Darwin Initiative for the Survival of Species: Annual Report

Project Ref. Number	162/11/002								
Project Title	Monitoring biodiversity for site management planning in eastern African wetlands.								
Countries	Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Sudan, Tanzania, Uganda.								
UK Contractor	Wildfowl & Wetlands Trust (WWT).								
Partner Organisations	Association Burundaise pour la Protection des Oiseaux								
	Association pour la Conservation de la Nature au Rwanda								
	Ethiopian Wildlife & Natural History Society								
	• Ministere de l'Habitat, de l'Urbanisme, de l'Environment et de								
	l'Amenagement du Territoire Djibouti								
	National Museums of Kenya								
	Nature Uganda								
	University of Asmara								
	Wetlands International								
	Wildlife Conservation Administration of Sudan								
	Wildlife Conservation Society of Tanzania								
Darwin Grant Value	£174,367								
Start/End dates	1 st May 2002 to 31 st April 2005								
Reporting period	Annual Report 2: 1st Apr 2003 to 31st Mar 2004.								
Project website	http://www.wbms-ea.org/								
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	30 th April 2004.								

1. DARWIN PROJECT INFORMATION

2. PROJECT BACKGROUND

Eastern Africa holds some of the most important and functionally diverse wetlands in the world. These wetlands are areas of extremely high biodiversity, and provide vital services and functions for many millions of people. They are also a crucial element of the African-Eurasian migratory bird flyway. The socio-economic importance of wetlands in the region, means that their wise and sustainable use are closely linked to the alleviation of poverty and the maintenance of adequate water supplies for drinking *etc.* However, protected sites in many areas are under increasing pressure from a range of non-sustainable activities, and wetlands are often targeted because they are seen as 'wastelands'.

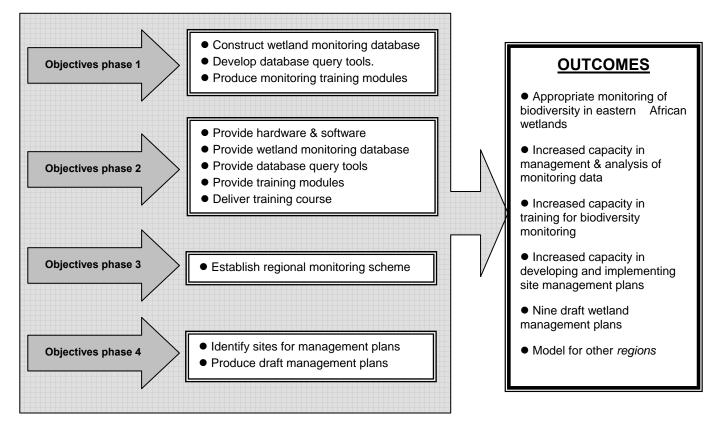
In many parts of Africa, there is insufficient cross-sectoral political support for large-scale conservation initiatives. Since the 1950s, there has been considerable financial and material investment in the eastern African region to support a range of environmental management and training initiatives. This support has come from the European Union, the World Bank, the United Nations Development Programme, the Global Environment Facility, and a variety of bilateral donors. Understandably, a considerable amount of the resulting conservation action has focused on charismatic taxa, particularly

large mammals, and most of sectoral expertise remains in the field of wildlife management. This has meant there is a gap in organisational and sectoral capacity across the region in developing and implementing conservation action for non-mammalian taxa and most habitats. There is also a capacity gap in relation to collecting and managing environmental data, and then using it to underpin conservation action and sustainable development planning.

In 2000, WWT attended a meeting at Makrare University in Uganda hosted by Wetlands International. At the workshop, specific needs in relation to national and regional monitoring of wetlands and their biodiversity were identified, as well as needs associated with how to use monitoring data. As a result of behind the scenes talks, a multi-national partnership was formed with the aim of funding a project to develop a new regional monitoring scheme for wetland biodiversity. In 2001, WWT submitted a successful bid to the Darwin Initiative for the Survival of Species. The new scheme will enhance and expand on the existing foundation of monitoring that currently takes place under the auspices of the African Waterbird Census (AfWC). This programme is administered by Wetlands International, a key partner on the project. In addition to launching the new regional scheme, the project will: (a) develop and deliver a new regional wetland biodiversity database, (b) deliver training and training material in the running of a national monitoring scheme, and (c) training in the conservation use of monitoring data including the drafting of site and species management plans.

3. PROJECT PURPOSE AND OUTPUTS

The project consists of four integrated and phased objectives, linked to a specific set of outcomes (see also the project's logical framework Annex 1).



4. PROGRESS

• Brief history of the project to the beginning of this reporting period.

At the start of the project in 2002, a Kenyan national, Oliver Nasirwa, joined the WWT Research Department at Slimbridge in the UK. As Darwin Project Officer, Oliver worked closely with key WWT staff in undertaking four main tasks for the project's first year: (1) assisting with the technical development of the new regional database, (2) liaising with focal points in the 9 African partner countries in relation to MoUs and other project issues, (3) assisting with the drafting of the training materials, and (4) organising the first project steering group meeting. It was decided by the partners that the new scheme should be called the Wetland Biodiversity Monitoring Scheme (WBMS).

• Progress over the last year (see also 2003/04 logframe in Annex 1).

OUTPUT 1: REGIONAL STEERING COMMITTEE

A second full regional steering group meeting was held in Naivasha (Kenya), at which all nine partner countries were represented (Appendix 1). Four substantive issues were discussed: (i) the new WBMS database, (ii) recommendations arising from the training course, (iii) roles of partners, and (iv) the exit strategy.

OUTPUT 2: MODULAR CURRICULUM AND RELATED TRAINING MATERIAL

The partnership's original idea for the development of training material was to write specific wetland biodiversity monitoring training modules within a modular 'training manual'. However, this idea evolved during the course of the curriculum development, when it became apparent that WBMS required a 'scheme manual'. Such a manual is needed to explicitly set out the rationale, structure, composition, work plan, database, monitoring issues and methodologies (fieldwork and theory), *etc.* of the entire scheme. This was needed so that people involved at all levels within WBMS had a reference point for the conservation and operational elements of the scheme. In discussions with the partners at the first steering group meeting, it was agreed that a scheme manual could therefore service both needs (reference and training), i.e. chapters within the manual could be used as training modules by trained trainers. This year we have written the text for the manual and used key elements as the basis of the delivered training. The other decision by the partners was that the manual should be supplied as low cost and robust standard ring folder format, so that pages can be removed/added/photocopied with ease. This also allows the manual to be regularly updated and for new material to be developed when required.

OUTPUT 3: PERSONNEL TRAINED TO TRAIN OTHERS IN HOME COUNTRY

The original plan was for two training events 2003 (one in Sudan and one in Kenya), with nine trainers trained at each event. At the first steering group meeting, the partners felt this was difficult for their organisations in terms of staff time allocation and travel. So it was decided to amalgamate the two sessions into one training event, with a smaller and more scheme specific training event planned for the last steering group meeting taking place in Sudan in 2004. The training event took place at the Kenyan Wildlife Service Training Institute at Naivasha (KWSTI), and was attended by 16 trainees from the nine countries (Burundi and Eritrea were able to send only one trainee). Training was delivered by staff from KWSTI, WWT and Wetlands International. Eight training modules were delivered, and included a practical field session on Lake Naivasha:

- Why conserve wetlands.
- Threats to wetland biodiversity.
- 'Wise use' and legislative instruments.
- Data to support the conservation of wetlands.
- Monitoring theory.
- Monitoring fieldwork.
- Use of the WBMS database.
- Strategic work planning

Each of the participants received a certificate of attendance (Appendix 2). The training delivery and content were monitored by Abdoulaye Ndiaye, Wetlands International African Training Officer and the course assessment made by participants is provided in Appendix 3. The trainees also made a number of recommendations for the WBMS Project Steering Group and these are shown in Appendix 4.

OUTPUT 4: PERSONNEL TRAINED IN USE OF DATA AND DATABASE

As above.

OUTPUT 5: DATABASE FOR WETLAND MONITORING DATA IN THE REGION

After a long development time and many consultative iterations between the partners, the WBMS database has now been completed. The database, computers, printers, GPS and WBMS brochures are to be sent to all nine partners by 31st May. The important characteristics of the database are that it:

- Is multi-functional, whilst being simple and intuitive to use.
- Has been constructed on the current needs of partners, but also has many additional modules to allow future developments.
- Has a flexible underlying database model.
- Can be easily updated with new functionality.
- Can be easily updated with new data.
- Captures, manages and reports data at all scales: sub-site to national to eastern Africa.
- Is compatible with African Waterbird Census data and reporting formats.
- Is multi-lingual (including modules for local species names).
- Captures, manages and reports species, habitat and abiotic data.
- Provides a simple mechanism for querying data and downloading to all commonly used text, graphical and statistical software packages.

A key element of the database development has been that *all* partners were given an opportunity to see and *use* an early version of the database. This was facilitated during the training event, and allowed partners to input to the database development process. WWT's IT officer also went to Wetland International's headquarters to present the database and discuss required functionality. The result is a bespoke, partner relevant, region relevant and appropriately modelled database.

During her speech at the WBMS launch, the Kenyan Environment Minister made it clear the importance to local people that local species names are used. As well as presenting the front-end screens in French and English, the species tables in the database can be displayed using *local* species names. We can also report that WWT has pledged, if required, to continue to support the partnership in relation to the database and other IT issues after Darwin project has finished.

An issue that arose at both steering group meetings was that over the years there has been a lot of wetland information collected by many organisations and individuals in many of the partner countries. The partners felt that these data will be 'lost' if they are not centralised and warehoused. The WBMS database has been constructed to allow such data to be input or uploaded, and the WBMS secretariat and national co-ordinators will be discussing at the next steering group meeting how we can (a) promote the WBMS database as a repository for non-WBMS data, and (b) assess the types of data that have been collected. This will also develop links between WBMS and relevant national organisations, an important element of the marketing/dissemination plans of WBMS.

OUTPUT 6: WETLAND BIODIVERSITY MONITORING SCHEME

From its earliest beginnings, the eleven partners on the current Darwin project recognised the benefits of establishing a regional monitoring scheme in eastern Africa. WWT's experience of organising a national monitoring scheme in the UK, and Wetlands International's experience of the African Waterbird Census, suggested that having a 'badged' scheme (i.e. one with a name, identity, structure, strategic work programme, website, *etc.*) has the following advantages:

- It facilitates understanding of the aims and objectives of the monitoring being undertaken.
- It makes it easier to develop and maintain a volunteer fieldworker network.
- It enhances the range and use of outputs from monitoring activities.
- It facilitates dissemination and information exchange.
- It allows training needs to be identified and solutions to be developed.
- It attracts funding.
- It allows focussed marketing and promotion.

The development of a new scheme was discussed at length during the first steering group meeting of the partnership. The recommendations arising from that meeting were undertaken and developed in 2003. The key elements of scheme development work in this reporting period are as follows:

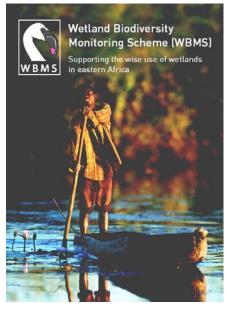
Scheme name: After much lively debate the scheme was named Wetland Biodiversity Monitoring Scheme (eastern Africa). Partners felt that this was the most appropriate in terms of the scheme's aims and external perception of these aims.

Scheme logo development: An artist was commissioned to liaise with partners and develop a scheme logo (shown below). It was felt that the WBMS name should not be written in full within the logo in order to overcome issues with the three French speaking partner countries. The use of a Flamingo was considered an appropriate link between all the partner countries in the region, with the additional benefit of being regarded as an important and charismatic bird in Africa. Earlier ideas of including wetland habitats in the logo were not chosen by the partners.



(i) Scheme manual: a considerable amount of effort went into drafting and ensuring input from partners in relation to the WBMS Manual (see also under Output 2 above). The final version of the manual has not yet been published as we wish to: (a) receive comments from external organisations now that the partners have input all of their requirements, (b) incorporate ideas form the training event, and (c) incorporate screen-shots from the new database. The final version will be produced and sent to partners in 2004 and will be translated into French in June 2004.

(ii) WBMS brochure: The project partners were keen that WBMS should have a 'brochure' that could be used for marketing and promoting the scheme within each country. After considerable input from partners, two thousand copies of a four page (A5 size) brochure were printed. The text for the brochure also forms the basis of the WBMS website (see below). The brochure has just been translated into French and the French version will be printed in May 2004.



(iii) WBMS website: The WBMS website (*http://www.wbms-ea.org/*) went live in February 2004. A French version will be available in May 2004, and the sites' future development will be discussed at the next project steering group meeting in Sudan, November 2004.

(iv) WBMS launch: The new WBMS scheme was officially launched by Kenya's Assistant Environment Minister at a special event in Nairobi in November 2003. Photographs of the event and other material can be viewed on the WBMS website (the launch event speeches are also provided in Appendix 5). The launch was hosted by the National Museums of Kenya. It was attended by 120 people, including all of the Darwin project partners, seven ambassadors, representatives from the main international environment conventions, and individuals from a wide range of statutory and non-statutory organisations (e.g. KWS, WWF, IUCN and UNEP-DGEF, BirdLife). NMK's audio visual department recorded the event and posted the information to all regional media houses. In Kenya, the event was given air time on primetime news. A press release was also co-ordinated by all partner organisations in each of the nine participating countries.

(v) WBMS structure: The basic structure and data/information interchange systems of the new scheme were agreed by partners at the 2002 steering group meeting. The head of the WBMS Secretariat (the current Darwin Project Officer, Oliver Nasirwa) co-ordinated the first WBMS monitoring

event in January 2004 and those data will be input onto the new database in June 2004. Oliver has been tasked in 2004 to develop a proposal for further development and refinement of the WBMS structure, and this will be discussed in Sudan at a proposed Steering Group meeting in the last quarter of 2004.

(vi) WBMS strategic work plan:

One of the key partner recommendations from the second steering group meeting (November 2003) was the development of a strategic work plan for WBMS. This will set out the scheme's operational objectives for five years after the Darwin project is completed (i.e. 2005 to 2010). These objectives will cover both (a) current 'core' activities, and (b) a number of 'aspirational' objectives to build on current activities. The document has been drafted and will be sent to partners for comment in May 2004, and tabled for further discussion at the 2004 steering group meeting. The document will have a number of functions. First it will serve as internal and external documentation of what the scheme aims to achieve and how it might do this. Second it provides a focussed, strategic and timetabled approach to the work of the scheme against which progress can be tracked and measured. Third, it provides the basis of a work programme for the WBMS secretariat, the regional partners, and support organisations. The work plan covers objectives within the following ten operational programmes (some of which will also require the development of specific plans):

Programme 1: Business & management.

Programme 2: Funding.

Programme 3: Marketing.

Programme 4: Capacity building.

- Programme 5: Biodiversity monitoring.
- Programme 6: Dissemination.
- Programme 7: Scheme development.
- Programme 8: Networks.
- Programme 9: Research.

Programme 10: Management plans.

OUTPUT 7: DRAFT MANAGEMENT PLANS FOR ONE KEY SITE PER PARTICIPATING COUNTRY

The Darwin project will produce a draft management plan for one site in each of the nine partner countries. Although this task was timetabled to be undertaken in the final year of the project, draft management plans have already been completed for sites in Ethiopia and Sudan. Two partners were sponsored as participants on the International Course on African Wetland Management" based at the Kenya Wildlife Service Training Institute (KWSTI) in Naivasha, Kenya. Six other partners will be sponsored on the course in October 2004. The aims of the course are to produce a draft management plan for each student. The site management plan for Kenya will be drafted as part of an MSc being undertaken by Alfred Owino on secondment from the National Museums of Kenya.

• Timetable (workplan) for the next reporting period.

A Gantt chart for the period of January 2004 to end of March 2005 is provided in Appendix 6.

5. RESPONSES TO 2002/2003 ANNUAL REPORT REVIEW

The key issues/responses in relation to the review of last year's work are provided in the table below:

6. PARTNERSHIPS

• Describe collaboration between UK and host country partner(s) over the last year. Are there difficulties or unforeseen problems or advantages of these relationships?

The level of collaboration during 2004/2004 has been high as a result of the nature and number of deliverables in this year. The Darwin team are fully committed to the project, and the partnership has positively blossomed. Steering group meetings are focussed and productive and we have developed a real 'family' feel to the group. One issue (not of great impact) has been our need to avoid enhancing any feelings that the project is rather Kenya-centric. This was raised in the first year, and we have worked hard ensuring that this was resolved for the one partner who felt this way. The key areas where partners have inputted their needs/expertise, or where we have directly collaborated on a development have been in the following areas:

WBMS training event - content, logistics, assessment, selection of candidates.

WBMS launch event - logistics, press releases, speeches, audio-visual.

WBMS Manual - text and layout.

WBMS database - language, reporting needs, species names, site trees, functionality, etc.

January 2004 site monitoring -organisation, data collation and dissemination, funding.

WBMS strategic work plan - draft text and operational objectives.

WBMS logo, name, brochure and website – drafts, text, photographs.

Second steering group meeting – agenda, action points, logistics.

 Has the project been able to collaborate with projects (Darwin or other) in the host country/other regions, or establish links with local/international organisations involved in biodiversity conservation?

Bert Lenten, Head of the Bonn Convention's AEWA agreement Secretariat has supported the Darwin project from its inception. We have had several reports in AEWA publications, and Bert continues to be a key advisor on the potential for future funding of WBMS.

We have continued to discuss future potential of mutual support and benefits with Chris Baker from Wetlands International who been leading their GEF-UNDP bid for the AEWA region. The bid has been successful and we will be discussing this further at a meeting in June 2004.

The Darwin project officer has been discussing with all project partners, the potential for using the WBMS database as a link to key organisations within each country. Many groups have expressed interest in using the database for storing and managing their own data and this will be further promoted in 2004/05.

Within Kenya, have had ongoing discussions about future collaboration with the RSPB/NMK Darwin project. This would aim to strengthen and expand the current monitoring on wetland sites. In particular this would require strengthening of the capacity of the Department of ornithology, additional site based training programmes and additional equipment for the SSG./managing agents preparing to undertake this work.

7. IMPACT AND SUSTAINABILITY

• Discuss the profile of the project within the country and what efforts have been made during the year to promote the work. What evidence is there for increasing interest and capacity for biodiversity resulting from the project? Is there a satisfactory exit strategy for the project in place?

The partnership has discussed WBMS profile and linkages at both steering group meetings and recognises promotional and political needs in six key areas:

- To develop/enhance links with relevant statutory agencies to ensure the goodwill and permission needed to operate WBMS in each country.
- To develop/enhance links with relevant statutory agencies and NGOs to ensure: (i) that WBMS does not duplicate monitoring effort, (ii) that data are analysed and reported in a way that supports the wise use of wetlands, (iii) that data and information arising from WBMS are disseminated to all relevant agencies, and (iv) that organisations are aware of and utilise the WBMS database.

- To develop/enhance links with relevant statutory conservation and development agencies, government departments, NGOs and other funding bodies to ensure that WBMS is financially sustainable after the end of the Darwin project.
- To strengthen current relationships and awareness of WBMS at all levels within partner organisations.
- To promote, maintain and enhance volunteer networks within each country to ensure the continuance and development of WBMS monitoring activities.
- To enhance links with local people at WBMS monitoring sites to ensure stakeholder involvement and benefits.

All of our African partners on the Darwin project play central roles in their countries in relation to the wise use of wetlands and the conservation of wetland biodiversity. Many are national focal points for international conventions and agreements (CBD, Ramsar, Bonn/AEWA, *etc.*), and all of them have been involved in national monitoring activities. Although the Darwin project focus has so far been on establishing the scheme, developing the database, and implementing training, all of the partners (as well as WWT and Wetlands International) have already been very active on the five key areas listed above. Also, the strategic work plan (see earlier) is designed to create a focussed and timetabled approach to this work in the final year of the project and beyond. A major element of the Darwin Project Officer's work in the final year will be to (a) *undertake* this type of promotion, (b) to *co-ordinate* this promotion at a regional level, and (c) to *support* WBMS national co-ordinators in this work.

With the partners, we have made an assessment of current operational needs and costs. This has formed the basis of the project exit strategy which is currently being discussed with partners. We are meeting with Marcel Silvius and Chris Baker at Wetlands International in June to discuss (a) continued funding though Dutch government routes, and (b) potential benefits to our Darwin project from the recent GEF-UNDP grant for AEWA support actions. The Darwin Project Officer has also been discussing office space for the WBMS secretariat in the IUCN offices in Nairobi from 2005 onwards, and we submitting a number of small grant applications in 2004 for a number of capital items for the Secretariat. We are also discussing links, developments and synergies with the RSPB Darwin project in Kenya: Implementing a monitoring system for Kenyan/Tanzanian Important Bird Areas..

8. POST-PROJECT FOLLOW UP ACTIVITIES (MAX 300 WORDS)

• From project progress so far, what follow-up activities would help to embed or consolidate the results of your project, and why would you consider these as suitable for post-project funding?

There are three key areas of consolidation and embedding activities that we would like to be considered for post-project funding:

(i) Wetland data collection: actions to generate common standards monitoring within WBMS in relation to 'wetland' data that should be collected from all sites. This would look at methods, cost-effectiveness and the classes of data that are of most use for wise use, management planning, and a range of stakeholder groups.

(ii) Development of volunteer and site-support network: further actions are required to support project partners in Burundi, Djibouti, Eritrea, Ethiopia, Rwanda and Sudan.

(iii) Implementation of draft management plans: at the end of the present the Darwin project, a site management plan will have been drafted for one site in each of the nine participating countries. Further support actions to implement and evaluate these plans are required.

Within Kenya, we are discussing future collaboration with the RSPB/NMK Darwin project. This would aim to strengthen and expand the current monitoring on wetland sites. In particular this would require strengthening of the capacity of the Department of Ornithology, additional site based training programmes and additional equipment for the SSG/managing agents preparing to undertake this work.

• What evidence is there of strong commitment and capacity by host country partners to enable them to play a major role in follow-up activities?

All partners have committed both staff time and resources to supporting WBMS in the future. When they signed the original MoU with WWT and Wetlands International, they understood that additional commitments were required beyond the current Darwin funding timescale. For many of the partner countries, WBMS data fulfil national requirements under a variety of conventions. This provides a strong driver for further partner involvement.

9. OUTPUTS, OUTCOMES AND DISSEMINATION

• Explain differences in actual outputs against those agreed in the initial 'Project Implementation Timetable' and the 'Project Outputs Schedule', i.e. what outputs were not or only partly achieved? Were additional outputs achieved?

The were only two differences in scheduled outputs for 2003/2004: (1) the amalgamation of two training events into a single one. The reasons for this were discussed in section 4 above. (2) A talk to an African conference was postponed until November 2004 when the Darwin Project Officer will give a presentation to the Pan African Ornithological Congress in Tunisia. However, a paper about this Darwin project (*Building capacity in waterbird and wetland monitoring in eastern Africa*'. O. Nasirwa, M. O'Connell & S. Buckton) was delivered to the Waterbirds Around the World Conference (Edinburgh, April 2004) as part of a symposium on *Building and Sustaining Capacity for Waterbird Conservation and Research*. The paper will be published as part of the conference proceedings.

• Provide details of dissemination activities in the host country during the year, including information on target audiences. Will dissemination activities be continued by the host country when the project finishes, and how will this be funded and implemented?

The main dissemination activities in host countries were in relation to the WBMS launch event. Full details are provide in Section 4 above.

 Please expand and complete Table 1. Quantify project outputs over the last year using the coding and format from the Darwin Initiative Standard Output Measures (see website for details) and give a brief description. Please list and report on appropriate Code Nos. only. The level of detail required is specified in the Guidance notes on Output Definitions, which accompanies the List of Standard Output Measures

Code	Quantity	Description
6A	16	Delivery of WBMS training course at Kenyan Wildlife Service Training Institute, Kenya.
7	1	Training material for delivery of WBMS training course at Kenyan Wildlife Service Training Institute, Kenya.
8	26	Delivery of WBMS training course at Kenyan Wildlife Service Training Institute, Kenya.
12A	1	WBMS database.
14A	1	WBMS launch event.
15A	9	Press releases in partner countries.
15C	1	Press release in UK.
18A	1	National TV item on WBMS launch event (Kenyan national news item).

Table 1. Project Outputs (According to Standard Output Measures)

• In Table 2, provide full details of all publications and material produced over the last year that can be publicly accessed, e.g. title, name of publisher, contact details, cost. Details will be recorded on the Darwin Monitoring Website Publications Database. Mark (*) all publications and other material that you have included with this report.

A number of publications will be delivered in the last year of the project and detailed in our final report: WBMS manual, several published peer-reviewed papers (see above), *etc*.

10. PROJECT EXPENDITURE

Table 3: Project expenditure during the reporting period (Financial Year 01 April to 31 March)

Item	Budget	Expenditure	Balance

11. MONITORING, EVALUATION AND LESSONS

• Discuss methods employed to monitor and evaluate the project this year. How can you demonstrate that the outputs and outcomes of the project actually contribute to the project purpose? i.e. what are the indicators of achievements (both qualitative and quantitative) and how are you measuring these?

The purpose of the project is 'to build and maintain capacity in the monitoring of wetland and waterbird biodiversity in eastern Africa'. The table below shows the key outputs in 2003/04 and the indicators of achievement in each area:

	ACHIEVEMENT INDICATORS
Output 1: Regional steering group meeting	 Steering group meeting takes place. All partners represented at SG meeting. All agenda items addressed at meeting. All action points acted on post-meeting. Feedback on the tone and atmosphere of the SG.
Output 2: Modular curriculum and related training material	 Material produced and delivered. Quantitative/qualitative assessment of trainee's opinion of training material (results presented in Appendix 3).
Output 3: Personnel trained to train others in home country	 Number of personnel on training course. Quantitative/qualitative assessment of trainee's opinion of training course (results presented in Appendix 3). Delivery of training countries (2004/05).
Output 4: Personnel trained in use of data and database	 Quantitative/qualitative assessment of trainee's opinion of training course (results presented in Appendix 3). Delivery of training countries (2004/05).
Output 5: Database for wetland monitoring data in the region	 Input during the development process. Verbal and written feedback during training course. Partner feedback after first year of use (questionnaire in 2004/05).
Output 6: Wetland biodiversity monitoring scheme	 Launch event: attendees and comments from individuals and organisations. Press and other media coverage. Partner comments on and input to scheme manual, logo, brochure and website.
Output 7: Draft management plans for one key site per participating country	Two draft management plans produced.

• What lessons have you learned from this year's work, and can you build this learning into future plans?

The main thing we've learnt this year is the need to more explicitly involve partners from the 'small' countries (i.e. outside Kenya, Tanzania and Uganda), and to communicate regularly in order to ensure they feel ownership of the project.

12. OPTIONAL: OUTSTANDING ACHIEVEMENTS OF YOUR PROJECT DURING THE REPORTING PERIOD (300-400 WORDS MAXIMUM)

I agree for ECTF and the Darwin Secretariat to publish the content of this section

In this section you have the chance to let us know about outstanding achievements of your project over the year that you consider worth highlighting to ECTF and the Darwin Secretariat. This could relate to achievements already mentioned in this report, on which you would like to expand further, or achievements that were in addition to the ones planned and deserve particular attention e.g. in terms of best practice. The idea is to use this section for various promotion and dissemination purposes, including e.g. publication in the DEFRA Annual Report, Darwin promotion material, or on the Darwin website. As we will not be able to ask projects on an individual basis for their consent to publish the content of this section, please note the above agreement clause.

The first outstanding achievement of our project in 2003/04 was to develop and launch a regional biodiversity monitoring scheme for eastern Africa. The co-ordination, planning and PR needed for such an achievement was substantial. It is to the credit of all partners that the scheme was delivered and is now up and running (first monitoring of sites took place in nine countries in January 2004). As part of this, we have also established a Secretariat office for the scheme.

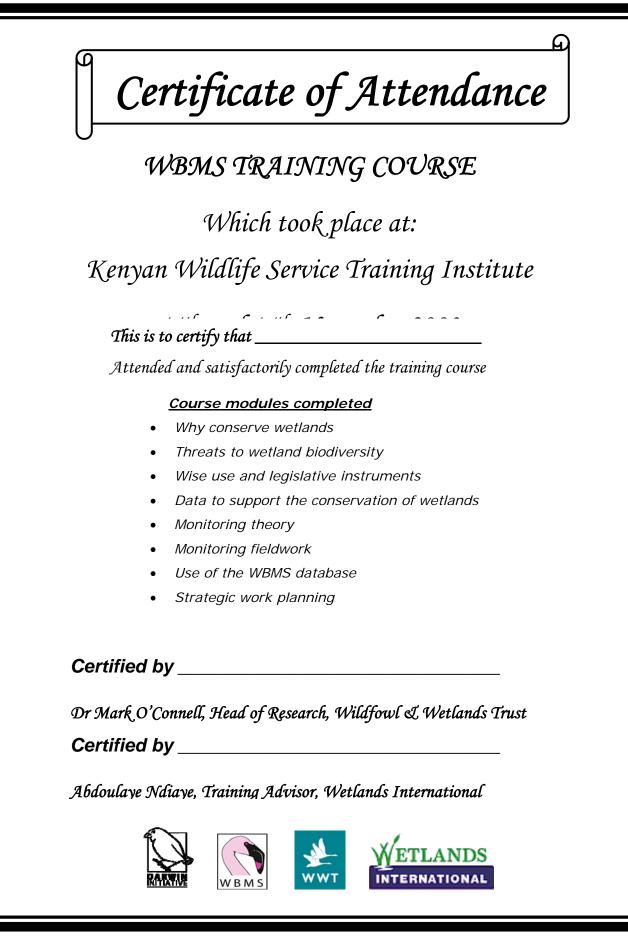
The second outstanding achievement of our project in 2003/04 was the development of a bespoke database for managing the data from the monitoring scheme. This multi-functional and multi-language database was designed with input from the partnership and other external organisations. It is the very foundation of the new monitoring scheme, and will provide substantial synergies between WBMS and many other statutory, NGO, stakeholder and local groups in the region.

Annex 1 Report of progress and achievements against Logical Framework for Financial Year: 2003/2004

Project summary	Measurable Indicators	Progress & achievements: Apr 2003-Mar 2004	Lessons learned & key actions planned for: Apr 2004-Mar 2005			
countries rich in biodi The conservation The sustainable u 	versity but poor in resources of biological diversity, se of its components, and	vithin the United Kingdom to we to achieve rising out of the utilisation of ge				
To build and maintain	Establishment of	WBMS launched	Maintain WBMS			
capacity in the monitoring of wetland and waterbird	monitoring scheme					
biodiversity in eastern Africa	Trained Personnel	Personnel trained	Publish WBMS manual			
7.1100	Draft site management plans	Draft site management plans completed	Complete remaining draft site management plans			
Outputs 2003/04						
Regional Steering Committee	Regional Steering Committee meeting	Steering committee held with representatives from all 9 partner countries (see Appendix 1)	Useful techniques for organising workshops & meetings (e.g. ice- breakers).			
Modular curriculum and related training material	Execution of training programme in the region	Training material developed and training delivered				
Personnel trained to train others in home country	Two trained personnel in appropriate institutions in each country	Training course for trainers delivered to 16 personnel from 9 countries	Provide more information about content <i>prior</i> to the training event.			
Personnel trained in use of data and database	Two trained personnel in appropriate institutions in each country	Training course for trainers delivered to 16 personnel from 9 countries	Allow plenty of time for database training.			
Database for wetland monitoring data in the region	Fully operative database	Bespoke, multi-language, multi-functional WBMS database completed				
Wetland Biodiversity Monitoring Scheme	Scheme established and running	Scheme launched by Kenyan Assistant Environment Minister in Nairobi. Event attended by 120 people, press and TV				
Draft management plans for one key site per participating country	Draft management plans completed	Three draft management plans completed for sites in Ethiopia and Sudan	Implementing these will be a substantial task post- Darwin funding.			

Appendix 1: Agenda of second Project Steering Committee meeting of the Darwin Initiative project, Kenya Wildlife Training Institute, Naivasha, Kenya, 16th and 17th November 2003.

TIME	AGENDA ITEM	KEY	POINTS
09:00	Opening of meeting,	•	Introductions.
			Meeting agenda.
09:30	Minutes of 1 st PSC meeting.	•	Minutes of 1 st steering group meeting. Action points from 1 st steering group meeting.
10:15	Darwin Project - update		What has been achieved so far.
	, ,		Project timetable/flow chart.
			Communications and responses.
10:35	Summary of feedback and recommendations from		Exit strategy
	the training event		Database Strategic Work Plan
11.00	COFFEE BREAK	•	
	Darwin Project – future timetable	•	Review of timing of events and deliverables in the original Darwin
			Project plan.
			In the light of recommendations from the training event, and the
			originally planned deliverables, we need to create a revised job list and
13.00	LUNCH		timetable for the remaining year and a half of the project.
	WBMS database	L	Review and final comments.
14.00			What happens next (future development and customising).
09:00 C 09:30 M 10:15 D 10:35 S 11:30 C 11:30 D 13:00 L 14:30 D 15:30 T 16:00 M 10:35 S 11:30 D 14:30 D 15:30 T 16:00 M 10:30 T 11:30 M 12:40 M 13:00 L 14:30 P 13:00 L 14:30 P 15:30 T 16:00 S 16:00 S 16:45 A			Hardware
			Future IT support needs.
14:30	Data exchange within WBMS	•	How, when, what, who.
15:30	Tea/coffee break		
16:00	WBMS organisation	•	The roles of partners, support organisations, regional and national
			coordinators, etc. Comments on the roles proposed in the draft Scheme
47.00	CLOSE OF MEETING		Manual.
	Recap of yesterday and today's agenda		
09:15	WBMS training manual		Overview of rationale and progress.
			Comments from partners: current content; anything missing. Next steps.
10.00	WBMS launch event	-	Overview of planned events and gust list.
10:30	Training event in 2004	•	Venue, content, timing and duration, participants, etc.
11:00	TEA/COFFEE BREAK		
11:30	WBMS and wetland data		WBMS as a 'repository' for existing data.
			What is available, where and what format.
			Contacting relevant organisations for wetland data. Wetland data and the current WBMS monitoring sites.
12:40	WBMS marketing and promotion.		Aims, needs and audience
			Job list
13:00	LUNCH		
14:00	Wetland Management Plans	•	Achieving delivery
14:30	Project exit strategy		Achieving the sustainability of the project beyond Darwin funding -
			further discussion building on ideas and recommendations from training
			event. Job list
15:30	TEA/COFFEE BREAK	1-	
	Strategic Work Plan	•	Core work and aspirations for WBMS in the next 5 years - further
			discussion building on ideas and recommendations from training event. Job list
16:45	AOB and review of action points		
17:00	CLOSE OF MEETING		



Appendix 3: Evaluation of WBMS training course at the Kenyan Wildlife Service Training Institute, November 2003. Information provided by 15 out of 16 participants monitored by Abdoulaye Ndiaye (Wetlands International's Africa training officer).

Overall, did the course meet your expectations?

- 0 not at all
- 0 no
- 2 somewhat
- 11 yes
- 2 more than expected

What was the mood of the group?

- 10 very good
- 2 good
- 2 acceptable
- 1 more than expected

Do you think this course was of sufficient duration?

- 1 not at all
- 6 no
- 3 somewhat
- 5 yes

Did you receive enough information before coming to the WBMS course

- 2 not at all
- 1 no
- 4 somewhat
- 7 yes
- 1 more than expected

Was this course relevant to/contribute to your job?

- 0 not at all
- 0 no
- 2 somewhat
- 11 yes
- 2 more than expected

Will you use the knowledge got from here on your daily basis?

- 0 not at all
- 1 no
- 4 somewhat
- 10 yes

Please give your opinion on the following aspects by ticking off the appropriate column.	Not at all helpful	Not helpful	Neutral	Helpful	Very helpful
Working in small groups was:	0	0	0	6	9
The possibility to share view with the other specialists was:	0	0	0	3	12
Having the opportunity for fieldwork at Lake Naivasha was:	0	0	0	8	7
	Not at all	Somewhat	No	Yes	More than expected
Was the contents clear enough during this course?	1	2	1	11	0
Did the course contribute to your knowledge on database management?	0	3	0	10	2
Has your understanding of the relevant processes in database management increased?	0	4	0	9	2
Were the field work and other exercises clear and easy to understand?	0	0	0	13	2

Any other suggestions for course improvement ?

- More theory.
- Less theory.
- More time for working on the database.
- Use French.
- Need for more background information on participants.
- Follow this event with national training events.
- Provide a certificate of attendance.

Appendix 4: Recommendations to the Darwin project Steering Group made by participants on the WBMS training course at the Kenyan Wildlife Service Training Institute, November 2003.

- 1. The WBMS Steering Group should consider the inclusion of a nationally relevant definition of wetlands for each country as an appendix of the WBMS manual.
- 2. The WBMS Steering Group should consider the issue of country-specific threats and take forward as an action within: (a) the scheme manual, and (b) a future project in the WBMS Strategic Work Plan.
- 3. The WBMS Steering Group should consider the establishment of a 'project register' for WBMS and include as a WBMS database module.
- 4. The WBMS Steering Group should consider the inclusion of sites which are currently not monitored by the WBMS.
- 5. The WBMS Steering Group should consider the potential for developing spatial information within the WBMS database.

Appendix 5a: Speech by Assistant Minister for Environment, Natural Resources and Wildlife, Professor Wangari Maathai during the official launch of the Wetland Biodiversity Monitoring Scheme for eastern Africa at the National Museums of Kenya on 18th November 2003.

Your Excellencies - Ambassadors and High Commissioners, distinguished guests, ladies and gentlemen, it is indeed with great pleasure that I'm presiding over the launch of the Wetland Biodiversity Monitoring Scheme for eastern Africa.

The event would have been at no other more suitable venue than at the National Museums of Kenya, one of our leading institutions in the field of Biodiversity monitoring and research. In terms of biodiversity, eastern Africa holds some of the most significant wetlands in the world. They support internationally important assemblages of plants and animals, and are a source of livelihood for many human populations. The combined human population of Burundi, Djibouti, Eritrea, Ethiopia, Kenya, Rwanda, Sudan, Tanzania and Uganda is estimated to be about 200 million, on a landmass of about 5.6 million km². This landmass is covered by only about 4.5% of open water with a coastline of about 5,361 km². Wetlands cover a lesser percentage of the eastern Africa landmass compared to the coverage by open water. Eastern Africa wetlands continue to be lost and degraded as a result of human activities. These include a range of development projects and unplanned cultivation, pollution, drainage and siltation (due to soil erosion), and the introduction of alien species. Human demographic changes, rising poverty and relatively recent climate extremes have acted as the drivers of these changes and have placed increasing pressure on wetlands and other renewable natural resources.

In this region and many countries in Africa, governments are under increasing pressure to allow further exploitation of wetland resources, and to allow development and extensive drainage of wetlands, principally for agriculture. The inappropriate use of some agrochemicals in the eastern Africa region has also been a source of problems in recent years. This, and the construction of dams have resulted in new pressures on the biodiversity of many wetland sites. This continued state of affairs is worrying and calls for systematic monitoring of biodiversity resources for appropriate action. Eastern African governments are at the moment working on integrating their economies and environmental aspects are an important agenda to this. This integration will enhance the conservation and management of trans-boundary natural resources in the region. Some of these trans-boundary natural resources are important wetlands in respective eastern Africa countries (e.g. Lake Victoria and the Nile systems).

At this juncture, it is useful to let you know that the Kenya government enacted a framework environment legislation, popularly known as the National Environmental Management and Coordination Act more than three years ago. The Act has underscored the government's commitment to wetlands conservation. Any development proposals likely to cause adverse impacts on wetland biodiversity, physical and social economic attributes are subject to an Environmental Impact Assessment. All this is intended to ensure that wetland resources are not lost in our pursuit for development. I am pleased to note that member countries in this Scheme are at different stages of developing national wetlands policies. Our immediate neighbour, Uganda has already developed and is implementing her wetlands policy. The development of Kenya's wetlands policy is now in its final stages. On this note I urge all of us to encourage and support our respective governments to develop, complete and implement their wetlands policy.

The Kenya government is particularly concerned about wetlands where ongoing development actions pose a risk or are directly contributing to environmental degradation. The government is therefore keen to see environmental management plans for specific wetlands developed as a way of ensuring wetland biodiversity conservation efforts. In order to optimise our resources, it will be necessary to clearly identify which wetland areas need priority attention. I believe the Wetland Biodiversity Monitoring Scheme for eastern Africa will contribute much needed information that will enable eastern Africa governments to keep track of their wetland resources. This will enable us to make informed decisions in our quest to promote the wise use of wetlands.

This scheme would not have been fully realized without the kind support of our development partners who include the British Government through the Darwin Initiative for Survival of Species, Wildfowl & Wetlands Trust, Wetlands International, Ramsar Convention, Convention on Migratory Species and African-Eurasian Waterbird Agreement Secretariat, Convention on Biological Diversity and BirdLife International. We extend our sincere gratitude to all of you and assure you that these efforts will go along way towards our search for harmony between environment and development in the eastern Africa region. I would also like to extend my gratitude to the Organising Committee for their time in preparing for today's occasion and to the National Museums of Kenya for hosting the Scheme and for providing this venue for the launch.

With these few remarks I now declare the Wetland Biodiversity Monitoring Scheme for eastern Africa officially launched.

THANK YOU

Appendix 5b: Speech by Director-General, National Museums of Kenya for the launch of Wetlands Biodiversity Monitoring Scheme for Eastern Africa (WBMS), National Museums of Kenya Headquarters, 18 November 2003.

Our chief guest, Honourable Assistant Minister for Environment, Natural Resources and Wildlife, your Excellency High Commissioners and Ambassadors, distinguished guests, ladies and gentlemen. I feel greatly honoured to welcome you all to the National Museums of Kenya for this auspicious occasion.

The National Museums of Kenya is a complex organization with diverse resources and activities. It is an important centre for conservation, education, curation and research in Africa, and a leading research institution in our country. For over 90 years, we have contributed to scientific advancement through research, publications, and forum for international scientific collaboration. Kenya is very rich in biodiversity, both flora and fauna. In particular, the country has one of the highest bird species diversity in this part of Africa. Our institution has been at the forefront in conducting targeted ornithological and other biodiversity research. We always aim at providing adequate information to guide our policy makers in management of biodiversity. To achieve this objective, we collaborate with a number of local, regional and international institutions.

One of the key habitats that our institution has prioritized for research are wetlands. However, wetlands are among the most threatened habitats in the country. This therefore calls for our total commitment as a leading research institution in this country to enhance our efforts in wetlands research with the aim of providing adequate information to guide our policy makers on wetlands: since 1990, the National Museums of Kenya through its Department of Ornithology in collaboration with the Kenya Wildlife Service, local and international non-governmental organizations initiated a coordinated monitoring programme of Kenya's wetlands through annual waterbird counts each January.

The Convention on Wetlands of International Importance (the Ramsar Convention) to which Kenya is a signatory recognizes birds as key indicators of the environmental health of the wetlands. The monitoring programme has continued uninterrupted and has become part of the Africa Waterbird Census programme coordinated by Wetlands International. Key wetland sites (listed Ramsar and potential Ramsar sites) in the country have been monitored regularly for their waterbird populations. We have also continued to play key roles in other activities of the Wetlands International in Africa. As part of our output in the wetlands monitoring programme in Kenya, we have contributed valuable information for the listing of four sites (Lakes Nakuru, Naivasha, Bogoria and Baringo) in Kenya under the Ramsar Convention. In addition, we have provided information that has enabled Kenya ratify AEWA.

Our institution will endeavour to assist the Kenya Government fulfil its obligations under Ramsar, AEWA and CMS. We shall continue to undertake targeted research to provide adequate information to our government, wildlife management authorities and other conservation agencies in Kenya. We shall collaborate with all institutions in eastern Africa under the agreement, and offer the required support within our capacity. Our institution has successfully hosted a number of regional initiatives in Africa such as AFRICOM, Regional Programme for Sustainable Use of Dryland Biodiversity (RPSUD) among others. In addition, we have continued to offer human resources in other key areas of research, conservation, curation and education at regional and international levels. Hosting the Wetlands Biodiversity Monitoring Scheme (WBMS) provides an opportunity for our continued commitment and support to regional conservation and research initiatives. T

he previous speakers have given the overview of the WBMS. I would however, mention briefly about the scheme. WBMS is unique to the eastern Africa region. It is the first such scheme focusing on wetlands biodiversity monitoring in this part of Africa. It therefore provides us with an opportunity to strengthen and underscore our commitments to wetlands biodiversity monitoring as a region. The National Museums of Kenya feels greatly honoured to be the host institution for this regional initiative. We shall provide adequate support to the project officer we host and play our role most effectively in the steering committee for the scheme. We shall endeavour to provide the necessary support to the scheme by liaising with the local and regional institutions for its success. I urge all the participating organizations to feel at home and enjoy the facilities the National Museums of Kenya provides.

I have the pleasure now to officially invite our chief guest, Honourable Assistant Minister to address and officially launch the scheme.

THANK YOU

Appendix 5c: Speech by Dr Mark O'Connell, Head of Research, WWT for the launch of Wetlands Biodiversity Monitoring Scheme for Eastern Africa (WBMS), 18 November 2003.

Honourable Assistant Minister, your excellencies, ambassadors and high commissioners, distinguished guests, ladies and gentlemen. More than ten years ago the UK Government took part in what has become known as the 'Earth Summit' in Rio de Janeiro. At this meeting four important things happened. First, a convention on climate change was signed, in an attempt to take practical measures to reduce human influences on global climates. Second, the government agreed to implement a national strategy aimed at protecting wildlife and habitats. This is called the UK Biodiversity Action Plan.

But two other events also took place at the summit, and both of these are intimately connected with tonight's launch of the WBMS. A second international convention was signed, which provides a framework for species and habitat conservation around the globe. This is known as the Convention on Biological Diversity or CBD for short. In order that they might make a lasting contribution to the CBD, the British Government also established a fund of money which would financially support partnership conservation projects around the world. Fittingly, this fund is known as the Darwin Initiative for the Survival of Species, and the WBMS is the result of a three year Darwin Initiative project.

The Darwin project is a collaboration between nine countries in eastern Africa, Wetlands International, and my own organisation called the Wildfowl & Wetlands Trust (or WWT). WWT is a UK based organisation dedicated to the international conservation of wetlands and their biodiversity. We are financially supported by having 117,000 members, as well as income generated by the million visitors who come to our nine nature reserves and education centres. I am head of the Research Department at WWT, and we have 24 scientists who undertake a range of research to underpin wetland and waterbird conservation. The Darwin project started in early 2002, and has another year and a half to run. It has five main objectives:

- 1. To establish a regional monitoring scheme in eastern Africa the WBMS.
- 2. To develop a new database specifically designed to manage data generated by WBMS.
- 3. To provide training within the WBMS partnership in wetland monitoring and how to use the new database.
- 4. To draft a wetland management plan for a site in each of the nine participating WBMS countries.
- 5. To develop and implement an exit strategy. We want WBMS to carry on long after the initial funding from the Darwin Project has ended, and we need a plan to ensure the scheme's long term sustainability.

But what does my organisation bring to the WBMS partnership ? WWT has four key roles. We have coordinated the different elements within the Darwin project to actually establish the WBMS. We have produced the new WBMS database. Last week we delivered the WBMS training event at the KWSTI at Naivasha. Lastly, we have been tasked by our African partners to support the development of the WBMS exit strategy. WWT is well placed to be involved in this work. In the UK, WWT's Research Department is the Secretariat for a national monitoring scheme called the Wetland Bird Survey or WeBS. This scheme is a partnership between four organisations, has been running for forty years, and monitors two thousand wetlands six times each year using up to 3000 volunteers. These data are stored in a huge database managed by WWT. We disseminate this information to many different organisations, including the government and its agencies. It was this experience that prompted our involvement in the Darwin Initiative project to create the WBMS. T

he underlying rationale for the WBMS and the original Darwin project is very simple: wetlands in eastern Africa are incredibly important for their biodiversity, but they are also vital social and economic resources. Humans cannot exist without water and wetlands, and like almost everywhere in the world today, wetlands in the region are threatened by human activities. We drain wetlands, we pollute them, we take too many resources from them, and we have introduced a variety of invasive alien species into many wetland habitats.

Given the importance of wetlands and their biodiversity, and the range of threats facing them, it has never been more important that we should establish a monitoring scheme to collect data to underpin their conservation. WBMS data will provide information about the types of species and habitats at key sites, and how these are changing with time. Only when we have this kind of information can management plans be developed by relevant stakeholders to try to improve the situation. I and my colleagues from WWT are extremely proud to have been involved in the development of the WBMS.

The scheme has already had an excellent start. As you have heard, it is based on the solid foundation of the AfWC and has been launched through funding from the Darwin Initiative. Having a scheme with a name and an identity is so important in ensuring that it will survive into the future. With a 'badged' scheme the WBMS partners are better placed to attract support, funding, and new volunteers to monitor sites. The scheme already has a range of core activities involving waterbird monitoring. But it is hoped that the WBMS will not only maintain its current work programme, but will with time develop new areas of work to support the conservation of wetlands and their biodiversity.

Thank you.

Appendix 6: Project Gantt 2004 to 2005.

Task Name STEERING GROUP & PARTNERSHIP	08 Dec '03 12 Jan	'04 16 Feb '04	4 22 Mar '0	14 26 Apr '04	31 May '04	05 Jul '04	09 Aug '04	13 Sep '04	18 Oct '04	22 Nov '04	27 Dec '04	31 Jan '05	07 Mar '05	11 Apr '05
Subscribe partners to discussion group				+					+	+		+		+
Develop exchange programme														+
Secretariat to continue French lessons														
Investigate contacts in Somalia			_										_	
Discussion document on SG												+		
Produce and deliver training 'certificates'			_											
Quarterly project updates			-											+
Organise 3rd Steering Group meeting														
Investigate venue and dates														
Organise agenda														
Travel arrangements														
Hold SG meeting														
SCHEME MANUAL														
Encorporate comments from TD														
Comments from partners & others			_											
Finalise scheme manual text								ļ						
Design for scheme manual			-											
Translate text into French														
Print scheme manual											ļ			
DRFAT MANAGEMNT PLANS														
Organise attendance on course				<u> </u>		ļ	ļ							
Pay KWSTI for course				ļ			ļ							
6 partners onl course: write draft plans			_	<u> </u>			`							
MARKETING				ļ.				ļ			ļ			
Prodcue and circulate draft marketing pla	· —		_											
Translate WBMS pamphlet into French														
Produce press release														
Create WBMS poster				ii.										
Article on launch for summer W&W														
Print French version of WBMS brochure														
COMPUTERS														
Mount database on computers														
Deliver computer & database to partners				¥	† 1									
DATABASE														
Enter 2004 count data on database					Y	-								
Complete database												1	1	1
EXIT STRATEGY										1		1		1
Applications for capital funding				-	-							1		
GEF-UNDP & DGIS meeting											1	1		1
Produce draft exit strategy		-			-			1	1	1	1	1		
Comments on draft strategy					1	-					1	1		
Implement strategy actions						—	-		-			1		
ADMIN											1	1		1
Invoices to partners										1			-	-
Invoices to DEFRA	1			11	1	1	1		1	1	1	1	1	1
Annual report to DEFRA	1		1	<u> </u>	•	1	1		1	1		1	1	1
Half year report to DEFRA			1	++		1	1		-	1	<u> </u>	1	1	1
Final report to DEFRA			1		-	1	1			-				1
STRATEGIC WORK PLAN						•}••••••			<u> </u>		<u>.</u>	1		1
Draft	1			1						1	İ	1	1	1
Comments from partners			1	t		1	1		1	1	1	1	1	1
Finalise & implement actions			1		† t				1	1	1	1	1	1
WEBSITE			1	11		1	1		1	1	<u> </u>	1	1	1
French translation					-					+		+		+
Additional material													_	+
WBMS FIRST REPORT				+										+
Discuss with partners					•					+		+		+
Discuss with partners Draft text					<u> </u>									+
Proof reading				+										+
Proof reading				+			<u> </u>							+
											ļ			
Dissemination												<u> </u>		
PRESENTATIONS											ļ			
Global Flyways Conference			-								ļ			
Write paper for proceedings									<u> </u>		ļ	ļ		
Pan African Ornithological Congress											ļ			
TRAINING						ļ			Ļ	Ļ	ļ	ļ		
Discuss at steering group meeting			1	11	1	1	1							
In country training events														