

Theme 1. – Protected/Managed Areas

Vision: Sufficient areas of all ecosystems and habitats in Palau are included in a well planned and managed system of protected areas that will play a central role in ensuring the long term survival of the full range of biodiversity in Palau while helping to meet the needs of current and future generations.

Goal: To establish within ten years a network of adequately funded and effectively managed protected areas that includes representative areas of all ecosystems and habitats in Palau.

Objective	Action	Resources Needed	Lead Agency	Timeline	Indicator
Objective 1: <i>To develop an effective management framework for the designation and long term sustainable management of protected areas, including sustainable funding mechanisms</i>	1.1 Develop and implement national coordination mechanisms, criteria and regulations under the Protected Areas Network Act (PAN).	Finance, Technical Assistance	MRD	Immediate, On-going	Criteria and regulations in place.
	1.2 Seek international and national funding to support the development and implementation of the PAN and individual sites.	Human resources	MRD	Immediate, On-going	Funding secured
	1.3 Develop sustainable funding mechanisms to support protected area management.	Human resources	MRD	Immediate, On-going	Funding mechanisms in place
	1.4 Develop education and awareness programs for protected/managed areas, merging traditional and modern concepts.	Finance, Human resources	MRD States	Immediate, On-going	Programs in place
Objective 2: <i>To identify through scientific and traditional knowledge all areas that should be protected and managed to satisfy biodiversity conservation and resource management objectives</i>	2.1 Conduct scientific studies to identify and map ecosystems and habitats and areas important for protecting rare, endangered, or endemic species, or for maintaining ecosystem process.	Finance, Human resources	MRD	Medium	Reports of studies and maps
	2.2 Identify conservation requirements for each ecosystem or habitat type.	Finance, Human resource	MRD	Medium	Requirements identified
	2.3 Undertake a review of existing protected areas to identify gaps and priorities for future protected areas.	Finance, Human resources	MRD	Medium	Future protected areas proposed

	2.4 Undertake consultations with all relevant stakeholders to identify priority areas for inclusion in the network.	Finance, Human resources	MRD, OERC	Medium	Records of consultations
Objective 3: <i>To ensure all protected areas have adequate and appropriate legislative and/or traditional support</i>	3.1 Support states in designating protected areas through legislative or traditional means as appropriate, and in nominating them for inclusion in the Protected Areas Network.	Finance, Technical assistance	MRD, States	Medium to Long-term	Number of protected areas designated and total area
Objective 4: <i>To develop and implement appropriate management strategies for each of the identified areas</i>	4.1 Develop site-specific management plans.	Technical assistance, Human resources	MRD, States	Long-term	Management plans in place
	4.2 Build management capacity at national, state and community levels.	Finance, Technical assistance	MRD, States	Long-term	Management activities successfully implemented at all levels
	4.3 Undertake research to identify and understand biological processes necessary to maintain the viability of habitats and communities.	Finance, Technical assistance	MRD	Medium to Long-term	Reports of studies with management recommendations
	4.4 Provide support to develop opportunities for sustainable development in and around protected/managed areas	Finance, Technical assistance	MRD, States	Long-term	Number of sustainable development projects in place. Analysis of benefits
Objective 5: Develop and implement appropriate monitoring and evaluation processes for protected areas.	5.1 Develop appropriate monitoring and evaluation plan	Technical assistance	MRD	Short-term	Monitoring and evaluation plan being used with regular report of results
	5.2 Build capacity at national, state and community levels to monitor and evaluate protected areas	Finance, Technical assistance	MRD, States	Medium to Long-term	Monitoring activities successfully implemented at all levels

Theme 2. –Species Protection

Vision: Palau’s biodiversity, especially all native and endemic species, is conserved through maintenance and restoration of healthy populations and ecosystems within the Republic of Palau.

Goal: To maintain functional populations of native, endemic (especially threatened and endangered species) and their habitats.

Objective	Action	Resources Needed	Lead Agency	Timeline	Indicator
Objective 1: <i>To develop a comprehensive inventory of species to identify and prioritize their importance and status.</i>	1.1 Conduct national taxonomic needs assessment (DIVERSITAS Systematics Agenda 2000 Guidance)	Finance, Technical assistance	MRD (PICRC, BNM, OERC)	Long-term, On-going	National comprehensive needs assessment report.
	1.2 Conduct national surveys to inventory biodiversity in order to identify species that require specific management strategies from the national needs assessment.	Finance, Human resources, Technical assistance	MRD (TNC, PAN, MRD, OERC, PICRC)	Long-term, On-going	National comprehensive species lists.
Objective 2: <i>To develop appropriate and specific management strategies to conserve biodiversity, particularly, high priority species.</i>	2.1 Develop management/recovery and monitoring plans for high priority species, including threatened and endangered species	Finance, Human resources, Technical assistance	MRD	Medium	Management and monitoring plans developed
	2.2 Implement species protection especially by designation of management areas, which protect important habitat for target species.	Finance, Human resource	MRD	Medium	Areas designated and management plans in place
	2.3 Incorporate traditional management practices into species protection strategies.	Finance, Human resources	MRD	Medium	Strategies developed
	2.4 Enact effective endangered and threatened species regulations	Finance, Human resources	MRD	Immediate to Short-term	Criteria and regulations in place
	2.5 Identify lead agencies and build capacity to implement and enforce the Endangered Species Regulations.	Human resources	MRD, MOJ	Short-term	Agencies identified, regulations implemented and enforced successfully at all levels

	2.6 Support implementation of relevant international instruments and conventions.	Finance, Human resources	OERC	On-going	International conventions implemented
	2.7 Seek opportunities for international cooperation for species with regional range.		MRD	Medium	Successful international cooperation
	2.8 Seek and develop funding options for species-specific conservation programs	Finance, Human resources	MRD	Medium	Funding mechanisms in place

Theme 3: Biosecurity/Invasive Species & Biosafety

Vision: Palau is free of damaging invasive species or Living Modified Organisms.

Goal: To protect Palau’s biological diversity from negative impacts of invasive species and Living Modified Organisms (LMOs) through prevention, mitigation, and management.

Objective	Action	Resources Needed	Lead Agency	Timeline	Indicator
Objective 1: <i>Provide a framework and capacity for ongoing prevention and management of invasive species</i>	1.1 Assign clear responsibilities to governmental bodies and agencies for prevention, detection, rapid response, eradication, and long-term management of invasive species	Human resources	NEPC MRD	Immediate to Short-term	Clear assignments made
	1.2 Review and update national and state legislation and regulations related to invasive species	Human resources	MRD	Short to Medium-term	Report of review, Updated legislation and regulations
	1.3 Assist state governments, communities, NGOs, and private citizens to identify their own responsibilities for invasive species prevention and management	Finance, Human resources, Educational materials	MRD	Medium-term	Records of activities, Review of changes
	1.4 Build national capacity for research, education, and enforcement with regard to invasive species	Finance, Technical assistance	MRD	Medium to Long-term	Records of activities, Improved research, education, and enforcement
	1.5 Develop and implement strategic plans for management of invasive species	Human resources	NISC MRD	Short to Medium-term	Plans in place, Records of implementation
Objective 2: <i>Prevent the development of new problems with invasive species</i>	2.1 Prevent the introduction of new species with the potential to become invasive	Laws and regulations, Finance, Human resources	MRD	Immediate, Ongoing	No new harmful introductions
	2.2 Ensure early detection of, and rapid action against, new introductions of potentially invasive species	Finance, Human resources	MRD	Immediate, ongoing	New introductions responded to
	2.3 Prevent or reduce the spread of invasive species within Palau, especially from one island to	Finance, Human resources	MRD, States	Short-term, Ongoing	New national and state laws &

	another				regulations, Enforcement
Objective 3: <i>Reduce the impact of existing invasive species in Palau</i>	3.1 Identify, assess, and prioritize established invasive species for appropriate management action, including control and/or eradication	Finance, Human resources	MRD NISC	Short-term, Ongoing	Prioritized lists
	3.2 Reduce negative impacts of established invasive species through integrated, cost-effective, and sustainable management	Finance, Human resources	NISC MRD	Immediate, Ongoing	Reports of successful management efforts
Objective 4: <i>Prevent the development of new problems with Living Modified Organisms (LMOs)</i>	4.1 Develop and implement a comprehensive legislative framework for Biosafety, in accordance with international conventions	Finance, Human resources, Technical assistance	MRD, MOJ	Short-term, Ongoing	Legislation enacted and implemented
	4.2 Build national capacity for research, education, and enforcement with regard to LMOs	Finance, Human resources, Technical assistance	MRD	Medium- to Long-term	Evidence of improved management
Objective 5: <i>All sectors of Palauan society will support the appropriate management of invasive species and LMOs</i>	5.1 Develop and implement both general and species-specific education and awareness programs for both invasive species and LMOs.	Finance, Human resources, Technical assistance	MRD	Short-term, Ongoing	Records of programs, educational materials, evidence of public support

Theme 4: Sharing Benefits of Genetic Resources

Vision: Traditional resource owners and communities are fully involved and are primary beneficiaries from conservation and resource management of Palau's biodiversity. The rights of traditional ecological knowledge holders are fully protected.

Goal: Within five years resource owners and communities are implementing sustainable resource management and conservation practices and sharing the benefits, with full legal protection.

Objective	Action	Resources Needed	Lead Agency	Timeline	Indicator
Objective 1: <i>Create a multi-stakeholder committee to develop and lobby for adoption of legislation protecting Palau's genetic resources</i>	1.1 Source funding for collaboration between regional and international consultant to work with the existing legal services to research and draft legislation for protecting and maximizing equitable benefit sharing of genetic resources.	Finance, Human resources, Technical assistance	MOJ, MRD	Medium-term	Adopted Legislation
	1.2 Review and improve the existing permitting for use of Palau's genetic resources to ensure the rights of Palauans are met.	Human resources	MRD, MOJ	Short-term	New permit process implemented
Objective 2: <i>Develop and implement a public awareness/education program</i>	2.1 Conduct multi-stakeholder workshops	Finance, Human resources	MRD, PCS	Short-term, Ongoing	Higher awareness after program
	2.2 Develop and distribute literature on genetic resources benefit sharing	Finance, Human resources, Technical assistance	MRD, PCS	Short-term, Ongoing	Literature, and records of distribution
Objective 3: <i>Develop and implement an effective enforcement and management program</i>	3.1 Develop an authority that consists of members well versed in genetic resource management issues to issue permits and ensure that the conditions of the permit are met.	Finance, Human resources	MRD/PICRC	Medium-term	Authority developed, Permitting process in place
	3.2 Disseminate information about the research projects and their findings to the public	Human resources	MRD, OERC	Medium-term, Ongoing	Information disseminated

	3.3 Monitor the progress of all permitted research projects to ensure that all conditions of the permit are satisfactorily met.	Finance, Human resources	MRD	Ongoing	Monitoring reports on file
Objective 4: <i>To promote community participation in biodiversity conservation</i>	4.1 Develop community contacts to establish and improve communication, to exchange information, and promote management and conservation.	Human resources	PCS TNC MRD	Ongoing	Contacts developed
	4.2 Work with traditional men's and women's groups to promote biodiversity conservation.	Human resources, Finance	PCS MRD	Ongoing	Records of meetings
	4.3 Support existing environmental groups in the schools at all levels.	Human resources, Finance	MOE	Ongoing	Records of activities
Objective 5: <i>To increase awareness & promote the use of traditional management practices together with science & technology.</i>	5.1 Encourage Palauans to pursue degrees in science & take pride in Palau's unique biodiversity.	Human resources, Technical assistance, Finance	MOE	Ongoing	More Palauans earn science degrees
	5.2 Document & publicize traditional knowledge on resource use & management practices.	Human resources, Finance	PCS MRD MCCA	Medium- term, Ongoing	Publications
	5.3 Strengthen coordination & cooperation between traditional, State & National leaders to ensure integration of traditional & modern resource management practices are implemented & maintained through legislation.	Human resources, Finance	Cabinet, States	Medium- term, Ongoing	Legislation, Records of meetings
Objective 6: <i>To promote community capacity to launch & successfully manage small businesses that enhance & benefit from biodiversity.</i>	6.1 Conduct training for Chamber of Commerce on the benefits of promoting conservation and resource management of biodiversity	Human resources, Technical assistance, Finance	MRD MCT	Medium- term, Ongoing	Training materials developed, training conducted
	6.2 Share expertise between businesses & give incentives for 1st time business owners for implementing sustainable practices	Human resources, Finance	MCT MRD	Medium- term, Ongoing	Expertise shared, incentives implemented

	6.3 Develop and implement special loan programs for small businesses doing environmentally sustainable development (i.e. ecotourism)	Human resources, Finance	PNDB	Medium-term, Ongoing	Loan programs implemented
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Theme 5. – Sustainable Economic Development

Vision: Sustainable economic development is mainstreamed into all sectors and at all levels thereby ensuring that economic development supports the preservation and protection of biodiversity. .

Goal: To provide an enabling framework within each State to facilitate long-term sustainable development and ensure that each each State is engaging and deriving the maximum benefits from sustainable economic development each community receives the benefits derived from the sustainable use of their respective resources.

Objective	Action	Resources Needed	Lead Agency	Timeline	Indicator
Objective 1: <i>National Tourism Unit established and actively promoting and educating the communities on the value and benefits of eco-tourism in Palau</i>	1.1 Conduct a national program to define and promote support for community based eco-tourism ventures.	Finance, Human resources	NTU	3 years	Within ten years, community led eco-tourism will represent 30% of Palau’s tourism product.
	1.2 Identify and expand the promotion of Palau’s eco-tourism product in local and foreign markets.	Finance, Human resources	PVA	Ongoing	Increased local and international awareness of Palau’s eco-tourism product.
	1.3 Train interested local communities and groups in eco-tourism related activities.	Finance, Human resources, Technical assistance	NTU, PVA	Short-term, Ongoing	Increased capacity within local communities and groups to participate and manage eco-tourism related activities.
Objective 2: <i>Increased economic incentives and capacity for community led sustainable eco-tourism development.</i>	2.1 Provide government incentive packages for community based small business assistance programs focusing eco-tourism activities and facilities.	Finance, Human resources	NTU, PVA	Medium-term	Increased participation and product diversification of community based

					eco-tourism activities and facilities.
	2.2 Increase public awareness on existing assistance programs geared at sustainable small business start-ups and expansion opportunities.	Finance, Human resources	NTU, MoF, PCC, PCAA	On-going	
	2.3 Increase capacity building training programs to Palauan entrepreneurs and small business management for interested individuals and start-up companies entering into small-scale community-based enterprises.	Finance, Human resource, Technical assistance	NTU, MoF, PCC	On-going	Increased number of entrepreneurs and small businesses operating sustainably within Palau's communities.
Objective 3: <i>Reduce dependency on importation of foodstuffs.</i>	3.1 Establish nationwide educational program in schools and community groups on the economic and health value of locally produced foods.	Finance, Human resources	MoE, PCAA, MRD	Short-term, Ongoing	Greater awareness and increased production of locally produced foods.
	3.2 Review and update or lobby for the adoption of legislation regarding the imposition of additional taxes on imported non-essential food products.	Human resources	MoH, EQPB, NEPC, OEK	Short-term	Tax for non-essential imported food products adopted and enforced.
	3.3 Introduce incentive measures for the promotion of agricultural co-ops through assistance in the development, packaging, and marketing of locally grown and harvested foods.	Finance, Human resources, Technical assistance	MoF, MRD, MCT, PCAA	Short-term, Ongoing	Number of successfully functioning agricultural co-ops increased.
	3.4 Develop and introduce national legislation to establish health and sanitary inspection guidelines for locally produced and packaged foods.	Human resources, Finance, Technical assistance	MRD, MoH, MoF, OEK	Medium-term	National guidelines for the inspection of locally produced foods adopted and enforced.
	3.5 Increase State government and community awareness of sustainable economic opportunities for local production of foodstuffs.	Human resources	MoF, MCT	Ongoing	Enhanced State and community awareness regarding economic

					incentives and participation in agricultural development.
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Theme 6: Prevent or Minimize Waste

Vision: All wastes are reduced, reused, or recycled to minimize degradation and/or loss of habitats.

Goal: By the year 2012, 65% of all wastes in Palau are reduced, reused, or recycled.

Objective	Action	Resources	Lead Agency	Timeline	Indicator
Objective 1: <i>Integrate solid waste management programs at State and National levels.</i>	1.1 Government and private stakeholders review and adopt an Integrated Solid Waste Management Program (ISWMP) based on the 1999 Golder Associates draft submitted to Republic of Palau Bureau of Public Works	Human resources Technical Assistance	MRD-BPW EQPB	Immediate	Finalization of ISWMP
	1.2 Promulgate legislation to implement ISWMP.	Human resources Technical assistance	President's Office OEK	Immediate	Waste Management Law creates administrative and regulatory framework for ISWMP.
Objective 2: <i>Establish Waste Management Agency.</i>	2.1 Create a separate agency with dedicated funding to implement and administer ISWMP.	Human resources Finance	MRD	Immediate	Waste Management Agency created and funded.
	2.2 Develop training programs for Agency staff, and private sector counterparts, in modern waste management.	Technical assistance Finance	MRD EQPB PCC	Short-term	Agency staff and counterparts have developed required expertise.
Objective 3: <i>Increase public understanding of waste management issues.</i>	3.1 Develop a Republic-wide public education program at the national level with State and NGO participation.	Technical assistance Finance	EQPB MRD PCC	Short-term, Ongoing	Public participation in collection, recycling/reuse programs.

Theme 7. – Agricultural Biodiversity (Agrobiodiversity)

Vision: The conservation and sustainable use of Palau’s agricultural biodiversity contributes to national development and to the preservation of traditional knowledge and practices.

Goal: To effectively conserve and use Palau’s agrobiodiversity for the benefit of present and future generations..

Objective	Action	Resources Needed	Lead Agency	Timeline	Indicator
Objective 1: <i>Develop a comprehensive inventory of Palau’s agrobiodiversity to identify and prioritize species and varietal importance and status.</i>	1.1 Collect baseline data on the existing agrobiodiversity, and assess the data to identify species and/or varieties/breeds that require specific management strategies, incorporating traditional and modern scientific knowledge	Finance, Human resources, Technical assistance	MRD	Short-term, Ongoing	Responsibilities Assigned
	1.2 Inventory and map the location of important agricultural species, varieties, and breeds	Finance, Human resources	MRD	Short-term, Ongoing	Inventories and maps
Objective 2: <i>Sustainably manage and conserve Palau’s agrobiodiversity.</i>	2.1 Establish a national Agrobiodiversity Center to maintain germplasm collections	Finance, Human resources, Technical assistance	MRD, PCC	Medium-term	Center established
	2.2 Contribute agricultural germplasm to regional and international germplasm collections, to further cooperation, and as a backup to the national collections	Finance, Human resources, Technical assistance	MRD, PCC	Short-term, Ongoing	Records of contributions
	2.3 Incorporate traditional management practices into agrobiodiversity conservation strategies.	Finance, Human resources	MRD		
	2.3 Ensure that appropriate biosafety protocols are in place to protect traditional species and varieties from genetic contamination	Finance, Human resources, Technical assistance	MRD, PCC	Short-term, Ongoing	Protocols in place and adhered to
Objective 3: <i>Farmers and others will grow and utilize local and traditional species, varieties, and breeds.</i>	3.1 Propagate and distribute traditional agricultural species, varieties, and breeds.	Finance, Human resources	MRD, PCC	Short-term, Ongoing	Records of distributions
	3.2 Strengthen educational curriculum for agriculture, including information on	Finance, Human	MOE, MRD,	Short-term, Ongoing	New curriculum materials

	agrobiodiversity conservation and traditional management strategies and practices	resources, Technical assistance	PCC		developed and utilized
	3.3 Conduct public awareness activities to increase public utilization of traditional varieties and breeds	Finance, Human resources, Technical assistance	MRD, PCC, MOE	Short-term, Ongoing	Educational materials, records of activities

Theme 8. Mainstreaming Conservation

Vision: Individuals are aware and take responsibility for their effect on Palau’s biodiversity in a way that they participate actively in its protection. All stakeholders are well informed and empowered and are working together to ensure the conservation and sustainable use of Palau’s biodiversity.

Goal: Biodiversity conservation and sustainable resource use is integrated into all aspects of government and community planning, development and operations.

Objective	Action	Resources Needed	Lead Agency	Timeline	Indicator
Objective 1: <i>To increase public awareness of and support for biodiversity conservation through understanding of importance of biodiversity.</i>	1.1 Identify key individuals from all relevant agencies and organizations to coordinate and implement a strategic public awareness program	Human resources	MRD, OERC	Short-term Ongoing	Public awareness team identified and organized, 90% of the resident population has a clear understanding of the importance of biodiversity.
	1.2 Identify funding mechanisms at the local, regional, and international levels	Human resources	MRD, OERC	Short-term, Ongoing	Funding identified and accessed
	1.3 Conduct public awareness activities	Finance, Human resources, Technical assistance	MRD, OERC	Short-term, Ongoing	Records of activities
Objective 2: <i>To successfully integrate biodiversity into curriculum at all levels through the Ministry of Education</i>	2.1 Review current curriculum and identify opportunities to integrate topics related to biodiversity at all levels.	Finance, Human resources	MOE, MRD	Medium-term	Curriculum review and opportunities identified
	2.2 Design and implement educational tools to supplement curriculum and lesson plans	Finance, Human resources, Technical assistance	MOE, MRD	Ongoing	Educational tools used in the classrooms
	2.3 Link curriculum integration with public awareness activities	Human resources	MOE, PCS, PCC	Ongoing	Curriculum linked to the public awareness activities

Objective 3: <i>To strengthen conservation capacity of residents and all communities in Palau</i>	3.1 Conduct community capacity building activities based on the priorities identified in the NBSAP themes and emerging community priorities.	Finance, Human resources	MRD	Ongoing	Specific indicators to be developed for each program
	3.2 Fund scholarships for Palauans in advanced degrees in policy, resource management, and local/cultural resource issues.	Finance	PNSB	Short-term, Ongoing	Increase in the number of Palauans with degrees in listed areas
	3.3 Develop incentives for Palauans with biodiversity-related expertise to work in Palau	Human resources, Finance	MCT	Ongoing	Increase in the number of Palauans working in relevant fields
	3.4 Utilize applied learning, continuing education, and related educational opportunities for Palauans in relevant fields	Human resources, Finance	MCT	Ongoing	Increase in the number of learning activities
Objective 4: <i>To strengthen conservation capacity of government and non-government organizations in Palau</i>	4.1 Create and fill a position at the appropriate level in the appropriate government agency to coordinate and monitor implementation of the NBSAP.				
	4.2 Increase interagency/interpersonal communication and cooperation	Human resources	Cabinet NEPC	Ongoing	Number of collaborative programs, Decrease in the duplication of effort
	4.3 Seek new funding sources for programs and projects that aim to protect biodiversity	Human resources	OEK MOS MOF OERC	Ongoing	New funding sources
	4.4 Conduct institutional capacity building based on the identified needs, as well as strengths, gaps, and available expertise.	Human resources, Finance, Technical assistance	MRD	Ongoing	Records of activities, improved performance
	4.5 Actively and effectively participate in regional and international conventions and organizations to influence decisions relevant to Palau	Human resources, Finance	MRD NEPC	Ongoing	Improved performance

Objective 5: To Strengthen local capacity to participate effectively in regional and international conventions and organizations that relate to biodiversity conservation.	5.1 Develop and continuously update a data-base of Palauan nationals and long-term residents who have the potential and are able to represent Palau strategically and effectively at regional and international meetings related to biodiversity conservation.	Human resources	NEPC	Short-term Ongoing	Data-base established and in use.
	5.2 Develop and implement policies that ensure that priority is given to appropriately qualified Palauan nationals and long-term residents for participation in regional and international conventions and organizations related to biodiversity conservation.	Human resources	NEPC MOS MRD OERC	Short-term	Policies developed and implemented
	5.3 Conduct capacity building activities targeting Government agencies and non-governmental organizations (NGOs) for effective and strategic participation in regional and international conventions and organizations related to biodiversity conservation.	Human resources, Technical assistance, Finance	OERC MOS MRD NEPC	Short-term Ongoing	Activities conducted. Measurable increase in capacity within government agencies and representatives.
	5.4 Conduct preparatory meetings of government and NGO representatives to formulate national positions on issues to be addressed at major international meetings and for a related to biodiversity conservation.	Human resources	OERC MRD NEPC	Short-term Ongoing	National positions formulated, adopted, and addressed
	5.5 Establish or designate a national body made up of government and civil society representatives to collaboratively decide on participants to regional and international meetings, workshops, and other activities related to biodiversity conservation.	Human resources	NEPC	Short-term Ongoing	National body established or designated and active

<p>Objective 6: To integrate biodiversity conservation strategies and policies into all government planning and operations, based on the priorities identified in the NBSAP themes and on emerging priorities, and targeting agencies and departments which have biodiversity/environment as part of their portfolios. Priority areas should include at a minimum prevention of invasive species, energy conservation, and waste management.</p>	<p>6.1 Conduct reviews of current and existing government strategies and policies and identify opportunities where biodiversity conservation can be integrated.</p>	Human resources, Finance	NEPC Cabinet OERC	Short-term ongoing	Review conducted. Biodiversity conservation integrated into current and existing strategies and policies.
	<p>6.2 Develop and implement government strategies and policies, including incentives where appropriate, to integrate biodiversity conservation into all government programs and activities, based on the priorities identified in the NBSAP themes and on emerging priorities.</p>	Human resources, Finance, Technical assistance	Cabinet NEPC OERC	Medium-term Ongoing	Strategies developed and implemented. No invasives are introduced by government-related activities
	<p>6.3 Conduct educational activities for government employees to build awareness of and compliance with strategies and policies for conservation of biological diversity.</p>	Human resources, Finance	NEPC OERC Cabinet	Medium-term Ongoing	Educational materials, Records of activities, Improved compliance
	<p>6.4 Develop and implement communications strategies for ensuring that results from key research activities conducted in Palau and relating to Palau's biodiversity are effectively communicated to and used by key decision makers at the community, state and national levels.</p>	Human resources, Finance	NEPC PCS PICRC TNC OERC	Short-term Ongoing	Strategy developed and implemented. Decision makers utilizing information from relevant research when making key decisions
<p>Objective 7: To develop and implement effective long-term sustainable finance mechanisms for biodiversity conservation planning and programming.</p>	<p>7.1 Identify and utilize opportunities for developing, implementing, and utilizing effective long-term sustainable finance strategies and mechanisms for biodiversity conservation activities and programs.</p>	Human resources, Technical assistance	NEPC TNC OERC	Long-term	Technical assistance accessed. Strategies developed. Mechanisms in place and being used.

	7.2 Assess the feasibility of establishing and effectively utilizing a Palau Conservation Trust Fund.	Human resources, Technical assistance	NEPC TNC MOF MOS MRD	Short-term	Feasibility assessment conducted and recommendations made to NEPC.
	7.3 If feasible, establish a Palau Conservation Trust Fund.	Human resources, Finance	NEPC MOF	Long-term	Trust Fund established, managed and utilized.
Objective 8: <i>Survey existing statutory and regulatory coverage to determine where improvements are needed.</i>	8.1 Identify the agencies involved with enforcement and compile the statutes and regulations involved.	Human resources	NEPC EQPB	Short-term	Clear assignments made
	8.2 Review data collected to determine where statutory or regulatory coverage should be expanded	Human resources	NEPC OERC	Medium-term	Report produced detailing requirements
	8.3 Assign responsibility with deadlines to agency heads to develop suggested statutory and regulatory changes and capacity requirements	Human resources,	OERC	Medium-term	Record of assignments given to NEPC
	8.4 Evaluate submissions and determine project scope and whether outside consultant needed for systems development	Human resources	OERC NEPC	Medium to Long-term	Decision made on how to proceed with making changes
Objective 9: <i>Define agency responsibilities and capacity requirements in cooperative plan to implement protection system</i>	9.1 Determine where agencies must interact and required capacity to do this.	Laws and regulations, Finance, Human resources	OERC Involved Agencies	Medium to Long -term	Report on areas of interaction and capacity needs
	9.2 Determine need for State and Traditional Leader input	Human Resources	OERC NEPC States	Medium-term	Decision and method
	9.3 Develop SOP for Agency cooperation	Human resources	OERC Involved Agencies	Long-term	Document produced
Objective 10. <i>Implement required changes</i>	10.1 Integrate results of Objective 2 & 3 process for final changes needed	Human resources		Long-term	List of requirements
	10.2 Develop and submit legislative and regulatory requirements	Human resources		Long-term	Framework in place

Objective 11: <i>Ensure state and community issues and needs related to protection and health of local biodiversity are acknowledged and addressed</i>	11.1 Utilize and respond to list of priority issues and actions identified during the community consultations (see Appendix).	Human resources, Finance	MRD, OERC, States	Ongoing	State priority issues and actions addressed
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