

14. **Setting up of the new national institute for coastal zone management:** During project preparation a study was undertaken for designing the program for the national institute. The study included analyses of ICZM skill gaps in the country. Scientific, legal and technological gaps and the skill requirements were identified for relevant areas such as physical, chemical and biological oceanography; coastal geology and geomorphology; coastal engineering; capture and culture fishery; coastal and seabed resources; coastal ecology and environment; regional planning; ecosystem management; strategic environmental analysis; environmental assessment; integrated coastal zone management; marine area management; traditional wisdom, social and cultural anthropology of the coastal communities; and the development need of coastal communities. This was followed by a capacity analysis which identified the needs for enhanced expertise and human resources; institutional framework and legal/policy climate to use the available skills; and enhancement in physical and financial resources, as the key gaps for knowledge and capacity building program. Based on the study results, stakeholder discussions, and as per recommendations of the Swaminathan Committee, the proposed National Center for Sustainable Coastal Zone Management (NCSCM) will develop and promote international best practices and approaches for integrated coastal zone management in India.

15. The institution will develop a central repository of information and knowledge on ICZM practices in India and elsewhere; analyze the successes and failures in ICZM and develop suitable applications in Indian contexts; promote technically sound and practical management approaches to ICZM; evaluate and monitor implementation of the ICZM approaches, programs and projects; advise governments and other stakeholders on policy, legal and scientific matters related to ICZM; serve as an interface between coastal communities, experts and governments; and promote applied research, education and awareness with respect to ICZM including ecological literacy. To achieve these objectives, the proposed NCSCM will be established as an autonomous institution, with an aim to become a world-class institution for coastal and marine area management.

16. Detailed description of the organizational model, including its level of autonomy, legal framework, proposed powers of procurement and scientific decision-making; and detailed description of the relationship and linkages with other national institutions, and international twinning options have been prepared. Also finalized are the following:

- a. Human resources and staffing proposals, including human resources policy, and skills mix, job descriptions including setting up of functional units.
- b. Proposals for office building and infrastructure, laboratory and scientific facilities, equipment, information technology and service delivery enhancements, and such other operational needs for effectively delivering its functions.
- c. Description of the operational and implementation arrangements, and internal procedures to deliver its functions efficiently - performance indicators, administration, financial management and audit system, procurement system, annual planning system, self-monitoring and evaluation of targets, and reporting.
- d. Detailed investment and operating budget needs, principles of budget allocation and fund sources; and outsourcing and networking resources.