

## ANNEX 10: ACTIVITIES AND CAPACITY NEEDS OF STAKEHOLDERS

Government, private, NGO agency / institute	Department / Division	Ongoing projects / programs / activities addressing CBD, UNCCD & UNFCCC	CBD, UNCCD & UNFCCC related capacity needs <sup>1</sup>	Existing Training Initiatives
<b>GOVERNMENT AGENCIES/INSTITUTES</b>				
MET	Directorate: Tourism	(Namibia Wildlife Resorts)		
	Directorate: Parks and Wildlife Management	<ul style="list-style-type: none"> <li>Protected Area Management and infrastructure</li> <li>Biodiversity Conservation</li> <li>Sustainable Utilisation of Wildlife Resources</li> <li>Law Enforcement</li> </ul>	<ul style="list-style-type: none"> <li>Qualified Scientists</li> <li>Short courses</li> </ul>	<ul style="list-style-type: none"> <li>Functional related training</li> <li>Rangers training programme with Polytechnic of Namibia</li> <li>CBNRM training</li> </ul>
	Directorate Scientific Services	<ul style="list-style-type: none"> <li>Etosha Ecological Institute</li> <li>Wildlife survey and monitoring unit</li> <li>Research and planning</li> <li>Wildlife trade and permit control</li> <li>CITES Management</li> <li>Game capture</li> </ul>	<ul style="list-style-type: none"> <li>Monitoring vegetation and birdlife, etc</li> <li>Environmental indicators of biodiversity</li> <li>Planning monitoring programs</li> <li>Monitoring after burn effects</li> </ul>	<ul style="list-style-type: none"> <li>Functional related training</li> <li>Rangers training programme with Polytechnic of Namibia</li> <li>Upgrading to formal degree of staff</li> </ul>
	Directorate Environmental Affairs	<ul style="list-style-type: none"> <li>EIAs (see MWTC, MME, MTI)</li> <li>State of the Environment Reporting</li> <li>Environmental Economics</li> <li>Biodiversity</li> <li>Desertification</li> <li>Climate Change</li> <li>Waster management &amp; pollution</li> <li>CBNRM</li> </ul>	<ul style="list-style-type: none"> <li>Biosystematics</li> <li>Biodiversity inventory</li> <li>Biodiversity conservation, management and monitoring</li> <li>Natural resource valuation and accounting</li> </ul>	<ul style="list-style-type: none"> <li>Functional related training</li> <li>Short courses</li> </ul>
	Directorate: Forestry	<ul style="list-style-type: none"> <li>National Remote Sensing Centre</li> <li>Namibia-Finnish Project</li> <li>Tree planting project</li> <li>Planting of trees</li> <li>Domestication of Indigenous tress (FOA project)</li> <li>Fire protection</li> <li>National Forestry Research</li> </ul>	<ul style="list-style-type: none"> <li>Biodiversity assessment and inventory</li> <li>Issues relating to environmental management</li> <li>EIA</li> <li>Conservation biology</li> <li>Species identification</li> </ul>	<ul style="list-style-type: none"> <li>Functional related training</li> <li>Upgrading of formal degree of staff</li> <li>Formal qualification linked projects</li> </ul>

<sup>1</sup> Biodiversity training capacity needs were assessed during consultations for IECN (2004). Where no direct consultations took place, content is based on the key functions that are related to biodiversity.

Government, private, NGO agency / institute	Department / Division	Ongoing projects / programs / activities addressing CBD, UNCCD & UNFCCC	CBD, UNCCD & UNFCCC related capacity needs <sup>1</sup>	Existing Training Initiatives
		Centre		
	Regional offices	<ul style="list-style-type: none"> <li>Community Forestry programs</li> </ul>	<ul style="list-style-type: none"> <li>Not indicated</li> </ul>	<ul style="list-style-type: none"> <li>Short courses national and international</li> </ul>
MAWRD	Directorate of Planning	<ul style="list-style-type: none"> <li>Agricultural policy</li> <li>Resources economics</li> <li>Planning</li> </ul>		
	Directorate of Veterinary Services	Not indicated		
	Department of Agriculture	<ul style="list-style-type: none"> <li>Research Extension Management Program</li> <li>NOLIDEP</li> <li>SARDEP</li> <li>Namibia Agricultural Support Services Program (NASSP)</li> <li>Support the transition of extension and research (STEAR)</li> <li>Northern Research Extension Epidemiology Support Project (NOEESP)</li> <li>Livestock program</li> </ul>	<ul style="list-style-type: none"> <li>Agriculture, land-use planning, law, environment economics, biological sciences</li> <li>Skills: managerial skills, project management, monitoring and evaluation, proposal development, community facilitation skills</li> </ul>	<ul style="list-style-type: none"> <li>Short courses in Namibia and internationally</li> <li>Formal degree programs</li> </ul>
	Directorate of Research and Training Directorate of Planning	<ul style="list-style-type: none"> <li>NBRI, incl. Herbarium and National Plant Genetic Resource Centre</li> <li>Bush encroachment</li> <li>Agro-Ecological Zone</li> <li>Value-addition to plant products program</li> <li>Mapping and characterising soils of Namibia</li> <li>Crop-modelling and agro-meteorology</li> </ul>	<ul style="list-style-type: none"> <li>Taxonomy</li> <li>Systematics</li> <li>Photogeography</li> <li>Horticulture</li> <li>Plant identification, GIS, Molecular work, propagation of species.</li> </ul>	<ul style="list-style-type: none"> <li>Mentorship</li> <li>Distance or sandwich degree programs</li> <li>Short course nationally</li> </ul>
	Regional offices	<ul style="list-style-type: none"> <li>Agricultural research centres</li> </ul>		
Department of Water Affairs	Directorate of Rural Water Supply	<ul style="list-style-type: none"> <li>Rural Water Supply</li> <li>Rural Water Development (Urban – Namwater)</li> </ul>	<ul style="list-style-type: none"> <li>Environmental issues</li> <li>Community mobilization, community training</li> <li>Environmental assessment skills</li> <li>Presentation skills</li> </ul>	<ul style="list-style-type: none"> <li>Short courses in Namibia and internationally</li> <li>Mentorship program</li> </ul>
	Directorate of Resources Management	<ul style="list-style-type: none"> <li>Planning</li> <li>Geo-Hydrology</li> </ul>	<ul style="list-style-type: none"> <li>Taxonomy</li> <li>Wetland and dryland</li> </ul>	<ul style="list-style-type: none"> <li>Not indicated</li> </ul>

Government, private, NGO agency / institute	Department / Division	Ongoing projects / programs / activities addressing CBD, UNCCD & UNFCCC	CBD, UNCCD & UNFCCC related capacity needs <sup>1</sup>	Existing Training Initiatives
		<ul style="list-style-type: none"> <li>Hydrology</li> <li>Water Environment</li> <li>Law Administration</li> </ul>	environments (ephemeral rivers) <ul style="list-style-type: none"> <li>Database management</li> <li>Mapping / GIS</li> <li>EIA</li> </ul>	
	Regional offices			
Ministry of Lands, Resettlement and Rehabilitation (MLRR)	Directorate: Resettlement and Rehabilitation	<ul style="list-style-type: none"> <li>Development of commercial land</li> <li>Flexible land tenure system</li> <li>Capacity building in land surveying</li> <li>Namibia land information system</li> <li>Delimitation system of Namibia – Continental shelf</li> </ul>	<ul style="list-style-type: none"> <li>More training for personnel</li> <li>Create a good linkages with land use planning</li> </ul>	<ul style="list-style-type: none"> <li>Up-grading of staff to formal qualifications</li> </ul>
	Directorate of Land Reform	<ul style="list-style-type: none"> <li>Integrated Land Use Plan</li> <li>Assessment of land for resettlement</li> <li>Land acquisition</li> <li>Law enforcement</li> </ul>	<ul style="list-style-type: none"> <li>More land use planners</li> <li>Need to develop incentive measures to prevent poaching of skilled professionals from private sector</li> </ul>	<ul style="list-style-type: none"> <li>Up-grading of staff to formal qualifications</li> <li>Diploma course with Polytechnic of Namibia for land use planners</li> </ul>
	Directorate of Planning	<ul style="list-style-type: none"> <li>Coordination of Ministry activities</li> </ul>	<ul style="list-style-type: none"> <li>More human resources capacity</li> <li>Financial resources needed</li> </ul>	<ul style="list-style-type: none"> <li>Land surveyors training at Polytechnic of Namibia</li> </ul>
Ministry of Fisheries Marine Resources	Director: Resource Management Regional offices (incl. Hardap Fresh Water Fish Institute, Caprivi Fresh Water Fish Research Centre)	<ul style="list-style-type: none"> <li>BCLME</li> <li>Benguela Environment Fisheries Interaction and Training Program</li> <li>Integrated Coastal Zone Management Committee</li> <li>Monitoring physical parameters</li> <li>Long-term environmental perturbations changes</li> </ul>	<ul style="list-style-type: none"> <li>Attendance of courses and specialist workshops locally and abroad</li> <li>Post-graduate training</li> </ul>	<ul style="list-style-type: none"> <li>Up-grading qualification of staff</li> <li>Functional related training</li> </ul>
	Directorate: Operations	<ul style="list-style-type: none"> <li>Monitoring, control and surveillance</li> <li>Restrict fisheries activities</li> <li>Ensure fishing activity is conducted within legal and administrative guidelines</li> </ul>	<ul style="list-style-type: none"> <li>Leadership and staff management and communications</li> <li>Basic statistics and data manipulations</li> <li>Training in ecology and biology</li> </ul>	<ul style="list-style-type: none"> <li>Send staff abroad for further training at Northlink in Cape Town</li> <li>Training for fisheries inspectors and deck officers at NAMFI</li> </ul>

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	Directorate of Aquaculture	<ul style="list-style-type: none"> <li>Produce fish lings for fish farming</li> <li>Conduct research and monitoring</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>More staff needed</li> <li>Training at operational, research and technical levels</li> <li>Experts needed</li> <li>Short courses regionally for staff members</li> </ul>	<ul style="list-style-type: none"> <li>Functional related training</li> </ul>
MHETEC ( <i>only relevant directorates and divisions; not including UNAM and PON</i> )	Directorate: Research, Science and Technology	<ul style="list-style-type: none"> <li>Policy organ for research, science</li> </ul> Other: <ul style="list-style-type: none"> <li>National qualification assessment</li> <li>Colleges of Education</li> <li>Teachers Resource Centres</li> <li>Vocational training centres</li> <li>Directorate: Youth</li> <li>Biosafety registrar and technology</li> </ul>	<ul style="list-style-type: none"> <li>Biotechnology research / biosafety</li> <li>Phytosanitary lab</li> <li>Biosafety: policy management</li> </ul>	<ul style="list-style-type: none"> <li>Functional related training</li> <li>Short courses for staff</li> </ul>
MBEC ( <i>only relevant directorates and divisions</i> )		<ul style="list-style-type: none"> <li>Cultural &amp; life-long learning</li> <li>Formal education</li> <li>Heritage &amp; Cultural Programs</li> <li>Museums</li> <li>National Museum of Namibia</li> <li>Regional offices</li> <li>Namibian library and information services</li> <li>National archives</li> </ul>	<ul style="list-style-type: none"> <li>Taxonomy (nematodes &amp; mites)</li> <li>Archaeology and anthropology</li> <li>Conservation biology</li> </ul>	<ul style="list-style-type: none"> <li>Upgrading of staff qualification</li> </ul>
MWTC	Directorate of Aviation  Directorate of Maritime Affairs/Division of Pollution	<ul style="list-style-type: none"> <li>Ensuring safe, secure and efficient civil aviation</li> <li>Prevention of noise pollution and gas emissions from aircrafts</li> <li>Marine pollution prevention</li> </ul>	<ul style="list-style-type: none"> <li>Environmental engineers and traffic control officers</li> <li>Marine inspectors and engineers</li> </ul>	<ul style="list-style-type: none"> <li>Formal diploma and degree program</li> <li>Formal diploma and degree program</li> </ul>
MTI	National Ozone Office	<ul style="list-style-type: none"> <li>Marine pollution prevention</li> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
MRLGH ( <i>only relevant directorates and divisions</i> )		<ul style="list-style-type: none"> <li>RCs</li> <li>Integrated Coastal Zone Management Committee</li> </ul>	<ul style="list-style-type: none"> <li>Environmental management</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>Short-courses nationally and internationally</li> </ul>

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NPC	<ul style="list-style-type: none"> <li>Development Planning</li> <li>Information System Centre</li> <li>General Services National Statistics Office</li> <li>Development Cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Responsible for cross-sectoral issues such as poverty, HIV/AIDS and environment</li> </ul>	<ul style="list-style-type: none"> <li>Environmental professionals</li> </ul>	<ul style="list-style-type: none"> <li>On-going short and post-graduate courses</li> <li>UNDP for training and funding</li> </ul>
Other potential Ministry stakeholders not further detailed: MTI (i.e. External Trade Relations; Inter-ministerial TRIPS committee, Patents and trademarks - all on biotrade & biosafety); MME on EIAs; MoJ ; MoF; MFA (for international negotiations); MWTC (Meteorological Services); National Council and other political entities; Customs etc.; Phytosanitary office (biosafety, CITES, invasive alien species ...)				
<b>TRAINING INSTITUTES</b>				
PON	School of Natural Resources and Tourism	<ul style="list-style-type: none"> <li>Certificate course in Nature Conservation targets at Rangers</li> <li>Diploma in Natural Resources Management (3 years)</li> <li>BTech in Conservation Management (1 year course after Diploma)</li> </ul>		
	Department of Land Management	<ul style="list-style-type: none"> <li>Training course for Land Use Planners (directly trained for MLRR positions, technical not professional level)</li> </ul>		
	Department of Engineering and Information Technologies)	<ul style="list-style-type: none"> <li>Development of database/environmental information system (bush encroachment)</li> </ul>		
University of Namibia (UNAM) (including Neudamm and Northern Campus)	Faculty of Science	<ul style="list-style-type: none"> <li>UNAM/Humboldt University Biodiversity MSc course</li> <li>Biotechnology research Biosafety</li> <li>Hentjesbay Research Centre</li> </ul>	<ul style="list-style-type: none"> <li>Biotechnology</li> <li>Conservation biology</li> </ul>	
	Faculty of Agriculture & Natural Resources Management	<ul style="list-style-type: none"> <li>Fisheries</li> <li>Natural Resources Management</li> </ul>	<ul style="list-style-type: none"> <li>EIA</li> <li>Impacts of marine mining on biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>Formal degree courses</li> <li>Short courses in Namibia and internationally</li> </ul>
	Faculty of Humanities & Social Sciences	<ul style="list-style-type: none"> <li>Geography courses</li> <li>Spatial analysis</li> <li>Invasive alien species projects</li> </ul>		

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		<ul style="list-style-type: none"> <li>• Tourism activities</li> </ul>		
	Multi-disciplinary Research Centre	<ul style="list-style-type: none"> <li>• Support the CBNRM initiatives</li> <li>• Marine Research program</li> <li>• Terrestrial Ecosystems program</li> </ul>	<ul style="list-style-type: none"> <li>• Conservation biology</li> <li>• Environmental economics</li> <li>• Understanding land issues</li> <li>• Rangeland ecology</li> </ul>	<ul style="list-style-type: none"> <li>• Short courses nationally</li> <li>• Formal degree programs</li> </ul>
	Faculty of Law	<ul style="list-style-type: none"> <li>• Environmental Law</li> </ul>		
GTRC (MET / DRFN)		<ul style="list-style-type: none"> <li>• Research training</li> <li>• Degree work supervision</li> <li>• In-service training</li> </ul>		<ul style="list-style-type: none"> <li>• Training centre for SADC region</li> </ul>
INara		<ul style="list-style-type: none"> <li>• PRA skills training for school leavers and practitioners</li> </ul>		
<b>PRIVATE SECTOR / PARASTATAL INSTITUTIONS</b>				
Namibian Agronomic Board		<ul style="list-style-type: none"> <li>• Biodiversity product trade</li> <li>• Biosafety &amp; biotechnology</li> </ul>		
Namibia Meat Board		<ul style="list-style-type: none"> <li>• Biodiversity product trade</li> <li>• Biosafety &amp; biotechnology</li> </ul>		
Namibia National Farmers Union (NNFU)		<ul style="list-style-type: none"> <li>• Extension work with local farmers</li> <li>• Natural resources/biodiversity management</li> </ul>		
NAU		<ul style="list-style-type: none"> <li>• Extension work with local farmers</li> <li>• Natural resources/biodiversity management</li> </ul>		
City of Windhoek (potentially other municipalities)	<ul style="list-style-type: none"> <li>• Environmental Division</li> </ul>	<ul style="list-style-type: none"> <li>• Environment and waste management</li> <li>• Local Agenda 21</li> <li>• Informal Settlement upgrading</li> <li>• Cleaner technology</li> <li>• Healthy Cities program</li> </ul>	<ul style="list-style-type: none"> <li>• urban environment</li> <li>• land use planning</li> <li>• geography and soil sciences</li> <li>• Skills: GIS and remote sensing, monitoring and evaluation, project management and proposal development</li> </ul>	<ul style="list-style-type: none"> <li>• Short courses in Namibia</li> <li>• Seminars</li> <li>• Exchange and field visits</li> </ul>
Agribank		<ul style="list-style-type: none"> <li>• Agricultural issues and loans; expansion into resources uses such as aquaculture development; biotechnology; biosafety</li> </ul>	<ul style="list-style-type: none"> <li>• Agricultural issues</li> </ul>	<ul style="list-style-type: none"> <li>• Short courses in Namibia</li> <li>• Seminar series</li> <li>• Email list serve subscriptions</li> <li>• Mentorship program</li> </ul>
Networks/associations to be potentially considered: Scientific Society of Namibia; Namibia Environmental Education Network (NEEN); Wildlife Society of Namibia; Namibian Academy for Tourism and Hospitality (NATH); Namibia Hunters Association; Namibia Eagle Traditional Healers Association				

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<b>NGO AGENCIES/INSTITUTES</b>				
Namibian NGO Forum (NANGOF)		<ul style="list-style-type: none"> <li>Umbrella body for Namibian NGOs, e.g. natural resources and land reform sectors</li> </ul>		
Namibian Biotechnology Alliance (NABA)		<ul style="list-style-type: none"> <li>Biotechnology</li> <li>Biosafety</li> </ul>	<ul style="list-style-type: none"> <li>Use and conservation resources</li> <li>Biodiversity indicators</li> <li>Community involvement in EIA</li> </ul>	<ul style="list-style-type: none"> <li>Formal degree programs</li> <li>Exchange and field visits</li> </ul>
NACOBTA		<ul style="list-style-type: none"> <li>Support to community-based tourism enterprise development</li> <li>Development of natural resource based products</li> </ul>		
The Rössing Foundation		<ul style="list-style-type: none"> <li>Support to community-based natural resources management development</li> <li>Crafts development</li> </ul>	<ul style="list-style-type: none"> <li>Themes: Conservation biology, tourism, access rights and economics</li> <li>Skills: PRA, project management and facilitation</li> </ul>	<ul style="list-style-type: none"> <li>Short courses national</li> <li>Mentorship program</li> </ul>
RISE Namibia		<ul style="list-style-type: none"> <li>Support to community-based natural resources management development</li> </ul>		
DRFN		<ul style="list-style-type: none"> <li>Research, training, capacity building (student training) incl. support to CBNRM</li> <li>Netwise; Enviroteach; SDP, ELAK, EEAN, NAPCOD; Desert Margins projects</li> </ul>		<ul style="list-style-type: none"> <li>Summer Desertification Program</li> <li>In-service training</li> <li>Degree work</li> </ul>
LAC		<ul style="list-style-type: none"> <li>Legal training on laws relating to land and environmental issues for farmers, small-scale enterprises and NGOs</li> <li>Provide education materials to support training</li> <li>Extending advice, mediation, litigation services on land and environment to rural communities</li> </ul>	<ul style="list-style-type: none"> <li>Environmental litigation</li> </ul>	<ul style="list-style-type: none"> <li>Formal degree programs</li> <li>Short courses in Namibia</li> </ul>
CRIAA		<ul style="list-style-type: none"> <li>Support the use of indigenous products in rural communities</li> </ul>		

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Namibian Association of Community-based Natural Resource Management Organisation (NACSO)		<ul style="list-style-type: none"> <li>• Support the CBNRM- program of the country</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental management</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Short courses nationally</li> <li>• Exchange visits</li> </ul>
Namibian Development Cooperation (NDC)				
NEPRU		<ul style="list-style-type: none"> <li>• Economic policy research</li> <li>• Research on socio-economic issues incl. natural resources economics</li> </ul>		
The Namibian, Die Republikein, New Era, NBC and other media		<ul style="list-style-type: none"> <li>• Environmental journalism</li> </ul>	<ul style="list-style-type: none"> <li>• Broader biodiversity and natural resources management issues</li> </ul>	<ul style="list-style-type: none"> <li>• Short courses internationally</li> </ul>
NNF		<ul style="list-style-type: none"> <li>• Conserve environment, protect biological diversity and foster the sustainable and ethical issues of natural resources</li> <li>• Promote and support CBNRM</li> </ul>		
SAIEA		<ul style="list-style-type: none"> <li>• EIA projects</li> <li>• EIA training</li> </ul>	<ul style="list-style-type: none"> <li>• Training courses in EIA in Namibia and SADC</li> </ul>	
Namibia Animal Rehabilitation, Research and Education Center		<ul style="list-style-type: none"> <li>• Rehabilitation of injured or found animals</li> </ul>		
Africat Foundation, Cheetah Conservation Fund, Save the Rhino Trust		<ul style="list-style-type: none"> <li>• Endangered species (Cheetah/Rhino) conservation</li> <li>• Environmental Education</li> </ul>		
De Beers, and other extractive industries, environmental offices		<ul style="list-style-type: none"> <li>• Exploration of diamonds</li> </ul>		
IRDNC		<ul style="list-style-type: none"> <li>• Improve the lives of rural people through the diversification of the socio-economy incl. wildlife and other natural resources</li> <li>• Conservancies management</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring of key resources</li> <li>• Conservancy management plans; land use issues; training methods</li> <li>• Problem animal mgmt.</li> </ul>	<ul style="list-style-type: none"> <li>• Short courses in Namibia</li> <li>• Exchange visits and field visits</li> </ul>

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Private consulting firms: RAISON (Mendelsohn), EnviroScience (Burke), IECN (Katjiua & Zeidler) , EcoPlan (Speiser); African Environmental Solution Pty. Ltd. (John Raimondo) ; African Wildlife Services (HO Reuter game translocation) , Geo-solutions; Researchers & practitioners (incl. farmers); charcoal business ; small institutes)				