



# Implementation Agenda for Nature & Environment Policy on Saba 2020-2030

*March, 2021*

PUBLIC ENTITY SABA

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## Acronyms

BC	Directorial college
BES	Bonaire, Sint Eustatius, Saba
BZK	the Dutch Ministry of Interior & Kingdom Affairs
CARMABI	The Caribbean Research and Management of Biodiversity
CARIMAM	Caribbean network of marine protected area managers working for the conservation of marine mammals
CAR SPAW	The Regional Activity Center for Specially Protected Areas and Species of the Caribbean
CBD	Convention on Biological Diversity
GCRMN	Global Coral Reef Monitoring Network
CITES	Convention on the International Trade in Endangered Species of Wild Fauna and Flora
CMS	Convention on Migratory Species of Wild Animals (Agriculture, Nature & Food Quality)
CN	Caribbean Netherlands
CNSI	Caribbean Netherlands Science Institute
CPHD	Caribbean Plant Health Directors Forum
DC	Dutch Caribbean
DCNA	Dutch Caribbean Nature Alliance
EEZ	Exclusive Economic Zone
FTE	Full Time Equivalent
GCRMN	Global Coral Reef Monitoring Network
GIS	Geographical Information Systems
IAC	Inter-American Convention for the Protection and Conservation of Sea Turtles
I&W	Dutch Ministry of Infrastructure & Water
IWC	International Whaling Commission
JR	Junior Rangers
KMAR	The Royal Netherlands <b>Marechaussee</b>
KPCN	Korps Politie Caribisch Nederland
KvK	Kamer van Koophandel (Dutch Chamber of Commerce)
LBS	Land Based Sources Protocol of Cartagena Convention
LNV	The Dutch Ministry of Agriculture, Nature & Food Quality

AGRI	Agriculture, Food and Cattle Unit of the Public Entity of Saba
MBO	Intermediate Vocational Education
NBSAPs	National Biodiversity Strategies and Action Plans
NEPP CN	The Nature and Environment Policy Plan Caribbean Netherlands 2020-2030
NGO	Non Governmental Organisations
OCW	Dutch Ministry of Education, Culture & Science
OLB	Government of Bonaire
OLE	Government of Sint Eustatius
OLS	Government of Saba
OM	Public Prosecutor's office
RCN LNV	Rijksdienst Caribisch Nederland Ministry of Agriculture, Nature & Food Quality
RRFB	Reef Renewal Foundation Bonaire
RU	University of Utrecht
RWS	Rijkswaterstaat
SBMU	Saba Bank Management Unit
SCF	Saba Conservation Foundation
SDG	Sustainable Development Goals
SNE	Saba Nature Education
SPAW	Specially Protected Areas and Wildlife Protocol of the Cartagena Convention
SPCA	Society for the Prevention of Animal Cruelty
STENAPA	Sint Eustatius National Parks Foundation
STCB	Sea Turtle Conservation Bonaire
STINAPA Bonaire	Bonaire National Parks Foundation
Wet VROM BES	The Environment Act BES
WIDECAST	Wider Caribbean Sea Turtle Conservation Network
WMR	Wageningen Marine Research
WUR	Wageningen University
WWF-NL	WWF The Netherlands

## Introduction

In March 2020, the Ministries of Agriculture, Nature & Food Quality (LNV), Infrastructure & Water (I&W), and Interior & Kingdom Affairs (BZK) presented the *Nature and Environment Policy Plan Caribbean Netherlands 2020-2030 (NEPP CN)* to parliament. The plan was developed together with the Public Entities and a wide range of stakeholders in the Caribbean and European parts of the Netherlands and describes the framework for nature and environment policy in the Caribbean Netherlands for the coming 10 years. The aim of the NEPP CN is to create a resilient and healthy natural environment in which the precious species and ecosystems of the Caribbean Netherlands are conserved. At the same time the socioeconomic development should be supported, and the cultural identity of the islands maintained.

With this Implementation Agenda, the Public Entity of Saba will present the inventory of all necessary activities to reach the targets in the NEPP CN specific for Saba. The inventory will include an assessment of the required and available financial and human resources to evaluate the required capacity for the implementation of these activities. As a result of this Implementation Agenda the resource gap for the implementation of the NEPP CN on Saba can be identified. The inventory of activities and resource gap analysis resulting from this implementation agenda will form the basis for the discussions between the island government, key stakeholders and ministries to define and determine the strategy for nature and environmental policy in the coming years.

As the NEPP CN is an integrated policy plan that concerns a broad range of executing bodies and stakeholders, a discussion takes place on how the governance of this implementation agenda will be organized. Similarly, this document touches upon the improvement of the enforcement of policies and regulations related to nature and environmental management.

The following section describes the situation on Saba within the framework of the NEPP CN, after which the legal context of this implementation agenda is discussed, as well as the issues related to governance and enforcement. Thereafter, a general overview of the timeline for the implementation agenda is given. The final section presents the inventory of activities necessary to reach the targets under each strategic goal of the NEPP CN.

## Strategic Goals of the NEPP CN in the context of Saba

Figure 1 presents the framework for nature and environment policy as established in the NEPP CN. The following sections summarize these goals and targets in the context of Saba.

### Strategic goal 1: Reverse coral reef degradation to enhance wellbeing

On Saba, the coral reef is important to the local economy, but erosion and climate change have caused a decline in the ecosystem's health. As a result, coral cover is under pressure. As the coral reef is an economic pillar of Saba, reversing degradation and investing in resilience are a necessity from both ecological and socioeconomic perspectives.

To reverse coral reef degradation on Saba, several important threats need to be addressed most urgently. First of all, erosion from landscapes degraded by roaming animals needs to be addressed. Goat husbandry practices must be professionalized, and the issue of free-roaming

animals must be contained. Thirdly, to understand whether the water quality of the marine environment is within safe limits for both the population as well as the ecosystem, research on the water quality levels is a sine qua non. Another aspect is processing the wastewater so that it can be used to produce fodder in order to support the professionalization of the animal husbandry sector.

When pressures on the coral reef ecosystem are sufficiently addressed, coral reef transplantation efforts can be implemented to restore degraded reef areas and increase overall coral cover. Restoration of the coral reefs will ensure their continued existence around Saba and will preserve their benefits for future generations.

<b>Vision</b>		
A prosperous society and cultural identity in balance with a resilient and healthy natural environment.		
<b>Strategic goal 1</b> Reverse coral coral reef degradation to enhance wellbeing in the CN	<b>Strategic goal 2</b> Restore and conserve the unique habitats and species in the CN	<b>Strategic goal 3</b> Sustainable use of land and water for the development of the local economy
1.1 Control erosion and runoff	2.1 Conservation and restoration of key habitats	3.1 Sustainable fisheries
1.2 Effective waste and wastewater management	2.2 Conservation of keystone and flagship species	3.2 Tourism industry in balance with nature conservation
1.3 Coral reef restoration	2.3 Prevent new and control established invasive species	3.3 Invest in sustainable local food production
<b>Strategic goal 4</b> Create the local conditions to ensure sustainable results of nature policy in the CN		
4.1 Create awareness through education and training	4.2 Create employment through investments in nature	4.3 Develop a structural research agenda

Figure 1 Goals and targets in the NEPP CN framework

## Strategic goal 2: Conservation and restoration of key habitats and species

The first target (2.1) under this strategic goal is to effectively protect and restore key habitats. Currently, protected areas on Saba include the Saba National Marine Park and the Mount Scenery National Park. To ensure the protection and restoration of all the key habitats on Saba it is crucial to study and map key habitats both in protected areas as well as outside. . To ensure that these key habitats will e protected, legal protection should be allocated.

Structural financing of nature management activities needs to be urgently addressed on Saba. The COVID-19 pandemic has had a detrimental effect on the already inadequate financial basis of management body Saba Conservation Foundation (SCF). The slowdown of funding of projects and the drop in tourist arrivals have led to a collapse of revenue streams. For many management plans there are no financial mechanisms in place. Needless to say, without structural financing of the nature management authorities, the conservation of key habitats will be ineffective.

With regards to species conservation, efforts are currently ongoing to establish an exhaustive list of protected and vulnerable species on Saba. For effective conservation of vulnerable and keystone populations (target 2.2) an effective monitoring framework should be implemented. To respond to the monitoring results, effective species conservation strategies will need to be developed that deal with specific threats and set population targets. To restore the vegetation on the island, native plants will be actively reintroduced in reforestation projects.

Established invasive species need to be closely monitored and, where necessary, management strategies implemented to contain populations. To control alien species entering the ecosystems of Saba through marine and aerial transportation, an effective biocontrol policy should be implemented in the Caribbean Netherlands by customs and harbor personnel. Monitoring of high-risk species and early response strategies have to be in place to control alien species at an early stage.

### **Strategic goal 3: Sustainable use of land and water for the development of the local economy**

Saba's economy is intricately linked to its natural resources. Being surrounded by the sea, fishing has formed an integral part of local livelihoods for as long as the island has been settled. Information on fish stocks surrounding the islands is limited however, and as a consequence the health of these stocks is unknown. It is thus crucial to develop and implement a strong monitoring framework on the island. Such a framework will allow for baseline stocks assessments and to identify fish stocks that are being overexploited. Additionally, it is important to counter invasive species in the island's waters, in particular the Lionfish, by incentivizing local fishermen to catch invasive species and supporting them with materials. It is also important to note that the most important fish stock of Saba is located in Saba Bank waters, which fall under the direct responsibility of the Saba Bank Management unit.

Tourism on Saba is relatively small-scale and its impact on the local ecosystems is limited at present. However, as tourism is expected to grow on the island it is important to ensure that this growth occurs in a sustainable way. Thus, it is important that ecological and social effects of tourism are actively considered when tourism plans and strategies are developed. Local businesses that depend on tourism should be made aware of the effects of tourism on the island, both negative and positive. By investing into tourism infrastructure, negative consequences can be limited. Additionally, local guides should be trained to understand the importance of the local ecosystems and how to prevent negative impacts.

Finally, though there is no large-scale agriculture on the island, horticulture is practiced by the local community. Stimulating sustainable horticulture could increase self-reliance on the island and decrease the need for imports. Thus, incentives and support for horticulture should be upscaled in the next decade.

### **Strategic goal 4: Create the local conditions to ensure sustainable results of nature policy**

The success of realizing nature and environmental policy on Saba depends on the local support and implementation capacity. It is crucial that the local population, business,

enforcers, politicians and investors confirm the need for nature conservation to ensure economic prosperity on the island. Without this support, compliance with nature policy is an illusion. Therefore, awareness campaigns are a crucial part of this implementation agenda, which proposes a set of projects targeted to educational institutions for both youths and adults, as well as targeted to specific stakeholder groups in the community. In addition, it is crucial that operators in the tourism industry contribute to the awareness raising among visitors and within the sector itself. Although difficult to measure, it is necessary to monitor the awareness of the community to assess the effects of the awareness campaigns.

In addition to awareness, stakeholders agree that there is a substantial deficit in human resources for the implementation of activities in this agenda. There is a lack of qualified personnel on the island and available within the institutions that contribute to nature and environmental management. To ensure long-lasting results of the NEPP CN, it is essential to invest in both capacity as well as in expertise and qualifications.

Finally, there is an information gap for the effective management of natural and environmental values. Although a wide range of research activities are ongoing, a coordinated research agenda to monitor natural and environmental values is still lacking. The government of Saba supports the idea of an integrated framework to monitor environmental indicators (e.g. erosion), ecological indicators (e.g. habitat quality, species populations) and land-use change. In addition, this monitoring framework should keep track of the progress towards the targets in the NEPP CN and the completion of activities in this implementation agenda.

## Legal context

### International obligations

The Kingdom of the Netherlands is a contracting party of many international treaties and conventions, including the Convention on Biological Diversity (CBD) with a focus on the internationally agreed upon biodiversity targets (Aichi targets), the Ramsar Convention on wetlands (such as Lac and Pekelmeer), the Cartagena Convention for the protection and development of the marine environment of the wider Caribbean region and its protocols on specially protected areas and wildlife (SPAW) and marine pollution (LBS), the convention on Migratory Species of Wild Animals (CMS), Convention on the International Trade in Endangered Species of Wild Fauna and Flora (CITES), International Whaling Commission (IWC) and the Inter-American Convention for the Protection and Conservation of Sea Turtles (IAC). Additionally, the commitment to achieve and report on the Sustainable Development Goals<sup>4</sup> (SDGs) set by the UN has also been agreed upon by the Kingdom.

### Nature

The Caribbean Netherlands largely has its own laws and regulations, the so-called BES-laws. Within this legal framework, the public entities have their own local legislation. Obligations derived by international treaties and conventions are incorporated into this legislation, specifically into the Nature Conservation Framework Act BES (Wet grondslagen natuurbeheer en bescherming BES). This Act requires the Minister to develop a nature policy plan Caribbean Netherlands. It also requires the island council to protect the biodiversity, in which respect the requirements of the CBD are applicable. The CBD requires the development of National Biodiversity Strategies and Action Plans (NBSAPs). Thus, the ministerial nature policy plan is not only an implementation of the requirement to develop

such a plan, but it will also function as an NBSAP for the region of the Caribbean Netherlands. Furthermore, the Nature Conservation Framework Act BES contains the obligation for the public entities of Bonaire, Saba and Sint Eustatius to develop an island level nature plan (the implementation plans), which must be aligned with the framework of the NEPP Caribbean Netherlands. See Figure 2 for a schematic overview.

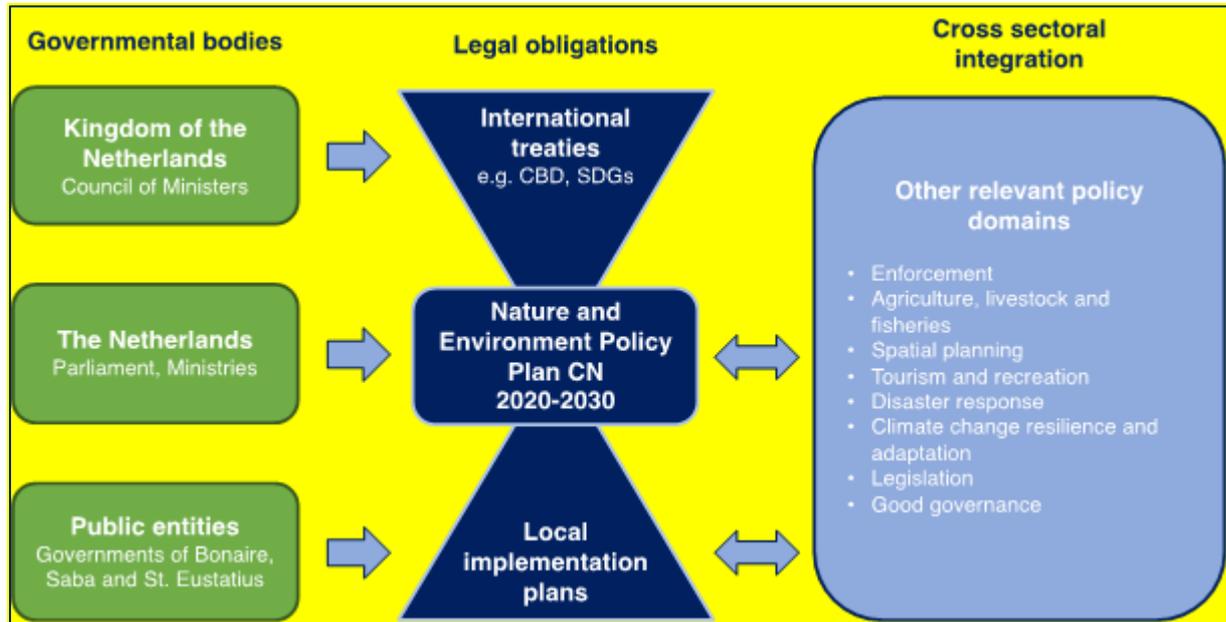


Figure 2 Overview of legal obligations within the Kingdom of the Netherlands for nature conservation

In addition, local laws and regulations are tools for the implementation of the policy objectives of the NEPP CN.

## Environment, Spatial development and other legislation

Many other legal frameworks are relevant for the conservation, restoration and sustainable use of the ecosystems. These frameworks address amongst others nature, environment, economic development and spatial planning for marine as well as terrestrial activities, such as fisheries and agriculture.

### Legislation on environment

The Environment Act BES (Wet VROM BES) addresses environmental pollution and environmental impact assessments, among other topics that need to be addressed by an environmental policy plan. Environmental policy instruments have been integrated and prioritized in this NEPP CN as far as these instruments are relevant for managing pressures on the coral reefs. Environmental policies in this plan cover topics such as water quality, waste management, erosion and pollution. The Environment Act BES provides the framework for environmental policy by the national and local governments. This also includes the issuing of permits and the inspection, oversight and enforcement of environmental policy.

### Spatial development

The Spatial Planning and Development Framework Act BES (Wet grondslagen ruimtelijke ontwikkelingsplanning BES) is important for achieving and guaranteeing a deeper and more effective integration of policy. The implementation of the spatial planning process needs to be consistent with nature conservation and environmental management efforts. Spatial

planning encompasses, facilitates, interlinks, and thus strengthens many of the regulatory discretions mentioned above. The national government is investigating how the Spatial Planning and Development Framework Act BES can be of support to and strengthen the NEPP and local spatial development plans.

### **Protected areas**

The designation and legal protection of nature areas is a prerogative of each island's governing body. The islands themselves decide which areas should be protected. Their decision-making must be led by the criteria described in international treaties and conventions such as SPAW, Ramsar and the CBD. It is important that a comprehensive system of protected areas is put in place, with specific types of management to ensure conservation of biological diversity, taking into account size and connectivity to avoid the isolation of species in areas that are too small to ensure their survival. The various types of protected areas are described in Annex 5.

### **Fisheries**

The Fisheries Decisions BES (Visserijbesluit BES) prescribes the regulations on fisheries in the BES islands, including aspects such as protected species and prohibiting certain catch methods.

### **Other relevant legislation**

Important legal frameworks relating to economic development and integration of sustainable management practices and mitigation of climate pressures are for example, the Electricity and Drinking Water ACT BES (Wet Electriciteit en drinkwater BES) and The Chamber of Commerce ACT (Wet KvK BES) for sustainable business. And the Maritime Management Act BES (Wet Maritiem Beheer BES), the regulation on agricultural herbicides (Regeling uitvoering Wet voorschriften bestrijdingsmiddelen BES) and BES regulation regarding topics related to veterinary affairs, phytosanitary affairs, and animal welfare could be relevant for the implementation of policy objectives contained in the NEPP CN. Moreover, the Financial Act BES (Wet Financiën BES) addresses regulations for the funding, implementation and division of roles and responsibilities between the national government in The Hague and the islands' governing bodies.

The responsibility for the decision-making, funding, monitoring and promotion lies with both the national and local government, whereas the islands' governing bodies with support of the national government, are responsible for developing, presenting and implementing actions resulting from their implementation plans under NEPP CN.

### **Island specific legislation**

On Saba nature conservation is anchored in a number of island specific ordinances, relating to both terrestrial as well as marine areas. Marine areas are covered by the Saba Marine Environment Ordinance (AB1987, No. 10), which is designed to protect the reefs around Saba and to prevent harmful human interference. This is further expanded upon by the Saba Island Resolution Marine Environment (AB1987, No. 11) which details zoning and entrance fees to the Marine Park. Additionally, fisheries in the waters around the island are regulated by the Saba Fisheries Ordinance (AB1996, No. 01). Other legislation relevant to the strategic goals of the NEPP-CN include the Saba Exotic Species Ordinance (AB2000), which is aimed

at preventing invasive species from gaining a foothold on Saba, and an Island Ordinance concerning the Identification and Registration of Livestock and Domestic Animals.

## Governance of nature and environmental policy on Saba

The government of Saba together with the Ministries of Agriculture, Nature & Food Quality and the Ministry of Infrastructure and Water Management are developing a governance framework. The idea is to develop an island steering group Land & Water that monitors and reports on the progress of the implementation of the nature and environment implementation agenda Saba. It is suggested to give important non-governmental stakeholders an opportunity to provide input on the governance framework for the implementation agenda.

## Enforcement of Environmental laws and regulation policy and legislation on Saba

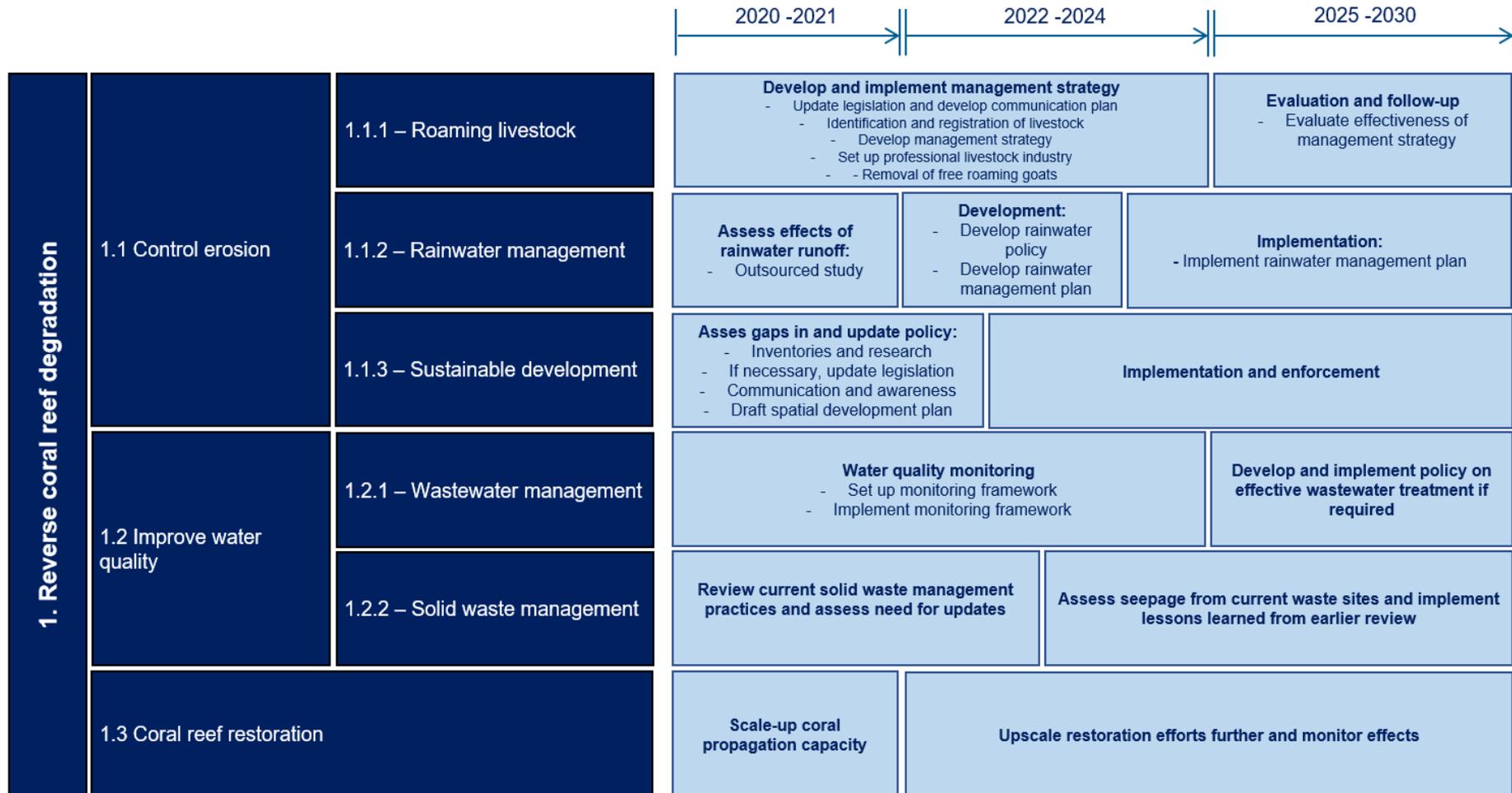
Enforcement of laws and regulations pertaining to the goals and activities in this agenda forms a vital aspect for achieving success, as without proper enforcement, the strategic goals set out in the NEPP-CN will likely not be achieved. Enforcement in the nature and environment domain on the islands is dependent on several organizations at the local, regional and national level. To ensure that all of these organizations work together and are able to effectively enforce nature and environment legislation, a joint session was held with representatives of the Ministries of Agriculture, Nature & Food Quality and the Ministry of Infrastructure and Water Management and Ministry of Justice & Security, representatives of the OL (Public Entities) of Bonaire, Saba and Sint Eustatius, and representatives of STENAPA and STINAPA Bonaire, to define the necessary conditions for effective enforcement. During this session the following four conditions for success were agreed upon:

- Set up strong and effective enforcement platforms that collaborate, coordinate and support each other through regular meetings should be established to ensure compliance with regulations;
- Develop island-specific nature & environment enforcement strategies and enforcement agreements;
- Create sufficient capacity to enforce nature & environmental regulations and legislation is needed on each island;
- Communicate with and raise awareness among the local community to support and enhance commitment to and compliance with nature & environmental regulations and legislation.

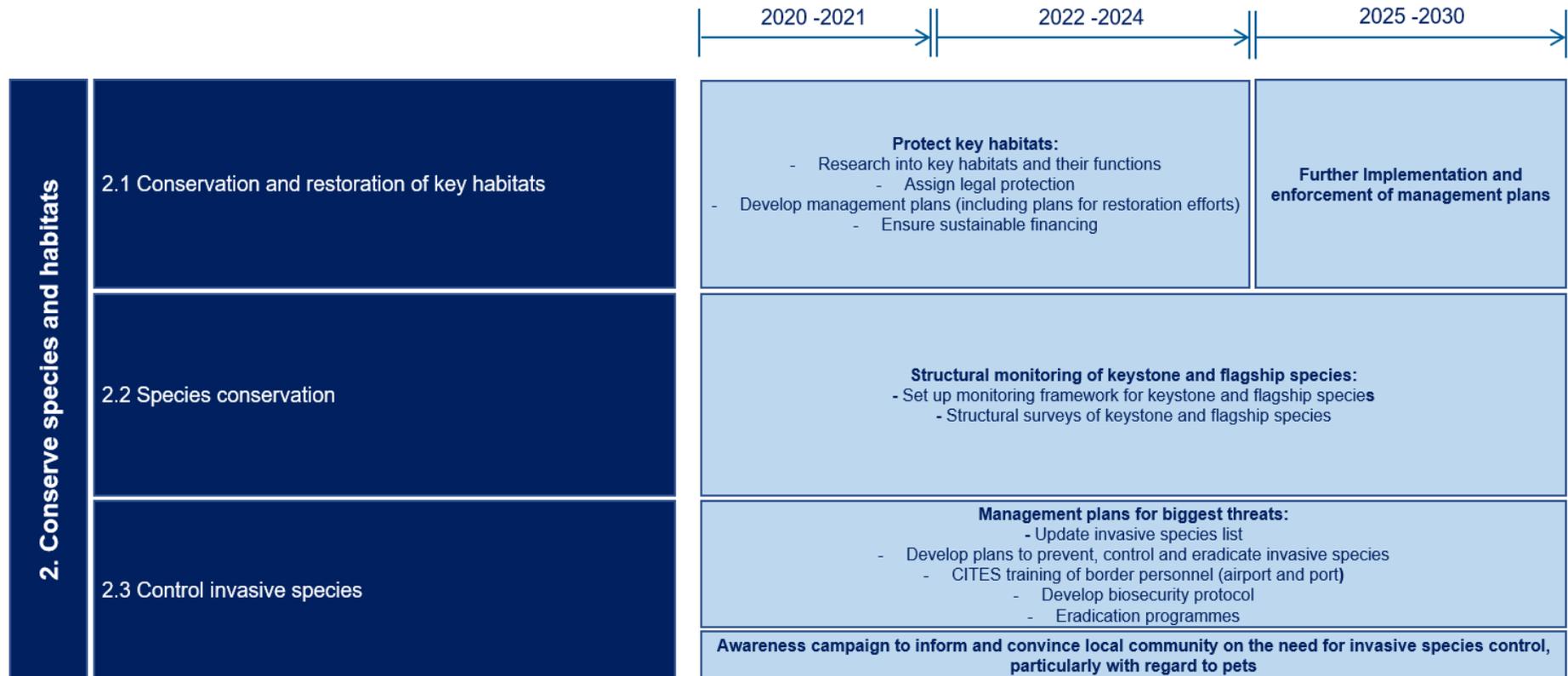
To ensure that that these conditions are met on the islands it is important that roles and responsibilities are clearly defined and agreed upon by agencies and organizations with an enforcement role. On Saba responsibilities for the various aspects of the agenda are dependent upon the Dutch Caribbean Police Force, Public Prosecutor's office Caribbean Netherlands, Coast Guard, Royal Marechaussee, Customs and the enforcement department of the Public Entity of Saba. Follow-up of these topics is ongoing.

# Timeline of activities

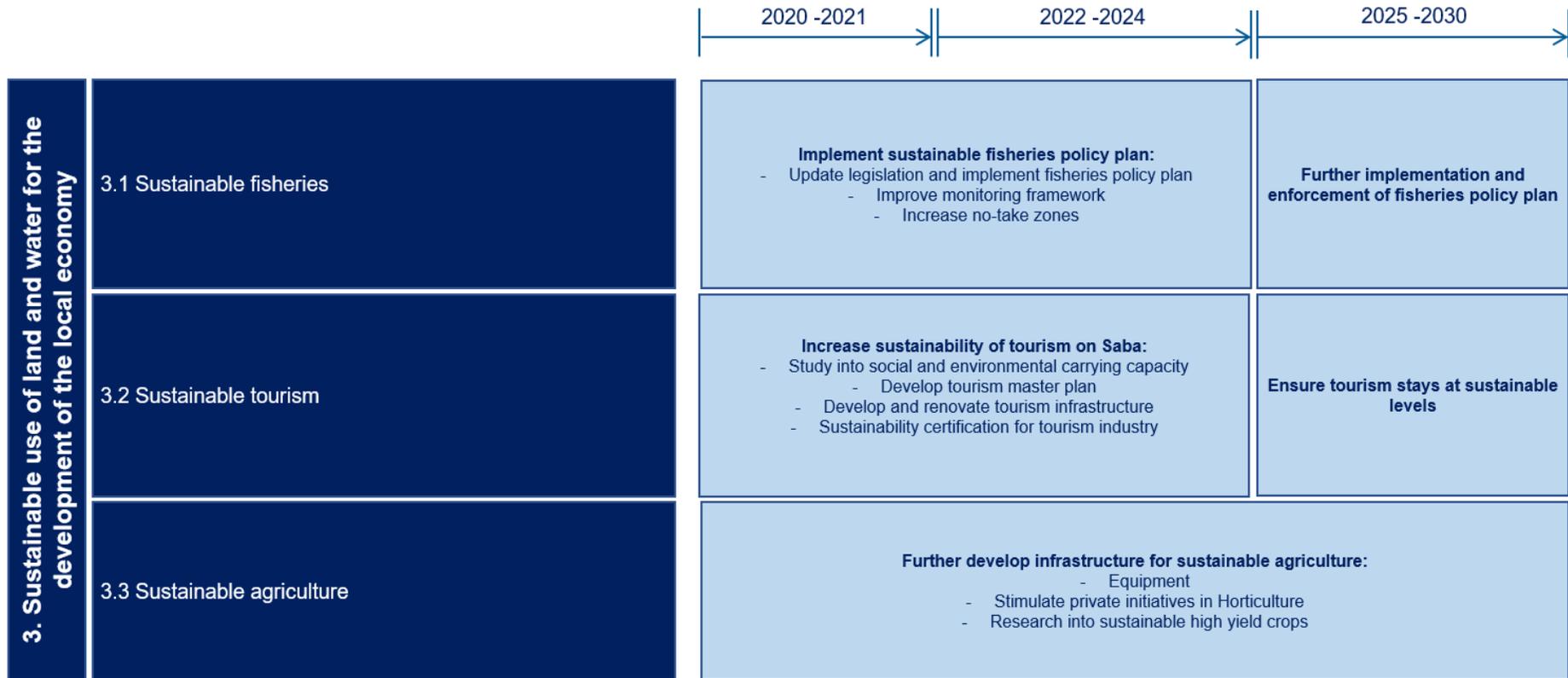
## Strategic Goal 1



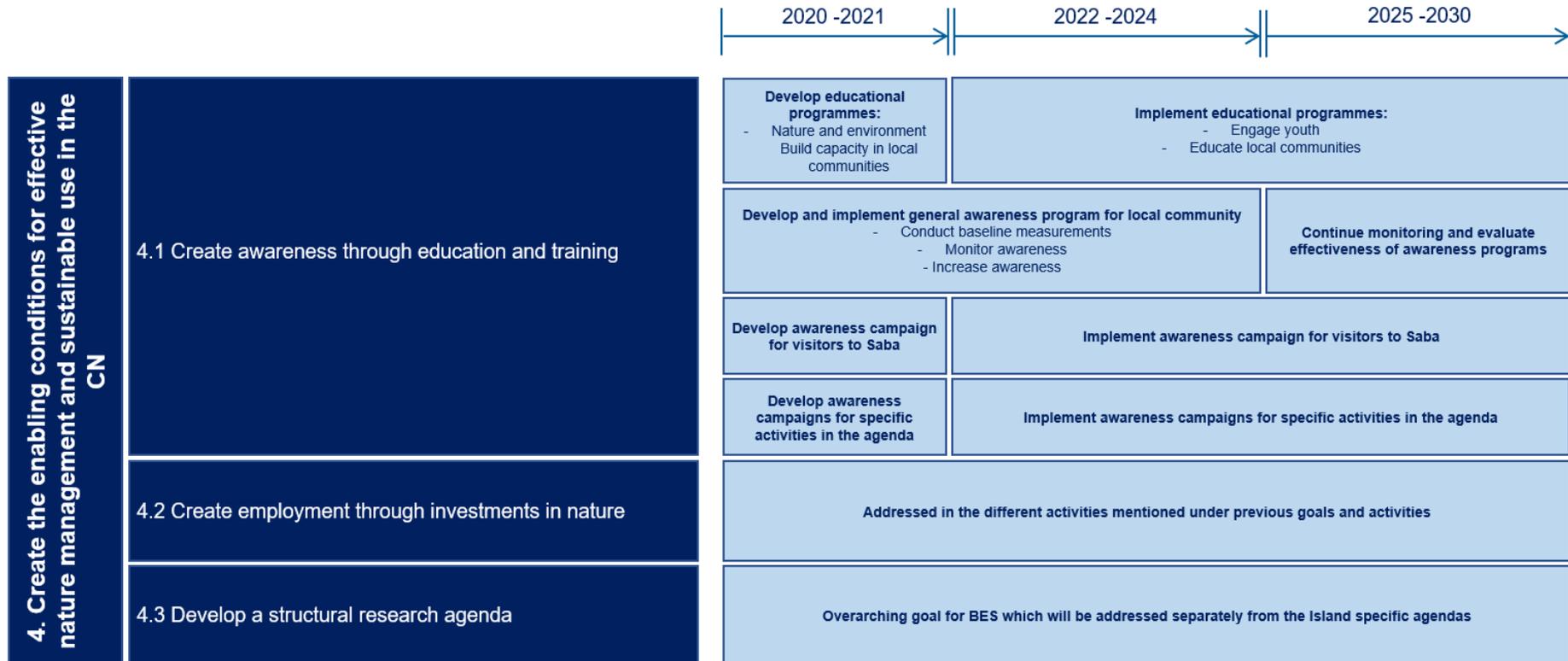
## Strategic Goal 2



### Strategic Goal 3



## Strategic Goal 4



## Agenda per goal

Strategic Goal 1: Reversing the trend of coral reef degradation to create healthy, resilient, and restored coral reefs, ensuring well-being on Saba

<b>Goal 1.1: Control erosion and run/off</b>					
<b>1.1.1: Control free roaming animals</b>					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<b>Milestone A. Keep all livestock kept within fenced-off properties by 2024</b>					
<b>Milestone B. All feral free roaming grazers removed on Saba, Saba &amp; Sint Eustatius (i.e. goats &amp; sheep, donkeys, pigs, cows) by 2030</b>					
<b>Milestone C. Investing in a professional and sustainable livestock industry (e.g., slaughterhouse, fodder, fences, enforcement, veterinary services) by 2024, water supply and fodder production organized sustainably by 2030</b>					
Establish population estimates and distribution of free roaming animals including: goats, sheep, chickens, cats, dogs	Dutch Ministry LNV	1 year	Unknown	1 FTE	Small animal farmers, Animal Welfare, SPCA, goat owners
Develop infrastructure for livestock industry: <ul style="list-style-type: none"> <li>• Freezer capacity</li> <li>• Slaughter unit</li> <li>• Professionalization of meat production (meat inspection process)</li> <li>• Veterinary services</li> </ul>	OLS LNV	To be determined in the future	Current budget: US\$ 50,000 for freezers and meat handling facility	To be determined in the future	Small animal farmers, Animal Welfare, SPCA, goat owners

(Potentially supply for market on St. Maarten)					
Removal of free roaming goats: (Awaiting rifles and ammunition)	OLS	<p>Grace period: January to March 2021</p> <p>Priority areas (starts during grace period):</p> <ol style="list-style-type: none"> <li>1. Start of removal in National park (2 months)</li> <li>2. Road to fort bay</li> <li>3. Dump area</li> </ol> <p>After grace period:</p> <ul style="list-style-type: none"> <li>• Sulphur mine area</li> <li>• Trail shop property</li> </ul> <p>2021-2023 (3-year program)</p>	Unknown	Unknown	Local farmers, Min LNV
<p>Subsidize/stimulate fencing by goat owners</p> <ul style="list-style-type: none"> <li>• Subsidized building materials</li> <li>• Subsidized veterinary services</li> <li>• Access to goat farming experts</li> <li>• Import fodder / produce locally</li> </ul>	OLS	2020-2021	<p>Current budget:</p> <ul style="list-style-type: none"> <li>• US\$ 30,000 (current budget)</li> <li>• Needs of goat owners are still being assessed US\$ 13,000 for goat farming expert</li> </ul>	N/A	<p>Local farmers, min LNV</p> <p><b>Employment opportunity</b></p>

			(might not be necessary) <ul style="list-style-type: none"> <li>Veterinary services (US\$ 20,000)</li> </ul>		
Develop a long-term contingency/ implementation/management strategy to maintain low levels of roaming animals	OLS	Develop: 2021-2022 Implement: 2023-2030	N/A	Government-licensed hunter	Local farmers, min LNV
Develop and implement professional communication and awareness program/strategy <ul style="list-style-type: none"> <li>Education</li> <li>Schools</li> </ul>	OLS SCF (After school programs)	Develop: 2021-2022 Implement: 2023-2030	Outsource development of strategy Budget for structural communication	N/A	Local farmers, min LNV  <b>Employment opportunity</b>
Identification and registration of owned/farmed animals including owner data  Tagging and registration of goats	Dutch Ministry LNV  OLS	1 year	Current budget: <ul style="list-style-type: none"> <li>US\$ 10,000 for registration program</li> </ul>	1 FTE	Part of 'long-term contingency plan'  <b>Employment opportunity</b>
Update legislation to cover identification and registration of animals, requirement to contain animals (fencing) and enforcement with penalties	OLS	2021	N/A	To be determined in the future	Part of 'long-term contingency plan'
Supervision & enforcement of fencing off of livestock	OLS	Continuous	US\$ 2,856 Terrestrial park	Rangers all over the island	OLS, SCF, KPCN, OM

	SCF		manager (5% of FTE) US\$ 13,692 Terrestrial park rangers (2x 30% of FTE)		
Vegetation monitoring to assess effect of goat removal and to identify reforestation needs  (Discuss with STENAPA)	OLS	2020-2030	Expertise and materials to perform drone survey  Budgetary needs to be determined in the future	To be determined in the future	SCF
Evaluate effectiveness of management strategy and if necessary, update strategy	OLS	2025-2026	To be determined in the future	To be determined in the future	SCF

Goal 1.1: Control erosion and run/off					
1.1.2: Rainwater management					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<p><b>Milestone A.</b> Rainwater retention plan activated reducing surface water run-off by 50% based on research e.g., all social houses should contain gutters and water collection system, for each road construction by 2030</p> <p><b>Milestone C.</b> Promote the development of agricultural practices that enhance water retention capacity by 2024</p>					
Study on the effects of rainwater runoff	OLS Support I&W	2021	€ 20,000 (outsourced)	Unknown	N/A
Develop rainwater policy: Set goals for rainwater control and identify high-priority areas and potential solutions	OLS Support I&W	2022	Unknown	Unknown	N/A
Development of rainwater management plan (in conjunction with stimulation of agriculture)	OLS	2023	Unknown	Unknown	N/A
Implement interventions for rainwater management	OLS	2023-2030	To be determined in the future	Unknown	N/A

Goal 1.1: Control erosion and run/off					
1.1.3: Sustainable Coastal development					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<b>Milestone B.</b> Define and implement an effective buffer zone to keep impact of construction activities within safe limits from the marine ecosystems					
Assess need and draft spatial development plan that includes the necessary component for sustainable coastal development (e.g., buffer zones, building codes, beach enhancement).	OLS	Assess need: 2021 Draft: 2022	€ 150.000	To be determined in the future	N/A
Determine the need for a buffer zone for the construction of the <b>new harbour</b> (also part of EIA) and identify potential other mitigation efforts and measures to control runoff. Pilot for future construction projects.	OLS Min I&W	2020-2021	To be determined in the future	To be determined in the future	N/A

<b>Milestone C.</b> Have an alternative for the mining of natural resources for construction (e.g., diabase, sand) business and ban current practices					
Study on the effects and potential mitigation measures for sand and gravel extraction	OLS	2021	€ 10.000 (outsourced)	N/A	N/A
<b>Milestone D.</b> No beach enhancement through sand enhancement within or adjacent to MPAs if erosion cannot be prevented and alternatives provided					
Implement study to identify the most sustainable techniques for beach enhancement and potential mitigation measures, including review of legal framework. Develop guidelines for beach enhancement.	OLS	2021	€ 10.000 (outsourced)	N/A	N/A
Apply guidelines (beach enhancement) in cove bay.	OLS	2022	To be determined in the future	To be determined in the future	N/A
Apply and supervise guidelines within and adjacent to MPA's	SCF	2022	US\$ 2,009 p/year Marine Park manager (4% of FTE) US\$ 1,033 p/year Marine park	See budget column	N/A

			rangers (2x 2% of FTE)		
<b>Milestone E. Mandatory and enforced EIA and SEAs</b>					
Assess need for mandatory EIAs and SEAs on land	OLS	2024	To be determined in the future	To be determined in the future	N/A
If necessary, develop new policy and legislation and instruct OLS staff of (new) policy and legislation	OLS, min I&W	6 months (in 2024)	To be determined in the future	To be determined in the future	N/A
Implementation of EIA and SEAs	SCF	Continuous	US\$ 2,009 p/year Marine Park manager (4% of FTE)  US\$ 629 p/year Marine science officers (2x 1% of FTE)  US\$ 1,842 p/year Marine park rangers (2x 4% of FTE)	To be determined in the future	N/A
<b>Milestone F. Commonly accepted and feasible plans on nature-based solutions for coastal protection</b>					

Study of the impact of climate change on the coast and also inland of Saba	OLS	2021-2024	To be determined in the future	To be determined in the future	LNV
Study the possibilities of nature-based solutions for coastal protection, like 'building with nature', also in the light of climate change adaptation	OLS	2021-2024	To be determined in the future	To be determined in the future	LNV
Study the possibilities of nature-based solutions for coastal protection	SCF	2021-2024	US\$ 2,009 p/year Marine Park manager (4% of FTE)  US\$ 629 p/year Marine science officers (2x 1% of FTE)	To be determined in the future	LNV

Goal 1.2: Waste and wastewater management to improve water quality					
1.2.1: Adequate wastewater treatment on Saba					
Activities / projects	Lead implementing organisation	Planning / deadlines	Additional budget required (on top of existing budgets)	Additional Human resource needs (on top of existing FTEs)	Key stakeholders
<b>Milestone A.</b> Effective wastewater treatment by 2030					
Strategy for wastewater treatment to deal with: <ul style="list-style-type: none"> <li>• Overflowing septic tanks and cesspits</li> <li>• New harbour development project</li> </ul>	OLS	Align with project on St Eustatius 2021	€ 50.000 (outsourced)	Technical assistance: Rijkswaterstaat	RWS
Study on alternative techniques of wastewater treatment at site for households. This includes sustainable use of water (reuse and retention of rainwater)	OLS and RWS	2021 (6 months)	€ 50.000 (outsourced)	N/A	House owners
Develop policy on effective wastewater treatment if necessary: <ul style="list-style-type: none"> <li>• Ensure that Saba is included in national efforts on</li> </ul>	OLS and RWS	Around 2026-28	To be determined in the future	To be determined in the future	N/A

water quality monitoring.					
<b>Milestone B.</b> Implement standards for coastal seawater quality by 2024					
<b>Milestone C.</b> Implement an effective water quality monitoring program for ground- and seawater, including the necessary research facilities by 2024					
Water quality (ground- & seawater) monitoring plan <ul style="list-style-type: none"> <li>• Framework</li> <li>• Target values for water quality</li> </ul>	SCF	Final monitoring plan: 2021 T (0) baseline: 2020-2021 Structural monitoring: 2022-2030	SCF: US\$ 4,018 p/year Marine Park manager (8% of FTE)  SCF: US\$ 4,766 p/year Marine park rangers (2x 10% of FTE)	To be determined in the future	N/A
Implementation of long-term monitoring	SCF	2021-2030	Structural monitoring: To be determined in the future	To be determined in the future	N/A
T-0 monitoring sea water and ground water quality to establish the current situation and to be able to set achievable targets (2 phases)	RWS and SCF	Phase 1 - 2020 Phase 2 - 2021 4 months	€ 20,000 (I&W) € 75,000 (outsourced)	None (or too small)	OLS

Development detailed water quality monitoring program for seawater and groundwater.	RWS and OLS	2021 (3 months)	€ 60,000 (I&W)	0.2 FTE (RWS)	SCF
Determine on the actors and infrastructure to execute the monitoring program	OLS and RWS	2021 (2 months)	In kind (excl costs for infrastructure)	None (or too small)	SCF
Purchase of analysis equipment	RWS and OLS	2021 (1 month)	€ 100,000 (LNV / I&W)	None (or too small)	N/A
Implementation of the monitoring program	SCF (To be determined in the future)	2021 – ongoing	To be determined in the future (from monitoring program)	To be determined in the future (from monitoring program)	OLS
<b>Milestone E.</b> Complete ban and enforcement of cesspits and leaking septic tanks on all three islands by 2030					
Align with milestones for other islands: inventory of existing cesspits and (leaking) septic tanks	OLS / I&W	2021-2022	To be determined in the future	To be determined in the future	OLB, OLE
Replace cesspits and (leaking) septic tanks	OLS / I&W	To be determined in the future	To be determined in the future	To be determined in the future	N/A
Include in permitting or other policy a prohibition to build new cesspits.	OLS	To be determined in the future	To be determined in the future	To be determined in the future	N/A

<b>Milestone F. Zero waste discharge of any vessel in the territorial waters by 2024</b>					
<p>Develop policy on the prevention of pollution by ships and enforcement of regulations regarding:</p> <ul style="list-style-type: none"> <li>• Pollution</li> <li>• Groundings</li> <li>• MP/territorial waters regulation needs to be reviewed/ revised (outdated)</li> </ul>	OLS (RWS)	2026-2030 (Not priority, possibly build on Statia and Bonaire policy in the future)	To be determined in the future	0.2 FTE (OLS) for first year 0.1 FTE (OLS) for the years to follow	Owners of vessels, harbours
<p>Development and execution of Implementation plan</p> <p>This includes legal and institutional assessments, development of policy, guidance, procedures and protocols, training, communication, and investments.</p>	OLS (RWS)	2026-2030 (Not priority, possibly build on Statia and Bonaire policy in the future)	To be determined in the future	0.2 FTE (OLS) for first year 0.1 FTE (OLS) for the years to follow	Owners of vessels, harbours
<p>Enhance instruments to enforce policy, regulations and legislation</p>	SCF, OLS	2026-2030 (Not priority, possibly build on Statia and Bonaire policy in the future)	To be determined in the future	SCF: US\$ 2,009 p/year Marine Park manager (4% of FTE) SCF: US\$ 1,842 p/year Marine park	Owners of vessels, harbours

				rangers (2x 4% of FTE)	
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**Goal 1.2: Waste and wastewater management to improve water quality**

**1.2.2: Solid waste management**

<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
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**Milestone A. Zero illegal dumping (and littering) by 2030**

<p>Illegal dumping sites approach</p> <p>Development and execution of Implementation plan</p> <p>Includes research of illegal dumping sites, legal and institutional assessments, development of policy, guidance, procedures and protocols, training, communication, and investments.</p>	<p>OLS (T&amp;H + R&amp;O)</p>	<p>2024 (Low priority, check to see if plan from other Islands can be adapted and copied)</p> <p>(6 months for cleaning)</p>	<p>To be determined in the future</p>	<p>To be determined in the future</p>	<p>Local community</p>
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Support for countering illegal dumping	SCF	To be determined in the future	US\$ 2,856 p/year Terrestrial park manager (5% of FTE)  US\$ 9,128 p/year Terrestrial park rangers (2x 20% of FTE)	To be determined in the future	N/A
Pilot terrestrial litter monitoring in line with RWS (CROW) methodology to establish litter baseline and monitor effect of waste reduction measures	SCF	2021 pilot  Structural implementation 2022 - 2030	Co-financed by WWF in 2021-2022	0.01 FTE	WWF, OLS, RWS
<b>Milestone B.</b> Complete stop of landfilling by investing in / facilitating advanced waste processing and recycling by 2030					
Inventory of existing facilities and the possibilities of the export of waste	OLS	2020 - 2023	To be determined in the future	To be determined in the future	N/A
Investigate possibilities and costs of the temporary storage of waste, followed by the export of waste from the island	OLS	2020 - 2023	To be determined in the future	To be determined in the future	N/A

Contract companies off the island that can process waste	OLS	2020 - 2023	To be determined in the future	To be determined in the future	N/A
Implementation Wet VROM BES (cross-border waste) and 'Verdrag van Bazel', with specific attention for the limited possibilities of waste recycling on small islands	OLS I&W	By 2022	To be determined in the future	To be determined in the future	N/A
At present, a complete stop of landfilling will not be achieved, therefore:  Establish a location for the environmentally responsible deposit of a residual fraction of waste	OLS	2020 - 2023	To be determined in the future	To be determined in the future	N/A
<b>Milestone C.</b> Control seepage of pollutants from current landfills into the ground and surface water by 2030					
Inventory on water quality (T0) underneath, upstream and downstream of landfills	OLS	2025 (3-6 months)	US\$ 80,000 (for consultant)	0.025 FTE	N/A
If necessary, take action based on water quality findings	OLS	2025-2030	To be determined in the future	To be determined in the future	N/A
<b>Milestone G.</b> Monitoring of marine litter and stimulate cleaning up the sea and coastal areas where plastics accumulate by 2024					

<p>Development and execution of Implementation plan</p> <p>This includes legal and institutional assessments, development of policy, guidance, procedures and protocols, training, communication/awareness campaign and investments.</p>	<p>SCF OLS</p>	<p>Ongoing</p>	<p>SCF: US\$ 73,892 Capital investments in first year</p> <p>SCF: US\$ 14,778 p/year capital investments after year 1</p> <p>SCF: US\$ 2,009 p/year Marine Park manager (4% of FTE)</p> <p>SCF: US\$ 11,616 p/year Marine park rangers (2x 23% of FTE)</p> <p>(funding by WWF?)</p>	<p>To be determined in the future</p>	<p>WWF-NL</p>
<p><b>Milestone H.</b> (Fiscal) incentives and enforcement to achieve compliance with waste management policies by 2030</p>					
<p>Investigation of the possibilities of reducing waste (municipal and packaging) in general, as part of the circular economy / Sustainable</p>	<p>OLS</p>	<p>2021-2024 (3 months)</p>	<p>US\$ 5,000 (for consultant)</p>	<p>0.025 FTE</p>	<p>N/A</p>

development goal 12 (United Nations)  Development and execution of Implementation plan					
Research possible incentives and tools,  Among with a disposal fee (decision of BC 2019)	OLS	2021-2024 (3 months)	US\$ 5,000  (for consultant)	0.025 FTE	Customs  Min. of Finance  I&W
Requirement of buying recycled products in the acquisition policy of OLS	OLS (purchasing department)	2021-2030	To be determined in the future	To be determined in the future	N/A
MOU (memorandum of understanding) with environmental organisations like WWF	OLS and WWF	2021-2030	To be determined in the future	0.025 FTE	N/A
Reduce waste by establishing (and subsidising) a foundation that manages a thrift store and repair café and create jobs for people that are lagging in the labour market  <b>Note: Job opportunities</b>	OLS	2022	To be determined in the future	0.025	Students of MBO

<b>Goal 1.3: Coral reef restoration</b>					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<b>Milestone A. Restore degraded reef areas that are suitable for restoration by 2024</b>					
<b>Milestone B. Determine targets for coral cover based on historical baselines per island by 2024</b>					
Develop strategy for large scale restoration efforts: <ul style="list-style-type: none"> <li>Identify degraded reefs</li> <li>Hotspots</li> </ul> Consider replacement of coral from new harbor location	SCF	2021	SCF budgetary needs:  US\$ 2,009 p/year Marine Park manager (4% of FTE)  US\$ 25,814 p/year Marine park rangers (2x 50% of FTE)	See budget column	N/A
Diadema project Facilities to nurse diadema are required to significantly expand capacity and research techniques (No competition with CNSI; more like field station)	SCF; Van Hall-Larensteijn (Alwin)	Ongoing; Expansion by 2021	Needs to be expanded	To be determined in the future	OLS CNSI

Restoration project: fast growing corals	SCF	Ongoing; Expansion by 2021	US\$ 41,913 p/year Marine Science officer (coral restoration) (100% of FTE)  US\$ 45,060 External consultants or support from network year 1  US\$ 24,600 p/year External consultants or support from network after year 1  US\$ 439,023 Capital investments	See budget column	OLS
Coral propagation techniques need to be developed for stony corals (part of field station)	SCF	2021	To be developed	To be determined in the future	OLS
Establishment of artificial reefs (MOREEF project; Layered cakes) Test more techniques	SCF	Ongoing; Expansion by 2021	Project needs to be further developed and expanded	To be determined in the future	OLS

<p>Develop field station and storage facilities</p> <p>Expand capacity for visiting scientists/researchers Sufficient boat capacity and other equipment (dive gear) spare parts, etc...</p>	SCF; Saba Bank Management Unit	2021	<p>Rent: US\$1,200 per month Investments: Building is delivered empty</p> <p>US\$ 40,000 Equipment and materials year 1</p> <p>US\$ 161,632 p/year Equipment and materials after year 1</p> <p>US\$ 16,000 p/year Travelling costs</p>	<p>Researchers that use facilities (and pay) Interns/students 2 people to manage the facility (within 2 years)</p> <p>More stable workforce (rely too much on interns)</p>	OLB, WMR, van Hall Larensteijn; dive operators
<p><b>Milestone C. Community of practice, sharing of knowledge on restoration standards and protocols between the 6 Dutch Caribbean islands based on local expertise developed by 2024</b></p>					
Establish (or use existing) platform for knowledge sharing	DCNA and SCF	2021-2024 (6 months)	To be determined in the future	To be determined in the future	Dutch Caribbean Park Management Organizations, CNSI, STENAPA
Establish regular workshops/meetings for resource/knowledge sharing	DCNA and SCF	To be determined in the future	To be determined in the future	To be determined in the future	Dutch Caribbean Park Management Organizations, CNSI, STENAPA, respective government entities

Sharing of information/resources (time/manpower/travel)	DCNA and SCF	To be determined in the future	To be determined in the future	To be determined in the future	Dutch Caribbean Park Management Organizations, CNSI, STENAPA, respective government entities
Develop a network (community of local practitioners) and adopt standards and procedures for all aspects of active coral reef restoration	DCNA and SCF	To be determined in the future	To be determined in the future	To be determined in the future	Dutch Caribbean Park Management Organizations, CNSI, STENAPA, respective government entities
<b>Milestone D. Monitoring strategy implemented to track coral cover over the entire reef area and evaluate restoration success rate by 2024</b>					
<p>Agree to use GCRMN protocol for all monitoring surveys (add more specific protocols for restoration areas as needed)</p> <ul style="list-style-type: none"> <li>• Stony coral</li> <li>• Bleaching</li> <li>• Seagrasses</li> <li>• Etc</li> </ul>	<p>DCNA Research and Monitoring Working Group (including the representative from SCF).</p> <p>GCRMN Caribbean Committee (DCNA Director is Dutch Caribbean Representative)</p>	<p>Annually</p> <p>Ad hoc when responding to an event</p>	To be determined in the future	<p>CN wide taskforce should be implemented that coordinates monitoring efforts on each island.</p> <p>Currently: interns are doing this.</p> <p>Capacity required for data analysis (currently by DCNA)</p>	Dutch Caribbean Park Management Organizations, CIEE, RRBF, respective government entities
Training on response strategies	DCNA Research and Monitoring	2021-2030	To be determined in the future	CN wide taskforce should be implemented	Dutch Caribbean Park Management Organizations, RRFB,

	<p>Working Group (including the representative from SCF).</p> <p>GCRMN Caribbean Committee (DCNA Director is Dutch Caribbean Representative)</p>			<p>that coordinates monitoring efforts on each island.</p> <p>Currently: interns are doing this.</p> <p>Capacity required for data analysis (currently by DCNA)</p>	<p>respective government entities</p>
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## Strategic Goal 2: Restore and conserve the unique habitats and species in the Caribbean Netherlands

<b>Goal 2.1: Conservation and restoration of key habitats</b>					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<b>Milestone A.</b> Yarari Marine Mammal & Shark Sanctuary as effectively enforced Nature Park by 2024					
Develop Management Plan for the Yarari Sanctuary focused on Sharks	Dutch Ministry LNV	2021	€ 50,000 (outsourced)	Tbd	OLB, SCF, STENAPA, STINAPA, OLE, OLS, SBMU, DCNA, Aruba, Curacao, St Maarten

Develop Management Plan for the Yarari Sanctuary focused on cetaceans	Dutch Ministry LNV	2021	€ 50,000 (outsourced)	Tbd	OLB, SCF, STENAPA, STINAPA, OLE, OLS, SBMU, DCNA, Aruba, Curacao, St Maarten
Implement Yarari Sanctuary management plans	Dutch Ministry LNV	2021-2030	€ 40,000/ year staffing € 60,000/ year monitoring and reporting on effectiveness indicators  Project implementation, comms, awareness, etc. costs to be determined in the future	1 FTE  Coordination, monitoring, project development, implementation, reporting, comms, etc. partly included in RCN LNV advisor & SBMU & DCNA comms, but additional capacity required.	OLB, SCF, STENAPA, STINAPA, OLE, OLS, SBMU, DCNA, Aruba, Curacao, St Maarten
Incorporate legislation into enforcement plans of relevant authorities	Dutch Ministry LNV/ OLS	2022	€ 40,000 - € 160,000 /year	LNV: Included in implementation FTEs  Enforcement authorities: 1-4 FTE	OLS, SCF, KPCN, CoastGuard, Harbour Master, etc. (also for the other 5 DC islands)

Enforce natural park status of Yarari Sanctuary around Saba	SCF	2021-2024	US\$ 2,009 p/year Marine Park manager (4% of FTE)  US\$ 29,230 p/year Senior Marine Park Rangers (2x 50% of FTE)	To be determined in the future	N/A
<p><b>Milestone B.</b> Effective conservation of key habitat functions (e.g. migratory corridors, nursery areas, foraging areas) by 2030</p> <p><b>Milestone C.</b> Eligible protected areas in the Caribbean Netherlands are designated as national parks by 2024</p> <p><b>Milestone D.</b> Designate currently unprotected key habitats as protected areas by 2030</p>					
<p>Reforestation project:</p> <ul style="list-style-type: none"> <li>• Learning from reforestation / using their nursery in start-up phase</li> <li>• Sites at hell gate is identified for reforestation of dry forest (pilot site)</li> <li>• Minor planting efforts have been started</li> <li>• Reforestation plan under the EU in development in cooperation with Sint Eustatius</li> </ul>	SCF/AGRI	Conditional on the removal of roaming goats	<p>Budgets are available for fencing and a propagation house</p> <p>Budget would be required to upscale activities</p> <p>Infrastructure and equipment are required Yearly budget is required</p>	AGRI has insufficient capacity SCF does not have capacity for the botanical garden/nursery (2 FTE)	OLS

			US\$ 2,009 p/year Marine Park manager (4% of FTE)		
<p>Saba bank management plan management (responsibility Ministry LNV)</p> <ul style="list-style-type: none"> <li>Invest in improved monitoring (drone or satellite)</li> <li>Needs to be updated again</li> </ul>	Rijkswaterstaat/Min I&W/Min LNV (EEZ)	2021-2024	To be determined in the future	Currently 3 people Not sufficient to monitor the area	SCF, OLS, SBMU
<p>Effective conservation of key habitats e.g., corridors, nursery, foraging areas</p> <p>Take into account:</p> <ul style="list-style-type: none"> <li>Economic (true value analysis / TEEB)</li> <li>Cultural value</li> <li>Employment opportunity</li> </ul>	OLS SCF	2021-2030	<p>US\$ 2,009 p/year Marine Park manager (4% of FTE)</p> <p>US\$ 29,230 p/year Senior Marine Park Rangers (2x 50% of FTE)</p>	See budget column	General Public
<p>Nature monuments and protected landscapes:</p> <ul style="list-style-type: none"> <li>Allocate Legal Protection</li> <li>Environmental Impact Assessment (MER)</li> </ul>	OLS	2021-2030	US\$ 2,009 p/year Marine Park manager (4% of FTE)	See budget column	SCF

<ul style="list-style-type: none"> <li>• ID management body, develop mandate</li> <li>• Financial mechanisms</li> <li>• Threat management (protect from feral grazers)</li> <li>• Increase access for recreation</li> <li>• Awareness raising</li> <li>• Job creation in management and protection</li> </ul> <p><b>Note: Job opportunities</b></p>			US\$ 6,858 p/year Marine science officer (2) (2x 8% of FTE)		
Use mapping analysis to inform R.O.S	OLS	2023-2025	To be determined in the future	To be determined in the future	SCF, Government Depts, CARMABI, University of Wageningen
<b>Milestone E.</b> Saba Bank Management Plan implemented and enforced by 2024					
Implement and enforce Saba Bank Management Plan	SBMU SCF	2021-2024	SCF: US\$ 41,913 p/year Saba Bank marine science officer (100% of FTE)	To be determined in the future	N/A

<b>Milestone F.</b> Improved and protected breeding areas for sea- and shorebirds by 2030					
Identify important breeding and foraging areas (focusing on key species)	SCF	2021-2030	US\$ 2,009 p/year Marine Park manager (4% of FTE)  US\$ 37,721 p/year Marine science officer (shorebirds and breeding areas) (90% of FTE)	See budget column	WUR, BirdLife NL, others
<b>Milestone G.</b> Develop and implement management plans for mangroves and sea grass areas by 2024					
Develop and implement management plans for seagrass	SCF	2021-2024	US\$ 2,009 p/year Marine Park manager (4% of FTE)  US\$ 6,858 p/year Marine science officer (2) (2x 8% of FTE)  US\$ 1,842 p/year Marine park rangers (2x 4% of FTE)	See budget column	OLS

<b>Milestone H. Protect caves and other key bat habitats by 2030</b>					
Develop and implement management plan	OLS SCF Wild Conscience	2021-2030	US\$ 2,856 p/year Terrestrial park manager (5% of FTE)  US\$ 4,541 p/year Terrestrial Science officer (including GIS expertise) (1) (2x 5% of FTE)  US\$ 9,128 p/year Terrestrial park rangers (2x 20% of FTE)	See budget column	
<b>Milestone I. Prohibit deforestation and implement mitigation measures by 2024</b>					
Develop and implement management plan	SCF	2021-2024	US\$ 2,856 p/year Terrestrial park manager (5% of FTE)  US\$ 4,541 p/year Terrestrial	To be determined in the future	OLS

			<p>Science officer (including GIS expertise) (1) (2x 5% of FTE)</p> <p>US\$ 9,128 p/year Terrestrial park rangers (2x 20% of FTE)</p>		
<p><b>Milestone J.</b> Management plans developed, or updated, with stakeholder involvement and evaluated yearly for all protected areas including Ramsar sites by 2024</p> <p><b>Milestone K.</b> Comprehensive mapping of key conservation areas (ecosystems and habitats) with management guidelines by 2030</p>					
<p>(Spatial) Mapping of key conservation areas:</p> <ul style="list-style-type: none"> <li>• Definition of criteria</li> <li>• Biodiversity indicators</li> <li>• Link to R.O.S</li> <li>• Impact analysis</li> <li>• Guidelines</li> </ul>	OLS	2021-2024	<p>€ 150,000</p> <p>– mapping proposal submitted by Wageningen</p>	<p>Consolidate information on terrestrial areas</p> <p>Determine criteria, indicators etc</p>	WUR, SCF
<p>Develop management plans for key terrestrial conservation areas</p> <ul style="list-style-type: none"> <li>• Limits of Acceptable change study</li> <li>• Environmental Impact Assessment (MER) where necessary, to support management plans</li> </ul>	OLS SCF	2022-2024	<p>US\$ 2,856 p/year Terrestrial park manager (5% of FTE)</p> <p>US\$ 20,956 p/year Terrestrial Science officer (including GIS</p>	<p>External experts (fte);</p> <p>on site capacity for data collection</p>	SCF, Tourism sector

<ul style="list-style-type: none"> <li>• Linked management plans for parks</li> <li>• Management Plans</li> <li>• Stakeholder identification and input</li> <li>• Zoning</li> <li>• Management recommendations</li> <li>• Strategies and action plan</li> <li>• Outreach and communication</li> <li>• Indicate opportunities for job creation</li> <li>• Annual review with OLS</li> <li>• Two yearly review with key stakeholders</li> <li>• Annual management effectiveness evaluation</li> </ul> <p><b>Note: Job opportunities</b></p>			expertise) (1) (2x 25% of FTE)		
<p>Cloud forest:</p> <ul style="list-style-type: none"> <li>• Monitor changes (combine with volcanic monitoring)</li> <li>• Develop management plan to respond</li> </ul>	SCF, KNMI (volcanic monitoring)	2021-2030	To be determined in the future	To be determined in the future	N/A

**Milestone L. Capacity building resulting in AGRI reforestation department on the three islands by 2024**

**Milestone N. Structural reforestation of tropical forest by 2030**

Develop reforestation capacity	SCF	2021-2024	<p>US\$ 2,856 p/year Terrestrial park manager (5% of FTE)</p> <p>US\$ 4,541 p/year Terrestrial Science officer (including GIS expertise) (1) (2x 5% of FTE)</p>	To be determined in the future	OLS
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<b>Goal 2.2: Conservation of keystone and flagship species</b>						
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>	<i>Activities / projects</i>
<b>Milestone A. Develop and monitor population targets for keystone and flagship species (see Annex 1, NEPP-CN) by 2024</b>						
<b>Milestone B. Implement conservation plans to protect keystone and flagship species (see Annex 1, NEPP-CN) by 2030</b>						
<b>Milestone C. Where necessary, develop breeding programs to meet conservation targets by 2030</b>						
<b>Milestone D. Develop financial mechanisms for monitoring, conservation, and emergency response programs by 2025</b>						
Develop integrated monitoring framework and determine required budget	N/A	SCF DCNA	2021	SCF: US\$ 8,568 p/year Terrestrial park manager (15% of FTE)  US\$ 6,027 p/year Marine Park manager (12% of FTE)  US\$ 13,623 p/year Terrestrial Science officer (including GIS expertise) (2x 15% of FTE)	Technical expertise through DCNA	OLS

				<p>US\$ 13,716 p/year Marine science officers (2x 16% of FTE)</p> <p>US\$ 4,191 p/year Marine science officer (shorebirds and breeding areas) (10% of FTE)</p>		
Annual bird census	N/A	SCF DCNA assistance through working groups	2020-2030 Annually	On ad hoc basis, but not part of the structural budget	No capacity within SCF at the moment Technical assistance DCNA, Volunteers on Saba	OLS (importance for ecological health of the island): Bird Life International
Sea and shorebird: Tropic bird monitoring Shearwater monitoring	N/A	SCF DCNA assistance through working groups	2021-2030 Annually for population assessment Could be biannual after population dynamics are understood	US\$ 95,600 (-2030, survey should ideally be conducted simultaneously with Statia	No capacity within SCF at the moment Technical expertise required: research methods and analysis.	OLS; Bird Life International; EPIC

Common Tern	1. Safeguard habitat on Green Island: <ul style="list-style-type: none"> <li>Designate Green Island as protected bird area</li> </ul>	N/A	N/A	N/A	N/A	N/A
Tropic bird hatching success surveys (biannually) <ul style="list-style-type: none"> <li>Ideally simultaneously with Statia</li> </ul>	N/A	SCF	2022-2030	USD 119.500 (-2030)		CNSI, EPIC, BirdLife NL, WUR
Red-billed Tropicbird	<ol style="list-style-type: none"> <li>Limit negative impact of cats on breeding success of sea bird colonies by 90 - 100% (2025)</li> <li>Limit negative impact of rats on breeding success of sea bird colonies</li> <li>Limit negative impact of free-roaming livestock on breeding success of sea bird colonies</li> </ol>	SCF, OLS	2022 (-2030)	USD 105.000 - 150.000 (-2030)	N/A	N/A

<p>Saba black iguana</p> <ul style="list-style-type: none"> <li>• Monitor interbreeding with invasives (green iguana)</li> <li>• Monitor population dynamics</li> </ul>	N/A	SCF DCNA assistance through working groups	2021-2030 Annually for population assessment Could be biannual after population dynamics are understood	Structural budget required every three years. Other years n ad hoc basis, but not part of the structural budget	No capacity within SCF at the moment Technical expertise required: research methods and analysis.	WUR, Regional stakeholders, RAVON
Saba Racer (red bellied racer)	N/A	SCF DCNA assistance through working groups	To initiate in 2021 Frequency: To be determined	Not currently implemented	Not currently implemented	RAVON
Bats - Needs to be initiated	N/A	SCF DCNA assistance through working groups	To initiate in 2021 Frequency: To be determined	Not currently implemented	Not currently implemented	Wild Conscience (technical expertise)
Sea turtles - Needs to be initiated	Population at carrying capacity	SCF DCNA assistance through working groups	To initiate in 2021 Frequency: To be determined	Not currently implemented	Not currently implemented	STCB (technical expertise), WIDECAS (technical expertise), RAVON

Coral reef monitoring (GCRMN guidelines)	Structural monitoring in place in 2022  Coral reef health stops deteriorating by 2025  Coral reef health starts improving by 2030.	SCF DCNA assistance through working groups GCFI – MPA connect	2020-2030: annual When extreme events (Bleaching, stony coral tissue disease): more often	No structural budget available (sometimes provided through stakeholders/donors)	Ambition: regional taskforce through DCNA	WMR WWF-NL GCFI
Shark & marine mammal monitoring (Saba bank & marine park) <ul style="list-style-type: none"><li>• Tagging: sporadic</li><li>• Acoustic monitoring (continuously) but not formalized</li></ul>	N/A	SCF DCNA assistance through working groups	2020-2030: <ul style="list-style-type: none"><li>• Annual regional census</li></ul> Continuous monitoring by SBMU	Budget available for the Saba bank, not for the marine park	Capacity available for the Saba bank (although relies on volunteers) Not for the marine park	CARIMAM (includes regional stakeholders) Dive operators
Groupers (Saba marine park)	N/A	SCF DCNA assistance through working groups	To initiate in 2021 Frequency: To be determined	Not currently implemented	Not currently implemented	N/A
Plant species in elfin forest: <ul style="list-style-type: none"><li>• Mount mahogany</li><li>• Other potential important</li></ul>	N/A	SCF DCNA assistance through	To initiate in 2021 Frequency: To be determined	Not currently implemented	Not currently implemented	N/A

<p>keystone cloud forest species</p> <p>Some inventories have been made (de Freitas, Botanical garden NY, Uni. Puerto Rico). No holistic ecosystem assessment has been made.</p>		working groups			Technical expertise required	
<p>Develop a structural monitoring framework/agenda for protected and keystone species, as currently being identified (Nature2)</p>	N/A	OLS	2021	Currently no budget available	Currently insufficient capacity	Nature2
<p>Endangered and rare plants:</p> <ul style="list-style-type: none"> <li>• List and map rare and endangered species</li> <li>• Ensure inclusion in protected species lists and legislation</li> <li>• Identify and address threats</li> </ul>	N/A	OLS	2021	To be determined in the future	To be determined in the future	N/A

<ul style="list-style-type: none"> <li>• Fence and limit access as necessary</li> <li>• Head start species (in greenhouse) for out planting to suitable locations</li> </ul>						
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<b>Goal 2.3: Prevent new and control established invasive species</b>					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<b>Milestone A.</b> Caribbean Netherlands wide marine and aerial biosecurity protocol developed, implemented and effectively enforced (e.g. biosecurity plan) by 2024					
Identify legislation gaps (local and national) to limit risks of potential invasives entering and implementing legislation and preventive protocols (checkpoints at points of entry)	Min LNV OLS	2021	Currently sporadic training going on, but not maintained after personnel changes → needs to be regular Content changes (threats change)	Support by PA in terms of expertise	Customs, KMAR, SCF, Caribbean Plant Health Directors Forum (CPHD)

Invasive species management plans incorporated in management plans for all protected areas	OLS	2021-2024	To be determined in the future	To be determined in the future	SCF
Biocontrol policy: <ul style="list-style-type: none"> <li>Iguana</li> </ul>	OLS	2021-2024	To be determined in the future	To be determined in the future	SCF
CITES training of airport and port personnel: <ul style="list-style-type: none"> <li>Should also include local legislation</li> </ul> <b>Note: Job opportunities</b>	OLS	2021-2024	To be determined in the future	To be determined in the future	Customs
<b>Milestone B.</b> Develop an invasive species inventory and monitor system by 2030					
Develop an invasive species inventory and monitor system by 2030	SCF	2021-2030	US\$ 2,856 p/year Terrestrial park manager (5% of FTE)  US\$ 2,009 p/year Marine Park manager (4% of FTE)  US\$ 4,541 p/year Terrestrial Science officer (including GIS	See budget column	OLS

			expertise) (2x 5% of FTE) US\$ 6,858 p/year Marine science officers (2x 8% of FTE)		
Invasive species inventory 2018 (regional)	Utrecht University, WUR	To be determined in the future	To be determined in the future	To be determined in the future	OLS
Review legislation and monitoring of Ballast water (no monitoring in place)	OLS	To be determined in the future	To be determined in the future	To be determined in the future	Visiting ships
<b>Milestone C.</b> Develop and implement management plans to control invasive species populations by 2024					
Develop and implement management plans to control invasive species (include communications plan)	SCF	2021-2024	US\$ 2,856 p/year Terrestrial park manager (5% of FTE)  US\$ 2,009 p/year Marine Park manager (4% of FTE)  US\$ 4,541 p/year Terrestrial Science officer (including GIS	See budget column	OLS

			expertise) (2x 5% of FTE)  US\$ 6,858 p/year Marine science officers (2x 8% of FTE)		
<b>Milestone D.</b> Control coralita through holistic ecosystem restoration approach on St Eustatius and Saba by 2024					
Allow local vegetation to recover:  Increase cover of herbaceous layer by preventing grazing (but close cooperation with stakeholders)	OLS	To be determined in the future	To be determined in the future	To be determined in the future	N/A
<b>Milestone E.</b> Regulated recreational fishery to keep lionfish biomass on the reefs at least under less than 35 individuals per hectare by 2024					
Lionfish control and management program exists	SCF	Ongoing project	Need budget	Need capacity	OLS, Dive schools, lionfish hunters
<b>Milestone F.</b> Good quality cover of native seagrass by managing encroachment and invasive seagrass species and by not removing high numbers of certain functional species (e.g. conch or fish) by 2030					
Invasive seagrass control plan	OLS	2021	To be determined in the future	To be determined in the future	To be determined in the future
Sargassum monitoring and management op possible impacts	OLS	2021-2024	To be determined in the future	To be determined in the future	To be determined in the future

<p>Implement Sargassum control plan</p> <ul style="list-style-type: none"> <li>• Monitoring of Sargassum using prediction software</li> <li>• Acquisition/contracting for equipment needed to combat sargassum effectively on Saba</li> <li>• Storage of heavy equipment to combat sargassum</li> <li>• Operational logistics in case of Sargassum event</li> <li>• Disposal of Sargassum after clean-up</li> </ul>	OLS	2020-2021	To be determined in the future	0.1 FTE for monitoring  Other human resource needs to be determined.	SCF
Review efficacy of Sargassum response plan and if necessary, update Sargassum response plan	OLS	2021	To be determined in the future	To be determined in the future	SCF
<b>Milestone G.</b> Develop and implement management plans to control cats, dogs, rabbits, guinea pigs and rats (rodents) by 2030					
<p>Pet specific control program to reduce their impacts on native flora and fauna (with strong communication campaign to increase awareness)</p> <p><b>Note: Job opportunities</b></p>	SCF OLS	2021-2030	SCF: US\$ 2,856 p/year Terrestrial park manager (5% of FTE)  US\$ 2,009 p/year Marine Park	See budget column	Min LNV, Local communities, Households

			<p>manager (4% of FTE)</p> <p>US\$ 4,541 p/year Terrestrial Science officer (including GIS expertise) (2x 5% of FTE)</p> <p>US\$ 6,858 p/year Marine science officers (2x 8% of FTE)</p>		
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### Strategic Goal 3: Sustainable use of land and water for the development of the local economy

<b>Goal 3.1: Invest in sustainable fisheries</b>					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<b>Milestone A.</b> Implement the Sustainable Fisheries Policy Plan by 2024					
<b>Milestone B.</b> Assessment and active monitoring of commercial fish, lobster and conch stocks to ensure sustainable exploitation by 2024					
Improve monitoring framework for fish catchment. Currently there is a framework in place, but quality should be improved to the level that management decisions can be based upon. <ul style="list-style-type: none"> <li>• Annual stock and landing assessments.</li> <li>• Include Seafood trade flows</li> </ul>	LNV Fishery committee BES SBMU OLS	Continuous (Start in 2021)	To be determined in the future	To be determined in the future	Saba Fishermen Association
Involve Saba Fishermen Association (SFA) in the implementation of the plan	OLS	2021	To be determined in the future	To be determined in the future	SFA

Implement fisheries policy plan in protected areas	SCF	2021-2030	US\$ 2,009 p/year Marine Park manager (4% of FTE)  US\$ 6,858 p/year Marine science officer (2) (2x 8% of FTE)  US\$ 1,842 p/year Marine park rangers (2x 4% of FTE)	To be determined in the future	OLS
Invest in sustainable fisheries on the Saba Bank, territorial waters, and EEZ.	LNV/SBMU	2021-2030	To be determined in the future	To be determined in the future	OLS SCF
Organise yearly enforcement workshops and develop training materials	OLS	2021	€ 20,000	To be determined in the future	Enforcers (Coast Guard, KPCN, (Navy), nature management enforcers (rangers)
<b>Milestone C.</b> Organize fishing sector to build the capacity and infrastructure for a sustainable and profitable fishing industry by 2024					
Construct/upgrade central landing facilities for fisheries sector  <b>Note: Job opportunities</b>	OL, AGRI	2025	€ 200,000	To be determined in the future	OLs, Saba AGRI, National Government, Dutch Ministry LNV

Review, improve and update Fisheries council effectiveness (incl. increased number of members)	Public Entities AGRI departments, National government LNV department	2021-2024	€ 50,000	To be determined in the future	All stakeholders
Development of awareness campaign (e.g. species sustainability rating, outreach products)	OLS	2021	€ 50,000	To be determined in the future	Public Entities AGRI departments, Researchers (WUR), Nature management organisations, NGO's (WWF-NL), Fishers, Fisheries cooperatives
<b>Milestone D.</b> Further develop a local market for Lionfish including development of innovative methods of lionfish harvesting. Engage potential local customers like supermarkets, restaurants and hotels in order to let them become “launching customers (see invasive species) by 2024					
Increase supply of lionfish, demand is already there:  Develop innovative traps to be able to target lionfish in deeper waters and exclude lionfish from other traps.	SCF/SBMU	To be determined in the future	To be determined in the future	To be determined in the future	Local Fishermen
<b>Milestone E.</b> Protect vulnerable top predators and key herbivores through fishing regulation by 2024					
Include and emphasize protection of vulnerable top predators and key herbivores into fisheries policy plan	OLB	To be determined in the future	To be determined in the future	To be determined in the future	N/A

<b>Milestone F. Increase no fishing zones to at least 30% of the coastal waters by 2024</b>					
Increase no fishing zones to at least 30% of the coastal waters by 2024  Revise zoning of the Saba Marine Park, based on habitat-interconnection.	SCF DCNA	2021-2024	Estimated: US\$ 20,000 – 30,000	To be determined in the future	OLS
<b>Milestone H. Implement regional protocol to collect fisheries independent data in a central database with Aruba, Curacao and Sint Maarten included by 2024</b>					
Implement regional protocol to collect fisheries independent data in a central database with Aruba, Curacao and Sint Maarten included by 2024	SBMU/LNV	2021-2024	To be determined in the future	To be determined in the future	Public entities
<b>Milestone I. Align existing fisheries national legislation with local legislation and marine protected areas regulation and communicate results transparent and clear to all stakeholders by 2024</b>					
Update local and marine protected area legislation with new national fisheries legislation after implementation of the updated national legislation in 2021	LNV	2021-2022	US\$ 20,000 – 30,000	To be determined in the future	OLS SCF Fisheries cooperative

Goal 3.2: Tourism industry in balance with nature conservation					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<p><b>Milestone A.</b> Profound research of the maximum number of cruise- and stay-over visitors per year acceptable as ecological and social pressures to achieve sustainable tourism by 2024</p> <p><b>Milestone C.</b> Ecosystem and biodiversity conservation targets are incorporated in and aligned with the strategic tourism plans on the three islands, including in spatial planning by 2024</p>					
Study into the social and environmental carrying capacity for tourism on Saba	OLS	2021-2024	US\$ 25,000 – 50,000	To be determined in the future	SCF
<p><b>Milestone B.</b> Ecosystem and biodiversity conservation targets are incorporated in and aligned with the strategic tourism plans on the three islands, including in spatial planning by 2024</p>					
Develop tourism infrastructure to spread impact of increased tourist numbers: <ul style="list-style-type: none"> <li>• Renovate Marine Park moorings</li> <li>• Restore/renovate nature trails</li> </ul>	OLS	2021-2024	To be determined in the future	To be determined in the future	SCF

Develop tourism infrastructure to spread impact of increased tourist numbers	OLS	2021-2024	To be determined in the future	To be determined in the future	SCF
Ensure that tourist numbers in protected areas remain at sustainable levels	SCF	2021-2030	<p>US\$ 2,856 p/year Terrestrial park manager (5% of FTE)</p> <p>US\$ 2,009 p/year Marine Park manager (4% of FTE)</p> <p>US\$ 4,541 p/year Terrestrial Science officer (including GIS expertise) (2x 5% of FTE)</p> <p>US\$ 6,858 p/year Marine science officers (2x 8% of FTE)</p>	To be determined in the future	OLS
<b>Milestone D.</b> Guidelines, criteria and regulations to ensure investment in the tourism industry that are truly sustainable and in line with the long-term tourism strategy by 2030					

Implement an EXIT survey in order to gain more accurate insight into the number of visitors and their profiles	OLS	2021-2024	To be determined in the future	To be determined in the future	SCF
Tourism Master Plan for sustainable development within the industry.  Incorporate Ecosystem and biodiversity conservation targets in Master Plan	OLS	2021-2024	Budget to be determined in the future	Outsourced	SCF
<b>Milestone E.</b> Profound and solid sustainability certification schemes for accommodations, bars and restaurants, tour operators based on existing initiatives (e.g. Travel Life, Green Destinations, Quality Coast, Blue Flag destinations, etc.) by 2024					
Certification program for local businesses in the field of sustainability:  <ul style="list-style-type: none"> <li>• Train employers and employees</li> <li>• Train local guides</li> <li>• Certification of all tourism operations on Saba</li> </ul>	OLS/Green Destinations	2021-2024	To be determined in the future	To be determined in the future	Local businesses
Assist in sustainability schemes as they relate to protected areas on and around Saba	SCF	2021-2024	US\$ 2,856 p/year Terrestrial park	See budget column	OLS

			manager (5% of FTE) US\$ 4,541 p/year Terrestrial Science officer (including GIS expertise) (1) (2x 5% of FTE) US\$ 4,564 p/year Terrestrial park rangers (2x 10% of FTE)		
<b>Milestone F.</b> Develop and implement fiscal instruments for tourism industry to finance nature conservation investments by 2024					
Review tourism fees and ensure proper enforcement	OLS	2021-2024	To be determined in the future	To be determined in the future	SCF
Investment guideline	OLS/Chamber of Commerce	2021-2024	To be determined in the future	To be determined in the future	N/A

<b>Goal 3.3: Invest in sustainable local food production</b>					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<b>Milestone A.</b> Facilitate the sustainable use of treated wastewater and other potential waste streams (e.g. compost) for agricultural production by 2024					
Make mulching machine available to community for use in horticultural practices	OLS	By 2024	To be determined in the future	To be determined in the future	Local community
<b>Milestone B.</b> Develop infrastructure and capacity to stimulate the consumption and production of local fruits and vegetables, animal fodder and other commercial crops by 2024					
<b>Milestone C.</b> Develop infrastructure and incentives to stimulate the demand for local agricultural products by 2024					
<b>Milestone G.</b> Develop guidelines and promote best practices for sustainable agriculture by 2024					
Stimulate private initiatives in Horticulture	OLS	Start in 2024	To be determined in the future	To be determined in the future	Agri Station
Research into high-yield high value crops that can be sustainable grown on Saba (e.g. strawberries, cocoa and mushrooms)	OLS SCF	2022	To be determined in the future	To be determined in the future	To be determined in the future

Strategic Goal 4: Create the enabling conditions for effective nature management and sustainable use in the CN

Goal 4.1.1: Education and training					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<p><b>Milestone A.</b> For all the topics in the NEPP content will be developed as part of a curriculum informing / educating children at the nursery, primary and secondary schools on the islands by 2024</p>					
<p>Develop and implement education program on all levels (i.e. primary school, middle school and college) on:</p> <ul style="list-style-type: none"> <li>• Coral reefs</li> <li>• Climate change</li> <li>• National Parks</li> <li>• Protected areas (including dry forest)</li> <li>• Protected species (including lora)</li> <li>• Local flora and fauna</li> <li>• Environmental issues</li> <li>• Waste management</li> <li>• Plastics</li> <li>• Health and nature</li> <li>• Water management</li> <li>• Invasive species</li> <li>• Agriculture</li> <li>• Animal husbandry</li> </ul>	<p>SCF</p> <p>Potentially partner with SNE (Saba Nature Education) for plans and materials</p>	<p>2021-2030</p>	<p>SNE has lesson plans and activities for most topics available</p>	<p>Requires rebuilding and reshaping existing plan of SNE (0.5 FTE)</p> <p>Requires continuation of development of existing materials of SNE (0.5 FTE)</p>	<p>OLS, After school care centres, Sacred Heart Primary and Secondary school, Entire island community, OCW</p>

<ul style="list-style-type: none"> <li>• Fisheries</li> <li>• Tourism</li> <li>• Carrying capacity</li> <li>• Circular economy</li> <li>• Green energy</li> <li>• Restoration</li> </ul>					
Develop plan	Ministry of O&W OLS	2021	To be determined in the future	Outsourced	To be determined in the future
Implement plan	OLS	2021-2030, structural	To be determined in the future	To be determined in the future	To be determined in the future
Think Tanks for youth engagement in sustainable development and inclusion in education programmes	N/A	N/A	N/A	N/A	N/A
By 2024, 100% of elementary schools will be in possession of their own set of Nature & Environment educational boxes	SCF Potentially partner with SNE for materials	4 years	N/A	Covered under first activity	OLS, After school care centres, Sacred Heart Primary and Secondary school
80% of school pupils on Saba in secondary schools have received 8 hours per year of nature education, with well-trained teachers supported with educational materials	SCF Potentially partner with SNE for materials	2 years	N/A	Covered under first activity	OLS, After school care centres, Sacred Heart Primary and Secondary school

Structural education for decision makers about nature and environment	OLS	2021-2020	N/A	N/A	N/A
<b>Milestone B.</b> Each implementation plan must address targeted education programs for all relevant stakeholder groups by 2024 and preferably build expertise that can be commercially exploited by 2030					
Develop plan	OLS SCF	2021	To be determined in the future	Outsourced	Local community
Implement plan	OLS	2021-2030, structural	To be determined in the future	To be determined in the future	Local community
<b>Milestone C.</b> Voluntary courses offered through existing educational programs on topics dealt with in this NEPP, such as water retention, circular economy, climate change etc. by 2030					
Develop plan	OLS SCF	2021	To be determined in the future	Outsourced	Local community
Implement plan	OLS	2021-2030, structural	To be determined in the future	To be determined in the future	Local community
<b>Milestone D.</b> Engage youth by creating nature related activities, e.g. monitoring, restoration by 2024					
Develop plan	OLS SCF	2021	To be determined in the future	Outsourced	Local youth

Implement plan	OLS	2021-2030, structural	To be determined in the future	1 FTE Nature and environment educator at SGB	Local youth
Jr. Ranger Exchange program (between Saba, St. Maarten, Saba, St. Eustatius, Aruba and Curacao)  One event per year duration 4 days, 3 nights  +/- 10 participants + 2 supervisors of each island, total 72 of which 60 are travelling  Covid-19 permitting travel	DCNA (supported by SCF)	Once every year as of 2022 (Covid-19 permitting)	US\$ 500 per ticket, US\$ 100 per overnight stay including taxes  US\$ 200 for Transport +F&B  =US\$ 1000 per person per trip for 60 persons =  US\$ 60.000 per editie  US\$ 480.000	To be determined in the future	Parks organizations of all the islands, volunteers, parents, guides
<b>Milestone E.</b> Programme educating local decision makers on content of this NEPP and its impact by 2024					
Develop plan	OLS SCF	2021	To be determined in the future	Outsourced	N/A
Implement plan	OLS	2021-2030, structural.	To be determined in the future	1 FTE Nature and environment	N/A

				educator at SGB	
Educational campaign about the rules and regulations and the reasoning behind the Nature and Environment Policy Plan	OLS SCF	2021-2024	To be determined in the future	To be determined in the future	Entire island community
<b>Milestone F.</b> Each implementation plan contains an engagement program to involve the local population and raise awareness about 'what's in it for me?' when preserving nature and especially coral reefs by 2024					
Develop plan	OLS SCF	2021	To be determined in the future	Outsourced	Local community
Implement plan	OLS	2021-2030, structural	To be determined in the future	1 FTE Nature and environment educator	Local community
<b>Milestone G.</b> Ensure that each implementation agenda contains opportunities for students from the islands to come back to their island by 2024					
Develop plan	OLS SCF	2021	US\$ 50,000 SCF: US\$ 3,602 p/year Outreach and education officer (11% of FTE)	Outsourced	Local students

Implement plan	OLS	2021-2030, structural	US\$ 100,000 annually	1 FTE Nature and environment educator at secondary school	Local students
By the end of 2021, SCF has a well-organized group of motivated adult volunteers supporting educational and other conservation activities of SCF	SCF	2021	To be determined in the future	1 FTE volunteer coordinator required (Job opportunity creation + utilizing volunteer capacity)	OLS, Min LNV

<b>Goal 4.1.2: Awareness</b>					
<i>Activities / projects</i>	<i>Lead implementing organisation</i>	<i>Planning / deadlines</i>	<i>Additional budget required (on top of existing budgets)</i>	<i>Additional Human resource needs (on top of existing FTEs)</i>	<i>Key stakeholders</i>
<p><b>Milestone A.</b> Ensure that for each implementation agenda communication and outreach strategies focusing on the different target groups are developed and implemented by 2024</p> <p><b>Milestone B.</b> Awareness raised among 100% of the population on the benefits of healthy soils and sustainable water resource management for the natural environment and ecosystem services by 2030</p> <p><b>Milestone C.</b> Incorporate guidelines and outreach moments in order to ensure transparency in the realization of all projects and programs by 2024</p>					

<p>Development and implementation of awareness strategies and campaigns</p>	<p>OLS SCF</p>	<p>Strategy: 2021 Implementation: 2021 - 2030</p>	<p>100k/year SCF: US\$ 7,204 p/year Outreach and education officer (22% of FTE)</p>	<p>1 FTE environment education and awareness 1FTE nature education and awareness Both FTE's are structural.</p>	<p>Depends on topic at hand, but stakeholders during the 10-year plan period will include almost all organizations and individuals on Saba</p>
<p>Develop and implement general awareness program for local community</p> <p>Conduct baseline measurement among community and monitor awareness in coming years</p> <p>Coordinate with stakeholders:</p> <ul style="list-style-type: none"> <li>• who approaches the different target groups?</li> <li>• in what way?</li> </ul> <p>Strengthen each other and include this in an MoU</p> <p>Engagement programme addressing 100% of local population with 'what's in it for me' approach</p>	<p>OLS</p>	<p>2021 - 2024</p>	<p>US\$ 50,000</p>	<p>0.2 FTE Work to be outsourced</p>	<p>Local community</p>

<p>Develop and implement nature/environment-oriented awareness program for visitors</p> <ul style="list-style-type: none"> <li>• Includes certification of guides</li> <li>• Certification should be renewed on an annual basis by the OLS</li> </ul> <p><b>Note: Job opportunities</b></p>	OLS	By 2024	US\$ 50,000	To be determined in the future	Tourism sector
Develop guidelines and plan outreach moments for the realization of all projects and programs by 2024	OLS	By 2024	To be determined in the future	To be determined in the future	Local community
Intense and extensive communication and outreach regarding the value of Saba's nature (historical/cultural/social/economic) rules and regulations	OLS SCF	2021-2024	To be determined in the future	To be determined in the future	Entire island community
Communication about current and updated nature and environmental legislation	OLS	Continuously starting 2021	Cost to be estimated by OLS	E.G. (nature and environment)	SCF, RWS
Coordinating SCF's communication efforts on the whole scope of Activities including	SCF	2021-2024	To be determined in the future	To be determined in the future	OLS

its own CAP and NEPP related activities					
Mandatory Saba National Marine Park Orientation Course Online for visiting Scuba divers implemented, contents kept up to date with changing legislation, tariffs and policies (EO art 15)	SCF	Implementation end of 2020  Yearly check for legislative updates, grand review every 5 years	Course 120 x US\$ 15 badges  US\$ 1800  Grand review US\$ 3000	0.2 FTE @SCF for coordination, work outsourced	OLS
SCF brochures review and development about sustainable use of the parks and visitor rules	SCF	Periodically	Review, development and printing (on island)	SCF in kind	OLS
Align activities and strategies between stakeholders that communicate and raise awareness about sustainability aspects. Annual update of communication activities and MoU with these stakeholders (also based on the results of the surveys / standard assessment methods)	OLS	2021	To be determined in the future	To be determined in the future	Nature NGOs
Promotional video for tourist on Saba, informing them on nature legislation and practices and to attract them to the island	OLS	2021-2024	To be determined in the future	To be determined in the future	SCF