

# Strengthening the framework conditions for the Ministry of Environment (MEDD) and ICCN

<b>Country:</b>	Democratic Republic of Congo
<b>Region:</b>	Africa
<b>Customer:</b>	GIZ German Cooperation
<b>Partner:</b>	Ministry of Environment (MEDD) and ICCN
<b>Duration:</b>	October 2014 – March 2016



## Starting point

Multi annual GIZ programme to promote the conservation of biodiversity and sustainable forest management in the DRC. The project aims, inter alia, to support responsible state institutions and non-state actors at the national and provincial levels to better achieve their political and operational tasks.

## Scope

Improved framework conditions within the Ministry of Environment and ICCN through specific support in the areas of HR management, organisational development and higher education.

## Activities

As a component leader in the GIZ project "Conservation of biodiversity and sustainable forest management":

- Promote the process of institutional reforms within the MEDD, in particular for the central services in Kinshasa and for the three provinces of South Kivu, Maniema and Katanga
- Missions in the eleven provinces to record the current staff situation, prepare organisational charts and evaluate employees as part of a skills analysis
- Close cooperation with the Ministry of Civil Service for the introduction of change management measures at the Ministry of Environment as a pilot project
- Development of training plans for the Ministry of Environment and ICCN
- Technical and operational management of the 2020 strategy (development of the "Renewable natural resources management" program in accordance with the Bologna process: Bachelor - Master - PhD)
  - Cooperation with three universities: Kinshasa, Kisangani and Lubumbashi
  - Collaboration with four colleges: Kimwenza, Tshela, Bengamisa and Mondongo
  - Program development and supervision of guest professors
  - Establishment and improvement of university administrative processes
  - Modernisation of equipment and materials (internet cafes, solar panels, etc.)

## Achievements

- Introduction of the HR information system "SAGE RH Suite" with ICCN
- Development and implementation of a performance evaluation system for ICCN (including management of performance bonuses)
- Development of uniform professional job descriptions, in accordance with the organisational framework established by the Ministry of Civil Service