

DRAFT REPORT

CAPACITY DEVELOPMENT ACTION PLAN

Prepared for

**National Capacity Self Assessment
Integrated Climate Change Strategy Projects
Ministry of Environment, Energy and Water
Male', Maldives**

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VISION

All stakeholders have the technical skills, knowledge, attributes, attitudes and behaviours required for implementing the international environmental obligations of the Maldives.

All organisations have developed the necessary policies, laws and regulations for implementation of international environmental obligations.

PRINCIPLES

Make capacity building a core responsibility of the organisations

Integrate capacity building with human resource development

Create a culture of continuous capacity building

Provide appropriate capacity building options to all levels of governance

Manage capacity building effectively

Support application of built skills in the work environment

Evaluate and monitor capacity development

KEY STRATEGIES

Support mainstreaming of environmental management into local governance actions

Encourage strengthen and continue support to atoll level environmental management

Strengthen existing and help establish new and emerging collaborations especially at the atoll and regional levels

Explore the potential of addressing institutional capacity needs through national strategy/policy on skills development, training and capacity building

Review and analyse existing policies and legal frameworks for gaps, conflicts, and contradictions and opportunities for improved frameworks

Address capacity building needs for coastal protection, economic valuation of natural resources, and land use planning on an urgent basis.

Undertake all reporting obligations and maximize opportunities presented through negotiation under the three conventions

Goal 1: Strengthen the capacity to plan and manage public awareness and knowledge

Objective 1: Enhance quality of awareness programmes

Actions:

Develop a communication strategy

Develop a Code of Conduct for public awareness raising under international conventions

Develop awareness building materials

Objective 2: Improve the outreach of awareness programmes

Actions:

Develop criteria for selection of stakeholders and procedures for inviting stakeholders

Identify existing channels and sources of awareness raising

Goal 2: Support the development of effective policies and systems and ensure comprehensive enforcement

Objective 2.1: Harmonize existing policies and legislation

Actions:

Undertake a review of existing policies and legislation relevant to the conventions

Propose recommendations to synchronize existing legislation, regulations and policies

Objective 2.2: Enhance the capacity to develop effective new policies

Actions:

Develop a protocol for public participation and engagement in policy and regulation development

Develop codes of conduct for public information dissemination and awareness raising on new policies and regulations

Conduct training programmes on methods of public policy development with special attention to cost benefit analysis and social impact assessment.

Objective 2.3: Support the development of a culture of information based decision making

Actions:

Develop the research agenda and detailed research proposals for the Environment Research Centre and the Marine Research Centre

Develop proposals for the creation of independent science research centres in the Maldives

Conduct training in economics for environmental decision making and social impact assessment

Conduct training on state of the environment reporting

Conduct training programmes on taxonomy

Conduct training programmes on climatology and adaptation to climate change

Conduct training programmes on Geographic Information Systems and satellite technologies

Conduct training programmes on basic computing and statistics

Objective 2.4: Ensure effective preparation for international conventions

Actions:

Conduct training courses on negotiation skills

Conduct workshops and seminars on outcomes of major international conferences and major international convention decisions

Goal 3: Build, strengthen and coordinate cooperation among all partners and improve performance of organizations

Objective 3.1: Harmonize institutional mandates

Actions:

- Compile the mandates and strategic plans of Ministries and Atoll Offices
- Undertake a comprehensive review of mandates to determine overlaps, conflicts and gaps
- Propose recommendations to improve the institutional mandates and responsibilities

Objective 3.2: Strengthen multi-stakeholder engagement

Actions:

- Develop the terms of reference for an inter-agency multi-stakeholder co-ordination committee on climate change
- Develop the terms of reference for an inter-agency multi-stakeholder co-ordination committee on biodiversity conservation
- Develop the terms of reference for an inter-agency multi-stakeholder co-ordination committee on sustainable land management
- Establish the committees on climate change, biodiversity conservation and sustainable land management
- Establish a network of atoll chiefs and island chiefs and mailing lists on international environmental conventions

Objective 3.3: Strengthen and promote high performance of organizations

Actions:

- Conduct training courses on office management skills
- Conduct training courses on strategic planning
- Hire international expertise to develop a performance monitoring and evaluation system
- Provide training and support to Atoll Office staff on environmental decision making
- Provide laptops and high speed broadband internet access to all atoll and island offices

Conduct a comprehensive assessment of pay scales and benefits given to professionals in the private sector and international organizations.

Objective 3.4: Strengthen knowledge services to improve organizational performance

Actions:

Develop standards and procedures for data and report management

Develop websites on biodiversity, climate and land

Develop methodology for monitoring, observation and reporting to international environmental convention secretariats

Objective 3.5: Increase access to financial resources and financial management accountability

Actions:

Establish an inter-agency finance committee on convention obligations

Allocate funds through annual government budget to atoll offices to implement convention obligations