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**AFGHANISTAN**

# **ANNUAL REPORT – BIODIVERSITY SUPPORT PROGRAM FOR NEPA**

**COVERING THE PERIOD 01 NOVEMBER 2007 – 31  
OCTOBER 2008**

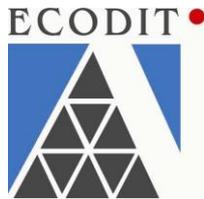
**January 2009**

**This publication was produced for review by the United States Agency for International Development. It was prepared by the ECODIT team implementing the Biodiversity Support Program for the National Environmental Protection Agency (BSP/NEPA).**

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Prepared for USAID/Afghanistan under Prosperity, Livelihoods and Conserving Ecosystems (PLACE) Indefinite Quantity Contract number EPP-I-02-06-00010-00, Task Order #02 awarded 05 November 2007, entitled Biodiversity Support Program for NEPA (BSP/NEPA).

This Quarterly Progress Report document was completed in fulfillment of Clause F.6(c) of the reference task order. The views expressed and opinions contained in this report are those of the ECODIT BSP/NEPA team and are not intended as statements of policy of USAID.

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**CREDITS:**

The annual progress described in this document is organized according to the revised Annual Work Plan - 2008, submitted 13<sup>th</sup> April 2008 and incorporated into the task order upon USAID approval.

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## **DISCLAIMER**

The views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.



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# ACRONYMS

Abbreviations and acronyms have been kept to a minimum in the text of this document. Where abbreviations or acronyms have been used, they are accompanied by their full expression the first time they appear, unless they are commonly used and generally understood abbreviations such as NGO, kg, etc. However, in order to facilitate understanding of the acronyms used, a complete list is included here.

ADAG	Alternative Development and Agricultural Growth (USAID office)
ADB	Asian Development Bank
ANDS	Afghanistan National Development Strategy
AWSEC	Afghan Wild Species Executive Committee
BAPAC	Band-i-Amir Protected Area Committee
BSc/BA	Bachelor of Science / Bachelor of Arts (tertiary education degrees)
BSP/NEPA	Biodiversity Support Program for National Environmental Protection Agency
CBRM	Community-Based Resources Management
CDP	Capacity Development Program (USAID; implemented by Bearing Point)
CEC	Committee for Environmental Coordination (Islamic Republic of Afghanistan)
CEPA	Communicative English Proficiency Assessment
CITES	Convention on International Trade in Endangered Species [see MEA(s)]
dTS	Development & Training Services, Inc.
EA	Environmental Assessment
EIA	Environmental Impact Assessment
EPT	English Proficiency Test
FAO	Food & Agriculture Organization of the United Nations
FY	Fiscal Year [for US Government, 01 October through 30 September]
GEF	Global Environment Facility
GIS	Geographical Information Systems
ICIMOD	International Center for Integrated Mountain Development
IEC	Information, Education & Communication
IRoA	Islamic Republic of Afghanistan
ICT	Information and Communication Technology
IIRR	International Institute for Rural Reconstruction
IT	Information Technology(ies)
IUCN	World Conservation Union
LTTA	Long-term Technical Assistance
M&E	Monitoring and Evaluation
MAIL	Ministry of Agriculture, Irrigation and Livestock (Islamic Republic of Afghanistan)
MDG(s)	Millennium Development Goal(s) – United Nations

MEA(s)	Multilateral Environmental Agreement(s) – United Nations
MIWRE	Ministry of Irrigation, Water Resources & Environment (IRoA)
MOA	Memorandum of Agreement
MSc	Master of Science (graduate-level degree)
NEPA	National Environmental Protection Agency (Islamic Republic of Afghanistan)
NGO(s)	Nongovernmental Organization(s)
NRM	Natural Resource Management
PA(s)	Protected Area(s)
PLACE	Prosperity, Livelihoods and Conserving Ecosystems (Indefinite Quantity Contract)
PMP	Performance Monitoring Plan
PoWPA	Programme of Work – Protected Areas (UNDP/GEF-funded project of NEPA & WCS)
REECS	Resources, Environment and Economics Center for Studies, Inc.
STTA	Short-term Technical Assistance
TBD	To be determined (staff not yet identified)
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNOPS	United Nations Office for Project Services
USAID	United States Agency for International Development
USDA	United States Department of Agriculture
USG	United States Government
WCS	Wildlife Conservation Society
YTD	Year to Date [refers to Fiscal Year unless otherwise noted]

# 1. BSP/NEPA OVERVIEW

This document is the 1<sup>st</sup> Annual Report for the Biodiversity Support Program for NEPA activity of the United States Agency for International Development (USAID) Afghanistan. The Annual Report provides a summary of the year's activities and follows the same outline as the quarterly report without merely repeating information from each quarterly reporting period.

This chapter briefly presents an overview of progress achieved during the first year of implementation, including the key objectives to be achieved and summary analysis of BSP/NEPA accomplishments toward those objectives. Detail on individual activities is provided in the following chapter, including explanation of any shortfalls toward targets, and attribution of activities toward USAID biodiversity goals.

## 1.1 INTRODUCTION AND BACKGROUND ON NEPA

NEPA was established in Saur 1384 (May 2005) as an independent agency of the government of the Islamic Republic of Afghanistan. Prior to establishment of the agency, the environment function was part of the Ministry of Irrigation, Water Resources, and Environment (MIWRE). Creating a new environment agency had been identified in the National Development Budget 1382/3 (2003/4) as one of the highest priorities for public investment in the environment sector. With considerable support from the United Nations Environment Programme (UNEP) and the Asian Development Bank (ADB), the National Environmental Protection Agency was formed with the following Vision and Mission:

*To protect the environmental integrity of Afghanistan and support sustainable development of Afghanistan's natural resources through the provision of effective environmental guidance and management services.*

In order to accomplish this Mission, four key areas were identified as part of NEPA's Purpose, being:

1. Coordinate **environmental affairs** at international, national and sub-national level.
2. Develop and implement **environmental law, policies and strategies** in order to integrate environmental issues and sustainable development approaches into the legal and regulatory frameworks of Afghanistan.
3. Provide **environmental management services** in the areas of environmental impact assessment, air and water quality, waste management, pollution control and permitting of activities that impact the environment.
4. Provide **communication and outreach** for environmental information to ensure awareness of the environment specifically for the needs of Afghanistan.

## 1.2 USAID/AFGHANISTAN CONTEXT FOR SUPPORT TO NEPA

USAID/Afghanistan is providing assistance to the government and people of Afghanistan in the reconstruction of their country following more than twenty years of war. USAID efforts include improved infrastructure, rehabilitation of government services, assistance to the private sector, and development of significant economic activities in agriculture and business. Because of Afghanistan's dependence on its deteriorating natural resource base for recovery and stability, USAID has made environmental conservation a major theme to its efforts in Afghanistan.

The Islamic Republic of Afghanistan is starting to institutionalize environmental management for the country through NEPA. To support this effort, USAID has embarked on a program to support natural resource management in Afghanistan, including watershed/range management; community management of selected important habitats, assisting Afghanistan in becoming integrated into the regional cross-border management of natural resources of the Himalayan region; farm forestry; and, through the BSP/NEPA project, support for the proper implementation of the environmental policy and laws of Afghanistan relating to the country's renewable natural resources.

### 1.3 BSP/NEPA ACTIVITY DESCRIPTION

BSP/NEPA is the USAID contribution to supporting NEPA, specifically to develop the capacity to oversee and implement sustainable management of the country’s natural resources. Collaborating with a wide range of local and international agencies and organizations supporting institutional strengthening of NEPA, the ECODIT BSP/NEPA team provides technical assistance to enhance NEPA’s capability to accomplish the following:

1. Effectively enforce environmental laws through formulating and implementing regulations;
2. Harmonize environment-related activities funded by different organizations and the government, with NEPA as the national coordinator of environment programs;
3. Develop and implement public education and outreach programs on the environment; and
4. Encourage community based resource management through a small grant program that also strengthens the capability of NEPA to coordinate and monitor environment programs.

The overall expected outcome of these efforts will be a stronger, more competent and credible NEPA with a foundation of human, financial, and technical resources that can lead to long-term effectiveness of the agency in fulfilling its mandate. That is, BSP/NEPA is fundamentally an institutional strengthening project.

The contract Statement of Work (section C) defines the specifications for the team in implementing the BSP/NEPA activity. In order to have implementation contribute toward the overall objective of a strengthened NEPA, the following five Tasks and 20 Subtasks provide the framework for activities.

**Table 1: Tasks and Subtasks specified in the BSP/NEPA contract statement of work**

TASKS	SUBTASKS
<b>Task #1 Institutional Strengthening</b>	
Subtask 1.1)	Conduct a rapid capacity-building needs assessment <span style="float: right;">SUBTASK COMPLETED MARCH 08</span>
Subtask 1.2)	Strengthen NEPA environmental assessment capabilities
Subtask 1.3)	Assist in developing management and administrative systems and funding mechanisms
Subtask 1.4)	Assist NEPA to develop procedures and rules required to fulfill its mandate
Subtask 1.5)	Assist NEPA in strengthening its “green environment” technical oversight office
Subtask 1.6)	Develop and deliver short training courses and regional study tours
Subtask 1.7)	Assist in selecting candidates for Master’s scholarships in environmental sciences
<b>Task #2 Integration of Environmental Issues into National Development Programs</b>	
Subtask 2.1)	Assist NEPA in strengthening integration of environment into national development programs
Subtask 2.2)	Provide technical assistance to NEPA on integrating environmental programs
<b>Task #3 Public Outreach and Education</b>	
Subtask 3.1)	Assess communications needs <span style="float: right;">SUBTASK COMPLETED MAY 08</span>
Subtask 3.2)	Strengthen information resource center at NEPA
Subtask 3.3)	Support the production of publications and multi-media outreach
Subtask 3.4)	Work with NEPA to improve environmental education
Subtask 3.5)	Train NEPA and other stakeholders on environmental public education and outreach
<b>Task #4 Environmental Regulation and Financing</b>	
Subtask 4.1)	Regulation
Subtask 4.2)	Financing
<b>Task #5 Community-based Resource Management</b>	
Subtask 5.1)	Design CBRM small grants program and establish advisory committee <span style="float: right;">SUBTASK COMPLETED SEPT 08</span>

TASKS	SUBTASKS	
Subtask 5.2)	Prepare and issue requests for applications	SUBTASK COMPLETED SEPT 08
Subtask 5.3)	Award grants and build NGO capacity	
Subtask 5.4)	Monitor grant implementation and build NEPA capacity	

Each of these tasks and subtasks has defined deliverables, which are shown in Annex A: Performance Monitoring Plan.

### 1.3.1 BIODIVERSITY ATTRIBUTION REQUIREMENTS

All activities of the Biodiversity Support Program for NEPA must be **attributable** to biodiversity conservation, as part of regulatory compliance by USAID to funding requirements. In order to qualify for biodiversity attribution, BSP/NEPA activities must meet all of the following four criteria:

- Have an explicit biodiversity objective rather than have biodiversity conservation result as a positive externality;
- Be identified based on an analysis of threats to biodiversity;
- Undergo monitoring against associated indicators for biodiversity conservation; and
- Site-based activities must have the intent to positively impact biodiversity in biologically significant areas.

The BSP/NEPA team is required to ensure that 100 percent of task order activities (and funding) meets the biodiversity attribution requirements<sup>1</sup> including that approximately 30 percent of activities (and funding) affects forested ecosystems. ECODIT recognizes the challenge this creates against the backdrop of wide-ranging needs and expectations within NEPA. This challenge requires ongoing and coordinated efforts among ECODIT, USAID and NEPA to address project needs while also complying with requirements tied to the funding and reporting. Each quarterly report includes a brief section on how each activity undertaken meets biodiversity attribution requirements.

### 1.3.2 INTEGRATING GENDER AND EQUITY CONSIDERATIONS RELEVANT TO AFGHANISTAN

Article 22 of the Constitution of the Islamic Republic of Afghanistan states that “The citizens of Afghanistan – whether man or woman – have equal rights and duties before the law.”<sup>2</sup> Also, USAID has long placed gender and equity considerations as a critical cross-cutting issue. Finally, the integration of men and women into any development work simply makes it more effective. The BSP/NEPA team works with NEPA to increase opportunities for women and disadvantaged groups to access, and benefit from, improved natural resource management and biodiversity conservation in a sustainable manner. Rural households in Afghanistan, many of which are headed by women, depend on natural resources to sustain livelihoods and meet basic needs, in particular on forests for fuel wood, fodder and water.

During 2008, the BSP/NEPA team worked with NEPA toward mainstreaming gender and equity into all aspects of our work, including the community-based resource management program. Key actions were:

1. **Gender and equity assessment** – a gender and equity in natural resources specialist from dTS conducted a baseline assessment of progress in promoting gender and equity considerations in using and managing natural resources in Afghanistan. This baseline was intended to guide NEPA on activities to fill gaps in promoting gender and equity considerations.
2. **Gender and equity guidelines** – a workshop presenting the results of the baseline produced a set of gender and equity goals, guidelines and indicators for NEPA (and BSP/NEPA).

<sup>1</sup> *Biodiversity Conservation: A guide for USAID staff and partners*. September 2005. Pg 8.

<sup>2</sup>Quoted from [http://www.servat.unibe.ch/law/icl/af00000\\_.html](http://www.servat.unibe.ch/law/icl/af00000_.html) accessed on 19th November 2007 and cross-referenced with <http://arabic.cnn.com/afghanistan/ConstitutionAfghanistan.pdf> accessed on the same date.

3. **Gender disaggregated monitoring and evaluation** – the BSP/NEPA team then worked with NEPA to formulate specific indicators related to gender and equity.

**Local capacity to address gender and equity considerations:**

The BSP/NEPA team is encouraging community-based NGOs that are committed to increasing natural resource management opportunities for women and the poor to (1) apply for, and benefit from, the CBRM program, and (2) participate actively in the design and implementation of the public education and outreach program. These activities recognize and operate within the context of rural Afghanistan, to avoid negative connotations of BSP/NEPA being viewed as seeking to change Afghan cultural norms, while also reflecting the important roles that women play in the sustainable use and management of biodiversity and natural resources.

## 1.4 SUMMARY OF PROGRESS IN 2008

The following is an abbreviated summary of progress achieved during the first year of BSP/NEPA implementation. Without repeating information contained in quarterly progress reports, the most important achievements of 2008 are presented in this section, organized by Task as outlined in Table 1 above, to provide an executive overview of BSP/NEPA activities and accomplishments. Detail on subtasks is contained in the following chapter.

### 1.4.1 SUMMARY PROGRESS TOWARD ADAG TARGETS

Early in FY 09, the BSP/NEPA team were informed of harmonized reporting procedures established by the USAID/Afghanistan office of Alternative Development and Agricultural Growth (ADAG). The following table is a preliminary attempt to retroactively apply these procedures to FY 08 activities. The data presented below were validated during a Data Quality Assessment conducted by USAID on 28<sup>th</sup> October 2008. Future reporting will include updates of this table on a quarterly and annual basis.

The BSP/NEPA activity falls under USAID/Afghanistan’s Strategic Objective #05: A Thriving Licit Economy Led by the Private Sector. Within the SO 5 results framework, the most closely linked Intermediate Result is IR #5.1: Accelerated Growth in the Rural Economy. Two indicators under this IR pertain to activities carried out by BSP/NEPA. These are reported below in Table 2.

**Table 2: Summary of progress toward life-of-project SO-level indicators (as of 30 Sept. 2008)**

INDICATOR	FY 08 TARGET	FY 08 ACTUAL	VARIANCE	NEXT QUARTER TARGET	FY 09 TARGET	FY 09 ACTUAL (YTD)	LIFE-OF-PROJECT TARGET	LIFE-OF-PROJECT ACTUAL	DISAGGREGATED	PROVINCIAL BREAKDOWN, IF APPROPRIATE
<b>Indicator 1 – # of people trained in natural resource management</b>	n/a	335	No FY 08 targets specified in task order	150	750	-	1,500	335	255 male 80 female	Provincial breakdown provided in subsequent reports
<b>Indicator 2 - # of hectares under improved natural resource management</b>	n/a	n/a	No FY 08 targets specified in task order	-	500	-	1,000	-	n/a	Provincial breakdown provided in subsequent reports

### 1.4.2 OVERALL IMPLEMENTATION SUPPORT

- 1) Collaborating with Ministry of Agriculture, Irrigation and Livestock (MAIL), Wildlife Conservation Society (WCS), United Nations Environment Programme (UNEP), International Center for Integrated Mountain Development (ICIMOD), United Nations Development Programme (UNDP), Food and Agriculture Organization (FAO), World Bank, and other public, private, and nonprofit organizations to support NEPA implementation of the 2007 Environment Law.

- 2) Recruited two international long-term technical advisors to support overall implementation of BSP/NEPA:
  - a) Organizational Strengthening Specialist – leading implementation of community-based resource management (CBRM) grants program (Task 5), overseeing contractual aspects of training courses involving international training service providers, and providing technical support to design and delivery of information, education and communication (IEC) campaigns under Task 3.
  - b) International Capacity Building Specialist – leading technical and administrative implementation of all internal and external capacity building efforts across the full range of skills sets needed by NEPA and partner staff (Task 1), and coordinating BSP/NEPA support to integrating environmental issues into national – and provincial where possible – development planning processes (Task 2).
- 3) Embedded seven Afghan long-term professional staff within NEPA to conduct on-the-job training and provide ongoing technical assistance to implementation of NEPA work plans:
  - a) Biodiversity and Natural Resource Management Assistant
  - b) Capacity Building Administration Assistant
  - c) Capacity Building Policy Assistant
  - d) Environmental Database and GIS Assistant
  - e) Environmental Education Assistant
  - f) Environmental Outreach Assistant
  - g) Public Information Assistant
- 4) Led and facilitated participatory process among NEPA national and provincial leaders resulting in an action plan to attain of 30% women professional staff in NEPA by 2010.

### 1.4.3 INSTITUTIONAL STRENGTHENING

- 1) Conducted a rapid capacity building needs assessment and initiated a more in-depth evaluation of job descriptions of NEPA staff cross-referenced to their present skills sets to identify priority training needs. Detailed capacity building planning with each Division is underway.
- 2) Conducted seven workshops or seminars on various topics and one conference (cf. Table 3).
- 3) Designed and conducted a 9-day training course Introduction to Environmental Impact Assessment for NEPA staff from central office and five provinces on the newly-approved EIA regulations.
- 4) Worked with UNEP to make NEPA GIS lab operational, and sponsoring Afghan expert to build IT infrastructure in headquarters and provincial offices of NEPA.
- 5) Coordinating technical assistance with international and national organizations and universities to build Afghan participation under CITES, Convention on Biological Diversity, Convention to Combat Desertification, Convention on Migratory Species, Ramsar Convention on the Protection of Wetlands, and other Multilateral Environmental Agreements to which Afghanistan is a party.
- 6) Collaborating with efforts led by WCS to develop lists of protected and harvestable species (cf. Article 47 of Environment Law) using methods modeled after IUCN Red List process.
- 7) Supporting NEPA in collaborating with many stakeholders (again led by WCS) implementing a GEF-funded project Programme of Work on Protected Areas, to establish national protected areas system.
- 8) Designed and delivered short training courses for NEPA and staff of other agencies (e.g., MAIL), being conducted in Afghanistan and regionally on public awareness campaigns, environmental protection and management, biodiversity conservation, environmental impact assessment, and other topics relevant to environmental institutions.
- 9) Organized and conducted a selection process for scholarship candidates to study environmental sciences in Asia or Africa at Master's degree level. These efforts were unsuccessful in identifying any NEPA staff, or junior university faculty. Funds have been reprogrammed to more short training

courses conducted both in-country and regionally as needed for optimal skills acquisition by staff of NEPA and MAIL.

#### **1.4.4 INTEGRATION OF ENVIRONMENTAL ISSUES INTO NATIONAL DEVELOPMENT PROGRAMS**

- 1) Provided local long-term technical assistance to establish provincial environmental coordination councils in at least three provinces.
- 2) Co-sponsored with UNEP and NEPA the first National Environmental Advisory Council event for 400 delegates in May 2008.
- 3) Participated regularly under official observer status at the monthly meetings of the inter-ministerial Committee for Environmental Coordination established by Article 10 of the Environment Law.
- 4) Initiated plans for collaboration between NEPA and Ministry of Finance to implement Article 25 of the Environment Law, toward establishing methodologies for valuation of market and non-market natural resource goods and services. This work is expected to progress further during FY 2009.
- 5) Conducted a participatory case study on environmentally sound design in Band-i-Amir National Park (proposed). Produced guidelines for the bazaar and other public service facilities (e.g., shops and accommodations) in Dari. Training on implementing the guidelines commenced in October 2008.
- 6) Conducting procurement of information and communication technology equipment for NEPA use in establishing both internal communications (i.e., agency-wide email access) and website.

#### **1.4.5 PUBLIC EDUCATION AND OUTREACH**

- 1) Conducted a rapid assessment of NEPA communications needs and ongoing efforts.
- 2) Assisted and facilitated development by NEPA of overall strategy for information, education and communication (IEC) activities, and disseminated to all provincial offices in either Dari or Pashto.
- 3) Engaged local long-term technical advisor on Environmental Outreach to lead BSP/NEPA support to implementation of the NEPA information, education and communications strategy.
- 4) Engaged local long-term technical advisor on Public Information – Electronic Media Aspects to lead design and implementation of NEPA website and other public communications efforts.
- 5) Engaged local long-term technical advisor on Environmental Education – Research & Curricula Aspects to support NEPA implementation of curriculum development and research agenda efforts.

#### **1.4.6 ENVIRONMENTAL REGULATION AND FINANCING**

- 1) Designed and conducted the first training course covering the official regulations on evaluating environmental impact, as described above under Institutional Strengthening.
- 2) Attempted to recruit a NEPA Environmental Economics Assistant to coordinate efforts between the Ministry of Finance and NEPA on implementation of Article 25 of the Environment Law as described above under Integrating Environmental Programs into National Development Programs.

#### **1.4.7 COMMUNITY-BASED RESOURCE MANAGEMENT**

- 1) Conducted a detailed assessment of existing grants program experiences in Afghanistan and designed a small grants program to promote community-based natural resource management.
- 2) Obtained USAID approval of the grants program design, then prepared and issued solicitation documents as a request for applications including grants program guidelines in English and Dari.
- 3) Convened a five-member committee to review grant applications and recommend to USAID for final approval those meeting the agreed objectives of biodiversity conservation and local capacity building.
- 4) Launched the US\$1.05 million grants program in September 2008 with an orientation workshop for potential applicants.

## 2. PROGRESS DETAIL & ANALYSIS

This chapter of the Annual Report provides detail on implementation of the task order, including a comparison of actual accomplishments with the indicators for the period – as listed in the Annual Work Plan – and ECODIT’s self-assessment of performance plus analysis of progress. The chapter also includes explanations for shortfalls in accomplishment of established goals, as well as brief explanation of how each activity meets the biodiversity attribution requirements.

This chapter is organized according to the tasks and subtasks in the task order contract. Annexes that follow this chapter provide (A) the M&E Plan with status updated for this period, (B) report on Level of Effort expended through the last day of the reporting period, by labor category, and (C) summary of actual versus planned expenditures from inception to the end of the reporting period, with explanation of any significant variance.

### 2.1 TASK #1: INSTITUTIONAL STRENGTHENING

As indicated under section 1.2 above, the fundamental goal of BSP/NEPA is to support NEPA in acquiring the human, technical, and financial capabilities to implement the Environment Law. Seven activities contribute toward institutional strengthening of NEPA: 1) conduct rapid capacity building needs assessment; 2) develop EA center and strengthen its capabilities; 3) assist in developing management / administrative systems and financing mechanisms; 4) assist NEPA to develop procedures and rules; 5) assist in establishing a “green environment” technical oversight office; 6) develop and deliver short training courses and regional study tours; and 7) assist in selecting two candidates for scholarships to a Master’s program in EA. Progress during the first year of BSP/NEPA implementation is detailed below.

#### 2.1.1 SUBTASK 1.1: CONDUCT RAPID CAPACITY BUILDING NEEDS ASSESSMENT

This subtask relates to identifying, analyzing and alleviating the capacity needs of NEPA.

##### Subtask Indicator & FY 2008 Target

The 2008 target for this subtask identified in the Annual Work Plan was to deliver 12 workshops or seminars on topics identified in the Capacity Building Plan, with workshops and seminars being events lasting three days or less. Training courses (cf. subtask 1.6) are events lasting more than three days.

##### Actual Accomplishments in 2008

Eight workshops were conducted during FY 2008 implementation, and another four were planned. Those conducted are shown in the table below.

Table 3: Workshops and seminars conducted during period Nov. 2007—Oct. 2008

WORKSHOP TITLE	DATE(S) HELD		VENUE (PROVINCE)	# OF PARTICIPANTS	
	START DATE	END DATE		MALE	FEMALE
BSP/NEPA consultation workshop with NEPA Division Directors and deputies	21 Dec 07	21 Dec 07	Kabul (central HQ)	15	0
BSP/NEPA project launching and 1 <sup>st</sup> annual work planning workshop	21 Jan 08	22 Jan 08	Kabul (national)	39	6
NEPA capacity building workshop I: identify staff needs	02 Feb 08	03 Feb 08	Kabul (central HQ)	24	6
NEPA gender & equity strategy formulation workshop	04 Feb 08	05 Feb 08	Kabul (central HQ)	28	28
NEPA capacity building workshop II: prioritize staff and agency needs	16 Feb 08	18 Feb 08	Kabul (central HQ)	25	10

WORKSHOP TITLE	DATE(S) HELD		VENUE (PROVINCE)	# OF PARTICIPANTS	
	START DATE	END DATE		MALE	FEMALE
<b>National Environmental Advisory Council [conference; co-sponsored with UNEP]</b>	<b>03 May 08</b>	<b>04 May 08</b>	<b>Kabul (national)</b>	<b>49</b>	<b>12</b>
<b>NEPA information, education, and communications strategy workshop</b>	<b>05 May 08</b>	<b>06 May 08</b>	<b>Kabul (national)</b>	<b>46</b>	<b>11</b>
<b>Geographic Information Systems seminar for NEPA managers and executives</b>	<b>30 Aug 08</b>	<b>30 Aug 08</b>	<b>Kabul (central HQ)</b>	<b>18</b>	<b>1</b>

### Problems encountered and remaining challenges

The main challenge encountered during the past year was the disrupted production of a comprehensive capacity building plan, as programmed in both the Inception Report and the Annual Work Plan approved by USAID. This disruption was caused by the inability of the BSP/NEPA Organizational Strengthening Specialist initially hired to move beyond data gathering to analysis and prioritization of needs. ECODIT responded to this challenge by replacing the employee in question with more qualified personnel.

### 2.1.2 SUBTASK 1.2: STRENGTHEN NEPA ENVIRONMENTAL ASSESSMENT CAPABILITIES

This subtask relates to increasing NEPA's ability to implement its EIA review mandate as detailed in Chapter 3 of the Environment Law, principally by the Division for Environmental Management & Sustainable Development.

#### Subtask Indicator & FY 2008 Targets

The 2008 targets for this subtask identified in the Annual Work Plan are (1) to conduct two short-course national / regional training events on EIAs and (2) to assist NEPA to develop an environmental database and GIS data on environmental indicators.

#### Actual Accomplishments in 2008

One nine-day training course Introduction to Environmental Impact Assessment was conducted for NEPA staff from central and six provincial offices. This course focused on the gazetted regulations on Evaluating Environmental Effects approved by Ministry of Justice earlier this year. The participants included six central office NEPA staff from the divisions for Environmental Management & Sustainable Development; Environmental Law & Enforcement; and Policy, Research & Information, as well as those from six provinces in the central region. As identified and prioritized by all NEPA provincial directors and central office management during the workshop in early May, the course covered mini-case studies, NEPA systems and procedures for EIA review, and EIA research and information needs in Afghanistan. Both another iteration of the introductory course and a more advanced course are proposed for 2009.

Also this year, BSP/NEPA engaged the long-term technical assistance services of an Environmental Database & Geographic Information Systems Assistant to support NEPA's development of a database and GIS data on indicators of environmental health in Afghanistan. International short-term technical assistance to mentor this Afghan professional and guide database development is proposed for 2009.

### Problems encountered and remaining challenges

Three issues intervened to delay delivery of the 2<sup>nd</sup> EIA training within FY08 as originally planned:

- 1) NEPA informed us that the Training Sourcebook must be translated into Pashto prior to distribution, in line with a government edict that all agencies must produce official documents in both official languages of the Islamic Republic of Afghanistan. Increased demand for qualified Pashto translators has driven up costs while extending time required for proper translation;
- 2) The overall security situation deteriorated, making provincial training events more challenging to organize and conduct; and

- 3) The Holy Month of Ramadan occurred in September, reducing the number of months during which events of this nature (9-day residential training) could be held effectively.

The second delivery of the course Introduction to Environmental Impact Assessment will be conducted at the earliest opportune time for NEPA, participants, and the training course facilitator(s).

Another challenge faced in meeting annual targets was the paucity of data available, plus the limited understanding within NEPA on the types of data they can realistically expect to obtain regularly. The BSP/NEPA team is confident that an international STTA will be able to assist in data prioritization. The NEPA Environmental Database & GIS Assistant is comparing data and reporting requirements of the Environment Law, Afghan National Development Strategy (ANDS), Millennium Development Goals (MDGs), and the several Multilateral Environmental Agreements (MEAs) to which Afghanistan is a party.

### **2.1.3 SUBTASK 1.3: ASSIST IN DEVELOPING MANAGEMENT/ADMINISTRATIVE SYSTEMS AND FUNDING MECHANISMS**

This subtask relates to the internal functionality of the NEPA bureaucracy, including the ability to properly account for funds.

#### **Subtask Indicator & FY 2008 Targets**

The 2008 targets for this subtask are that (1) NEPA staff understand the Agency's statutory mandate, and (2) NEPA staff understand and apply national government accounting standards.

#### **Actual Accomplishments in 2008**

A NEPA Administrative & IT Supervisor engaged through BSP/NEPA during the 4<sup>th</sup> quarter of FY 08 designed and established an IT and GIS infrastructure to meet NEPA's present and future needs. He also assisted different divisions of NEPA to begin developing internal document control and other admin systems. As of the close of the period, the highest-priority information & communication technology (ICT) needs had been identified, and procurement was ongoing. Delivery is expected in January 2009.

#### **Problems encountered and remaining challenges**

Neither of the targets was accomplished during FY08. NEPA staff remain with limited understanding of their statutory mandate under the Environment Law, and the NEPA Division for Administration and Finance remains unable to navigate the Ministry of Finance requirements for release of funds regularly. The principal reason for this is that the capacity building planning process failed to recognize the critical role that these two core skills – clear institutional mandate and efficient resource mobilization – have in forming the foundation of institutional strengthening. Instead, too much emphasis was placed on having staff learn English from a non-credentialed tutor, and other peripheral needs identified by NEPA staff.

### **2.1.4 SUBTASK 1.4: ASSIST NEPA TO DEVELOP PROCEDURES AND RULES**

This subtask relates to the development by NEPA of clear guidelines, rules and procedures for other Ministries, private sector and community groups to follow, and disseminating these materials to entities doing business with NEPA.

#### **Subtask Indicator & FY 2008 Targets**

The 2008 targets for this subtask are that (1) NEPA procedural needs have been identified, and (2) materials development is ongoing for dissemination to appropriate audiences.

#### **Actual Accomplishments in 2008**

During FY 2008, the targets were partially met. One of the modules during the training course on Introduction to Environmental Impact Assessment (cf. subtask 1.2) focused on both the need for and proper conduct of adequate document control systems. Based on this, NEPA is establishing and institutionalizing efficient document control procedures. Disseminating those procedures and processes to the public should be concluded in 2009 (1388 in the Afghan calendar).

Also, BSP/NEPA engaged two long-term NEPA Capacity Building Assistants to systematically identify skills gaps on understanding the Environment Law, and the roles and responsibilities of each division.

#### **Problems encountered and remaining challenges**

The principal challenge faced during FY08 related to this subtask was the relatively late hiring of qualified project personnel to concentrate on delivering the target results. This has now been corrected.

#### **2.1.5 SUBTASK 1.5: ASSIST NEPA TO STRENGTHEN “GREEN ENVIRONMENT” TECHNICAL OVERSIGHT OFFICE**

This subtask relates to that portion of overall environmental management that deals with issues related to renewable natural resources, including forest, fish, wildlife, and water resources. This includes but is not limited to considerations relating to management of natural areas and mitigating the effects on these from development and use.

#### **Subtask Indicator & FY 2008 Targets**

The 2008 targets for this subtask are that (1) a national map of proposed protected areas is agreed by relevant stakeholders, and (2) progress is made on lists of protected and harvestable species.

#### **Actual Accomplishments in 2008**

One of the targets was met, and the other partially met. Substantial progress was made this year on the development of protected and harvestable species lists as described under Article 47 of the Environment Law. The Afghan Wild Species Executive Committee (AWSEC), principally supported by WCS and with active involvement by BSP/NEPA and others, selected 28 candidate species – from 72 potential priority species – for formal evaluation and inclusion on the Afghan national list to be presented to NEPA for review and possible gazetting. This list included the plants *Glycyrrhiza* spp. (Licorice) and *Ferula assafoetida* (Hing) and 26 animal species. The listing process will continue in 2009, supported by WCS and NEPA.

Also, a Program of Work for Protected Areas (PoWPA) project of NEPA began implementation this year toward Afghanistan’s implementation of the Convention on Biological Diversity. NEPA’s leadership role in PoWPA is supported by WCS with funding from the Global Environment Facility (GEF). The four objectives of PoWPA are to conduct a protected areas gap analysis, produce a national protected areas system plan, develop a revenue sharing policy, and conduct training and capacity building activities related to protected areas management. BSP/NEPA is collaborating with PoWPA in identifying and analyzing plant-based gaps in protected areas of Afghanistan; complementing mammalian and avian species work by WCS. A national map of proposed protected areas has not yet been agreed by relevant stakeholders, however, the collaborative work that is underway will result in a completed map during FY 2009.

#### **Problems encountered and remaining challenges**

The lack of any systematic updates on status, distribution, identification, or other characteristics of plant species in Afghanistan was a major reason for the overwhelming predominance of animal species among those to be listed, and for mammalian populations to be the main factor so far in identifying areas of biodiversity importance to be included in the protected areas system. Although a few projects are in the process of collecting information relevant to their project, as with development efforts elsewhere, this information is not widely available to those outside of the project itself, often including the government ministry with which the project is supposed to be working. The result is that none of this information is available to Afghans themselves about the plant and animal species in their own country<sup>3</sup>.

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<sup>3</sup> An effort to digitize plant collections that survived recent turmoil due to duplicates being kept in Germany, and make them widely available in Afghanistan and elsewhere as an E-Flora, is stymied by lack of funding although the taxonomists who collected the specimens are now elderly.

### **2.1.6 SUBTASK 1.6: DEVELOP AND DELIVER SHORT TRAINING COURSES AND REGIONAL STUDY TOURS**

This subtask relates to identifying, organizing, and delivering technical skills-oriented short courses as needed on environmental assessment, biodiversity conservation, ecotourism, and the planning and management of protected areas, watersheds, wetlands, and other ecosystems where conservation and sustainable use are priorities. It also includes regional study tours within Asia on high-priority topics.

#### **Subtask Indicator & FY 2008 Targets**

The 2008 targets for this subtask are (1) at least six short training courses conducted, and (2) one regional study tour conducted.

#### **Actual Accomplishments in 2008**

The targets were partially met as of 30<sup>th</sup> September 2008. A nine-day Introduction to Environmental Impact Assessment training course was conducted for NEPA central and provincial office technical staff responsible for implementing the EIA provisions of the Environment Law and the regulations approved by Ministry of Justice and gazetted in May [cf. subtasks 1.2 and 4.1].

An additional seven training courses were designed and preparatory work completed for delivery in the 1<sup>st</sup> Quarter of FY 2009. These included six in-country and one international training course (see subtask 1.7 below). The following are in-country courses designed in FY08 for delivery in 1<sup>st</sup> Quarter FY09:

1. Implementing the NEPA Information, Education and Communication Strategy – with at least three iterations scheduled during November for all provincial and central office technical staff with responsibility for public awareness and environmental outreach activities [cf. subtask 3.5].
2. Implementing the Environmental Design Guidelines for Band-i-Amir Bazaar – again with at least three modules scheduled for delivery during the October-December 2008 period [cf. subtask 2.2].

Preparations were advanced during FY08 on the initial regional study tour. Senior NEPA management, USAID, and other stakeholders identified Harmonizing Environmental Management Across Institutions as one of the most effective topics for NEPA technical division directors, counterparts from MAIL, and perhaps others participating in a study tour. The purpose would be to learn from institutional and managerial-level interactions among natural resources and environment agencies in a country where the Afghan context is paralleled, but with further steps taken toward resolving the similar challenges. The BSP/NEPA team identified Argentina as a uniquely instructive and informative context and began both technical and logistical preparations. The study tour is scheduled for May 2009.

#### **Problems encountered and remaining challenges**

The key challenge faced by BSP/NEPA in FY08 was having enough dedicated personnel to coordinate and implement the myriad details of a large number of high-quality training events almost concurrently. With the hiring and engagement of a complete staff complement – Afghans and expatriates – this issue is resolved and the end-of-project targets remain on track for full delivery.

### **2.1.7 SUBTASK 1.7: ASSIST IN SELECTING CANDIDATES FOR MASTER'S SCHOLARSHIPS IN EA**

This subtask relates to long-term professional training be provided through a different mechanism of USAID for graduate studies. BSP/NEPA is assisting NEPA to operate a selection system to identify at least two scholars to undergo MSc-level training, with emphasis on the “green” environment.

#### **Subtask Indicator & FY 2008 Targets**

The revised (see below) 2008 targets for this subtask are that (1) two MSc scholars selected from among faculty of Afghan universities, and (2) 10 NEPA staff selected for overseas short courses. The target for this reporting period was to make the selection of at least two scholars from among NEPA staff.

**Actual Accomplishments in 2008**

In February 2008, BSP/NEPA convened a selection committee to oversee a process of selecting qualified Afghan professionals to be awarded scholarships to allow them to pursue Masters level graduate studies overseas. The purpose of the scholarships was to contribute toward building the long-term capacity of NEPA by increasing the number of personnel holding advanced degrees. Unfortunately, none of the 12 applicants met the minimum qualifications. The committee then decided to open the process to junior faculty members at Afghan universities<sup>4</sup>, viewed as more likely to successfully gain admittance to graduate programs, and upon return to Afghanistan, strengthen BSc-level programs at their institutions. This would increase both quantity and quality in the pool of potential employees for NEPA (and other Afghan employers) each year. After reviewing nine applications submitted through Ministry of Higher Education, four candidates underwent technical interviews and an English Proficiency Test administered by USAID's Capacity Development Program through a contract with Bearing Point. The EPT scores received in early October showed that no applicant passed this exam. The Committee finally decided that the scholarship funds should be converted to a larger number of short-course training opportunities for NEPA, MAIL and university faculty.

BSP/NEPA began negotiating in July with Resource, Environment and Economics Centre for Studies, Inc. (REECS) to conduct a 14-week training course in the Philippines on Environmental Protection & Management. As of the end of FY08, both NEPA and MAIL had identified their participants, including screening by CDP through the Communicative English Proficiency Assessment (CEPA), and processes for passports and visas were underway. The participants departed for this custom-designed course in November 2008 and will return to duties at NEPA and MAIL in mid-February 2009.

**Problems encountered and remaining challenges**

As noted above, none of the NEPA applicants met the minimum qualifications and none of the faculty candidates passed the EPT. With concurrence of the Committee, USAID, and NEPA, the ECODIT BSP/NEPA team converted this subtask to focus on short-course training instead of MSc studies. This result was consistent with the experience of other programs involved in graduate student scholarships to international universities. A modification of the contract will be required to formalize this change.

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<sup>4</sup> On request to the committee by NEPA representatives, two-thirds of the original budget was allocated for short courses where entrance requirements are less strict than for graduate studies; one-third of the original budget allocation was retained for the faculty scholarships.

## 2.2 TASK #2: INTEGRATION OF ENVIRONMENTAL ISSUES INTO NATIONAL DEVELOPMENT PROGRAMS

The 2008 Annual Work Plan involved a slight refinement of the original task from coordination of environmental programs to BSP/NEPA focusing our efforts on assisting NEPA to achieve better integration of environmental issues into national development programs. This refinement recognized that the Environment Law established a Committee for Environmental Coordination, a National Environmental Advisory Council, and sub-national environmental advisory councils at provincial and possibly district levels. Based on these existing institutional frameworks, a new coordinating forum is not needed; rather support to existing ones to function well and to implement Article 23 of the Law.

Two activities are required to achieve this integration of development programs: 1) assist NEPA to strengthen integration of environment into development programs; and 2) provide technical assistance to NEPA on environmental integration.

### 2.2.1 SUBTASK 2.1: ASSIST NEPA TO STRENGTHEN INTEGRATION OF ENVIRONMENT INTO DEVELOPMENT PROGRAMS

This subtask relates to facilitating discussions among government officials, international donors, NGOs, private sector, and other interested parties to inform these actors of the legal requirement for integration of environmental issues into development plans, and to assist and support these organizations on how to accomplish this effectively.

#### Subtask Indicator & FY 2008 Targets

The 2008 targets for this subtask are (1) support NEPA in convening National Environmental Advisory Council event; (2) NEPA needs identified for integrating environment into development planning; and (3) technical liaison mechanism established to facilitate NEPA verifying environmental integration.

#### Actual Accomplishments in 2008

The FY08 targets were partially met. In May 2008, BSP/NEPA collaborated with UNEP to co-sponsor the first National Environmental Advisory Council event. With more than 400 delegates from all 34 provinces of Afghanistan, consisting of elected representatives and local elders, the event was a huge success. It established NEPA as the premier organ of government responsible for coordinating activities related to the environment, and for monitoring performance by other ministries, the provinces and other local government bodies.

The second target – related to identifying specific NEPA needs for integrating environmental issues into development planning at national and sub-national levels – has been more problematic. Partly as a result of its own internal inefficiencies (which improved during the year but remain a challenge), and partly because qualified personnel to lead these efforts have proven exceptionally difficult to identify and recruit, both NEPA and BSP/NEPA have been unable to focus sufficient attention on engaging ministries, projects, donors, and private developers in placing environmental issues among their priority concerns in development planning and implementation.

For example, in the final Afghanistan National Development Strategy (ANDS) for 1387-1391 [2008-2013], environment is one of six cross-cutting issues. Although each key sector covered by the ANDS document has identified broad objectives for ensuring environmental sustainability<sup>5</sup>, the only indicators for success are increased access to improved water, improved sanitation, and secure land tenure. Many of the current donor-sponsored projects and programs – including those of USAID – make little if any effort to follow their sponsors' own national environmental laws, and virtually none seek to comply with Afghanistan's Environment Law.

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<sup>5</sup> As one example of the "motherhood statements", the energy sector strategy states only that "improved governance includes environmental regulations" and makes reference to protections being developed, with little acknowledgement that household energy is one of the most serious challenges facing urban and rural populations in terms of environmental degradation caused by the present options for heat, light, and cooking.

The third target has been met, though not in the manner originally envisioned. Beginning in August 2008, BSP/NEPA participated with official observer status in all regular monthly meetings of the Committee for Environmental Coordination established under Article 10 of the Environment Law. This inter-ministerial body is gaining strength with each month and relevant ministries are actively participating in meetings and reporting on their respective progress toward achieving environmental objectives within their agencies. The CEC is rapidly evolving into a strong forum capable of verifying and monitoring environmental integration across relevant ministries, agencies, and support organizations (e.g., ANDS).

#### **Problems encountered and remaining challenges**

BSP/NEPA has exerted considerable effort toward recruiting qualified candidates for the position of NEPA Environmental Economics Assistant. To date, no suitable candidates have been identified. Although we interviewed the two strongest applicants responding to an ACBAR announcement, they showed themselves unable to answer very basic questions about economics despite reporting to have Masters degrees in agricultural economics from Pakistan and Tajikistan. ECODIT is now working with the Advancing Afghan Agriculture Alliance (A4) team led by Purdue University to identify highly skilled recent graduates in agricultural economics from Kabul University.

### **2.2.2 SUBTASK 2.2: PROVIDE TECHNICAL ASSISTANCE TO NEPA ON ENVIRONMENTAL INTEGRATION**

This subtask relates to technical assistance on the specific ecological, social and economic implications of various environmental planning and management decisions. The objective of technical assistance is to achieve balance of conservation, development, and political considerations so that the review by NEPA of development plans does not inhibit or delay implementation of national programs.

#### **Subtask Indicator & FY 2008 Targets**

The 2008 targets for this subtask are (1) operational guidelines for a technical liaison mechanism; (2) completed formalization documents; (3) delivery of furniture and equipment if necessary; and (4) liaison mechanism conducts regular periodic meeting on integration of development plans.

#### **Actual Accomplishments in 2008**

The targets were met in FY08, but not as a direct result of BSP/NEPA support. More specifically, the CEC has developed operational guidelines (target 1), and was created under the Environment Law (target 2). These actions were accomplished primarily by NEPA itself, along with conducting regular periodic meetings on integration of environmental issues into national development discussions, albeit not yet at the level of full integration into development planning or implementation. Progress is being made.

Another action taken during FY08 related to target 3 above: “delivery of furniture and equipment if necessary.” In the original task order and 2008 annual work plan, USAID and ECODIT anticipated a need for establishing a secretariat for the coordination / integration mechanism. That has not proven to be the case, as documented in quarterly and other reports. On 13 September, based on recommendations from the NEPA Administrative & IT Supervisor hired in mid-July [cf. subtask 1.3], NEPA requested that USAID provide through BSP/NEPA two servers with peripherals for their LAN and website use.

Finally, an item arose during the course of the year that was not anticipated at the time of work planning for 2008. In March, BSP/NEPA was approached by WCS to seek assistance toward the establishment of Band-i-Amir National Park in Bamiyan province. Specifically, while WCS has been working for several years to assist the Band-i-Amir Protected Areas Committee (BAPAC) in its establishment and operation as the forum for coordinating community, local government, and national government representatives, they lacked the resources to address a matter highlighted by BAPAC as critical to ensuring community engagement productively. Therefore, BAPAC, through WCS, requested that BSP/NEPA support the environmentally sound design of a new bazaar of shops, lodging, and other facilities for visitors to the proposed Park.

Following several discussions and with the endorsement of both NEPA and USAID, the BSP/NEPA team agreed to engage three locally-based consultants – an architect, an engineer, and a graphic designer –

to develop an environmentally, culturally, aesthetically, and economically sound design for the bazaar. This work was accomplished in FY08 as a participatory case study on environmental design, thereby incorporating the capacity-building aspect that permeates all BSP/NEPA work. The design was completed and approved by BAPAC at its July 08 regular meeting. As of 30<sup>th</sup> September 08, the next step of designing a training for the local community members on how to implement the design was also complete, and training delivery is scheduled to take place in the 1<sup>st</sup> – 2<sup>nd</sup> Quarters of FY09.

**Problems encountered and remaining challenges**

The CEC is quickly evolving into a recognized and valid forum for regular monthly coordination and reporting on activities affecting the environment by its inter-ministerial members. Ongoing efforts by BSP/NEPA and the other organizations holding official observer status (e.g., UNEP, WCS) to build the capacity of this forum toward fully integrated planning and implementation remain necessary.

## 2.3 TASK #3: PUBLIC EDUCATION AND OUTREACH

Efforts to improve public outreach on environmental issues were identified as a high priority in the Afghanistan National Development Strategy (ANDS) process. Chapter 7 of the Environment Law also provides NEPA a mandate to prepare and carry out public awareness campaigns to inform and educate the public about the value of natural resources and means to sustainably use and conserve them.

Five activities are required to develop and implement a public education and outreach program aimed at increasing awareness among various audiences about the need for better environmental management in Afghanistan: 1) assess communications needs; 2) establish an information resource center at NEPA; 3) support the production of publications and multi-media outreach; 4) work with NEPA to improve environmental education; and 5) train NEPA and other stakeholders on environmental outreach.

### 2.3.1 SUBTASK 3.1: ASSESS COMMUNICATIONS NEEDS

This subtask relates to identifying, analyzing and alleviating the communications needs of NEPA, and developing a strategy for meeting those needs.

#### Subtask Indicator & FY 2008 Targets

The 2008 target for this subtask is to conduct a rapid communications needs assessment, with the result of the assessment being an overall communications strategy for NEPA.

#### Actual Accomplishments in 2008

This target was met in FY08, and the subtask is completed. In April and May, a communications strategy specialist was engaged through BSP/NEPA subcontractor dTS to conduct the needs assessment, and to facilitate all provincial directors, plus central office leadership and staff, to develop a feasible Information, Education and Communication (IEC) Strategy for the agency. The draft was then translated into Dari for full review by the relevant NEPA personnel – principally those in the Division for Research, Policy and Information who would have primary implementation responsibility – and upon NEPA approval of the final text, this was then translated into Pashto for distribution to all provincial offices.

#### Problems encountered and remaining challenges

No problems encountered during the reporting period other than the difficulty in identifying qualified yet affordable Pashto translators. This challenge was resolved and the completed Strategy was distributed.

### 2.3.2 SUBTASK 3.2: ASSIST NEPA TO STRENGTHEN INFORMATION RESOURCE CENTER

This subtask relates to increasing NEPA ability to implement its information database service provision mandate as detailed in Chapter 7, Article 64(2) of the Environment Law.

#### Subtask Indicator & FY 2008 Targets

The 2008 targets for this subtask are (1) website design on environmental information, and (2) list of publications for accession into the Information Resource Center.

#### Actual Accomplishments in 2008

The targets were not met during FY08. Based on the final list of long-term technical assistants approved by NEPA management in March, open recruiting for these positions was conducted. That recruiting effort included two Afghan staff to work within NEPA to support implementation of this Article under the Law, whom BSP/NEPA mobilized in early July. A NEPA Public Information Assistant – Electronic Media Aspects supports developing an improved website design to make environmental information publicly available, and generating content for that website. Also, the NEPA Environmental Database & GIS Assistant supports – among other duties described elsewhere – efforts to develop an online database of information on discharges to the environment and other indicators. During the reporting period, the website design work was placed on hold by internal NEPA discussions, and BSP/NEPA was requested also to postpone work on the library until a qualified librarian could be identified and hired by NEPA.

**Problems encountered and remaining challenges**

There is some confusion within NEPA related to the website, including an apparent duplication of effort in that NEPA has a full-time staff member focusing on the development of the agency website. The BSP/NEPA management suggested to the NEPA Public Information Assistant that he instead focus on the information resource center (library) but he was informed by NEPA that this also was not needed. As of now, the continued engagement of the Public Information Assistant is seemingly no longer required.

**2.3.3 SUBTASK 3.3: SUPPORT THE PRODUCTION OF PUBLICATIONS AND MULTI-MEDIA OUTREACH**

The Environment Law requires NEPA to carry out public awareness campaigns about environmental issues. This subtask contains two elements: print materials and other media (video, sound, electronic), specifically increasing NEPA ability to produce communications products identified in the strategy.

**Subtask Indicator & FY 2008 Targets**

The 2008 targets for this subtask are (1) communications strategy under implementation, and (2) technical assistance provided to production of NEPA magazine and other publications.

**Actual Accomplishments in 2008**

Targets for this subtask were partially met in FY08. The NEPA Environmental Outreach Assistant was engaged in July, to focus on implementing the NEPA IEC Strategy. His initial interactions were primarily with religious and other leaders who are more influential than political leaders in terms of knowledge, attitudes, beliefs, and practices. He was also involved in the design of training for all provincial NEPA staff involved in implementing the IEC Strategy [cf. subtask 3.5 below].

Also during FY08, the NEPA Environmental Education Assistant mobilized. Among his duties are to provide technical assistance support to NEPA public awareness, education and outreach activities, including the NEPA magazine. He has, for example, written articles for publication in the magazine.

**Problems encountered and remaining challenges**

No problems were encountered during FY08. Both targets are partially met and will continue as ongoing technical assistance activities of BSP/NEPA in support of NEPA communications activities.

**2.3.4 SUBTASK 3.4: WORK WITH NEPA TO IMPROVE ENVIRONMENTAL EDUCATION**

Chapter 7, Article 65 of the Environment Law requires NEPA to incorporate into school and university curricula principles of natural resource management and conservation. This subtask relates to assisting NEPA to meet this objective.

**Subtask Indicator & FY 2008 Targets**

The 2008 targets for this subtask are (1) practical recommendations for improving environmental education at primary or secondary levels, and (2) practical recommendations for improving environmental education at tertiary level.

**Actual Accomplishments in 2008**

FY08 targets were partially met. The NEPA Environmental Education Assistant – Research & Curricula Aspects was engaged in July 08 and quickly began implementing his duties, holding a series of meetings and activities with Ministry of Education and Ministry of Higher Education curriculum development teams. He noted that these teams may require workshops on environmental issues and resolutions to increase their abilities to incorporate environmental content into the ongoing review and revision of curricula. The technical report on practical recommendations is expected to be complete in Q1 09.

The Environmental Education Assistant also began several rounds of discussions with university faculty in Kabul-based and some provincial universities to start a process of identifying topics of interest within the environmental sciences that may become the focus of research by students and faculty. At the close of the FY08 period, membership on a panel of experts to identify research topics was being discussed.

**Problems encountered and remaining challenges**

The slight delays in identifying and hiring long-term technical assistants slowed completion of this subtask in FY08. ECODIT plans to focus in FY09 on implementing recommendations in the technical report.

**2.3.5 SUBTASK 3.5: TRAIN NEPA AND OTHER STAKEHOLDERS ON ENVIRONMENTAL PUBLIC EDUCATION AND OUTREACH**

This subtask relates to assisting NEPA to develop internal capability to design and deliver public awareness campaigns.

**Subtask Indicator & FY 2008 Targets**

The 2008 target for this subtask is that at least one course is delivered to NEPA personnel in both print and broadcast materials development.

**Actual Accomplishments in 2008**

As noted above [cf. subtask 3.1], the NEPA IEC Strategy was formally approved in FY08 and was being translated into Pashto in accordance with recent Cabinet directive for all official government documents. With these developments, efforts were shifted toward conducting training of NEPA central and province-based public information officers on the contents of the Strategy and techniques for implementing it. The same international specialist who facilitated the development of the strategy has been engaged to return to Afghanistan in October (1<sup>st</sup> quarter FY 2009) to conduct at least three 4-day training sessions.

**Problems encountered and remaining challenges**

Although the trainings were not conducted within the FY08 period, advanced preparations are complete and the trainings will be delivered in the first month of FY2009.

## 2.4 TASK #4: ENVIRONMENTAL REGULATION AND FINANCING

This task brings together two connected yet separate activities: that of NEPA having the ability to develop, implement and enforce a regulatory framework for the Environment Law (cf. Article 22) and NEPA having the wherewithal to finance those operations. The former requires greater involvement by NEPA personnel in drafting regulations than has been the case with prior efforts; the latter implies that a range of funding sources be explored and developed: Two subtasks, therefore, are required to achieve the objectives of this task: 1) regulation; and 2) financing.

### 2.4.1 SUBTASK 4.1: REGULATION

This subtask relates to assisting NEPA to develop internal capability to formulate and implement environmental regulations.

#### Subtask Indicator & FY 2008 Targets

The 2008 targets for this subtask are (1) substantive progress made on natural resource valuation methodologies; and (2) NEPA field staff are able to understand protected areas and EIA regulations.

#### Actual Accomplishments in 2008

The targets were partially met in FY08. Progress on implementing Article 25 of the Environment Law, related to the formulation in regulations of methodologies for valuating natural resource, was not made due to (1) difficulty in garnering interest within the Ministry of Finance, who are tasked under the Law to lead this effort yet have a large number of items considered of higher priority (perhaps rightly so) on their ministerial agenda; and (2) incomplete consensus within NEPA and other relevant agencies (e.g., MAIL) that the time for pushing this forward is opportune, given the political dynamics of the country and the sensitivities inherent to codifying values for natural resource: rangelands, forests, wetlands, wildlife, etc.

Target #2 was partially met. With the March 2008 approval of regulations, and subsequent gazettelement by the Ministry of Justice in June, BSP/NEPA designed and delivered the first training course conducted on the EIA regulations [cf. subtasks 1.2 and 1.6], with collaboration of UNEP. Based on results of the pre-test and post-test of NEPA staff from provincial and central offices, the course was effective insofar as the intent was to develop introductory level understanding of the processes for implementing the regulations. Field work on mini-case studies combined with interactive discussion sessions provided those NEPA staff with responsibility for reviewing EIA reports a basic exposure on how to do one themselves. Other modules covered administrative procedures such as document control, checklists for reviewers, etc. Both an advanced course and additional provincial office training are planned for 2009.

The protected areas regulations were not approved in FY08; rather, are being rewritten as *tarzalamal* (procedures) due to differences between the official Dari text of the Environment Law and the English original drafted in 2005 with support of UNEP. Therefore no training on PA regulations was done.

#### Problems encountered and remaining challenges

The challenges of identifying suitable candidates for the NEPA Environmental Economics Assistant position [cf. subtask 2.1] remain a challenge for achieving the first target of this subtask in 2009. Also, ongoing delays in approval of protected areas regulations have affected the second target for this subtask.

### 2.4.2 SUBTASK 4.2: FINANCING

This subtask relates to assisting NEPA to develop a range of options for long-term operational financing.

#### Subtask Indicator & FY 2008 Targets

The 2008 target for this subtask are (1) a Strategic Financing Plan drafted; (2) task force formed to develop a mechanism for NEPA to retain revenues; and (3) workshops held on fee structure and schedule.

**Actual Accomplishments in 2008**

Very little progress was made toward any of the targets in FY08, due to circumstances beyond the control of the ECODIT field team for BSP/NEPA. Several other organizations have been variously involved in negotiating with the Ministry of Finance for NEPA and MAIL (and protected area committees) to retain some of the revenues generated from their operations, some for two or three years. During FY08 and in the context of the PoWPA project [cf. subtask 1.5], BSP/NEPA, WCS, and UNEP renewed efforts to form a consensus among all the relevant stakeholders about how to proceed, including the option of perhaps identifying an individual to be engaged to steer this process to conclusion. That was declined by NEPA, who have been making their own overtures with the Ministry of Finance.

**Problems encountered and remaining challenges**

Due to the highly sensitive nature of discussions regarding NEPA being permitted under Afghan law to generate and retain for its own use various fees, fines, or other revenue streams – and the potential for widespread consequences far beyond NEPA, MAIL, or individual parks management committees – combined with the national elections scheduled for 2009, ECODIT is no longer confident that the targets for this subtask can be met within the project implementation period.

## 2.5 TASK #5: COMMUNITY-BASED RESOURCE MANAGEMENT

One of the methods used in many countries for promoting more local-level involvement in natural resource management is to provide local communities formal authority and responsibility that recognizes their role as *de facto* managers of resources. Authority and responsibility must be accompanied by abilities (skills and tools) and incentives (usually economic) in order to be effective. Accountability for how well the resources are managed is also necessary.

This task relates to using small grants as a mechanism for encouraging experimentation in community-based management of natural resources. Four subtasks are required to operate successfully a small grants program that will achieve the objective of promoting conservation and rehabilitation of the environment by facilitating community involvement in environmental management: 1) design the CBRM small grants program and establish an advisory committee; 2) prepare and issue requests for applications; 3) award grants and build NGO capacity; and 4) monitor grant implementation and build NEPA monitoring capacity.

### 2.5.1 SUBTASK 5.1: DESIGN THE CBRM SMALL GRANTS PROGRAM AND ESTABLISH AN ADVISORY COMMITTEE

This subtask covers the design phase of a CBRM small-grants program, including a committee of overseers to review applications and recommend those meeting established criteria for funding.

#### Subtask Indicator & FY 2008 Targets

The 2008 target for this subtask is an approved final design for the CBRM small grants program based on extensive local consultations.

#### Actual Accomplishments in 2008

This target was met in FY08, and the subtask is completed. In May and June, an international CBRM Grants Design Specialist conducted the consultations and completed a draft design for the CBRM grants program. The long-term NEPA Biodiversity and Natural Resource Management Assistant position was filled in July, with one of his roles to serve as the technical liaison between BSP/NEPA and grantees.

Upon her arrival in early September, the long-term international Organizational Strengthening Specialist moved quickly to complete this subtask. The draft design produced in the previous quarter was finalized and submitted to USAID for approval, which was granted. The Grants Advisory Committee was also formed, composed of five members from NEPA, MAIL, USAID, and the BSP/NEPA team.

At the close of FY08, a half-day seminar was prepared and scheduled for members of the Committee to develop common understanding of the scope and parameters of the grants program, as well as a seminar for prospective grantees to be informed – and ask questions – about the CBRM grants program.

With these actions completed, this subtask has been accomplished.

#### Problems encountered and remaining challenges

No problems were encountered during the reporting period, other than slight delay in launching the grants program due to the departure from the project of the original NGO Strengthening personnel.

### 2.5.2 SUBTASK 5.2: PREPARE AND ISSUE REQUESTS FOR APPLICATIONS

This subtask involves preparation and issuance of application documents for the CBRM small-grants program, including a preliminary concept-paper stage and full application phase.

#### Subtask Indicator & FY 2008 Targets

The 2008 target for this subtask is a released Request for Applications and/or Annual Program Statement to be used in soliciting concept papers and full applications.

**Actual Accomplishments in 2008**

Within the first weeks of arrival, the Organizational Strengthening Specialist also completed this subtask. An Open Call for Applications was finalized, released, and distributed to at least 45 local and international NGOs who may be interested in applying for grants meeting the program objectives. A four-page briefing document accompanied the distribution, in English and Dari, along with instructions on how to obtain additional information or to request advice or assistance.

**Problems encountered and remaining challenges**

No problems were encountered during the reporting period. Distribution of the solicitation documents is ongoing as the circle of interested organizations widens. An orientation workshop and Q&A session is planned for early in FY09, to assist any prospective applicants in obtaining more complete understanding of the CBRM grants program.

**2.5.3 SUBTASK 5.3: AWARD GRANTS AND BUILD NGO CAPACITY**

This subtask involves actual award of the CBRM small-grants program, including micro-purchase amounts for developing concepts into full applications and full awards to approved field projects.

**Subtask Indicator & FY 2008 Targets**

The 2008 target for this subtask is that concept papers are being selected for NGOs or CBOs to prepare full applications for CBRM grants.

**Actual Accomplishments in 2008**

Action on this subtask will begin upon completion of the orientation workshop described above.

**Problems encountered and remaining challenges**

No problems were encountered during the reporting period other than the launching delay noted above.

**2.5.4 SUBTASK 5.4: MONITOR GRANT IMPLEMENTATION AND BUILD NEPA CAPACITY**

This subtask involves implementation of field projects funded through the CBRM small-grants program, including monitoring of success by NEPA personnel and those of project implementers.

**Subtask Indicator & FY 2008 Targets**

The 2008 target for this subtask is that at least one environmental monitoring training is held with the appropriate NEPA provincial and central level staff, focused on compliance with the Environment Law.

**Actual Accomplishments in 2008**

A short-course training on Participatory Monitoring & Evaluation was identified during FY08, with a series of discussions underway at the close of the year for a small group of NEPA and MAIL field staff to perhaps be selected to participate in that training [cf. subtask 1.7].

**Problems encountered and remaining challenges**

No problems were encountered during the reporting period. The course on Participatory M&E may be undertaken early in FY09, pending both USAID approval and timely selection of participants. ECODIT will assess the quality of the training offered by IIRR with the hope of perhaps bringing their training team to Afghanistan in 2009 to conduct the training here for a much larger number of provincial field staff of NEPA and MAIL.

# **ANNEX A: PERFORMANCE MONITORING PLAN**

Table 4: Performance Monitoring Plan—tasks and subtasks, indicators, targets, current status

WORK PLAN TASK / SUBTASK	PERFORMANCE INDICATOR / DELIVERABLE(S)	2008 TARGET(S)	STATUS ON 30 SEPTEMBER 2008
<b>Task #1: Institutional Strengthening</b>			
<i>Subtask 1.1. Conduct rapid capacity building needs assessment</i>	About 25 workshops	Approximately 12 workshops or seminars on topics identified in the Capacity Building Plan	<ul style="list-style-type: none"> <li>8 workshops conducted; 4 planned [complete list in Annual Report]</li> <li>Comprehensive capacity building plan underway by 2 local LTTA personnel</li> </ul>
<i>Subtask 1.2. Strengthen NEPA environmental assessment capabilities</i>	Functional EA Center within NEPA	<ol style="list-style-type: none"> <li>1) Conduct at least two short-course national / regional training events on EIA</li> <li>2) Assist NEPA to develop an environmental database and GIS data on environmental indicators</li> </ol>	<ul style="list-style-type: none"> <li>9-day EIA training delivered in July</li> <li>GIS lab established at NEPA</li> <li>Environmental database design underway</li> <li>Recruiting for international STTA input on environmental indicators</li> </ul>
<i>Subtask 1.3. Assist in developing management / administration systems and funding mechanisms</i>	Management and administration systems and funding mechanisms	<ol style="list-style-type: none"> <li>1) NEPA staff understand Agency's statutory mandate</li> <li>2) NEPA staff understand and apply national govt. accounting standards</li> </ol>	<ul style="list-style-type: none"> <li>NEPA IT infrastructure designed and under implementation (servers)</li> <li>Identification of accounting course for civil servant ongoing</li> </ul>
<i>Subtask 1.4. Assist NEPA to develop procedures and rules</i>	NEPA procedures and rules	<ol style="list-style-type: none"> <li>1) NEPA procedural needs identified</li> <li>2) Materials development ongoing for dissemination to audiences</li> </ol>	<ul style="list-style-type: none"> <li>EIA procedures clarified during training course</li> <li>EIA materials in Pashtu translation for dissemination</li> </ul>
<i>Subtask 1.5. Assist NEPA to strengthen "green environment" technical oversight office</i>	Functional "green environment" technical oversight office [Div. for Natural Heritage Protection]	<ol style="list-style-type: none"> <li>1) National map of protected areas agreed by relevant stakeholders</li> <li>2) Progress made on lists of protected and harvestable species</li> </ol>	<ul style="list-style-type: none"> <li>PoWPA project underway to produce national protected areas system plan</li> <li>International STTA recruited for plant-based gap analysis</li> </ul>
<i>Subtask 1.6. Develop and deliver short training courses and regional study tours</i>	<ol style="list-style-type: none"> <li>a) About 12 short training courses (on technical skills required within NEPA)</li> <li>b) Two regional study tours (5 pax each)</li> </ol>	<ol style="list-style-type: none"> <li>1) At least six short training courses conducted</li> <li>2) One regional study tour completed</li> </ol>	<ul style="list-style-type: none"> <li>EIA training delivered (subtask 1.2)</li> <li>IEC Strategy training scheduled for October &amp; November (in provinces)</li> <li>Environmental design training course to begin October (Band-i-Amir)</li> <li>Progress on Argentine study tour</li> </ul>
<i>Subtask 1.7. Assist in selecting two candidates Masters scholarships in environmental sciences</i>	Assistance in selection of at least two candidates for Masters-level scholarships and NEPA staff for short-courses overseas	<ol style="list-style-type: none"> <li>1) At least two Masters scholars selected (faculty)</li> <li>2) 10 NEPA staff selected for overseas short courses</li> </ol>	<ul style="list-style-type: none"> <li>No MSc candidate passed the English Proficiency Test for scholarship</li> <li>Env. Protection &amp; Management course begins in Nov. (Philippines)</li> <li>At least three other courses in design</li> </ul>

WORK PLAN TASK / SUBTASK	PERFORMANCE INDICATOR / DELIVERABLE(S)	2008 TARGET(S)	STATUS ON 30 SEPTEMBER 2008
<b>Task #2: Integration of Environmental Issues into National Development Programs</b>			
<i>Subtask 2.1. Assist NEPA to strengthen integration of environment into national development programs</i>	a) NEPA needs identified for integration of environment into development planning b) Appropriate technical liaison mechanism(s) established to facilitate NEPA verifying environmental integration	1) Support NEPA in convening National Environmental Advisory Council event 2) NEPA needs identified for integrating environment into development planning 3) Appropriate technical liaison mechanism established to facilitate NEPA verifying environmental integration	<ul style="list-style-type: none"> <li>Ongoing official observer status at Committee for Environmental Coordination meetings held monthly</li> <li>Recruiting for NEPA Environmental Economics Asst. ongoing, challenging</li> <li>Design underway for international STTA on natural resource valuation</li> </ul>
<i>Subtask 2.2. Provide technical assistance to NEPA on environmental integration</i>	Technical liaison mechanism prepared to continue functioning beyond BSP/NEPA project period	1) completed operational guidelines; 2) completed formalization documents; 3) delivery of furniture & equipment if necessary 4) liaison mechanism conducts regular periodic meetings on integration of development plans	<ul style="list-style-type: none"> <li>Completed environmental design of bazaar for Band-i-Amir Protected Area Committee</li> <li>Recruited international LTTA Capacity Building Specialist to lead integration</li> <li>Ongoing recruitment of NEPA Environmental Economics Assistant</li> </ul>
<b>Task #3: Public Education and Outreach</b>			
<i>Subtask 3.1. Assess communications needs</i>	Rapid communication needs assessment	NEPA communications strategy	Approved by NEPA July 2008; translated into Dari & Pashtu; <u>subtask completed</u>
<i>Subtask 3.2. Assist NEPA to strengthen information resource center</i>	Information resource center established and functional within NEPA	1) Website design on environmental information 2) List of publications for accession into Information Resource Center	<ul style="list-style-type: none"> <li>Website design by NEPA Public Information Asst. stymied by unclear mandate</li> <li>Support to NEPA library also unclear pending new personnel to be hired</li> </ul>
<i>Subtask 3.3. Support the production of publications and multi-media outreach</i>	Assistance to production of publications and multi-media, in particular the NEPA magazine	1) Communications strategy under implementation 2) NEPA magazine & other publications produced as needed	<ul style="list-style-type: none"> <li>Three local LTTA personnel engaged to support Communications Strategy implementation: Environmental Outreach, Environmental Education, Public Information assistants</li> </ul>
<i>Subtask 3.4. Work with NEPA to improve environmental education</i>	Practical recommendations and support to improving environmental education	1) Recommendations for primary / secondary level 2) Recommendations for tertiary level	NEPA Environmental Education Asst. provides support to curricula development and setting of NEPA research agenda
<i>Subtask 3.5. Train NEPA and other stakeholders on environmental public education and outreach</i>	Training courses delivered on public education and outreach [cf. subtask 1.6]	At least one course each on print and broadcast materials development delivered to NEPA personnel	Training courses for all provincial public affairs officers on NEPA Communications Strategy begin in October/November

WORK PLAN TASK / SUBTASK	PERFORMANCE INDICATOR / DELIVERABLE(S)	2008 TARGET(S)	STATUS ON 30 SEPTEMBER 2008
<b>Task #4: Environmental Regulation and Financing</b>			
<i>Subtask 4.1. Regulation</i>	Technical assistance in formulating and enforcing regulations, especially in biodiversity conservation and the "green environment"	<ol style="list-style-type: none"> <li>1) Substantive progress made on natural resource valuation methodologies</li> <li>2) NEPA field staff able to understand protected areas and EIA regulations</li> </ol>	<ul style="list-style-type: none"> <li>• International STTA design underway for valuation methodologies work</li> <li>• EIA regulations included among topics in July EIA training course</li> <li>• Protected area regulations converted to <i>tarzalamal</i> as interim measure</li> </ul>
<i>Subtask 4.2. Financing</i>	<ol style="list-style-type: none"> <li>a) Proposed fee structure and schedule for services that NEPA will provide, including an analysis of how other government agencies would pay or not pay for NEPA's services</li> <li>b) Proposed revisions to the Environment Law and/or EA regulations to allow NEPA to charge donors and investors for EA and other services provided</li> </ol>	<ol style="list-style-type: none"> <li>1) Strategic financing plan drafted</li> <li>2) Task force formed to develop mechanism for NEPA to retain revenues</li> <li>3) Workshops held on fee structure and schedule</li> </ol>	<ul style="list-style-type: none"> <li>• Targets cannot be met within work plan period</li> <li>• International STTA on natural resource valuation methodologies may be able to initiate work on this subtask during 2009</li> </ul>
<b>Task #5: Community-Based Resource Management</b>			
<i>Subtask 5.1. Design the CBRM small grants program and establish an advisory committee</i>	Final design of CBRM program based on extensive local consultations	CBRM small grants program design approved by USAID	<ul style="list-style-type: none"> <li>• Design approved and advisory committee formed</li> <li>• Organizational Strengthening Specialist mobilized</li> <li>• <u>Subtask completed</u></li> </ul>
<i>Subtask 5.2. Prepare and issue requests for applications</i>	Requests for Applications in two stages (concept then detail)	Release of RFA or APS	Solicitation document disseminated to 45 NGOs; <u>subtask completed</u>
<i>Subtask 5.3. Award grants and build NGO capacity</i>	<ol style="list-style-type: none"> <li>a) Project concept papers selected for further development</li> <li>b) NGO outreach and capacity building program</li> <li>c) 10-20 NGO grants awarded</li> </ol>	Concept papers selected for NGOs or CBOs to prepare full applications for CBRM grants	<ul style="list-style-type: none"> <li>• Pending receipt of applications by local and international NGOs</li> <li>• Committee to hold monthly reviews</li> </ul>
<i>Subtask 5.4. Monitor grant implementation and build NEPA capacity</i>	<ol style="list-style-type: none"> <li>a) Capacity building program for NEPA staff (headquarters and provinces) to monitor NGO grants</li> <li>b) Individual NGO grants progress reports</li> </ol>	At least one environmental monitoring training held with appropriate NEPA staff at provincial and central level with focus on field operation compliance with applicable provisions of Environment Law	<ul style="list-style-type: none"> <li>• Pending award of grants</li> <li>• Participatory M&amp;E training course identified [cf. subtask 1.7]</li> </ul>

# **ANNEX B: LEVEL OF EFFORT REPORT – ACTUAL VS. PLANNED**

The BSP/NEPA is a CPFF / LOE task order, therefore requiring delivery of Level of Effort in addition to the deliverables identified in Annex A. The following table shows the actual LOE utilization (in person-days) compared to projections submitted in the Inception Report for the performance period of the task order. Notes below the table explain differences between actual and planned labor utilization. Readers should note that the projections are subject to USAID approval of work plans.

**Table 5: Report of actual LOE expended by labor category – as of 30 September 2008**

Labor Category	1st Quarter 08		2nd Quarter 08		3rd Quarter 08		Cumulative to period			Jul-08		Aug-08		Sep-08		Cumulative thru 4th Quarter 08		
	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	% Plan	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	% Plan
Expat LTTA	74	76.25	110	125.00	110	53.25	294	254.5	87%	37	22.00	37	23.00	37	38.00	404	337.50	84%
Afghan LTTA	194	44.00	550	63.50	550	211.00	1294	318.5	25%	183	196.00	183	201.00	183	176.50	1844	892.00	48%
HO Support	32	8.50	16	17.75	17	15.75	65	42	65%	5	9.38	5	3.13	5	0.00	81	54.50	67%
Expat STTA	0	0.00	82	24.00	92	76.75	174	100.75	58%	24	16.00	24	32.75	24	0.00	246	149.50	61%
Afghan STTA	0	0.00	0	0.00	50	66.00	50	66	132%	17	21.00	17	21.00	17	14.25	100	122.25	122%
<b>TOTAL</b>	<b>300</b>	<b>128.75</b>	<b>758</b>	<b>230.25</b>	<b>819</b>	<b>422.75</b>	<b>1877</b>	<b>781.75</b>	<b>42%</b>	<b>266</b>	<b>264.38</b>	<b>266</b>	<b>280.88</b>	<b>266</b>	<b>228.75</b>	<b>2675</b>	<b>1555.75</b>	<b>58%</b>

NOTES:

1. **Expat LTTA:** actual LOE utilization 16% lower than projections due to replacement of one international LTTA. Position was vacant for five months; replacement mobilized at end of August.
2. **Afghan LTTA:** actual LOE utilization was 75% lower than projections through Q3 08 due to delays in identifying technical positions most suitable to NEPA needs and then recruiting and hiring staff. All positions are filled; LOE utilization in Q4 08 exceeded projections.
3. **HO Support:** actual LOE utilization remains 1/3<sup>rd</sup> lower than projections.
4. **Expat STTA:** actual LOE utilization remains at approximately 60% of projections due to ongoing difficulties identifying qualified candidates willing to work in Afghanistan given the recent declines in nationwide security environment.
5. **Afghan STTA:** actual LOE utilization continues to exceed projections due primarily to a full-time STTA on six-month contract through mid-December.

