water resources** should form the focus of immediate research. It is recommended that all other research should focus on those impacts that are expected to have **specific effects on human livelihoods and well being**, and are unlikely to be pursued by the National Programme to Combat Desertification (NAPCOD) superseded by CCP for SLM, the National Biodiversity Task Force or marine resources research that aims to improve understanding of the effects of the natural environment on fish population dynamics. Some suggestions include:
- Investigating the direct effects of climate change on food security amongst rural communities. Focus should be on sorghum, millet, etanga (*Citrullus lanatus*), and omakunde (*Vigna unguiculata*) cultivation, important fruiting and tuberous *veldkos* species, the potential for increases in crop pests, pathogens and livestock disease, and the adaptation options regarding these impacts.
 - Investigating the effects of climate change and the possible adaptation measures that can be taken on the health of marginalized urban and rural populations in northern Namibia - an area that could become increasingly susceptible to vector borne diseases and other pathogenic invasions from neighbouring states.

Environmental Information availability and accessibility in Namibia

87. The Environmental Information System (EIS) Unit within the Ministry of Environment and Tourism has had several initiatives supported by international funds during the past years, to make environmental information available to the Namibian community in general including the decision makers. The following major information delivery mechanisms were created:
88. National Metadata Directory: EIS has developed a metadata, as a key to maximizing community access to information and help the users locate the data they need. A meta-data web-page has been created²⁰ including introductory information on metadata, use and management, containing 500 metadata records from various agencies involved in data collection and usage. EIS has also created and registered a metadata clearinghouse node for Namibia, at the global Metadata Clearinghouse, where the Namibian metadata can be viewed²¹.
89. On-line library databases. EIS Unit within MET has made efforts to systematize and consolidate the resources available in various directorates' libraries. In November 2002, EIS officially launched the Ministerial Resource Centre²², which initiated the creation of a library information network in Namibia, creating a web with numerous links to different institutions that handle environmental matters. Some of the participating centers include: the Geological Survey of Namibia, Namibian Agriculture and Water Information Center, National Botanical research Institute, National Museum of Namibia and the Scientific Society of Namibia.
90. Atlas of Namibia Database. National 'Atlas of Namibia' hardcopies and digital formats were completed towards the end of 2002. The atlas provides basic reference material on the geography of Namibia, including social, demographic, economic, infrastructural, physical,

²⁰ <http://www.dea.met.gov.na/data/publications/Databases?MetaDB/metadataEnv.htm>

²¹ http://clearinghouse4.fgdc.gov/registrey/clearinghouse_sites.html

²² http://www.dea.met.gov.na/about_dea/library.htm

climatic and biological features of the country. Upon request, the atlas is distributed on CD's as well.

91. Regional Profiles Data Bases. Environmental Profiles of the 13 Regions of Namibia, are in different phases of completion. The profiles provide environmental information, compiled on regional basis, for planning, managing and monitoring of natural resources. Essential information on climate, demography, agriculture, infrastructure, environmental threats, land tenure and Government, is also provided. Data can be downloaded through the MET environmental portal.
92. Atlas Interactive MapServer. The MapServer²³ has been set up for Atlas of Namibia's GIS data. MapServer-based application delivers on-line, interactive GIS and image processing information; maps can be created, viewed and printed, without the prerequisite of GIS knowledge. The Atlas MapServer has been developed to allow for high quality maps of Namibia to aid users in their search for suitable data for their assignments.

Barriers to Implementation of Global Environmental Conventions

93. Policy and legislation. The NCSA reporting documents identify a wide range of policy inconsistencies hampering the implementation of the global environmental Conventions in Namibia. Some examples of constraints identified by NCSA regional reports and PP for SLM official document are referring to:
 - *Water Act* does not sufficiently facilitate tree planting and land rehabilitation, causing farmers to be unsure in their efforts of reforestation and combating desertification;
 - EIA recommendations for water projects are many times ignored and in case of emergency relief boreholes the EIA process is completely neglected leading to accelerated land degradation and loss of biodiversity;
 - the *Forest Act* has deficient regulatory and enforcement procedures inconsistent with community-based resources management, resulting in wide spread forest destruction;
 - *Wildlife Policies* for local management of designated 'communal area conservancies' are not synchronized with land use policies and legislation;
 - *The Land Use Act* does not include sustainable use of trees and other natural resources, thus not supporting the link between ownership and sustainable use.
 - The legal tools to control stocking rate on communal land or resettlement land, are lacking, leading often to overstocking and rangeland degradation;
 - Need for more effective waste management policies and regulations enforcing means;
 - Understanding of legal documents (policies, acts) at local level is very poor and this is viewed by NCSA documents as a major constraint at local/regional level, considering the overwhelming responsibility that local authorities and traditional authorities have in resource management and rural development; and
 - The CPP national framework document states that "The current policy framework is sectoral in focus and lacks the integration needed to facilitate sustainable land management. Issues that need attention include land tenure rights on communal rangelands, management control over natural resources other than wildlife, and rural development and agricultural policy. There is also a need to ensure policy harmonization across sectors".
94. Development plans and strategies do not sufficiently recognize the role of environment in addressing Namibia's socio-economic goals associated with poverty reduction, HIV/AIDS, gender equality and community empowerment. The NCSA Report highlighted the strategic

²³ <http://www.dea.met.gov.na/website/NamibiAtlas/>

importance of environmental management in national and regional development. However, the operational framework for mainstreaming, including awareness about the Rio Conventions and the value of good environmental and natural resources management practices, is not currently in place.

95. More extreme weather events (both droughts and floods) are likely to characterise Namibia's future climate and it is important to identify cost-effective adaptive management approaches. National preparedness regarding extreme events and the secondary impacts that accompany them (including the threat of bio-invasions, disease epidemics, reduced food security and increased rates of human migration) is required. These national disaster response strategies should become an integral part of Namibia's sustainable development planning. Development planning, particularly at the strategic and project levels must take cognisance of the potential impacts of climate change. For example, the allocation of land for specific land-use must consider the potential effects of increasing climatic variability. Similarly, risk assessments within project EA's must consider the possibility of increased frequency of large flood events.
96. Human resource skills and institutional capacity for environmental management need further development. The Ministry of Environment and Tourism (MET) does not have sufficient institutional and human resource capacity to lead and direct the mainstreaming effort on climate change, biodiversity and land degradation. This is a key weakness in the ability to expand environmental management. The internal issues facing the Ministry involve a small technical staff component, many of whom are inexperienced for their jobs, high staff turnover due to low salaries and limited opportunity for advancement, very little technical guidance and mentorship, and few technical and logistical resources to implement their mandate and duties. The Ministry is endeavouring to address many of these issues through an HRD plan, Public Service Commission review of job classifications, re-structuring and priority setting (see *MET Strategic Plan 2006-10*), and recruitment of new staff.. This corporate revitalization process is critical to the effective mainstreaming of the global environmental Conventions.
97. Environmental information management for mainstreaming of the global environmental Conventions at the national and regional/local level is inadequate. NCSA documents identified a clear lack of environmental information availability, at regional and local levels. At national level, there is no strategy in place for environmental education and awareness. The MET has recognized the need to improve information-sharing and outreach mechanisms to support more technically sound decision making across Government, non-government and community institutions and within the private sector. Initiatives for improvement of the environmental information management, has been considered in MET's annual workplan.

Root causes analysis of the barriers to implementation of the Rio Conventions

Policy and legal framework

98. Namibia has a very progressive Constitution, which sets the stage for the formulation of policies and legislation that aim at safeguarding the country's natural resource heritage for current and future generations²⁴. However, the policy framework is a remnant of the colonial times, when very little environmental planning existed in the country. Given the growing importance of environmental issues and their close relationship with poverty reduction, the development of a coherent environmental policy became an important challenge for the Government soon after attaining independence in 1990.

²⁴ Constitution of Namibia, art.95(1)

99. Namibia's legal framework has been inherited from South Africa and it is based on Roman Dutch common law. Many environmental laws and subsidiary regulations are accordingly outdated and inappropriate. The lack of coherent and comprehensive law frame is a key constraint in terms of environmental management. The absence of some important legal acts hampers the activities that are striving to address important environmental management issues, e.g. The Environmental Management and Assessment Act, the Biosafety Bill, the Access to Genetic Resources and Associated Traditional Knowledge Bill, the Parks and Wildlife Bill, etc.
100. The NCSA process revealed that there is a lack of awareness among the decision makers on key environmental issues in Namibia, and the formulation of legal instrument is using a sectoral approach leading to duplication of efforts and overlapping of institutional mandates (e.g. Ministry of Environment and Tourism and Ministry of Fisheries and Marine Resources over coastal and marine natural resources). Furthermore, the institutions responsible with the formulation and review of policies on natural resources (the relevant line ministries) are having a rather **weak capacity and limited background on environmental legislation**.
101. Land use practices in Namibia today, stem directly from the massive social-engineering policies of the colonial past. The 'apartheid' policies of South African administration and the German administrative distinction between 'native reserves' and 'crown land', have reserved prime land for white settlers while squeezing black Namibians onto land that was agriculturally marginal, prone to human or stock disease. Despite wartime disruption to South Africa's costly resettlement scheme for white farmers in Namibia, an ethnically based policy of land exclusion was well established by the 1930s²⁵
102. In 1971, South Africa has implemented the recommendations of the Odendaal²⁶Commission report, which was an ambitious plan for a 'separate development'. It set up ethnic homelands along the South African model, mostly at the edge of the commercially-farmed, white-occupied central highland. This state of affairs is still largely valid today. The introduction of communal land areas as outlined in the Odendaal Commission Report has interfered with the transhumance system or pastoralism, which was widely practiced over 4000 years. The **traditional management practices** and ecological knowledge of the indigenous farmers to manage their seasonal pastures or grazing areas started to fade away.
103. It is acknowledged by all the relevant stakeholders that among the main causes of land degradation and desertification in Namibia, the **lack of the sense of ownership** over the communal lands, leads to poor and non-adaptive management of natural resources. Until an appropriate legislation will be in place, awareness and training on sustainable land management practices is being delivered by many on-going programmes and projects run by various Government and non-government agencies.
104. NCSA documents highlights the following recommendations:
- Strengthening capacity for environmental legal framework review and harmonization
 - Urgent enactment of the relevant legislation;
 - Legal guidance to rural communities; and
 - Providing qualified extension services to rural communities especially local and traditional authorities.

²⁵ Barnard, P. (ed.) 1998, *Biological Diversity in Namibia- a country study*. Windhoek: Namibian National Biodiversity Task Force

²⁶ Republic of South Africa. 1964. Report of the Commission of Enquiry into South West Africa Affairs, 1962-1963 ('Odendaal Commission'). Government Printer 12/1964, Pretoria

Development plans and strategies

105. The poorly planned development is acknowledged in *Vision 2030*, as being a key threat to sustainable development and environment sustainability ‘ *a lack of strategic planning can lead to inappropriate developments that do not make optimal use of Namibia’s comparative advantages and place unnecessary pressure on limited natural resources...*’.
106. The institutions responsible for development planning at the national level such as NPC or MLR, have insufficient awareness on environmental issues, hence the lack of mainstreaming the key national environmental priorities and the global environmental objectives into development planning. **Absence of planning experts** within ministries and organizations responsible for development planning, results in inadequate adherence to some of the fundamental principles of planning and plan implementation. There is **little or no organizational and infrastructure set-up to practice environmental planning**, responsible environmental management and development of coherent environmental policies. The awaited Environmental Management and Assessment Act will spell out clearly the sound environmental management principles and duties.
107. At regional levels, the Regional Councils plan development of a region with a view to: physical, social and economic characteristics; resource and economic potential; existing and planned infrastructure; general land utilizations patterns; and sensitivity of the environment.
108. Regional Councils in general **lack the necessary organization**, adequate resources of finance, personnel and equipment to carry out their delegated functions; they are in dire needs of advice and guidance on development planning procedures. The Regional Councils capacity building will have to include institutional restructuring and training of staff. NCSA process has established that there is **little or no capacity to implement the Rio Conventions provisions** at regional level, and the awareness on global environmental objectives is very limited.

Human resource skills and institutional capacity

109. Despite the achievements in terms of human resource development during the first years after Independence in 1999 the Presidential Commission on Education, Culture and Training and the resulted National Human Resource Report, outlines some of the constraints to human and institutional capacity: 1) insufficient number and inadequate qualification of management advisors, teachers (especially Mathematics, Science and English) trainers, researchers, engineers and policy and legal analysts; 2) Lack of a comprehensive human resource plan; 3) HIV/AIDS pandemic. The former apartheid system hampered the development of local Namibian’s skills, hence the limited local capacity for implementing post independence development programmes.
110. As identified in NCSA reports, there are limited skills in highly specialized fields with high relevance to the Rio Conventions provisions, such as: taxonomists, geologists, IT specialists-bioclimatic modelling; The tertiary institutions (University of Namibia, Polytechnic of Namibia) are not adequately aligned to the countries commitments under the Rio Conventions. The skills transfer and capacity building from donor-funded project experts is limited.
111. Awareness on the Rio Conventions among the stakeholders in general, including managerial personnel, media and teachers, is insufficient. Simplified versions of the Rio Conventions

were required by almost all the stakeholders interviewed during NCSA process. Qualified extension services properly trained on Rio Conventions issues will be capable of delivering environmental messages and support to communities.

Environmental Information Management

112. According to the interviews carried out during the MSP preparation phase, there is a degree of uncertainty as to how useful the available environmental information is to MET's key partners, involved in the environmental affairs and development planning. The lack of mainstreaming of the environmental concerns into development planning as well as lack of awareness on environmental issues at regional and local level may be the result of an insufficient awareness on the availability and accessibility of the environmental information.
113. The importance of an enhanced access to environmental information has been acknowledged by EIS Unit. MET, has included the finalization of the '*Environmental communication strategy and Impact Monitoring Network*' in its annual work plan, programme '*Regulation of environmental protection and sustainable resource management*', objective 3 '*Environmental Information Management*'. This initiative, supported by the proposed project, is expected to improve the communication of relevant environmental information and best practices, between MET headquarters and Regional Councils and other relevant stakeholders, through, among others, up-grading of MET web page to host cost-effective communications means such as: e- discussion forums and e-conferences.
114. The CPP national framework document states that: *"In a climatic environment such as Namibia's, where successful resource management is, to a large extent, dependent on swift adaptation to changes in weather conditions, the ability to monitor and evaluate the risk of desertification as well as impacts on the ground is critical. Yet locally applicable M&E systems that provide information for integrated land use planning and adaptive resource management are largely unavailable at local level as are guidance materials on good practices."*
115. The project design is based on selective strengthening of capacities to accomplish some key objectives and actions presented in the NCSA Action Plan and recently identified by MET. These include assistance in follow-up implementation of NCSA findings into policy changes, raising the profile of the global Conventions and the various means of mainstreaming implementation, promoting the use of environmental assessment and best management practices, encouraging new inter-institutional collaborations, and facilitating the mainstreaming of environmental management into current programmes at the national, regional and local level. The likely baseline scenario is that few of these measures would be achieved unless new cross-cutting capacity is created.
116. While the project activities may not be directed towards policies review and changes, it will strengthen the capacity for policy and laws review and formulation, of MET and other stakeholders. The project will support targeted MET annual work programmes, aiming at improving the delivery of environmental information, support to CBRNM approaches through the disseminations of best land practices and of the awareness materials for rural women empowerment (e.g. self sufficiency and diversification of income generating activities). The project will support the drafting of the Environmental Management and Assessment Act regulations and training on environmental assessment processes. The project awareness raising component will target different groups of stakeholders and the awareness sessions and materials disseminated will be tailor made for each group. The targeted capacity building and awareness is represents a direct response to the NCSA identified constraints.

117. The NCSA Report and the MET Strategic Plan describe many of the constraints on MET's capacity. The Ministry was established in 1990 and is responsible for the safeguarding and wise use of Namibia's environmental resources as well as tourism development. It is expected to maintain and rehabilitate essential ecological processes and life support systems, to conserve biological diversity and to ensure that the utilization of natural resources is sustainable for the benefit of all Namibians, both present and future, as well as the international community, as provided for in the Constitution. A description of the organization is presented in **Annex 7**.
118. MET recently commenced a restructuring process, with the assistance of the Office of the Prime Minister, which was mandated to assist and facilitate the strategic planning and management process of the ministry. A draft *Strategic Plan* was formulated for the next five years, in order to give direction and guidance to the process. Government is fully engaged on the path of sustainable development and sound environmental management and the restructuring process as well as the decentralization efforts of MET is fully confirming its commitment. The Office of the Prime Minister and the Public Service Commission fully supports MET restructuring process, being aware of its insufficient capacity to deal with the environmental issues, at both national and regional level. The restructuring of MET and improvement of its capacity to deliver an effective environmental management will occur at a slower rate without the proposed MSP.

Incremental Reasoning

119. The GEF incremental reasoning for the project is based on overcoming some of the major barriers to implementation of global environmental Conventions that are described above.
120. The central focus is to remove institutional constraints, as specified in the NCSA, increase to institutional and human resources capacity, to increase technical support mechanisms (regulations to up-coming legislation, manuals on best practices and lessons learnt, law enforcement procedure manual, environmental accessibility manual, etc.) for mainstreaming environmental objectives into development programmes. The lead agency to effect mainstreaming of the environmental Conventions is the Ministry of Environment and Tourism.
121. Training will aim at improving MET and some of key partners' human resources in order to increase capacity for Rio Conventions implementation. Training will focus on cross-cutting issues, as recommended by NCSA: bioclimatic modelling, environmental economics, environmental impact assessment, environmental legislation, traditional knowledge, access to genetic resources and related issues, project development and management, interpersonal skills, communication of environmental issues at local level. Training programmes will improve technical and interpersonal skills and performance of MET and key partners.
122. Awareness raising will aim at increasing awareness and consciousness among stakeholders in general and targeted groups in special (i.e. to managerial personnel, members of the parliament, media, teachers, private sector) on the Rio Conventions provisions and interlinkages and on two key environmental issues such as traditional knowledge and access to genetic resources - not effectively acknowledged and addressed in the country, as revealed by NCSA process - and environmental impact assessment. The awareness component of the project will strongly target media involvement in the environmental activities. It is expected that after the completion of the project, the following main targets will be achieved:
- National and regional stakeholders' awareness on the global environmental objectives, will be improved;

- Two of the important up-coming legal acts (i.e. *Environmental Management and Assessment Act* and *Access to Genetic Resources and Associated Traditional Knowledge*) will be effectively implemented;
 - Perception on the environmental assessment process will be changed and the process itself will be viewed as a tool for sustainable development planning;
 - Traditional knowledge's role within the specific arid conditions of the country will be acknowledged and accredited; and
 - MET will develop and implement an 'Environmental Education' Strategy.
123. Partnership with NPC and other organizations involved in development planning will be created to facilitate MET's and non-governmental inputs into national and regional development plans. The current system for such inputs is ad-hoc and limited in structure, as indicated in recent reviews of the mainstreaming constraints in Namibia.
124. Environmental Impact Assessment skills exist in Namibia, often outside of Government, but the policy, legal and administrative framework is not sufficient to support quality environmental assessment. Processes will be strengthened which will involve both improvements in EIA standards, certainty for Government and proponents, greater transparency, and more effective delivery of environmental protection. The project will assist the ministry in developing regulations and framework for EIA under proposed new legislation.

Incremental cost analysis

125. **Tables 2(a) and 2(b)** below describe in a qualitative manner, the incremental costs of the proposed project outcomes.
126. **Outcome 1. Increased capacity to meet Namibia's commitments to the Rio Conventions** includes various baseline investments:
- The Office of the Prime Minister is investing **US\$ 5000²⁷** for capacity building.
 - The MET – Training Unit in the Administration and Support Services is allocating **US\$ 22,000** for training.
 - The other MET's directorates will invest **US\$ 31,000** in training courses.
 - MET is investing **US\$50,000** in environmental information management and awareness activities.
 - The GEF/UNDP project 'Strengthening the Protected Area Network (SPAN)' is investing a total of US\$8,200,000, of which **US\$ 4,770,000** (over 6 years) is invested in targeted MET institutional capacity building.
 - GTZ-Germany funded project "Strengthening capacity of MET in the field of Sustainable Land Management" is investing **US\$ 1,800,000** (over 3 years-first phase) in capacity building and awareness.
 - GEF/WB Integrated Community Based Ecosystem Management (ICEMA) is investing US\$70,000,000 (over 5 years) of which **US\$7,640,000** will be invested in targeted capacity building of MET to implement CBNRM programme.
 - GEF/WB Namibian Coastal Management Project (NACOMA) is investing US\$ 5,000,000 (over 5 years) of which **US\$ 1,256,000** in for Targeted Capacity-Building for Integrated Coastal Zone Management (ICZM) conducive to Biodiversity Conservation and Sustainable Use.
 - The 'Strengthening capacity for, and promoting integration of Cleaner Production initiatives in Namibian industry' Project, funded by Danish Government is investing **US\$**

²⁷ Estimated baseline GRN investments have been calculated for current year (2006)

950,000 for capacity building in cleaning production and guidelines and manuals development.

127. **Outcome 2. Mainstreaming of the Rio Conventions provisions in context of national development planning** also includes baseline investments:

- The ‘Strengthening Capacity for, and Promoting Integration of Cleaner Production Initiatives in Namibian Industry’ Project, funded by Danish Government is investing **US\$1,076,000** for promotion of environmental protection in the private sector development initiatives.
- The GEF/UNDP project ‘Strengthening the Protected Area Network (SPAN)’ is investing **US\$7,790,000** out of which US\$ 7,230,000 is invested by the Government, in decentralization and devolution of environmental management to local Government agencies.
- Integrated Community Based Ecosystem Management (ICEMA) is investing **US\$ 11,260,000** out of which US\$ 7,300,000 is invested by the Government for targeted Sustainable Ecosystem Management aiming at sustainable integrated planning in conservancies.

128. The baseline activities that are targeting capacity building in order to strengthen the environmental delivery services of the Ministry of Environment are estimated at US\$ 16,524,000. The incremental capacity building cost activities are estimated at US\$496,000. The baseline comprising activities that are targeting mainstreaming activities is estimated at US\$ 20,126,000 out of which US\$ 14,530,000 is invested by the Namibian Government. The incremental mainstreaming cost is estimated at US\$ 105,000.

Table 2 (a): Incremental Cost Matrix

Baseline Status	GEF Alternative	Cost		
		Baseline	GEF Alternative	Increment
Outcome 1 – Increased institutional and human capacity to meet Namibia’s commitments under the Rio Conventions				
Very limited institutional and human capacity to guide the EIA process and the mainstreaming of environmental management	Increased skill of MET to establish professional standards for EIA preparation, review and compliance monitoring, and technical tools and training to provide environmental protection and management in development; Effective implementation of the upcoming legislation’ Environmental Management and Assessment Act’	16,524,000	16,980,000	496,000
Lack of experience in EIA and environmental assessment; Distorted stakeholders perception on EIA processes.				
Little background knowledge of environmental legislation, which is hampering the review, and formulation of draft policies and acts of MET and key governmental organizations.				

Limited knowledgeable staff in environmental economics; no skills transfer arrangements in place; limited awareness of desertification, climate change and biodiversity loss costs at top management level.	Increased understanding of the methods and tools of environmental economics; increased awareness of the managerial personnel of the high costs of climate change, desertification, biodiversity; Possible arrangements for skills transfer.			
Limited negotiation skills (for management and technical staff participating in Conferences of the Parties.	More effective ability of technical and managerial Government staff to participate in the Rio Conventions Conferences of the Parties (COPs).			
Limited awareness and knowledge on issues such as: traditional knowledge, innovations and practices, access to genetic resources , bio-trade and bio-prospecting, biotechnology and biosafety	Effective implementation of the upcoming legislation i.e. ' <i>Access to genetic resources and associated traditional knowledge</i> '			
Limited resources and skills for bio-climatic modelling and prediction of climate change effects.	Strengthened capacity to predict climate change effects and increased preparedness for adaptation.			
Lack of positive motivation of staff at regional level; Limited awareness on conventions issues	Improvements in staff attitudes and motivation; Increased awareness on Rio Conventions provisions.			
Insufficient awareness on availability and accessibility of environmental information.	Increased awareness on data availability and accessibility			
Insufficient awareness on Rio Conventions at regional and local level; Limited skills of staff in community outreach and communication of technical knowledge	Increased ability of the Government extension staff to positively motivate communities and disseminate technical information related to the convention thematic areas; Simplified and translated in local languages versions of the Rio Conventions, disseminated			
Limited awareness of media, top management personnel and members of the parliament on Rio Conventions issues	Media involvement in environmental activities; increased awareness of targeted groups on Rio Conventions			

Baseline Status	GEF Alternative	Cost		
		Baseline	GEF Alternative	Increment
Outcome 2: Environmental objectives mainstreamed into national development				
Very little role for MET in preparation of development plans at national and regional level No mechanism in place for NCSA Action Plan recommendations	MET actively engaged in creating partnership and promoting environmental management within national and regional development programs. The most cost-effective consultation options (i.e. consultations with regional stakeholders) explored and implemented.	20,126,000	20,231,000	105,000
	Increased appreciation and use of mainstreaming methods by NPC staff; increased awareness on environmental concerns			
	NCSA Implementation Team operational under the Environmental Convention Unit in MET			
	Annual NCSA Implementation Reports produced and disseminated			

Table 2 (b): Incremental Cost Analysis

Baseline Status	GEF Alternative	Incremental Costs
Outcome 1 – Increased institutional and human capacity to meet Namibia’s commitments under the Rio Conventions		
Very limited institutional and human capacity to guide the EIA process and the mainstreaming of environmental management	Increased skill of MET to establish professional standards for EIA preparation, review and compliance monitoring, and technical tools and training to provide environmental protection and management in development; Effective implementation of the upcoming legislation’ Environmental Management and Assessment Act’	Technical assistance and training required to implement the new legislation
Lack of experience in EIA and environmental assessment; Distorted stakeholders perception on EIA processes.		
Little background knowledge of environmental legislation, which is hampering the review, and formulation of draft policies and acts of MET and key governmental organizations.	Improved understanding of environmental legal technical terminology and procedures.	Environmental law training required for drafting new environmental policy and legislation
Limited knowledgeable staff in environmental economics; no skills transfer arrangements in place; limited awareness of desertification, climate change and biodiversity loss costs at top management level.	Increased understanding of the methods and tools of environmental economics; increased awareness of the managerial personnel of the high costs of climate change, desertification, biodiversity; Possible arrangements for skills transfer.	Training to assess environmental costs and mitigation procedures and requirements

Baseline Status	GEF Alternative	Incremental Costs
Limited negotiation skills (for management and technical staff participating in Conferences of the Parties.	More effective ability of technical and managerial Government staff to participate in the Rio Conventions Conferences of the Parties (COPs).	Increased exposure to professional practices in international negotiations
Limited awareness and knowledge on issues such as: traditional knowledge, innovations and practices, access to genetic resources , bio-trade and bio-prospecting, biotechnology and biosafety	Effective implementation of the upcoming legislation i.e. ' <i>Access to genetic resources and associated traditional knowledge</i> '	Training to improve skills in utilising traditional knowledge, innovation and practices
Limited resources and skills for bio-climatic modelling and prediction of climate change effects.	Strengthened capacity to predict climate change effects and increased preparedness for adaptation.	Development of predictive models and capacity to interpret them
Lack of positive motivation of staff at regional level; Limited awareness on conventions issues	Improvements in staff attitudes and motivation; Increased awareness on Rio Conventions provisions.	Training on Rio Conventions mainstreaming opportunities
Insufficient awareness on availability and accessibility of environmental information.	Increased awareness on data availability and accessibility	Upgrading and improved application of environmental databases
Insufficient awareness on Rio Conventions at regional and local level; Limited skills of staff in community outreach and communication of technical knowledge	Increased ability of the Government extension staff to positively motivate communities and disseminate technical information related to the convention thematic areas; Simplified and translated in local languages versions of the Rio Conventions, disseminated	Training on regional and local methods to implement objectives of the Rio Conventions
Limited awareness of media, top management personnel and members of the parliament on Rio Conventions issues	Media involvement in environmental activities; increased awareness of targeted groups on Rio Conventions	Preparation and distribution of media materials related to global environmental concerns
		Incremental costs: <ul style="list-style-type: none"> • Govt: \$ • GEF: \$ • Co-financing:
Outcome 2 - Rio Conventions provisions mainstreamed into national development planning process		
Very little role for MET in preparation of development plans at national and regional level No mechanism in place for NCSA Action Plan recommendations	MET actively engaged in creating partnership and promoting environmental management within national and regional development programs. The most cost-effective consultation options (i.e. consultations with regional stakeholders) explored and implemented.	In-kind costs
	Increased appreciation and use of mainstreaming methods by NPC staff; increased awareness on environmental concerns	Training and materials on Rio Conventions mainstreaming opportunities
	Updated National and regional development plans that integrate environmental objectives with development priorities	Procedures and screening checklists to assess opportunities to integrate environmental objectives
	NCSA Implementation Team operational under the Environmental Convention Unit in MET	Training and materials on Rio Conventions mainstreaming opportunities

Baseline Status	GEF Alternative	Incremental Costs
	Annual NCSA Implementation Reports produced and disseminated	Publication costs
		Incremental costs: <ul style="list-style-type: none"> • Govt: \$ • GEF: \$ • Co-financing:

c) SUSTAINABILITY (INCLUDING FINANCIAL SUSTAINABILITY)

129. The project is highly country driven. It is based on the previous National Capacity Self-Assessment (NCSA) and furthermore it is in line with the MET Strategic Plan (1006-2010) objectives. The sustainability is ensured from the onset by the creation of the two working groups (i.e. MAPI and CB working group) with specific activities and institutional changes that will be introduced or strengthened by the project. The first working group will ensure the project sustainability through the following activities:

- Creation of the **NCSA Action Plan Implementation Team** under the International Environmental Conventions Unit, in the Directorate of Environmental Affairs of MET. This will involve tasking MET staff with the implementation of NCSA Action Plan. In this way, the implementation activities will be carried out even after the termination of the project. The team (MET staff) will organize intense consultation with MET managerial staff in order to establish priorities, advocate the allocation of funds and the design of a long term financing strategy for the implementation phase. The implementation of the NCSA Action Plan is not being addressed currently by any of the existing projects or programmes.
- Furthermore, the sustainability of the project initiative to implement the NCSA Action Plan, will be further ensured through the Implementation of the NPRAP and formulation of NDP3 (2006-2010), process which will address the following objectives:
 - Integration of the NCSA outcomes into NPRAP II as per recommendation of the NPRAP review; and
 - Facilitation of the global environmental objectives into the Namibian policy framework.
- Development of a partnership agreement with National Planning Commission which will ensure the participation of MET in the development planning and will set up a mechanism for the mainstreaming of environmental concerns into long term national development policies such as the up-coming NDP3.
- Institutionalized procedures for integrating environmental objectives into national and regional economic development plans.

130. The second working group responsible for the capacity building component will ensure the project sustainability through the following activities:

- **Support to MET institutional annual work programmes** such as: Programme 4 ‘Regulation of Environmental Protection and Sustainable Resource Management’, objective 1 ‘Strengthen the legal policy and procedural framework for environmental protection’; objective 3 ‘Environmental Information Management’, objective 5 ‘Planning for Emergent Environmental Issues- Climate Change’.

- **Technical assistance to EIA legislation and process:** development of EMAA regulations and guidelines, which will ensure sustainability through the institutionalization of EIA procedures.
- **Strengthening the skills of MET and other line ministries** to conduct / evaluate environmental assessments.
- **Promoting alternative sources of income** through: improving the skills for project development among the extension officers which can then help communities to access international funds; training of women for self sufficiency using the lessons learnt from successful conservancies such as: King Nehale's conservancy.
- **Developing EIA and other training materials** which can be available off line (hard copies and CDs) and on-line (institutionalized, based on MET website).
- Involving the Ministry of Education through the National Institute for Educational Development (NIED) which is targeting the professional development of teachers in Environmental Education, the project will increase awareness on environmental issues and improve the education curricula **including the Rio Conventions provisions** and synergies.

131. Considering the current efforts of the Namibian Government to strengthen the systemic, institutional and individual capacity, the project's benefits should be sustainable. The proposed objectives and activities were designed to respond to the national and regional capacity constraints identified during the NCSA process. Institutional sustainability will be achieved also by strengthening the rather weak capacity of regional councils and local authorities to integrate environmental objectives and Rio Conventions provisions into development planning.

132. The major risks are associated with the current reorganization and revitalization of MET, the availability of staff and the rate of staff turnover at MET. The second level of risk is associated with the limited track record and experience of MET (and therefore need for capacity building) in assisting environmental management beyond wildlife and parks. Newly trained MET staff will require some time and experience to show that they have a lead role to play in shaping the design and operations of development programmes and projects.

d) REPLICABILITY

133. The replication strategy is based on developing and institutionalizing of relevant environmental assessment and management approaches, tools and processes, along with support skills of MET staff (and others) and up-scaling these into development programmes and projects, particularly into the projects under the broad CPP for SLM umbrella.

134. There is also a potential for replicability in other regions. The best practices, methods and tools will be made available on MET web-site, and it will be the role of the PMU (in collaboration with MET, UNDP Namibia and UNDP regional representative) to raise awareness on the project's outcomes and to explore the potential for replication of the lessons learnt.

135. The strategy for replication of the project results involves:

- Wide dissemination of education and awareness materials and technical guidelines related to EIA;
- Established agreement and process for including MET in future national development plans;
- Review of lessons learned from updating the National Development Plans and selected regional plans;

- Dissemination of proposed process for integrating environmental objectives into other regional development plans; and
 - Application of staff skills in the ongoing NCSA Action Plan implementation programme.
136. The project will further improve and consider lessons learned from previous related interventions and will build on best practice. Namibia has extensive experience in participatory methods that ensures the full and effective participation of relevant stakeholders. This ensures ownership and political commitment of the outcome of such interventions. Under the National Programme to Combat Desertification, the Forum for Integrated Resource Management (FIRM) for example, has been developed. This approach ensures that community participation is facilitated, that communities are empowered to make their own decisions and are in the drivers seat of interventions that concerns them and that are taking pace in their areas. The local level monitoring tools that have also been developed under NAPCOD has relevant for this project as they are simple tools that can be used for monitoring biodiversity, climate change and land degradation at the local level. These methods can be applied during the implementation phase of the projects. Many of the partners that have been involved over the last decade in the implementation of the Rio Conventions in Namibia, and who are familiar with the various best practice and lessons learned over the years, will be participating in the project and will thus ensure the continued impartation of the necessary skills and best practices to project beneficiaries.

e) STAKEHOLDER INVOLVEMENT

137. The project design evolved following the NCSA findings on capacity building needs at regional and local level, and subsequent discussions with MET staff and selected stakeholders. The commitment of Government to address capacity constraints coincides with national efforts of decentralization and MET's new strategic plan for the next five years. A mini-workshop was held by MET in November 2005 to review options for MSP development and to propose a preliminary concept.
138. During the proposal preparations, interviews were held with Government stakeholders. UNDP then conducted in training courses and a stakeholder workshop on March 3, 2006 with about 15 Government and non-Government stakeholders to review and refine the project logical framework analysis. The revised document was then circulated electronically to a broader range of stakeholders for comments. The comments were incorporated in the final project document.
139. Stakeholders involved in project implementation will include a wide range of Government agencies, including extension services, local authorities, community organizations, development industry involved in EIA. **(Annex 8)**

f) MONITORING AND EVALUATION

140. A monitoring and evaluation plan will form part of the *Project Management Plan (PMP) or Project Document* to be prepared by the project implementing agency. The monitoring indicators include the objectively verifiable indicators presented in the LFA in Annex 4. The framework will include the following:

Activity:	Frequency	Performance Indicators
Inception Report - Steering Committee assessment of the project start-up and any necessary adjustments required in the project management plan (Project Document)	3 moths	Project implementation plan (PIP) completion and start-up activities completed per annual workplan
Quarterly Standard Progress Reports - Routine activity completion and financial expenditures reports in relation to the project management plan and annual workplans	3 moths	Activities completed, outputs generated and funds expended in relation to annual workplan
Six-Monthly Review Reports - Project implementing agency review and reporting on progress in relation to LFA Output indicators. NCSA Committee review and discussions with project implementing agency	6 months	Output indicators in the LFA and issues arising from project implementation
Mid-term Evaluation Report - External consultant or GEF/UNEP staff review of Outputs to date and progress toward achieving expected Outcomes	18 months	Output and Outcome indicators in the LFA and issues arising from project implementation
Project Completion Report - Project implementing agency review and reporting on achievement of Outputs, Outcomes and Impacts (Goal), and end of project financial report. NCSA Committee review and discussion of results with project implementing agency	36 months	Output, Outcome and Impact indicators in the LFA and lessons learned during project implementation
End of Project Evaluation Report - Independent consultant or GEF/UNDP staff evaluation of project results, effectiveness and efficiency and lessons learned.	Post project	Output, Outcome and Impact indicators in the LFA and overall project results evaluation as per evaluation terms of reference

4. **FINANCING** (for all tables, expand or narrow table lines as necessary)
FINANCING PLAN, COST EFFECTIVENESS, CO-FINANCING, CO-FINANCIERS

Financing Plan

141. The total project budget is US\$ 760,000. The GEF incremental cost is budgeted at US\$ 500,000 and the co-financing commitments are the equivalent of US\$ 260,000. The tables below provide a breakdown of the budget by funding source and by outcome.

142. The ratio of the GEF financial contribution to the total budget of the project is 66%.

Cost-Effectiveness

143. The cost-effectiveness is based on:

- Synergy of the proposed institutional and human capacity building with policy and organizational changes under the five years strategic restructuring of MET - as the lead environmental agency, and the Government commitment to sound environmental management;
- Up-coming environmental legislation and value-added tools and human capacity to implement the legislation;
- Programme-based complementarities and efficiencies between the MSP and related MET driven projects and work programmes;
- Synergistic implementation of the Rio Conventions (e.g., through EIA, national development planning, etc.);
- Joint activities and co-financing opportunities with on-going projects addressing capacity building (i.e. GTZ funded BSLMP);
- Linking the training to dissemination of lessons learnt under successful projects (such as NAPCOD);
- Involvement and capacity building of local consultants, NGOs and private sector to extend the outreach of the project beyond the public service; and
- Exploring and implementing cost-effective means of communication and consultation such as: upgrading MET web-page to host cost effective participatory platform such as e-discussion forums, e-conferences etc Most if not all of the Government offices at national at regional levels have offices equipped with computers, telephone lines and internet connections.

144. A stand-alone cross cutting capacity building project is needed, because the mainstreaming of Rio Conventions into national economic development planning requires an integrated approach that cannot be achieved through ad hoc support provided through the separate Conventions, and because the proposed training and capacity strengthening will have benefits that enhance the implementation of several global Conventions in an ongoing manner.

145. The proposed project will strengthen the institutional framework and related capacity that address both national and global concerns, including the means of coordinating environmental and sustainable development goals. This direct inter-connection with development planning is more cost-effective than providing for a parallel environmental planning process.

a) PROJECT COSTS

<i>Project Components/Outcomes</i>	<i>Co-financing (\$)</i>	<i>GEF (\$)</i>	<i>Total (\$)</i>
Increased capacity to meet Namibia's commitments to the Rio Conventions	115,000	325,000	440,000
Rio Conventions provisions mainstreamed into national and regional development planning	115,000	105,000	220,000
5. Project management budget/cost*	30,000	45,000	75,000
Total project costs	260,000	475,000	735,000

* This item is an aggregate cost of project management; breakdown of this aggregate amount should be presented in the table b) below.

b) PROJECT MANAGEMENT BUDGET/COST²⁸

<i>Component</i>	<i>Estimated staff weeks</i>	<i>GEF (\$)</i>	<i>Other sources (\$)</i>	<i>Project total (\$)</i>
Personnel*				
Local consultants*	60	25,000	10,000	35,000
International consultants*	0	0	0	0
Office facilities, equipment, vehicles and communications		10,000	10,000	20,000
Travel		6,000	6,000	12,000
Miscellaneous		4,000	4,000	8,000
Total		45,000	30,000	75,000

* *Local and international consultants in this table are those who are hired for functions related to the management of project. For those consultants who are hired to do a special task, they would be referred to as consultants providing technical assistance. For these consultants, please provide details of their services in c) below:*

c) CONSULTANTS WORKING FOR TECHNICAL ASSISTANCE COMPONENTS:

<i>Component</i>	<i>Estimated staff weeks</i>	<i>GEF (\$)</i>	<i>Other sources (\$)</i>	<i>Project total (\$)</i>
Personnel				
Local consultants	240	150,000	50,000	200,000
International consultants	20	30,000	10,000	40,000
Total	260	180,000	60,000	240,000

d) CO-FINANCING SOURCES²⁹ (expand the table line items as necessary)

CO-FINANCING SOURCES					
Name of co-financier (source)	Classification	Type	Amount (\$)	Status	
				Confirmed	unconfirmed
Ministry of Environment and Tourism	National Government	In Kind	160,000	√	
GTZ	Bilateral Agency	Cash	100,000	√	
Sub-total co-financing			260,000		

²⁸ For all consultants hired to manage project or provide technical assistance, please attach a description in terms of their staff weeks, roles and functions in the project, and their position titles in the organization, such as project officer, supervisor, assistants or secretaries.

²⁹ [Refer to the paper on Cofinancing, GEF/C.206/Rev. 1](#)

5. INSTITUTIONAL COORDINATION AND SUPPORT

a. CORE COMMITMENTS AND LINKAGES

Linkages to other activities and programs

146. The proposed MSP will provide training in complementary areas, avoiding duplication of efforts. The recently approved Country **Pilot Partnership for integrated sustainable land management** (CPP for ISLM) will provide a general framework in addressing the barriers to SLM in Namibia, building on existing baseline efforts and addressing key gaps identified at different level. At the national level, GEF resources will be dedicated towards building capacity at the systemic, institutional and individual scales to plan, execute and monitor sustainable land management activities. At the local level, the project will empower local communities (including women) to identify alternative sources of incomes, through sustainable use of natural resources and maximizing the use of marginal lands.
147. GEF/UNDP Project '**Promoting Environmental Sustainability through improved land-use planning**' (PESILUP), under the CPP for ISLM umbrella, will become operational in November 2006. The project is strongly focusing on land use planning and is aiming at providing a baseline information for integrated "land use guides", from which the land user can choose land use systems that suit their needs and requirement and conserve the natural resources base including biodiversity (NDP II; NBSAP); Scenarios on land use options for all ecoregions in Namibia; Local, regional and national level land use planning approaches and processes linked, established and strengthened as appropriate; Strengthening of Government and other key stakeholder staff and institutions; Mainstreaming approaches into ongoing MLRR, MET, MAWRD and other activities; PESILUP will have strong linkages and complementary activities to ICEMA, as ICEMA is covering a part of a specific land tenure i.e. conservancies on communal lands. The proposed MSP mainstreaming component will form the necessary partnerships and agreements for mainstreaming the environmental issues into development planning including land use planning, thus facilitating PESILUP activities related to integrated and cross-sectoral management planning. Furthermore, the MSP capacity building component, will enhance the knowledge and awareness of MET and other stakeholders, towards traditional knowledge innovations and practices, complementing PESILUP and other projects efforts to strengthen capacity to develop and implement integrated approaches to ecosystem management.
148. **Community Based Natural Resource Programme (CBNRM)**. In 1996, amendment to the Nature Conservation Ordinance grants rights to rural communities to utilize and manage natural resources. The units of management are called communal conservancies, of which 42 have already been registered covering an extensive area of over 100,000 square kilometers. By allowing and giving the skills to rural people to manage their natural resources in a sustainable manner and to derive benefits from these resources, they are empowered to improve their livelihoods. The GEF/WB financed **Integrated Community Based Ecosystem Management (ICEMA) Project** aims to support CBNRM activities in Namibia. The project will target capacity building of conservancies on the ground. This project has an indirect relationship to the proposed project in that it will strengthen MET in improving their CBNRM related services. The proposed MSP will cooperate with ICEMA and develop tools to assist CBNRM approaches such as: best practices booklets and self sufficiency awareness materials. The capacity building component will train the extension officers to better assist the communities in their initiatives.
149. **Strengthening the Protected Area Network (SPAN)** GEF/UNDP Project, aims at improving the management effectiveness of state run protected areas, with specific focus on improving biodiversity conservation and unlocking the economic potential of parks. The proposed MSP training initiatives will complement SPAN training activities in that it will raise awareness among park extension officers (wardens) on traditional knowledge and associated land management

practices- which will improve parks-neighbours relationships and on the Rio Conventions and related environmental issues and will improve extension officers communication and community outreach skills.

150. Another GEF project with linkages to the proposed project is the Regional /Local Environmental Management Project- the **Namibian Coastal Biodiversity Management (NACOMA)**, GEF/WB Project aiming at supporting the regional governance structures of the four coastal regions in order to integrate biodiversity conservation issues into their planning and implementation of the activities. NACOMA will therefore complement the proposed project by targeting capacity building at regional and local level on the Namibian coast, providing capacity building opportunities for MET and other central Government agencies in the field of coastal biodiversity management. The proposed MSP and NACOMA training and awareness raising initiatives will complement each other. The expected result of this will be a better communication between MET headquarter and regional offices, an increased awareness on biodiversity, land degradation and climate change issues and an improved environmental information flow among stakeholders involved in both projects. Furthermore, the bioclimatic modelling training provided for under the proposed MSP will strengthen the skills of MET to assist, among others, the coastal regions adaptation measures to cope with the sea level rise as a result of climate change.
151. A further potential project linkage is the GTZ supported **Biodiversity and Land Management Support Programme (BLMSP)** which proposes focus on the strengthening MET for the service delivery in support of sustainable land management and identification of development of the economic potential of biodiversity products. The proposed MSP will have strong linkages with the BLMSP in that many capacity building and mainstreaming objectives will be jointly implemented. GTZ is investing US\$ 100,000 in co-financing the proposed MSP activities. BLMSP and the proposed MSP will jointly support some of MET's annual work programmes. It is expected that the jointly organized training workshops and courses (e.g. on environmental legislation, traditional knowledge, bioprospecting and biotrade) will strengthen MET's human resource capacity, thus supporting MET's Strategic Plan 2006-2010 for organizational capacity improvement. Some awareness materials will be jointly developed and disseminated through awareness raising events such as: well known environment days or thematic exhibitions.
152. A stand-alone capacity development approach is needed because there are critical gaps in institutional and human resource capacities to mainstream global environmental concerns into national and regional development planning. These gaps relate to institutional limitations of MET's capacity to lead mainstreaming, rather weak skills for environmental management and for implementing up-coming legislations i.e. *Environmental Management and Assessment Act (EMAA)* and *Access and Benefit Sharing and Associated Traditional Knowledge Act (ABS)* and limited awareness on global environmental Conventions provisions and upcoming legislation.
153. The current GEF and bilateral projects do not address Rio Conventions mainstreaming, although the on-going activities relate to key Conventions issues. These are important synergies with that the proposed MSP takes advantage of. The project focus is on cutting across a series of development sectors and poverty reduction/socio-economic activities with global environmental objectives that are not being effectively addressed through the individual Conventions and the current GEF projects occurring in Namibia.
154. NCSA recommendations implementation is envisaged in **MET work programme 7** 'Institutional Issues' and the proposed project support will facilitate the implementation of the NCSA Action Plan implementation team, tasked with establishing priorities, advocating for allocation of funds, raising awareness on the implementation status and drafting a long term financing strategy. The NCSA implementation is not specifically supported by any of the on-going projects, although some of the planned and on-going projects are addressing various objectives under the NCSA

Action Plan. The implementation team will give direction to the implementation activities and will keep the managerial personnel up-dated on the status of implementation.

155. The proposed project will implement activities coming in support of **MET institutional work programmes**: Programme 4 ‘Regulation of Environmental Protection and Sustainable Resource Management’, objective 1 ‘Strengthen the legal policy and procedural framework for environmental protection’; objective 3 ‘Environmental Information Management’ sub-objective 3.1 ‘Strengthen availability of key environmental information for development planning’, sub-objective 3.2 ‘Strengthen public access to environmental information to increase awareness’, sub-objective 3.3 ‘Protect the environment through Environmental Education and awareness’, objective 5 ‘Planning for Emergent Environmental Issues- Climate Change’.
156. The **National Biodiversity Strategy and Action Plan (NBSAP 200-2010)**, which was published in 2002, through the Ministry of Environment and Tourism (MET), formulates several strategic aims under its objective 7 “Integrated Planning for Biodiversity Conservation and Sustainable Development” that promotes mainstreaming of biodiversity and environmental management in development planning. The proposed project would directly implement key activities under strategic aim: 7.1’ Improve mechanisms for integrating sectoral planning and implementation activities’, 7.3 ‘Strengthen Government’s decentralization process through regional biodiversity and environmental management’, 7.4’ Foster partnerships between Government, NGOs, and the private and public sector’, 8.1’ Support the political will and commitment to the implementation of Namibia’s obligations with respect to international treaties’, 9.2’ Build capacity to manage biodiversity and sustainable development in Namibia’ 2.4’ Use indigenous knowledge systems for sustainable management of biodiversity’, 3.1’ Strengthen national capacity for reliable decision making on environment and development’ and 3.2’ Improve national and local capacity to monitor, detect and predict environmental change’.

b. CONSULTATION, COORDINATION AND COLLABORATION BETWEEN IAS, AND IAS AND ExAs, IF APPROPRIATE.

157. The project builds on the NCSA process which was developed and implemented in close collaboration with the Seychelles NCSA process. This collaboration and information sharing is intended to be carried on during the implementation of the project activities outlined in this proposal. The EA for this proposed project, which is the Ministry of Environment and Tourism, has also intimately been involved in the formulation of the project, playing a leading role, and will continue to play a critical role in its implementation given the nature of the proposed interventions.

c. PROJECT IMPLEMENTATION ARRANGEMENT

The proposed Project Organization / Implementation Arrangements

158. This is a joint project between UNDP-GEF and the Government of Namibia with the following concepts of operation, as shown in **Figure 2** below - the proposed project organization. The Ministry of the Environment, specifically the International Environmental Conventions Unit in the Directorate of Environmental Affairs, will be the National Executing Agency for this project. The Former NCSA Steering Committee coordinated and chaired by both the Ministry of Environment and Tourism and the National Planning Commission will act as the Project Coordination Committee (PCC). It will involve representation from the key stakeholders (and key beneficiaries) directly responsible for environmental assessment and development planning. PCC is intended to

be an executive group responsible for overseeing the project results and reporting, drawing expertise from other ministries/departments/organizations when/if required. PCC responds directly to the Permanent Secretary of MET through the Director of the Directorate of Environmental Affairs (DEA). It will meet once per quarter and will have the following roles and responsibilities: **a)** Project Advisory Body; **b)** Project promotion/Stakeholder engagement/Election of the NCSA Action Plan Implementation Team; **c)** Appointment of the project working groups: Mainstreaming Working Group and Capacity Building Working Group; **d)** Endorse the Project working groups work plans and Project annual work plans; **e)** Direct the overall Project Strategy and manage the overall Project implementation; **f)** Monitor project progress and compliance to the LFA; **g)** Monitor project expenditures; **h)** Conformity with UNDP/GEF procedures and Government policies; **i)** Advocacy for integrating global environmental issues into environmental national development activities.

159. A **Secretariat**, which will be known as the Project Management Unit (**PMU**), will be instituted under the Ministry of the Environment and Tourism (MET) located in the Directorate of Environmental Affairs (DEA). Administrative support will be provided by the Ministry as part of the Government's direct in-kind contribution. The PMU will be reporting to the Project Coordination Committee. The PMU will coordinate and facilitate the working group's activities and will closely collaborate with the Environment Conventions Unit, within the Directorate of Environmental Affairs, in MET, which will supervise the project implementation. The main roles of the Secretariat are:

- Project implementation
- Communicating
- Contracting
- Monitoring / reporting project status
- Building constituency
- Manage project operations

Its responsibilities are to:

- Develop and implement annual work plans
- Monitor & approve project deliverables (QA function)
- Co-ordinate activities
- Establish Secretariat operational procedures
- Develop consulting studies TORs and manage the recruitment of consultants
- Communicate project information and environmental information related to implementation of the Rio Conventions to all Stakeholders and the general public at large.

160. The **Mainstreaming** working group may include representatives of:

- Ministry of Environment and Tourism (leading environmental agency);
- Ministry of Regional and Local Government and Housing and Rural Development (plays a crucial role in decentralization and regional planning);
- National Planning Commission (responsible also with national and regional economic development planning and institutional capacity building activities); and
- Legal Assistance Centre (target: Land, Environment and Development Project- legal assistance in mainstreaming the environmental issues in national/regional planning such as NDP3 for example).

The working group will initiate consultative meetings with MET Strategic Committee to establish NCSA Action Plan priority objectives to be implemented in the short term and set up a mechanism for the sustainability of the NCSA Action Plan implementation.

161. The **Capacity Building** working group may include, amongst others, representatives of:

- Ministry of Environment and Tourism

- Ministry of Agriculture, Water and Forestry (responsible with sustainable management of water, forest and agricultural resources)
 - Ministry of Mines and Energy (promoting investment in mineral and energy sector- has a special interest in EIA procedures)
 - Ministry of Education- National Institute for Educational Development (supports professional development of teachers in Environmental Education)
 - Ministry of Regional and Local Government and Housing and Rural
 - Ministry of Land and Resettlements (responsible with the land reform)
 - National Planning Commission-Planning Department and Secretariat³⁰
 - Legal Assistance Centre
 - Environmental Information Unit at DEA (responsible with environmental information and communication and management of MET environmental information system)
- The working group should collaborate with the following stakeholders:
- NGOs providing training to rural communities such as: NACSO, DRFN, IRDNC, NNF
 - Southern African Institute for Environmental Assessment-SAIEA (environmental assessment studies and training)
 - NGOs focusing on environmental awareness
 - Gobabeb Training and Research Centre –GTRC (training, research, awareness)
 - Polytechnic of Namibia and University of Namibia (Department of Biology, Department of Natural Resource Management).

162. The project will start with the establishment of the PMU, PCC and the working groups, and will continue with the review of the overall project design, the development of a monitoring plan and the first annual work plan.

163. The Project Coordinator, with the support of the PCC and the International Environmental Conventions Unit at MET, Directorate of Environmental Affairs, will set up the NCSA Implementation Team, which will be operational under the International Environmental Conventions Unit, thus responding to MET work programme 7 'Institutional Issues', which is including the implementation of the NCSA recommendations, without any specific strategy as to how to achieve this objective.

³⁰ "Special attention should be given to capacity building in the National Planning Secretariat including human resource development. This is important because of the Secretariat's coordinating role in the formulation of the macroeconomic policy and development plans, the monitoring of programmes under them and the mobilization and allocation of resources for these programmes" *Source: National Capacity Building Assessment Report*, National Planning Commission, August 2000.

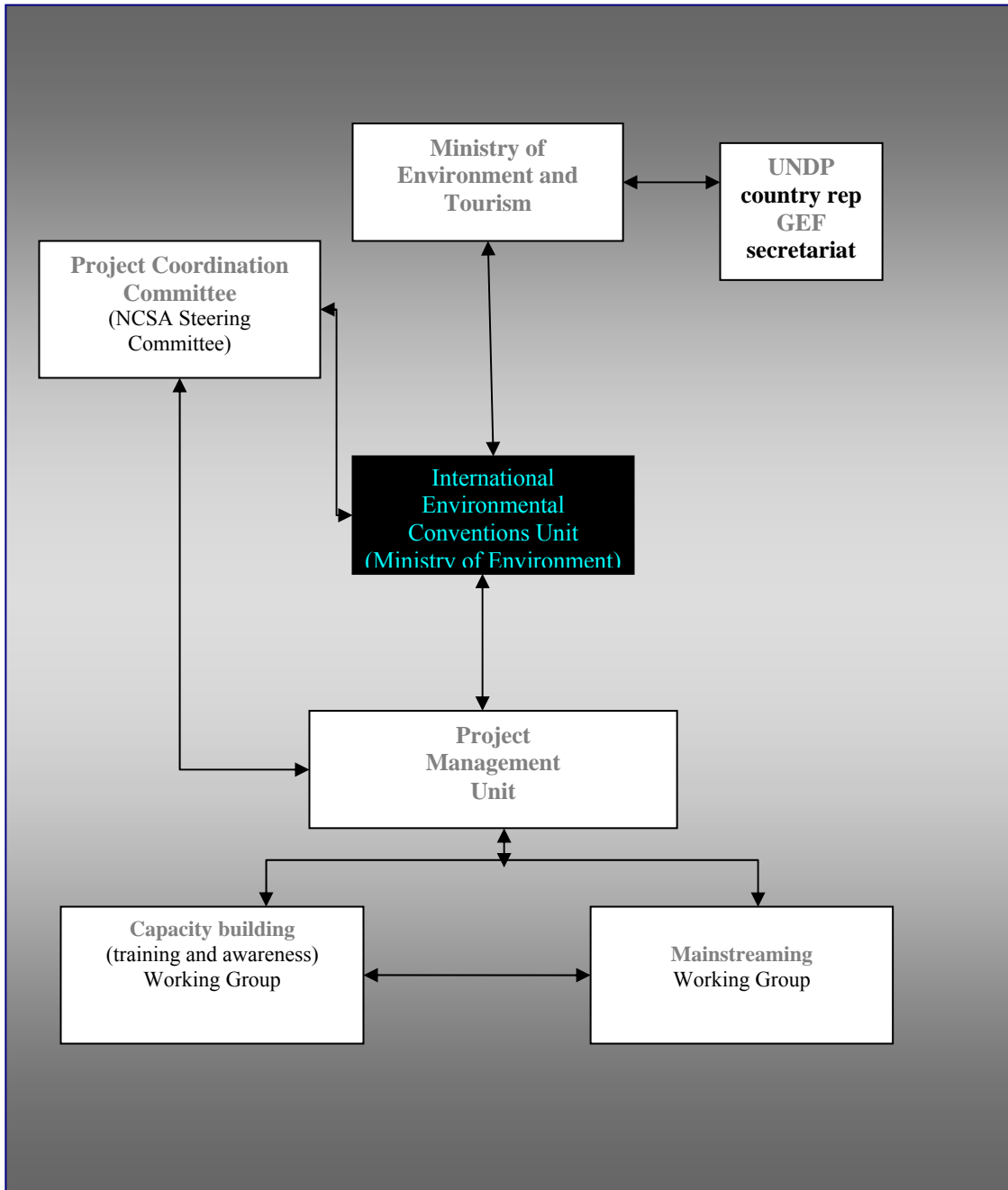


Fig 2: Project organization / Implementation Arrangements

6. LIST OF ATTACHMENTS



- a) Report on the Use of Project Preparation Grant.
- b) Country Endorsement Letter.
- c) Confirmed Letters of Commitment from Co-financiers.

Annex 1: NCSA Action Plan Summary

Action	Support activities	Lead and supporting
1.1: Identify/reconfirm the institutional arrangements for ongoing NCSA Action Plan implementation	<ul style="list-style-type: none"> Task staff member(s) (e.g. in the International Environmental Conventions Unit, DEA; environment desk, NPC) with responsibility to act on Action Plan Include NCSA follow-up in work plan(s) 	MET/DEA ³¹ , supported by NPC
1.2: Manage NCSA Action Plan implementation	<ul style="list-style-type: none"> Hold regular Action Plan follow-up meetings Evaluate progress against monitoring plan Carry out adaptive planning and communicate and agree to responsibilities of key collaborator 	MET/DEA, NPC and collaboration partners
1.3: Facilitate mainstreaming of NCSA findings in ongoing policy level work and sourcing of funds for NCSA Action Plan implementation	<ul style="list-style-type: none"> Communicate NCSA key outputs/summary findings to policy makers Integrated into NDP 2 review and NDP 3 formulation; ongoing work on MDGs and NPRAP and HRDF and SACI Prioritise capacity development in bi-lateral and multi-lateral country agreements (e.g. UNDP CPD; WB CEM), both on mainstreaming and sourcing of funds Make financial provisions for NCSA implementation in national budget Specifically maintain and strengthen focus on poverty – environment linkages (e.g. through NPRAP and MDGs) 	MET/DEA, NPC; co-operation partners; individual collaboration partners sourcing own funding
2.1: Target appropriate policy level makers through awareness raising activities	<ul style="list-style-type: none"> See 1.3 above Hold policy maker round table meeting to communicate and discuss key findings of NCSA Present key findings to Office of the President Plan and conduct donor round table to leverage financial support for NCSA Action Plan implementation, vis-à-vis national budgetary allocations (see 1.3.) Produce targeted information materials based on NCSA outputs Provide information updates on best practices and lessons learnt from actions under Objective 3 Post NCSA outcomes on MET/DEA Web Page and on UNDP NCSA portal Present on Namibia's NCSA process at relevant occasions including Convention COPs 	MET/DEA, NPC; identified responsible staff
2.2: Continue communication/exchange with NCSA participants especially at local and regional level	<ul style="list-style-type: none"> Make local/regional assessment reports available to participants Prepare and disseminate briefing materials on NCSA Action Plan and its implementation Where specific follow-up interventions take place, communicate linkage to NCSA 	MET/DEA, NPC; identified responsible staff; collaboration partners
2.3: Develop awareness raising strategy and information exchange and dissemination plan in support of ongoing NCSA Action Plan implementation; develop financing plan	<ul style="list-style-type: none"> Identify key awareness raising needs Develop targeted information materials Plan and budget for adequate dissemination of such materials Disseminate materials and monitor and evaluate usefulness and impacts Develop long-term financing plan for NCSA Action Plan implementation 	MET/DEA, NPC; identified responsible staff; collaboration partners

³¹ The Directorate of Environmental Affairs (DEA) in the Ministry of Environment and Tourism is tasked with responsibilities co-ordinating the implementation of the Rio Conventions. It is based on this background that the DEA is being identified as a lead institution within MET for the NCSA implementation.

Action	Support activities	Lead and supporting
3.1.1: Prepare projects and funding proposals that explicitly target the strengthening of environmental management capacities of regional authorities	<ul style="list-style-type: none"> • Draw lessons learnt from ongoing/already planned activities and capacity assessments such as the BCLME/SPAN/ NACOMA³² projects • In consultative/participatory manner draw up project proposal and seek priority funding • Include strengthening of regional collaborations as key component 	MRLGH, regional authorities, MET, MAWRD, MLRR, MFMR, collaboration partners
3.1.2: Promote mainstreaming of environmental management in existing decentralisation initiatives	<ul style="list-style-type: none"> • Integrate into NDP 3 as key priority • Flag as priority issue for policy-maker round table meeting 	MRLGH, regional authorities, MET (as NCSA lead agency)
3.1.3: Make specific provision in national project proposals for projects to be carried out at the regional and local levels	<ul style="list-style-type: none"> • In CPP/SLM implementation framework and other similar structures include regional representation/component • Prioritise project ideas that add regional component • Develop innovative ways of including the regional level at relatively low cost, e.g. telephone conferencing for national meetings • Leverage financial investments for regional participation 	MRLGH, regional authorities, MET, MAWRD, MLRR, MFMR, collaboration partners; co-operation partners (donors)
3.2.1: Continue implementation of programmes and projects; and development of novel and effective approaches to local level development	<ul style="list-style-type: none"> • Prepare and support preparation of programme/project proposals targeting local level support • Ensure linkages to poverty alleviation and addressing of HIV/AIDS as cross-cutting issues 	Natural resource users; local and regional level stakeholders; national level planners/programme/project staff; collaborating partners; co-operation partners (donors)
3.2.2: Facilitate broad application of best practices	<ul style="list-style-type: none"> • Monitor and evaluate implementation and impacts of interventions; analyse approaches and impacts • Identify and document best practices • Facilitate sharing of best practices amongst resource users and project practitioners • Upscale their application 	Natural resource users; local and regional level stakeholders; national level planners/programme/project staff; collaborating partners; co-operation partners (donors)
3.2.3: Address Rio Conventions in integrated and synergistic manner, where appropriate	<ul style="list-style-type: none"> • Communicate Conventions messages (CBD, UNCCD, UNFCCC, other relevant Conventions) in integrated manner, i.e. use environmental/natural resources management terminology/approaches • Identify key topics for individual/distinct communication • Promote projects that implement provisions of the Conventions 	MET/DEA; planners/programme/project staff; collaborating partners;
3.2.4: Improve community access to information	<ul style="list-style-type: none"> • Develop state-of-the art, probably internet or other modern technology based information hubs • Develop community friendly information dissemination tools • Instil incentives for usage/application of information to promote acceptability/use of established hubs and investments (e.g. the cell phone example has proved that where there is a need/benefit associated with a technology people make use of it, even/especially if commercialised) • Strengthen Agricultural Development Centres (ADCs) as information hubs 	GRN, various line Ministries; MAWRD, MET, MIB, MRLGH, MLRR, collaborating partners; Telecom Namibia; other (tele/internet) communication industry; Schoolnet

³² Note that the NACOMA project represents capacity needs from regions with relatively high capacity support; capacity needs of other, less resourced regions, e.g. Caprivi, need to be considered to get a full spectrum of capacity needs for environmental management

Action	Support activities	Lead and supporting
3.2.5: Stimulate investment (GRN, private, donor) into local level environmental management	<ul style="list-style-type: none"> • Provide inputs into local level development strategies, including urban, peri-urban and rural aspects, and related environmental management concerns • Stimulate and facilitate continued integration of environmental management considerations into macro-level development action i.e. MDGs, NPRAP, etc. 	Natural resource users, GRN, NPC, MRLGH, Regional Authorities, Local Authorities, private-public partnerships, investors, co-operation partners (donors)
3.3.1: Strengthen existing collaborations and support new and emerging inter-institutional collaboration	<ul style="list-style-type: none"> • On national level, support institution of Environmental Advisory Council, once EMAA (draft with Cabinet) is promulgated • Promote FIRM and similar approaches to foster coordination, build capacity building platforms and increase effective outreach and involvement of natural resource users in environmental management • Monitor and evaluate implementation, draw lessons learnt • Facilitate exposure visits/sharing of experiences amongst committees/collaboration forms 	GRN, MRLGH, MAWRD, MET, MLRR, MFMR, DRFN (as initial FIRM approach implementer), e.g. programmes/projects/frameworks such as CPP, BCLME, NACOMA, collaborating partners
3.3.2: Strengthen regional and local level Government extension services	<ul style="list-style-type: none"> • Leverage additional funding/investment in extension services • Help secure better infrastructure • Promote higher budgetary allocations in annual GRN budget • Implement output oriented budget spending and reporting • Earmark and prioritise key GRN investments and supplement with donor support 	GRN, MAWRD, MET, MLRR, MFMR, MoF, NPC, co-operation partners (donors), investors
3.4.1: Review existing policies/strategies and draft potential white paper and follow-up policy process; or components mainstreamed into ongoing NPC activities	<ul style="list-style-type: none"> • Link activities to NPC lead National Capacity Building Assessment of 2000, and National Capacity Building Strategy for Namibia and a national Human Resources Plan 2000-2006, as appropriate • Review suggestions made in National Biodiversity Professional Training Framework (MET, 2004); need for legislation that initiates institutions, programmes and funding policies and mechanisms designed to increase public and private sector investment into skills development, training and capacity building. • Focus on attitude change (see main recommendation from local/regional assessment) • Mainstream into and harmonise with other ongoing capacity development activities • Draft white paper/components in consultation with all stakeholders, build on NCSA • Engage in follow-up policy/strategy development process 	MET/DEA, NPC; OPM; other relevant line ministries e.g. Labour; identified responsible staff; collaboration partners
3.4.2: Solicit support from key stakeholders especially OPM (in charge of capacity development in public service)	<ul style="list-style-type: none"> • Mainstream proposal into NDP 2 review, NDP 3 development and other relevant macro-level policies • Include message in relevant briefing and information documents (see Objective 2) 	MET/DEA, NPC; OPM; other relevant line ministries; identified responsible staff; collaboration partners
3.4.3 Improve life-science, environmental and natural resource courses at UNAM and Polytechnic, and support sustainable livelihood training at other institutes e.g. Nara Training Centre, Rössing Foundation, Gobabeb Training and Research Centre	<ul style="list-style-type: none"> • Assist in curriculum development and review • Prompt evaluations of ongoing training and education programmes; direct investments towards improvement of tertiary education in environmental sector • Strengthen supplementary training and skills development programmes • Implement priority actions recommended in the Biodiversity Professional Training Framework (BDPTF) developed under the National Biodiversity Programme of MET/DEA 	MHETEC, UNAM Polytechnic, NGO training institutions

Action	Support activities	Lead and supporting
3.5.1: Undertake systematic analysis of existing policy framework and identify areas where environmental management should be explicitly/better addressed and ways and means to do so	<ul style="list-style-type: none"> Focus on poverty – environmental linkages; strengthen NPRAP and MDGs, as well as Vision 2030 Carry out policy analysis; pay particular attention to NBSAP, Biosafety and biotechnology related policies and draft laws and National Desertification policy, as these were formulated as direct response to the provision of the Conventions Flag areas for policy review/amendment/needs for new formulation 	MET/DEA, NPC; other line ministries; identified responsible staff; collaboration partners; wide range of affected and interested stakeholders
3.5.2: Communicate content of policies to key stakeholders; facilitate implementation and enforcement	<ul style="list-style-type: none"> Make all policies/laws etc. available on the internet Increase community capacity to access information (see actions under sub-objective 3.2) Identify those policies/laws which are of particular relevance to local/regional users and develop targeted communication strategy Support E(I)A workshops at all levels to empower community members/stakeholders to comply with EMIA (draft with Cabinet) e.g. offered by SAIEA 	MET/DEA, NPC; other line ministries; identified responsible staff; collaboration partners; wide range of affected and interested stakeholders
3.6.1: Promote focus on economic valuation of natural resources	<ul style="list-style-type: none"> Review lessons learnt from formerly implemented programmes such as DEA Environmental Economics Unit, Natural Resources Accounts; and the Indigenous Fruit Tree Task Team activities Prepare programme/project proposal with the objective to strengthen economic valuation aspects of Namibian environmental management initiatives Train a cadre of Namibian environmental /natural resource economists and create incentive systems for these to stay in business Develop innovative approaches to link environmental and agricultural economics in Namibia 	DEA, Environmental Economics Unit, NEPRU
3.6.2: Promote focus on potential of natural resources/ biodiversity products for economic development	<ul style="list-style-type: none"> Undertake/commission feasibility study identifying key potential products Based on such a study, develop project proposal for systematic assessment of production potential, review of legal framework on ABS, and community-support to unlock economic potentials 	NBP/DEA; International Environmental Conventions Unit; MTI
3.7.1: Strengthen Environmental Conventions Unit	<ul style="list-style-type: none"> Allocate sufficient funds and human resources to guarantee that all reporting obligations of the respective Conventions are adhered to Provide technical and managerial training to junior staff 	MET/DEA; GRN; MoF; relevant unit staff; co-operation partners (donors)
3.7.2: Train negotiators on Convention content, process and current issues of relevance to Namibia (and in international environmental politics per se)	<ul style="list-style-type: none"> Facilitate official training at UNITAR for less experienced delegation members Organise preparation meetings prior to COPs and other Multilateral Environmental Agreements meetings to ensure good preparation of delegation members Include experienced technical staff in delegations to meetings of high importance to Namibia 	MET/DEA; MFA

Annex 2: Proposed Outputs, Activities and Inputs

Project Outputs	Activities Proposed	Inputs Required
Outcome 1: Increased capacity to meet Namibia's commitments to the Rio Conventions		
1.1.1 MET National Workshops	<ul style="list-style-type: none"> Selection of training participants from MET and other key partners (e.g. NPC, MAWF, MRLGH, MFA, NGOs) Selection of training topics 	<ul style="list-style-type: none"> Inputs of external consultants Preparation of training materials Dissemination of Rio Convention

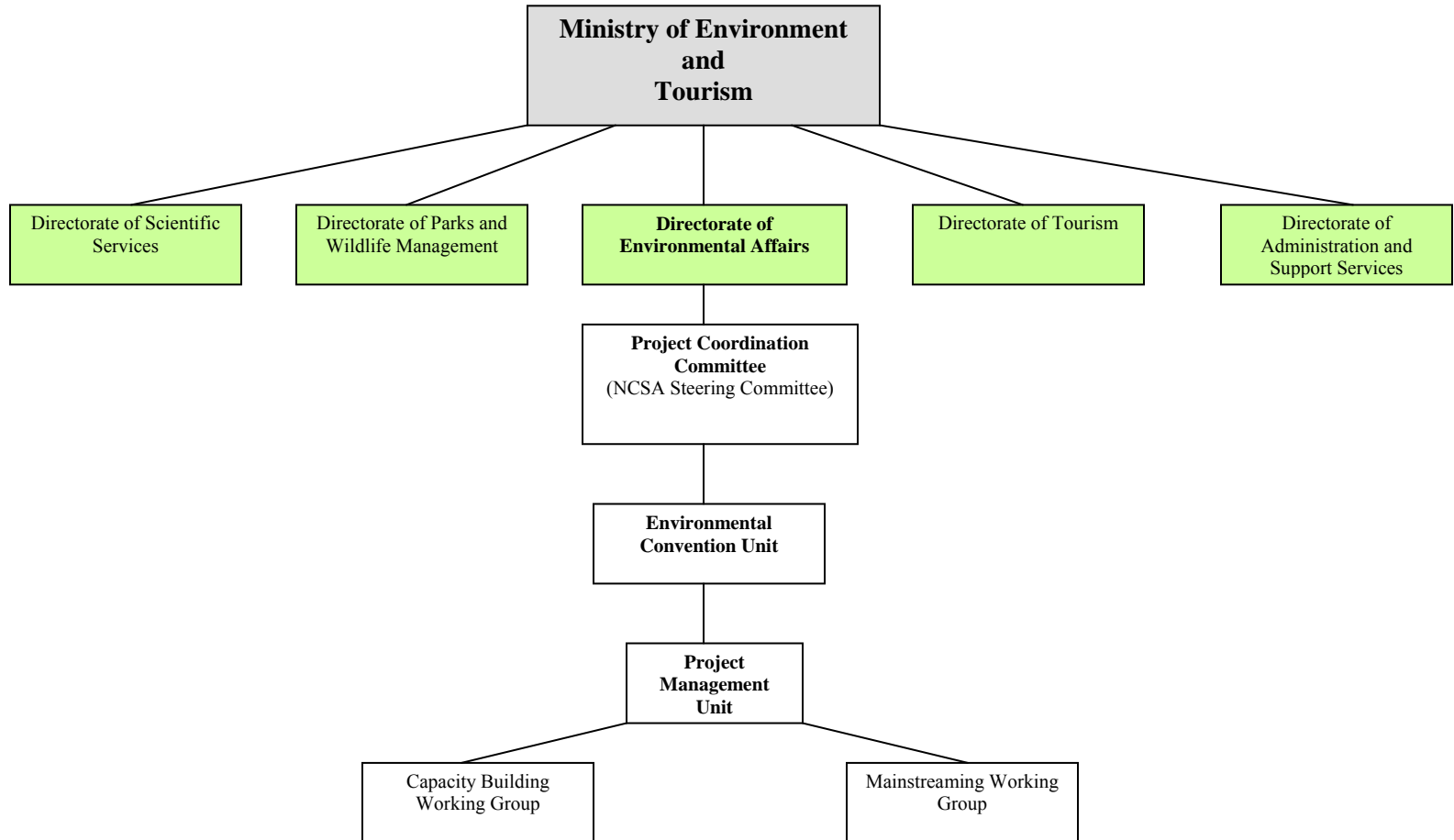
Project Outputs	Activities Proposed	Inputs Required
	<ul style="list-style-type: none"> ▪ Selection of training institutions and key speakers (trainers) ▪ Delivery of training course and training materials ▪ Post-training evaluation and lessons learned ▪ Implementation of recommendations by appropriate stakeholders ▪ Posting the workshop reports on MET webpage ▪ Follow up e-newsletters to the workshop participants 	<ul style="list-style-type: none"> ▪ booklets and other information materials
1.1.2 MET Regional Workshops	<ul style="list-style-type: none"> ▪ Selection of training participants from MET and other line ministries such as MRLGH responsible for decentralization. Inclusion of the extension officers from MET, MAWF and others. ▪ Selection of training topics ▪ Selection of training institutions and key speakers (trainers) ▪ Delivery of training course and training materials ▪ Post-training evaluation and lessons learned ▪ Implementation of recommendations by appropriate stakeholders ▪ Posting the workshop reports on MET webpage ▪ Follow up e-newsletters to the workshop participants 	<ul style="list-style-type: none"> ▪ Inputs of consultants ▪ Preparation of training materials ▪ Dissemination of Rio Convention booklets and other information materials
1.1.3 Training courses for MET Capacity Development 'Enhanced MET capacity to implement key provisions of Rio Conventions'	<ul style="list-style-type: none"> ▪ Draft training plan (training topics; ToRs; identification of training providers; target participants; most cost effective venues and other organizational details) ▪ Training courses on EIA, environmental legislation, traditional knowledge and access to genetic resources; related issues ▪ Short in-house training courses on negotiation skills for management and technical staff participating in COPs; for MET staff and selected key partners staff ▪ Short training courses on Rio Conventions and their key issues; for management staff participating in international conferences ▪ Training course on bio-climatic modelling (1 professional from DEA/MET or DSS/MET or DoF/MAWF) ▪ Preparation of procedures and technical guidelines for integrating environment and sustainable development into national and regional development plans 	<ul style="list-style-type: none"> ▪ Inputs of external consultants ▪ Preparation of training materials ▪ Adaptation of Manuals and protocols for EIA ▪ PMU
1.1.4 Mentoring arrangements	<ul style="list-style-type: none"> ▪ Consultative meetings with MET professionals (e.g. Biodiversity Task Force) ▪ Assignment of young professionals to senior professionals 	<ul style="list-style-type: none"> ▪ MET management personnel
1.2.1 'MET Environmental Education Strategy' drafted	<ul style="list-style-type: none"> ▪ Development of draft Environmental Education Strategy ▪ Submission of draft for comments during a consultation workshop with MET staff ▪ Revision and comments incorporation ▪ Preparation of the final strategy document 	<ul style="list-style-type: none"> ▪ Inputs of Environmental Information Services Unit/ MET ▪ Consultant
1.2.2 Press releases, radio and TV talks	<ul style="list-style-type: none"> • Preparation of targeted pres releases • Invitations to media to cover the events organized under the project 	<ul style="list-style-type: none"> • PMU • Radio/TV producers

Project Outputs	Activities Proposed	Inputs Required
	<ul style="list-style-type: none"> • Consultative meetings with media representatives, to mainstream Rio Conventions issues into radio and TV national talks with a large audience 	
1.2.3 Awareness sessions and mini-workshops for different target groups	<ul style="list-style-type: none"> ▪ MET and possibly other ministries staff tasked with short presentation on Rio Conventions key issues and upcoming legislation issues ▪ Selecting target groups and setting appointments ▪ Suggested groups: top managerial personnel; parliamentarians; teachers; media ▪ Awareness and Training mini workshops (2 workshops) organization for Regional Councils, Local Authorities, Extension Officers 	<ul style="list-style-type: none"> ▪ PMU ▪ Namibia Chamber of Commerce ▪ NIED ▪ MAWRD
1.2.4 Awareness materials tailor made for different target groups	<ul style="list-style-type: none"> ▪ a) Development of simplified versions of Rio Conventions ▪ Translation of Convention booklets into local languages ▪ Translation proof reading ▪ Development of brochures, flyers, posters and fact sheets on : b) Environmental assessment process and legislation, c) Traditional Knowledge in Namibia, access to genetic resources and related issues, d) Rural women empowerment awareness materials, e) Brochures or booklets with lessons learnt from NAPCOD, f) Awareness materials for schools 	<ul style="list-style-type: none"> ▪ MET management staff and the Environmental Convention Unit/DEA support required ▪ Environmental Information Services Unit ▪ Consultants ▪ Printing/Publishing companies ▪ PMU
Outcome 2: Rio Conventions provisions mainstreamed into national and regional development planning.		
2.1 Partnership agreement between MET, NPC, MLR on the development planning process at national and regional levels	<ul style="list-style-type: none"> ▪ Organization of consultative meetings between MET, NPC-department of planning, MLR and RCs to formally agree on a strategy for MET involvement in development planning process at national and regional levels ▪ Exploring cost-effective measures for consultations with regional stakeholders (i.e. RCs), such as telephonic conferences and/or up-grading MET webpage to include a discussion forum user-friendly participative platform and/or e-conferences on environmental issues (user guidelines will be developed by the IT consultant and will be made available to the participants before hand). Once such structures (i.e. discussion forum, e-conference facilitation) are in place, will be used also for dissemination of environmental information and promotion of stakeholder consultations. (provided that appropriate equipment and internet connection is available) ▪ Drafting Memorandum of Understanding and other agreements documents between MET and the partners involved in development planning ▪ Approval of MOU ▪ Informing the stakeholders about the electronic consultation means and platforms and disseminating user guides. ▪ Follow up and reminder phone calls and e-mails to ensure the participation of all the stakeholders 	<ul style="list-style-type: none"> ▪ MET/Environmental Information Unit ▪ IT consultant ▪ PMU ▪ MET managerial personnel to coordinate the process ▪ PMU, International Conventions Unit/MET, Environmental Information Unit /MET ▪ MET managerial personnel to coordinate the process
2.2 Updated national	<ul style="list-style-type: none"> ▪ Development of criteria and guidelines for mainstreaming environmental and sustainable 	<ul style="list-style-type: none"> ▪

Project Outputs	Activities Proposed	Inputs Required
development plan that integrates global and national environmental concerns with development priorities	<ul style="list-style-type: none"> development issues into development planning ▪ Preliminary assessment of potential revisions to the Plan and discussion of key issues with the National Planning Commission ▪ Preparation of schedule and programme for updating the National Development Plan ▪ Implementation of the proposed schedule and programme ▪ Monitoring and evaluation of the results of this updating process 	
2.3 Updated development plans in two selected regions that demonstrate local mainstreaming of global and national environmental concerns	<ul style="list-style-type: none"> ▪ Selection of two study regions for demonstrating regional mainstreaming of national and global environmental concerns ▪ Preparation of a workplan for amendment of the current regional development plans ▪ Implementation of the programme as per the workplan ▪ Monitoring and evaluation of the results of the regional demonstration projects ▪ Dissemination of the results and lessons learned 	<ul style="list-style-type: none"> ▪
2.3 Environmental Management and Assessment Act regulations	<ul style="list-style-type: none"> ▪ Draft TORs for consultants ▪ Selection of the consultants (potential agencies: SAIEA; DRFN; LAC) ▪ Preparation of draft regulations in a consultative manner ▪ Adaptation of existing environmental assessment tools ▪ Consultative meetings on the draft regulations and arrangements for endorsement by MET of the regulations and other assessment tools prepared 	<ul style="list-style-type: none"> ▪ MET/Environmental Convention Unit ▪ Project Coordinator, PCC ▪ MET management personnel ▪ Consultants (e.g. SAIEA, DRFN)
2.4 EMIA Act implementation organization and processes	<ul style="list-style-type: none"> ▪ Technical assessment of organizational development requirements to implement EMIA, including timelines and efficiency measures and public registries for documents ▪ Information systems and public access policies for environmental assessment and review ▪ Implementation of results of technical assessment and appropriate appointment and training of staff ▪ Process monitoring and evaluation processes established 	<ul style="list-style-type: none"> ▪ Organizational development plan for MET ▪ Information management policy for EA documents
2.3 NCSA team established and operational	<ul style="list-style-type: none"> ▪ Environmental Conventions Unit/MET takes the lead and tasks MET staff with NCSA implementation ▪ NCSA AP Implementation team election endorsement by PCC 	<ul style="list-style-type: none"> ▪ Environmental Conventions Unit/MET ▪ PMU,PCC
2.4 Annual reports on NCSA Action Plan implementation status	<ul style="list-style-type: none"> ▪ Development and disseminations of annual reports and fact sheets on the status of NCSA AP implementation and potential issues that needs attention ▪ Posting of documents produced on MET web page 	<ul style="list-style-type: none"> ▪ Environmental Conventions Unit/MET ▪ PMU, PCC
4. Project Management		
4.1 Project Organization	<ul style="list-style-type: none"> ▪ Establishment of Project Coordination Committee (PCC) ▪ Appointment of the working groups ▪ Establishment of financial management arrangements and reporting ▪ Preparation of Project Management Plan including monitoring and evaluation and reporting 	<ul style="list-style-type: none"> ▪ Process to be coordinated by MET International Environmental Conventions Unit ▪ NCSA Steering Committee will act as PCC

Project Outputs	Activities Proposed	Inputs Required
	<ul style="list-style-type: none"> ▪ Endorsement of the plan by PCC 	<ul style="list-style-type: none"> ▪ M&E consultant
4.2 Project staff	<ul style="list-style-type: none"> ▪ Project Management Unit (PMU) staff appointed ▪ Office space and overhead provided by MET 	
4.3 Equipment Procurement and travel	<ul style="list-style-type: none"> ▪ Purchase of the essential office equipment ▪ Travel arrangements 	
4.4 Project Monitoring and Evaluation	<ul style="list-style-type: none"> ▪ PMU to undertake progress and financial monitoring and reporting as per the project plan ▪ Project monitor to be designated 	

Annex 3: Project Implementation Scheme



Annex 4: Logical Framework Analysis

Project Strategy	Objectively Verifiable Indicators	Means of Verification	Assumptions and Risks
<p>Goal (Project Impact) To integrate global environmental objectives in national development programmes and projects.</p>	<ul style="list-style-type: none"> Use of environmentally sustainable approaches and methods in development programmes and projects 	<ul style="list-style-type: none"> Reporting on results of development programs and subsequent environmental effects 	<ul style="list-style-type: none"> Capacity building results in actual changes to development programmes and projects
<p>Objective (Project Purpose) To increase institutional and human capacities to meet Namibia's commitments to global environmental Conventions on climate change, biodiversity and land degradation in context with national development.</p>	<ul style="list-style-type: none"> MET and other Government agencies effectively implementing environmental objectives and environmental management in conjunction with development programmes and projects 	<ul style="list-style-type: none"> Records of extent of participation of MET staff at an early stage of planning of the development projects and the effect of their contributions on programme and project design and operations 	<ul style="list-style-type: none"> GRN & MET are committed to NCSA follow-up action Capacities are developed in a programmatic manner with appropriate coordination
<p>Outcomes (Project Results)</p> <p>1. Increased capacity to meet Namibia's commitments to the Rio Conventions.</p> <p>2 Rio Conventions provisions mainstreamed into national development planning process.</p>	<ul style="list-style-type: none"> Increased understanding and implementation by MET staff and other key partners, of technical requirements for good environmental management. Increased profile and awareness of Conventions objectives in national and regional development Improved environmental management practices are being adopted in development planning 	<ul style="list-style-type: none"> MET strategic plan & annual work-plans Post training evaluations Review comments on EIAs by external reviewers NCSA Implementation annual reports Environmental monitoring of programme and project effects Project reporting and user comments 	<ul style="list-style-type: none"> MET staff training is directly linked to organisational development and plan GEF-MSP Capacity building is coordinated with other on-going support projects MET staff turnover levels are reduced and stabilized
<p>Outcome 1 Outputs (Activity Results)</p> <p>1.1 National Workshops on Environmental Management</p>	<ul style="list-style-type: none"> Number of MET staff and other key partner organizations, trained and applying proven skills related to selected topics 	<ul style="list-style-type: none"> Project reporting and activity plans of MET Training materials produced and disseminated After training, workshops evaluation questionnaire 	<ul style="list-style-type: none"> MET new strategic plan provides for use of new staff skills Staff turnover is controlled
<p>1.2 Regional Workshops on Environmental Management</p>	<ul style="list-style-type: none"> Number of staff trained and applying proven skills related to selected topics Increased involvement of MET in guiding rural development in the regions 	<ul style="list-style-type: none"> Project reporting and activity plans of MET Records of extent of participation of MET staff in planning of 	<ul style="list-style-type: none"> MET actively networking at regional level with other ministries Involvement of the MET,

Project Strategy	Objectively Verifiable Indicators	Means of Verification	Assumptions and Risks
		regional development programmes and projects <ul style="list-style-type: none"> ▪ Review of regional programmes of MET staff to assess effect on development activities ▪ After training, workshops evaluation questionnaire 	MAWF extension offices in the dissemination of information <ul style="list-style-type: none"> ▪ Environmental issues mainstreamed into regional development plans
1.3 Enhance MET capacity to implement key provisions of Rio Conventions	<ul style="list-style-type: none"> ▪ Increased capacity of MET to review policies and draft legislation ▪ Effective understanding and implementation of the upcoming legislation; EIA process meets international standards ▪ Increased technical guidance for MET to mainstream environment into national and regional development plans ▪ increased capacity for bioclimatic modelling and development of adaptation measures 	<ul style="list-style-type: none"> ▪ Policy reviews and new policies or legislation generated as a result of enhanced MET capacity for environmental management ▪ Number of people trained ▪ EMAA and Access to Genetic Resources and Associated Traditional Knowledge Acts, regulations effectively implemented ▪ Monitoring reports ▪ Review comments on EIAs by external reviewers ▪ Environmental monitoring of programme and project effects ▪ Reports, fact sheets, other information on climate change effects and adaptation distributed to farmers and other stakeholders 	<ul style="list-style-type: none"> ▪ Essential draft legislation enacted ▪ Harmonization of existing policies ▪ Qualified and dedicated people are available for training and willing to apply the new skills within the ministry.
1.4 Mentoring arrangements	<ul style="list-style-type: none"> ▪ Increased experience of junior staff within the MET 	<ul style="list-style-type: none"> ▪ Numbers of junior staff assigned for mentorship and coaching to professional senior staff 	<ul style="list-style-type: none"> ▪ Staff willingness to share experience with younger colleagues ▪ Staff turnover slowed down
1.5 'MET Environmental Education Strategy' developed and implemented	<ul style="list-style-type: none"> ▪ Increased focus of MET efforts to promote the global environmental objectives through environmental education and awareness 	<ul style="list-style-type: none"> ▪ Environmental Education Strategy developed and implemented ▪ Strategy evaluation report 	<ul style="list-style-type: none"> ▪ MET Environmental Education Centers upgraded ▪ Staff turnover slowed down

Project Strategy	Objectively Verifiable Indicators	Means of Verification	Assumptions and Risks
1.6 Press releases, radio and TV talks	<ul style="list-style-type: none"> ▪ Increased awareness and consciousness of the Namibian community towards the environmental Conventions and the upcoming legislations 	<ul style="list-style-type: none"> ▪ Number of targeted press releases ▪ Number of environment related activities with media coverage ▪ National TV and radio talks addressing the Conventions issues 	<ul style="list-style-type: none"> ▪ Media effectively informed on environmental issues ▪ Willingness of TV producers to cooperate on suggested environmental issues.
1.7 Awareness sessions for relevant decision makers	<ul style="list-style-type: none"> ▪ Increased awareness among the ministers and members of the Parliament on the importance of the draft environmental legislation rapid enactment ▪ Increased awareness of all the targeted groups on Rio Conventions issues 	<ul style="list-style-type: none"> ▪ Enactment of the draft environmental legislation ▪ Inclusion of Rio Conventions key issues in educational curricula ▪ Survey of stakeholders perception of the environmental assessment requirements and process 	<ul style="list-style-type: none"> ▪ Political will and effectiveness in approving the draft environmental legislation ▪ Dedicated people among the targeted groups understanding, implementing and disseminating the lessons learnt
1.2.4 Awareness materials tailor made for general public	<ul style="list-style-type: none"> ▪ Dissemination materials and activities for public awareness of Rio Conventions and related environmental issues ▪ Government and public recognition of commitments under global Conventions 	<ul style="list-style-type: none"> ▪ Materials produced and distributed ▪ Feedback comments from the targeted groups on the awareness materials 	<ul style="list-style-type: none"> ▪ Awareness materials effectively communicates the key messages relevant for Namibia
Outcome 2 2.1 Partnership agreement between MET, NPC, MLR on the development planning process at national and regional levels	<ul style="list-style-type: none"> ▪ MOU approved between MET-NPC-MLR-RCs [collaboration established and effectively operating] ▪ Methods and procedures developed to combine environmental and economic development goals ▪ Environmental screening process for major capital investments 	<ul style="list-style-type: none"> ▪ Agreements between MET and NPC and other partners on the development planning process ▪ Project reporting and number of committee meetings held ▪ Documents produced and disseminated ▪ Electronic platforms for discussions and consultation 	<ul style="list-style-type: none"> ▪ Cabinet committed to expanding the role of MET in national development ▪ Partners involved committed to respecting the agreements
2.1 Updated national development plan that integrates global and national environmental concerns with development priorities	<ul style="list-style-type: none"> ▪ National development plan that explicitly addresses Rio Conventions and national environmental management priorities 	<ul style="list-style-type: none"> ▪ Amended national development plan to incorporate environmental objectives 	<ul style="list-style-type: none"> ▪ See assumptions above
2.2 Updated development plans in two	<ul style="list-style-type: none"> ▪ Regional development plans that combine 	<ul style="list-style-type: none"> ▪ Amended regional development 	<ul style="list-style-type: none"> ▪ See assumptions above

Project Strategy	Objectively Verifiable Indicators	Means of Verification	Assumptions and Risks
selected regions that demonstrate local mainstreaming of global and national environmental concerns	environmental and economic development strategies	plans to incorporate environmental objectives	
2.3 Environmental Management and Assessment Act regulations and implementation organization and processes	<ul style="list-style-type: none"> ▪ Technical assistance to develop effective regulations under the Environmental Management and Assessment Act ▪ Organization and capacity established to effectively implement the Act and regulations ▪ Administrative processes established for applications submissions and public review 	<ul style="list-style-type: none"> ▪ Environmental Management and Assessment Act regulations developed and implemented ▪ Documents describing the EA organizational arrangements and processes ▪ Sufficient qualified staff to process applications ▪ Applications submissions steps and procedures posted on MET website ▪ Authorizations emitted posted on MET website ▪ Quality of environmental assessments completed, as reflected in review comments 	<ul style="list-style-type: none"> ▪ Timely approval/enactment of legal and regulatory framework ▪ EIA public disclosure processes are endorsed by Government ▪ Trained MET or other staff are appointed to manage the EIA process
2.4 NCSA team established and operational	<ul style="list-style-type: none"> ▪ MET task team supporting the implementation of the NCSA recommendations, in line with MET work programme 7 'Institutional Issues' 	<ul style="list-style-type: none"> ▪ NCSA Implementation Team operational ▪ Priority Action Plan objectives and work tasks established ▪ Funds allocated for short term implementation ▪ Long term financial strategy developed 	<ul style="list-style-type: none"> ▪ Funds for implementation sourced
2.4 Annual reports on NCSA Action Plan implementation status.	<ul style="list-style-type: none"> ▪ Increased awareness and involvement of MET's managerial personnel and other stakeholders in NCSA implementation 	<ul style="list-style-type: none"> ▪ NCSA Reports and briefings produced and disseminated ▪ Feedback comments of key stakeholders 	<ul style="list-style-type: none"> ▪ MET takes lead and ownership of the NCSA implementation phase

Annex 5: Global Environmental Conventions and Cross-cutting Capacity Building Needs

Cross Cutting Issues in Namibia			
Decentralization	Participation	HIV/AIDS	Poverty Reduction
Transfer of authority and responsibility for performing core functions from central Government to sub-national (local and regional) Governments	Promoting dialog and participation among stakeholders, explore issues, discuss possible outcomes and foster a sense of collective engagement.	Reducing transmission of HIV/AIDS below epidemic level and mitigate its impact across individuals, families, communities and sectors.	Ensuring equitable access to services and resources, sustained economic growth and intensification of employment creation.
Mainstreaming CBD objectives:			
<ul style="list-style-type: none"> - Awareness and training on CBD and biodiversity issues at the regional and local level. - Translate CBD into locally relevant issues on the ground. 	<ul style="list-style-type: none"> - Distributing information and creating awareness using the existing participatory platforms: clearing houses and internet forums, FIRM, farmers associations, river basin management committees, local environmental committees , land boards etc 	<ul style="list-style-type: none"> - Awareness on research done on drought resistant species, which can be cultivated on marginal lands, to improve food security. - Alternative sources of income will enhance food security and reduce the spreading of the disease. - Encourage cultivation and use of traditional nutrient rich species e.g. Mopane worms 	<ul style="list-style-type: none"> - Raise awareness on the opportunities to develop local products for local and international markets. - Awareness raising among communities on the value of their local natural resources. - Promote income generation from biodiversity- based industries
Mainstreaming UNCCD key issues:			
<ul style="list-style-type: none"> - Awareness and training on UNCCD and desertification and drought issues at the regional and local level. 	<ul style="list-style-type: none"> - Distributing information and creating awareness using the existing local participatory platforms: clearing houses and internet forums FIRM, farmers associations, river basin management committees, local environmental committees , land boards etc 	<ul style="list-style-type: none"> - Awareness on good land use practices and drought resistant species which can be cultivated on marginal lands, to improve food security - Development of community institutions for land management that enhance community support systems 	<ul style="list-style-type: none"> - Awareness among local communities on potential threats posed by poorly planned agriculture. - Dissemination of lessons and practices learnt from NAPCOD. - Support NGOs with programmes to empower people such as: self sufficiency training skills (agriculture, carpentry etc) - Exchanging best practice among communities and fostering the integration of science and local or traditional knowledge
Mainstreaming UNFCCC key issues:			
<ul style="list-style-type: none"> - Awareness and training on UNFCCC and climate change issues at the regional and local level. 	<ul style="list-style-type: none"> - Distributing information and creating awareness using the existing local participatory platforms: internet discussion forums FIRM, farmers associations, river basin management committees, local environmental committees , land boards etc 	<ul style="list-style-type: none"> - Information on HIV/ Aids and the impact of Climate Change on the ability to mitigate climate change through anthropogenic means. - As Climate Change progress and the region becomes wetter, HIV may become exacerbated through intensification by water borne diseases such as malaria and cholera 	<ul style="list-style-type: none"> - Awareness on main areas of impact of climate change and how this will affect livelihoods. - Promotion of energy efficiency and use of renewable energy.

Annex 6: Requirements of Parties to the Rio Conventions and Namibia's National Priorities

	UNFCCC	CBD	UNCCD	National Poverty Reduction Action Plan (NPRAP) objectives related to the Conventions	NCSA priority issues related to the Conventions
National Inventories/Identification and Monitoring	art.4.1(a)	art.7	art.16		Continuity of monitoring initiatives are difficult to maintain, due to limited funding) No coordination between different data bases.
National and regional plans	art.4.1 (b)	art.6(a),(b)	art.9,10	-EIAs and environmental management plans should be carried out in the case of a planned regional expansion of an irrigation scheme	No national or regional plans to mitigate climate change.
Legislation	Preamble	art.8(k)	art.5(e)	Review of conservancy legislation, to include resources other than wildlife (e.g. land, water) to increase the accessibility to natural resources.	Relevant legislation not yet enacted; limited enforcement capacity
Research	art.5	art.12(b)	art.17,19	The national agricultural research should identify and encourage the cultivation of well-adapted species, with potential on international market	Research agenda is not always cutting-edge and problem oriented; Need for applied research;
Public education	art.6	art.13	art.19,6	Introduction of new subjects in secondary and tertiary curricula, such as: environmental health, waste disposal, environmental degradation	Insufficient awareness campaigns; Media more involved in development issues; Inadequate regulations on public education
Environmental Impact Assessment	art.4.2(d)	art.14		-EIAs and environmental management plans should be carried out in the case of a planned regional expansion of an irrigation scheme -Soil salinization and other potential impacts should be monitored	Relevant legislation not enacted yet Limited Government expertise and guidelines on EIAs
Clearing house for exchange of technical information		art.17,18	art.16		Internet technology still not widely accessible in Namibia Need to develop appropriate (better) clearing house mechanisms for information sharing
Public participation	art.6(a)(ii)	art.14.1	art.19.3		No mechanism in place for public participation in decision making Integration of decentralized development approaches and promotion of environmental management
COP/assess	art.7	art.23	art.22		Financial and human resources constraints

	UNFCCC	CBD	UNCCD	National Poverty Reduction Action Plan (NPRAP) objectives related to the Conventions	NCSA priority issues related to the Conventions
implementation					
Training	art.6	art.12(a)	art.19	-Training of the agricultural extension officers in environmental issues in particular with regard to potential threats posed by poorly planned and managed agricultural venues in their areas, such as those involving invasive alien species, salinization water-logging and the impact of the groundwater over abstraction -Training for conservancies representatives on environmental issues concerning their areas	Training needs on technical skills; mentorship and on-the-job training is lacking
Reporting	art.12	art.26	art.26		Reporting procedures very cumbersome and constraining Lack of full understanding of Convention processes Financial and human resources constraints
Examine obligations/assess implementations	art.7(e)	art.23			Financial and human resources constraints
Financial resources and financial mechanism	art.11	art.20,21	art.20		Limited budgetary allocation from national budget Reduced donor funds for Convention related projects Limited implementation capacity
Technology transfer and cooperation	art.4	art.16,18	art.12,18	National Planning Commission Secretariat (NPCS) to initiate the design of a Rural Development Policy, promoting investment and industries in rural areas	No systematic approach to transfer of technology; need for strategy Lack of legislative support Potentially limited human resource capacities

Annex 7: Organisation of the Ministry of Environment and Tourism

MET is organized in five directorates: 1) Directorate of Environmental Affairs; 2) Directorate of Parks and Wildlife Management; 3) Directorate of Scientific Services; 4) Directorate of Tourism; 5) Directorate of Administration and Support Services

The NCSA process identified that the main constraint in the ministries effective management capacity is the lack of human and institutional capacity.

The Office of the Prime Minister and the Public Service Commission fully supports MET restructuring process, being aware of its insufficient capacity to deal with the environmental issues, at both national and regional level. Although the restructuring process is cumbersome and lengthy, under exceptional circumstances, such as MET's incapacity to effectively implement a sound environmental management, the process can be fast-tracked.

MET structure

1) Directorate of Environmental Affairs has the following mandates:

Main functions:

a) Develop environmental policies; b) Manage and coordinate the environmental aspects; c) Environmental awareness or education; d) Coordinate the international environmental Conventions, ratified by the Government of Namibia.

The Directorate has a number of twenty four (24) posts, out of which nine (9) are unfilled, and fourteen (14) project-based consultants and consist of the following units: the Environmental Impact Assessment Unit, the International Environmental Conventions Unit, the Environmental Economics Unit and the Environmental Information System Unit.

The Directorate is severely affected by the high staff turnover due to low incomes and the impossibility of advancement, as the current structure proves to be inappropriate.

Constraints:

- Low remuneration for professional staff
- Insufficient knowledgeable staff to carry out the Directorate's programmes and projects
- Increasing bureaucracy
- Inappropriate job description

MET is proposing the creation of more permanent positions, training and mentorship in order to create a motivating environment to retain staff. The Government in general and MET in special is promoting a human resource strategy whereby the study leaves of staff are paid in full. This matter alone, constitutes a strong motivation for the staff. However, the competitive job market is most of the times absorbing the skilled Government personnel. MET through its strategic plan is looking to offer a dynamic and motivating work environment to retain its skilled employees. The draft HIV/AIDS policy aims at implementing effective workplace programmes, which will constitute an additional incentive.

2) Directorate of Scientific Services

The *mandate* of the Directorate is to provide the technical information and support services for conservation and resource management programs to parks and conservancies throughout the country. The Directorate has 84 employees, 21 vacancies out of which 10 are professional posts. The Directorate is split into two divisions:

Division: Monitoring, Research and planning:

Main functions: research, monitoring, forward recommendations to decision makers on aspects of wildlife management and conservation, including the determination of population trends and conservation status, utilization and management of species, communities and ecosystem

Division: Wildlife Utilization

Main functions: Control of the game products such as ivory, other related products, implementation of the legislation on wildlife utilization, issuing permits, CITES implementation and translocation game to new conservancies.

Constraints:

- Large number of conservation scientists vacancies, lack of skills to implement some of the activities of MET driven projects
- Loss of experience and knowledge through resignation and transfer of staff
- Overlapping of some of directorate's activities with those of Parks and Wildlife
- Poor communication in terms of information sharing and coordination, high bureaucracy and lack of cross-sectoral cooperation.

3) Directorate of Parks and Wildlife Management

Main functions: Biodiversity conservations (conservation of wildlife and plants); Wildlife utilizations (the control of issuing of quotas to conservancies and also to determine the number of games on commercial farms; Law enforcement; Trophy hunting (correction of revenue, auction of games products, gives training on concession); conservation of biodiversity in protected areas; development and review of appropriate biodiversity policies.

Constraints:

- lack of communication from the headquarter to the staff in the field
- lack of effective delegation ; lack of management plans
- inadequate infrastructure and housing space
- insufficient skilled staff
- insufficient budget allocation

4) Directorate of Tourism

Main functions: Regulate and market tourism industry through developing the tourism policy framework; Ensure the enabling environment for the community's involvement in the tourism industry; Regulate and control the gambling industry.

5) Directorate of Administration and Support Services

Main functions: Provide the proper interpretation, implementation and application of relevant legislation and regulations; Manage and control the procurement of goods and services and office support to the entire Ministry; Proper utilization and development of human resource; Control finances and implement the budget of the Ministry; Provision of infrastructure maintenance and development in the national protected areas; Provide information technology support to directorates

Constraints:

- Insufficient trained staff in operating the Human Resource Information Management System(HRIMS) (on-line data base)
- HRIMS too slow during working hours
- Insufficient budget allocation

Annex 8: Stakeholder Involvement Matrix

Organization	Main functions	Capacity building needs (from NCSA)	Anticipated role in project implementation
Ministry of Environment and Tourism			
Directorate of Environmental Affairs	<ul style="list-style-type: none"> • Develop environmental policies; • Manage and coordinate the environmental aspects • Environmental awareness or education; • Coordinate the international environmental Conventions, ratified by the Government of Namibia. 	<ul style="list-style-type: none"> • Biodiversity inventory, monitoring and management • Natural resources valuation • Environmental Impact Assessment (EIA) • Project development and management • HR skills, negotiation skills • Environmental law • Environmental information management system • Integration of environmental concerns into rural development and agricultural sectors • Bioclimatic modelling 	<ul style="list-style-type: none"> • Executing agency • Overall coordination role of the project activities • Environmental Conventions Unit will supervise the Action Plan Implementation Team and the Project Management Unit • Final Beneficiary • Co-financer
Directorate of Parks and Wildlife	Biodiversity conservation (conservation of wildlife and plants); Wildlife utilizations (the control of issuing of quotas to conservancies and also to determine the number of games on commercial farms); Law enforcement; Trophy hunting; conservation of biodiversity in protected areas; development and review of appropriate biodiversity policies.	<ul style="list-style-type: none"> • Skills in participatory planning • Biodiversity conservation • Environmental law 	<ul style="list-style-type: none"> • Partner and training beneficiary
Directorate of Scientific Services	<ul style="list-style-type: none"> • Provide the technical information and support services for conservation and resource management programs to parks and conservancies throughout the country. • Research, monitoring, forward recommendations to decision makers on aspects of wildlife management and conversation, including the determination of population trends and conservation status, utilization and management of species, communities and ecosystem 	<ul style="list-style-type: none"> • Monitoring (vegetation, avifauna, wildlife) • Environmental indicators of biodiversity • Monitoring programmes planning • Monitoring after-burn effect • Need for linkages to external university, in order to exchange research data 	<ul style="list-style-type: none"> • Partner and training beneficiary (potential bioclimatic modelling training beneficiary) • Involvement in Capacity Building Working Group • Support in developing training and awareness materials
Directorate of Tourism	<ul style="list-style-type: none"> • Developing tourism policy framework; • Ensure the enabling environment for the 	<ul style="list-style-type: none"> • Awareness on Rio Conventions issues • Strengthen the capacity to plan and develop 	<ul style="list-style-type: none"> • Training beneficiary • Involvement in working groups

Organization	Main functions	Capacity building needs (from NCSA)	Anticipated role in project implementation
	communities involvement in the tourism industry; <ul style="list-style-type: none"> Regulate and control the gambling industry 	Community Based Tourism(CBT) enterprises on communal land <ul style="list-style-type: none"> Interpersonal skills (for the community liaison officers) 	
Directorate of Administration & Support Services	<ul style="list-style-type: none"> Provide the proper implementation and application of relevant legislation and regulations; Manage and control the procurement of goods and services and office support to the entire Ministry; Proper utilization and development of human resource; Control finances and implement the budget of the Ministry; Provide information technology support to directorates 	<ul style="list-style-type: none"> Organizational skills 	<ul style="list-style-type: none"> Support to training initiatives of the project Support to Seminar awareness organization under the project
Ministry of Regional & Local Govt & Housing & Rural Development	<ul style="list-style-type: none"> Enacting and supporting the decentralization laws and policies Promote integrated rural development Capacity building of field officers 	<ul style="list-style-type: none"> Awareness on Rio Conventions issues Environmental management 	<ul style="list-style-type: none"> Partner and training beneficiary Involvement in Mainstreaming Working Group
Ministry of Education- National Institute for Educational Development	<ul style="list-style-type: none"> Falls under the Ministry of education, responsible for the teachers education, curriculum research and development 		<ul style="list-style-type: none"> Collaboration, support to project training and awareness initiatives Training beneficiary
Ministry of Agriculture, Water and Forestry	<ul style="list-style-type: none"> Promote agricultural growth Improve food security at household and national levels; Create jobs, combat land degradation and enhance productivity; Promote complementary on-and off-farm livelihood opportunities 	<ul style="list-style-type: none"> Awareness on Rio Convention issues and inter-linkages between them Forest biodiversity inventory Environmental management 	<ul style="list-style-type: none"> Partner and training beneficiary,(potential bio-climatic training beneficiary) Involvement in working groups
Ministry of Fisheries and Marine Resources	<ul style="list-style-type: none"> Conservation of marine ecosystems Sustainable use of marine resources 	<ul style="list-style-type: none"> Management skills; interpersonal and communication skills Data handling and interpretation Marine ecology Awareness on climate change and other environmental concerns 	<ul style="list-style-type: none"> Partner and training beneficiary

Organization	Main functions	Capacity building needs (from NCSA)	Anticipated role in project implementation
Ministry of Lands and Resettlement	Responsible for land reform process in the country	<ul style="list-style-type: none"> • Capacity building in land planning, survey and assessment • Linkages with land use planning data 	<ul style="list-style-type: none"> • Partner and training beneficiary • Involvement in working groups
Ministry of Mines and Energy	Promote investment in the mineral and energy sectors and renewable energy Ensure the sustainable contribution of mineral and energy resources in the socio-economic development of Namibia		<ul style="list-style-type: none"> • Training beneficiary • Targeted group for training and awareness raising for EIA in particular
National Planning Commission	Development and strategic planning	No capacity to evaluate development projects impact on the environment	<ul style="list-style-type: none"> • Partner and training beneficiary • Involvement in working groups
Ministry of Foreign Affairs	Implementation of foreign policy objectives the Namibian Government	Awareness and training on Rio Conventions issues	<ul style="list-style-type: none"> • Training beneficiary
Local Authorities	Provision and maintenance of public services	Awareness and training on Rio Conventions issues	<ul style="list-style-type: none"> • Training beneficiary
Regional Authorities	Development Planning for the Region	Awareness and training on Rio Conventions issues	<ul style="list-style-type: none"> • Partner and Training beneficiary
Legal Assistance Center - Land, Environment and Development Project	Public Interest Law Center		<ul style="list-style-type: none"> • Potential training provider-collaboration in preparing training materials, organizing and delivering the training, and technical assistance in drafting regulations
Namibia Desert Environmental Education Trust (NADEET)	Promoting environmental education and awareness		<ul style="list-style-type: none"> • Collaboration and support to project awareness raising initiatives
Namibia Nature Foundation (NNF)	Non-governmental organization, promoting conservation and wise use of natural resources		<ul style="list-style-type: none"> • Potential training provider-collaboration and support to training and awareness
Namibian Association of CBNRM Support (NACSO)	Provides services to communal area committees in managing their natural resources		<ul style="list-style-type: none"> • Collaboration and support to project training and awareness activities
Namibian Environmental Education Network (NEEN)	Links and promotes environmental awareness and education throughout Namibia in all spheres and sectors		<ul style="list-style-type: none"> • Collaboration and support to project awareness activities
Southern African Institute for Environmental Assessment (SAIEA)	Non profit environmental trust, aiming at providing quality environmental assessment services in Southern Africa		<ul style="list-style-type: none"> • Potential training provider and technical assistance to drafting regulations
Integrated Rural Development and Nature	Environmental Trust aiming at building capacity of rural communities in natural resources		<ul style="list-style-type: none"> • Potential training provider-collaboration and support to project

Organization	Main functions	Capacity building needs (from NCSA)	Anticipated role in project implementation
Conservation (IRDNC)	management		training initiatives
Desert Research Foundation (DRFN) and Gobabeb Training and Research Center of Excellence (GTRC)	Centre for arid studies, conducting and applying research on environment; training communities; environmental assessment consulting services; policy analysis and review		<ul style="list-style-type: none"> • Partner, potential training provider and technical assistance in drafting regulations; collaboration and support to awareness raising initiatives
Clever Clogs Production	Private Company designing and producing educational materials especially for children		<ul style="list-style-type: none"> • Support to development of target awareness materials
Center for Research Information Action in Africa, Southern Africa (CRIAA)	Not for gain association, strengthening the capacities of national, regional and local operating bodies, contributing to the capacity of marginalized communities to improve their livelihoods through natural product commercialization, post harvest research and development		<ul style="list-style-type: none"> • Potential training provider, collaboration and support to project training initiatives
Women Action for Development	Empowering agent for women, training in needlework, cooking, gardening, bread baking, poultry farming, oil pressing, production of paper bricks etc Active in 6 regions: Omusati, Hardap, Kunene, Erongo, Otjozondjupa, Omaheke		<ul style="list-style-type: none"> • Collaboration with PMU; Support to project awareness raising activities to empower women in general and rural women in special • Training beneficiary
NamWater	Bulk water supplier, essential development partner		<ul style="list-style-type: none"> • Training beneficiary
NAMDEB (joint venture of De Beers and Namibian Government)	The largest mining joint venture		<ul style="list-style-type: none"> • Training beneficiary • Targeted awareness
Skorpion Zinc Rössing Mine and Foundation (uranium)	Mining company		<ul style="list-style-type: none"> • Training beneficiary • Targeted awareness
Namibia Chamber of Commerce	Support to private sector and promotion of investments in Namibia		<ul style="list-style-type: none"> • Partner, support to training and awareness initiatives • Training and Awareness beneficiary
Media Contacts <ul style="list-style-type: none"> ▪ Newspapers ▪ Community Newspapers ▪ Magazines ▪ Television 	Information and Awareness Contacts: Newspapers: <ul style="list-style-type: none"> - The Namibian - Die Republikein - Allgemeine Zeitung - Namibian Economist 		<ul style="list-style-type: none"> • Partner, training beneficiary • Support to project awareness raising activities

Organization	Main functions	Capacity building needs (from NCSA)	Anticipated role in project implementation
<ul style="list-style-type: none"> ▪ Radio ▪ Film and Video Production 	<ul style="list-style-type: none"> - New Era - Namib Times - Observer Community Newspapers: - Caprivi News (cvnews@iway.na) - Southern Sun (southsun@iway.na) - Buchter News (buchter@africaonline.com.na) Magazines: - Big Issue - Sister Namibia Television - NBC TV - ONE AFRICA TV Radio - Namibia Broadcasting Corporation - University of Namibia - Katutura Community - Namibia Community Radio Network - Radio LIVE Film and Video Production - POWER and GLORY FILMS - MUBASEN PRODUCT - OPTIMEDIA - MEDIA DIRECT - MEDIA FOR CHRIST - INTV FILM AND VIDEO - LINDA LOUW PRODUCTIONS - BUSCH KINO 		

ANNEX 9: Terms of Reference for Project Manager

The Project Manager will have overall responsibility for managing the organization, work plan, activity programme and progress and financial reporting to the Project Coordination Committee. Briefing sessions to the Chief Environment Convention Unit, to the MET DEA Director, to the MET PS will be organized as/if required. The position will be filled by competition open to Government service and the public. This is a technical level position and the successful candidate should have extensive experience in the implementation of environmental management projects, and the management of similar scale of projects, preferably with experience in capacity building and training programmes.

The Project Manager will be the head of the Project Management Unit. The PMU shall perform a liaison role with Government, UNDP, and all stakeholders involved with the project. Terms of reference for this position may include the following:

1. Establishment of the staffing and operations of a small and lean Project Management Unit within the Ministry of Environment and Tourism. Hiring of a technical local consultants at the level of young professional assistant.
2. Preparation of a detailed project implementation plan for each year (2009-2011) meeting the standards and requirements applied to GEF projects.
3. Drafting of terms of reference for the Project Coordination Committee and the Working Groups.
4. Preparation of annual work plans, funds requisition, three-monthly standard progress and financial reporting and monitoring of outputs and outcomes as per UNDP/ GEF standards.
5. Coordination with local authorities and stakeholders in the planning of training activities.
6. Monitoring, and assistance where required, in the smooth operation of the steering committee and reporting on any difficulties in achieving the activities and targets within annual work plans.
7. Preparation of a monitoring plan including templates or guidelines for reporting on activities and outputs sub-contracted to project implementing partners/organsiations.
8. Coordination of post-training evaluations with training delivery organizations and individuals.
9. Secretariat services to the Project Coordination Committee.
10. Reporting directly to the Project Coordination Committee and UNDP-GEF Coordinator on the progress and issues in implementation of the project.

PART III - RESPONSE TO PROJECT REVIEWS

- a) Convention Secretariat comments and IA/ExA response
- b) STAP expert review and IA/ExA response (if requested)
- c) GEF Secretariat and other Agencies' comments and IA/ExA response

ANNEX B Summary of minutes and recommendations from Local Project Appraisal Committee

**Local Programme Appraisal Committee (LPAC) Meeting
for the Government of the Republic of Namibia & United Nations Development Programme
Supported Projects**

13 September 2006

**Nampower Convention Centre
Windhoek, Namibia**

Presentation on Strengthening Capacity to Implement the Global Environmental Conventions in Namibia (NCSA II): Peter Muteyauli, MET, AND Akiko Yamamoto, UNDP

 Presentation Overview:

- The Situation Analysis
- Project goal and objective
- Strategic Linkages: Vision 2030, UNDAF and UNDP CPAP and Multi Year Funding Framework (MYFF)
- Results and Resources
- Key Stakeholders
- Project Organisation
- Monitoring and Evaluation

 Questions, Comments and Discussions:

- Use of abbreviation “NCSA II”:
 - NPC: Recommendation for the abbreviation of the project (NCSA II) to be omitted or changed. The abbreviation used for the project does not match the project title or objective, which can be misleading as the project is not about conducting yet another national capacity self assessment, but the implementation of the findings from the self assessment that was done under the NCSA.
 - Response: The abbreviation “NCSA II” was used to highlight the fact that this project is a follow up of the NCSA.

The concern and recommendation are however valid and this will be corrected accordingly. The project Acronym is “CEGEM” in line with the project title.

- DEA’s capacity:
 - MAWF: concerned about the capacity of the Directorate of Environmental Affairs (DEA) to support the project due to its current under-staffed state.
 - Response: MET takes cognisance of this fact and is in the process of a strategic planning and restructuring exercise, which includes the DEA. A Deputy Director has also been appointed for DEA, a position that was vacant for 4 years.

It also did not come out very clearly from the presentation that a Project Coordinator will be recruited for the project and will provide further support to DEA.

- Involvement of the Ministry of Foreign Affairs (MFA):
 - IECN: Recommendation that the MFA should be included as a key stakeholder to the project because it plays a crucial role in international negotiations on behalf of the country.
 - Response: MFA in full agreement with the recommendation.
- Linkages to the CPP:
 - UNDP/GEF: Recommendation for clear real linkages to be made to the CPP-ISLM.
 - Response: Noted and will be taken on board.
- Local level capacity building:
 - MRLGHRD: It would be good to see an emphasis on capacity building at the local level.
 - Response: Noted and will be taken on board.
- Linkages to Sustainable Development:
 - MAWF: Elements of sustainable development at the community level in the entire day's presentations did not come out clearly.
 - Response: The three conventions referred to in the presentation (UNCBD, UNCCD and UNFCCC) are all based on the principles of sustainable development.

Programmes like CPP create linkages between local, regional and national levels. The NCSA II on the other hand is through the Conventions unit at DEA and will facilitate linkages via local to national and to the international levels.

Conclusions & Recommendations

Strengthening Capacity to Implement the Global Environmental Conventions in Namibia

- The use of the abbreviation "NCSA II" will be discontinued or changed since it does not match the project title or objective.
- The Ministry of Foreign Affairs will be included as a key stakeholder in the project given its critical role in international negotiations on the country's behalf.
- There should be a clear emphasis on capacity building at the local level.

SIGNATURE PAGE

Country: **Namibia**

UNDAF Outcome: By 2010, livelihoods and food security among most vulnerable groups are improved.

Expected Outcomes:

1. Increased capacity to meet Namibia's commitments to the Rio Conventions.
2. Rio Conventions provisions mainstreamed into national and regional development planning

Expected Outputs:

1. Institutional capacity enhanced to improve the ability of MET and other key organizations to implement global environmental conventions
2. Awareness and consciousness among stakeholders on global environmental issues and on the forthcoming environmental legislation raised
3. Environmental management integrated into development planning at national and regional levels through strengthening partnership between MET and key partners, supporting the implementation of the forthcoming Environmental Assessment and Management Act and implementing the NCSA Action Plan.

Implementing Partner: Ministry of Environment and Tourism

Other Partners: National Planning Commission Secretariat
Ministry of Land and Resettlement
Ministry of Regional and Local Government, Housing and Rural Development

Programme Period: 2006-2010
Programme Component: Energy and Environment for Sustainable Development
Project Title: Strengthening Capacity Enhancement to Implement the Global Environmental Conventions in Namibia
Project ID: PIMS 3702 MU MSP: CEGEM (00055289)
Project Duration: Four (4) years (2008-2011)
Management Arrangement: National Execution

Total budget: **USD 735,000**
 Allocated resources:

- Government USD160,000 (in-kind)
- GEF (MSP) USD475,000
- GTZ USD100,000 (parallel funding)

Agreed by:

<u>On behalf of:</u>	<u>Signature</u>	<u>Date</u>	<u>Name/Title</u>
Government of Namibia			Mr. Mocks Shivute Permanent Secretary National Planning Commission Secretariat
Implementing Partner			Dr Kalumbi Shangula Permanent Secretary Ministry of Environment and Tourism
UNDP			Mr. Simon R. Nhongo Resident Representative UNDP/Namibia