

GLOBAL ENVIRONMENT FACILITY

Viet Nam

Conservation Training and Biodiversity Action Plan

Project Document

*This Project Document has been edited to facilitate public dissemination.
The original is on file in the GEF Office at UNDP Headquarters in New York.*



ABBREVIATIONS AND ACRONYMS

BAP	Biodiversity Action Plan
CRES	Centre for Research in Environmental Studies
EIA	Environmental impact assessment
FC	Forestry College
FIPI	Forest Inventory and Planning Institute
FSI	Forest Science Institute
IUCN	International Union for the Conservation of Nature and Natural Resources (now World Conservation Union)
MOF	Ministry of Forestry
NGO	Non-governmental organization
OPS	Office for Project Services
RTC	Refresher Training Centre (Ministry of Forestry)
SCS	State Committee for Science
TFAP	Tropical Forestry Action Plan
UH	University of Hanoi
WWF	World Wide Fund for Nature

preserve the nation's biodiversity, to reduce the loss of forests, and to safeguard both water catchments and the ozone layer.

The two distinct project activities—training professional staff in biodiversity conservation and preparing a Biodiversity Action Plan—will better enable Viet Nam to undertake future conservation initiatives through the Global Environment Facility (GEF) and other funding mechanisms for the development of protected areas, the establishment of buffer zones, the re-greening of the bare midlands, and the sustainable utilization of natural resources, including marine areas.

A. CONTEXT

1. Description of subsector

The forests, wetlands, and waterways of Viet Nam contain a biological wealth of plant and animal species. Only 7,000 out of an estimated 12,000 or more plant species have been scientifically described. Of these, as many as 2,300 species are used for food, medicines, animal fodder, wood, and other purposes.

Viet Nam's flora has a very high level of local botanic distinctiveness with many endemic species centred in four main areas. A high occurrence of endemic species is found in the Hoang Lien Son mountains. Other pockets with highly distinctive flora are the Ngoc Linh mountains, the Lang Vieu highlands, and the evergreen forests of central Viet Nam. Many of the endemic species are confined to small geographical areas and do not grow in profusion, which renders them highly susceptible to extinction.

Viet Nam also has a rich diversity of wild fauna: 273 species of mammals, 773 species of birds, 130 species of reptiles, and 80 species of amphibians have been identified in addition to many hundreds of species of fish, and thousands of species of invertebrates. Like the plants, these faunal groups show a high degree of local distinctiveness with many endemic forms. Many of these valuable endemic species are disappearing rapidly as 100,000 to 200,000 hectares of natural forest cover are cleared annually.

The state of the environment in Viet Nam remains critical after the cessation of nearly four decades of warfare. Forest cover was reduced by half during the war years. Since then, deforestation has continued with uncontrolled logging, high population growth in forested areas, and slash and burn agriculture. Remote sensing data indicates that only about 2 million hectares of primary forest remain. Fragmentation of forest tracts and unregulated hunting have resulted in the extinction of many rare species of birds and mammals.

Despite pressures on the natural environment, Viet Nam retains some forested areas of high ecological significance. The Government of Viet Nam has proposed an extensive network of forest reserves and national parks to promote watershed protection and the conservation of biological diversity. These areas are intended to cover 3 percent of the country's land area, and total 1.1 million hectares, of which 60 percent is forested.

UNITED NATIONS DEVELOPMENT PROGRAMME

GLOBAL ENVIRONMENT FACILITY

Project of the Government of Viet Nam

Title: Conservation Training and Biodiversity Action Plan

Number: VIE/91/G31/A/1G/31

Duration: Five years

Project Sites: Hanoi: Cuc Phuong, Nam Cat Tien, and Bach Ma National Parks

UNDP Sector Biological Resources

Subsector: Forest Protection

**Government
Implementing Agency:** Ministry of Forestry

Executing Agency: Office for Project Services (OPS) of the United Nations Development Programme (UNDP)

**Estimated Starting
Date:** April 1992

Government Inputs: Dong 856,200,000 (in kind)
(US \$77,515)¹

UNDP/GEF Inputs: US \$2,999,959

Brief Description:

This project aims to strengthen the capacity of the government of Viet Nam to implement programmes which protect areas of high biodiversity through a broad range of training activities, both in-country and through overseas fellowships and study tours, for park guards, park rangers, area managers, technicians, scientists, and senior government officials.

The project also builds on existing plans and strategies (National Conservation Strategy, Tropical Forestry Action Plan, and the National Plan for Environment and Sustainable Development) to develop a Biodiversity Action Plan outlining actions, costs, and the timeframe necessary to help

¹ The April 1992 rate of Dong 11,338 = US \$1 is used in currency conversions throughout this document.

- Revision and expansion of special-use forests, including buffer zones, to a total of 2 million hectares
- Implementation of a major national programme of reforestation to meet the country's fuel and timber needs, and to take pressure off natural protection forests.
- (ii) The sustainable utilization of living resources, including forests. Actions include:
 - Issuance of protected species lists and hunting regulations
 - Banning of export of large hardwoods
 - Declaration of intent to join the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)
 - Development of wildlife farms to breed deer, monkeys and reptiles.
- (iii) Provision of specific *ex situ* conservation measures for species requiring urgent action. Actions include:
 - Issuance of relevant regulations
 - Preservation of certain rare species in captivity and construction of facilities for breeding others (such as the wild cattle kouprey).

3. Prior or ongoing assistance

There are several ongoing United Nations projects (with more in the pipeline) that are relevant to the forestry sector, the preservation of biological diversity, and the development of national parks and protected areas in Viet Nam. These include:

- *Assistance for Strengthening Cuc Phuong National Park (TCP/VIE/6654)*. This project provides assistance in the form of an FAO-appointed Chief Technical Advisor (CTA), and additional consultants in planning for park management. The project has resulted in a revision of the park management plan by government staff, and three technical reports on management and the park's deer farming programme.
- *Forestry Sector Review: Tropical Forestry Action Plan (VIE/88/037)*. Four main national programmes were proposed as the framework for the Forestry Sector Review's TFAP for Viet Nam. These were Environmental Conservation, Forestry for Rural Development, Forest Management and Forest Industries, and Manpower Development and Institutions. The reports on Environmental Conservation and Manpower Development and Institutions prepared by the Forestry Sector Review formed the basis for the activities designed and planned for this GEF project.

The Tropical Forestry Action Plan for Viet Nam (1991), undertaken by the Ministry of Forestry and the Food and Agriculture Organization of the United Nations (FAO), commends the reserve system, but also points out that the system can only be a starting point for the conservation of biological diversity in the country. Many of the reserves are too small, too damaged, or contain only historical and cultural sites of little value for biodiversity conservation. Gaps exist in the habitat protection proposed, and there is scope for valuable extensions to some existing reserves and protected areas. The TFAP recommends a doubling of the reserve areas to 2 million hectares. Completion of these activities will require extensive survey and planning.

While the government of Viet Nam is making some headway in the conservation of biodiversity, two major constraints continue to hamper study efforts:

- An inadequate capacity to plan and manage biodiversity conservation activities
- A severe shortage of funds.

2. Host country strategy

The government policy on forestry is summarized both in the Forestry Sector Review (VIE/88/021) and in a draft document entitled, "Forestry Development Strategy Towards 2005," which states the four basic goals of forest policy:

- Meeting the nation's need for forest products and environmental protection on a sustained basis
- Increasing social and economic benefits from forest resources through efficient utilization
- Increasing people's participation in forest protection and utilization
- Improving living conditions of the rural population through forestry development.

Within the context of this policy, Viet Nam's strategy for the conservation of biological resources is outlined in three primary documents: the National Conservation Strategy (NCS, 1984); the Tropical Forestry Action Plan (TFAP, 1991); and the National Plan for Environment and Sustainable Development (NPESD, 1991). National conservation strategy is also promoted through laws and promulgations, as well as by other specific actions.

Viet Nam's strategy for the preservation of valuable biological resources has focused on:

- (i) *In situ* protection of several viable examples of all major ecosystems in a nationwide system of protected areas (special-use forests). Actions include:
 - Establishment of eighty-seven special-use forests, including nine national parks, with a total area of 1,400,000 hectares (5.5 percent of the country's total land area)
 - Preparation of management plans for major national parks, and the provision of established staff and management committees for major reserves

Scientists from the University of Hanoi, the Institute of Biological and Ecological Research, the CRES, and other institutes assist in surveys, training, and planning for conservation. The State Committee for Science is responsible for the coordination of scientific research and the preparation of the National Environmental Action Plan (NEAP), of which the Biodiversity Action Plan will be a part.

B. PROJECT JUSTIFICATION

1. Problem to be addressed and the present situation

Background

Despite the demand for land and natural resources, Viet Nam has gazetted an extensive network of protected areas (Annex 3). This system of reserves is still far from final and the Ministry of Forestry has decided to revise and extend the proposed reserve area to a new target of 2 million hectares. This will require considerable work in the form of surveys, reports, and planning, and is expected to form a major part of the proposed Biodiversity Action Plan.

The lack of trained manpower to protect and manage forest reserves and national parks poses a major impediment to biodiversity conservation in Viet Nam. Existing training programmes in biodiversity protection are inadequate. Neither formal training programmes nor in-service courses provide the background necessary for park guards, technicians, or middle and high level staff to perform their tasks effectively. Local efforts to conserve forest cover call for the integration of formal and informal in-service training activities within the Ministry of Forestry and related agencies. This project addresses the immediate in-service training needs for protected area staff and emphasizes practical field experience as an important component of professional development.

Conservation officers in Viet Nam have little exposure to the new approaches in protected area management applied and tested in other countries of the region. Several South and Southeast Asian nations have management problems similar to those in Viet Nam. This project provides for overseas training to increase the familiarity of Viet Nameese managers with new approaches to the management of protected areas and adjacent forests.

Investment in conservation activities is an urgent need in Viet Nam to preserve the remaining primary forest cover. However, with few exceptions, the donor community has not paid sufficient attention to the financial support of conservation measures. The incremental value of donor investment in training activities for improved park management would have major benefits for conservation in Viet Nam and the region, especially given the dedication of Viet Nameese scientists, who could direct much of the training and human resources development of the Ministry of Forestry.

Current training in forestry sector

Forestry training in Viet Nam is currently provided by many centres throughout the country. Three centres offer four-year Bachelor of Science degrees: the Forestry College at Xuan Mai near Hanoi; the Central Highlands University in Buon Ma Thuot, Dac Lac province; and the Agricultural

- ***Strengthening Conservation and Management of Critical Ecosystems in Asia and the Pacific (RAS/86/158)***. A project proposal for Viet Nam was prepared for the First Tranche of the GEF under RAS/86/158. This was funded by UNDP, executed by the World Bank, and implemented by the World Wide Fund for Nature (WWF). The purpose of the overall project was to assist countries in Asia and the Pacific to prepare proposals to strengthen conservation training programmes, and to prepare another proposal for regional training at the graduate level. WWF remains actively involved in training and other conservation initiatives in Viet Nam through its Hanoi office at the Ministry of Forestry. Linking the GEF training component to this WWF office will complement the conservation training initiatives with ongoing field programmes in sustainable protected area management. Much groundwork and collaborative planning has already been undertaken by the ministry and WWF.

The Ministry of Forestry and the Centre for Research in Environmental Studies (CRES) of the University of Hanoi have undertaken conservation and research programmes which will provide a foundation for the implementation of this project. Their work includes the National Conservation Strategy, initially drafted by CRES with assistance from the World Conservation Union (IUCN) and WWF; and the National Plan for Environment and Sustainable Development which is being prepared under the administration of the State Committee for Science with assistance from IUCN and the Swedish International Development Agency (SIDA).

IUCN has also provided two consultancies to conduct field surveys at Yok Don National Park to search for kouprey (*Bos sauveli*), a severely endangered species of wild cattle. WWF has provided project funds and several consultants to assist in the preparation of a management plan for Yok Don National Park; surveys of kouprey; surveys of the Javan rhinoceros (*Rhinoceros sondaicus*), last known in mainland Southeast Asia at Nam Cat Tien National Park and the adjoining Bac Cat Tien Reserve; surveys of rare and endangered primates in northern Viet Nam; and the production of promotional material in the form of books, articles and films. Private organizations and individuals have also helped to finance surveys of pheasants, pittas, primates, rhinoceroses and endemic birds.

Although these projects have helped in conservation planning by contributing greatly to knowledge about the remaining biological resources of Viet Nam, they have not contributed directly to the government's ongoing forest conservation programme. A more substantial WWF programme is currently underway with the Ministry of Forestry for completing surveys and plans for priority protected areas. This programme is to be closely involved with both components of this project: the conservation training and the preparation of a Biodiversity Action Plan. This will be coordinated through the WWF office at the Ministry of Forestry in Hanoi.

4. Institutional framework for subsector

The management of all state forests, including protected areas (special-use forests), falls under the authority of the Forest Protection Department (FPD) of the Ministry of Forestry, Hanoi. Several other agencies also assist FPD to complete surveys and plans (notably the Forest Inventory and Planning Institute) and to provide training in forestry.

from the ministry and SCS will participate in short training courses overseas. These twenty-nine officers will also receive intensive language training, usually in English.

- Fifty park directors and assistants, tourist officers, information officers, and Ministry of Forestry staff will visit prominent national parks in the region to study effective management techniques.
- (iii) Equipment and materials for course development will be provided for the Forestry College (FC) and the Refresher Training Centre (RTC) of the Ministry of Forestry, along with an improved course curriculum for pre-service training (at FC) and in-service training (at RTC).
- (iv) A core of professionals will be trained in project management. They will implement an international project and coordinate ongoing in-service training in conjunction with one or two subcontracted international conservation agencies.

3. Target beneficiaries

Direct beneficiaries

- By participating in the various types of training provided by the project, staff from various organizations will augment their understanding of the principles of biodiversity conservation, and enhance their service delivery. These organizations include the Ministry of Forestry (including the Departments of Forest Protection, Science and Technology, and International Cooperation), the Forest Inventory and Planning Institute, the FC, the RTC, the Forest Science Institute, the CRES of the University of Hanoi, and the SCS.
- Knowledge acquired by these staff trainees will be passed on to a wider beneficiary group within the Ministry of Forestry, SCS, other environmental institutes, and to villagers and local officials living and working in and around forest reserves.
- Villagers living adjacent to protected areas and forest reserves will receive better management information as a result of the training provided for local park officials. Since these villagers rely upon the sustained use of forests, they will also benefit from planned, integrated forest protection.

Indirect beneficiaries

The people of Viet Nam will benefit from having an extensive range of biological species for potential use in medicines, future crops, genetic engineering and climate regulation. This will also be an enrichment of the global resource base for these purposes.

and Forestry University at Thu Duc, Ho Chi Minh. In addition, another three agricultural colleges provide basic education in forestry.

At the technical and vocational levels, there are three schools located in Quang Ninh, Gia Lai-kon Tum, and Dong Nai provinces which offer two-year courses for trainees with high school degrees. These schools have an intake of almost 400 students a year. Five vocational schools in Lang Son, Vinh Phu, Ha Nam Ninh, Binh Dinh and Song Be offer special courses of varying lengths and have a total intake of 1,000 students.

The forestry sector has approximately 6,200 university level graduates, 12,000 technicians and 20,000 trained workers. Despite the provision of this so-called specialized forestry training, none of the degrees or courses cover the subjects essential to biodiversity conservation such as wildlife, biology, conservation management, ecotourism, and hunting controls.

2. Expected end-of-project situation

At the end of this project, the country will be far better equipped to tackle the pressing needs and challenges of environmental protection as a result of the following:

- (i) A clear Biodiversity Action Plan to guide a programme of conservation of biological resources will be completed.
- (ii) A cadre of suitably trained professional staff both within the Ministry of Forestry and in other relevant agencies will be equipped to undertake a national conservation programme. Their training will have several components:
 - Three levels of in-service conservation field training programmes (for park guards, managers and biological specialists) will be designed to offer training for 150 to 250 people annually.
 - Over 1,000 people—including local officials, village leaders, and personnel from the Ministry of Forestry, the provincial and district forestry services, and other organizations—will have received specific practical training in environment related courses. These courses will vary in length from two weeks to three months, and will include training for 840 park and forest guards, 80 protected area managers, and 80 conservation biologists.
 - An in-service Field Training Conservation Centre will be equipped and operational at Cuc Phuong National Park to provide practical field training in environment and conservation management. Small training centres for park guards will also be operational at Bach Ma and Nam Cat Tien National Parks.
 - Two biological survey teams will be formed, trained in practical techniques, and fully operational, after completion of courses at the Field Training Conservation Centre.
 - Nineteen senior staff from the Ministry of Forestry, the State Committee for Science (SCS), and allied institutions will receive advanced degrees from abroad; and ten staff

A draft terms of reference for the Project Steering Committee states that the committee will meet at least four times in the first year and at least twice every subsequent year during the project to assist with initial project design and to facilitate project monitoring and feedback. The primary activities of the committee will be to:

- Review the project inception report, Project Performance Evaluation Reports, and the terminal report
- Review implementation status throughout the project period.

Project Steering Committee meetings will be called by the joint chairs (UNDP and SCS) with a specific agenda presented to all participating members.

5. Reasons for assistance from UNDP

With a per capita income of only \$190, Viet Nam can ill-afford to devote much of its domestic or foreign credit resources to conservation. While the government is strongly committed to conservation and environmental protection, its first priority after years of isolation is the development of its economy.

The lack of a single agency responsible for environmental protection has resulted in a historical paucity of projects submitted to UNDP for funding in this sector. Support for this GEF project will go towards redressing this imbalance.

It will not be possible to access funds earmarked specifically for environmental work through the GEF, which is jointly implemented by UNDP, the United Nations Environment Programme, and the World Bank. As GEF funds are not Indicative Planning Figure (IPF) funds, they will not be in competition with other government sectors for the limited IPF funds which cover various aspects of the economy.

6. Special considerations

The GEF is committed to promoting the role of women and the participation of NGOs in its projects. Although this project does not offer specific project activities aimed at enhancing the role of women in development, it is recognized that women play a vital role in conservation and the sustainable use of natural resources. The recruitment and participation of women as trainees in all training courses and programmes will therefore be actively encouraged by the GEF project office, the Project Steering Committee, and the subcontracted NGO.

This project clearly has scope for strengthening the role of both international NGOs (such as WWF) and local NGOs (such as the Viet Nam Forestry Association and the Viet Nam Forest Birds Working Group). These local NGOs could be involved in the extensive subcontract work required for the preparation of the Biodiversity Action Plan, and in the preparation and delivery of training materials.

4. Project strategy and implementation arrangements

Strategy

This project consists of two distinct components:

- Conservation training for biodiversity preservation through protected area management
- Preparation of a Biodiversity Action Plan.

A Project Steering Committee will guide GEF activities in Viet Nam and designate responsibility for these components to relevant government and external agencies. A final terms of reference for the Project Steering Committee will be developed and completed in consultation with the UNDP mission in Hanoi, the Ministry of Forestry, and the SCS when project implementation begins.

In the case of the conservation training component, the lead agency will be the Ministry of Forestry, which will appoint a Project Component Director to work directly with a subcontracted international conservation non-governmental organization (NGO) in revising the project workplan and managing project activities at ground level. This NGO, who will also be responsible for overall project management, must have field experience in managing conservation programmes in Viet Nam and Southeast Asia.

The Biodiversity Action Plan is clearly an activity that falls under the terms of reference of the SCS itself, and should be tied closely with the ongoing National Environmental Action Plan (VIE/89/021). The formulation of the Biodiversity Action Plan will draw on the expertise of the IUCN and WWF consultants who will be working with SCS on the National Plan for Environment and Sustainable Development.

Implementation

The executing agency for the project will be the Office for Project Services (OPS) of the UNDP. UNDP inputs for project management, training, and consulting services will be the responsibility of the subcontracted NGO.

A GEF Project Steering Committee of between five and nine members will be jointly appointed by the UNDP Resident Representative and the Chairman of the SCS to guide and advise on GEF project activities in Viet Nam. This committee shall consist of representatives from UNDP, SCS, the University of Hanoi, the Ministry of Forestry, and other ministries such as Education, Agriculture, and Fisheries, as appropriate. The GEF Project Component Directors from the Ministry of Forestry and the SCS will both be members of the committee. The subcontracted NGO responsible for project management will be an ex-officio member of the committee.

The objectives of the project are in accordance with the principles of the Government of Viet Nam inherent in the adoption of the National Conservation Strategy, and in the continued emphasis on conservation programmes by the Ministry of Forestry and the SCS.

C. DEVELOPMENT OBJECTIVE

This project is designed to promote the conservation of the remaining forest cover and biological diversity of Viet Nam through institution building, infrastructure development, and technical assistance activities (including training, biological surveys, and programme planning).

D. IMMEDIATE OBJECTIVES, OUTPUTS AND ACTIVITIES

IMMEDIATE OBJECTIVE 1

To draft, discuss, and approve a Biodiversity Action Plan to serve as the primary government blueprint for biodiversity conservation in Viet Nam.

Achievement Indicators

The approved Biodiversity Action Plan should be a comprehensive framework for biodiversity conservation (both *in situ* and *ex situ* conservation).

It must be an action-oriented plan providing specific costs of project actions, and detailing the timeframe, lead and cooperating agencies, and prior requisites for each activity.

The plan should be based on the existing plans prepared for the Tropical Forestry Action Plan (TFAP) of the Ministry of Forestry (MOF) and the National Plan for Environment and Sustainable Development of the SCS. It should include:

- A review and prioritization of protected areas (terrestrial and coastal/marine), identifying necessary investments in terms of infrastructure, research, and the extension of buffer zones
- Identification of necessary research, education, and extension activities
- Identification of conservation activities outside of protected areas, for example, agricultural germplasm, zoos and botanical gardens, restoration of degraded lands, and so on.

Output 1.1 (months 1-3)

Detailed workplan for Biodiversity Action Plan (BAP).

7. Coordination arrangements

The project subcontractor responsible for the training component and for overall project management will seek to coordinate all project activities with relevant agencies in Viet Nam, including:

Ministry of Forestry:

- Forest Protection Department
- Science and Technology Department
- International Cooperation Department
- Forestry College
- Forest Inventory and Planning Institute
- Refresher Training Centre
- Forest Science Institute

State Committee for Science

University of Hanoi:

- Centre for Research in Environmental Studies.

It is particularly important to avoid duplication or the parallel development of similar capabilities within the various training agencies of the Ministry of Forestry, and between the ministry, the SCS and the University of Hanoi. All project activities and components must be coordinated at the working level through frequent contact between the Ministry of Forestry and SCS project staff. This need has been incorporated in the framework of this project, particularly as described on page 9.

For successful project implementation and management, these coordination duties should be provided (through a subcontracting arrangement) by an international conservation organization. As mentioned before, this NGO must have extensive experience in managing and implementing conservation field training and research projects in Viet Nam, Southeast Asia, and other regions. The NGO must also have staff posted in Hanoi, with additional support provided from overseas offices, particularly in the countries where overseas fellowships and other activities will be provided (Australia, Malaysia, the Philippines, Thailand, the United Kingdom and the United States).

Multiple staff services provided in Hanoi and from additional locations overseas, including Bangkok, Kuala Lumpur, London, Manila, New York, Washington, and Sydney, will allow for a wide variety of ideas and recommendations for programme initiatives rather than rely on the expertise of the Chief Technical Advisor alone.

8. Counterpart support capacity

It is recognized that counterpart support capacity in this project is relatively weak since government budgets in this sector are small in financial terms. However, the government is able to substitute for this in kind, with the provision of large areas of land for the project, large numbers of staff in the field, and the adequate provision of offices and other buildings for project activities.

IMMEDIATE OBJECTIVE 2

To improve protected area management skills through appropriate professional development by designing and delivering in-service conservation field courses in park protection, wildlife conservation, and the sustainable management of protected areas, adjacent forests, and buffer zones. Simple training facilities will be developed at Cuc Phuong National Park (northern region), Nam Cat Tien National Park (southern region), and Bach Ma National Park (central highlands region).

Achievement Indicators

- The inclusion of specific conservation case studies from Viet Nam and other Southeast Asian countries in the in-service field training courses and teaching beginning in the second year of the project
- The provision of hands-on activities for trainees, and their acquisition of specific new technical skills and a comprehensive understanding of protected area management, biological diversity, sustainable resource use, and community involvement in conservation.

Output 2.1 (months 2-18)

Small field training facilities established at Cuc Phuong, Nam Cat Tien, and Bach Ma.

<u>Activities for Output 2.1</u>		<u>Timing</u> (months)	<u>Responsibility</u>
2.1.1	Improvement of existing facilities and construction of new training premises at Cuc Phuong.	2-6	MOF
2.1.2	Construction of simple park guard training centre at Nam Cat Tien National Park.	6-12	MOF
2.1.3	Construction of simple park guard training centre at Bach Ma National Park.	13-18	MOF

Output 2.2 (months 2-8)

Three in-service field courses designed and ready for initial delivery by training component consultants and national staff at the Cuc Phuong Field Conservation Training Centre.

<u>Activities for Output 1.1</u>		<u>Timing</u> (months)	<u>Responsibility</u>
1.1.1	Recruit BAP consultant, other consultants and teams.	1-2	OPS/WWF
1.1.2	BAP consultant and SCS counterpart staff prepare and revise consultant workplan.	2-3	SCS/WWF

Output 1.2 (months 1-12)

Complete review of the Viet Nam Protected Area System and Protection Forests.

<u>Activities for Output 1.2</u>		<u>Timing</u> (months)	<u>Responsibility</u>
1.2.1	Land survey teams complete surveys and review protected area designs.	1-12	WWF/MOF
1.2.2	Remote sensing map of priority areas of remaining forest cover for biodiversity conservation, and of Protection Forests.	1-12	FIPI/WWF

Output 1.3 (months 13-24)

Completed Biodiversity Action Plan, including the review of the protected area system and recommendations for conservation projects and specific costed actions.

<u>Activities for Output 1.3</u>		<u>Timing</u> (months)	<u>Responsibility</u>
1.3.1	Draft BAP circulated for review.	13-17	SCS/WWF
1.3.2	BAP review workshop.	18	SCS/WWF
1.3.3	Final BAP draft printed.	18-22	SCS/WWF

	guards per course, once every year for 3 years, amounting to a total of 120 trainees.)		
2.3.4	Park management course delivered once every year at Cuc Phuong in years 2-5. (20 trainees per course, once every year for 4 years, amounting to a total of 80 trainees.)	9-60	WWF/MOF
2.3.5	Field training in biological surveys delivered once every year at Cuc Phuong in years 2-5. (20 trainees per course, once every year for 4 years, amounting to a total of 80 trainees.)	9-60	WWF/MOF
2.3.6	Other special courses to be designed for special target groups including community leaders, women, local officials, the military, and so on. (Courses will be held during open periods at the Cuc Phuong Training Centre.)	25-60	WWF/MOF

IMMEDIATE OBJECTIVE 3

To increase awareness about biodiversity conservation and enhance mid- and high-level management of protected areas by providing international training and study tours for a select group of park managers, biologists, local administrators, and trainers (see Annex 2).

Achievement Indicators

The successful completion by all candidates selected for overseas fellowships of their respective degree programmes (Ph.D., M.Sc., diploma or short course), and their return to Viet Nam to work in their respective agencies, either in their original positions, or in positions with a higher level of responsibility commensurate with their increased level of education.

<u>Activities for Output 2.2</u>		<u>Timing</u> (months)	<u>Responsibility</u>
2.2.1	Recruit 3 consultants to design courses in park protection for guards, park management, and biological surveys.	2-4	WWF/MOF
2.2.2	Consultants design course curriculum, prepare teaching materials and teaching aids, work with counterpart trainers, and deliver initial course.	4-8	WWF/MOF

Output 2.3 (months 9-60)

Courses (in park protection for park guards, park management, and biological survey) taught by national staff at the three field training sites: Cuc Phuong, Nam Cat Tien, and Bach Ma.

<u>Activities for Output 2.3</u>		<u>Timing</u> (months)	<u>Responsibility</u>
2.3.1	Park protection course for park guards delivered twice every year at Cuc Phuong over years 1-5. (40 guards per course, twice per year for 5 years, amounting to a total of 400 trainees.)	9-60	WWF/MOF
2.3.2	Park protection course for park guards delivered twice every year at Nam Cat Tien in years 2-5. (40 guards per course, twice per year for 4 years, amounting to a total of 320 trainees.)	13-60	WWF/MOF
2.3.3	Park protection course for park guards delivered once every year at Bach Ma in years 3-5. (40	25-60	WWF/MOF

Output 3.2 (months 1-44)

Nine Masters degrees completed by staff of the Ministry of Forestry, Refresher Training Centre, University of Hanoi (CRES), the Forestry College, and the SCS. Two of these degrees will be in wildlife management, two in conservation management, and the remainder in environmental studies and/or conservation biology, and resource economics.

<u>Activities for Output 3.2</u>		<u>Timing</u> (months)	<u>Responsibility</u>
3.2.1	Select appropriate degree programme and academic institutions in the UK, USA and Thailand.	1-4	WWF/MOF
3.2.2	Invite and screen possible candidates.	1-4	WWF/MOF/FC SCS/UH/RTC
3.2.3	Begin application process for M.Sc. candidates in conservation biology and wildlife management (at least 1 in mammalogy and 1 in ornithology).	2-6	WWF/FC/MOF
3.2.4	M.Sc. candidates study English for 6 months in the UK or USA.	7-12	WWF/selected university
3.2.5	Three candidates complete M.Sc. degrees (estimated 20 months).	13-32	WWF/selected university
3.2.6	Invite and screen possible candidates for remaining M.Sc. programmes.	10-14	WWF/MOF/FC SCS/RTC/UH
3.2.7	Begin application process for M.Sc. candidates in conservation management, conservation biology, resource economics and environmental studies.	15-18	WWF/MOF/FC SCS/RTC/UH
3.2.8	M.Sc. candidates study English for 6 months in the UK, USA or Thailand.	19-24	WWF/selected university

Output 3.1 (months 1-60)

Two Ph.D. degrees, completed by two staff members of the Forest Inventory and Planning Institute (FIPI): one in systematic botany/tropical dendrology from a university to be selected in the United Kingdom or the United States, and one in forest and wildlife ecology from a university in Australia or the United States.

<u>Activities for Output 3.1</u>		<u>Timing</u> (months)	<u>Responsibility</u>
3.1.1	Select appropriate degree programme and academic institutions in the UK, USA and Australia.	1-4	WWF/FIPI
3.1.2	Invite and screen possible candidates.	1-4	WWF/FIPI
3.1.3	Begin application process for Ph.D. candidate in systematic botany/tropical dendrology.	2-6	WWF/FIPI
3.1.4	Ph.D. candidate for systematic botany/tropical dendrology studies English language for 9 months in the UK or USA.	6-14	WWF/selected university
3.1.5	Ph.D. candidate completes Ph.D. in systematic botany/ tropical dendrology (estimated 36 months).	15-48	WWF/selected university
3.1.6	Begin application process for Ph.D. candidate in forest and wildlife ecology.	10-14	WWF/FIPI
3.1.7	Ph.D. candidate for forest and wildlife ecology studies English language for 9 months in Australia or the USA.	15-23	WWF/selected university
3.1.8	Ph.D. candidate completes Ph.D. in forest and wildlife ecology (estimated 36 months).	24-60	WWF/selected university

3.3.8	Diploma candidates study English for 4 months in the country of study.	19-22	WWF/selected university
3.3.9	Four diploma candidates complete courses (estimated 12 months).	23-34	WWF/selected university

Output 3.4 (months 1-27)

Twelve specialized short training programmes: two in project management, two in social forestry, two in wildlife management, two in protected area management, three in watershed management, and one in genetic resources protection attended by staff of the Ministry of Forestry, the Refresher Training Centre, the Forestry College, and the SCS.

<u>Activities for Output 3.4</u>		<u>Timing</u> (months)	<u>Responsibility</u>
3.4.1	Select appropriate short courses in Australia, Indonesia, Philippines, Thailand and the United States.	1-4	WWF/MOF
3.4.2	Invite and screen possible candidates.	1-4	WWF/RTC/FC SCS/MOF
3.4.3	Begin application process for short courses in project management and wildlife management.	2-6	WWF/MOF/SCS
3.4.4	Candidates study English for 3 months either in the country of study or in the region.	7-9	WWF/selected university
3.4.5	Four candidates attend courses (2 to 6 months).	10-15	WWF/selected university
3.4.6	Invite and screen possible candidates for remaining short courses.	12-15	WWF/RTC/FC SCS/MOF
3.4.7	Begin application process for short courses in	15-18	WWF/MOF/FC/RTC

3.2.9	Six candidates complete M.Sc. degrees (estimated 20 months).	25-44	WWF/selected university
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Output 3.3 (months 1-34)

Seven diploma courses: two in environmental impact assessment (EIA), two in tropical environmental ecology, two in conservation management, and one in environmental management completed by staff of the Forest Science Institute, the Forestry College, the Refresher Training Centre, the Forest Inventory and Planning Institute, and the SCS.

<u>Activities for Output 3.3</u>		<u>Timing (months)</u>	<u>Responsibility</u>
3.3.1	Select appropriate degree programme and academic institutions in Malaysia, Thailand and the Philippines.	1-4	WWF/MOF
3.3.2	Invite and screen possible candidates.	1-4	WWF/RTC/FC SCS/FIPI
3.3.3	Begin application process for diploma courses in EIA and environmental management.	2-6	WWF/FIPI/SCS
3.3.4	Diploma candidates study English for 4 months in the country of study.	7-10	WWF/selected university
3.3.5	Three diploma candidates complete courses (estimated 12 months).	11-22	WWF/selected university
3.3.6	Invite and screen possible candidates for remaining M.Sc. programmes.	10-14	WWF/FSI/FC/SCS
3.3.7	Begin application process for diploma courses in tropical environmental ecology, and conservation management.	15-18	WWF/FSI/FC/SCS

IMMEDIATE OBJECTIVE 4

To improve the institutional capacity for pre-service and in-service training in the Ministry of Forestry, and to strengthen the conservation management capabilities of the Ministry of Forestry, the SCS, and other key government agencies.

Achievement Indicators

- Trained instructors, teaching newly revised curricula by the end of the project, with the aid of new teaching materials, audiovisual, and other educational support materials at the Ministry of Forestry pre-service and in-service training institutions (the Forestry College, the Refresher Training Centre, the Forest Science Institute, the Forest Inventory and Planning Institute, and the newly established field training centres at Cuc Phuong, Nam Cat Tien, and Bach Ma.
- Good management skills for project management staff in the Ministry of Forestry acquired through overseas training and by assuming greater management responsibility while working in collaboration with project subcontractors.
- Eighteen Ministry of Forestry staff directly involved in pre-service and in-service course instruction well versed in various technical fields of conservation through overseas training.

Output 4.1 (months 1-60)

Activities for Output 4.1

- 4.1.1 Training for two Ph.D. staff from FIPI, as detailed in Output 3.1.
- 4.1.2 Training for three M.Sc. candidates from the Forestry College, and one M.Sc. candidate from the Refresher Training Centre, as detailed in Output 3.2.
- 4.1.3 Training for one Forestry College staff, one Refresher Training Centre staff, and two Forest Science Institute staff in diploma courses, as detailed in Output 3.3.
- 4.1.4 Training for three Forestry College staff and two Refresher Training Centre staff in special short courses, as detailed in Output 3.4.

Output 4.2 (months 1-16)

Courses designed, instructional manuals produced, and teaching materials for conservation training prepared for the Forestry College and adapted for use by the Refresher Training Centre, the Forest Science Institute, and the Forest Inventory and Planning Institute.

protected area management, watershed management, genetic resources protection, and social forestry.

3.4.8	Candidates study English for 3 months either in the country of study or in the region.	19-21	WWF/selected university
3.4.9	Eight candidates attend courses (3-8 months).	22-27	WWF/selected university

Output 3.5 (months 1-28)

Two study tours to national parks and protected areas in the Southeast and South Asia regions designed and delivered for mid-level Ministry of Forestry officials.

Achievement Indicators

- An inclusion in the study tour itinerary of visits to at least two or three protected areas in the region to provide Ministry of Forestry officials with an opportunity to critically examine examples of protected area management in neighboring nations, and to interact with and learn from their counterparts in these areas.
- The preparation of written reports by officials after the study tour outlining the lessons learned and plans for their application.

<u>Activities for Output 3.5</u>		<u>Timing</u> (months)	<u>Responsibility</u>
3.5.1	Recruit study tour organizer.	1-5	WWF
3.5.2	Study tour organizer prepares two study tours of at least 15-20 days for at least 20-30 MOF officials.	6-10	WWF/study tour organizer
3.5.3	Study tour of regional parks and protected areas.	12	WWF/study tour organizer
3.5.4	Study tour of regional parks and protected areas.	28	WWF

Output 4.3 (months 10-20)

Essential equipment necessary for teaching newly designed courses provided for the Forestry College and the Refresher Training Centre.

<u>Activities for Output 4.3</u>	<u>Timing (months)</u>	<u>Responsibility</u>
4.3.1 Parallel to Output 2, consultant develops list of required audiovisual equipment, teaching aids, and basic scientific equipment for FC.	10-11	FC/consultant
4.3.2 Equipment purchased and delivered for use at FC.	12-17	FC/MOF/WWF
4.3.3 Consultant develops list of required audiovisual equipment, teaching aids, and basic scientific equipment for RTC.	14	RTC/consultant
4.3.4 Equipment purchased and delivered for use at RTC.	15-20	RTC/MOF/WWF

Output 4.4 (months 1-60)

Project management staff at the Ministry of Forestry and SCS equipped to manage the training and Biodiversity Action Plan components of this and other conservation projects.

Activities for Output 4.4

4.4.1 Training for one Ministry of Forestry staff and one SCS project staff in project management in a short training programme, as detailed in Output 3.4.		
	<u>Timing (months)</u>	<u>Responsibility</u>
4.4.2 On-the-job training in management of the training component provided by subcontractor.	1-60	WWF
4.4.3 Training component staff identify equipment needs.	1-2	WWF/MOF

<u>Activities for Output 4.2</u>		<u>Timing (months)</u>	<u>Responsibility</u>
4.2.1	Recruit curriculum development consultant.	1-7	OPS/WWF
4.2.2	Consultant designs course curriculum and prepares teaching materials and teaching aids with input from counterpart instructors at FC.	8-10	FC/MOF/WWF consultant
4.2.3	Curriculum and course design and teaching materials reviewed by FC instructors and consultant, and revised as necessary.	10-11	FC/MOF/WWF consultant
4.2.4	Course designs shared with other training institutions within MOF for adaptation and use at FSI and FIPI.	10-11	FC/FSI/FIPI consultant
4.2.5	New courses and teaching materials introduced to students and used in course delivery with assistance from consultant.	11-13	FC/MOF/WWF consultant
4.2.6	Final curriculum design adopted into overall FC course curriculum.	13	FC/consultant
4.2.7	Consultant reviews course curriculum of the Refresher Training Centre.	14	RTC/consultant
4.2.8	Consultant assists RTC staff in adapting field courses designed for Cuc Phuong (see Output 2.2) and FC, for instruction at RTC.	15-17	RTC/consultant

Training Component Deputy Officer	60	30,000
Training Component Interpreter	60	30,000
Training Component Secretary	60	21,000
Typist	60	18,000
Driver	60	<u>24,000</u>
	Subtotal	<u>228,000</u>

*Ministry of Forestry
Cuc Phuong Field Conservation Training Centre*

Training Coordinator	60	30,000
Secretary/typist	60	15,000
Administrative Officer (2)	120	42,000
Logistics Officer (2)	120	36,000
Maintenance staff	60	15,000
Cooks (4)	240	60,000
Drivers (3)	180	<u>54,000</u>
	Subtotal	<u>252,000</u>

The following national staff will be appointed from the very beginning of the project, and will assist the project for the first two years:

*State Committee for Science
Biodiversity Action Plan Office*

BAP Component Director	24	24,000
BAP Component Officer	24	18,000
BAP Component Interpreter	24	18,000
BAP Component Secretary	24	8,400
Typist	24	7,200
Driver	24	<u>9,600</u>
	Subtotal	<u>85,200</u>

The following national staff will be appointed in the second year of the project, and will assist the project throughout its five years:

*Ministry of Forestry
Nam Cat Tien Park Guard Training Centre*

Training Coordinator	24	12,000
Secretary/typist	24	6,000
Administrative Officer	24	8,400

4.4.4	Equipment and training vehicle purchased and delivered for project use.	3-9	WWF/MOF
4.4.5	On-the-job training in management of the BAP component provided by subcontractor.	1-60	WWF
4.4.6	BAP component staff identify equipment needs.	2-4	SCS/WWF
4.4.7	Equipment purchased and delivered for project use.	4-12	SCS/WWF
4.4.8	Ongoing project monitoring and evaluation undertaken by project subcontractor, reported to OPS through UNDP mission, and addressed by subcontractor through adjustments in project management as needed.	1-60	WWF/OPS

E. INPUTS

1. Government inputs

Personnel

The government shall make available the services of the existing professional staff of the Ministry of Forestry (Departments of Forest Protection, Science and Technology, and International Cooperation) and the SCS to the extent and at the times required for the successful implementation of this project.

The following national staff will be appointed from the very beginning of the project, and will assist throughout its five-year duration:

	<u>Man-months</u> (mm)	<u>Cost</u> (Dong thousands)
<i>Ministry of Forestry</i>		
<i>Training Component Office</i>		
Training Component Director	60	60,000
Training Component Officer	60	45,000

Summary of government inputs

Personnel	640,200
Equipment	168,000
Miscellaneous	<u>48,000</u>
TOTAL GOVERNMENT INPUT	<u>856,200</u> (US \$75,515)

2. UNDP inputs

UNDP inputs will be managed, through a subcontract, by an international conservation organization with experience in the management of similar conservation programmes in Viet Nam and other countries of the region.

<u>Subcontracted personnel</u>	<u>mm</u>	<u>Cost</u> <u>(US \$)</u>
<i>Project management</i>		
<i>Training Component Management</i>	38	380,000
Management for the training component and overall project management will be provided by the subcontracted international conservation NGO from its office in Hanoi with appropriate headquarters support		
<i>Training Component Assistant</i>	6	36,750
Additional training support and logistic assistance will be provided from the NGO's office in the USA		
<i>Duty travel</i>		<u>42,000</u>
Appropriate in-country and regional travel as necessary to complete project activities with one business visit to headquarters per year		
	Subtotal	<u>458,750</u>

Logistics Officer	24	7,200
Maintenance staff	24	6,000
Cook	24	6,000
Driver	24	<u>7,200</u>
	Subtotal	<u>52,800</u>

The following national staff will be appointed in the third year of the project, and will assist the project throughout its five years:

*Ministry of Forestry
Bach Ma Park Guard Training Centre*

Training Coordinator	12	6,000
Secretary/typist	12	3,000
Logistics Officer	12	3,600
Maintenance staff	12	3,000
Cook	12	3,000
Driver	12	<u>3,600</u>
	Subtotal	<u>22,200</u>

TOTAL PERSONNEL: 640,200
(US \$56,465)

Equipment and facilities

Training Office (MOF) 120,000

Furnished air-conditioned office with secretarial facilities and support staff

BAP Office (SCS) 48,000

Furnished air-conditioned office with secretarial facilities and support staff

Subtotal 168,000

Miscellaneous

Operations & maintenance of equipment and vehicles 32,000

Sundry 16,000

Subtotal 48,000

<i>Study tours</i>	50	200,000
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Two study tours to protected areas in the region will be provided in years 1 and 3

In-service training

Cuc Phuong Field Conservation Training Centre

Park guard training	800	160,000
Protected area managers	120	42,000
Biology field training	160	56,000
Special workshops	90	36,000

Nam Cat Tien Park Guard Training Centre

Park guard training	640	128,000
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Bach Ma Park Guard Training Centre

Park guard training	240	<u>48,000</u>
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Subtotal		<u>470,000</u>
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TOTAL TRAINING		<u>1,446,500</u>
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Equipment

Expendable equipment

Training office		17,500
BAP office		6,000
Forestry College		22,000
Refresher Training Centre		10,000

Non-expendable equipment

Training office		35,000
BAP office		0
Forestry College		30,000
Refresher Training Centre		12,000

Premises

Cuc Phuong Field Conservation Training Centre

Physical facilities	120,000
Other improvements	150,000

Nam Cat Tien Park Guard Training Centre

Physical facilities	32,000
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Bach Ma Park Guard Training Centre

Physical facilities	<u>21,500</u>
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TOTAL EQUIPMENT	<u>456,000</u>
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Miscellaneous

Subcontracted

Operations & maintenance	34,500
Reporting costs	3,750
Sundry	14,500
Relocation to Hanoi	<u>10,000</u>

Subtotal 62,750

Mission

GEF partner participation in tripartite review (TPR)	<u>20,000</u>
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TOTAL MISCELLANEOUS	<u>82,750</u>
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Office for Project Services management

6% of project subtotal for OPS project management	169,797
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Summary of UNDP inputs

Personnel	844,750
Training	1,446,500
Equipment	456,000
Miscellaneous	82,750
OPS management fee	<u>169,797</u>
TOTAL UNDP INPUT	<u>2,999,797</u>

F. RISKS

1. The late arrival of technical experts or equipment could disrupt training and survey workplans, especially in areas with high seasonal rainfall where activities must be completed within a narrow timeframe.

Estimated probability: Low.

Possible corrective measures: This risk can be reduced through advance planning.

2. Responsibilities for conducting training programmes in conservation, and the technical expertise required to teach such courses, are divided among several institutions under the Ministry of Forestry (including the Forestry College, the Forest Inventory and Planning Institute, and the Forest Science Institute), SCS, the Ministry of Education, the University of Hanoi, and other institutions. The successful delivery of in-service training courses hinges on close collaboration between agencies which at times compete for funding. If cooperation among these agencies is inadequate, the effectiveness of training is likely to be limited.

Estimated probability: Low.

Possible corrective measures: Much foundation work has already been undertaken among the primary participating agencies in designing this project to help avoid this risk. The great need for conservation training in Viet Nam among all groups with research and operational responsibility for environmental matters is also expected to be an impetus for cooperation. The National Training Component Director and the subcontracted NGO should have the authority to make decisions on project matters with the advice and backing of the GEF Project Steering Committee.

3. The design of buffer zones, and of training modules related to the sustainable use of natural resources and nature tourism, will require cooperation among ministries at the national, provincial, and local levels in ways which are not directly included in the implementation plans for this project. The requirement of appropriate approval from many levels of government could slow implementation of the training programmes in each of the three protected areas, and could indirectly affect the application of lessons learned by trainees in their respective protected areas and forest reserves.

Estimated probability: Low.

Possible corrective measures: The National Training Component Director and the subcontracted NGO should plan well in advance and coordinate closely with all agencies responsible for conservation at the national, provincial and local levels.

4. Fellowship candidates may not be nominated/selected by their agency sufficiently in advance to allow for their language training prior to departure. Basic language skills are essential. Each candidate will be expected to study the host language in the country of study for up to twelve months prior to commencing study of the specialized discipline.

Estimated probability: Medium.

Possible corrective measures: Advance planning is required so that applications can be submitted well ahead of deadlines.

G. PRIOR OBLIGATIONS AND PREREQUISITES

The government will be required to release staff as needed to participate in training courses, and to enforce strict application requirements and controls on the selection of trainees, particularly for overseas training programmes and study tours. Trainees will be required to return to their original jobs (or an upgraded job due to their training) upon completion of training.

The government must agree to facilitate the GEF project through the issuance of appropriate visas, by allowing access to protected areas, and by seconding staff as needed to assist in project implementation.

H. PROJECT REVIEW, REPORTING AND EVALUATION

This project will be subject to a tripartite review (TPR), with joint review by representatives of the government, the executing agency, and the three GEF participants—UNDP, the United Nations Environment Programme (UNEP), and the World Bank—at least once every twelve months. The first such TPR meeting will be held within twelve months of the start of full implementation. The Training and Biodiversity Action Plan Component Directors and the subcontracted executing NGO will prepare and submit to each TPR meeting a Project Performance Evaluation Report (PPER). Additional PPERs may be requested, if necessary, during the project.

A project terminal report will be prepared for consideration at the terminal TPR meeting. It shall be prepared in draft at least four months prior to the terminal TPR to allow review and technical clearance by the executing agency.

The project shall be subject to evaluation twenty-four months after the start of full implementation. The organization, terms of reference, and timing of this evaluation will be decided after consultation between the parties involved in project implementation, and any associated United Nations agencies.

The special nature of this GEF biodiversity conservation project for Viet Nam makes essential the participation of the World Bank and UNEP, along with UNDP, in the project review, reporting, and evaluation process. The World Bank and UNEP should specifically participate in the review of the inception report, the mid-term evaluation, and the terminal report.

I. LEGAL CONTEXT

This Project Document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement between the government of Viet Nam and the UNDP, signed by the parties on 21 March, 1978. The host country implementing agency shall, for the purpose of the Standard Basic Assistance Agreement, refer to the government cooperating agency described in that agreement.

The following types of revisions may be made to this Project Document with the signature of the UNDP Resident Representative only, provided he or she is assured that the other signatories to the Project Document have no objection to the proposed changes:

- Revisions in, or additions to, any of the annexes of the original Project Document
- Revisions which do not involve significant changes in the immediate objectives, outputs or activities of the project, but are caused by the rearrangement of inputs already agreed to, or by cost increases due to inflation
- Mandatory annual revisions which rephase the delivery of agreed project inputs, reflect increased expert or other costs due to inflation, or take into account agency expenditure flexibility.

J. BUDGET

The UNDP budget and the country budget for this project are attached.

COUNTRY: VIET NAM
 PROJECT NUMBER: VIE/92/G31/A/1G/31
 PROJECT TITLE: CONSERVATION TRAINING AND BIODIVERSITY ACTION PLAN

DESCRIPTION	TOTAL	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
	m/m US\$	m/m US\$	m/m US\$	m/m US\$	m/m US\$	m/m US\$
20. SUB-CONTRACT W/WWF/US						
21.00 SUB-CONTRACT PERS.						
21.10 Project/Training Mgt.	38 380,000	12 120,000	12 120,000	6 60,000	4 40,000	4 40,000
21.12 Training Assistant	6 36,750	2 12,250	2 12,250	1 6,125	1 6,125	
21.13 Duty Travel - Proj. Mgt.	42,000	8,400	8,400	8,400	8,400	8,400
21.19 Management sub-total	44 458,750	14 140,650	14 140,650	7 74,525	5 54,525	4 48,400
21.20 Biodiv. Action Plan (BAP)						
21.21 BAP Team Leader	9 108,000	6 72,000	3 36,000			
21.22 BAP Marine Biologist	6 60,000	4 40,000	2 20,000			
21.23 BAP Terrest. Ecologist	5 50,000	5 50,000				
21.29 BAP Cons. sub-total	20 218,000	15 162,000	5 56,000	0 0	0 0	0 0
21.50 Training Consultants for Curriculum Development						
21.51 P Area Mgt. & Guard courses	6 48,000	6 48,000				
21.53 Field Biology course	5 40,000	5 40,000				
21.54 Forestry College curriculum	8 80,000	5 50,000	3 30,000			
21.59 Training Cons. sub-total	19 168,000	16 138,000	3 30,000	0 0	0 0	0 0
21.00 SUB-CON PERS SUB-TOTAL	83 844,750	45 440,650	22 226,650	7 74,525	5 54,525	4 48,400
23.00 SUB-CONTRACT TRAINING						
23.10 Fellowships						
23.11 Short courses (13)	92 100,000	35 41,000	52 54,000	5 5,000		
23.12 Diploma courses (8)	128 136,000	12 12,000	52 54,000	54 60,000	10 10,000	
23.13 M.Sc. fellowships (9)	234 338,000	18 36,000	72 114,000	96 132,000	48 56,000	
23.14 Ph.D. fellowships (2)	90 202,500	9 20,250	21 47,250	24 54,000	24 54,000	12 27,000
23.19 Fellowships sub-total	544 776,500	74 109,250	197 269,250	179 251,000	82 120,000	12 27,000
23.20 Study-tours	50 200,000	30 120,000		20 80,000		
23.30 In-service training Cuc Phuong Centre						
23.31 Park Guard Training	800 160,000	160 32,000	160 32,000	160 32,000	160 32,000	160 32,000
23.32 Prot. Area Managers	120 42,000		30 10,500	30 10,500	30 10,500	30 10,500
23.33 Biology Field Training	160 56,000		40 14,000	40 14,000	40 14,000	40 14,000
23.34 Special Workshops	90 36,000			30 12,000	30 12,000	30 12,000
23.35 Nam Cat Tien Centre Park Guard Training	640 128,000		160 32,000	160 32,000	160 32,000	160 32,000
23.36 Bach Ma Centre Park Guard Training	240 48,000			80 16,000	80 16,000	80 16,000
23.39 In-service Training sub-total	2,050 470,000	160 32,000	390 88,500	500 116,500	500 116,500	500 116,500
23.99 SUB-CON TRN SUB-TOTAL	2,644 1,446,500	264 261,250	587 357,750	699 447,500	582 236,500	512 143,500
24.00 SUB-CON EQUIPMENT						
24.30 Premises-Cuc Phuong Centre						
24.31 Physical facilities	120,000	120,000				
24.32 Other improvements Nam Cat Tien Centre	150,000	150,000				
24.33 Physical facilities Bach Ma Centre	32,000	32,000				
24.34 Physical facilities	21,500		21,500			
24.99 SUB-CON EQUIP SUB-TOTAL	323,500	302,000	21,500	0	0	0

COUNTRY: VIET NAM
 PROJECT NUMBER: VIE/92/G31/A/1G/31
 PROJECT TITLE: CONSERVATION TRAINING AND BIODIVERSITY ACTION PLAN

DESCRIPTION	TOTAL		YEAR 1		YEAR 2		YEAR 3		YEAR 4		YEAR 5	
	m/m	US\$	m/m	US\$	m/m	US\$	m/m	US\$	m/m	US\$	m/m	US\$
25.00 SUB-CON MISCELLANEOUS												
25.10 Operation & maintenance		34,500		8,000		8,000		7,500		6,000		5,000
25.20 Reporting cost		3,750				3,000						750
25.30 Sundry		14,500		3,500		3,500		3,000		2,500		2,000
25.40 Sub-con relocation costs		10,000		5,000								5,000
25.99 SUB-CON MISC SUB-TOTAL		62,750		16,500		14,500		10,500		8,500		12,750
29. SUB-CON COMP TOTAL		2,677,500		1,020,400		620,400		532,525		299,525		204,650
40. EQUIPMENT												
41. Expendable Equipment												
41.01 Training Office		17,500		6,500		5,000		4,000		2,000		
41.02 BAP Office		6,000		5,000		1,000						
41.03 Forestry College		22,000		10,000		5,000		4,000		3,000		
41.04 Refresher Training Centre		10,000		6,000		2,000		2,000				
42. Non-expendable Equipment												
42.01 Training Office		35,150		35,150								
42.02 BAP Office												
42.03 Forestry College		30,000		30,000								
42.04 Refresher Training Centre		12,000		12,000								
49. EQUIP COMP TOTAL		132,650		104,650		13,000		10,000		5,000		0
50. MISCELLANEOUS												
51. Mission Costs - TPR GEF partner participation		20,000		4,000		4,000		4,000		4,000		4,000
59. MISC COMP TOTAL		20,000		4,000		4,000		4,000		4,000		4,000
99. PROJECT TOTAL		2,830,150		1,129,050		637,400		546,525		308,525		208,650
OPS MANAGEMENT (6%)		169,809		67,743		38,244		32,792		18,512		12,519
PROJECT GRAND TOTAL (INCL OPS MANAGEMENT)		2,999,959		1,196,793		675,644		579,317		327,037		221,169

COUNTRY: VIET NAM
 PROJECT NUMBER: VIB/92/G31/A/1G/31
 PROJECT TITLE: CONSERVATION TRAINING AND BIODIVERSITY ACTION PLAN

DESCRIPTION	TOTAL		YEAR 1		YEAR 2		YEAR 3		YEAR 4		YEAR 5	
	m/m	VND	m/m	VND	m/m	VND	m/m	VND	m/m	VND	m/m	VND
10. PROJECT PERSONNEL												
11.00 Training Office (MOF)												
11.01 Training Comp. Director	60	60,000	12	12,000	12	12,000	12	12,000	12	12,000	12	12,000
11.02 Training Comp. Officer	60	45,000	12	9,000	12	9,000	12	9,000	12	9,000	12	9,000
11.03 Train. Comp. Dep. Officer	60	30,000	12	6,000	12	6,000	12	6,000	12	6,000	12	6,000
11.04 Train. Comp. Interpreter	60	30,000	12	6,000	12	6,000	12	6,000	12	6,000	12	6,000
11.05 Train. Comp. Secretary	60	21,000	12	4,200	12	4,200	12	4,200	12	4,200	12	4,200
11.06 Typist	60	18,000	12	3,600	12	3,600	12	3,600	12	3,600	12	3,600
11.07 Driver	60	24,000	12	4,800	12	4,800	12	4,800	12	4,800	12	4,800
11.99 Sub-total	420	228,000	84	45,600	84	45,600	84	45,600	84	45,600	84	45,600
12.00 BAP Office (SCS)												
12.01 BAP Component Director	24	24,000	12	12,000	12	12,000						
12.02 BAP Component Officer	24	18,000	12	9,000	12	9,000						
12.03 BAP Component Interpreter	24	18,000	12	9,000	12	9,000						
12.04 BAP Component Secretary	24	8,400	12	4,200	12	4,200						
12.05 Typist	24	7,200	12	3,600	12	3,600						
12.06 Driver	24	9,600	12	4,800	12	4,800						
12.99 Sub-total	144	85,200	72	42,600	72	42,600						
13.00 Cuc Phuong (MOF)												
13.01 Training Coordinator	60	30,000	12	6,000	12	6,000	12	6,000	12	6,000	12	6,000
13.02 Secretary/typist	60	15,000	12	3,000	12	3,000	12	3,000	12	3,000	12	3,000
13.03 Admin. Officers (2)	120	42,000	24	8,400	24	8,400	24	8,400	24	8,400	24	8,400
13.04 Logistics Officers (2)	120	36,000	24	7,200	24	7,200	24	7,200	24	7,200	24	7,200
13.05 Maintenance staff	60	15,000	12	3,000	12	3,000	12	3,000	12	3,000	12	3,000
13.06 Cooks (4)	240	60,000	48	12,000	48	12,000	48	12,000	48	12,000	48	12,000
13.07 Drivers (3)	180	54,000	36	10,800	36	10,800	36	10,800	36	10,800	36	10,800
13.10 Nam Cat Tien (MOF)												
13.11 Training Coordinator	24	12,000			6	3,000	6	3,000	6	3,000	6	3,000
13.12 Secretary/typist	24	6,000			6	1,500	6	1,500	6	1,500	6	1,500
13.13 Admin. Officer	24	8,400			6	2,100	6	2,100	6	2,100	6	2,100
13.14 Logistics Officer	24	7,200			6	1,800	6	1,800	6	1,800	6	1,800
13.15 Maintenance Staff	24	6,000			6	1,500	6	1,500	6	1,500	6	1,500
13.16 Cook	24	6,000			6	1,500	6	1,500	6	1,500	6	1,500
13.17 Driver	24	7,200			6	1,800	6	1,800	6	1,800	6	1,800
13.20 Bach Ma Center (MOF)												
13.21 Training Coordinator	12	6,000					4	2,000	4	2,000	4	2,000
13.22 Secretary/typist	12	3,000					4	1,000	4	1,000	4	1,000
13.23 Logistics Officer	12	3,600					4	1,200	4	1,200	4	1,200
13.24 Maintenance staff	12	3,000					4	1,000	4	1,000	4	1,000
13.25 Cook	12	3,000					4	1,000	4	1,000	4	1,000
13.26 Driver	12	3,600					4	1,200	4	1,200	4	1,200
13.99 Sub-total	1080	327,000	168	50,400	210	63,600	234	71,000	234	71,000	234	71,000
19. PERSONNEL COMP. TOTAL	1644	640,200	324	138,600	366	151,800	318	116,600	318	116,600	318	116,600

COUNTRY: VIET NAM
 PROJECT NUMBER: VIE/92/G31/A/1G/31
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40. EQUIPMENT						
43. Premises						
43.01 Training Office (MOP)	120,000	24,000	24,000	24,000	24,000	24,000
43.02 BAP Office (SCS)	48,000	24,000	24,000			
49. EQUIPMENT COMP. TOTAL	168,000	48,000	48,000	24,000	24,000	24,000
50. MISCELLANEOUS						
51. Operations & Maintenance	32,000	10,000	10,000	4,000	4,000	4,000
53. Sundry	16,000	6,000	4,000	2,000	2,000	2,000
59. MISC. COMPONENT TOTAL	48,000	16,000	14,000	6,000	6,000	6,000
99. PROJECT TOTAL	856,200	202,600	213,800	146,600	146,600	146,600

Annexes

- Annex 1: Workplan**
- Annex 2: Table 1: Schedule of In-Service Training Programme
Table 2: Summary of Overseas Fellowships
Table 3: Overseas Fellowships and Degree Programmes
Overseas Study Tours**
- Annex 3: List of Protected Areas in Viet Nam**

Annex 1
WORKPLAN

This project will be supported for five years. The following chart indicates the timing of key elements.

ACTIVITY/FUNCTION	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5
Project coordination	XXXX	XXXX	XXXX	XXXX	XXXX
Facilities development	XXXX				
Identifying instructors Local Expatriate	X XXX				
Identifying national staff	X				
BAP preparation	XXXX	XXXX			
In-service courses Guard Training: Design Delivery Protected Areas: Design Delivery Biological Conservation: Design Delivery	XX XX XXX	 XX X	 XX X	 XX X	 XX X
Overseas fellowships Graduate Training Study Tours	XXXX XX	XXXX	XXXX XX	XXXX	XXXX
Evaluation reviews	X	XX	X	X	XX

Annex 2

TABLE 1: SCHEDULE OF IN-SERVICE TRAINING PROGRAMMES

Types of training	Park guard training course	Management of protected areas and adjacent forests	Field training in biological conservation	Special short in-service training programmes
Target groups	Park Guards Forest Units	PA Directors PA Deputy Directors MOF Officials Provincial FP Officials	Park Science Officers Park Directors Park Deputy Directors	Senior MOF Provincial Officials Local Leaders Military
Intake	40/course (2 sections, 20 each)	20/course	20/course	various
Course duration	8 weeks	6 weeks	8 weeks	various
Courses per year	CP: 2 (Yrs.1-5) NCT:2 (Yrs.2-5) BM: 1 (Yrs.3-5)	1 (Yrs. 2-5)	1 (Yrs. 2-5)	various (Yrs. 3-5)
Total trained in 5 yrs	840 (1,680 mm)	80 (120 mm)	80 (160 mm)	various

Notes: The Park Guard Training Course will be taught at three field training locations in Viet Nam:

CP: Cuc Phuong Field Training Centre (years 1-5)
NCT: Nam Cat Tien Park Guard Training Centre (years 2-5)
BM: Bach Ma Park Guard Training Centre (years 3-5).

All other courses will be taught only at the Cuc Phuong Field Training Centre, unless a reassessment of training needs and capacity for course delivery dictates otherwise.

TABLE 2: SUMMARY OF OVERSEAS FELLOWSHIPS

	FORMAL TRAINING			SHORT COURSES
	Diploma	Masters	Ph.D.	
Number of trainees	8	9	2	13
Course length (months)	12	20	36	2-6
Language training (months)	4	6	9	3
Target groups	FIPI, FC RTC, FSI SCS	MOF, RTC UH, FC SCS	FIPI	MOF, FC RTC, UH SCS
Training locations	Australia Thailand Malaysia	UK, USA Thailand	UK, USA Australia	USA, Australia Phil'pns, Thai. Indonesia
Unit costs (US\$ per mm)	1,000 to 1,111	1,000 to 2,000	2,250	750 to 2,000
Total training (mm)	128	234	90	92
Total cost (US\$)	136,000	338,000	202,500	100,000

Notes:

FIPI: Forest Inventory and Planning Institute
UH: Centre for Research in Environmental Studies (CRES), University of Hanoi
MOF: Ministry of Forestry
FC: Forestry College
RTC: Refresher Training Centre (Ministry of Forestry)
FSI: Forest Science Institute
SCS: State Committee for Science

TABLE 3: OVERSEAS FELLOWSHIPS AND DEGREE PROGRAMMES

Agency	Subject	Degree	Location of training	mm	Cost (US\$)
FIPI	Systematic botany & tropical dendrology	PhD	UK/USA	45	101,250
	Forest ecology & wildlife ecology	PhD	Australia USA	45	101,250
	EIA preparation	Diploma	Malaysia	16	16,000
UH	Conservation management	MSc	USA/UK	26	52,000
	Wildlife management	Short	Malaysia	5	5,000
MOF	Wildlife management	MSc	USA	26	52,000
	Mammalogy	MSc	USA	26	52,000
	Ornithology	MSc	USA	26	52,000
	Nat. resources management	MSc	Thailand	26	26,000
	Project management	Short	Phil'pns	9	9,000
	Wildlife management	Short	USA	6	12,000
	Protected area management	Short	Indonesia	8	6,000
FC	Wildlife management	Short	Malaysia	5	5,000
	Conservation biology	MSc	USA	26	52,000
	Resource economics	MSc	Thailand	26	26,000
	Environmental studies	MSc	Thailand	26	26,000
	Tropical env. ecology	Diploma	Australia	16	20,000
	Environmental management	Diploma	Thailand	16	16,000
	Watershed management	Short	Phil'pns	6	6,000
	Genetic resource protect'n	Short	USA	6	12,000
	Protected area management	Short	Indonesia	8	6,000
Social forestry	Short	Thailand	9	9,000	
RTC	Nat. resources management	MSc	Thailand	26	26,000
	Conservation management	Diploma	Thailand	16	16,000
	Watershed management	Short	Phil'pns	6	6,000
	Social forestry	Short	Thailand	9	9,000
FSI	Tropical env. ecology	Diploma	Australia	16	20,000
	Conservation management	Diploma	Thailand	16	16,000
	Watershed management	Short	Phil'pns	6	6,000
SCS	Nat resources management	MSc	Thailand	26	26,000
	Environmental management	Diploma	Thailand	16	16,000
	EIA preparation	Diploma	Malaysia	16	16,000
	Project management	Short	Phil'pns	9	9,000

Note: Degree programmes, the duration of courses, and the location of training will be adjusted during project implementation as appropriate.

OVERSEAS STUDY TOURS

Study tours provide a varied yet intensely practical experience for each participant. At least two different tours will be arranged. Possible locations in South East Asia and the Pacific countries are:

India:	Corbett National Park, Dehra Dun
Indonesia:	Ujung Kulon National Park, West Java Way Kambas, South Sumatra
Malaysia:	Taman Negara (National Park)
Nepal:	Royal Chitwan National Park Shivapuri Watershed Management Reserve
Sri Lanka:	Wilpattu National Park
Thailand:	Huay Kha Khaeng/Thung Yai Naresuan Wildlife Sanctuary Khao Yai National Park

Each tour will cover at least two national parks or reserves in each of two countries. The duration of each tour will be a maximum of four weeks, including travel time. It is estimated that two days will be required for travel time between locations, and three to five days at each location. Experience with initial tours may lead to modifications in itinerary and content.

Annex 3

LIST OF PROTECTED AREAS IN VIET NAM

The Ministry of Forestry, following the guidelines of the National Conservation Strategy for Viet Nam, currently administers, or has planned, up to eighty-seven protected areas classified as special-use forests, covering a total land area of 2,200,000 hectares. The WWF is currently working with the Ministry of Forestry on an assessment of the protected area system, which may call for the reclassification and consolidation of several protected areas. The list of seventy-four protected areas that follows will therefore change as protected area planning continues over the next several years.

National Parks		Area (km²)		Location
		(Core+buffer)		(Province)
1.	Cuc Phuong National Park	222	180	Thanh Hao Ha Nam Ninh Ha Son Binh
2.	Ba Vi National Park	22	50	Ha Noi
3.	Cat Ba Island National Park	152	50	Hai Phong
4.	Ba Be National Park	76	400	Cao Bang
5.	Bach Ma National Park	220	213	Thua Thien Hue
6.	Nam Cat Tien National Park	379	61	Dong Nai
7.	Con Dao Islands National Park	150	60	Vung Tau Con Dao
8.	Ben En National Park	166	300	Thanh Hoa
9.	Yok Don National Park	<u>582</u>	<u>120</u>	Dac Lac
Total area of National Parks:		<u>1,969</u>	<u>1,434</u>	

Forest Reserves		Area (km²)		Location
		(Core+buffer)		(Province)
1.	Muong Nhe Muong Cha Forest Reserve	2500	500	Lai Chau
2.	Sop Cop Forest Reserve	200	100	Son La
3.	Xuan Nha Forest Reserve	400	200	Son La
4.	Nam Don Forest Reserve	250	50	So La
5.	Gai Holing Lien	500	100	Lai Chau
6.	Phu Luong	300	100	Lai Chau/Son La
7.	Yen Tu	100	20	Ha Bac/Q. Ninh
8.	Khe Do	29	10	Ha Bac
9.	Tam Dao Forest Reserve	300	100	Vinh Phu Bac Thai Ha Thuyen

10.	Xuan Son Forest Reserve	55	60	Vinh Phu
11.	Phong Quang Forest Reserve	50	30	Ha Tuyen
12.	Tani Qui	3	2	Thuan Hai
13.	Huu Lien Forest Reserve	120	100	Lang Son
14.	Mo Re Bai Son	40	20	Lang Son
15.	Trung Khanh Forest Reserve	150	50	Cao Banh
16.	Pai Hone	170	50	Cao Bang
17.	Khe Thor	400	150	Nghe Tinh
18.	Anh Son Forest Reserve	135	50	Nghe Tinh
19.	Thanh Thuy Forest Reserve	200	100	Nghe Tinh
20.	Bu Huong Forest Reserve	100	50	Nghe Tinh
21.	Vu Quang Forest Reserve	400	150	Nghe Tinh
22.	Phong Nha	350	100	Quang Tinh Ninh
23.	Ru Lihn	2	1	Quang Tinh Ninh
24.	Bai Hai Van	150	50	Thanh Hoa
25.	Nam Hai Van	110	20	Q. Nam Da Nang
26.	Ba Na Nui Chua Forest Reserve	200	80	Q. Nam Da Nang
27.	Cu Lao Cham Forest Reserve	15	0	Q. Nam Da Nang
28.	Son Tra	44	20	Q. Nam Da Nang
29.	Suio Trai Forest Reserve	215	70	Phy Khanh
30.	Bein Lac Forest Reserve	300	50	Thuan Hai
31.	Calon Song Mao	200	50	Thuan Hai
32.	Rung Kho Phan Rang Forest Reserve	10	0	Thuan Hai
33.	Kong Cha Rang Forest Reserve	130	50	Gia Lai Kon Tum
34.	Kong Ka Kinh Forest Reserve	200	100	Gia Lai Kon Tum
35.	Nom Ray Hgoc Vin Forest Reserve	400	100	Gia Lai Kon Tum
36.	Ngoc Linh Forest Reserve	600	100	Gia Lai Kon Tum
37.	Nam Ca	246	84	Dac Lac
38.	Nam Lung Forest Reserve	200	50	Dac Lac
39.	Chu Giang Sinh Forest Reserve	500	100	Dac Lac
40.	Cat Loc	350	200	Lam Dong
41.	Nui Ba Forest Reserve	60	15	Lam Dong
42.	Nui Dai Binh Forest Reserve	50	10	Lam Dong
43.	Deo Bao Loc	70	50	Lam Dong
44.	Tay Bai Cat Tien Forest Reserve	100	30	Song Be
45.	Bu Gia Map Forest Reserve	300	50	Song Be
46.	Huyung Chau P. Bri	74	10	Ba Ria
47.	Lo Go Sa Mat Forest Reserve	100	50	Tay Ninh
48.	Vo Doi	34	20	Minh Hai
49.	Ca Mau Forest Reserve	45	15	Minh Hai
50.	Phu Quoc Forest Reserve	144	20	Kien Giang
51.	Cac Dao Chim Forest Reserve	50	0	Minh Hai
52.	Tam Nong	72	10	Dong Thap
53.	Ho Ke Go	<u>175</u>	<u>50</u>	Ha Tuyen

Total area of Forest Reserves: 11,898 3,547

Historic, Cultural and Environment Areas		Area (km²)	Location (Province)
1.	Den Hung Historic Site	3	Vinh Phu
2.	Tan Trao Historic Site	15	Ha Tuyen
3.	Con Son Cultural Site	5	Hai Hung
4.	Do Son Scenic Site	3	Hai Phong
5.	Huong Tres Area	10	Hu Tay
6.	Ho Lac Environment Area	100	Dac Lac
7.	Dao Thac Ba Scenic Site	30	Hoang Lien Son
8.	Dao Ho Song Da Environment Area	30	Ha Son Binh
9.	Vinh Ha Long Area	10	Quang Ninh
10.	Bai Chay Environment Area	5	Quang Ninh
11.	Deo Ca Hon Ron Environment Area	150	Phy Yen/Khanh Hoa
12.	Pac Bo Historic Heritage Site	<u>40</u>	Cao Bang
Total Area of Historic, Cultural and Environment Areas:		<u>401</u>	

