

Seminar for Senior LDC Coordinators and Negotiators on Climate Change

Evaluation Report

13-14 October, 2015 – Bonn, Germany



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Background

This seminar was been designed and delivered by UNITAR as part of a broader UNDP / UNEP global programme to build the capacity of Least Developed Countries (LDCs) to participate effectively, both individually and as a group, in intergovernmental climate change processes. The programme began in July 2014 and runs until 31 December 2016. It includes a series of training events for junior negotiators as well as seminars for knowledge exchange and experience sharing for lead negotiators. These events will be rolled out both in advance of and after COP 21 in Paris. Funding is provided through the Least Developed Countries' Fund, managed by the Global Environment Facility.

Objectives

This seminar aimed to provide a forum for lead climate negotiators and coordinators from LDCs to reflect as a group on key negotiating issues in preparation for the COP 21 in Paris. It was designed to bring together participants and resource people in plenary discussions and break out groups in order to enable the group to draw from the experiences of other multilateral agreement processes and receive a refresher on negotiating skills. The seminar was carried out directly before the LDC Group strategy meetings and was therefore intended to strengthen the quality and interactivity of these meetings. For the detailed event agenda, please refer to Annex I.

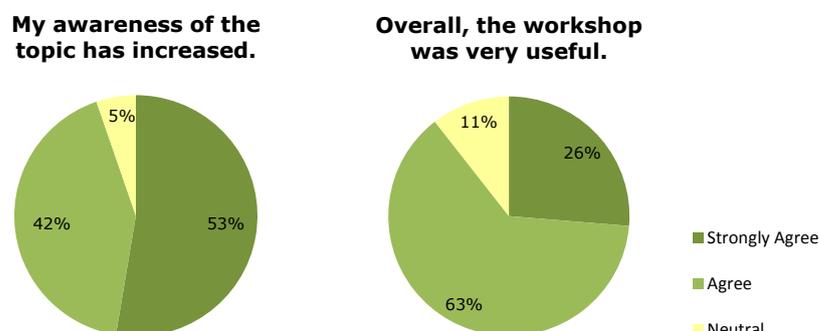
Evaluation Method

At the end of the event the participants were given a participant feedback questionnaire and a self-evaluation form to complete. The participant feedback questionnaire (Annex II) consists of 9 sections which include general information questions, questions based on the seminar objectives as well as questions evaluating the facilitators and materials. The self-evaluation form (Annex III) aims to test understanding at a conceptual level by comparing results pre and post training linked to the specific objectives of the seminar.

Summary of results

The total number of event participants was 27 and 19 of them submitted duly filled participant questionnaires and 16, their self-evaluation forms. The following results are based on the information provided by these participants.

Most of the respondents were affiliated with the central/national government of their country (14). Some participants also reported affiliation with international organizations (2), NGOs (2) and academia (1). Most of the respondents were male (84%), where only three of them were female. The respondents reported very high overall satisfaction with the event, stating that they agree or strongly agree that their awareness on the topic has increased and the seminar was useful to them.



The seminar was very well received and, as participants reported, it achieved its key objectives to increase awareness of negotiation complexity and deadlocks in multilateral settings, to improve understanding of negotiation methods, and to strengthen team-working and coordination. Similar events in the future will consider the constructive suggestions received for providing materials in

advance, seeking further integration into existing programs and continuing to provide interactive learning and knowledge exchange opportunities.



Key participant feedback

« Send materials, if any, in advance - prior to the seminar »

« Provide more of such seminars for all categories of climate negotiators »

« The exercises made me improve my understanding and sharpen my capacity in negotiation skills and decision-making under a tight challenge »

« This needs to be incorporated in other programs »

« Thank you for the excellent meeting. This has not happened before - at least in the last 8 years of LDC group history. The session gave all of us some tools to think more pragmatically and practically. I am sure these skills will be extremely useful from the beginning of next week and particularly in the final hours of negotiations in Paris. Thank you again! »

I appreciated that this training made us think "outside the box" - the exercises were fun and effective to pull out lessons. Well done! »

Results

The responses show that the information and insights from the event have increased the participants' awareness on the issues of negotiation and coordination and this is relevant for their work. Over half of the participants agreed or strongly agreed with the statement that the information presented at the seminar was new to them and 95% reported that their awareness on the topic has increased and all participants reflected that they are likely to use the information they acquired and will recommend the seminar to a colleague.

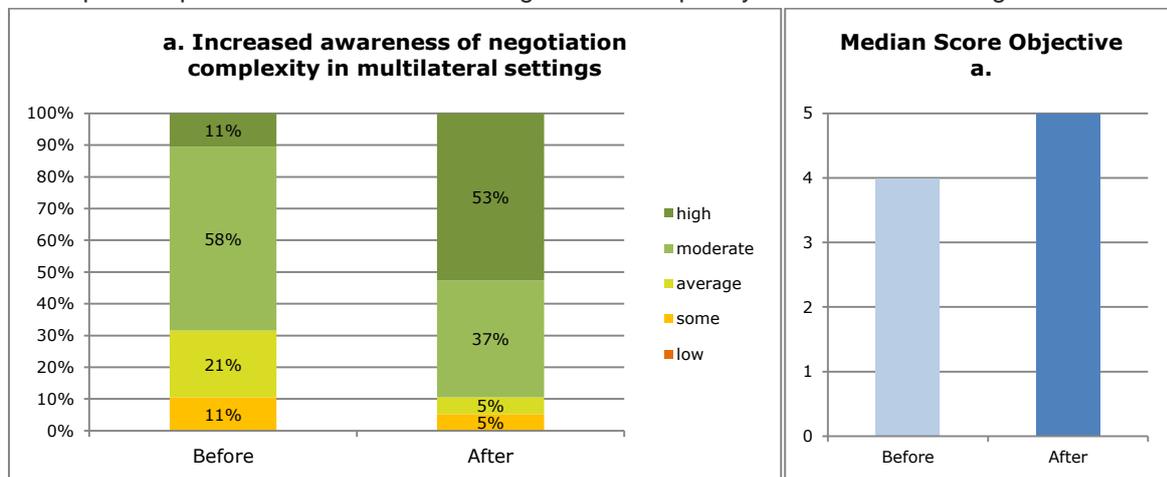
The specific objectives of the seminar, as referred to in both feedback forms, also received good results. Most of the participants reported that they have mostly or fully met the stated objectives.

Percentage of participants that feel that they have met each of the seminar objectives either "mostly" or "fully"				
Objective A	Objective B	Objective C	Objective D	Objective E
84%	84%	89%	84%	68%

In addition, in the assessment of the PRE and POST levels of perceived knowledge per objective the event reported an average gain of one ability level (+1) per participant. Overall, in other words, while most participants already had considerable existing knowledge, they all gained a higher level of understanding. The outcomes for each objective are illustrated in the bar charts below.

Objective A: Increased awareness of negotiation complexity in multilateral settings

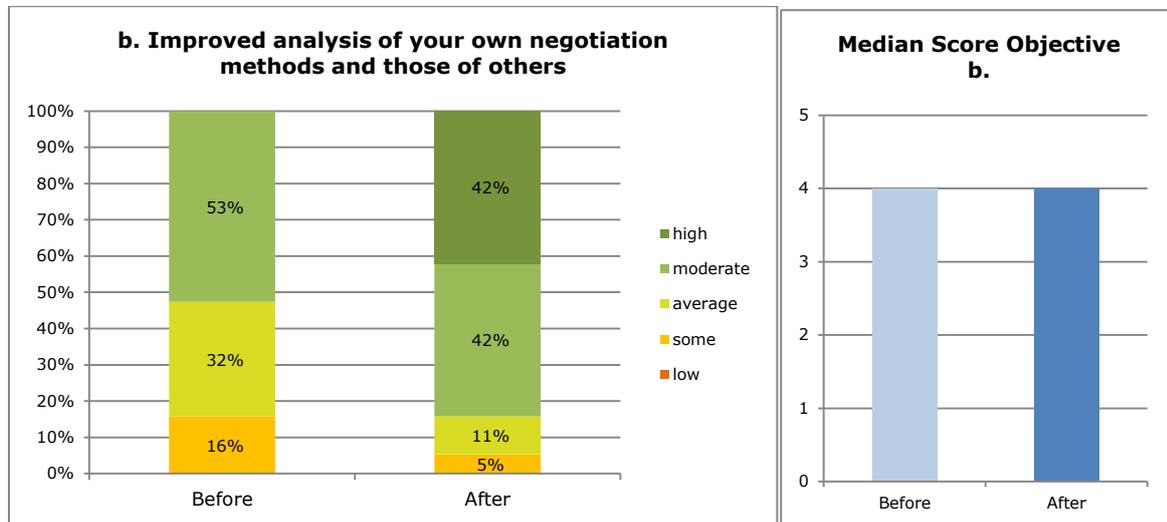
Participants reported their awareness of negotiation complexity in multilateral settings has increased.



The average self-assessed ability level for this objective has increased from moderate to high.

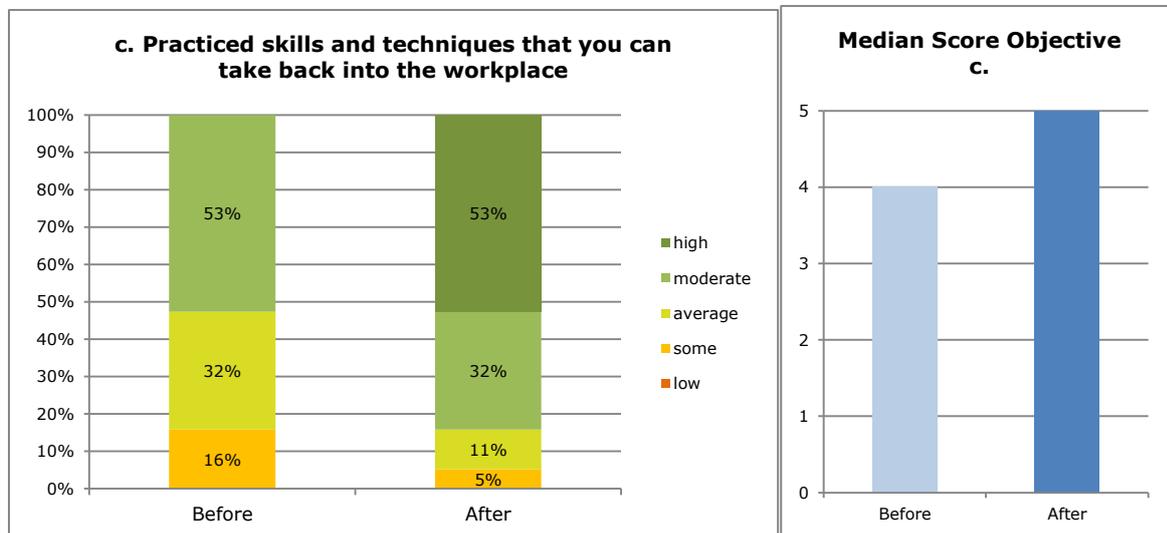
Objective B: Improved analysis of own negotiation methods and those of others

Even though there are people who have reported an increase of their ability level for this objective, on average there is no net gain in the participants' ability levels in terms of improving the analysis of negotiation methods.



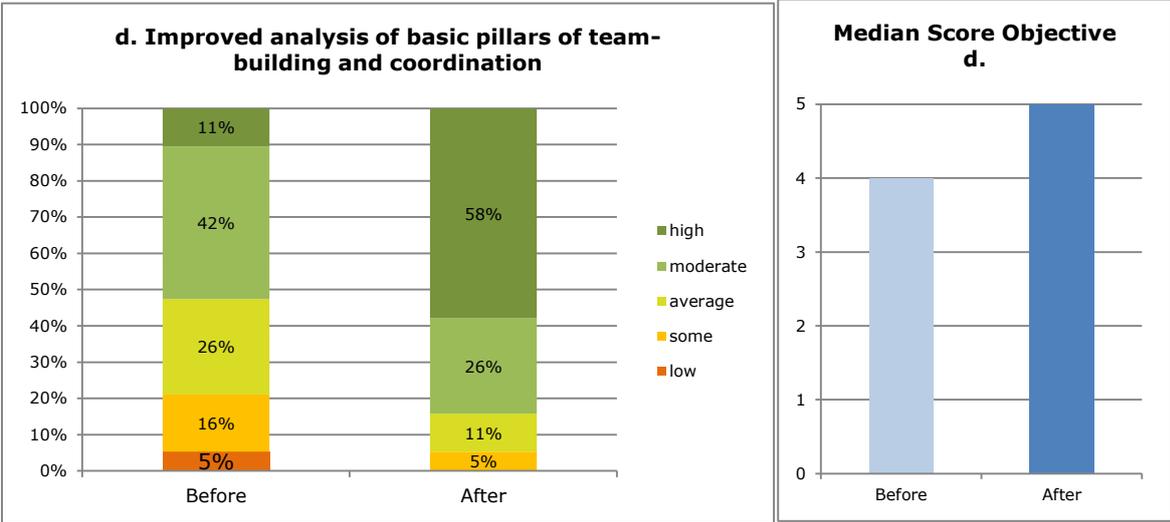
Objective C: Practiced skills and techniques that you can take back to the workplace

The participants report an increase of the already high level of knowledge for this objective.



Objective D: Improved analysis of basic pillars of team-building and coordination

This objective is highly related to the fact that the seminar took place immediately before the strategy meetings of the negotiators’ group. As such, it was important that the seminar establish an environment where participants can improve their team-work and coordination. An interactive activity illustrating the difficulties of coordination, decision-making and team-work delivered by UNITAR, engaged all participants to work together under the constraints of time, information asymmetries and high stakes (see box below).



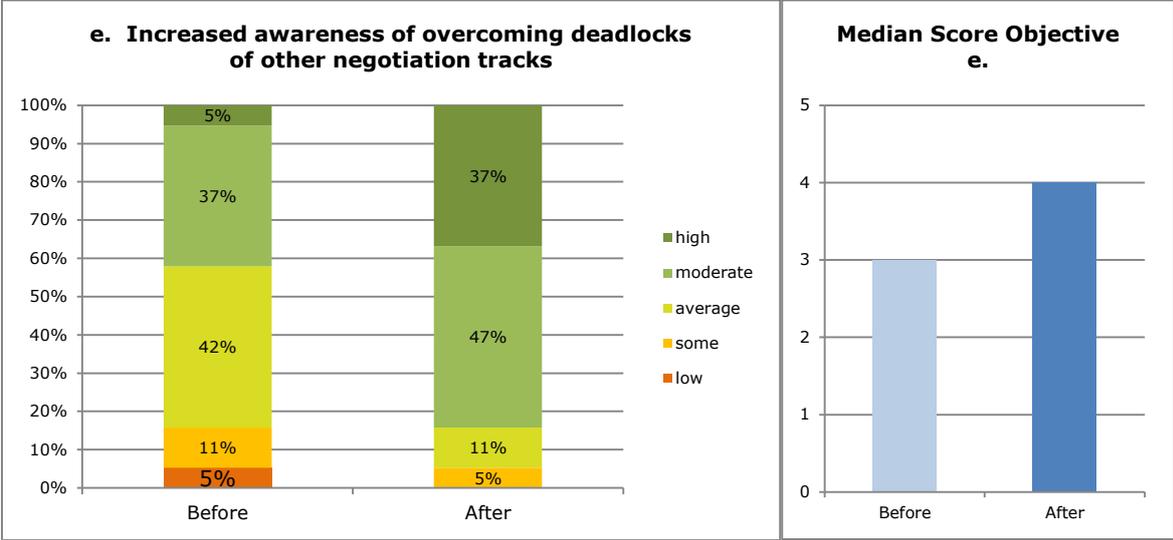
Box 1: Moonlanding

One of the most dynamic and interactive elements of the program was a team-building exercise called *moonlanding*, facilitated by UNITAR. The set-up for moonlanding is space-ship crash on the moon which leaves the crew 200 miles from the mothership. The members of the team must select and prioritize 15 items that have survived the crash and can potentially enable them to reach the mothership. In essence, this is a problem-solving exercise where the stakes are very high, in this case survival, and the group has to work together under tight constraints in order to solve the challenge. For the seminar, the activity was adapted to the needs of the LDC group in that coordinators had to assist the group in reaching consensus. In effect, it aimed to illustrate the benefits team-work and the challenges of coordination.



Objective E: Increased awareness of overcoming deadlocks of other negotiation tracks

Another key objective of the seminar was to increase the awareness of participants on deadlocks from other negotiation tracks and how to overcome them. This is an area where the participants self-evaluate a lower starting point, but still record an improvement.



Box 2: Panel Discussion

The panel discussion was central to the seminar. Both panellists, Mr. Miguel Bautista and Mr. Amr Aljowaily, engaged the participants with an in-depth discussion on a variety of aspects of negotiation processes. They illustrated with examples from their experience how to overcome negotiation deadlocks and shared their tips on the negotiation skills and tools. They shared their expertise, insights and experiences and encouraged a very dynamic Q&A session. Some of the main questions raised before the panelists were on the issues of:

- Construction of trust and ways to manage the erosion of trust and optimism
- Stamina and coordination during the active negotiations
- Issues of coordination and fragmentation
- Engagement of junior negotiators
- Use of fundamentals



Annex I - Agenda

13 October 2015

Bonn, Germany

TIME	TOPIC	PRESENTER
08:30	International negotiations: national preparation to international <ul style="list-style-type: none">• Opening remarks (LDC Chair, UNDP, UNEP)• Introduction and objectives of the event• International negotiations: national preparation to international	LDC Chair UNDP, UNEP UNITAR
10:30 – 10:45	Break	
10:45 – 12:30	Panel discussion 1: Overcoming the deadlocks in international negotiations – experiences other international processes	UNITAR
12:30 – 13:45	Lunch	
13:45 – 14:30	Coordination and team building for an effective negotiation strategy	UNITAR
14:30 – 15:30	Group work – designing and implementing a strategy	UNITAR
15:30 – 15:45	Break	
15:45 – 17:15	Panel discussion 2: The Paris agreement – existing situation, sticking points, options and implications	LDC Chair
17:15 – 17:30	Summary of the day (English and French)	UNITAR
17:30	Close	

Agenda

14 October 2015

Bonn, Germany

TIME	TOPIC	PRESENTER
8:30 – 8:45	Summary of day 1 and organization of day 2	LDC Chair
8:45 – 10:30	Focus discussion 1	TBD
10:30 – 10:45	Break	
10:45 – 12:30	Focus discussion 2	TBD
12:30 – 13:45	Lunch	
13:45 – 15:30	Focus discussion 3	TBD
15:30 – 15:45	Break	
15:45 – 17:00	Facilitated Strategy Discussion	TBD
17:00	Close	

Participant Feedback Questionnaire

Event: Seminar for Senior LDC Coordinators and Negotiators on Climate Change

Date(s): 13-14 October, 2015 – Bonn, Germany

UNITAR values your feedback. Please answer the following questions and add comments at the end to elaborate or suggest ways for improvement. If a question does not apply, please tick “not applicable”. If you have any questions or need clarity, please ask the UNITAR representative. This questionnaire is anonymous; please do not include your name. **Thank you!**

1. Please tick the sector in which you work.

Central/national government	<input type="radio"/>
State/provincial government	<input type="radio"/>
Local government/authorities	<input type="radio"/>
International/regional organization	<input type="radio"/>

Nongovernmental organization	<input type="radio"/>
Private sector	<input type="radio"/>
Academia	<input type="radio"/>
Other (specify):	<input type="radio"/>

2. Gender

Male	Female
<input type="radio"/>	<input type="radio"/>

3. Please rate the degree to which information circulated *prior* to the seminar was ...

	Completely 5	Mostly 4	More or less 3	Partially 2	Not at all 1	Not applicable
Useful (in terms of making an informed decision to take this workshop)	<input type="radio"/>					
Accurate (in terms of matching what took place)	<input type="radio"/>					

4. Please rate the objectives of the event according to “relevance to your needs” and “extent to which you think you met objective”.

	Fully 5	Mostly 4	More or less 3	Partially 2	Not at all 1	Not applicable
a. Increased awareness of negotiation complexity in multilateral settings						
Relevance of objective to your learning needs	<input type="radio"/>					
Extent to which you met learning objective	<input type="radio"/>					
b. Improved analysis of your own negotiation methods and those of others						
Relevance of objective to your learning needs	<input type="radio"/>					
Extent to which you met learning objective	<input type="radio"/>					
c. Practiced skills and techniques that you can take back into the workplace						
Relevance of objective to your learning needs	<input type="radio"/>					
Extent to which you met learning objective	<input type="radio"/>					
d. Improved analysis of basic pillars of team-building and coordination						
Relevance of objective to your learning needs	<input type="radio"/>					
Extent to which you met learning objective	<input type="radio"/>					

e. Increased awareness of overcoming deadlocks of other negotiation tracks						
Relevance of objective to your learning needs	<input type="radio"/>					
Extent to which you met learning objective	<input type="radio"/>					

5. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The information presented in this seminar was new to me.	<input type="radio"/>	<input type="radio"/>				
The content of the seminar was relevant to my job.	<input type="radio"/>	<input type="radio"/>				
It is likely that I will use the information acquired.	<input type="radio"/>	<input type="radio"/>				

6. Resource persons. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1). *The facilitator was effective at ...*

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
Presenting information	<input type="radio"/>	<input type="radio"/>				
Responding to questions of participants	<input type="radio"/>	<input type="radio"/>				
Stimulating participant involvement	<input type="radio"/>	<input type="radio"/>				

7. Overall satisfaction. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
My awareness of the topic has increased	<input type="radio"/>	<input type="radio"/>				
Overall, the workshop was very useful	<input type="radio"/>	<input type="radio"/>				
I will recommend this workshop to a colleague.	<input type="radio"/>	<input type="radio"/>				

8. Materials. Please rate the following statements using the numerical scale from strongly agree (5) to strongly disagree (1).

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly disagree 1	Not applicable
The seminar provided useful opportunities to reflect on one's own skills, knowledge and capacities	<input type="radio"/>	<input type="radio"/>				
The seminar provided useful opportunities to learn from others (colleagues)	<input type="radio"/>	<input type="radio"/>				

9. Comments / suggestions on improving the seminar for future audiences:

Annex III

SELF-EVALUATION

To measure you level of knowledge/skills before and after the seminar

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INSTRUCTIONS: This self-evaluation is designed to provide an informal measure on the extent to which this seminar has contributed to increasing your level of knowledge, skills, and attitudes. Based on your understanding at the end of the seminar, please evaluate your level of knowledge/skills in relation to seminar's objectives, as stated below. You are requested to evaluate each objective BEFORE and AFTER the event.

Learning objectives	BEFORE	AFTER
1. I AM ABLE TO ...	Evaluate your level of knowledge/skills before the seminar	Evaluation your level of knowledge/skills after the seminar
a. Understand negotiation complexity in multilateral settings	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Weak Some average moderate high	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Weak Some average moderate high
Comments		
b. Improve analysis of your own negotiation methods and those of others	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Weak Some average moderate high	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Weak Some average moderate high
Comments		
c. Practice skills and techniques that you can take back into the workplace	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Weak Some average moderate high	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Weak Some average moderate high
Comments		

Learning objectives	BEFORE	AFTER
d. Improve analysis of basic pillars of team-building and coordination	1 2 3 4 5 <input type="checkbox"/> Weak <input type="checkbox"/> Some <input type="checkbox"/> average <input type="checkbox"/> moderate <input type="checkbox"/> high	1 2 3 4 5 <input type="checkbox"/> Weak <input type="checkbox"/> Some <input type="checkbox"/> average <input type="checkbox"/> moderate <input type="checkbox"/> high
Comments		
e. Increase awareness of overcoming deadlocks of other negotiation tracks	1 2 3 4 5 <input type="checkbox"/> Weak <input type="checkbox"/> Some <input type="checkbox"/> average <input type="checkbox"/> moderate <input type="checkbox"/> high	1 2 3 4 5 <input type="checkbox"/> Weak <input type="checkbox"/> Some <input type="checkbox"/> average <input type="checkbox"/> moderate <input type="checkbox"/> high
2. Please use this space below to convey any general comments regarding your level of knowledge before or after the seminar.		
<div style="text-align: center; margin-top: 200px;"> <p>Thank you for your comments.</p> </div>		

Annex IV - List of participants

N°	Name-Surname	Organization	Country
1	Mr. Giza Gaspar Martins (Chair of the LDC Group)	Director, Gabinete para as Alterações Climáticas Ministry of Environment	Angola
2	Mr. Gebru Jember Endalew	Program Coordinator Ethiopian Academic of Science	Ethiopia
3	Mr. Md Ziaul Haque	Deputy Director Department of Environment Ministry of Environment and Forests	Bangladesh
4	Mr. Fredrick Kossam	Chief Meteorologist, Climate Change and Research Services Department of Climate Change and Meteorological Services Ministry of Environment and Climate Change Management	Malawi
5	Mr. El Hadji Mbaye Diagne	Membre du Comite National des Changements Climatiques	Senegal
6	Mr. Evans Davie Njewa	Principal Environmental Officer UNFCCC Focal Point Government	Malawi
7	Ms. Penda Kante	Assistante Bureau Changement Climatique Direction de l'Environnement Ministry of Environment	Senegal
8	Ms. Stella Gama	Assistant Director of Forestry Ministry of Natural Resources, Energy and Environment	Malawi
9	Mr. Fred Machulu Onduri	Commissioner Youth Affairs Ministry of Gender, Labour and Social Development	Uganda
10	Mr. Alpha A.K. Jallow	Meteorologist, Water Resources Ministry of Environment, Climate Change, Water and Wildlife	The Gambia
11	Mr. Hussein Alfa Nafo	Ministry of Environment and Sanitation Agence de l'Environnement et du Developpement Durable	Bamako, Mali
12	Mr. Sidat Yaffa	School of Agriculture and Environmental Sciences University of The Gambia	The Gambia
13	Mr. Freddy Manyika	Principal Forest Officer Division of Environment Vice-President's Office	United Republic of Tanzania

14	Ms. Sumaya Ahmed Zakiedeen	LDC Representative to the Adaptation Committee Institute of Environmental Studies Higher Council for Environment and Natural Resources	Sudan
16	Mr. Mamadou Honadia	Adaptation Fund Board	Burkina Faso
17	Mr. Tshewang Dorji		Kingdom of Bhutan
18	Mr. Bubu Pateh Jallow	Chief Technical Adviser Department of Water Resources	The Gambia
19	H.E. Mr. Collin Beck	Ambassador and Permanent Representative Permanent Mission of Solomon Islands to the United Nations, New York	Solomon Islands
20	Mr. Nsiala Tosi Bibanda Mpanu Mpanu	Directeur Secretariat General a l'Environnement et Conservation de la Nature Ministère de l'Environnement, Conservation de la Nature et Tourisme	Democratic Republic of the Congo
21	Mr. Richard Stanislaus Muyungi	Assistant Director of Environmental Assessment Focal Point of Climate Change Division of Environment Vice-President's Office	United Republic of Tanzania
22	Ms. Madeleine Rose Diouf Sarr	Chef de Division, Chargee de Programme sur le Climat Direction de l'Environnement et des Etablissements Classes	Senegal
23	Mr. Philip M. Gwage	Director, Least Developed Countries Environment Centre	Uganda
24	Ms. Ida Camara	Principal Planner Directorate of Development Planning Ministry of Finance and Economic Affairs	The Gambia
25	Mr. Hafijul Islam Khan [Hafij]	Executive Director Centre for Climate Justice-Bangladesh Dhaka	Bangladesh
26	Mr. Chebet Maikut	Agricultural Commissioner Climate Change Department Ministry of Water and Environment	Uganda
27	Mr. Richard Mfumu Lungu	Chief Environment Management Officer Environment and Natural Resources Management Ministry of Lands, Natural Resources and Environmental Protections	Zambia