

Training Needs Assessment


February 2015

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*Drafted by the Themis Network Secretariat with country input
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Training Needs Assessment

Introduction

The present report comes in the context of the preparation for the activities planned in the 2014 to 2015 work plan. Namely, in cluster two, devoted to individual and institutional capacity building, are included three cycles of trainings: regional, subregional and national (also called on-the-job trainings).

In order to ensure that the trainings reflect the needs and priorities of the participating administrations, the Themis Secretariat undertook a survey with the representative beneficiaries in each country.

The results are presented in this report and will form the basis for an informed decision on what major topics to include in each training cycle. The information provided by this report will be used to draft a tentative training plan for all 3 cycles mentioned above. The plan will be discussed and revised with the countries in the February 2015 Executive Committee.

The data was collected through an online questionnaire and later aggregated to form a general view. Some country specific information is also provided in this report, but the focus was to identify common trends across all countries in order to foster international cooperation on shared needs and priorities. The results will be discussed with the countries in the February 2015 Executive Committee.

Results

The results will be presented in 3 groups: profile of those who answered, main training needs identified and preferred training methods and formats to be used.

Respondent profile

The questionnaire had a total of 57 respondents of a multitude of institutions representing the main target groups of the 2014-2017 work plan¹. 65% were male, 35% were women. The median number of answers per country was 5, whereas the average was 8. The discrepancy shows that the results were uneven between countries. For instance, Albania accounts for 38% of the total answers whereas Serbia accounts for only 2%. Nevertheless, considering that the answers cover such a wide array of institutions, the data set can be considered useful for the purpose assessing overall training needs.

¹ Check the annexes for a list of respondents and their institutions

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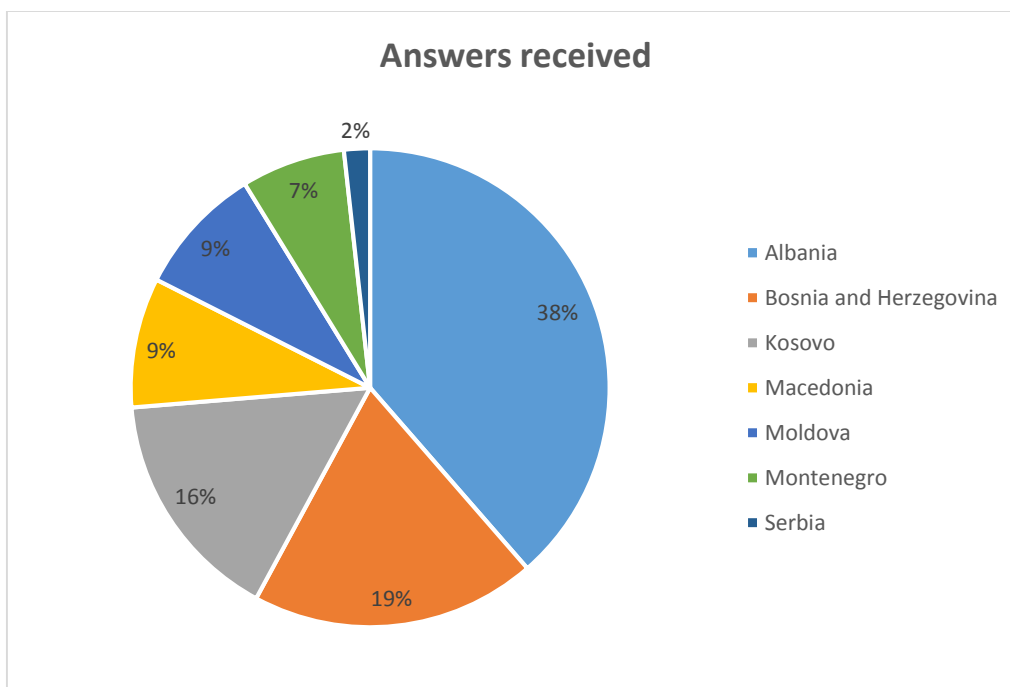


Figure 1 - Answers received

As for the field of work and expertise of the respondents, the majority was related to the nature protection and biodiversity (18.5%), to forestry (14.8%) and environmental inspectorates (12.3%). Other important types were also present in the top of the table: academia, police or customs, policy makers, judiciary, and permit writers. In terms of experience 75.4% of respondents have 10 or more years of relevant work experience. 19.3% have 5 to 9 years and only 5.3% have for or less years of experience. As for seniority, 10.5% considered themselves to be at a high political level, 31.6% saw themselves as mid-level managers and 42.1% classified their position as operational staff. The remaining 15.8% include high prosecutor, professor, etc. The combination of experience and the distribution of seniority shows that the sample was quite broad and reached all corners of the target groups. The results of this assessment should therefore be highly reliable.

Professional profile of respondents (multiple choice was possible)	
Nature protection / Biodiversity sector	18.5%
Forestry	14.8%
Environmental Inspectorate	12.3%
Academia	8.6%
Police or Customs	6.2%
Policy maker	6.2%
Judiciary	4.9%
Permit writer	4.9%
Spatial planning	3.7%
Non-governmental organization	3.7%
Rural development	3.7%

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Prosecutor's Office	2.5%
International cooperation department	2.5%
Other	7.4%

Training needs

The respondents were asked to indicate from a multiple choice list which were the most suitable topics for the training cycles. Their answers are as follows:

Priority topics	
Environmental Crimes (understood to intersect all other topics present in this list)	19.12%
Nature protection, including protected areas, forestry, Natura 2000	15.69%
Biodiversity	10.78%
Rural development and environmental protection	8.33%
Pollution control	6.86%
Transboundary issues	6.86%
Organisational development, including self-assessment of departmental and institutional capacities for better workflow planning	5.88%
Ethics and transparency issues (anti-corruption measures)	5.39%
Multilateral Environmental Agreements	4.90%
Development of enforcement strategies for specific sectors	4.90%
Water issues	4.90%
Horizontal issues (EIA, SEA, Liability, etc)	4.41%
Equal opportunities for men and women	1.96%

The respondents were then asked to provide some qualifying remarks on why they chose the topics and what other suggestions would they have. Many of the answers provided, in addition to reinforcing the ranking shown in the table above, also pointed towards issues connected with:

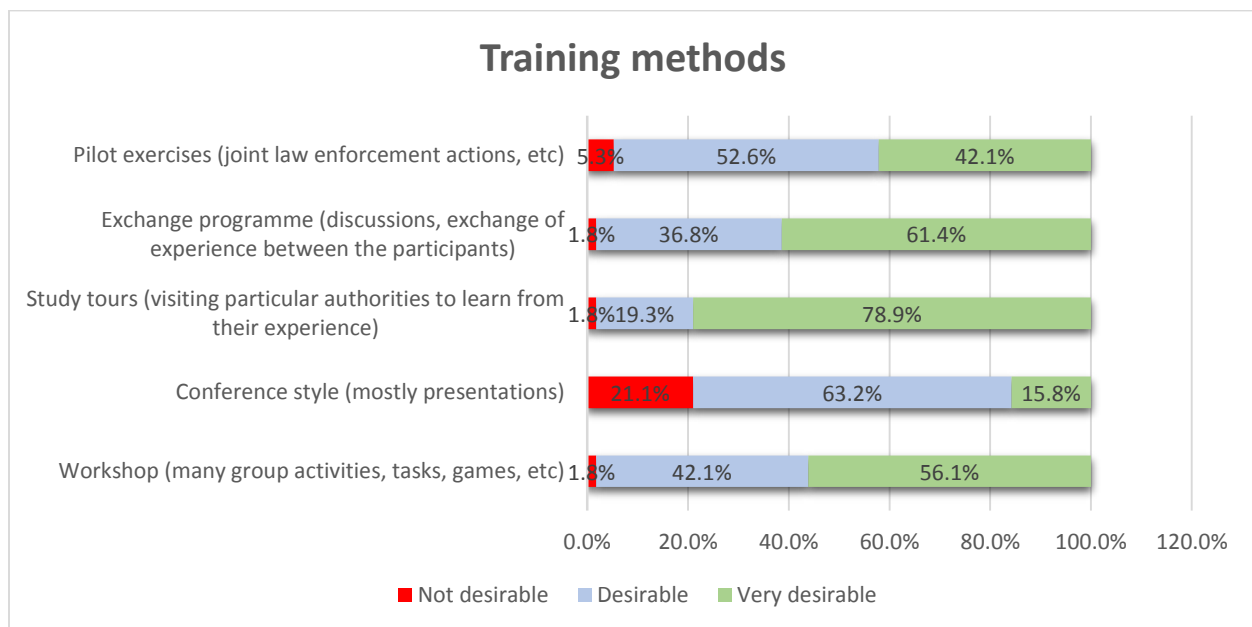
- **Law development** (for instance, by-laws), **transposition** and implementation of the EU Acquis and multilateral environmental agreements.
- Organizational management issues and study of implementation systems through study cases and SWOT analysis (gaps, advantages, solutions); practical toolkits for enforcers; exchange of experience with EU member states; corruption mitigation actions
- Multiagency cooperation and information exchange mechanisms
- Environmental crimes were highlighted as having links with organized crime; how to implement environmental crimes legislation; how to investigate environmental crimes – procedures
- Transboundary issues identified:
 - managing biodiversity and protected areas
 - international water bodies
 - shipments of waste
- Waste (waste water and illegal disposal of waste)
- Nature conservation issues (Natura 2000, CITES)
- Rural development

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- Climate change adaptation (droughts and floods)
- EIA/SEA
- Pollution control (IED)
- Public participation

Training methods

In a similar way to the training needs, the respondents were asked to rate their preference of training methods from a list of 5 possible choices (see graph below) and to qualify their remarks in an open answer. By far the most preferred method is the study tour, when participants visit another institution and perform an “audit” on its work and methods. The second most preferred option is the exchange programme, where peers can participate equally and engage in discussions about common problems. Next is the workshop model with a high focus on group work and desktop exercises. Pilot exercises (in loco learning actions) are also seen very positively. The worst level of preference goes to conference style methods, but even so with a solid majority of respondents saying its desirable or even very desirable (80%).



Respondents highlighted that good support materials are essential to increase the impact of the training not only for those who attend but to serve as record for other colleagues and possibly to be reused in other occasions. The composition of the participant body should also be representative and diverse, the trainings should include panel discussions and there should always be a balance of theory and practice.

State of play in national priorities

This subchapter will focus on national priorities as expressed in the open ended questions of the questionnaire. Those questions intended to provide a quick look on countries priorities in terms of transposition, implementation and enforcement of environmental law, and main challenges on the road to achieve the priorities. We first look at general trends and then provide a quick country-by-country summary.

Summary of general transposition and implementation priorities

The most recurring transposition priorities across all Themis countries are (in no particular order):

- Convention on Biological Diversity
- Convention on the Protection of European Wildlife and Natural Habitat - Declarations and the resolutions of the Ministerial Conference on the Protection of Forests in Europe
- Convention on Migratory Species of Wild Animals
- International Convention on Plant Protection
- Climate policy
- Natura 2000 network
- Birds and Habitats Directives of the EU (Habitats Directive (92/43/EEC), Birds Directive (79/409/EEC))
- CITES and Council Regulation (EC) No 338/97 of 9 December 1996 and Commission Regulation (EC)
- EU Timber Regulation (EU) No 995/2010 of the European Parliament and of the Council of 20 October 2010
- EU Action Plan for Forest Law Enforcement, Governance and Trade (FLEGT)-Decision No 1600/2002/EC of the European Parliament and the Council
- Decision No 529/2013/EU on accounting rules on greenhouse gas emissions and removals resulting from activities relating to land use, land-use change and forestry and on information concerning actions relating to those activities
- Pollution prevention and control
- EIA/ SEA
- Aarhus Convention
- Environmental Liability Directive

Summary of general challenges of transposition and implementation

The main challenges present in the Themis Network member countries are (in no particular order):

- Insufficiently defined regulations in the field of nature protection; poor intersectoral collaboration and harmonization of legislation
- Lack of public awareness and participation
- Complex system of government, poor coordination of various levels of government, conflicting or unclear jurisdictions, lack of effective coordination and cooperative mechanisms among competent authorities
- Insufficient knowledge of decision makers; limited human resource capacities; unstable administration; lack of staff motivation; political pressures.
- The impact of different interest groups at all levels of government

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- Monitoring and Control (insufficient environmental information systems)
- International cooperation and exchange of information
- Permitting system is needs further development
- Lack of technical equipment and financial resources
- Lack of strategic planning in the environmental field at national and local level and lack of development and implementation of plans
- Institutional framework not corresponding with environmental requirements and challenges
- Environmental protection and sustainable development principles are not integrated into sectoral policies and are not recognized as a priority
- Lack of relevant supporting documentation for day-to-day operations

Priorities by country

As for the country-by-country scenario, the main priorities identified were:

Albania

- Rural development
- Nature protection, including protected areas, forestry, Natura 2000, Biodiversity, pollution control
- Development of enforcement strategies
- Horizontal issues (EIA, SEA, Liability, etc), Ethics and transparency issues (anti-corruption measures)
- Water issues
- Transboundary issues
- Environmental Crimes

Priority topics that needs training:

- local governments and experts for EIA/SEA
- NGO members and other relevant for development or use the mechanisms of anti - corruption
- local authorities and users (selected members of community) for protection of water quality
- regional and local administration for nature legislation and management mechanisms
- prosecutors, environmental inspectors and NGO members including journalists for identification and elaboration of environmental crimes;
- local authorities, relevant businesses and community users for the biodiversity, values, legislation and sustainable use

Bosnia and Herzegovina

- Multilateral Environmental Agreements (CITES)
- Implementation and transposition of EU law
- Rural development
- Nature protection, including protected areas, forestry, Natura 2000, Biodiversity, Pollution control,
- Environmental Crimes

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- Development of enforcement strategies for specific sectors, Rural development and environmental protection, Ethics and transparency issues (anti-corruption measures),
- Mapping the habitats in BiH by application of modern geo-information technologies (GIS)

Priority topics that needs training:

- Multilateral environmental agreements are needed at various levels internally in BiH (Municipality-Canton, Municipality- Entity, Canton-Entity; Entity-Entity) and precise allocation of jurisdiction between them. Agreements between countries at the regional level are need because that past experience has shown that they are very useful.
- Local level: Raise the capacity on business planning as well as their internal organization
- local level on one of the most important instruments for environmental protection (EIA) as well as a very similar method to Strategic Environmental Assessment - SEA
- Improving the competitiveness in agriculture
- Improving the environment and supporting land management
- Improving the quality of life and diversification of the economy in rural areas
- protection of water ecosystems and how to mitigate adverse effects in the environment caused by drought and floods
- Adoption and implementation of the new legislation with special emphasis on criminal and misdemeanor offenses against the environment.
- Trainings related to the ways of law changing (from initiative from local level to real changes at higher level and) and trainings related law implementation
- Legal and criminal procedural aspects of environmental crime with the analysis of concrete cases in jurisdictional practice. Organized crime and environmental crimes (conditionality, links, forms)
- Forestry protection and crimes in forestry sector (forms, small crimes-theft, huge crime in forestry sector, abuses, economic crime in forest management)
- Landfills in BiH (import of medicinal, animal and other waste types from countries in the region)
- Wild dumps in BiH (causes, identification, activities of all institutions, sanctions jurisdictional practice)

Kosovo

- Environmental Crimes; also focusing on illegally constructed facilities, especially in special protected
- Trafficking in waste, trafficking in radioactive materials and trafficking in fireworks
- Organisational development, including self-assessment of departmental and institutional capacities for better workflow planning,
- Horizontal: Ethics and transparency issues (anti-corruption measures), Equal opportunities for men and women
- Nature protection, including protected areas, forestry, Natura 2000

Macedonia

- Nature protection, including protected areas, forestry, Natura 2000, Biodiversity, Pollution control,
- Environmental Crimes; development of penalty policy, establish environmental police
- Environmental liability directive (determination of environmental damage, financial insurance for the operators, prevention, mitigation and remediation activities and monitoring of this activities,

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cost recovery procedures and exception from the cost recovery, compliant procedure, legal action for compensation etc)

- Development of enforcement strategies for specific sectors
- Organisational development, including self-assessment of departmental and institutional capacities for better workflow planning;
- Improving the cooperation and exchange of information between the involved institutions in Macedonia and with neighboring countries.

Moldova

- Institutional framework (creating national institutions responsible for development and implementation of policies, ensuring environmental compliance)
- Multilateral Environmental Agreements,
- Rural development
- Environmental protection, Nature protection, including protected areas, forestry, Natura 2000, Biodiversity, Pollution control,
- Water issues
- Transboundary issues
- Evaluation of factors which can cause appearance of geo-ecological disasters.
- Implementation of environmental and natural resources' Geographical Informational System
- Creation of informational database for integrated monitoring
- Elaboration of Geographical Informational System of environment and natural resources.
- Development of enforcement strategies for specific sectors
- Organizational development, including self-assessment of departmental and institutional capacities for better workflow planning
- Horizontal: Ethics and transparency issues (anti-corruption measures)
- Combating environmental crimes (environmental crime identification, procedures and practices) via training activities.
- Environmental priority areas: environmental governance; air quality; water quality management; waste management; environmental protection; industrial pollution and industrial hazards; products and chemicals; climate policy.

Montenegro

- Environmental Crimes
- Rural development
- Environmental protection, Nature protection, including protected areas, forestry, Natura 2000, Biodiversity , protected areas, forestry, pollution control
- Multilateral Environmental Agreements
- Horizontal issues (EIA, SEA, Liability, etc), Equal opportunities for men and women, Ethics and transparency issues (anti-corruption measures)
- Transboundary issues
- Organisational development, including self-assessment of departmental and institutional capacities for better workflow planning
- Biodiversity, Environmental Crimes

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Serbia

- Rural development
- Environmental protection, Nature protection, including protected areas, forestry, Natura 2000, Biodiversity
- Organisational development, including self-assessment of departmental and institutional capacities for better workflow planning

Conclusion

The Secretariat considers that the number of questionnaire answers collected is representative and allows this report to achieve valid conclusions. The type of institutions represented in the answers was quite broad. Most respondents had already several years of experience in their fields and the hierarchy levels represented a real distribution between operational staff, mid-level management and political staff. The response ratio between countries could have been more balanced. Nevertheless, even the countries with a smaller number of answers still ensured the key beneficiary opinions were recorded.

Regarding the training needs list the most selected topics were:

- Environmental Crimes
- Nature protection, including protected areas, forestry, Natura 2000
- Biodiversity
- Rural development
- Pollution control
- Transboundary issues (including nature conservation, waste and water)
- Organisational development, including self-assessment of departmental and institutional capacities for better workflow planning
- Ethics and transparency issues (anti-corruption measures)

In addition to these topics, countries also pointed out the need for assistance in law approximation (to both EU and key MEAs), in fostering multiagency cooperation and information exchange mechanisms, and to build capacity for waste management (illegal disposal and shipments), and EIA/SEA.

The preferential methodology of the trainings should be the study visit, when participants visit another institution and perform an “audit” on its work and methods. This gives them the chance to have a very practical and real learning experience from their peers. The second most preferred option is the exchange programme, where everyone can participate equally and engage in discussions about common problems. The workshop model, with a high focus on group work and desktop exercises, was also a favored option. Pilot exercises are considered positive and will remain an option.

The transposition and implementation priorities highlighted overlap to a large extent to the main training needs identified above. In general, there is a common thread to all countries.

The main gaps present in each country also reveal a remarkable uniformity. The improper institutional set up, conflicting or unclear competencies across agencies, lack of multiagency cooperation and exchange of information, lack of human, financial and infrastructural resources seem to be common issues. There is also a lack of appropriate creation of by-laws to permit the real enforcement of environmental framework laws. Monitoring and environmental information systems are incomplete and strategic planning for implementation is also lagging behind in some cases. Permitting systems still have room to improve to come into full compliance with EU requirements.

Annexes

A) Form/Questions

Training Needs Assessment for the Themis Network 2014-2017

This _brief_ assessment will identify the training needs of the competent national authorities and will be the basis for the development of future training programmes under the Themis Network. Our objective is to reach meaningful conclusions that will allow us to prepare the trainings that you need.

You are encouraged to answer all questions and to provide details of any assistance required. We expect this questionnaire will take you 5 minutes to fill in. _The answers will be kept anonymous_

After you answer the questionnaire, the Themis Secretariat might like to have a brief phone conversation with you in order to ask you follow up questions. This is the reason why we ask for your name and phone number.

We kindly request you to fill the questionnaire in English. In case you need assistance with the language you can try translate.google.com or contact the Secretariat and we will provide you help through one of our country offices.

Please accept the gratitude of the Themis Secretariat for your time. Should you have any questions you can contact us at:

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* Required

Personal and Institutional Information

Information about you, your work and your institution/organization

Your name *

Your gender *

- ☐ Female
- ☐ Male

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Your country *

- ☐ Albania
- ☐ Bosnia and Herzegovina
- ☐ Kosovo
- ☐ Macedonia
- ☐ Moldova
- ☐ Montenegro
- ☐ Serbia

Your institution or organization *

Please try to give the official name in English

Your position within the organization

Your professional email address *

Your direct office phone number

Your professional profile *

Chose one or more options that applies to you

- ☐ Nature protection / Biodiversity sector
- ☐ Policy maker
- ☐ International cooperation department
- ☐ Forestry
- ☐ Spatial planning

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- ☐ Police or Customs
- ☐ Judiciary
- ☐ Rural development
- ☐ Non-governmental organization
- ☐ Environmental inspectorate
- ☐ Prosecutor's Office
- ☐ Permit writer
- ☐ Academia
- ☐ Other:

How do you rank yourself in your institution/organization *

- ☐ High level political staff
- ☐ Mid level manager (for instance, head of department, etc)
- ☐ Operational Staff (advisers, specialists, officers, etc)
- ☐ Other:

How many relevant years of work experience do you have? *

- ☐ 0 - 4 years
- ☐ 5 - 9 years
- ☐ 10 or more years

Priority topics and main training needs

Information about your country's priorities

What would be best subjects to include in the Themis trainings? *

Chose one or more options

- ☐ Equal opportunities for men and women

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- ☐ Nature protection, including protected areas, forestry, Natura 2000
- ☐ Horizontal issues (EIA, SEA, Liability, etc)
- ☐ Development of enforcement strategies for specific sectors
- ☐ Water issues
- ☐ Biodiversity
- ☐ Organisational development, including self assessment of departmental and institutional capacities for better workflow planning
- ☐ Pollution control
- ☐ Ethics and transparency issues (anti-corruption measures)
- ☐ Rural development and environmental protection
- ☐ Transboundary issues
- ☐ Multilateral Environmental Agreements
- ☐ Environmental Crimes (understood to intersect all other topics present in this list)
- ☐ Other:

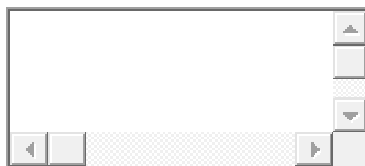
Please clarify your choices in the question above *

Provide concrete training subtopics within the subjects you selected and why you selected them



What are your institution's priorities in the field of transposition of the EU environmental acquis?

Please name the most relevant and make reference to key documents (strategies, plans, etc)



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And what are the implementation and enforcement priorities?

Please name the most relevant and make reference to key documents (strategies, plans, etc)



Identify main gaps, challenges or obstacles towards transposition, implementation and enforcement *

List the issues that in your opinion are most pressing



Training methods

Information about your preferred training methods

What is your preference for a training event? *

Please chose your preference level for each option

	Not desirable	Desirable	Very desirable
Workshop (many group activities, tasks, games, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference style (mostly presentations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Study tours (visiting particular authorities to learn from their experience)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exchange programme (discussions, exchange of experience between the participants)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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	Not desirable	Desirable	Very desirable
Pilot exercises (joint law enforcement actions, etc)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have any requests regarding the type and methodology of the trainings?

Please explain.

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B) Respondents

Name	Country	Institution	Position
Ferdinand Bego	Albania	University of Tirana, Faculty of Natural Sciences	Professor of Conservation Biology
Gentiana Deçolli	Albania	"Social welfare and environmental"	Director of NGO
Silvamina Alshabani	Albania	Ministry of Environment	Specialist of Biodiversity
Olkida	Albania	NATIONAL ENVIRONMENT AGENCY	specialist of EIA
Klodian Aliu	Albania	Albanian Society for Protection of Birds & Mammals	Head
Boris Jokic	Bosnia and Herzegovina	NGO "EKO ELEMENT"	Executive director
Nebojsa Savic	Bosnia and Herzegovina	Government of Brcko District - Inspectorate	Inspector for environment protection
Vjekoslav Stevanovic	Bosnia and Herzegovina	Municipality Bratunac	head of Department for economy and development
Zeljko Ratkovic	Bosnia and Herzegovina	Ministry of Internal Affairs of Republic of Srpska	Senior Inspector in the sector for combating organized crime and corruption
Haris Hadzihajdarevic	Bosnia and Herzegovina	Public Institution "National Park UNA"	Advisor for Law and Administration
Osman Delic	Bosnia and Herzegovina	Public Institution "Nature Protected Areas of Canton Sarajevo"	Director
Vanda Medic	Bosnia and Herzegovina	Ministry of Foreign Trade and Economic Relations	Senior Official for environmental protection programs
Damir Bulajic	Bosnia and Herzegovina	Border Police of Bosnia and Herzegovina	Inspector in Central Investigation Office

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Name	Country	Institution	Position
Prof.dr. Nevenko Herceg	Bosnia and Herzegovina	University of Mostar	Professor
Goran Pusic	Bosnia and Herzegovina	Municipality Zvornik	Head of Communal Police and Inspector
Muharem Cosibegovic	Bosnia and Herzegovina	Administration for Inspection Affairs of Federation of BiH	Federal Forestry Inspector
Zeljka Stojcic	Bosnia and Herzegovina	Ministry of Spatial Planning, Civil Engineering and Ecology of Republic of Srpska	Senior Official for Nature Protection
Stjepan Matic	Bosnia and Herzegovina	Office for harmonization and coordination of payments to agriculture and rural development	Director Advisor
Nada Ljubojevic	Bosnia and Herzegovina	Government of Brcko Distrikt	Senior Official for environmental protection
Goran Ljubojevic	Bosnia and Herzegovina	Administration for Inspection Affairs of Republic of Srpska	Director Assistant - Main inspector for forestry and hunting
Dragan Mijovic	Bosnia and Herzegovina	Administration for Inspection Affairs of Republic of Srpska	Director Assistant - Main inspector for Civil Engineering, Construction and Ecology
Bajram Peskovic	Bosnia and Herzegovina	Federal Administration for Forestry	Senior Advisor for Forestry Protection
Prof. Dr. Mihajlo Marković	Bosnia and Herzegovina	University in Banja Luka; Faculty for Agriculture	Professor
Vinka Krsmanovic	Bosnia and Herzegovina	National Park Sutjeska	Head of sector for development
Milanka Jovanović	Bosnia and Herzegovina	Ministry of Agriculture, Forestry and Water Management of Republic of Srpska	Senior Advisor

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Name	Country	Institution	Position
Goran Zubic	Bosnia and Herzegovina	Ministry of Agriculture, Forestry and Water Management of Republic of Srpska	Minister Assistant for Forestry and Hunting
Seida Perviz	Bosnia and Herzegovina	Ministry of Civil Engineering, Spatial Planning and Environment protection of Una-Sana Canton	Advisor for Environmental Protection
Tefik	Kosovo	Basic prosecution in Gjilan	Administrator
Shkendije Ballata	Kosovo	Ministry of Environment and Spatial Planning	Inspector of planning and construction
Safete Kuçi	Kosovo	Ministry of Environment and Spatial Planning	Environmental Inspector
Refik Rexhepaj	Kosovo	Ministry of Environment and Spatial Planning	Inspector of Planning and construction
Naser Krasniqi	Kosovo	MAFRED	Chief sector for inventory and management planning - KFA
Marjan Mihajlov	Macedonia	Marjan Mihajlov	Manager and consultant
Marina Malish Sazdovska	Macedonia	Faculty of security-Skopje	professor
Aleksandar Ivanov	Macedonia	Faculty for Security studies	Assistant professor
Latif Latifi	Macedonia	State Environment Inspectorate	Inspector
Nikolina	Macedonia	Ministry of Justice	Counselor in criminal matters
Jurant Dika	Macedonia	Ministry of Agriculture, Forestry and Water Economy - Department for Forestry and Hunting	Junior Associate
MARJAN DUEVSKI	Macedonia	CUSTOMS	SENIOR INSPECTOR

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Name	Country	Institution	Position
Zoran Dimovski	Macedonia	State Environmental Inspectorate	State Environmental Inspector
Dragana Cherepnalkovska	Macedonia	Ministry of environment and physical planning	Head of unit/EU Department
Oliver Avramoski	Macedonia	Public Institution Galicica National Park	Head of Nature Conservation Department
Suzana Mircheska Kuzmanovska	Macedonia	Public Prosecutors office for fighting against organized crime and corruption	Public prosecutor
Gavgas Gabriela	Moldova	Ministry of Environment	Advisory Officer
Bejan Iurii	Moldova	Institute of Ecology and Geography	Deputy Director
Svetlana Stirbu, prime vicedirector of the State Hydrometeorological Service, responsible for the Monitoring of the Quality of the Environmental components	Moldova	State Hydrometeorological Service	prime vicedirector
Psenicini Igor	Moldova	State Ecological Inspectorate	Chief of legal section
Boban Saranovic	Montenegro	Police academy	Lecturer
Tepavčević Vitomir	Montenegro	Forest administration	Forest engineer
Brankica Cmiljanovic	Montenegro	Ministry of Sustainable Development and Tourism	Head of the Directorate of the harmonization of EU regulations and Horizontal legislation
Jovana Zaric	Montenegro	Environmental Protection Agency	Senior Advisor
Adem Fetic	Montenegro	Ministry of Rural Development and Agriculture	Deputy Minister

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Name	Country	Institution	Position
Vasilije Buskovic	Montenegro	Environmental Protection Agency	senior advisor for sustainable development in protected areas
Alija Bralić	Montenegro	Directorate for Inspection	Chief Inspector for Forestry and Hunting
Ranko Kankaras	Montenegro	Ministry of Agriculture and Rural Development	Chief of Forestry Department
Veljko Rutović	Montenegro	Supreme state prosecution office	deputy of Higher state prosecutor
Aleksandar Vasiljevic	Serbia	PE Srbijasume Belgrade	Deputy executive director

C) Detailed answers

Comments on main training needs

(qualification on multiple choice question with a menu of topics)
My job is related to criminal acts and anti corruption measures as well. So, it will be important that we have some topics about how other countries implemented laws, to talk about gaps, about advantages and disadvantages in implementation.
The implementation provisions of Natura 2000 through a planned act forestry
Te topics are selected in accordance wit mission of our organization
<ul style="list-style-type: none"> - Insufficient capacities in relevant ministries as well as in environmental inspectorates - The exploitation of water resources and forests is very high, insufficiently controlled with elements of corruption - IPPC project/directive was presented to relevant ministries and institutions in both entities and Brcko District in Bosnia and Herzegovina. There is a number of reasons why the directive is not transposed into legislation in this area, and one of them is lack of the political will - Multilateral environmental agreements are needed at various levels internally in BiH (Municipality-Canton, Municipality- Entity, Canton-Entity; Entity-Entity) and precise allocation of jurisdiction between them. Also, agreements between countries at the regional level are need because that past experience has shown that they are very useful.
<ul style="list-style-type: none"> - Raise the capacity of departments that deal with business planning as well as their internal organization within the local government. - The lack of skilled employes at the local level on one of the most important instruments for environmental protection (EIA) as well as a very similar method to Strategic Environmental Assessment - SEA - Trainings related to the following areas: <ul style="list-style-type: none"> *Improving the competitiveness in agriculture *Improving the environment and supporting land management * Improving the quality of life and diversification of the economy in rural areas - How to improve the protection of water ecosystems and how to mitigate adverse effects in the environment caused by drought and floods - Improve the state of the environment through the adoption and implementation of the new legislation with special emphasis on criminal and misdemeanor offenses against the environment. Trainings related to the ways of law changing (from initiative from local level to real changes at higher level and) and trainings related law implementation
<ul style="list-style-type: none"> - Types of environmental crimes (etiology and phenomenology) - The ways of preventing and combating environmental crimes - Legal and criminal procedural aspects of environmental crime with the analysis of concrete cases in jurisdictional practice. - Organized crime and environmental crimes (conditionality, links, forms)

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<ul style="list-style-type: none"> - Forestry protection and crimes in forestry sector (forms, small crimes-theft, huge crime in forestry sector, abuses, economic crime in forest management) - Landfills in BiH (import of medicinal, animal and other waste types from countries in the region) - Wild dumps in BiH (causes, identification, activities of all institutions, sanctions jurisdictional practice)
<ul style="list-style-type: none"> -education for law enforcement agencies -weak penal policy -establish environmental police
<p>It's difficult to say which training subtopics needs to be selected because all of them are interesting for the protected area we are managing.</p> <p>The three above mentioned areas are interesting and could be considered as a priority for any protected area in BiH and for our National park as well. Also, from the other offered subtopics, in our case, cross-border issues (because of geographical position of National Park Una), Waster Issues and Multilateral Environmental Agreements are also very important.</p>
<p>Professionally and privately I am dealing with this issue. A lot of activities needs to be done in this sector</p>
<p>I have marked a lot of topics, that I think they are relevant in order to strengthen capacities in Ministry, to exchange experiences, good practice and improve knowledge...</p>
<p>I'm assistant professor on the subjects Environmental Security and Politics of Environmental protection in EU and NATO. Having in mind my professional and academic background, the experts and scientific papers that I have written, and especially the subject of my PhD thesis I consider eligible for the above selected fields.</p>
<p>Prevention for Environment Crime present in our country which is also related to other chosen topics above such as: nature protection, pollution control and biodiversity.</p>
<p>SEA of hydrocarbons exploration and production activities in the offshore</p> <p>EIA of hydrocarbons exploration and production activities in the offshore</p> <p>SEA and EIA for valorization of hydro potential.</p>
<p>EU Obligation for establishing of Natura 2000</p>
<p>According to the article 17 of the Law on organization and operation of the state administration bodies, beside other competences cited in the law, the Ministry of Justice conducts activities related to judiciary, public prosecution, criminal and misdemeanor liability.</p> <p>Having in mind the above cited competences, Ministry of justice is competent body in drafting amendment of Criminal Code, Law on criminal procedure and other legislation regarding judiciary.</p> <p>The Criminal Code has a separate chapter dedicated to the Environmental Crime.</p> <p>The latest changes of the Criminal Code, beside other criminal acts, were regarding Environmental crime.</p>

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Having in mind that these changes are new and we still have little practice and experience, it would be vary useful to have workshops/seminars at this topic. Practitioners can exchange experience or talk about their problems in the implementation. Maybe further improvements of the legislation can be proposed as a result of the discussions.
Expert opinion of other more experienced EU countries is also more than welcome.
Natura 2000 sites identification process; Trans-boundary cooperation in dealing with large carnivores; Trans-boundary protected areas management; Biodiversity protection and rural development; Environmental Impacts Assessment, Strategic Environmental Assessment and Appropriate Assessment; Water resource management: water reservoirs, Hydropower energy and implications on Biodiversity
In short, all above selected this topics are identified as forestry and cross-sectorial priorities in several strategic documents.
Nature and Biodiversity are under great pressure due to excessive development (tourism, infrastructure...).
Professional staff in existing Nature Protection institution has no sufficient knowledge and expertise that can generate changes / improvement of regulation, enforcement and control of all threats and negative consequences of the development
- Improving the cooperation and exchange of information between the involved institutions in Macedonia.
- Improving the cooperation and exchange of information with neighboring countries.
Due to the nature of my job, the competences I have within my profession, I selected the aforementioned topics.
My organization has identified a lot of environmental crimes especially in the UNESCO's protected Area Berat City, biodiversity exploitation, water(Osumi river) bad management,a lot of HPP's permits directly increase water pollution, forests bad management too, quarries directly pollute the nature, recycle problem etc.
Implementation of IED;
Implementation Waste Water Treatment Directive.
Environmental Crime - illegal transport of waste.
Specific inspection strategies-how to develop manuals for inspectors and subjects of inspection.
capacity building of protected areas and forestry managers (central and local government) on enforcement issue related to hunting, ilegal logging, etc.
Referring position at work, this are priority topics that needs training
Courses listed above would enhance my knowledge in the subjected fields. The issue of equal opportunity, anti-corruption and organisation development are areas where more attention and expertise is required to tackle issues that arise from them.
Most or all listed areas are addressed through other projects and activities (Envis, NCSA, NCSA II, IPPC - BiH, 'Support for the implementation of the Birds Directive and the Habitats Directive in Bosnia and Herzegovina', ECRAN, NBSAP, etc.).
Cross-border issues - working in BiH Border police requests cross-border cooperation, exchange of information and experiences of other countries and joint actions on the issue of environmental crimes (eg Green Border - Northwest BiH illegal hunting and illegal logging which crossing the borders with Croatia)
All listed items are important for BiH
- Rural development should be accompanied by education related to environmental protection
- Awareness raising on the citizens rights in order to strengthen business ethics, especially in state and

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<p>municipal bodies (with strong emphasis on corruption which is unfortunately presented in the country)</p> <p>- Very important element is the arrangement on borders and territorial jurisdiction in the border areas where the rivers are natural borders. In particular 'Kriva Drina'.</p>
<p>I am a forester, and I have intention to engage in forest protection mater, in order to make forestry sector better organized with elimination of illegal practises and other unsustainable activities</p>
<p>Because it is very interesting and useful for my profession.</p>
<p>Environmental crime are also considered illegal constructed facilities. Especially if I refer special protected areas , these buildings devastated the landscape and nature. For us like planning and building inspectors is all that is necessary to exchange experiences about the implementation of inspection surveillance laws. Also considered that it is important the drafting and implementation of urban plans for urban and rural areas .</p>
<p>Combating environmental crimes (environmental crime identification, procedures and practices) via training activities.</p> <p>Institutional framework (creating national institutions responsible for development and implementation of policies, ensuring environmental compliance).</p>
<p>Trafficking in waste, trafficking in radioactive materials and trafficking in fireworks.</p>
<p>Illegal buildings in special protected areas which cause environmental crime, and the development and implementation of urban plans</p>
<p>The choice that I choose this subject to answer is because my country is in transition and Flore and Faune don't have a stabile menagment, then this training will be better to menage these assets. and the main thing is that the focus will be more to protect forest and environment.</p>
<p>Training of local governments and experts for EIA/SEA</p> <p>Training the NGO members and other relevant for development or use the mechanisms of anti - corruption</p> <p>Training of industry and authorities for pollution control</p> <p>Training the local authorities and users (selected members of community) for protection of water quality</p> <p>Training of regional and local administration for nature legislation and management mechanisms</p> <p>Training of prosecutors, environmental inspectors and NGO members including journalists for identification and elaboration of environmental crimes;</p> <p>Training of local authorities, relevant businesses and community users for the biodiversity, values, legislation and sustainable use</p>
<p>Environmental Crimes</p> <p>- Clear understanding of the definition “unlawful” in relation to Annex A of the Directive – clear distinction between misdemeanor and criminal offences.</p> <p>- Strengthen the administrative capacities of responsible institutions by developing manuals/guidelines for separate criminal offences and organizing trainings through practical cases (starting from the beginning to the end of one process where will be included different institution).</p> <p>Liability</p> <p>- Environmental liability directive (determination of environmental damage, financial insurance for the operators, prevention, mitigation and remediation activities and monitoring of this activities, cost recovery procedures and exception from the cost recovery, compliant procedure, legal action for compensation etc)</p> <p>- Development of manuals, guidelines, trainings.</p>

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Development of enforcement strategies for nature conservation, in particular in transboundary context. This would include capacity building of the rangers to combat environmental crime, in particular in transboundary context and coordination of activities with the police, forest police and district attorney.
<ul style="list-style-type: none"> - Nature protection - Environment protection - Biodiversity <p>In order to be able to carry out control measures it is necessary to define the surface and types of habitats. A map of habitats (forests, protected forests, grasslands, rocks, water, built land ...) needs to be made by application of modern geoinformation technologies (GIS).</p> <p>The surfaces represented on the map should have a database with necessary attributes, harmonized with Natura 2000</p>
<p>Trainings related nature protection, biodiversity and environmental crimes are priority for many reasons and will contribute to :</p> <ol style="list-style-type: none"> 1. Increase the percentage of territory of protected areas and will contribute to sustainable development, 2. Development of the Red List and Red Book. 3. Definition of Natura 200 sites (providing support for research, identification and monitoring) 4. Implementation of CITES Convention 5. Education on environmental crime, exchange of experience and guidelines
<p>Any topics connected to criminal offenses against environmental (pollution, protected animal and floral species).</p> <p>We don't have respective experience in that field, because of that any training and practice exercises will be helpful for our practicing law and EU environmental acquis.</p>
<p>According to my opinion the above-indicated areas are really important since they are tackling the biodiversity, protected areas in micro locations.</p> <p>Environmental Crimes are mostly happening and taking place mostly in rural areas.</p>
<p>Environmental protection is a very important area with all its segments (water, air, soil, waste management and nature protection and its resources) and all activities focused on this area are valuable.</p> <p>Also, legislation and the transposition of EU directives is priority for BiH</p> <p>Concerning the Multilateral environmental Agreements I also believe that it is a very important area in order to accurately analyze their implementation through entity laws and laws of the Brcko District of BiH in the field of environmental protection.</p>
<p>Areas that are selected are in direct correlation with the areas of supervision we are covering.</p>
<p>All selected areas are in direct relation of our daily job</p>
<p>Fight against illegal logging,</p> <p>Modern methods of forest protection, which are applied in the EU.</p>
<p>Trainings for strengthening capacities of younger faculty members and teaching assistants (agricultural, forestry and science colleges, agricultural engineers in various fields, forestry engineers</p>

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and graduate ecologists and environmentalists, who tomorrow will mostly be in the inspections) on the legislation in the field of environmental protection (in the broadest sense) are needed.
Protection of nature, biodiversity, water management are some of the basic and strategic tasks in the management of the protected area.
<p>Trainings related nature protection biodiversity and environmental crimes are important in the field of forestry for several reasons, primarily because of:</p> <ul style="list-style-type: none"> - Forests and forest land are a natural resource of common interest of the Republic of Srpska - Forests and forest land are managed in accordance with the criteria and principles of sustainable forest management - Maintenance and improvement of forest ecosystems - Maintenance and encouragement of productive functions of forests - Maintenance and improvement of biological diversity in forestry ecosystem - Provision of implementation of measures for forest protection and continuous improvement of forest conditions - Defining and management of the Natura 2000 areas in relation to the forests users and forest land - Implementation of CITES - Trainings on environmental crimes
The same answers as Milanka Jovanovic
<p>These thematic areas should be included in the program because we have recently witnessed of many forms of media reporting on the issue of possible contamination of drinking water sources and waters and tributaries of river Klokot by the National Park Plitvice in Croatia.</p> <p>There are indications that effluent and sewage from areas located in the area of NP 'Plitvice Lakes' directly pollute water source Klokot.</p>
Natura 2000, protection of biodiversity and similar activities are in important for EU accession. This is especially important issues for forestry, which requires staff trainings, projects and others. Further development of the organization of enterprise, in the order to meet the requirement is very important.
<p>We are interested in the above priorities, as are consistent with the Institute main objectives in the research area:</p> <ul style="list-style-type: none"> •Studying of dynamics and emphasizing of tendencies of modifications of geo- and ecosystems components under natural and anthropogenic factors' influence. •Evaluation of factors which can cause appearance of geoecological disasters. •Optimization of geosystems structure to ensure their stable functionality •Implementation of environmental and natural resources' Geographical Informational System. •Creation of informational database for integrated monitoring. •Training of scientific personnel of high qualification in specialties: ecology, environmental protection and rational utilization of natural resources; meteorology, climatology and agrometeorology; radiobiology; tourism.
There are more subjects that need to be addressed and shared the learned lessons from SEE region to Moldova.
<p>All subjects mentioned above have a cross cutting interlacement with the State Hydrometeorological Service priorities and there is a need to improve the knowledge of staff in specific areas and to share the experience within the countries who already passed the way to access EU environmental acquis.</p>
Combating environmental crimes (environmental crime identification, procedures and practices) via training activities.

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Institutional framework (creating national institutions responsible for development and implementation of policies, ensuring environmental compliance).

Priorities in the field of transposition of the EU environmental acquis

Biodiversity protection, treatment of protected areas through of forests development planes and forest management plans, the need to assess the environmental impact on the planning act in forestry
Environment, transport and energy
- Environmental protection and law enforcement (adoption and implementation of legislation in this area) which is partly harmonized with the acquis communautaire - In case of Brcko District: - Adoption of the Law on Water - Adoption of the Law on noise and vibration - Adoption of the regulations on hazardous waste-oils
we have curriculum about environmental crime
Under the nature protection sector Natura 2000 is very important for the whole of Bosnia and Herzegovina, and specially for protected areas. (Example: During the development of Spatial Plan for Federation of BiH, nonexistence of Natura 2000 in Bosnia and Herzegovina has led to inappropriate spatial solutions for National Park Una in certain parts of the Plan, especially when it comes to the Habitats Directive.
- Convention on Biological Diversity - Convention on the Protection of European Wildlife and Natural Habitat - Declarations and the resolutions of the Ministerial Conference on the Protection of Forests in Europe - Convention on Protection of World Cultural and Natural Heritage - Convention on Migratory Species of Wild Animals - International Convention on Plant Protection - Convention on European landscapes - Kyoto protocol - Directive on Birds protection in nature - Habitat Directive
Each sub - chapter of the Chapter 27 has each own strategies, plans or programmes. For sure, one of the priorities will be the Nature protection.
Environmental Security - Crises management; Environmental pollution; Civil protection and rescue.
Natura 2000 Implementation Protection of Biodiversity
According to National Programme for Adoption of the Acquis Communautaire (NPAA), there are some forestry and cross-sectorial priorities, but most important are: - Directive 2009/147/EC on the conservation of wild birds; - Council Regulation (EEC) No 3254/91 prohibiting the use of leghold traps; - EU Timber Regulation No 995/2010 to combat illegal logging and improve forest governance, as part of the EU's FLEGT Action Plan, - Decision No 529/2013/EU on accounting rules on greenhouse gas emissions and removals resulting

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from activities relating to land use, land-use change and forestry and on information concerning actions relating to those activities.
Regarding Nature Protection, Natura 2000 acquis are priority, particularly those that are related to: (i) establishing Natura 2000 Network (National Ecological network) and (ii) applying Appropriate Assessment procedure for plans and projects affecting Natura 2000 sites Re: National Programme for integration Montenegro in EU, National Biodiversity Strategy and Action Plan for period 2010-2015
Priorities would be working conditions improvement, Forest Sector capacity building, preservation of both the Forests and the entire Nature.
National and international Environmental legislation, Nature 2000, international conventions, Agenda 21, Aarhus convention, Earth 3.0, Our Common Future, Espoo convention, Ramsar convention, Bern Convention, programming documents of Rios, Stockholm, Copenhagen, Stockholm, Johannesburg etc.
IED, WWT, Air protection.
EU Directive for EIA/ SEA
My institution aims to foster and implement all the EU environmental acquis
Transposition of the EU acquis is responsibility of Entities and Brčko District of BiH, while the MoFTER has coordination role.
Border protection
Strengthening capacities
- Municipality as local level is not responsible for transposition of EU acquis
Implement EUTR Conduct Natura 2000 Forest certification
Strategies for environmental protection
In order to initiate the implementation of EU-Moldova Association Agreement (ratified by RM, Law nr.112 of June 2, 2014) it was elaborated a National Action Plan (approved by Government on June 25, 2014). As a result, our institution's priorities in the field of transposition of the EU environmental acquis are centered on National Action Plan provisions. Environmental priority areas: environmental governance; air quality; water quality management; waste management; environmental protection; industrial pollution and industrial hazards; products and chemicals; climate policy. In process of developing and promoting: National Strategy on Biological Diversity; Climate Change Adaptation Strategy; Low Emission Development Strategy; Air Protection Strategy; Strategic Environmental Assessment Law.
protect the forest from illegal cutting forest certification To Harmonise of legislation for sustainable forest management with European Union.
Habitat and Birds Directive
National program of adoption of acquis (NPAA) National strategy for approximation of environmental legislation Horizontal issue relevant for all other sectors (strategies and plans from waste, water, nature, GMO). Strategy for environment and climate change (draft version)
Establishment of NATURA 2000 network in the country
Law on Nature Protection of Federation of BiH Law on environment Protection of Federation of BiH

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Republic of Srpska Legislation related environmental protection (Law on Environmental Protection, Law on Waste Management, Law on Nature Protection, Law on Air Protection Act and the Law on Environmental Protection Fund) is harmonized with the European Union and have a rating of 'partially compliant'.
Rural development is a broad term that touches almost the entire area of the country, so it would be urgent to create the Rural Development Strategy at the state level (still not developed) . This is a major problem in the process of harmonization with EU standards.
Environmental protection Waste Management Nature protection Air protection
Will be defined by relevant Ministry
Will be defined by relevant Ministry
- Urgent adoption of the Law on Forestry of the Federation of Bosnia and Herzegovina - Development and adoption of long-term Forestry Development Program of the Federation of Bosnia and Herzegovina - Initiative for the establishment of the State Ministry of Forestry and Water Management.
Needs to be defined by relevant Ministry
Needs to be defined by the relevant Ministry
1. Regulation (EU) No 995/2010 of the European Parliament and of the Council of 20 October 2010 laying down the obligations of operators who place timber and timber products on the market (EUTR), 2. The Convention on Trade in Endangered Species (CITES) CITES is currently implemented in Community law through Council Regulation (EC) No 338/97 of 9 December 1996 and Commission Regulation (EC) No 1808/2001 of 30 August 2001., 3.The EU Action Plan for Forest Law Enforcement, Governance and Trade (FLEGT)-Decision No 1600/2002/EC of the European Parliament and the Council, 4.Natura 2000 network -Habitats Directive (92/43/EEC), -Birds Directive (79/409/EEC).
1.Regulation (EU) No 995/2010 of the European Parliament and of the Council of 20 October 2010 laying down the obligations of operators who place timber and timber products on the market (EUTR), 2. The Convention on Trade in Endangered Species (CITES) CITES is currently implemented in Community law through Council Regulation (EC) No 338/97 of 9 December 1996 and Commission Regulation (EC) No 1808/2001 of 30 August 2001., 3.The EU Action Plan for Forest Law Enforcement, Governance and Trade (FLEGT)-Decision No 1600/2002/EC of the European Parliament and the Council, 4.Natura 2000 network -Habitats Directive (92/43/EEC), -Birds Directive (79/409/EEC).
- Law on environmental protection of Una-Sana Canton - Waste Management Plan of Una-Sana Canton - Environmental Management Plan of Una-Sana Canton

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Improvement forest management in relation to the obligation for the eu, especially in aspect of nature and biodiversity protection. (no related documents)
<p>Institute's direction of investigations:</p> <ul style="list-style-type: none"> •Dynamics and evolution of natural and anthropogenic geo- and ecosystems on regional, local and trans-boundary levels. •Elaboration of Geographical Informational System of environment and natural resources. •Integrated monitoring of environment and ecological restoration. <p>(Our contribution consists in participating in the development of environmental strategy of Moldova for years 2014-2023;</p> <p>Water Law and additional regulations;</p> <p>Law of landscapes;</p> <p>Keeping cadastre data of protected natural areas in the country, etc.)</p>
<p>- to transfer knowledge and lessons learnt from the SEE region and to strengthen the countries association process with the EU.</p> <p>- protecting natural resources,</p> <p>-to develop a strategy of development of the State Hydrometeorological Service's Department for the monitoring of environmental quality based on EU directives etc.</p>
<p>Our institution's priorities in the field of transposition of the EU environmental acquis are centered on National Action Plan provisions.</p> <p>Environmental priority areas: environmental governance; air quality; water quality management; waste management; environmental protection; industrial pollution and industrial hazards; products and chemicals; climate policy.</p>

Implementation and enforcement priorities

<p>My opinion is that priorities are :</p> <ul style="list-style-type: none"> - Application and implementation of the IPPC Directive - Implementation of strategy for waste management, - Implementation of directives related to water and forest protection
in our curriculum we have laws, strategies and plans with environmental issue
Nature protection (including protected areas, forestry, Natura 2000)
<p>Strategy for environmental Protection of Federation of BiH:</p> <p>4.1.4.To establish the network of existed and new protected areas</p> <p>4.1.4.1. To establish new protected areas according to the EU standards and development of effective network of nature protected areas with ecological corridors with prior scientific evaluation of natural resources, and making plans for the sustainable management of protected areas</p> <p>4.1.4.2.Creating the functional database of biological and geological diversity and other relevant attributes of the protected areas and their digitization and interpretation in the form of GIS maps.</p> <p>4.1.5. Development of legislation</p> <p>4.1.6. Monitoring and control of invasive species</p>
<p>It will be the Environmental Crime, also the III pillar of the Aarhus Convention.</p> <p>Also, the implementation and enforcement of the Environmental Liability Directive, experiences, good practices...</p>
Action plan for implementation Strategy with the Plan of Forests and Forestry
Within the Strategy for Sustainable Development of Forestry in the Republic of Macedonia, especially emphasized in part 4.1.2. Forest Law Enforcement / Safeguarding on strengthening national capacities

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to combat forest/environmental crime.
See: 1. Strategy for Sustainable Development of Forestry in the Republic of Macedonia (2006-2026) and Action Plan (2007-2009) 2. Law on Forest ("Official Gazette of the Republic of Macedonia" No.64/09, 24/11, 53/11, 25/13, 79/13, 147/13, 43/14 and 160/14) 3. National Programme for Adoption of the Acquis Communautaire (NPAA)
1. Training and certification EIA / SEA practitioners: (individual) preparers and reviewers 2. Training and certification for Appropriate Assessment practitioners: preparers and reviewers Re: National Biodiversity Strategy and Action Plan for period 2010-2015
Documents of relevance are as follows: Forestry Strategy and National Forest Policy.
River pollution, water strategy, industrial pollution in Berat city, waste management, hospital waste management, civil society participation in decisions, environmental education
Implementation of permitting system .
Implementation of the priorities is responsibility of Entities and Brcko District of BiH, while the MoFTER has coordination role.
Sector for Environmental Protection in the Department of Natural Resources, Energy and Environmental Protection, mostly responsible for cooperation with international organizations and institutions; implementation of international obligations; conclusion of international agreements in the field of environmental protection, coordination of preparation, evaluation and implementation of projects in the field of environmental protection in cooperation with international organizations, programs and funds; coordination of cooperation with institutional structures in BiH, entities and Brcko District of BiH
Strengthening capacities of border police and inspectors for implementation of CITES Convention
Development of Environmental Protection Strategy and National Environmental Action Plan (State level)
Implementation of laws and regulations
Efficiency use of forest resources Reducing illegal activities Better implementation of forest management plans
Strategies for environmental protection
Ensure implementation of the approved environmental strategies: National Environmental Strategy for 2014-2023; Waste Management Strategy for 2013-2027; Water Supply and Sanitation Strategy for 2014-2028; Law on Environmental Impact Assessment (Nr.86 of May 25, 2014). Ensure environmental institutional reform: institutional reorganization, creation of the Environmental Agency, Chemicals Agency and Centre for Waste Management. Etc.
stop illegal cutting complete the forests with management planning, certify the forests, protect the environment
Strategy of Biodiversity in Albania
National program of adoption of acquis (NPAA) National strategy for approximation of environmental legislation

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Horizontal issue relevant for all other sectors (strategies and plans from waste, water, nature, GMO). Strategy for environment and climate change (draft version)
Implementation of the program for long-term monitoring of biodiversity
Law on Nature Protection of Federation of BiH Law on environment Protection of Federation of BiH
<ul style="list-style-type: none"> - Strategy for Nature Protection of Republic of Srpska - Strategy for Air Protection of Republic of Srpska - Development of Waste Management Strategy (in procedure) <p>For the implementation and application of the objectives defined in these strategies, it is necessary to draw up action plans, with specific duties, and plan funds, and for this we need the expertise and material assistance.</p>
Development of non-existent documentation and its harmonization between entities and Brcko District.
Strategy for Development of Brcko District Spatial Plan of Brcko District Strategy for environmental protection (2013-2018) of Brcko District
Will be defined by relevant Ministry
Will be defined by relevant Ministry
In the field of forestry, there is no strategy in the Federation of BiH
Needs to be defined by relevant Ministry
Needs to be defined by the relevant Ministry
<p>Forestry Development Strategy of the Republic of Srpska for the period 2011-2021 is developed and adopted</p> <p>Planes are to develop the Forestry Program of the Republic of Srpska and Programme for hunting development of the Republic of Srpska for a ten years period</p> <p>For the Strategy there is a real need to develop an action plan, with specific duties, and plan funds, and for this we need the expertise and material assistance, as well as for development of Forestry Program of the Republic of Srpska and for Programme for hunting development of the Republic of Srpska</p>
The same answers as Milanka Jovanovic
Waste Management Water Pollution
Introducing the staff with the goals and objectives of Natura 2000
<ol style="list-style-type: none"> 1. to have a new environmental law,(it is on the stage to be developed now) then approved and to have what to implement. 2. to adjust many secondary level of legislation as the acts and the regulations. to not have duplications, 3. to build the capacity building for the implementation of the strategies, plan of association to EU and all other legal documents.
Ensure implementation of the approved environmental strategies: The National Environmental Strategy for 2014-2023; Waste Management Strategy for 2013-2027; Water Supply and Sanitation Strategy for 2014-2028.

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Gaps, challenges or obstacles towards transposition, implementation and enforcement

Outdated legislation, low capacity within authorities, low enforcement.
Public awareness, More criminal acquisition
Need additional training in the protection of biodiversity; insufficient appreciation of the forestry profession in the processes of environmental protection; slowly defining the Natura 2000.....
<ul style="list-style-type: none"> - Lack of public participation - Poor coordination of various levels of government - Complex System of Government - Underdeveloped civil sector - Lack of systemic approach
<ul style="list-style-type: none"> - Lack of communication at various levels of government - Insufficient knowledge of decision makers at various levels of government - The allocation of jurisdiction - Laws and regulations were not adopted (legislation not compatible with the EU directives at certain levels (hazardous and animal waste) - The impact of different interest groups at all levels of government
<ul style="list-style-type: none"> - Monitoring of the situation institutionally organized within the system in Bosnia and Herzegovina - Public hearings - Sharing Information with public - Lack of action plans that can achieve compliance with certain standards or requirements - Development and Implementation of Plans - Monitoring and Control
- Lack of communication at all governmental levels
we have good laws, but we not have theirs implementation
<ul style="list-style-type: none"> - More consistent control and inspection in the sectors of nature and environment protection - Speeding up the process of harmonization of lower level-laws with the new Law on Nature Protection of FBiH and the adoption and implementation of the new Law on Environmental Protection of FBiH, (development of new Law is under procedure)
<ul style="list-style-type: none"> - Insufficiently defined sub-legal legislation in the field of nature protection - Non-existence of a centralized database in the field of nature protection - Poor intersectoral collaboration and harmonization of legislation in the field of nature protection - Rising the skills in the application of information technology for employees in the field of nature protection
<p>have marked a lot of topics, the Environmental Crime Directive, also to the III pillar of the Aarhus Convention.</p> <p>Cooperation with Interpol and Europol.</p> <p>More focus should be given to the the implementation and enforcement of the Environmental Liability Directive, experiences, good practices...</p>
We do not have the necessary leadership capabilities in our administration. Our leaders are mainly focus on control and administrative authority not being able to motivate the workers. This is most result of the political influence and general lack of direction in our Society.
Main obstacles are experience and implementation of the law.
Human capacity

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Lack of infrastructure (Roads in forest)
The main challenges are to have legislation in line with EU standards in this area, approximated with relevant eu acquies, good practice, relevant statistical data ect.
limited human resource capacities; unstable and non-professional administration; lack of staff motivation; political pressure
<ul style="list-style-type: none"> - Lack of knowledge and human resources within Ministry of Agriculture, Forestry and Water Economy - Department for Forestry and Hunting for transposition, -- Lack of knowledge and human resources within State Inspectorate for Forestry and Hunting and Forest Police for implementation, - Inefficient cross-sectorial cooperation, especially among State Inspectorate for Forestry and Hunting and Forest Police with Public Prosecution and Judiciary System, but also with others like State Inspectorate for Environment.
<ul style="list-style-type: none"> - Lack of knowledge and experience among professionals / practitioners - Permitting system is weak and inefficient
The level of cooperation and exchange of information between the involved institutions in Macedonia and with neighboring countries is not satisfactory.
Lack of human resources, technical equipment and financial resources as well.
Transparency, bureaucracy, financial instruments, inspectorate enforcement, not a flexible legislation etc.
Low administrative capacities.
Low technical capacities.
luck of staff capacities, luck of adequate number of staff, luck of equipmet.
*
We have lack of budgets and expertise to tackle all the issues that arise.
Should be identified by entities and Brcko District
Lack of capacities and knowledge of State Border Police
Lack of human capacities in relevant institutions
Lack of capacities (human), knowledge, etc
Lack of implementation of laws, policies, strategies and plans
Capacity billdings
Main obstacles are : detections of offences
<ul style="list-style-type: none"> - Drafting urban plans - Preventing illegal buildings especially in special protected areas - Implementation of urban plans and legal base
Lack of strategic planning in the environmental field at national and local level; outdated legislative framework; the institutional framework is not corresponding with the environmental requirements and challenges (also: policy goals and legal requirements); environmental protection and sustainable development principles are not integrated into all sectoral policies and are not recognized as a priority; lack of an environmental information system; low level of education on environmental awareness.
Etc.
Enforcement that can be used to improve environmental legislation, political vision and the implementation of policies.
<ul style="list-style-type: none"> - Prevention of illegal buildings - Implementation of the legal basis

Training Needs Assessment

<p>Illegal cutting forest, Missing the sensibilisation of people around environment, the importance of environment ect.</p>
<p>lack of political support lack of transparency lack of administrative capacities lack of financial resources High level of corruption in environmental administration</p>
<p>Environmental crime</p> <ul style="list-style-type: none"> - Clear rules for distinction between misdemeanor and criminal offences and to ensure that criminal offences are punishable by effective, proportionate and dissuasive criminal penalties. - Establishment of effective coordination and cooperative mechanisms among competent authorities (ex.establishment an inter-sectoral working group for cooperation and coordination between relevant authorities for mutual cooperation). - Insufficient administrative capacities of relevant bodies for implementation of this Directive. <p>Environmental liability</p> <ul style="list-style-type: none"> - Need for full transposition of this Directive (Missing legal base for providing use of financial instruments and incentives for such use) - Insufficient administrative capacities of Administration for Environment and State Environmental inspectorate for implementation of this Directive
<p>transposition of the Habitats and Birds Directives in the Law on Nature Protection for the establishment of NATURA 2000 network</p>
<p>Lack of capacities (human resources, knowledge)</p> <ul style="list-style-type: none"> • The preservation and improvement of biological, geological and landscape diversity, • Sustainable use and management of natural resources and goods which can lead to permanent impoverishment of diversity, • Improving the condition of damaged parts of nature and landscapes • Strengthening of institutions responsible for environmental monitoring and enforcement measures for the environment protection through monitoring improvement, development of indicators and the establishment of an environmental information system for the environment protection in the Republic of Srpska and Bosnia and Herzegovina • Preparation and adoption of planning documents with the aim of planning the protection of all segments of the environment, • Implementation and promotion of activities for the preservation of nature through the process established by the new Law on Nature Protection (aims to prevent overloading, pollution and environmental degradation). • Initiate active inspection work and other competent authorities in order to secure unique application of the law in the field of environmental protection • Prevent overloading, pollution and environmental degradation, improvement and restoration of the damaged environment
<p>pollution v v industrial development</p>
<ul style="list-style-type: none"> - Insufficiently trained staff - Lack of relevant documentation - Lack of networking between experts and between institutions - Non-existence of databases

Training Needs Assessment

Partial transposition of EU directives into national laws Education of decision makers on the importance of transposing the directives into national law and the importance of the implementation and enforcement The lack of regulations in the field of packaging, hazardous and non-hazardous waste Lack of legislation related nature protection
Will be defined by relevant Ministry
Will be defined by relevant Ministry
Will be defined by the relevant Ministry
Needs to be defined by relevant Ministry
Lack of capacities and staff with good knowledge
<ul style="list-style-type: none"> • Lack of coordination mechanisms in BiH / entity for the implementation of certain conventions, eg. CITES • Lack of trained staff for the implementation of transposition • Lack of appropriate strategic documents and regulations • Lack of financial funds • General social and economic conditions in the country.
The same answers as Milanka Jovanovic
Lack of financial funds Lack of expert staff
lack of knowledge lack of communication with other countries in the region and within the EU.
For our institute - lack of modern equipment for analysis and monitoring, the poor experience in its integration of environmental policies
<ul style="list-style-type: none"> - cooperation between multilateral organisations between Environmental ministry as well between other ministries, - there is lack of the clear distribution of duties - lack of the well prepared staff and experts to implement the new documents and regulations. - reporting issues, preparation to be involved in the different networks and committees, etc.
<ul style="list-style-type: none"> - Weak institutional capacities both in terms of quantity and quality; - Staff fluctuation, which reduces the degree of institutional experience, thus jeopardizing the transposition of environmental legislation; - Delays and challenges in the process of approval / adoption of transposed acts

Comments on training methods

Materials/brochure/ documents/ power point presentations are vary useful during the seminar or workshop, its easier to recall later when you need information during the work and also to share them with other colleagues that didn't attend the seminar/workshop.
As pointed out above, training for EIA, SEA and AA shall include CERTIFICATION for the participants that shall be selected from appropriate professional branches, avoiding any political influence that can come from medium and top management of government institutions
Mostly presentations
Organizing joint and coordinated activities with the relevant authorities at all levels of the counties / cantons, entities, state (round tables, conferences, symposium and conferences) on specific issues in this area
No, I have not any request regarding the type and methodology of the trainin.

Training Needs Assessment

I dont have any special request , just interactive discussions.
I can help as trainee for EIA/SEA.
1.Field visits to main control points (customs, etc.), 2.Combined panel discussions
the methodology of the trainings has to combine the theoretical side and the practical side of teaching (in the same lesson,activity or any kind of training).
I would suggest to have a meeting with the all interested from Moldova authorities from Environmental Ministry, and to identify the priorities for development of the whole Ministry and all structures and agencies that belong to the Ministry. The methods and type of the trainings will be discussed later on. In general all presented bullets under the training methods are fine and are very suitable and welcomed by Moldova.