



**Ethiopian Wildlife and Natural History Society**

EWNHS



Africa NGO-Government Partnership for Sustainable Biodiversity Action Project

**VOLUME III:**

**DRAFT**

## **National IBA Conservation Strategy for Ethiopia**



## CHAPTER ONE

### BACKGROUND

#### 1.1 Introduction

The Important Bird Area (IBA) programme is a global initiative that applies internationally agreed criteria to define the global importance of sites for biodiversity conservation at a national level. The work of defining these important sites is followed by a cycle of monitoring, action and advocacy to ensure conservation of these sites, in perpetuity. Although the criteria used in this programme are based on birds, IBAs provide a practical way of setting initial priorities for biodiversity in general.

The programme was initiated in the 80's in Europe by the International Council for the Protection of Birds (now known as BirdLife International). This global programme identifies, at a national level, all the important bird areas in the world. The production of the first ever bird hotspot directories in the world are the one for Europe and the Middle East. Using the experiences gained in Europe and the Middle East, the programme was conveyed to Africa with Ethiopian Wildlife & Natural History Society (EWNHS) taking the lead in Ethiopia since 1995. This programme has been active in Africa since 1993 and it has been possible to identify 1,325 IBAs in 58 countries so far. A recent publication of BirdLife entitled "Important Bird Areas of Africa" describes these IBAs in detail.

The work behind the research, documentation and publishing of hotspots or IBAs is not only to fulfill the need to fill gaps in ornithology or satisfy the quest for knowledge. The main aim has been to use birds as a stepping-stone to identify major concentration of biodiversity in the country. The results of the study and later production of the Ethiopian IBA directory has shown that birds can be positively used as indicators to show sites of high biodiversity for other forms of life. In various earlier studies, especially ICBP's "Putting Biodiversity on the Map", the presence of rare or endangered species, concentrations of species, affiliations of certain species with important ecosystems at a site, and other bird complements have shown parallel congruence for other biodiversity. Birds have proved to be excellent indicators of biodiversity or productivity because they are easily seen and are relatively well known as compared to other animals. Their dispersal in almost every corner of the world also makes their comparative studies simpler.

Another aim of the study is to create a network of sites that would enable the conservation of birds at a national and regional level. As birds have shown to be indicators of biodiversity, a network of sites would ensure the survival of a correspondingly large number of other taxa. Together with this it is understood that the goodwill of communities and local people is a prerequisite if effective conservation action is to be implemented. To enact the work of closely working with people, and at the same time conserving birds and their habitats, the programme has come up with innovative participatory method of working with people commonly known as Site Support Groups (SSGs). A Site Support Group is a group of persons living around or at the site who work towards the goal of conserving the site with the

birds. The main objective of setting up site support groups is not to create an interface between any conservation organisation and the community at the site (though this may be true in the beginning) but the ultimate goal is to create a self-enhancing, self-propagating interest group who will willfully take up the work of conserving local environment at a site.

At another level, the programme has not ceased its task by only identifying areas of high avian biodiversity but has gone a step further to prioritise IBAs based on various information including biological resources and threat levels. This prioritised list of IBAs acts as an enhanced framework for identifying where and how limited financial and human resources should be allocated to sites requiring various levels of attention.

Though the work of identifying and prioritising IBAs is the basis for continuing conservation action at site level, the conservation of IBAs will not be complete unless there is a framework that enables how they would be conserved, a description of who the main stakeholders are and what their roles should be, a system of identifying objectives for IBA conservation and a consensus on prioritised required actions. A holistic approach that would have guidelines for national IBA conservation, in other words, a strategy is needed. National Important Bird Area Conservation Strategy is required in this instance to create this holistic approach that will clarify the future of IBAs as a system of conserving major avian and other biodiversity areas nationally by linking conservation needs of IBAs to national conservation strategies and frameworks.

## **1.2 The Need for NIBACS**

Of the 1228 IBAs identified so far in 58 countries in Africa, 73 are found in Ethiopia. These IBAs vary widely in size, species they hold, habitats they cover, status of legal protection, access to utilization by local people, form of land use, existing and potential threats and their potential solutions and conservation attention they obtain. The diversity and complexity of these IBAs, coupled with all social, ecological and economic issues related to them and level of economic development the country is found in, poses a great challenge to their conservation. Furthermore, there is no single institution mandated to manage IBAs and the issues are cross-cutting. There is, therefore, a need to put in place NIBACS as a mechanism for the management of these IBAs by drawing the attention of all stakeholders towards conserving IBAS at national level.

It was with this understanding that the idea of NIBACS has been included in the original 'African NGO-Government Partnership for Sustainable Biodiversity Conservation Action Project' as a mechanism for developing the priority-setting approach to IBA conservation at national level, coordinating the later stages of the IBA process (e.g. advocacy, site action and monitoring) and integrating IBA conservation with other national conservation strategies and action. The NIBACS process was a core activity of the GEF funded project through UNDP, coordinated by BirdLife International and implemented by EWNHS. During implementation of the project, the aim of NIBACS has been more clearly defined to provide a clear focus at national level for plans and tools and building consensus for conserving IBAs through action by stakeholders. Drawn up on a consultative and participatory basis, the NIBACS is a contribution to the effective development and implementation of Ethiopia's National Biodiversity Strategic and Action Plan (NBSAP), which in turn relates and contributes to the implementation of the Convention on Biological Diversity (CBD) that has been ratified by Ethiopia in 1994.

In general, the NIBACS process is a useful innovation and has the main goal of providing a clear focus at national level for developing systematic, understandable and acceptable approach for the long-term conservation of IBAs through action by stakeholders. NIBACS is an approach that will ensure a coherent and active participation and involvement of all stakeholders particularly those institutions/agencies that are legally mandated to protect areas where the IBAs are located. As such, NIBACS will raise the profile of IBAs and provides a framework of actions, which will lead to concrete activities that will ensure the effective conservation of biodiversity in Important Bird Areas (IBAs) in Ethiopia by committing key national actors.

The overall aim of the NIBACS is putting in place a mechanism that will ensure that IBAs are conserved through a participatory approach. It has the following specific aims:

- ⌘ To ensure coherent action of partners over a longer period of time
- ⌘ To ensure the effective implementation of IBA conservation in national and or international programmes and plans
- ⌘ To allow stakeholders' full participation and understanding of roles in the process of IBA conservation
- ⌘ For guiding the implementation of site action based on IBA strategies
- ⌘ To highlight and identify where priority actions are needed to conserve IBAs
- ⌘ To target skills and resources to achieve conservation at a local level
- ⌘ To ensure the threats of IBAs are addressed
- ⌘ To help get donor and government support for IBAs
- ⌘ To bring about positive changes in stakeholders' behaviour and attitudes towards conserving IBA sites
- ⌘ To understand properly the basis of conservation problems at IBAs and be able to develop appropriate solutions
- ⌘ To understand the socio-economic and cultural activities taking place at sites and the impact of indigenous knowledge on conservation of biodiversity
- ⌘ To provide timely warning of any deterioration in conservation status, so that action can be taken
- ⌘ To track impacts of interventions
- ⌘ To ensure that unsustainable and non-conservation friendly modifications and development activities should not take place.
- ⌘ To achieve improved conservation through specific or general changes in management, policy or legislation
- ⌘ To put in place necessary institutions, skills and equipment to enable implementation of planned activities

The National Important Bird Area Conservation Strategy (NIBACS) for the conservation and sustainable use of biodiversity in Important Bird Areas (IBAs) in Ethiopia is the outcome of a consultation process with relevant institutions and resource persons over the last one year. This last volume of the NIBACS process lists the important themes that an Ethiopian IBA conservation strategy should cover, outlines the objectives, actions and implementation mechanisms of the themes and also describes cross-cutting issues in the strategy.

A strategy always defines mechanisms and a plan for implementing a certain goal. In this case our goal is the conservation of IBAs so that their use serves both the environment and livelihoods. This can only come about when the seemingly various themes in this document can find a system of integration. This calls for the appreciation of the philosophy of IBA conservation at all levels of a national government so that the real need for the existence of a system that tries to conserve this network of sites is understood. This strategy is not an end by itself nor can it be a plan in isolation. Its tenets can only be fully realized when it can be integrated in to existing strategies in various sectors of the national government.

### **1.3 Guiding Principles of NIBACS**

In principle, NIBACS should:

- be developed in a highly involving and participatory manner and approved by the owners
- be consistent with other national related strategic plans in the context of policy and legal frameworks such as decentralization
- fit in the existing institutional framework of mandates and ownership
- not duplicate efforts already took place – but fill the gaps in existing documents/policies
- be achievable and realistic in view of resources
- be in line with the goals of national institutions and government

Furthermore, at global levels NIBACS should:

- address cross-cutting issues (e.g. the issue of migratory birds)
- contribute to policy and legal frameworks (e.g. Convention on Migratory Species)
- tap into global/regional agreements (e. g. Ramsar, AEWA, etc.)

### **1.4 The NIBACS in relation to International Conventions**

The Convention on Biological Diversity (CBD) under article 6 section (b), calls on parties to develop national strategies and to integrate biodiversity conservation and sustainable use into relevant sectoral and cross sectoral plans, programmes and policies. IBAs are a sector in biodiversity conservation and the NIBACS is a sectoral strategy and or a plan that will address the IBA component of biodiversity conservation.

The United Nations Convention to Combat Desertification (UNCCD) calls on parties to integrate sustainable development strategies into national policies to combat desertification and mitigate the effects of drought. Under both CBD and UNCCD - this would include plans, strategies, programmes and policies designed to implement the United Nations Framework for the Convention on Climate Change (UNFCCC) and the Kyoto protocol - birds are indicators of biodiversity and climatic change in that they are sensitive to environmental disturbance and can be used to monitor potentially harmful changes. Therefore, the NIBACS will be contributing to the implementation of these international conventions and protocols.

The NIBACS seeks to have conservation action at IBAs outside the protected area system, which is in line with article 8 section (c) of that calls for management of natural resources outside protected areas.

The IBA programme hopes to restore various ecosystems so that endemic and globally threatened species could also be restored in these ecosystems. This will contribute to the implementation of article 8 section (f) that calls for rehabilitation and restoration of degraded ecosystems and to promote recovery of threatened species and 8 (l) and 10 (b) that calls for regulation and management of adverse impacts. It will also contribute to 10 (d) that supports restoration of degraded areas by local residents where biodiversity has been reduced.

The NIBACS targets to put in place a mechanism in which there will be cooperation between government authorities, the private sector, NGOs and the local communities, a situation that fits into article 10 (e) of the CBD. The NIBACS and the IBA directory will create awareness and promote conservation of IBAs in Ethiopia. This contributes to the implementation of article 17 of the CBD. Conservation of some wetland IBAs will contribute to the implementation of the RAMSAR convention since some of these sites will soon be designated as Ramsar sites.

## **1.5 Relation of NIBACS to other conservation strategies and action plans in Ethiopia**

Development of text for this section calls for a two-steps process:

- i. Collect all existing documents on statutes, policies, strategies and regulations relevant to conservation of biodiversity and the environment. These may include policy documents on Biodiversity Conservation, Wildlife Development and Conservation, Forestry, Water Resources, etc.; National Conservation Strategy of Ethiopia; National Biodiversity Strategy and Action Plan, etc.
- ii. Look into relations and contribution of NIBACS towards implementation of these national documents.

## **1.6 The NIBACS Development Process**

The approach used to develop NIBACS varies from country to country. In some countries, BirdLife Partner NGO & NLC together developed and driven the NIBACS process. In others, Steering Committees drawn from different conservation and research institutions were established to play the role of developing NIBACS.

In Ethiopia, the original plan was to designate the NLC to work as a Steering Committee for developing the NIBACS. However, as most members of this committee were heavily engaged in other urgent tasks at their respective organizations and also are less familiar with the issue at hand, EWNHS has worked as a secretariat for the development of the NIBACS.

The Ethiopian Wildlife and Natural History Society has developed the NIBACS primarily using its own experts, but in close consultation with:

- The NLC members
- Three partner government institutions - EPA, EWCO and IBCR
- Individuals knowledgeable on the subject
- The experience of other BirdLife partners

The final version of the NIBACS was produced after revising and updating the draft developed by EWNHS in consultation with key stakeholders and NLC that was further updated by all the stakeholders during the national workshop held in Addis Ababa from 9th - 11th October 2002. All comments and amendments given during the workshop were incorporated by EWNHS assisted with other stakeholders. The final version takes into consideration all issues and suggestions that were raised by the workshop participants, key stakeholders and the National Liaison Committee. To that end, the following key steps were undertaken by EWNHS when developing this draft NIBACS for Ethiopia, with endorsement and final approval, launching and incorporating the document into existing government policies, strategies and guidelines still pending.

- Developed background document and draft NIBACS (see Volume I)
- Got the above documents commented upon by NLC members and three key government institutions (EPA, EWCO and IBCR)
- Held national NIBACS Workshop involving as many stakeholders as possible and capture all comments and recommendations (see Volume II)
- Updated the original draft strategy document as per comments and amendments obtained from NLC members, key stakeholder institutions and workshop participants.

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*NOTE: For more information on the concept of NIBACS, please see the Background Document on National IBA Conservation Strategy (Volume I) sections 1 - 4.*

## **CHAPTER TWO**

### **THE NATIONAL IBA CONSERVATION STRATEGY OF ETHIOPIA**

#### **2.1 Components**

Funded by GEF through UNDP and implemented by EWNHS, the NIBACS was formulated with technical assistance and guidance from the National Liaison Committee (NLC) composed of governmental and non-governmental institutions involved in conservation, namely the Ethiopian Wildlife Conservation Organization (EWCO), Environmental Protection Authority (EPA), Institute of Biodiversity Conservation and Research (IBCR), Biology Department (Addis Ababa University), Biological Society of Ethiopia (BSE) and UNDP. After various consultative processes with the NLC and key stakeholder institutions and individuals, a national workshop was held in Addis Ababa from 9<sup>th</sup> to 11<sup>th</sup> October 2002 to further develop the NIBACS document in a participatory manner with involvement of most of the stakeholders. The workshop came up with a draft NIBACS document, which includes the following major components, details of which vary according to circumstances within different countries:

- Goal
- Objectives (Long-term and Immediate)
- Targets (Themes that need to be addressed)
- Activities (actions)
- Work plan
- Institutional roles and responsibilities (who)
- Monitoring and Evaluation mechanism
- The NIBACS Budget Framework
- Time Frame for NIBACS
- Endorsement and/or approval of NIBACS

A brief description of each of the above components will be given below while the whole strategic document has been summarized as a form of Table. This draft NIBACS will be reviewed and updated in a series of meetings by the special Steering Committee (comprising EWCO, EPA, IBCR and EWNHS) designated to carry forward the process

#### **2.2 Description of Components**

##### **2.2.1 Goal**

The overall goal of NIBACS is to ensure a long-term (sustainable) conservation of IBAs so as to obtain economic, environmental and social benefits for the society.

Accomplishment of the following long and short-term objectives will contribute towards realization of the goal of NIBACS described above.

### 2.2.2 Long-term Objectives

1. To raise awareness of stakeholders on the concept and need of conservation of IBAs.
2. To establish sustainable partnerships for future conservation of IBAs.
3. To establish sustainable capacity building programmes to relevant stakeholders.
4. To develop a framework with goal objectives, actions and mechanisms for conserving IBAs.
5. To put mechanisms in place that would help the NIBACS document to be integrated into existing biodiversity conservation schemes and become national strategy.
6. To monitor the deterioration in conservation status of IBAs in Ethiopia.

### 2.2.3 Short-term Objectives

1. To create awareness of stakeholders on the concept and need of conservation of IBAs.
2. To clarify the roles and responsibilities of stakeholders in the conservation of IBAs.
3. To establish partnerships with relevant bodies.
4. To identify key issues/themes concerning conservation of IBAs in Ethiopia
5. To develop a general framework for conservation of IBAs.

### 2.2.4 Targets

The IBA Conservation Strategy outlines ten broad overlapping issues that need to be addressed immediately in order to conserve IBA sites. In order of prioritized importance, the identified issues include: *Setting priorities, education and awareness raising, building partnership, mobilizing and securing resources, capacity building, site action, research, information management, advocacy and monitoring*. Each theme has one or more main objectives, and to achieve the total of 26 objectives, 43 priority actions (activities) have been identified (see Table below).

Some issues cut across the theme and should be considered throughout the NIBACS development process. The major cross-cutting issues include:

- Equal opportunities (gender, age, disabilities, etc.)
  - Efforts should be directed towards ensuring that, as much as possible, the NIBACS is sensitive to gender and responds to the needs of disadvantaged groups
- Monitoring and Evaluation

- For each of the themes, there is need to set the targets/indicators that will show impact of addressing IBA conservation under the specific theme
  - Secondly, a mechanism need to be developed to measure progress and feedback into the strategy
- Local √ regional √ national information flow
  - One of the underlying principles of IBA conservation that has been very effective is linking site-based stakeholders and concerns to the national planning arena. This is one of the strengths that should be emphasized in NIBACS.
  - Using participatory approaches
  - Success of IBA conservation depends to a large extent on the collaborative efforts of stakeholders and this should be borne in mind at all stages of NIBACS implementation.

### **2.2.5 Activities (actions)**

In the NIBACS development workshop convened for three days, participating stakeholders identified 43 actions (activities) that would enhance conservation of IBAs in Ethiopia if addressed properly (for details of activities, see Table below).

### **2.2.6 Work plan**

This is the actual action plan that will be developed when the implementation of NIBACS is about to commence.

### **2.2.7 Institutional roles and responsibilities (who)**

The NIBACS is a product of and belongs to all institutions/agencies mandated to manage biodiversity conservation in Ethiopia. It remains open to all current and future potential actors (NGOs, CBOs, donors, etc.) interested in the conservation and sustainable management of IBAs in Ethiopia.

### **2.2.8 Monitoring and Evaluation Mechanism**

Putting in place simple Monitoring and Evaluation schemes will ensure to check regularly the progress made in implementing the NIBACS process as per the agreed strategy developed by stakeholders at the workshop. This involves developing *indicators* and *means of verifying* the same for the *activities* that have been proposed to realize the *objectives* of the ten identified *targets*.

### **2.2.9 The NIBACS Budget Framework**

The current sources of financing of conservation actions in IBAs in Ethiopia are mostly external: European Commission (EC), NORAD, GEF, the Royal Netherlands Embassy, the

British Embassy, Wetlands International, FINIDA, as well as Disney and Laing Foundations. However, the international assistance is target- specific and generally tied to short and medium-term projects or programmes. Besides this foreign assistance shrinks in real terms.

The assessment of funding needs for biodiversity conservation is a poorly defined area, fraught with conceptual and statistical controversies/inconsistencies. In view of the prevailing situation, it calls for advance planning of recurrent costs required to implement NIBACS and put mechanisms in place to secure the anticipated budget.

### **2.2.10 Time Frame for NIBACS**

It is envisaged that the current NIBACS covers a period of five years from 2004 to 2008, at the end of which it will be reviewed and updated. Other activities considered as priorities could be progressively included in the NIBACS during the course of its implementation. Some of the activities in the NIBACS may be implemented in form of projects but these project concepts should be developed according to the strategies within this NIBACS.

### **2.2.11 Endorsement and/or approval of NIBACS**

The three lead stakeholder government institutions (EWCO, EPA and IBCR) and EWNHS will jointly coordinate and look into different options and mechanisms to get the NIBACS officially accepted by government and will make all possible efforts to integrate the document with existing strategies and policies of the country. This process is quite a challenge but attainable.

## **2.3 Short-term Action Plan (Who will be doing what?)**

<b>No.</b>	<b>Major Activities</b>	<b>Responsibility</b>
1	Follow up on finalization of the NIBACS document	EWNHS
2	Look into various options to get the NIBACS document endorsed and/or approved by appropriate government authority	Lead Agencies & EWNHS
3	Endorsement/approval of NIBACS	Authority to be identified
4	Mainstreaming the NIBACS into existing government policies and strategies	Lead Agencies & EWNHS
5	Launching the strategy	Lead Agencies & EWNHS
6	Formulate the NIBACS implementation Steering Committee	Lead Agencies & EWNHS
7	Mobilize resources for implementation of NIBACS (Fundraising)	Lead Agencies & EWNHS
8	Review NIBACS every 5 years	Steering Committee

## Summary of National IBA Conservation Strategy of Ethiopia

Targets (in prioritized order)	Objectives	Strategy	Action	Implementation	
				Responsibility	Time Frame
1. Setting priorities	<ul style="list-style-type: none"> <li>- Identify sites where conservation efforts can be focused especially in the context of limited resources and where most demonstrable impact will be achieved.</li> <li>- Advocate for an enabling environment for action in IBAs.</li> </ul>	<ul style="list-style-type: none"> <li>- Prioritised list of IBAs and proposed actions by priority category is made available at EWNHS.</li> <li>- Allocate responsibilities to stakeholders to take actions according to priorities</li> <li>- Determine timeframe of what actions to take at which IBA.</li> <li>- Study and review national legislations, policies, social and economic conditions that would positively add to the conservation of species, sites and habitats.</li> </ul>	<ul style="list-style-type: none"> <li>- Carry out a an IBA prioritisation workshop (done at a national level)</li> <li>- Gather information and review priority sites to update current conservation action.</li> <li>- Select sites based on their relative priority index and resources required to implement effective conservation action.</li> <li>- Study and review national legislations, policies, social and economic conditions that would positively add to the conservation of species, sites and habitats.</li> <li>- Advocate for better policies and legislations to cover IBA conservation at a</li> </ul>		

			national level.		
<b>2. Education and awareness raising</b>	<ul style="list-style-type: none"> <li>- To achieve positive change in people's behavior and attitudes towards conservation of IBAs</li> </ul>	<ul style="list-style-type: none"> <li>- Conduct training needs assessment to identify problems and target groups.</li> <li>- Prepare relevant materials for an awareness campaign.</li> <li>- Make use of nearby schools and nature clubs to carry out awareness campaigns.</li> <li>- Ensure regular information flow by following up and strengthening environmental education units.</li> <li>- Establish a center for information communication media.</li> </ul>	<ul style="list-style-type: none"> <li>- Identify problems that impede conservation of IBAs as a result of lack of education and awareness.</li> <li>- Identify targets that we would like to educate and make aware of the need for conservation of IBAs</li> <li>- Conduct awareness programmes and campaigns</li> <li>- Set up communication strategy for efficient flow of information between sites</li> <li>- Develop feedback mechanism to ensure the commitment of target groups.</li> </ul>		
<b>3. Building partnerships</b>	<ul style="list-style-type: none"> <li>- To encourage and involve stakeholders to achieve positive contributions to IBA conservation.</li> <li>- To establish the capacity for communities to participate in a</li> </ul>	<ul style="list-style-type: none"> <li>- Prioritize sites where partnerships are needed and clarify the modalities of building a partnership with other institutions and communities.</li> <li>- Build partnerships at all</li> </ul>	<ul style="list-style-type: none"> <li>- Conduct a stakeholder analysis to determine the key partners that would be involved in conservation of IBAs</li> <li>- Identify the institutional</li> </ul>		

	<p>long-term commitment to conserve their environment.</p> <ul style="list-style-type: none"> <li>- To empower the local community in the management of resources and create benefit-sharing schemes that assist the access and rights to resources,</li> </ul>	<p>levels (national and local site level).</p> <ul style="list-style-type: none"> <li>- Facilitate and supervise the creation of site support groups around IBAs.</li> <li>- Create appropriate alliances.</li> <li>- Facilitate decision-making at appropriate levels, particularly at the level of organizations that will be making the decisions.</li> <li>- Negotiate and maintain clear project goals.</li> </ul>	<p>roles and responsibilities of partners and resources needed</p> <ul style="list-style-type: none"> <li>- Seek consensus on conservation agenda among key interest groups (partners)</li> <li>- Clarify the legal and policy framework for institutional collaboration to take place</li> </ul>		
<b>4. Mobilizing and Securing Resources</b>	<ul style="list-style-type: none"> <li>- Ensure human resources, logistical and financial viability to implement activities leading to IBA conservation in Ethiopia.</li> </ul>	<ul style="list-style-type: none"> <li>- Lobby concerned decision-makers to allocate adequate resources for the conservation of IBAs.</li> <li>- Develop strategy to build capacity for mobilizing and managing resources.</li> <li>- Be in a position to track every useful funding opportunity in the country and make effective use of existing donor policies.</li> </ul>	<ul style="list-style-type: none"> <li>- Identify resources requirements for IBA conservation nationally.</li> <li>- Create strong fundraising mechanisms to ensure the sustainability of future plans.</li> <li>- Encourage income-generating initiatives by the NGOs and site-adjacent communities</li> <li>- Build capacity of partners</li> </ul>		

		<ul style="list-style-type: none"> <li>- Enhance the capacity of local or community-based NGOs to sustain their own conservation activities through various income-generating schemes.</li> </ul>	<p>at national level in order to effectively make use of resources.</p>		
<b>5. Capacity building</b>	<ul style="list-style-type: none"> <li>- To put in place necessary institutions, skills and equipment to enable implementation of planned activities</li> <li>- Create an enabling environment to conserve biodiversity in IBAs by supporting existing institutions and contributing towards the initiation of new ones.</li> <li>- Train and support the training of skills of communities to assist the wise use of biodiversity in and around IBAs.</li> <li>- Assist in the training of Government employees in protected areas to enhance conservation and management of biodiversity.</li> <li>- Assist existing conservation institutions build effective</li> </ul>	<ul style="list-style-type: none"> <li>- Involve stakeholders and formulate approaches that can assist in the identification of problems that can be solved by capacity building.</li> <li>- Carry out research into how and what kind of capacity building is required to eliminate conservation and management problems in priority IBAs. Assessment can be defined in terms of personnel, training, equipment and finance needs.</li> <li>- Carry out on-the-job training or give short courses to various relevant environment and natural resources conservation groups.</li> <li>- Identify selected conservation organizations for</li> </ul>	<ul style="list-style-type: none"> <li>- Identify problems that impede IBA conservation, which would be solved by capacity building.</li> <li>- On the basis of the problems identified, carry out capacity needs assessment (training, personnel and resource needs to build the necessary capacity at various levels)</li> <li>- Identify training opportunities and assist employees of Government institutions find proper training for the conservation and management of biodiversity.</li> <li>- Train community members in various skills</li> </ul>		

	agencies by supporting research into organisational assessment and institutional development.	an organizational assessment and institutional development research work. Carry out the research using a consultancy.	that can contribute towards the wise use of biodiversity at IBA sites.  - Assist existing conservation institutions build strong and effective conservation agencies by running research on organizational assessment and institutional development.  - Identify problems that impede IBA conservation, which would be solved by capacity building.		
<b>6. Site action</b>	<ul style="list-style-type: none"> <li>- To reduce biodiversity loss at sites designated as IBAs</li> <li>- To take action to conserve, and where appropriate restore, all sites identified as IBAs in Ethiopia</li> <li>- To produce and implement site management plans at IBAs designated as critically threatened.</li> <li>- To bring about changes in human behavior and attitude</li> </ul>	<ul style="list-style-type: none"> <li>- Information and data relevant for the development of site actions made available.</li> <li>- Model Site Action Plans developed for Abijata-Shalla Lakes NP and Berga Flood Plain available at the Society.</li> <li>- Find modalities of integrating other recommendations under other thematic areas to contribute towards the conservation of sites.</li> <li>- Exploit all possible opportunities including the use of expertise and volunteers in</li> </ul>	<ul style="list-style-type: none"> <li>- Identify and document all Important Bird Areas (IBAs) throughout Ethiopia (Done)</li> <li>- Prioritize sites for conservation actions (Done)</li> <li>- Develop Site Action Plans for all IBAs designated as Critical (19 sites)</li> <li>- Develop Species Action Plans for globally</li> </ul>		

	<p>towards the need of conserving IBAs.</p> <ul style="list-style-type: none"> <li>- To influence government to take appropriate actions that will lead to the designation of IBAs as official Protected Areas</li> </ul>	<p>conservation of sites.</p> <ul style="list-style-type: none"> <li>- Solicit funding to implement action plans on the ground.</li> <li>- Undertake analysis of stakeholders and determine their roles and responsibilities in the conservation of IBAs.</li> <li>- Stimulate site action by other conservation players and secure information on IBAs packed for marketing.</li> </ul>	<p>threatened resident birds of Ethiopia</p> <ul style="list-style-type: none"> <li>- By establishing Site Support Groups (SSGs), secure the collaboration of site-adjacent community in conservation of IBAs and biodiversity.</li> </ul>		
<b>7. Research</b>	<ul style="list-style-type: none"> <li>- To understand properly the basis of conservation problems and be able to develop appropriate solutions</li> <li>- To determine the status of globally threatened endemic birds of Ethiopia</li> </ul>	<ul style="list-style-type: none"> <li>- Identify key conservation problems at IBAs that require research.</li> <li>- Assess capacity and resources required to undertake researches</li> <li>- Turn research results into appropriate information and disseminate the same to all stakeholders to stimulate actions.</li> <li>- Use the research results as advocacy tools in fund raising, formulation of policy and law, to influence government, to upgrade status of sites (to consider them as protected areas or to gazette them), for education and awareness raising campaigns, and</li> </ul>	<ul style="list-style-type: none"> <li>- Undertake a research to determine the nature of threats that prevail at IBAS and their impacts on conservation of biodiversity</li> <li>- Carry out research to determine status and requirements of globally threatened birds of Ethiopia</li> </ul>		

		post project analysis.			
<b>8. Information management</b>	<ul style="list-style-type: none"> <li>- To assess information needs, identify and fill data gaps and design mechanisms of gathering information and data relevant for conservation of IBAs</li> <li>- Collect, collate and provide information at all levels as a basis for making decisions and developing appropriate conservation actions.</li> </ul>	<ul style="list-style-type: none"> <li>- Assess information needs at local, national and international levels.</li> <li>- Assess degrees of information needs in Government, NGOs and other partners throughout the world.</li> <li>- Organise national training for partners to use information technology for effective conservation of IBAs.</li> <li>- Use existing databases and/or create new ones to handle and update information on various aspects of IBAs</li> <li>- Start communication possibilities with opportunities for feedback through brochures, newsletters and other media.</li> </ul>	<ul style="list-style-type: none"> <li>- Build the capacity of various partners in terms of information technology.</li> <li>- Create hard copies and construct databases on species, site and habitat parameters on all IBAs.</li> <li>- Create and maintain a network for communicating, accessing and sharing information at all levels.</li> </ul>		
<b>9. Advocacy</b>	<ul style="list-style-type: none"> <li>- To achieve improved conservation through specific or general changes in awareness, management, policy or legislation.</li> </ul>	<ul style="list-style-type: none"> <li>- Identify and prioritize issues that could be solved through advocacy.</li> <li>- Identify and create a collaborative environment with agencies and institutions</li> </ul>	<ul style="list-style-type: none"> <li>- Identify conservation problems for which advocacy is a remedy</li> <li>- Build networking of strategic partners that will be engaged in advocacy</li> </ul>		

	<ul style="list-style-type: none"> <li>- To stimulate conservation actions by other players</li>   <li>- To incorporate the concept and process of IBAs in government policies and legislation</li> </ul>	<p>that can affect a strong IBA advocacy programme.</p> <ul style="list-style-type: none"> <li>- Identify target audiences and time frames and co-ordinate responsibilities to partners.</li>   <li>- Create a mechanism for review and feed back so that proper adjustment and alterations can take place.</li>   <li>- Develop an advocacy strategic plan in consultation with all partners.</li> </ul>	<p>activities.</p> <ul style="list-style-type: none"> <li>- Identify and stimulate other players to be involved in conservation of IBAs</li>   <li>- Establish feedback and best practices exchange mechanisms to make sure that advocacy has been successful.</li>   <li>- Investigate the existence and gaps in an enabling policy framework and legislation relevant to conservation of IBAs and take note of the obligations that Ethiopia should meet with regards to international conventions in conservation of biodiversity.</li>   <li>- Develop an advocacy strategic plan that would enable one carry out advocacy mission effectively (see below under implementation mechanism)</li> </ul>		
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<p><b>10. Monitoring</b></p>	<ul style="list-style-type: none"> <li>- To provide timely warning of any deterioration in conservation status, so that action can be taken</li>   <li>- To track impact of conservation interventions on IBAs</li> </ul>	<ul style="list-style-type: none"> <li>- Determine what to monitor and what variables to use to measure changes in conservation of IBAs.</li>   <li>- Establish clear guidelines and protocols for the gathering of biological as well as social data.</li>   <li>- Make use of available expertise within relevant agencies and provide basic training where necessary.</li>   <li>- Develop a system whereby monitoring could be undertaken on a collaborative basis and where all institutions taking part have roles and responsibilities.</li>   <li>- Set up a consultative system and framework for coordinating the reporting and feedback of the activities of monitoring.</li> </ul>	<ul style="list-style-type: none"> <li>- Gather data constantly that are required to give a sound decision on conservation of IBAs</li>   <li>-Construct and manage database on information gathered through monitoring</li> <li>- Put in place networking and feedback mechanisms to facilitate dissemination and access to information.</li> </ul>		
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