Output 3: Zoning

Activity	Month													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
[1] Conduct a socio-economic survey in the Anzali wetland and the surrounding area	▬	▬	▬												
[2] Based on the results of the socio-economic survey review the zoning plan presented in the Master Plan and draft regulations for each zone		▬	▬	▲											
[3] Hold stakeholder meetings to explain zoning, the survey results and the draft zoning plan to receive feedback								▲							
[4] Finalize zoning plan with boundaries and regulations, which need to be presented at the committee for discussions					▬	▬	▬	▬	▬	▬	▬	▬	▬	▬	▬

Remarks:
Review the zoning plan and establishment of draft regulations will be carried out before the 1st management committee meeting.

Output 4: Environmental Education

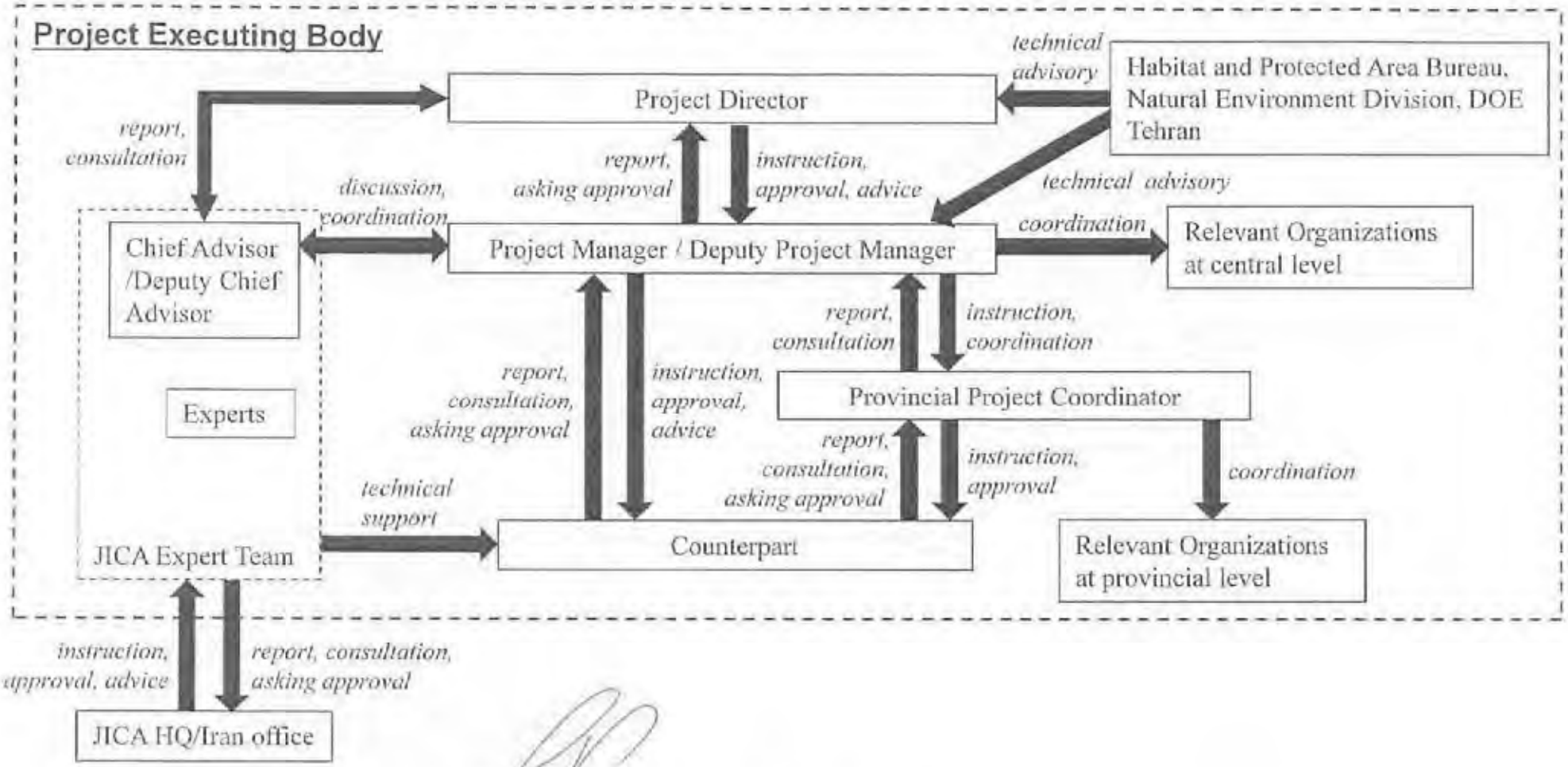
Activity	Month													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
[1] Collect information on on-going activities and existing materials for environmental education in Guilan Province	▬	▬	▬												
[2] Referring to the results of the pilot project in the Master Plan study, formulate an action plan for environmental education including the training schedule at the Environmental Education Centre		▬	▬												
[3] Make an agreement on the environmental education action plan in the committee				▲											
[4] Produce materials for environmental education in the above action plan, including audio-visual materials, and pilot implementation of environmental education							▲				▲			▲	

Remarks:
Activities [1] – [2] will be carried out again to revise the environmental education action plan before the 1st management committee meeting. Pilot implementations will be carried out three times using prepared environmental education materials.

Output 5: Ecotourism

Activity	Month														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
[1] Collect information on on-going ecotourism activities conducted in Guilan Province including activities of private sector	▬	▬	▬												
[2] Referring to the results of the pilot project in the M/P study, formulate an action plan for ecotourism including training and development of small-scale facilities.	▬	▬	▬												
[3] Make an agreement on the ecotourism action plan in the wetland management committee.				▲											
[4] Construct small-scale facilities for ecotourism, which may include wooden trails, observation huts and sign board with pilot eco-tours.					▬	▬	▬	▬	▲	▬	▬	▬	▬	▲	

Remarks:
Activities [1] – [2] will be carried out again to revise the ecotourism action plan before the 1st management committee meeting. Pilot eco-tours will be carried out at the middle (winter) and the end (summer) of the project period.



Project Director: Deputy Head of Natural Environment Division, DOE Tehran
Project Manager: Senior Wetlands' Expert, Habitat and Protected Area Bureau of Natural Environmental Division, DOE Tehran
Provincial Project Coordinator: Director General, DOE Gilan Provincial Directorate

Organizational Structure for Implementation of the Project

ANNEX IV

Required Condition of Iranian Counterparts

Condition	Envisaged Post in DOE
Output 1: Institutional Development	
The counterparts need to have work experience more than 10 years, management skill, capacity to organize a committee, and legal knowledge.	➢ Senior Wetlands' Expert, DOE Tehran ➢ Director General, DOE Gilan ➢ Law section, DOE Gilan Office
Output 2: Monitoring	
The counter parts need to have work experience more than 5 years. Bird survey skill, water quality survey skill, and data analysis/planning/reporting/management skills are respectively necessary.	➢ Wildlife and Biodiversity section, DOE Gilan Office ➢ Laboratory section, DOE Gilan Office ➢ Wetlands' expert, DOE Tehran
Output 3: Zoning	
The counter parts need to have work experience more than 5 years. Ecological zoning skill, GIS/remote sensing skill, and coordination skill are necessary.	➢ Wildlife and Biodiversity section, DOE Gilan Office ➢ GIS section, DOE Gilan Office ➢ Law section, DOE Gilan Office
Output 4: Environmental Education	
The counter parts need to have work experience more than 5 years. Education skill, coordination skill, and practical skill are necessary.	➢ Environmental Education section, DOE Gilan Office ➢ Public Relations section, DOE Gilan Office ➢ Wildlife and Biodiversity section, DOE Gilan Office
Output 5: Eco-tourism	
The counterparts need to have work experience more than 5 years. Eco-tourism skill, coordination skill and planning skill are necessary.	➢ Wildlife and Biodiversity section, DOE Gilan Office ➢ Public Relations section, DOE Gilan Office ➢ Human Environmental section, DOE Gilan Office

*: Appointment of three counterparts is desirable to ensure the sustainability of the Project.

*: At least one full time member should be allocated for each output in smooth operation of the Project.

ANNEX V

Amendment of Record of Discussions (R/D)

Original R/D	Modified R/D
IV. ADMINISTRATION OF THE PROJECT	**IV. ADMINISTRATION OF THE PROJECT**
1. The Deputy Head for Natural Environment and Biodiversity Division, Department of Environment (hereinafter referred to as "DOE") in Tehran, as the Project Director, will bear overall responsibility for the administration and implementation of the Project.	1. The Deputy Head for Natural Environment Division, Department of Environment (hereinafter referred to as "DOE") in Tehran, as the Project Director, will bear overall responsibility for the administration and implementation of the Project.
2. The General Director, DOE Guilan Provincial Directorate, as the Project Manager, will be responsible for the managerial and technical matters of the Project.	2. Senior Wetlands' Expert, Habitat and Protected Area Bureau of Natural Environmental Division, DOE, Tehran, as the Project Manager, will be responsible for the managerial and technical matters of the Project.
	3. The Deputy Project Manager, will assist the Provincial Project Manager and acts as a proxy for the Project Manager under his direction.
	4. The General Director, DOE Gilan Provincial Directorate, as the Project Coordinator, will be responsible for the overall coordination of the Project in provincial level.
3. The Japanese Chief Advisor will provide necessary recommendations and advice to the Project Director and	5. The Japanese Chief Advisor will provide necessary recommendations and advice to the Project Director and