
SUFA -project

Human Resources Review

**Expertise for Local Agenda 21 in Estonia,
Latvia, Lithuania and Poland**



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Rita Knutina, Jurmala, Latvia.



Estonian Institute for Sustainable Development, Stockholm Environment Institute, Tallinn Centre, is one of the organisations introduced in this Review



Group picture taken during the SUFA workshop in Kaunas, Lithuania.

Why Human Resources Review?

After the adoption of the global Agenda 21 in the Rio Conference in 1992, thousands of municipalities all over the world have responded to its challenge by developing their own Local Agenda 21. During recent years, more and more municipalities in the Baltic States and Poland have started Local Agenda 21. This publication is part of the SUFA Project, which aims at helping municipalities in these countries to be successful in their agenda work.

There are many benefits that Local Agenda 21 can bring in a municipality. In best cases it combines environmental, social and economic concerns in a balanced way, and helps the municipality to find the best way for a good future. Local Agenda 21 process also introduces cross-sectoral approaches and stakeholder co-operation. This means that it can contribute greatly to the development of both municipal administration, and local democracy and participation.

How can then a municipality, which is starting a Local Agenda 21 process, create basis for successful work? One critical factor is human capacities. Those persons who are running the process should have a very good idea of what they are doing, why, and how.

To create such an idea, and to support the development of the necessary capacities for running the process, it is indeed useful to learn from those who are more experienced. In this respect, we believe that this review can serve the target municipalities well. It is not – and is not meant to be – a complete overview of all relevant Local Agenda 21 experts in the target countries. The intention rather is to provide some good experts and contacts for municipalities in each target country: Estonia, Latvia, Lithuania and Poland. In addition to experts located in these countries, a selection of international experts is included, as well as information on support organisations.

This review will also be published in the Internet at <http://www.ubc.net/commissions/envi-success.html>. The contents will be regularly updated, so those experts who don't yet find their information in the current version, are warmly welcomed to contact the editors at the UBC Commission on Environment for inclusion of their profiles in the next updated version.

We hope that the Review will be useful for you, and we would be glad for any feedback!

Risto Veivo & Sari Bowie

Editors, UBC Commission on Environment



How to use this review?

All information in the review is based on voluntary contributions from different relevant organisations and individual experts.

All experts whose information is included have declared willingness to share their expertise with others in training, consultancy, partnership, or in other ways.

Depending on individual cases, their availability for training differs: some may be available for organising full training courses and intensive consultancy, whereas others may just be available for brief contributions like giving single lectures or presentations.

For getting the most out of this publication, it is recommended that the interested reader would contact the experts and/or organisations directly and inquire their availability.

Each expert and organisation is briefly summarised in the personal and organisational profiles. These profiles should help the reader to find the most suitable expertise for his need.

Building Capacity for Local Sustainability



"If you are planning for a year, sow rice;
if you are planning for a decade, plant trees;
if you are planning for a lifetime, educate people."

(Chinese proverb)

Often quoted, widely known, this proverb leaves hardly anything to add on the value of education and training – the more so if it is for the sake of building capacity for increasingly sustainable societies in the future.

However simple this message might be, education and training reveal their intricacies once they are shaped to fit the needs of a specific group of people and a specific purpose. In that case, a considerable number of decisions have to be taken: about the different species of rice and trees, about the different ways to plant and grow them, about the size of fields and the number of trees, about the various methods or technologies which can be applied. Is there one perfect solution for everybody? Or should one present a variety of solutions from which people would be able to make their own choices?

Shaping the subject of training for the purposes of a specific course is always prone to manipulation. One can easily utilise the 'students' lack of knowledge and their eagerness to learn in order to implement a hidden agenda. Especially in the present period of transformation in the earlier centrally governed countries of Eastern Europe, the ever demanded transfer of Western expertise bears the permanent potential of conveying policy approaches which deliver a message suggesting Western superiority and meet rather foreign than a beneficiary country's own interests.

Luckily, the subject of sustainability already demands transparency and participation within itself and aims at empowering people to become independent – although socially and environmentally responsible – agents of their own circumstances of life. It would be 'preaching water, but drinking wine' – as the Germans say – if training on the issues of sustainability would ignore the background and special interests of its clients and would not ask them for their interventions and guiding.

ICLEI and especially its International Training Centre (ITC) have endeavoured right from the beginning of their operations to base their expertise on a wide range of experiences which have been made in the most diverse contexts of local conditions world-wide. Being receptive to the targeted responses needed under different political, social, economic and cultural conditions, ICLEI has tried to filter the 'essentials' which are needed for the local work towards global sustainability. In this clearinghouse function, ICLEI keeps developing innovative tools and instruments for local environmental management, but also produces training concepts and materials tailored to the needs of various target groups.

This represents a permanent challenge to our flexibility and creativity. Courses which are suitable for as many learners as possible and can therefore be disseminated widely in addition to courses which are tailored to the requirements and wishes of a certain group of individuals are of

ten simultaneously developed. The benefits are obvious, since the knowledge and approaches from a global level can be made available for smaller groups and – vice-versa – the concrete learning experiences in small groups improve the didactic concepts of training-base offers for a larger target audience.

Within the continuous improvement in methodologies and material, the International Training Centre presently focuses on the elaboration of self-learning modules which can be used in distance training in both electronic and printed formats. The value of personal interaction in classroom teaching, however, should never be underestimated, and will also remain at the core of our undertakings for building capacity for local sustainability.

In this sense, ICLEI's International Training Centre is grateful to have been entrusted with being made the partner for the training component in the 'Success Factors' (SUFA) project, through which this publication has also been made possible. Together with the strong network of UBC and its dedicated Commission on the Environment, not to mention the significant research work carried out by Åbo Akademi University in Turku, Finland, the International Training Centre shall have another opportunity to not only act as a teacher for a group of Local Agenda 21 practitioners, but to also learn itself from its project partners as well as from the participants of the SUFA training course.

We hope that our joint initiative will further strengthen the capacity for Local Agenda 21 in the Baltic Sea Region, and that this publication will provide useful information for its readers. And that the 'success factors' identified during the course of this project shall be complemented by the success of a jointly implemented project.

Barbara Anton

ICLEI's International Training Centre (ITC)



Barbara Anton and Risto Veivo

Personal profiles / Estonia

Local Agenda 21 Experts in Estonia

In Estonia, some cities have already done excellent work on Agenda 21. This part of the review introduces some Estonian experts who are prepared to help municipalities with starting and developing their agenda processes.

Tartu Agenda 21 is maybe the best known example of a full-scale Local Agenda 21 process in all Baltic states. Tartu's pioneering work has also been recognised on the international level - it won the first Baltic Cities' Environmental Award in 1999.

However, Tartu is nowadays not the only good example in Estonia. Many municipalities

are currently working on Local Agenda 21 and even more municipalities are considering to start the process. Citizen participation in the agenda process develops local democracy. Local Agenda 21s also help to develop inter-sectoral approaches within the administration, create stakeholder co-operation, and help protect the environment together.

From the following couple of pages, readers can find information on Estonian experts. Sometimes necessary expertise could be found even from the neighbouring municipality!

Irja Alakivi

Irja Alakivi works as an urban development planner and the Tartu Agenda 21 co-ordinator for Tartu City Government. She has extensive knowledge and know-how with respect to Agenda 21 on the local level, as she was one of the key persons initiating, leading and planning the Tartu Agenda 21. She has also contributed to several national strategic planning processes and facilitated with many other LA21 processes in Estonia. In addition, Irja has experience on planning and management of training events, brainstorming sessions and on reporting.



Irja is an expert on Sustainable Development Planning and LA21 process planning and management. She is a member of the UBC Commission on Environment as well as the Editorial Board of Baltic Cities Environmental Bulletin. She holds a Diploma in Chemistry from Tartu University, and has long worked as a scientific researcher. She has also participated in many training courses, expert seminars and projects during her extensive career. Irja also takes keen interest in national parks and nature conservation as well as in human resource development. Her working languages are Estonian, English and Finnish.

Irja's free time is often spent in nature, discovering the harmony between human activities and nature conservation. She likes to visit new places and get to know their culture. She also finds family and friends important. To be a thankful daughter, good wife, loving mother and conscientious citizen are Irja's main personal aims.

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Ille Allsaar

Ille Allsaar works as a senior executive officer for the Association of Estonian Cities. Her responsibility is to protect the interest of association members on various levels as well as provide them information about ongoing processes and possibilities. Ille is also an Local Agenda national contact person for Council of European Municipalities and Regions, CEMR, and for Baltic Local Agenda 21 Forum, BLA21F. She works closely both with the Ministry of Environment and Estonian Institute for Sustainable Development, SEI-T. Her task is to represent their association at various conferences and to give an overview with respect to the situation in Estonia. She is interested in local government development, education, social issues, environment, housing and sustainable development.



Ille holds a master's degrees in economics and psychology. She has previously worked as an economist and reform director. She can speak Estonian, Russian and English fluently. Her interests include psychology, music and theatre. She likes to spend her free time with her family. Open-mindedness can also be seen in her way of thinking to the extent that her motto is 'we truly live ourselves only when we live for others'.

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Tatjana Botskova

Tatjana Botskova is a student who also works as one of the local leaders in the Youth Organisation for Nature Protection. She has actively worked with the youth group for LA21 in Sillamäe. She likes working with people, especially with children, and that is why she would like to work with young people such as teenagers or drug users in the future as well. Her life-motivating principle focuses naturally on love towards people and their assistance.



Tatjana will finish her Manager in Tourism studies later this year (2001). In addition to Estonian and Russian, she can also speak fluent English and has actually taught it at a primary school. Tatjana has many interests such as photography and books. In her free time, she likes to go for walks, meet her friends and visit museums and exhibitions. She also likes swimming, cycling, hiking, concerts, theatre and travel.

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Galina Kapanen

Galina Kapanen works as a consultant for local development in the local government of the town Mustvee. Her interests include international water issues and Local Agenda 21 developing processes. She has fine experience in project management and in organising regional, national and international conferences and events. Through these she has gained knowledge on international conventions and directives, especially as these apply to transboundary water issues and public participation. Also, EU Enlargement, the relationship between EU and Russia and Northern Dimension initiative are close issues to her. She possesses good communication, negotiation and administrative skills, which have all been useful in her previous jobs as a local co-ordinator and project advisor on sustainable development on the local level.



Galina is a Master Student of Computer Science and is presently doing her Master studies of Geo-ecology. She also participates in the SUFA training course and in LASALA Distance Training. Moreover, she has taken part in several international network and information exchange training courses. In regard to new LA21 and other projects Galina is able to act as a partner.

In her free time, Galina likes travelling with her family. She also likes reading classic Russian literature and, in counterbalance to that, detective stories. Galina likes the art, especially impressionism. She also likes organising regular encounters with friends. She thinks learning to do and doing to learn are important things to emphasize.

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Anne Kivinukk

Anne Kivinukk is a project officer at the Regional Environmental Center (REC Estonia) in Tallinn. Environmental education, particularly air quality and assessment of air quality using bio-indicators as well as teaching sustainable development, are all part of her professional background. She holds a degree in Biology from the University of Tartu.

Anne was responsible for the teacher training courses at the Estonian Youth Nature House, 1986-97. She has also organised workshops for Estonian NGOs. Training can be of the outside-the-classroom type, as when she organised an international bird-watching course for Baltic Sea Project teachers. She also passed a workshop facilitator's course, BEF, in 1998.

Anne has a great deal of experience in working with national and international projects. She also initiated and worked on the project, 'Sustainable development action plans in Estonian schools'. Her language skills include fluent Estonian and English.

Anne's interests also include music and theatre. She likes to spend her free time with her family as well as working in the garden. Her motto is that one should 'never say never' in life.

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Piret Kuldna

Piret Kuldna works as a sustainable society programme assistant for the Estonian Institute for Sustainable Development, SEI-Tallinn. She has been working with Local Agenda 21 issues for three years. During that time, she has participated in several seminars and conferences. She was also one of the compilers and editors of the 'Local Agenda 21' handbook in Estonian. She has co-organised several seminars on the LA21 for local planners and decision-makers.



Piret has earned a BSc degree in biology at the University of Tartu. She has also participated in project management and environmental consultant training programmes. Her language skills include fluent Estonian and English. Piret is interested in participating in new projects as a partner.

During her free time, Piret likes reading books and watching films. She also likes to travel. She has, overall, a positive attitude with a cheerful outlook on life.

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Ahto Oja

Ahto Oja is the director of the sustainable society programme for the Estonian Institute for Sustainable Development in Tallinn, SEI-T. He has 15 years of experience in project preparation and management as well as on inter-sectoral project co-ordination. He has also participated on several courses in environmental protection, legislation, education and EU enlargement. He has participated in analysing Estonia's experience in LA21 via a sociological poll and organising the seminars needed. He has taken part in publishing the second edition of LA21 guidelines in Estonian and making the training video on 21 processes. He also continues to work on LA21 with local authorities in Russian-speaking areas of Estonia.



Nevertheless, not all Ahto's skills have been listed yet: he is a skilled lecturer. He has experience in fact-finding and problem analyses, and can make development needs-related assessments. He can prepare and implement training courses. He has also worked as a facilitator for group workshops. In addition, policy advising - mainly in environmental sector - is familiar to him, as are analyses of the implementation of sustainable development in Europe. In addition, Ahto is also interested in the history of civilisation, sustainable forestry and environmental ethics.

Ahto holds an MSc degree in environmental protection and is presently studying for his PhD. His language skills include Estonian, Finnish, English and Finnish. He says: "My free time is spent hiking, folk-dancing, and travelling. I also like making videos and reading science fiction. I believe the world will be better only by the amount I improve myself."

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Astrid Saava

Astrid Saava works as Professor of Environmental and Occupational Health in the Department of Public Health, University of Tartu. She has lectured at the university level for over twenty years and has functioned as a researcher for almost forty years. Her research areas are very closely connected with the aspects of sustainable development and environmental health. In all these respects she is ready to deliver her knowledge and experience. She has also actively participated in the process associated with Tartu Agenda 21. She has, moreover, acted as a member of the Estonian Governmental Commission on Sustainable Development.

Astrid Saava is a qualified doctor of medicine with a special interest in water quality and health. She is able to speak fluent Estonian, English and Russian. She has worked out new courses in the field of environmental health as well as organising and carrying out advanced training courses. Additionally, Astrid has acted as a supervisor, advisor and expert in numerous research projects. Astrid Saava is willing to serve as a consultant via e-mail. With respect to new projects, she is in a position to act as a partner.

On her free time, Astrid likes doing gardening and enjoys travel. She would also enjoy interacting more with nature.

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Margit Säre

Margit Säre is the Managing Director of the Center for Transboundary Cooperation (CTC). She has experience on consultation in addition to training in project management, and fundraising. She has organised training on LA21 issues for the local authorities as well as brainstorming sessions in which the general public has also access. Moreover, she has organised dissemination of agendas and collected feedback from the residents.



Margit is a member of the Tartu LA21 work group. She is presently involved in the preparation of Narva's Local Agenda 21 through discussions and advice in involving the local government. She can speak fluent Estonian, English, Russian and German.

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Mare Sepp

Mare Sepp is employed as Chief Specialist of the development section, Lääne County Government. She is especially interested in planning and development, having previously worked also as a developer and economist. She also has experience in project writing and management as well as in teaching Swedish. Local Agenda 21 issues have become familiar to her through participation in 'Villnet- Sustainable Development Around the Baltic Sea'- project.

Mare's background includes economist studies at the University of Tartu. Moreover, she is specialized in the science of commodities. Her personal interests rest in professional

networks, and she is also a member of several NGOs. In addition to Estonian and Swedish, she speaks fluent English and Russian. Mare believes the actual process of planning is everything: by comparison, the plans may be of small importance.

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Endel Talvik

Endel Talvik is the president of Estonian Psychoanalytical Society. He is especially interested in psychopolitics and psychoanalyses. He is a clinical psychologist after studying at Tartu University. He works as a psychologist, mainly with individuals but also with groups. At the moment he teaches at the Professional School of Psychology in Tallinn. He does also training programs for doctors and nurses.

Even though Endel Talvik hasn't got any experience on local agenda issues he thinks that his experience on training could be useful to others, he has for example done leadership and other kind of training for Estonian Russian mixed groups. He can speak fluent Estonian, Russian and English

and some Finnish. For Local Agenda 21 he can do two – three training sessions per year, as he is interested in development of peoples self-esteem and skills. Endel thinks that he can participate in LA21 projects and in other projects as partner. His free time is often spent reading and he thinks that there is always something interesting in life.

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Wanted:
to share the LA21 Experience with others

Personal profiles / Latvia

Latvian Points of View

As we wanted to know what they really do - and what they need - in Latvia, we asked the Director of Regional Environmental Centre Office in Riga, Erika Lagzdina, what she thinks.

Erika told us that Local Agenda 21s in Latvia are absolutely dependent on local level initiatives and presence of active people in municipal administration. According to her, about twenty municipalities are nowadays involved in Local Agenda 21 processes, but

Rita Knutina

To create as complete a system of environmental management as possible in Jurmala is one of the special interests of Rita Knutina, who presently works as Head of the Environmental Protection Department for the Jurmala City Council. She has long experience in co-ordinating projects in the environmental field locally, nationally and internationally. Rita also has extensive background on lecturing on LA21 and issues related to it, mostly for adults but also for school children.

Networking with Jurmala's twin cities abroad and with other Latvian municipalities through common projects is also familiar to Rita. As an example of this, we could mention the pilot project, 'LA21 process and environmental management in Latvian municipalities'. Rita is also the co-ordinator of the LA21 working group in Jurmala as well as for the EU Blue Flag Campaign for beaches.

Rita holds an MSc degree in Environmental Science and Management from Latvia University (1996-98), together with a Bachelor degree in Civil Engineering from Latvia Technical University (1977-1982). She is also taking part in relevant courses available on subjects such as urban planning and management as well as territorial planning. Rita's language skills include fluent Latvian, Russian and English.

"I like books, so reading is one of my favourite free-time activities. Recreation time with my family is also very important. My personal motto is 'Peace in every heart, peace in every mind.'"

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political document on Agenda 21 is so far adopted only by cities of Riga and Jurmala.

Erika said that Latvian municipalities need practical skills on organising the LA 21 process, more knowledge on diverse aspects of Local Agenda 21 and implementation measures for particular problems (like waste etc.), and they do need to get training on fundraising and project preparation.

In this chapter, you will find information on Latvian Local Agenda 21 experts. According to Erika, they do warmly welcome international co-operation.

Erika Lagzdina

Erika Lagzdina has been the Director of REC-Latvia (Regional Environmental Center for CEE Country Office Latvia) since 1996. She has excellent communication, training and facilitation skills. She has, for example, organised over twenty training courses covering 80 small and medium size municipalities in Latvia (1999-2000). She has also worked as an expert for municipal support programs in Bosnia, Romania, Bulgaria and Ukraine. Also information services, EU accession and integration, and NGOs capacity building to grant programs are familiar to her.

Erika's experience in working with local governments and NGOs is extensive. She is also the co-author of several publications, like the 'Environmental Action Planning on Local Level'. She is a member of international expert panels in environmental projects, and has abilities to design new products and programs.

Erika has MSc on Environmental Science and Management (1998). She has also the Bachelors Degree in English Philology and University Degree in Physics. She has participated on several international training courses, and she speaks fluent Latvian, English and Russian.

"Elaborating new, more effective methodologies for training courses for municipalities and national level environmental authorities on Local Environmental Action Program and LA21 issues interest me. I am also interested in doing research on positive changes/effects in municipalities during the last decade. My free time I spend actively in nature, even better it is close to the sea. My motto is 'Great thoughts reduced to practise become great acts.'"

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Dace Liepniece-Liepina

Dace formerly acted as Inspector for solid and hazardous waste in the Liepaja Region for five years (1995-99). Currently, she is working as a specialist at the Environmental Department of the City of Liepaja. She is now participating in the development of the Liepaja Environment Action Plan as based on Agenda 21.

During the 1980s, she graduated as engineer from the Agriculture University of Latvia, Faculty of Food Production and Technology. Over the years 1996 to 1998, she successfully studied at the University of Latvia in addition to working, and graduated with a M.Sc. in Environmental Science and Management. During this period, she specialised in the ecological, legal, administrative and political aspects of waste management. In her final work, she concentrated on the formation of a sorted waste collection system in Liepaja - analysing the local system and also getting to know European waste policies.

Dace is able to participate in projects as either a partner or a consultant. She is fluent in Latvian and Russian, and can also use English satisfactorily as her working language. She has not functioned as a trainer yet, but during the years 2000-2001 she has participated in the international Local Agenda 21 training course respective to the SUFA Project. One theme in the course is training skills.

Dace Liepniece-Liepina is still enthusiastic about solid and hazardous waste management. Being a native Latvian, she loves the nature and history of her country. In her free time, she likes to go ice-skating. Presently, she is looking forward to using her new training skills.

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Gunta Strele

Gunta Strele is the president of the Bartava Local Authorities Association. She has experience on working in environmental education for children. That is also shown in her interest in students and the involvement of youth in the LA21 processes. Gunta has also gained experience in project leadership when she co-ordinated the project 'Public Participation and Sustainable Development Action Program for Bartava Region', 1998-99. Alongside all this, she also works as a guiding tutor/professor at the University of Latvia and gives lectures on environmental management policy and strategy at Liepaja Pedagogical Academy.

Gunta's training experience covers project writing and LA21 process management. The development of indicators and sustainability within the local government development plan are also familiar to her. Moreover, she believes LA21 in the rural areas is highly important. Her language skills include fluent Latvian, English and Russian.

Marita Nikmane



Marita Nikmane is particularly interested in nature protection and biodiversity in an urban environment, the environmental aspects of city planning, and public involvement and environmental awareness. She has been strongly involved in building up the environmental management system and environmental strategy of Riga. She has organised public participation in projects and gained experience of everyday work with citizens in Riga. Even problems with former military sites are familiar to her.

From her educational background, she is both a biologist and holds an M.Sc. degree in Environmental Engineering. After eight years of working in city administration - most recently as Head of Urban Management Division - she now works as ecologist in the international Daugava River Basin Project. She also has experience of several other projects, and formerly she also gained ten years of experience as a biologist and researcher.

In addition to Latvian, Marita's working languages are English and Russian. Her experience also includes participation in international training courses and study tours. In regard to training, Marita Nikmane would be able to act as a consultant. In new projects, she could work as a partner.

Marita's basic outlook is based on always looking forward. She enjoys recharging her batteries in the natural environs of the countryside and keeping fit by doing aerobics. Even if her current position demands a lot from her, she always welcomes interesting new types of co-operation, and enjoys sharing her excellent capacities with others.

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With respect to her educational background she holds an MSc degree in environmental education and is currently working on her PhD. In her free time, she likes travelling and gaining new information through the same on various countries. After all this, it is easy to imagine her saying: 'Never stop!'

Gunta is capable of acting as a trainer. In regard to new LA21 projects, she is in position to participate as a leader as well as in other projects, both as a leader and partner.

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Ivita Peipina

Ivita Peipina works as an adviser on education and culture at the Union of Local and Regional Governments of Latvia. She is interested in sustainable development and public administration. She has experience in project work on LA21 and environment management together with local governments. Ivita has also organised training courses on management and on Agenda 21 issues for Latvian self-governments. Her background includes working as an expert on developing environment communication strategy, a work that was done in a working group at the Ministry of Environment Protection and Regional Development. She has also worked together with REC on popularising the agenda 21 issues. Her language skills include fluent Latvian and Russian.



Working with city administration is one of Ivita's strongest points. Before starting in her present job -98, she worked as a senior officer in the Administration unit of local governments affairs at the Ministry of Environment Protection and Regional Development. She also believes in education: apart from having MSc in Public Administration and in Environmental Sciences and Administration she is also familiar with EU education programme for public officials in Latvia.

"Life is as wonderful as you make it! I strongly believe in that and try to live accordingly. Tourism, in a sustainable way of course, literature, theatre and being with family are my interests. I also like to travel and keep fit."

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Arnolds Ubelis

Arnolds Ubelis's long experience in research and implementation of sustainable development, both in Latvia and abroad, is hard to beat. He gave very strong input in spreading of the ideas of sustainable development in the City of Riga during his years as the deputy major (1990-94). He also has experience working as a national expert and contact person for several EU programs. Currently, he works as the Head of Research Department at the Institute of Atomic Physics and Spectroscopy at the University of Riga.

Through substantial co-operations, ministries and the World Bank have also become familiar to Arnolds. Together they have tackled subjects such as physics, air pollution problems, sustainable development and regional planning. Today, a large part of his work lies in teaching and supervising MSc and PhD students. Arnolds still conducts research on the photochemistry of the polluted atmosphere in addition to sustainable development and their influence on municipalities. He is also actively taking part in the Baltic University Programme. Latvian, English, Russian and German are all used.

Arnolds Ubelis is available for workshops and short projects. He can act as a partner or as leader.

"Free time - hard to say what it means. When I get a moment to myself, I like to spend it with my family. I also like to be fit, so sport and mountain climbing in particular are the best ways I find to relax and recharge my batteries."

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'I decided to send my information for this Review as I thought that the experience I have gained during the last 8 years working for Riga municipality could be of the interest for environmental as well as LA21 projects in the Baltic. '
 Marita Nikmane (see page 11).

'In general, as a youth actor I'm interested in any co-operation and projects that are useful for young people. During past few years I got some experience in youth activities and I can share it with others! My interest is to make young people more active on any levels.'
 Prezemeslaw Marchlewicz (see page 17).

Reflections from Lithuania

In order to find out more of Local Agenda 21 situation in Lithuania, we briefly interviewed Audrone Alijosiute, Director of ECAT Lithuania (Environmental Centre for Administration and Technology). According to Audrone, many Lithuanian municipalities are doing a fairly good job!

Audra told us that lots of activities are going on right now. 16 of the altogether 60 municipalities of Lithuania are already actively working on Local Agenda 21. Most of them started the process during recent years (1998-2000).

According to Audrone, the benefits of Local Agenda 21 work are quite well understood. In Lithuanian municipalities, especially citizen participation in the agenda process is appreciated for developing local democracy. In many cases Local Agenda 21s are genuinely

inter-sectoral and connected with municipal development strategies.

However, in many cases lack of human and financial resources hinder the processes. Audra predicts that in 5-10 years 90% of Lithuanian municipalities may well be engaged in Local Agenda 21. So there should be good use for all available experts, who really can support these municipalities in their coming work.

According to Audrone, from international partners Lithuanian municipalities are mainly seeking exchange of experiences and examples of good practice. Audra is also willing to help interested international partners to find the need in Lithuania.

From the following couple of pages, readers can find information on Lithuanian experts. Help can often be closer than one would think!

Audrone Alijosiute

Audrone Alijosiute has eminent experience in the support of the development of local environmental administration in Lithuania. She has also been extensively involved in international Local Agenda 21 co-operation. She has worked, since 1996, in the Environmental Centre for Administration and Technology Lithuania (ECAT-LT), - first as an expert on Local Agenda 21 and more recently as Director. In her work, she has helped several municipalities to develop their Local Agenda 21s, environmental strategies and management systems. She has also played key roles in many international co-operation projects.

In addition to her demanding work, she is currently studying for a PhD in Management and Public Administration at the Kaunas University of Technology. At the same university, she graduated with a Master's degree in Public Administration in 1996, subsequently studying for one more year at the Tampere and Tallinn Universities of Technology (Water and Environmental Management). Audrone already obtained her first degree in 1989, graduating as a Master of Science in Geography at the University of Vilnius.



Audrone has both organised training and provided training herself for municipalities on all aspects of the Local Agenda 21 work. She has also participated in numerous international conferences and workshops as a speaker, facilitator and reporter. She is fluent in all her working languages, which comprise English, Lithuanian and Russian.

Audrone is available for work as a project consultant. She is open for any options regarding new projects.

At the moment, Audrone's special professional interest lies in the implementation of environmental management systems. She highly enjoys helping her colleagues to learn more through training. In her free time, she recharges herself by taking good long hikes.

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Ruta Bubniene

Ruta Bubniene currently works as a Consultant in the Center for Environmental Policy in Vilnius. She has experience in environmental and project management, air protection, environmental EU approximation, municipal environmental management, environmental economic instruments and Local Agenda 21. She has been involved as a trainer in several workshops for municipalities. She has also consulted three municipalities in the development of their Local Agenda 21 processes.



Ruta's educational background relates to a Master of Science degree in Environmental Management, and she also participated in a European post-graduate course in environmen-

tal management at the University of Amsterdam. She is fluent in Lithuanian, English, and Russian.

In regard to training, Ruta Buniene is available on request either on a full or part-time basis. In new projects, she is capable of acting as either a leader or partner. Ruta is broadly interested in environmental policy and management. Her special personal interests lie in the development of effective working methods. She loves to spend time in nature, and sometimes also takes her camera along.

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Romas Lenkaitis

Romas Lenkaitis works as consultant at the Center for Environmental Policy in Vilnius. He is a Doctor of Water Chemistry (1972) and has worked for years as a researcher and later on as a consultant. His consultancy practise has concentrated on waste management, institutional consolidation and environmental auditing.



Romas has reportedly functioned in several workshops and seminars, especially related to the institutional strengthening of municipal environmental services and waste management planning. He has not been directly involved in Local Agenda 21 work but believes that his abilities and expe-

rience might prove useful when it comes to linking Local Agenda 21 activities with the operations of waste management and environmental administration structures.

Romas is able to act as a trainer and can devote several days to workshops or a seminar. With respect to new projects, he would be in the position to participate as a partner.

Romas' working languages are fluent English, Lithuanian and Russian. He has a strong interest in history and philosophy, and enjoys good discussions, irony and humour.

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Ausra Perskaudiene

Ausra works as a specialist in Marijampole's Planning and Investment Department. She is responsible for preparing projects for local and foreign investments and for co-operation with NGOs as well as for providing information on the city's economic situation. She has not yet worked directly with Local Agenda 21, but believes that her experience in planning, economic development, and NGO co-operation would also be useful for LA 21 processes and collaboration.

She is a qualified economist, having studied at Vilnius University (1985), and her working languages are fluent Lithuanian and Russian. She is profoundly interested in (economic) city development, and looks forward to new projects in which Marijampole and local NGOs could partici-

pate. She also continuously develops her own professional skills and knowledge through active participation in various thematic seminars and workshops.

Ausra shares the view to think globally and act locally. To allow her ideas and insights to grow, she reads, goes to theatre and takes care of flowers.

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Jurga Sirtautaitė

Jurga Sirtautaitė works for the Municipality of the City of Kaunas as Chief Specialist of the Environmental Protection Department. She was involved in the final phases of the Local Agenda 21 project of Kaunas, taking care of both project management and her contacts with environmental institutions in Lithuania. She has experience in training on environmental management and an awareness of educational institutions.



Jurga has been involved in international projects and conferences too, and counts fluent English in addition to Lithuanian as her working languages. From her educational background, she holds a Master of Business Management degree from Vilnius Gediminas Technical University. Her interests in regard to the future lie in raising her qualifications in environmental protection work as well as increasing her knowledge in municipality-related environmental management systems.

Jurga is capable of acting as a consultant. With respect to projects, she could function as either a partner or a specialist.

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Daiva Semenienė

Daiva Semenienė is currently employed by the Center for Environmental Policy in Vilnius. She is a specialist in environmental economics, institutions and policy. She has participated in the development of economic instruments for the implementation of Lithuanian environmental policy, e.g. with regard to pollution-related charges and taxes on natural resources. She has also participated in the work of the Helsinki Commission Programme Implementation Task Force, and worked in several larger scale national and international projects.

Daiva's educational background includes a Ph.D in economics. Her working languages are fluent English, Lithuanian and Russian. Recently, she has been more and more interested in issues related to EU approximation. In similar manner to the entire staff at the Center for Environmental Policy, she looks very much forward to interesting new partnerships in high quality projects. In her free time, she may take her children to yet another concert.

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Zita Tverkutė

Zita Tverkutė is the head of the Environmental Protection Department of the City of Panevezys. In this position, she has been involved in a considerable number of development projects both in her own city and in co-operation with international partners. She considers her experience of preparing local Agenda 21 schemes, projects and organisation in addition to her experience in waste management, drinking water and air pollution monitoring systems to be especially useful for both co-operation and in training others. Naturally, she has also a good overall knowledge of municipal environmental management. Moreover, she has brought cross-sectorial working groups and methods into being.



Zita's working languages are fluent English, Lithuanian and Russian. She studied Chemistry Technology at the Kaunas Technical University. She is looking forward to new and worthwhile co-operation projects and activities, and is prepared to offer her expertise and experience to benefit others through training, too. She is also capable of acting in projects as a consultant or co-ordinator, both on the national and international level.

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Polish LA 21 Experts

The following pages represent a handful of Local Agenda 21 experts who are prepared to help Polish municipalities in getting started. Local Agenda 21 can be a very useful tool in municipalities from many respects. However, the results of the process depend on good planning and facilitation. Therefore, it is indeed a good idea to make the start carefully and use expertise and experiences gained in other municipalities. All the represented experts would be happy to share their experiences with you.

Aleksandra Dijakiewicz

Aleksandra works for the Municipality of Gdansk as a Waste Management Officer in the Environmental Protection Department. Aleksandra's professional background is based on waste management, and her special interests also include the same as well as EU legislation and its transposition into national law. She has participated in local agenda process through, e.g. LA21 Forum. Aleksandra also has training experience on the basis of teaching in primary and secondary schools.

Aleksandra holds an MSc of Chemistry with specialization in Environmental Protection from the University of Gdansk. She prepared her Master thesis in co-operation with the Institute of Marine and Tropical Medicine in Gdynia, a work dealing with the biochemistry of salmonella bacteria. In addition to this, she has also studied pedagogical subjects and is now participating on an ongoing SUFA-Training Course (Success Factors in Local Environmental policy for Local Agenda 21 Activities and EU Enlargement in the Baltic Sea Region).

Aleksandra speaks fluent Polish and English. She is able to act both as a consultant and project partner.

Aleksandra likes spending her free time with family and friends. Her aim is to find and maintain balance in everything she does.

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Jadwiga Kopec

Jadwiga works as the head of the Environmental Protection Department, Municipality of Gdansk. Her background includes waste management and environmental impact assessment. Sustainable land use is one of her special interests.

Jadwiga has an active role in the LA 21 process as Co-ordinator and Moderator of LA 21 in Gdansk. She is also National Co-ordinator of LA 21 within the Polish Cities Association.

Jadwiga has a degree of Chemist Engineering from the Technical University of Gdansk. She has also studied the implementation of plastics in heavy industry, corrosion control, and galvanizing technology. She has also participated in training focusing on environmental impact assessment. Jadwiga speaks fluent Polish, English, French and Russian.

Her family's happiness is important to Jadwiga. This may also be related to her interest in welfare of her city and her country. Jadwiga likes to spend her free time doing outdoor activities. A motto for her life is that a lot depends on oneself.

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Dagmara Nagorka-Kmieciak

Dagmara Nagorka-Kmieciak works as an officer for Foreign Co-operation and Ecological Education at the Environmental Protection Department in the City of Gdansk. She has six years of experience on working actively with ecological policy and local agenda issues. Dagmara has gained training-related respective to lecturing and training workshops and focus groups in subjects concerning sustainable development, Agenda 21 and Local Agenda 21. She has also co-organised Forum 21 in Gdansk, and participated in several local agenda 21 meetings, both nationally and internationally.

Dagmara has an MSc in Economics, having specialised in foreign trade. She has also studied ecological and sustainable development issues as a post-graduate student at the University of Gdansk as well as in regard to the internationally televised course, A sustainable Baltic Region, as produced by the Baltic University and the University of Gdansk. In addition, she has participated in several training courses on sustainable development and ecological education locally as well as abroad. She is fluent not only in Polish but also in English and French.



"I like reading, walking, sightseeing and, of course, being with my family and friends. I am interested in music as well as paintings - especially impressionism - and in psychology, with elements of philosophy."

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Magdalena Marchlewicz

Magdalena Marchlewicz was one of the founders who originally set up the Agenda 21 office in Sopot, where she now works as co-ordinator. She has many years of experience in taking part in her home town's environmental activities. She has, for example, co-organised and led pro-ecological events like the Earth Day.



Apart from environmental issues, she is interested in pedagogy as well as working with children and youth. For the past seven years, she has been actively involved in the Polish Scouting and Guiding Association as a scout leader. As such she has organised numerous camps, trips and courses, especially in respect to the theme of ecological consciousness. Magda is also the co-leader of the Youth Concerning Sustainable Future network (YCSF).

Though employed, Magda still continues her studies in the Department of Scandinavian Studies at the University of Gdansk. She is also keen to learn more about the Sustainable Baltic Sea Region. Magda masters fluent Polish and English.

Magda is able to act as a trainer and advisor. As a representative of Sopot Agenda 21, she is also capable of participating as a new project-related initiator or partner.

"Ecology, history, culture, and tourism are my interests. I am also interested in languages - I have passable Norwegian and Swedish skills. My free time is often spent in scout camps, but I also like to go hiking with my husband and friends. In living one's life surrounded by so many activities, I often think that the only way to do it all is to really be yourself."

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Przemyslaw Marchlewicz

Influencing the decision-making process from the youth perspective and participation in NGO's resolutions are the main interests of Przemyslaw Marchlewicz. Environmental law and implementation of EU directives on the local level

in Poland are also important subjects for him. In his work as a project manager in the Society Sopot for the Environment, he has good opportunities to successfully combine all of these.

Przemyslaw has experience in working as a project manager also previously. For nearly five years, he has actively worked in social and environmental local projects such as the creation of a local Young Leaders Forum and the Youth City Council. He works also on international youth co-operation projects (YCSF) in addition to his duties as a scout leader. His fluent Polish and English are therefore put to good use.



In order to hire Przemyslaw, he must be contacted at least two weeks prior to the occasion. He can offer partnership in new projects, and leadership in occasional circumstances. He is available for leading workshops plus assisting in the search for new contacts.

"There are always things to do for our local society and for our people. However, when I want to do something on the personal level, I go mountain trekking or I go riding."

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Monika Piotrowska-Szypryt

Monika is a waste management officer at the Environmental Protection Department. She is interested in waste management - especially the segregation and utilisation of wastes, industrial assessment and auditing of ISO and EIA and in Environmental System Management. Monika has also worked as a chemist. She has participated in the LA 21 Forum and in the Baltic Roundtable on LA 21. She has experience as a trainer from her work in a school as a chemistry teacher.

Monika graduated from the University of Gdansk / Chemistry Department. She has also done Ph.D. studies related to humic substances in marine sediments in the Baltic Sea. She has also completed several courses both nationally and internationally. She speaks fluent Polish, English and Russian.

Monika spends her free time travelling and in outside activities which include swimming and playing basketball. She says: "The day without a single smile is a wasted day!"

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International Experts

In this chapter, some international Local Agenda 21 experts will be introduced. All introduced experts are willing to contribute for the benefit of municipalities in the Baltic States and Poland, and they do have good capacities to share.

In addition to the introduced experts, more international experts can be reached through the organisations represented in the next chapter.

Barbara Anton

Barbara Anton works as a project co-ordinator and trainer at the International Training Centre (ITC) of the International Council for Local Environmental Initiatives (ICLEI). She has gained extensive teaching experience with young people and adults, Germans and non-Germans, through a variety of courses in Germany and abroad during the last 15 years. Among those are also three years spent at a business college and at a university college in Dublin, Ireland. Recently she has taken part in joint projects with the Union of the Baltic Cities. Barbara prefers training courses, which are tailored as much as possible to their different target groups.



Barbara's major responsibilities are to act as a project co-ordinator and a trainer in projects with Central and Eastern European partners. Her tasks include also the development of publications and study material, preparation of seminars and conferences and moderation of training events. She has a Diploma in Education, and for German as a Foreign Language. She can also speak fluent English.

In order to hire Barbara as a trainer, it is necessary to contact the International Training Centre (ITC) in Freiburg. However, training is usually only provided in the context of larger projects in the field of Local Agenda 21 and local environmental management, i.e. only in an exceptional case contracting her as a trainer is possible on an individual basis for a single course. ICLEI as such is, of course, always interested to play a substantial role in international and innovative LA21 projects.

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Sanna Ahvenharju

Local Agenda 21 and international co-operation are the specific experience of Sanna Ahvenharju from the early 1990's. During her working career she has followed the spread of Local Agenda 21 "movement" from the Aalborg Conference in 1994 to Finnish and later Lithuanian municipalities. She has worked at the European Office of ICLEI as one of the organisers of Aalborg Conference; in the Association of Finnish Local Authorities in the Local Agenda 21 project and as the author of the Local Agenda 21 Guide for Finnish municipalities; and at ECAT-LT as the foreign expert of Local Agenda 21 supporting Lithuanian municipalities in their Local Agenda 21 work.



Recently Sanna has returned to her Master studies at the Department of Political Science of the University of Helsinki. The issues of public participation and democratic development are at the heart of her scientific interest. Simultaneously she works as a free-lance consultant on municipal environmental issues.

Sanna has both organised training and provided training herself for municipalities on all aspects of the Local Agenda 21 work. She can also offer consultancy especially in public participation and development and planning of LA21 projects. Sanna is fluent in English and Finnish and she is available for work as a consultant or trainer.

Presently Sanna's professional interests lie in organisational issues: team building, workshop methods and project management and planning. During her free time she enjoys outdoor activities at the family farm with her family and friends.

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Steffen Großmann

Steffen Großmann is the project leader of Transfer Point of Agenda 21 Knowledge of Mecklenburg-Vorpommern. His job is to transfer and communicate information regarding Local Agenda 21 efforts in the area. Steffen is an engineer in mechanical construction, and his interests have also led him to develop extensive know-how in the computer field.



Steffen speaks fluent German and English. He likes to both explore nature and educate himself, e.g. in new media.

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Stefan Kuhn

Stefan Kuhn works as a project co-ordinator and trainer at the International Council for Local Environmental Initiatives (ICLEI). Stefan has training experience spanning over 10 years, most recently in the Local Agenda 21 process management and facilitation techniques. He is also a member of several LA21 and sustainable development groups in Germany and Switzerland, giving consultation to cities. To further develop the tools to manage participatory urban development planning and to offer them to people is one of Stefan's interests. He would also like to train people to understand the principles and implementations of sustainability and to encourage them to integrate them into their daily lives.

Stefan has a Diploma in geography, with the focus on urban planning, as well as in German language and literature.

He can speak fluent German and English. He has also studied economics, sociology and the educational sciences. He has also gained further training certificates on facilitation methodologies and in group work.

Apart from co-ordinating tasks, his responsibilities include research activities, the preparation and facilitation of training seminars, and the development of publications, guides and reports.

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Friederike Seiffert

Friederike Seiffert has been the leader of the Agenda office of Hansestadt Wismar since 1999. Her work is to motivate, organize and co-ordinate the Local Agenda process, also in regard to projects. Her work also includes taking an active role in the extension of national and international networks. She has, moreover, gained teaching experience at the local advanced technical college on the basis of lectures she has given about building regulations.

Friederike is certificated graduate geographer. She has previously worked in town planning both in the private sector and for the municipal authorities. Before starting her current job, she worked as a deputy for the department manager in town planning. Her language skills include German and English.

Friederike is able to act as a local trainer. She can participate in a project as a leader or partner.

'Live a life each day', Friederike says. She does just that - also by spending her free time with her one-year-old son. Friederike likes jazz, ballet and art and she also enjoys painting.

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Anders Tengquist

Anders works as a freelance environmental teacher for schoolchildren. He has participated in developing the 'Environmental bus' which is a mobile laboratory. Together with the bus, Anders has taught children both locally and in the Baltic countries on environmental issues. He has also worked together with the Local Agenda 21 group in Gotland. Education on the fields of environment, energy and nature are his special interests.



Previously, Anders has worked as a military instructor in the field of engineering. He has also been a scout leader for many years. Anders is fluent in Swedish, English and German. He divides his free time with his children and his studies, e.g. ecology. He regards life as 'Nothing is impossible and problems are to be solved'.

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Local Agenda 21 Organisations

The following chapters introduce a selection of organisations supporting Local Agenda 21 work in the Baltic States and Poland, respectively. In addition to organisations located in these countries, some international organisations are included as well.

Estonia

Association of Estonian Cities

The Constituent Assembly of the Association of Estonian Cities was held in 1920. Five years later, the AEC became a member of the International Association of Cities and Local Governments, the present IULA. Its activities were put to an end during World War II, but in 1989 an appeal to restore the AEC was made and in 1990 the Estonian Government decided to re-establish the AEC.

So far, the activities of AEC are many. They have experience on co-operation in international municipal organisations, co-operation programmes and networks in Europe in regard to subjects like international relations and participation in the EU enlargement process. They have undertaken co-operation with, e.g. CLRAE, CEMR, Ecos/Overture, UBC, the Baltic Committee and several other foreign associations.

The aims of the work of AEC are to:

- represent and develop local self-governments
- defend the joint interests of local self-governments
- promote co-operation between local self-governments
- assist Estonian cities to participate in EU co-operation programmes and to become members of the EU networks
- provide self-governments with necessary legal expert assistance
- publish periodicals or any other publications
- organise training and in-service training for municipal officials, seminars, etc.
- maintain, establish and develop international contacts

In the near future, the office shall be prepared to offer services to the local authorities:

- in maintaining the networking between the participants of local agenda 21 and to formally establish the network.
- They will also continue to distribute the material on LA21 and to organise seminars to introduce the basic principles on LA21, including the exchange of experiences between local authorities.

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Association of Estonian Cities
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Organisations can support agenda work for example by training, consultancy, partnership in development projects, or just by providing expert contacts. Many organisations have also published information materials and training packages on Local Agenda 21.

Chair of Environmental and Occupational Health – Department of Public Health

The University of Tartu was founded in 1632 and its Department of Public Health has been the centre of public health research in Estonia for centuries. Environmental factors such as water, air, soil, food and living conditions have composed the traditional topics. In recent years, the area of research has expanded to comprise health risks due to environmental, occupational and lifestyle factors, added to topics concerned with health related economics. They have taken part in several projects, both nationally and internationally.

They have been providing training in public health mainly for medical students, but are extending the same to professionals and decision-makers as well. In the near future, the Department shall focus on providing advanced training in regard to environmental health on the national level. They are able to offer training in Estonian, English and Russian.

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Peipsi Center for Transboundary Cooperation (Peipsi CTC)

Peipsi CTC is an international non-governmental organisation which started its projects in the Estonian-Russian border area, Lake Peipsi watershed, in 1993. Peipsi CTC works to promote the sustainable development and cross-border co-operation of the Baltic States and the New Independent States. They have two offices, established in Tartu, Estonia, and in Pkov, Russia.

The main fields of activity have so far included:

- Social and economic development
- Environmental protection and policy analysis
- Civil society and NGO development
- Projects on local sustainable development
- Training on LA21 and EU-related issues for local authorities and NGOs
- Training for the business sector on EU influence on trade

- relations and cross-border trade
- Organising Estonian language camps for Russian children
- The organisation of brainstorming sessions to prepare local agendas
- Arranging the dissemination of agendas and collection of feedback from residents
- Participating in the Tartu LA21 working group
- Participating in the preparation of LA21 for the Municipality of Narva

In the near future, they shall be able to offer local municipalities the transfer of experience between various towns in area of the Baltic Sea with respect to LA21 issues. Training can be organised in Estonian, Russian or English.

Promoting sustainable development in the Lake Peipsi watershed.

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REC Estonia

The Regional Environmental Centre for Central and Eastern Europe – REC - was established in 1990 by the United States, the EU and Hungary. The headquarters of the REC are in Hungary. The Estonian office was founded in 1995, and its activities include assisting in environmental problems, organising information dissemination and organising co-operation with the Estonian and international environmental NGOs. REC Estonia has experience in international projects and communication within the network of the other REC-related national offices.

REC Estonia is interested in project partnership and are available for consultation, e.g. on technical and organisational matters.

In the near future, REC Estonia shall be able to offer:

- Training (in both Estonian and English)
- Information
- Library facilities

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REC Estonia

Estonian Institute for Sustainable Development, Stockholm Environment Institute Tallinn Centre (SEI-T)

SEI-Tallinn was established in 1992 to act as a bridge for Stockholm Environment Institute's (SEI) activities as geared to Estonia and the Nordic-Baltic region as well as to Central and Eastern Europe. Stockholm Environment Institute was established in 1989 following the initiative by the Swedish government to develop an international environment/development research organisation. SEI-Tallinn has become an active regional environmental research centre, having created solid working contacts locally with the government and other authorities, the academic community, NGO, and the general public.

SEI-T's priorities are to create an international network and to promote sustainable development, environmental protection, nature conservation, environmental-related policy and management analysis, energy efficiency, and energy conservation-related environmental studies. They have had cooperation with the nations of the Baltic Sea region in addition to CEE and NIS countries and the UK.

They have experience on:

- Project development and management, e.g. sustainable urban planning and transport, sustainable forestry, etc.
- Organising seminars and workshops
- Analysis of nation-wide experience
- Development of the Agenda 21 Internet-site (www.agenda21.ee)

In the near future they will be able to offer local governments:

- Sustainable planning and decision-making
- Sustainable strategies and action plans
- Indicators for sustainable and unsustainable processes
- Sustainable urban land use and transport policies
- Assisting Local Agenda 21
- Interactive information on the sustainable society

Towards Sustainable Society

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Organisational profiles / Latvia

REC Country Office Latvia

REC – the Regional Environmental Centre for Central and Eastern Europe - was established in 1990 by the United States, the European Union and Hungary. The headquarters of REC are in Hungary, and national offices - such as the one in Latvia - are located in each CEE country. The Latvian office was founded in 1995, and its activities up to this point have included several projects related to, e.g., NGO-related support, EU accession, environmental planning on the local level and information services.

The fields of activity of the office are:

- improving environmental knowledge on sub-national level,
- promoting Local Agenda 21 and Baltic 21,
- providing training / methodological support to local authorities in environmental planning (e.g., LEAP), and
- developing new practices for public participation in environmental decision-making in the light of the Aarhus Convention.

In these fields of activity, the Latvian Office of REC also has extensive experience of several international co-operation-related projects.

In the near future, the office shall be prepared to offer servi-

ces to local authorities in all its fields of endeavour. More specifically in:

- facilitating dialogue between the national and local levels,
- supporting comprehensive community involvement within Local Agenda 21,
- sustainability for schools,
- supporting formulations with respect to Rio +10,
- information and methodology resources for Local Environmental Action Planning and Environmental Health Action Planning,
- research related to municipal environmental and development practises and national environmental legislation,
- training in LEAP (Local Environmental Action Plan) methodology and its implementation.

REC is here to assist, facilitate and promote environmental protection in the region.

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REC Latvia

Union of Local and Regional Governments of Latvia

The Union of Local and Regional Governments of Latvia (ULRGL) was founded in 1991. It has become a stable and powerful organisation having established effective links with the governmental authorities and increased its number of members. Their activities have included development and implementation of projects as international co-operation with different organisations in Europe. They are members of the Council of European Municipalities and Regions (CEMR) Network of Local Agenda 21 Co-ordinators. They have translated and published the CEMR LA21 handbook, and developed methodical materials for all self-governments of Latvia. They have also organised translation, production and dissemination of basic Campaign literature, initiated by the European Sustainable Cities & Towns Campaign Office.

ULRGL has several ongoing international projects in different fields. In the environmental field, they aim to populari-

se Local Agenda 21 activities in local and regional governments, exchange experience in relation to LA21 with neighbouring countries within the framework of some project, and organising possible distance-training courses on environmental protection issues for self-governments.

Union of Local and Regional Governments of Latvia protects, represents and assists self-governments!

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Institute of Atomic Physics and Spectroscopy (IAPS), University of Latvia

IAPS was founded in 1994. Its activities are targeted on fundamental and applied research – atomic physics and spectroscopy, light sources and laser technology, opto-electronics and fibre optic technology, photo-physics and the photo-chemistry of the polluted atmosphere.

The head of the Research Department, Dr Arnolds Ubelis, is quite interested in Local Agenda 21 work. He and his team of experts offer highly interdisciplinary work on various local agenda issues, especially in the training of staff. They

are also able to offer technology transfer, project management and promotion of students' research on municipality issues within the scope of the university.

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Green Liberty

Green Liberty (GL), a non-profit organisation, was founded in 1993. It functions as an information centre and works with the mass media as well as with publishers. It publishes information on the environment, organises cultural and environmental actions, and endeavours to promote environmental literature. It cooperates with local, national and international networks, e.g. VAK, Friends of the Earth, Coalition Clean Baltic, etc.

They have provided lectures for school children on the subject of Agenda 21 and public participation therein. The organization also arranged training courses on LA21 for local NGOs in order to encourage their participation in community work, and for local municipality representatives on sustainable development and its relevant elements.

In the near future, they will be able to offer help to local governments in LA21-related planning as well as give consultation on PR and public participation issues. The representatives' working languages are Latvian, Russian and English.

They aim to:

- Inform people of the social and environmental implications of current trends in consumerism, trade and globalisation
- empower them to participate more effectively in decision-making, and
- oppose abuses of power

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Riga City Environment Centre AGENDA 21

Riga City Environment Centre AGENDA 21 was established in 2000 as a sub-unit of the Department of Environment of the Riga City Council. The idea of creating a centre for environmental information and education already came up in 1995 as a result of co-operation between Riga and Norrköping, Sweden. The Centre has experience in co-ordination, development and evaluation of project applications for national and EU funding programmes.

Their main tasks of the Centre include:

- co-ordination of environmental research and development projects
- implementation co-ordination of the City of Riga Environmental Strategy (2000-2010): development of the Action plan
- establishment of an environmental education and information network
- international co-operation

The Centre can provide information in regard to the City of Riga Environmental Strategy and its implementation by the City of Riga. It can also provide partner-search, expertise and co-ordination services in relevant projects. Language skills include Latvian, Russian, English and Norwegian.

Think globally, act locally.

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4H Club 'UPE'

4H Club 'UPE', a non-governmental organisation, was founded in 1994. It has experience with international projects as well as co-operation in 'Coastwatch Europe' and 'Earth Day'. Since the year 2000, they have included the Local Agenda 21 program in their work field.

Their main tasks are to work with youth in helping them to understand about the environment and to find their place in it, and to care for the environment

**All I do with pleasure!
(Visu daru es ar prieku!)**

In the near future they will be able to offer local municipalities:

- co-operation
- project organising
- seminar organising in the fields of the environment, local agenda and regional planning

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- Hand
- Health
- Heart
- Head

Organisational profiles / Lithuania

Center for Environmental Policy

A non-profit organisation, Center for Environmental Policy was established in 1997. It was founded on the basis of Central and Eastern Europe Environmental Economics and Policy- project supported by US Agency for International Development and by a group of environmental economists. Later specialists from different environmental fields joined the Center. The Center has a core staff of 9 people and an extensive network of experts who can be contracted in for specific assignments both locally and internationally.

The Center works actively in the capacity building projects for municipalities, particularly in preparation of waste and water management plans. They have also had co-operation with ECAT Lithuania regarding LA21 work for small and medium size municipalities. In addition they have several foreign partners from Europe and USA. They are able to offer training in Lithuanian, Russian and English.

Their main tasks and responsibilities are project management and training in the fields of:

- Environmental law
- Approximation of Lithuanian environmental laws with those of European Union
- Environmental economics and financing
- Environmental quality monitoring and control

- Air, water, and waste management
- Environmental impact assessment
- Environmental management systems
- Environmental education and public relations

The main target groups for training are:

- Public authorities
- Non-governmental authorities
- Post-graduated students at universities

In the near future the Center will focus on projects to promote environmental improvements and sustainable development in municipalities. They also aim to provide the policy makers and the public with a deeper insight into environmental issues and promote sustainable development.

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Environmental Center for Administration and Technology (ECAT-Lithuania)

ECAT-Lithuania was founded in 1997 as an independent, non-profit, non-governmental organisation with the task of supporting environmental activities in Lithuanian municipalities. They offer training as well as project development and management and capacity building in a number of environmental questions. Their main direction is in the enforcement of EU requirements and the implementation of sustainable development principles.

In the near future they will be able to offer local governments:

- training (in English, Russian, and Lithuanian)
- consultation on Local Agenda 21

- public participation methods
- elaboration of sustainable development strategies
- waste management strategies
- municipal environmental auditing

Making the Environment Better.

Contact information:

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<http://www.ecat.lt>



Baltic Local Agenda 21 Forum

The Baltic Local Agenda 21 Forum was founded in 1997 when seventy participants from nine countries committed themselves to the development of the network. Their main goal is to encourage the local level to carry out sustainable development and to create an active network in the Baltic Sea Region. BLA21F is the responsible actor for Baltic 21, Joint Action 7. BLA21F has organised several workshops and seminars, thus getting contacts with local authorities and professionals in the Baltic Sea Region. They have also established projects on sustainable development. Network members can offer training and expertise in English, German, Swedish and Danish.

In the near future they will be able to offer training with long-term experience in LA21 work in Finland and in other Baltic Sea Region countries.

Sustainable development on the local, national and regional level.

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<http://www.bla21f.net>



Transfer Point of Agenda 21

Knowledge of Mecklenburg-Vorpommern

Transfer Point of Agenda 21 Knowledge of Mecklenburg-Vorpommern was founded in 2000. Even after only one year, they have made themselves known among the environmental circles of the Federal State through their contacts and information on actors and communal offices. They also have experience on collecting data and material on existing activities, printing publications, and co-organising the current Environmental Competition in Mecklenburg-Vorpommern.

They wish to expand their contacts and co-operation with Poland. They would also like to develop those areas, which are presently less advanced. They offer training to individual actors, communal offices and local decision-makers, either in English or German.

Visions for the Future of Mecklenburg-Vorpommern.

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International Training Centre (ITC), International Council for Local Environmental Initiatives (ICLEI)

The International Training Center was founded simultaneously with the establishment of the ICLEI's European Secretariat in 1992. It is therefore part of the International Council for Local Environmental Initiatives, a membership organisation consisting presently of ca. 370 cities, towns, counties and municipal associations. One of the first tasks of the ITC was to co-organise the Aalborg Conference in 1994, which served as the start-up event of the European Sustainable Cities and Towns Campaign. The ITC has meanwhile offered numerous courses on Local Agenda 21 inside and outside Europe. They support ICLEI's mission to build and serve a worldwide movement of local governments to achieve tangible improvements in global sustainable development conditions through cumulative local actions.

The main target groups for training activities are:

- Decision makers and technical experts from local authorities, mainly for local environmental management
- Multipliers such as municipal associations and training institutes for public administration

The ITC provides:

- Seminars and workshops, notably on Local Agenda 21
- Distance training
- Support for conference preparation
- Development of manuals and training programmes
- Exchange programmes
- Visitor programmes

Training subjects other than Local Agenda 21 are environmental management systems, local climate protection and fresh water management. The courses are offered in both German and English and in special cases in other languages as well, such as Polish and Russian.

Local action moves the world.

Contact information:

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Agenda Office of the Hansestadt Wismar

A decision by the local parliament to install an agenda office in Wismar was carried out in 1998. The following year, the local agenda process was properly launched by the Signatory of the Charta of Aalborg. Since that time, the office has organised two Local LA21 Forums as well as initiated monthly meetings of four discussion groups to prepare the Local Agenda 21. The Agenda Office of Wismar has experience both in international co-operation and in projects such as the ongoing LASALA project, which is organised by ICLEI. They have also participated in the UBC's local agenda working group meeting.

- The fields of activity of the office are:
- co-ordination and organisation of the local agenda process
- network development

In the near future, the office will focus on an extension of the international network in addition to the recruiting of project partners. They are prepared to give training to municipalities and local protagonists such as associations and schools. So far, they have organised training on the local level but are now interested in doing this abroad. Their language skills include German and English.

We are all responsible.

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Union of the Baltic Cities

Union of the Baltic Cities (UBC) is a network of currently 99 member cities from all 10 Baltic Sea Region countries. The UBC was founded in 1991 to develop cooperation and exchange between the Cities - Union members. UBC is an organisation open to all the cities in the Baltic Region which declare their eagerness for cooperation based on tasks and aims included in its Statute.

The UBC is led by an Executive Board. Commission on Environment is one of the nine commissions which carry out actual work. The UBC Commission on Environment aims at increasing co-operation and exchange of experiences and know-how between UBC member cities and with other networks and actors in the field of environmental protection. The focus is on environmental issues that are relevant from the cities' point of view.

The strategy and activities of the UBC for Local Agenda 21 work are expressed in the UBC Local Agenda 21 Action Program 2000-2002, which was approved by UBC's V General Conference, 1999. Local Agenda 21 Working Group, which is a cross-sectoral tool for the implementation of the Action program, works closely together with Commission on Environment Secretariat, which in practice co-ordinates, makes preparation work and facilitation of the program. Environmental Secretariat also reports progress of the program to the UBC Executive Board, which has the main responsibility of the implementation of the action program.

The current LA 21 action program includes 15 concrete projects and project ideas, which the Environmental Commission runs in co-operation with member cities and other part-

ners and networks. Examples of ongoing projects are Municipal Environmental Auditing (MEA), SUFA Project, and Best City Practices (BCP). The completed projects include for example SAIL (Spreading Awareness to foster the Implementation of Local Agenda 21 around Baltic Sea) and Gender Equality in Local Agenda 21 project. The current program is already almost fulfilled and a new action program is under preparation for the next General Conference (Rostock, October 2001). New projects are under planning.

The UBC is a member of the new Steering Committee of the European Sustainable Cities and Towns Campaign, and Responsible Actor over Baltic 21 Joint Action 4, City co-operation and sustainable development issues in cities and local communities. It also has an observer status in Helsinki Commission (HELCOM).

The UBC Commission on Environment can offer in Local Agenda 21 work project leadership and partnership, fund raising aid, meeting organising, contacts (Environmental Bulletin, LA 21 -mailing list), and networking.

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Activities of SUFA Project 2000-2001

The SUFA Project supports Local Agenda 21 work, local environmental policy and EU approximation in the Baltic States, Poland, and the whole Baltic Sea Region. SUFA consists of four components, which are briefly introduced below.

Baltic Roundtable on Local Environmental Policy

Turku, Finland, 18-19 May 2000

The Baltic Roundtable aimed at creating dialogue between the national and local levels in the Baltic Sea Region countries. It gathered together forty representatives of environmental ministries, organisations of local authorities, and the European Commission. Themes included: (1) organising national policies to support local sustainable development, (2) EU Enlargement and new European environmental policies, and (3) co-operation of different networks.

The roundtable report publication is available to all interested from the UBC Commission on Environment Secretariat, and in the Internet at: <http://www.ubc.net/commissions/envi-success.html>.



Research and Analysis

The Research and Analysis part of SUFA explores why some Local Agenda 21 Processes become successful. It analyses the institutional success factors in municipalities. For comparison, the analysis is carried out concentrating on Baltic and Nordic good practice cases, respectively.

The results will be published in Success Factors Review, which will come out in Autumn 2001. Also this review will be available to all interested from the UBC Commission on Environment Secretariat, and in the Internet at: <http://www.ubc.net/commissions/envi-success.html>.



Local Agenda 21 Training Course

The training course supports Local Agenda 21 practitioners in their work in the Baltic States and Poland. The course is based on three workshops and weekly distance training utilising e-forms of communication.

The participants of the course are eager to share their new skills with others. Many of them are willing to help new municipalities starting Local Agenda 21. For more information on some of these people, please, see the personal profiles' chapters for the Baltic States and Poland in this review.



Information Campaign

The information campaign, together with the Baltic Roundtable, aims at creating support and motivation, and distributing necessary information for Local Agenda 21 work in the target countries. The target groups of the campaign include city leadership, and environmental, and Local Agenda 21 experts in the Baltic States and Poland.

In addition to the Roundtable Report and this Human Resources Review, two more publications will be made during 2001 and distributed to the target groups. These are the Good Practice Review for city leadership and the Success Factors review for experts. The Good Practice Review will also be translated into Estonian, Latvian, Lithuanian, and Polish.

All publications will be available to all interested from the UBC Commission on Environment Secretariat, and in the Internet at: <http://www.ubc.net/commissions/envi-success.html>.



Making and publishing the Human Resources Review was made possible by:



- project partner



- project partner



- project partner



- project co-funding



- project co-funding

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