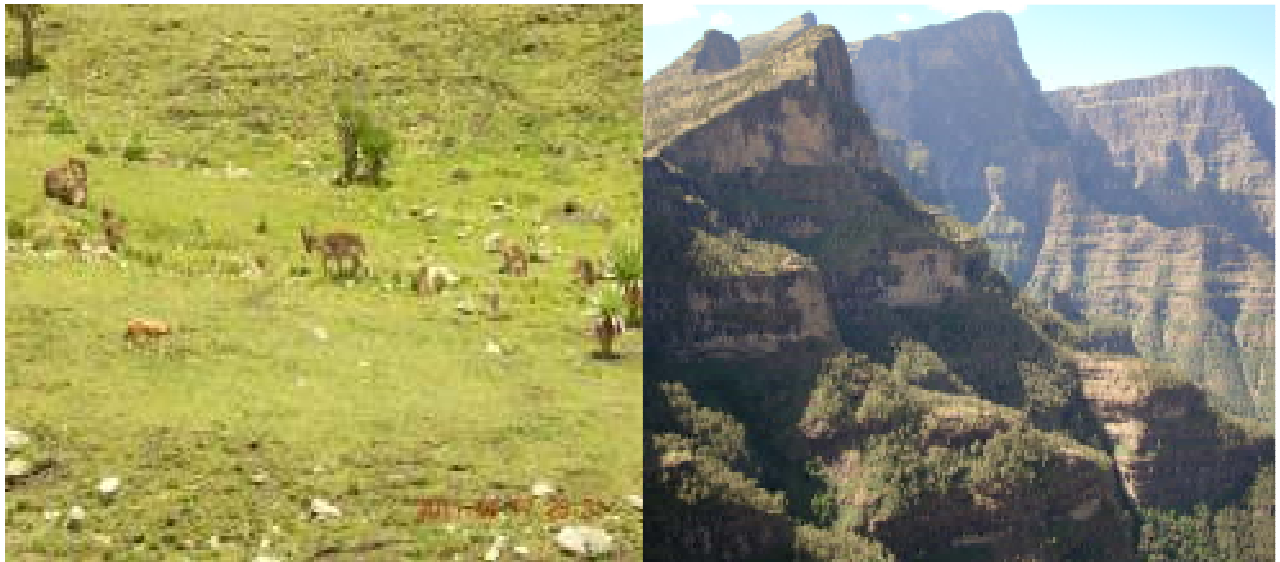


2013-2014

**First Enhancing our Heritage  
Assessment at Simien Mountains  
National Park (SMNP), WHS**



Compiled and Edited by Ethiopian Wildlife Conservation Authority (EWCA)

Final Draft Report - February 2014



## **1. Introduction to the Project Area, Simien Mountains National park**

Ethiopia is a relatively vast country with a land area of 1.2 million square kilometers and a wide variety of topography and climate. It comprises of over seven ecosystems that range from afro-alpine to evergreen montane forest and desert scrubland areas. As a result, Ethiopia is endowed with great variety of flora and fauna and the extreme ranges have resulted in unique and diverse suite of its biological resources.

Ethiopia has the largest extent of afro alpine and sub-afro-alpine habitats in Africa. One of the major protected areas of the country that was set aside since four decades ago to conserve the afro-alpine habitats and their unique flora and fauna is the Simien Mountains National Park (SMNP). It is a home to a number of threatened and endemic species of which the Walia ibex and the Ethiopian wolf are listed as critically endangered.

Taking its outstanding value and the unique features into account, the park was inscribed on the World Heritage List in 1978. The inscription was made on the basis of its importance for biodiversity and its exceptional natural beauty.

However, the park has been under serious threat from expansion of settlement and cultivation, overgrazing, deforestation and associated perturbation. These anthropogenic pressures resulted in deterioration of the park habitats in general and decline of populations of flagship species, particularly the Walia ibex and Ethiopian wolf. Thus, based on the report from UNESCO's monitoring mission, the World Heritage Committee at its 20<sup>th</sup> session in 1996 decided to include the property on the List of World Heritage in Danger.

**The World Heritage Committee adopted the following bench marks, largely based on the recommendations of the 2000 high-level mission, to guide a removal of the property from the List of World Heritage in Danger:**

- 1. Realignment of the park's boundary to exclude the villages along the boundary;**
- 2. Extension of the park to include at least Mesarerya and Limalimo Wildlife Reserves;**
- 3. Significant and sustainable reduction in the human population density within the park, especially within the core area;**

#### **4. Effective conservation within the extended national park of a larger Walia ibex and Ethiopian wolf.**

Later in February 2005, the state party report announced that considerable progress was being achieved towards addressing 3 of the 4 benchmarks but that it was unable to accomplish the bench referring to the reduction of human occupation within the property. As a result of the ensuing considerations, the state requested international assistance from UNESCO's World Heritage Fund for developing a strategy for alternative livelihood options for the population in and outside of the park.

The issue of settlement extensions within the park dates back to the time of its creation, as several villages with land used for agriculture and livestock grazing were included in the protected area. This problem remained unresolved since the realignment of the park boundary which resulted in the exclusion of numerous villages from the park and, thus, an important reduction in the number of poverty stricken people residing inside the park. According to the rapid assessment carried out in October 2007, 586 households were found to be located inside the park (totalling to 3173 people), whilst 1477 households living in its immediate vicinity are cultivating plots inside the park. The total area under cultivation in the park was estimated at 2,281 ha.

In fact, progressive measures have been taken in alleviating problems associated with livelihood of the local people and the state party has been committed to resettle the villages situated in the park in which a successful effort to this extend ended in 2008 with the relocation of 167 households at Arkuasiye village outside the corridor and provision of alternative livelihoods for the resettles'.

However, the proposed livelihood improvement and resettlement programs have not been completed due to financial constraints. Recent assessments indicate that the program entails a significant amount of money and involvement of all development partners and stakeholders. Even though it is believed that further revision of the document needs to be undertaken, the project proposal developed for both the livelihood and settlement study documents points out that the whole program requires more than 16 million USD.

From the situation on the ground, however, we can logically imagine that less amount of the proposed budget even half of it can assist a lot in creating alternative livelihood options and relocation for the community living inside the park and ensuring sound conservation of the World Heritage property.

## **2. Project Description**

Natural World Heritage sites, as with all protected areas, face many challenges which threaten their integrity. Unless addressed, these challenges can erode the outstanding universal values for which they were inscribed on the list of World Heritage Sites. Those responsible for the conservation and management of World Heritage properties have the complex task of anticipating and dealing with these challenges, most often in an environment of limited financial and organizational capacity. Under these circumstances, it is incumbent upon them to invest their efforts in the most critical areas, ensuring that available resources are applied to their maximum effectiveness.

To address these challenges, the World Heritage Centre, with support of IUCN in its capacity as the advisory body under the Convention for natural WH sites, and the African World Heritage Fund and together with other partners, is developing the **Africa Nature program**.

**The overall objective of the program** is to build the capacity of the institutions and people in charge of the African natural World Heritage sites in order to increase the effectiveness of African natural World Heritage sites management. While the program will not directly address all the threats to the sites, it is expected that building the capacity of the site managers and strengthening the effectiveness of their management will be a significant contribution to address some of the underlying causes to these threats. The program will help site managers to better understand and identify the threats and the other management challenges they are facing, ensuring that they have access to up to date information and knowledge as well as targeted training on how to tackle these threats and enabling exchanges of experiences between them on a number of key management issues.

The EoH Toolkit include 12 tools which will allow to assess the context of the WH site in terms of management and threats, to elaborate a management planning, to identify the management needs and inputs, and identify the management objectives in terms of delivery outputs and outcomes. A particular focus will be put on the stakeholder mapping (tool 3) as this will provide inputs to identify potential stakeholders who could be integrated in the future knowledge management network.

Additionally, the assessments will point out some lacks in the data availability, or some need for immediate information or coordination. The project will be in a position to reply to such specific demands if this helps to support the implementation of the EoH tool and to improve the management effectiveness of the sites.

## Simien Mountains National park – initiating use of EoH toolkit – June 2013

<b>Worksheet 1a: Identifying major site values and objectives</b>			
<b>Value subheadings</b>	<b>Major site values</b>	<b>Is this a World Heritage value? (list World Heritage criteria numbers)</b>	<b>Information sources used for determining the values</b>
<i>Values can be broken down into subgroups as suggested below. Some assessments can be carried out using these groupings</i>	<i>List major values here. There are many specific values present in world Heritage sites. It is not possible to manage each value separately. Instead, group these into a few <b>major values</b> that can help focus management efforts (see examples in the guidance notes)</i>	<i>Note here if a particular value is also officially recognized in the World Heritage nomination document and identifies the relevant World Heritage criterion. There are 10 criteria in the World Heritage Operational Guidelines used as a basis for World Heritage listing. World Heritage properties will be listed on the basis of one or more of these criteria</i>	<i>List all information sources such as the park gazettal notice, world Heritage nomination document, park management plan, research reports etc used in identifying major values</i>
<b>1. Biodiversity values</b>	1.1 Rare, endangered and endemic species e.g. Walia ibex, Ethiopian wolf, Gelada baboon 1.2 Afro alpine vegetation 1.3 Ericaceous belt/ Sub-Afro alpine 1.4 Montane forest 1.5 large mammal species like the Anubis baboon, Hamadryas baboon, klipspringer, and golden jackal 1.6 large Endemic and rare Bird species e.g. lammergeyer	Criterion (x)  Criterion (x) Criterion (x)  Criterion (x)  Criterion (x)	General Management Plan (GMP) 2009-19, OUV, World Heritage Nomination document  GMP,OUV, World Heritage Nomination document  World Heritage Nomination document, GMP,OUV  GMP World Heritage Nomination document  GMP,OUV, World Heritage Nomination document  GMP,OUV, World Heritage Nomination document

<b>2. Other natural values</b>	2.1 Spectacular landscape	criteria (vii)	OUV, Research papers, World Heritage Nomination document
	2.2 The highest peak in Ethiopia	criteria (vii)	
	2.3 Water catchment	No	GMP, Research papers
	2.4 Climate stabilisation	No	
	2.5 Climate change reference site	No	
<b>3. Cultural values</b>	3.1 Religious and Spiritual sites e.g. Walia kend and Kidus Yared, Saint Yared Monastery, Ancient Churches, holly water and coffee ceremony	No	GMP and other sources
	3.2 Old trade route (Axum-Lalibela)	No	GMP
	3.3 Ras Dejen name in legends	No	GMP
<b>4. Educational values</b>	4.1 Of national and local educational value (local community schools,	No	Site managers
	4.2 Research value (research values for international and national universities, etc)	No	
	4.3 Climate change monitoring	No	GMP and other sources
<b>5. Other social values</b>	6.1 Local pride in area and its value	No	Site managers
	6.2 Use of natural resources (, grass cutting, firewood collection and medicinal plants collection	No	GMP, routine management reports, workshop discussions and local knowledge Site managers
	6.3 Recreation (mountain trekking, game viewing, relaxation)	No	GMP, routine management reports, workshop discussions and local knowledge, Site managers
<b>Analysis and conclusions</b>	A nomination document covers some not all of the values of the site (e.g. Cultural, socio-economic and research) but covers the most important ones.		
<b>Comparison with</b>	There are no other assessments to compare it with.		

<b>previous assessments</b>	
<b>Gaps and challenges</b>	Many researches and data collection have been conducted but these sources of information are not readily available for management use. Some of the information is known but not documented well. Some of the cultural values are not captured in the GMP and therefore not considered as management objectives.
<b>Opportunities, recommendations and follow-up actions</b>	Management plan review should capture all the site values. Management should establish a data base for information reference.



## Simien Mountains National park – initiating use of EoH toolkit – June 2013

<b>Worksheet 1b: Documenting management objectives and their relationship to site values</b>			
	<b>Principal objectives</b>	<b>Major values linked to principal objectives</b>	<b>Information sources used for determining the values</b>
	<i>List Principal Management Objectives (from park management plan or other source documents) grouped according to the major values they relate to.</i>	<i>Identify major values related to this objective (there may be more than one value related to a principal management objective)</i>	<i>Give the source of the particular objective (e.g. management plan, work plan, etc.)</i>
<b>Biodiversity values</b>	To conserve the exceptional resource values of the Simien Mountains, including its endangered and endemic fauna and flora	Rare and Endangered species on IUCN red list such as the Walia ibex, Ethiopian wolf, Gelada baboon	GMP, WHS nomination document, annual reports, OUVs, research works and census records
	To ensure viable populations of both common and endangered wildlife resources are maintained and protected, and increase the number of rare and endangered species	Globally threatened species, including the iconic Walia ibex, a wild mountain goat found nowhere else in the world, the Gelada baboon and the Ethiopian wolf and all fauna and flora.	GMP, WHS nomination document, research works, OUVs, Ethiopian Wildlife policy and strategy, Proclamations and Regulations
	Threats to PECs reduced or resolved through interventions based on adaptive management	The exceptional landscape scenic natural beauty, vegetation types and concentrations of iconic wildlife species/ endangered species	GMP, WHS nomination document, research works, Ethiopian Wildlife policy and strategy, Proclamations and Regulations
	To ensure protection of wildlife habitats and corridors	The different mixture of vegetation types such as afro-alpine woods, heath forest and high montane vegetations.	As above
	To ensure the protection of the different habitat types	Diverse forest ecosystem (Afro alpine vegetation, Ericaceous belt/ Sub-Afro alpine and Montane forest)	OUV, Research papers, World Heritage Nomination document General Management Plan 2009-19.
	To conserve the exceptional resource values of the Simien Mountains, including its spectacular landscape and hydrological system,	Landscape, escarpments and deep gorges	OUV, Research papers, World Heritage Nomination document General Management Plan 2009-19.
	To ensure protection of water catchment	Habitat values, floral and faunal resources	GMP and WHS nomination document
	To ensure all development projects are carried out in environmentally friendly manner	Scenic value	Site managers Stakeholder consultation
	To enhance the protection of cultural	Cultural sites	Site managers, Research works and

	aspects of the park and to ensure community participation in conservation of the site resources		Stakeholder consultation
<b>Economic values</b>	Protection of important economic resources	Walia ibex and other fauna and flora species including their Habitat, water catchment and landscape	GMP, WHS nomination document, research works, Ethiopian Wildlife policy and strategy, Proclamations and Regulations
	Encourage the protection and conservation of wildlife and create an enabling environment for communities and the private sector to participate in different forms of sustainable utilization of wildlife	Walia ibex and other fauna and flora species including their Habitat	GMP, WHS nomination document, research works, OUVs, Ethiopian Wildlife policy and strategy, Proclamations and Regulations
	Promote conservation led-business and investments that will contribute to local and national developments	Walia ibex and other fauna and flora species including their Habitat	Ethiopian Wildlife policy and strategy, General management plans, research works, local community members and site managers
	Strengthen relationships with communities in order to reduce human-wildlife conflicts and enhance benefit from wildlife tourism	Walia ibex and other fauna and flora species including their Habitat	As above
<b>Educational values</b>	Provide scientific information on key indicators for management effectiveness of PAs and wildlife resources	Research	Strategic plan, Stakeholder consultation, site managers and GMP
	Provide broad-based and scientific information to guide the decision-making process on PAs and wildlife management programs	Research	Strategic plan, Stakeholder consultation and GMP
	A UNESCO WHS providing a good educational area for various scientific studies/opportunities, for universities, colleges, schools, communities and visitors	Research	research works, workshop discussions and site managers
<b>Other social values</b>	Recreation, from top end international tourists, local tourists and indigenous	Recreation	research works, workshop discussions and site managers
	To enhance active participation of the local community in decision making matters related to conservation, development and tourism	Sustainable natural resource utilisation	GMP, Ethiopian Wildlife policy and strategy and research works
	To ensure improved income for the local community	Direct employment opportunities, in the form of labor in the park and from tourism activities, and indirect multiplier effect	GMP, Ethiopian Wildlife policy and strategy

	To ensure continuous food security among the park indigenous residents	Sustainable natural resource utilisation	GMP and Food security policy
<b>Analysis and conclusions</b>	The purpose is put in the GMP in generic form and it should be very specific		
<b>Comparison with previous assessments</b>	This is our initial assessment and therefore not possible to compare with previous assessment		
<b>Gaps and challenges</b>	Cultural, educational and research values are not clearly reflected in the objectives		
<b>Opportunities, recommendations and follow-up actions</b>	At review of the GMP, we will focus on specific objectives. Continuous review of management strategies provides an opportunity for formulation and implementation of ME focused programs		

## Simien Mountains National park – initiating use of EoH toolkit – June 2013

### Tool 2: Identifying threats

List Threats	List values threatened	Current or Potential Threat?	Identify major causes of threat	Impact of threat		Management response		Data source
				Extent	Severity	Action	Urgency of action	
List all important threats	List any of the values of the site affected by the particular threat	Distinguish between current threats already taking place and potential threats that are known but have not yet impacted	List activities which are causing or contributing to the threat. Each threat has at least one, and may have several, causes.	Describe the extent of the impact, e.g. area, habitat type, cultural value (rate as low – 10%; medium – 11 to 25%; high – 26 to 75% or very high – 76 to 100%)	Describe how severe the impact of the threat is on the value (rate as low; medium; high or very high)	Describe what actions are planned or have taken place to manage the threat	Estimate and/or rate as low; medium, high or very high the urgency of action needed	Record whether the assessment has been made through expert workshop or from using the results of monitoring or research etc.
losses of wildlife habitat caused by encroachment	<b>Biodiversity</b>	<b>Current</b>	1. Encroachment in search of agricultural expansion and settlement	high	High	Voluntary resettlement and creation of alternative livelihood options and inclusion of key wildlife habitats and exclusion of some villages outside the site About 167 households had been relocated outside the park, awareness campaign sensitization of communities	Very high	Data generated from monitoring data/, management reports research and previous experience, available records
			2. Population increase and poverty (don't have enough food to sustain themselves)	high	high			
			3. Low livestock production (ratio of livestock products and animals is not sufficient)	high	high			
			4. In search of grazing land and fuel wood collection	high	high			
	<b>Loss of key wildlife species</b>	<b>Current</b>	Development projects resulting from road and power line	low	low	To negotiate with power Authority	medium	Management reports and workshop discussions
	<b>Habitat degradation</b>	<b>Current/Potential</b>	Overgrazing, cultivation, settlement and littering	Very high	Very high	Restricted free grazing in key wildlife areas, voluntary relocation, park boundary extension	high	Monitoring reports, state of conservation reports, site managers and workshop discussion

<b>Small scale agricultural encroachment in the park</b>	1) Destruction of natural vegetation, which has cascading impact on wildlife habitats, wildlife movement	<b>Current</b>	1.shortage of farming land and demand of fertile land	Very high	Very high	Patrols, community sensitizations, employment of community members, creation of alternative livelihood options, provision of projects & other benefits to local communities, involvement in tourism activities	Very high	Monitoring reports, state of conservation reports, site managers and workshop discussion
	2) Land-use conflict (cultivating in grazing areas, cultivating in the park)	<b>Current</b>	2. Population increase and poverty (dont have enough food to sustain themselves)  3. Low livestock production (ratio of livestock products and animals is not sufficient)  4.More favorable living conditions for livestock pastures and more arable land  Power line and roads	high	high	Patrols, community sensitizations, employment of community members, creation of alternative livelihood options, provision of projects & other benefits to local communities, involvement in tourism activities  Negotiation with power Authority and road realignment	high	
	3) Human-wildlife conflict.			high	high		high	
	4) Visual impact on scenic beauty of the park			medium	medium		high	
<b>Increasing numbers of livestock inside and outside the park</b>	1) Increased competition of shared resources resulting in negative impact on wildlife 2) Rangeland degradation (highlands - palatable grasses disappearing, trampling, increase in weedy encroacher species, soil erosion),	<b>Current</b>	1. Population growth and the demand for more land  2. Lack of well implemented land use planning  3. Strong traditions /culture (livestock abundance is a sign of wealth & respect)  4. The concentration of farmers on quantity rather than quality of livestock	high	high	Patrols, community sensitizations, employment of community members, creation of alternative livelihood options, provision of projects & other benefits to local communities, involvement in tourism activities	Very high	Data generated from monitoring data/ research and previous experience, available records
				high	high		high	
				high	high		high	
				high	high		Very high	
<b>Landscape degradation</b>	1) Destruction of natural vegetation, which has cascading impact on wildlife habitats. 2) Visual impact on the landscape and its scenic beauty	<b>Current</b>	Agricultural encroachment and illegal grazing of livestock	high	high	Patrols, community sensitizations, provision of projects & other benefits to local communities, involvement in tourism activities	high	Data generated from monitoring data/ research and previous experience, participants and available records

			Illegal fuel wood collection and unsustainable grass cutting	medium	high	Coordination with stakeholders, sensitization of local communities, provision of projects & other benefits to local communities, involvement in tourism activities	high	
<b>Infrastructural Development projects inside the park</b>	1) Developments have a negative visual impact on the landscape and its scenic beauty, block migratory corridors, lead to changed animal behaviour (Gelada monkeys), disturbance/removal of fauna and flora, increased demand on limited water supply, may lead to the introduction of invasive alien plants	<b>Current</b>	1) Lack of integration with different Government sectors 2) The park being number one natural tourist destination in the country 3) EIA process is sometimes overruled by higher authorities	Medium	Medium	Coordination with different government sectors, Continue to ensure all proposed development projects undergo a thorough EIA, Introducing environmental audits to ensure compliance to EIA and additional environmental impacts, Consider nature based tourism certification	high	Data generated from monitoring ,research and previous experience, participants and available records
		<b>Current threat</b>	Power line	medium	medium		medium	
			Rods	medium	medium		medium	
			TV tower	medium	medium		medium	
<b>Wildlife-livestock diseases</b>	Walias, Ethiopian wolf, Gelada monkeys and other mammals	<b>potential</b>	Grazing of domestic animals that lead to cross-transmission of diseases in Walia ibex, Ethiopian wolf and Gelada baboon, tourism activities, crop raiding outside park by wildlife	low	Low	Data collection/ research, Stakeholders involvement	low	Data collection, RBM, workshop participants, previous experience, available records
<b>Human– Wildlife Conflict</b>	1) Loss of wildlife 2) Livestock injury or death 3) Human injury or death 4) Crop damage (inside and outside the park)	<b>Current threat</b>	1) Livestock and wildlife both residing in the park 2) Encroachment/ livestock and agricultural practices both inside and outside the park	high (in and around the park boundary)	high (this threat influences the attitudes of communities negatively towards conservation, reduces the community ability to sustain their families through crop production,	Awareness program to advise people not to plant crops near boundary and in wildlife corridors, buffer zone management with communities	high	Research, RBM, community members, workshop participants
<b>Fire</b>	1) Extensive areas burnt 2) Forests burnt 3) Biomass burnt 4) Wildlife burnt	<b>Current</b>	1) To help improve grazing, 2) For slash and burn agriculture 3) To minimise tick loads 4) Fire is used during honey collection & can spread	Low	Low	Education on fire, law enforcement against those that started fires, assess the number of uncontrolled fires and their impact.	low	Data generated from monitoring , research

			2. Cultivation in neighbouring villages leads to fire spread into the Park	Medium	Medium (can be severe if other factors like wind, dry litter plus dead wood and dry weather conditions aid the spread)	Sensitization of communities neighbouring the Park, Continuous clearing of boundary to stop fires from spreading into the Park, trained staff on fire fighting	urgent	Data generated from monitoring data/ research and experience from workshop participants
		<b>Potential</b>	Cigarette smoking	Currently nil	Low (but can get to medium under dry conditions)	Awareness creation, limited community paths though park, continuous monitoring of paths	Will be very high if fire breaks out. Currently medium	Workshop participants and ranger based monitoring (RBM)

<b>Comments/explanation</b>	Dealing with issues such as voluntary settlement, agricultural encroachment, and overgrazing and human population growth are either very sensitive or highly complicated issues and cannot be easily resolved in a short period of time. Some threats are very difficult to get rid of despite the type of interventions (e.g. problem animals and crop raiding). These will continue to occur. What is important is to reduce their impact and spread.
<b>Analysis and conclusions</b>	The most important current threats are settlement, agricultural encroachment and over grazing inside the park and population growth in and outside the park need very high urgency of action. Wildlife-livestock diseases transmission needs low urgency for action. Human-Wildlife conflict also needs medium urgency for action.
<b>Comparison with last assessment</b>	N/A
<b>Gaps and challenges</b>	Lack of funding to overcome the threats. Poverty reduction for the local community needs collaboration of different actors of different stakeholders, local governmental and nongovernmental organization.
<b>Opportunities, recommendations and follow-up actions</b>	Lobbying governments and partners to get funding. Continuous resettlement with the money allocated on annual basis. Establish a monitoring system for abating the threats

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**Worksheet 3: Engagement of Stakeholders in Site Management**

Worksheet 3: Engagement of Stakeholders in Site Management									
Understanding Stakeholders	Identify major stakeholders with an interest/connection with the site	Issues to assess	Local communities around the park	Lodges & tour operators, tourist and transporters	NGOs (e.g. Austrians, JICA-SIMCOT project)	Government (MoCT, EWCA, Park management and Local govt)	Research and higher education institutions	International Organizations (IUCN, UNESCO-WHC)	Comments/explanation
	List the main issues affecting either the stakeholder group or the site	<i>Main issues associated with this stakeholder</i>	unsustainable resource utilisation of the site	Tour operators use the site values to sell their business.	Support various conservation efforts from endangered species conservation to habitat restoration	Partners in conservation and preservation of site values	Undertake and/or oversee research . Contribute data that is used in management	Monitor the maintenance and provide advisory support for management of the WHS, sometimes financial	Communities, tour operators, site partners and local government depend on site for economic gains. Site partners use the site to solicit for funding.
	How, and to what extent are stakeholder groups dependent on the site value(s) for economic or other benefits?	<i>Dependency of stakeholders on site</i>	Very high – Many basic needs are obtained from the site or originate in the site (e.g. water and other natural resources)	High - Their services depend on the values of the park and the people who reside in it	Low - They support the park conservation efforts	It varies – some high (MoCT, EWCA, park management) & others low	Medium- provides a training ground	Low - They support the park conservation efforts	Community and tour and lodges depend on the site
	What is the nature and extent of any negative physical impacts on site value(s). For example, do stakeholders still extract resources from the site such as timber? Note whether these are legal	<i>List negative impacts of stakeholders on site</i>	Very high- Settlement, agricultural encroachment, overgrazing and tree cutting for construction and energy ( illegal	Low impact. Contributes litter, behavioural change of Geladas	Most NGOs impact positively by providing financial support or technical advice in	Majority have no direct negative impacts. However, where roads, power line and TV tower	Very low – on the odd occasion an animal may be injured or die as a result of the research activity (e.g.	None	The local Authorities and the local communities are currently supportive and positive



	or illegal.		activities)		order to help minimize impacts. However, some NGOs promote socio and economic practices that are not compatible with biodiversity conservation	is needed, this does result in increased disturbance, visual pollution and loss of habitat connectivity, .	during capture)		
	What are the negative impacts of the World Heritage site on the stakeholders? For example, were communities displaced when the site was declared? Are they excluded from traditional hunting grounds?	<i>List negative impacts of site management on stakeholders</i>	High impact- Restrictions to access natural resources	Very low	None	None	None	None	There is a direct human-wildlife conflict.
	What is the nature and extent of any positive impacts of the stakeholders on site value(s)? For example, do local tourism guides alert rangers to problems? Does surrounding land use provide connectivity to the site?	<i>List positive impacts of stakeholders on site</i>	Medium impact – with fire fighting, patrolling, guiding and escorting tourists and controlling, giving information on illegal activities, Willingness to participate in the conservation activities,	high impact - Bring in tourists and sale the tourism products of the park. Tour operators provide information to tourists about the park and some of its values (education & awareness)	depend on the site	Revenue from tourism	SMNP provides an area for research opportunities and capacity building	No major positive benefits, except being able to promote their work in SMNP as part of their portfolio	Every stakeholder has a positive role in site management

What are any direct benefits of the site to the stakeholder group? For example, does the site provide employment opportunities for local people? Does a forested area provide catchment protection and improved water quality for local people? Do tourism ventures benefit from site values?	<i>List positive impacts of site management on stakeholders</i>	Local ecosystem services such as (rain, water, flood control, ground water recharge and local climate stabilization), Livelihood improvement through tourism	Employment opportunity and revenue generation from tourism	Employment opportunity, financial support, donor funding and capacity building	Employment opportunity, revenue generation from tourism for the local government, capacity building and recognition by international community for support	Generally, they have Positive contribution to conservation of the site values	No major positive benefits, except being able to promote their work in SMNP as part of their portfolio	All stakeholders are positively benefitted
What is the stakeholder group's receptivity to participating in management of site values? Under what terms and conditions?	<i>Willingness/capacity of stakeholders to engage with site management</i>	Medium - Involvement in tourism, boundary re-demarcation, management plan development, infrastructure maintenance ,in patrolling, law	Medium - their biggest interest is in tourism satisfaction	High-they are at both planning and implementation	High - Being involving in the development and protection of the park	High - research findings helps better management of the WHS	High - provide advisory services	everyone is willing to participate
What is the site management's relationship with the stakeholder group? What is the capacity (including resources) for engagement?	<i>Willingness/capacity of management to engage with stakeholders</i>	Medium - Many more community want to be engaged in conservation activities after the realization of tangible benefits	Medium - Their interests are mainly coined around policy issues/ and planning	High - appreciative of support	High - collaborative	High - Invited to do research in WHS	High - strive to adhere to WHS regulations	During time of draught, we offer some resource utilizations
What is the	<i>Political/soci</i>	High – local community	High – They operate primarily	Medium	High – they are	Medium	High – UNESCO sets WHS	In infrastructural development, the local,

stakeholder group's relative political or cultural leverage or influence on site values?	<i>al influence</i>	involved in managerial decisions and conservation activities to help ensure, promote and safeguard the interests of indigenous residents	under rules and regulation of EWCA		government institutions and can influence legislation and other political influences		regulations	government organizations including the local government have high influence
How and to what degree is the stakeholder group organized, relative to efficient and effective engagement in management?  Are there any specific community institutions that facilitate engagement?	<i>Organization of stakeholders</i>	Well organised – community Based Associations (through which representatives of the community communicate to park management) Local government also communicate with park management	Organised – are represented through ETO (Ethiopia Tour Operators Association)	Medium	High – engagement through various meetings and forums. There is formal structure to engage	Medium - engagement through various meetings and forums	High – engagement through missions, and various meetings and forums	
<b>Assessment of stakeholder engagement</b>								
Describe the nature and extent to which the stakeholder group contributes to decision-making in relation to site values  Are there formal or informal management agreements in place?	<i>What opportunities do stakeholders have to contribute to management?</i>	Formal- involved in tourism activities with different CBAs and management planning process	Formal- attend tourism meetings, attend planning workshops and consultative meetings	Formal agreements in place – Provide advice on conservation related issues & support management activities	Formal- engagement through various meetings and forums	Formal- share research findings at various meetings and forums	Formal- engagement through various meetings, forums and mission reports	

<p>Describe the actual engagement of the stakeholder group in the management of the specific value(s)</p> <p>Are stakeholders consulted regularly regarding value management?</p> <p>Where possible, provide details of the nature and extent of engagement.</p>	<p><i>What is the level of stakeholder engagement?</i></p>	<p>High – the community is being engaged in GMP development, tourism and infrastructure development, in different workshops</p>	<p>Medium - attend joint tourism meetings, attend planning workshops</p>	<p>Medium – being involved in data management, planning and capacity building issues</p>	<p>Very high – important structures from top to bottom for the management of natural resources</p>	<p>Medium – provide scientific expertise on specific issues</p>	<p>High - provide technical expertise on specific issues</p>		
<p><b>Summary</b></p>									
<p>Based on the information above, provide a brief description of the overall picture of stakeholder engagement</p>	<p><i>Describe the overall adequacy of stakeholder engagement.</i></p>	<p>the communities are dependent on the site.</p>	<p>Good – contribute to conservation efforts</p>	<p>Co -partners in conservation</p>	<p>Good – contribute to conservation efforts</p>	<p>Good – contribute to conservation efforts</p>	<p>International partners and advisory bodies</p>	<p>All the stakeholders are necessary</p>	
<p><b>Rating</b></p>									
<p><b>Very good:</b> more than 75% of aspects of the relationship are positive  <b>Good:</b> 51 to 74% of the aspects are positive  <b>Fair:</b> 26 to 50% of aspects of the relationship are positive  <b>Poor:</b> 25% or less of the aspects of the relationship are positive</p>	<p><i>Rate the overall adequacy of stakeholder engagement as either: Very good, Good, Fair or Poor.</i></p>	<p>Fair</p>	<p>good</p>	<p>Good</p>	<p>Very good</p>	<p>Good</p>	<p>Good</p>	<p>Tour operators and facility owners are more interested in money and have fewer roles to play.</p>	

<b>Comments/explanation</b>	More stakeholders are getting involved in the management of the site and contributing positively but some of the challenges should be improved by voluntarily resettling the residents outside the park. There is a big improvement on the side of communities and the local governments. Currently local government is able to differentiate its roles from that of park management, and that has enhanced management
<b>Analysis and conclusions</b>	Involvement of stakeholders, especially communities and Local Governments will grow if the level of economic gain is improved. There is need for EWCA to work towards achieving this goal
<b>Comparisons with previous assessments:</b>	N/A
<b>Gaps and challenges:</b>	The population around the park is ever growing and this leaves more uncovered challenges. There is no formal agreement with local community to allow sustainable natural resource utilisation. Presence of few conservation partners to support the site is another gap to reduce the human induced pressure.
<b>Opportunities, recommendation and follow up actions:</b>	Changing positive attitudes of communities and local government are paramount to the survival of the site. Need to strengthen further relationship between local government and communities through revenue sharing and provision of more incentives. The government is committed and willing to resettle people outside the Site. Moreover, there is stakeholders' collaboration. However, we need support from NGOs and generate proposals to fill gap of funding.

## Worksheet 4: Review of National Policy Context

Policy areas	Policy name/description	Strengths	Weaknesses	Comments/explanation
Assess the impacts of the legislation/policy/treaties or conventions - not just list them	Describe the specific legislation/policy/treaties or conventions for the site	Record how the policy supports management of the site values/ objectives	Record how the policy can impede management of the site values/ objectives	
World heritage Site and Protected areas legislation	<b>World heritage convention which brought up to the establishment of Simien National Park order no.59 Of 1969 (it is equivalent to current regulations)</b>	<b>Main Legislation that established to provide adequate protection for Simien Mountains National Park The recognition of the site internationally has uplifted its states at national and local levels and used as a negotiation tool for support from stakeholders and partners</b>	<b>Outdated and does not address the new extension areas Generic document and it is a world document and is not specific</b>	<b>Recently, draft legislation is sent to Council of Ministers for approval</b>
Conservation within broader government policy	<b>Conservation, Development, and utilisation of wildlife Proclamation no.541/2007</b>	<b>Main Legislation in the country which covers wildlife &amp; its natural resources Emphasizes wildlife conservation &amp; sustainable use of wildlife for the benefit of people.</b>	<b>Does not provide for some problem animal control and compensation The punishments are not punitive enough particularly for the critical site values</b>	<b>The proclamation is good enough to protect the wildlife and gives adequate power to the wildlife managers</b>
	<b>Ethiopian Wildlife Conservation Authority Establishment Proclamation no. 575/2008</b>	<b>ensures sound conservation and development of wildlife and encourage its sustainable use  Gives the powers to prepare policies and regulation  Gives power to administer</b>	<b>It is very general and gives powers to the director general</b>	<b>The proclamation gives emphasis to wildlife conservation</b>

		protected areas		
	Wildlife Development, Conservation and Utilisation Council of ministers Regulation no. 163/2008	Allow local communities and private investors to actively participate in wildlife development, conservation and utilisation To enhance the contribution of the wildlife sector towards poverty reduction strategy	Some utilization issues are not flexible  It more focuses in wildlife business rather than conservation	It supports conservation but it is silent about critical world heritage values
	Ethiopian Wildlife Conservation and Development Policy and Strategy 2009	Provides special attention to endemic and threatened wildlife To prevent the illegal utilization of wildlife and promote sustainable wildlife utilization Covers human wildlife conflict and the international conventions	It is very general and gives little guidance to conservation of major site values	the generality of the policy and strategy is supposed to be high
International conservation conventions and treaties	Ethiopia has ratified the following conventions: WHC CITES RAMSAR CBD	Are supportive in the conservation of the endangered species and other species on the IUCN red list. They are also very supporting in protection of sensitive ecological areas and wildlife therein	CITES is more concerned in trade than conservation	
Government support for the World Heritage site	Ethiopia supports of the relevant policies and programs	There is full will by the government to fund the site. The policies as mentioned above are also supportive	There is limited funding as a result of poor economy	-
Legislation/policy affecting community participation in site management and sharing of benefits	Wildlife Policy and Strategy, Environmental policy and Tourism Policy	Having all this legislation and policies in place will signify good political will	The limitations imposed on local communities are a cause of limited support to PA management. However,	-

			this can be overcome by designing programs that are community inclusive	
	GMP (2009-2019)	It outlines the programmes for management of the site and supportive site values. Endorsed by the regional president.	The plan is very general as far as the OUVs are concerned  It is silent on the review period	The GMP outlines objectives and action but lacks funding for its implementation

Analysis and conclusions	All the legislations and policies are in place and supportive of the site values. There are a few shortcomings
Comparison with last assessment	N/A
Gaps and challenges	There are gaps in implementation because of lack of adequate funding and gaps in the review period for the GMP.
Opportunities, recommendations and follow-up actions	The proclamation gives power to generate policy, strategy and regulations to address site specific issues. So management needs to start this process.



## Worksheet 5a: Management Planning Information Sheet

Name of plan	Level of approval (L,G,A, SA,D)*	Year of preparation, or most recent review	Year specified for next review	Comments/Explanation
	See key below for rating system details			Comments should concentrate on the adequacy, currency, and integration of the plan with other planning instruments
General Management Plan	G	2009	2013	Up to date, covers site values but reviews could be better (probably a comment like this would suffice/ provide more info  Basis for the annual plan and quarter plans. Management needs to follow up 3 years review and implementation.
Annual Operations Plan	A	2013/14	Once a year. For activities that are behind schedule or those that are brought forward	Good tool for GMP implementation  Annual plans are revised every 6 months
Strategic Plan	G	2011 - 2015		Open for review in respect to site challenges, up-to- date and participatory
Alternative livelihood Plan	A	2007 - 2012	2013	The document is being revised; It was partially implemented due to lack funding. It is also integrated

				with <i>GMP</i> and annual operation plan.
Grazing Reduction Strategy Plan	D	2007	N/A	The draft document is being implemented and in line with the <i>GMP</i> and annual operation plan
Tourism Development Plan	SA	2013	N/A	The document is in line with the <i>GMP</i> and annual operation plan. The plan is being implemented.

L = plan has force of law (i.e has been approved by parliament or is a legal instrument)	A = plan has been approved at Head of Agency level
G = plan has been approved by government but is not a legal instrument	D = plan is a draft and has not been formally approved
SA = plan has been approved at a senior level within the Agency	

<b>Analysis and conclusions</b>	<b>Most the documents are up to date and can be used for site management except few which are in draft form.</b>
<b>Comparison with last assessment</b>	<b>N/A</b>
<b>Gaps and challenges</b>	<b>Few of the plans are in draft forms. Even though, the majority of plans have been finalised, funding is a problem when actual implementation on the ground comes. Funding finalisation the plans is also a gap.</b>
<b>Opportunities, recommendations and follow-up actions</b>	<b>Management should follow the review period.</b>

## Worksheet 5b: Adequacy of Primary Planning Document

Name of document assessed: SMNP General Management Plan 2009-2019

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
Issue being assessed	Choose one of the four responses, ranked from very good to poor. The questions and responses can be refined to suit individual site needs	Tick box	Add any comments or explanations as to why the assessment was made	Discuss any recommendations or next steps in terms of actions which need to be taken following this assessment
<b>Decision making framework</b>				
1. Does the plan establish a clear understanding of the desired outcomes of management in clear terms rather than just specifying actions to be taken	Very Good - Desired outcomes are explicitly articulated		The strategic plan mentions that at the end 2014 a target has been set to achieve the Walia population more than 1,000 and Ethiopian wolf more than 115.	There should be a system in place to ensure the GMP is implemented, progress monitored and reviewed on ongoing basis  Inclusion of key wildlife habitats gives the opportunity for the iconic species for further reproduction and movement and breeding. The need for resettlement should be continued to establish good number of key wildlife species.
	Good - Desired outcomes are reasonably articulated	x		
	Fair - Desired outcomes are not clearly articulated but are implied or can be inferred from plan objectives			
	Poor - Plan focuses more on actions and doesn't indicate the desired outcomes for the site			
2. Does the plan express the desired future for the site in a way that can assist management of new	Very Good - Desired future is expressed in a way that provides clear guidance for addressing new issues and opportunities		Every aspect of various issues and threats that were identified at the	During the review of GMP, follow up action should be in excluded.  It should cater for explicit action

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
issues and opportunities that arise during the life of the plan?	Good - Desired future is expressed in a way that gives some guidance for addressing new issues and opportunities	x	time of the plan have been highlighted and consequent actions are indicated	for new issues which arise in the process of implementation.
	Fair - Desired future is not clearly articulated and provides only limited guidance for addressing new threats and opportunities		Every 3 years the GMP provides review to include them in the next review period.	
	Poor - The plan focuses more on present issues and doesn't provide guidance for addressing new threats and opportunities			
3. Does the plan provide for a process of monitoring, review and adjustment during the life of the plan?	Very Good - Plan provides a clear, explicit and appropriate process for monitoring, review and adjustment		Opportunity for review after every 3 years should be done and flexible for adjustment if a need arises Review and monitoring should be adhered for every 3 years.	Review and monitoring should be adhered for every 3 years.
	Good - Provisions for monitoring, review and adjustment of the plan are present but are incomplete, unclear or inappropriate in some minor respects	x		
	Fair - Need for monitoring, review and adjustment is recognised but is not dealt with in sufficient detail			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
	Poor - Plan does not address the need for monitoring, review and adjustment			
<b>Planning context</b>				
4. Does the plan provide an adequate and appropriate policy environment for management of the World Heritage site?	Very Good - Policy requirements for the site are identified and adequate and appropriate policies are established with clear linkages to the desired future for the site		The plan recognises the National Wildlife policy and National Environment law and All these provide for environment management appropriately. Although there may be some gaps  The implementation of WHC is not explicitly mentioned	Need to design some guide lines and site specific bylaws to guide the day-to-day operations  The need to inclusion of the WHC is important
	Good - Policy requirements for the site are identified and policies are largely adequate and appropriate although there are gaps	x		
	Fair - Policies in the plan are inadequate or incomplete in many respects			
	Poor - Plan either doesn't establish policies for the area or the policies are inadequate or inappropriate in major respects			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
5. Is the plan integrated/linked to other significant national/regional/sectoral plans that influence management of the World Heritage site?	Very Good - Relevant national, regional and sectoral plans that affect the site are identified and specific mechanisms are included to provide for integration or linkage now and in the future		The various sectoral plans are incorporated during the consultations and routine quarterly meetings with stakeholders. Implementation of the plan is being done jointly but still gaps exist in getting funding.	the local government has a strong commitment to work with us but needs strengthening.
	Good - Relevant national, regional and sectoral plans that affect the site are identified, their influence on the site is taken into account but there is little attempt at integration	x		
	Fair - Some relevant national, regional and sectoral plans are identified but there is no attempt at integration			
	Poor - No account is taken of other plans affecting the site			
<b>Plan Content</b>				
6. Is the plan based on an adequate and relevant information base?	Very Good - The information base for the plan is up to date and adequate in scope and depth and is matched to the major decisions, policies and issues addressed in the plan	x	During the formulation, a lot of information, ground truthing and verification are done.	We didn't all reach all stakeholders during the consultation process. The Frankfurt Zoological Society in collaboration with

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
	<p>Good - The information base is adequate in scope and depth but maybe a little out dated and/or contains irrelevant information (i.e. a broad compilation of data rather than matching information to the decisions, policies and issues addressed in the plan)</p>		<p>This enables decisions and plans to be based on informed sources and threat discussed.</p>	<p>park management should continue to provide data for management purposes</p>
	<p>Fair - The information base is out of date and/or has inadequacies in scope or depth so that some issues, decisions or policies cannot be placed into context</p>			
	<p>Poor - Very little information relevant to plan decisions exists</p>			
<p>7. Have the values for the site been identified in the plan and linked to the management objectives and desired outcomes for the site?</p>	<p>Very Good - The site values have been clearly identified and linked to well defined management objectives and desired outcomes for the site</p>	<p>x</p>	<p>The site values have been highlighted and indicated in the plan. They are frequently referred to while prioritising the threats and setting objectives. However, Some values</p>	<p>There is a need to better link values to specific objectives. (Values, Objectives, Threats, and the budget should all be linked)</p>
	<p>Good - The site values have been reasonably identified and linked to management objectives and desired outcomes for the site</p>			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
	Fair - The site values have not been clearly identified or linked to management objectives and desired outcomes for the site		e.g. Educational, research and Cultural Values not captured as part of the objectives	
	Poor - The site values have not been identified			
8. Does the plan address the primary issues facing management of the World Heritage Area within the context of the desired future of the site?	Very Good - Plan identifies primary issues for the site and deals with them within the context of the desired future for the site (i.e. plan is outcome rather than issues driven)	x	The plan addresses the threats and links actions to objectives	The GMP needs to be implemented fully and actions should be prioritized.
	Good - Plan identifies primary issues for the site but tends to deal with them in isolation or out of context of the desired future for the site			
	Fair - Some significant issues for the site are not addressed in the plan or the issues are not adequately addressed			
	Poor - Many significant issues are not addressed or are inadequately dealt with in the plan			



Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
9. Are the objectives and actions specified in the plan represented as adequate and appropriate response to the issues?	Very Good - Objectives and actions are adequate and appropriate for all issues		Plan addresses most of the critical areas but the impact of development projects like power lines are not critically addressed since the power line creates visual pollution and crosses the lammergeyer habitat	there is a room for negotiation with the power authority to realign the power line outside the park along the new road alignment.
	Good - Objectives and actions are adequate and appropriate for most issues	x		
	Fair - Objectives and actions are frequently inadequate or inappropriate			
	Poor - Objectives and actions in the plan do not represent an adequate or appropriate response to the primary issues			
10. Were local and indigenous communities living in or around the World Heritage site involved in developing the management plan and setting direction for the management of the World Heritage site?	Very Good - Local and indigenous communities living in or around the World Heritage site were meaningfully and fully involved in developing the management plan and setting direction for the World Heritage site	x	Local and indigenous communities living in or around the World Heritage site were fully involved in boundary redemarcation of the site and consulted when developing the draft management plan	The existing collaboration between park management and the local community should be maintained and strengthened.  Further consultations should be conducted in the areas of relocation, grazing and sustainable utilisation of resources.
	Good - Local and indigenous communities living in or around the World Heritage site were partly involved in developing the management plan and setting direction for the World Heritage site			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
	Fair - Local and indigenous communities living in or around the World Heritage site were only minimally involved in developing the management plan and setting direction for the World Heritage site		The GMP workshops included: Local leaders, community members, village leaders, religious leaders, hotels, tour operators etc. participated in the GMP workshops	Continues with the relationship
	Poor - Local and indigenous communities living in or around the World Heritage site were not involved in developing the management plan and setting direction for the World Heritage site			
11. Does the plan take account of the needs and interests of local and indigenous communities living in or around the World Heritage site?	Very Good - Plan identifies the needs and interests of local and indigenous communities and has taken these into account in decision making		The plan has identified the needs and interests of the local community but the management has faced shortage of budget to fully implement livelihood and relocation issues.	Lobby the government and other stakeholders to funding for the implementation of livelihood and resettlement projects
	Good - Plan identifies the needs and interests of local and indigenous communities but it is not apparent that these have been taken into account in decision making	x		

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
	Fair - There is limited attention given to the needs and interests of local and indigenous communities and little account taken of these in decision making			
	Poor - No apparent attention has been given to the needs and interests of local and indigenous communities			
12. Does the plan take account of the needs and interests of other stakeholders involved in the World Heritage site?	Very Good - Plan identifies the needs and interests of other stakeholders and has taken these into account in decision making	x	The needs and interest of stakeholders are mentioned in the GMP but lacks full implementation	The newly developed tourism plan gives the opportunity to negotiate with the government and other stakeholders for its implementation.
	Good - Plan identifies the needs and interests of other stakeholders but it is not apparent that these have been into account in decision making			
	Fair - There is limited attention given to the needs and interests of other stakeholders and little account taken of these in decision making			
	Poor - No apparent attention has been given to the needs and interests of other stakeholders			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
13. Does the plan provide adequate direction on management actions that should be undertaken in the World Heritage site?	Very Good - Management actions specified in the plan can be clearly understood and provide a useful basis for developing operational plans such as work programmes and budgets		objectives and actions are clearly mentioned in the plan and simple illustrations have been used and can generally be understood	The plan peritonised the actions in the first 3 years and most of the activities are not implemented. The management need to review the action plans every 3 years.
	Good - Management actions specified in the plan can generally be clearly understood and provide an adequate basis for developing operational plans such as work programmes and budgets	x		
	Fair - Management actions are sometimes unclear or lacking in specificity making it difficult to use the plan as a basis for developing operational plans such as work programmes and budgets			
	Poor - Management actions are unclear or lacking in specificity making it very difficult to use the plan as a basis for developing operational plans such as work programmes and budgets			

Question	Possible responses	Rating	Comment/Explanation	Opportunities, recommendations and follow-up actions
14. Does the plan identify the priorities amongst strategies and actions in a way that facilitates work programming and allocation of resources?	Very Good - Clear priorities are indicated within the plan in a way that supports work programming and allocation of resources	x	Prioritization of activities was done in the first 3 year plan and prioritizes the resource allocation.	Review management actions and correlate the activities to the available budget
	Good - Priorities are generally indicated making their use for work programming and resource allocation adequate most of the time			
	Fair - Priorities are not clearly indicated but may be inferred for work programming and resource allocation			
	Poor - There is no indication of priorities in the plan so that the plan cannot be used for work programming and resource allocation			

Analysis and conclusions	The General Management Plan (GMP) for SMNP is regarded as being good and adequate in terms of scope. Most of the critical site value issues are addressed by the plan based on what management think is priority. The main shortfalls are related to inadequate resources.
Comparison with last assessment	N/A

<b>Gaps and challenges</b>	<b>A number of the required management actions have not been implemented yet due to inadequate funding and there is no mechanism or process in place to ensure that they will all be implemented as required. Monitoring, evaluation and review procedures are also inadequate, as well as the designation of clear responsibilities to ensure the adequate implementation of the entire GMP.</b>
<b>Overall opportunities, recommendations and follow-up actions</b>	<b>Opportunity of good political will exists for the SMNP to voluntarily resettle the people outside the park. In this regard, good ground for integration has already created with local leaders, partners and major stakeholders. Proper monitoring and adequate budget needs to put in place to implement the GMP.</b>

## Worksheet 6: Design Assessment

### 1. Ecological integrity

This relates to the major biodiversity and other natural values (refer to Tool 1a for a list of these major values):

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and explanations
<b>Key habitats</b>	Does site contain the key areas needed to conserve species and other natural values?	Yes. The extension of park to include key wildlife habitats with the interlinking corridors and exclusion of some villages outside the park was done This was carried out with full participation of the local community.	The inter linking corridors lack land for expansion due to the high population dictates the size of corridors.	Laws, rules and regulations should be enforced to alleviate these problems.
<b>Size</b>	Is site large enough to conserve species and other natural values?	Yes. Size (412 sq. km) enough for the current wildlife population.	The size of buffer zone is small.	Different types of researches should be conducted to determine the carrying capacity of the site.

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and explanations
<b>External interactions</b>	Do external interactions (e.g. adjacent land use) impact on site values?	<p>Yes.</p> <p>Agroforestry practices, introduction of livelihood activities, soil conservation and afforestation, vaccination of domestic animals, introduction of fuel wood saving technologies, community awareness programmes,</p>	<p>Scarcity of land for agriculture and grazing in areas surrounding SMNP lead to conflict and degradation biodiversity of the park (e.g. settlement, encroachment, human encroachment overgrazing, human-wildlife conflicts and illegal off take of resources)</p> <p>Development of power line creates visual pollution and impact on bird species</p> <p>Lack of adequate buffer zone to protect the resources from external pressure</p>	<p>Voluntary resettlement</p> <p>Creation of alternative livelihood options</p> <p>Conservation awareness should be emphasised and strengthened.</p> <p>Intensify law enforcement mechanism</p>
<b>Connectivity</b>	Can species move easily between the site and other suitable habitat?	<p>Yes, Inclusion of key wildlife areas like Limalimo, Siliki, Kidus yared and Res-Dejen allows free movement of wildlife</p>	<p>There is no connectivity between other protected areas in the country so it stands alone.</p>	<p>The site is located in highly populated areas. There are no other protected areas very near. So it is impossible to create linkage with other sites.</p>



<b>Sources of information</b>	Site experience, GMP, Assessment workshop participants, publications on SMNP
<b>Analysis and conclusions</b>	The site design is adequate for conservation of the key species. However, future conservation strategies may need to look at options of reducing the human induced pressure on the park through alternative livelihood transformations, performing voluntary settlement and conservation awareness creation
<b>Comparison with last assessment</b>	N/A
<b>Gaps and challenges</b>	Increased human encroachment and grazing hinder wildlife movements. The site is located in the centre of fast growing human population that is seen to be exerting more pressure on the resources.
<b>Opportunities, recommendations and follow-up actions</b>	Supportive Local Governments and local community leaders, positive attitudes of local communities, growing economy of country with changing way of life for communities, young generations are becoming aware of conservation. Need to strengthen coordination and collaboration with Local Governments on site support, need for more benefits to communities to enhance fast growing positive change of attitudes.

## 2. Community well-being

This relates to major cultural, economic, educational and other social values and other community/site issues important to the wellbeing of the community (refer to Tool 1a for a list of these values):

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and management action required
Key areas	Do local communities have access to key areas of cultural, religious or economic importance?	<p>Yes. They are allowed to perform their cultural and religious practices. In some places they are allowed to use holly water pray and preach to monasteries and churches. The cultural crafts developed by local residents are allowed to display their traditions /customs to tourists for income generation.</p> <p>Participation of the local community in different community based associations (CBA) to generate income from tourism activities in the area</p>	Due to the presence of human encroachment, grazing and forest harvesting and grass cutting the local residents are still using certain parts of the site	<p>Mechanisms should be devised for the fast growing human population that is seen exerting more pressure on the natural resource by creation of livelihood transformations and conducting voluntary resettlement.</p> <p>Due to severe human induced pressure, access to key conservation areas should be limited by permit only, to help reduce any destruction wildlife.</p> <p>Need for research to establish sustainable harvest levels</p>
Size	Is the site large enough to deliver ecological services or support sustainable harvesting	Yes to a certain degree. However, with regard to the number of local residents and human encroachment, the area is not	If illegal activities (e.g. settlement, agriculture and grazing) together with	The park management needs to concentrate on

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and management action required
	(if permitted)?	<p>large enough.</p> <p>Community based tourism activities are being practiced and tourism initiatives are being developed in some villages to benefit all communities neighboring the site. So there are enough opportunities for CBT</p>	<p>increase of human population are not controlled or reduced, the available resources would not be enough to support the growing population</p> <p>Ecological integrity may be jeopardised with encroachment on the site</p>	<p>coordination with different conservation partners and local government in improving livelihood initiatives of communities around the site</p> <p>An in depth study is required to investigate the impact of encroachment, grazing and use of natural resources within the site</p>
<b>External interactions</b>	Does the management of the site impact on local community functioning?	<p>The presence of the Park has enhanced development of areas neighbouring the tourism destinations in North Gondar. Further developments have also started in Debark town where tourism developments are underway. Community's standard of living in areas with developed tourism is better than other rural areas in the same districts. Communities around tourism sites are organized in different CBAS, employed in lodges and hotels, able to access internet services, readily available transport, small craft shops have enhanced community livelihoods</p>	<p>Interaction with outside cultures degrades the strong cultures of local communities</p> <p>problem animals killed domestic animals and others raid crops in the field yet site management has no direct compensation arrangements for the people that lose their crops to animals</p>	<p>Local communities should continue being involved in different community based association and management of the site. Management should work with communities and their leaders in improving the benefits that accrue to the communities if their support has to be sustained.</p>
<b>Legal status</b>	Are legal status and rights clear? Do conflicts impact on	<p>Yes. Legal status and rights are clear. Local government and communities are</p>	<p>Inadequate implementation of the rules and regulations</p>	<p>WHS legislation, regulation/ directives and rules should</p>

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and management action required
and tenure	the community?	aware that the land doesn't belong to them and the site is WHS	as some of their practices are not compatible to WHS and its conservation efforts.	be adhered to and enforced , but should observe the changing and increasing human needs and requirements

Sources of information	Reports, Site experience, GMP, Assessment workshop participants and publications on SMNP
Analysis and conclusions	The site gazettement engulfed a community that needs to be relocated. Voluntary resettlement supported by improved community livelihood transformation is the only way the support of the communities will be maintained. Development of different community tourism associations in the area is one way benefit sharing could be achieved.
Comparison with last assessment	N/A
Gaps and challenges	Changes in political rule (leaders) can have negative impacts on the WHS if their interests are not conservation; especially land is a powerful tool in the hands of decision-makers. Weak implementation of legislation, policy and regulation should be improved over time to strengthen the protection of WHS. The status of the site is generally clear except for the community land which is included as part of the park.

**Opportunities, recommendations and follow-up actions**

Legislation, regulation and policy should be implemented to strengthen the protection and development of the WH site design. Mechanism should be devised to improve on the current sharing arrangements for the benefits of local community. The willingness of the communities to be resettled is a key opportunities to sort out the legal status and community wellbeing issues. Promotion of sustainable resource utilization is important

### 3. Management factors

This relates to the practicalities of management of the site (e.g. legal status, access for patrols and boundary issues with neighbours):

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and management action required
<b>Legal status and tenure</b>	Do problems or uncertainties over legal status or tenure affect capacity to manage?	<p>No. The government owns the land so does not affect the management of the site whatsoever. Has been declared a WHS to mark its importance.</p> <p>There are no uncertainties on who owns the site, it is clear that the site is a public asset that is supposed to benefit all</p>	the newly identified extensions is not legally gazetted but the process is on going.	<p>the need quickly on the hand over of the gazettement of the newly included key wildlife areas</p> <p>Lack adequate funding to finalize the resettlement exercise is a disadvantage</p>
<b>Access points</b>	Does lack of control over access to the site impact on management effectiveness?	<p>Yes. The controls provided by the law have enhanced the survival of the site and its values. The status of the wildlife and its values was under worse threats than now.</p> <p>The population trend of the site values is positive as a result of management actions</p>	<p>The ranger posts are not established everywhere. The rugged nature of the terrain is also disadvantageous to site patrol activities. Communities sometimes carry out illegal activities that impact negatively on management effectiveness.</p> <p>Insufficient patrols on the boundaries arising from inadequate funding</p>	<p>Continue to fight uncontrolled resource harvest through dialogue, sensitization and law enforcement.</p> <p>Expanding informer network is also crucial.</p>

Design aspect	Brief Explanation	Strengths of World Heritage site design in relation to this aspect	Weaknesses of World Heritage site design in relation to this aspect	Comments and management action required
Neighbours	Does the location and nature of boundaries support or impede management?	The location of the site within the Simien Mountains Massif presents opportunities for existence of iconic species. The site includes all escarpments which are not accessible for humans and livestock.	<p>The location of site in the centre of high density human populations and the inaccessible nature of the topography for patrol creates favourable condition for the local community to enter illegally and does impact on natural resources and contributes to crop destruction by problem animals.</p> <p>Insufficient patrols for controlling illegal activities due to the nature of the topography and shortage of budget</p> <p>The boundaries are in easily accessible areas and presents protrusions</p>	<p>It is important that the site values are protected regardless of the population density and structures by creating options for reducing human induced pressure on it.</p> <p>Site management needs to continue with their collaborative management arrangements with local communities</p>

Sources of information	Literature review, reports, Site experience, GMP, Assessment workshop participants and publications on SMNP
Analysis and conclusions	The site design in regard to management is adequate enough to enhance protection of site values
Comparison with last assessment	N/A

<b>Gaps and challenges</b>	<p>The need for gazettelement of new wildlife extensions and the need to carry out resettlement are important. Site marking to make clear the boundaries on the ground should not further apart. Know where their land stops.</p> <p>Changes in political rule (leaders) can have negative impacts on the WHS if their interests are not conservation,</p>
<b>Opportunities, recommendations and follow-up actions</b>	<p>Supportive community who are willing to give their land for conservation and therefore they need the resettlement exercise to conducted very urgently.</p>



**Tool 7a: assessment of management needs and inputs for staff**

Staff category	Location	Required no. of staff	Current no. of staff	No. of trained staff	Type of training required	Level of training				Comments/ explanations
						Poor	Fair	Good	Very good	
List staff positions, including all categories of permanent & temporary staff	Identify where staff are posted (in some cases there will be more than one location within a particular category)	Estimate the ideal number of staff in this category	Give current number of staff	Identify the proportion of staff who are trained in each category	Detail the type of training required	<ul style="list-style-type: none"> <li>- <b>Very good:</b> More than 75% of the staff is trained to adequate level</li> <li>- <b>Good:</b> 50-75% of the staff is trained to adequate level</li> <li>- <b>Fair:</b> 25-50% of the staff is trained to adequate level</li> <li>- <b>Poor:</b> Less than 25% of the staff is trained to adequate level</li> </ul>				Give detail of how the assessment was made i.e. how required staffing was calculated
Chief warden	HQ	1	1	1	Requires M Sc degree in Wildlife management, human resources management, planning and budgeting, administration, etc		X			Currently he is agriculturalist. We look at the current training and the he is doing his MSC .
Warden	HQ	1	1	1	BSc in natural resource mgt, training in wildlife management, requires MSC degree in wildlife management, human resources management, planning and budgeting, administration,	-	-	x	-	He BSc in Biology and has a certificate in wildlife management.

					etc				
Deputy warden	HQ		-0	0	Vacancy				Promotion is planned from the staff.
Ecological monitoring case team	HQ	3	1	1	BSC in Biology, monitoring and evaluation			X	He has got training wildlife management, data base management, Requires MSc in natural resource management. Recruitment planned.
Tourism case team	HQ	3	2	2	Trained in BSC in wildlife and eco-tourism mgt & in economics, tourism promotion and marketing and customer service and handling and hospitality, hotel standard and accreditation.			X	Need training
Community development case team	HQ	3	1	1	BSc in natural resource management negotiation skills, conflict management, interpersonal and communication skills, social sciences, community development			x	Diploma in forestry, Bsc negotiation skills, conflict management, as management and tourism

Law enforcement expert	HQ	1	1	1	investigation and intelligence, weapon handling, prevention of scene of crime, charge sheet preparation and presentation in courts of law			x		Currently he has got diploma in law enforcement and certificate in wildlife management
Ethics and anti-corruption officer	HQ	1	1	1	Requires BA ethics, public administration		X			BSC in personal management, data base management
Scouts or rangers	In the field	59	80	20	Certificate and basic primary school investigation and intelligence, weapon handling, prevention of scene of crime, charge sheet preparation and presentation in courts of law			x		Certificate and basic primary school investigation and intelligence, weapon handling, prevention of scene of crime, charge sheet preparation and presentation in courts of law, data collection and wildlife management
Finance manager	HQ	1	1							Gets BSC in finance and property management
Electrician	HQ				Needs training in maintenance and electricity			x		Taxidermist and diploma in law
Finance staff	HQ	5	6		One staff requires financial training			x		Most of them are trained
Drivers	HQ	3	3		Need training in Authomechanics					Need Diploma in Authomechanics and driving license

Supporting staffs (finance and administration) break them – accounts, drivers, etc and assign respective skills required	HQ	20	16	10	Needs training customer care and handling			X		Most of them get diploma and certificate
<b>Source of information:</b> Management records, payroll, GMP and the recently developed BPI structure developed by EWCA										
<b>Analysis and conclusion:</b> The number of the staff is adequate but needs training for effective management of the site specially for rangers										
<b>Comparisons with previous assessment:</b> No assessment done at all before										
<b>Gaps and challenges:</b> <b>The gaps are identified in the table and</b> Site management needs to do comprehensive training needs assessment. However, the level of training for Rangers was rated as being inadequate.										
<b>Opportunities, recommendations and follow-up actions:</b> The staffs have adequate training skill. The area has vocational school training centre. Need assessment should be done and needs to be implemented										

**Tool 7b: Assessment management needs and inputs for budget**

<b>Expenditure category</b>	<b>Budget required</b>	<b>Actual budget available</b>	<b>Funding sources</b>	<b>Comments/explanations</b>
This categories should relate to the category used for the sites annual budget	Record requirements here (detail of how the assessment was carried out should be given in the comments)	Provide details on budget available and period July first,2012 to June 30 20013	Give details on where funding comes from e.g government, NGO...	Provide details on how information given in previous columns has been determined
Salary	More than one million Ethiopian birr	One million Ethiopian birr	Government	Improvement on the salary budget is expected over time
Running cost	1.8 million Ethiopian Birr	1.3 million Ethiopian Birr	Government	All required costs must be allowed. Limited funding resources from government. Need for government to commit more funds to conservation.
Resettlement cost	157 million Ethiopian Birr	11 million	Government	The Government and other conservation partners should the required budget for voluntary relocating the people

**Sources of information:** Financial analysis documents and information from EWCA records

**Analysis and conclusion:** In budget allocation flexibility is needed, and diversified the budget category and increase the amount

**Comparisons with previous assessment:** No assessment at all before

**Gaps and challenges:** Not all of the objectives in the GMP are linked to a specific part of the budget. Funding constraint for voluntary relocation and other running costs need to be addressed by the government and other conservation partners. Incentive mechanisms should be devised to improve the salary gap for park staff.

**Opportunities, recommendations and follow- up actions:** Budgets should be clearly linked to GMP' s objectives and activities to ensure there are funds allocated to implement identified management needs according to the plan. More budget for voluntary relocation program and running cost should be allocated.

## Worksheet 8a: Assessment of Management Processes

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
Management standards relevant to the site	Four responses are given which describe best practice in relation to the management standard and which can be rated from very good to poor. Choose the one most appropriate to the situation in the World Heritage site.	Add the rating here	Add details of why the assessment was made	Discuss future actions that may, if necessary, improve performance relating to this management issue
<b>Management Structures and Systems</b>				
1. World Heritage values  Have values been identified and are these linked to management objectives?	<p>Very good: The World Heritage site has agreed and documented values and the management objectives fully reflect them</p> <p>Good: The World Heritage site has agreed and documented values, but these are only partially reflected in the management objectives</p> <p>Fair: The World Heritage site has agreed and documented values, but these are not reflected in the management objectives</p> <p>Poor: No values have been agreed for the World Heritage site</p>	<b>Very good</b>	<b>Compliance with WHS rules and Regulations the GMP outlines the values and reflected in the objectives</b>	<p><b>Proceed with voluntary relocation of people living inside the WHS to other places</b></p> <p><b>Reducing human induced pressure on the park by creating alternative livelihood transformations</b></p> <p><b>the objectives need to more focused to the site values. Cultural values are not fully reflected</b></p>

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
2. Management planning	Very good: An approved management plan exists and is being fully implemented	Good	The 10 year management plan exists and effort is being made to implemented some of the activities though there are many activities that have been left out due to budgetary constraints	Need to improve funding to adequately implement its activities  Need to lobby for donor support for implementation of Site activities indicated in the GMP
Is there a plan and is it being implemented?	Good: An approved management plan exists but it is only being partially implemented because of funding constraints or other problems (please state)			
	Fair: A plan is being prepared or has been prepared but is not being implemented			
	Poor: There is no plan for managing the World Heritage site			
3. Planning systems	Very good: Planning and decision making processes are excellent	Good	At any stage of commencement most of the plans, consultations are first made with stakeholders and partners before they are finally published	The infrastructure is in place, stakeholders are available - need to strengthen collaboration  Need to lobby for more funding to support implementation activities like participation, consultation, review
Are the planning systems appropriate i.e. participation, consultation, review and	Good: There are some planning and decision making processes in place but they could be better, either in terms of improved processes or processes being carried out			
	Fair: There are some planning and decision making processes in place but they are either inadequate or they are not carried out			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
updating?	Poor: Planning and decision making processes are deficient in most aspects		for implementation. Reviews are done likewise	and updating of planning systems  Continue conducting joint meetings with various stakeholders
4. Regular work plans  Are there regular work plans or other planning tools?	Very good: Regular work plans exist, actions are monitored against planned targets and most or all prescribed activities are completed  Good: Regular work plans exist and actions are monitored against planned targets, but many activities are not completed  Fair: Regular work plans exist but activities are not monitored against the plan's targets  Poor: No regular work plans exist	Good	Annual work plans exist from which monthly plans are drawn and implemented	Annual work plans and human resources are available.  Inadequate funding and equipment are the main challenges to implementation and completion of planned targets.
5. Monitoring and evaluation	Very good: A good monitoring and evaluation system exists, is well implemented and used for adaptive management		Staff are supervised on a weekly basis and appraised for all the	Need to improve budget to match activity planned to funding



Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
Are management activities monitored against performance?	Good: There is an agreed and implemented monitoring and evaluation system of management activities but results are not systematically applied to management	Good	<p>work done. Work plans are also monitored on a monthly basis, evaluation results are then reported on, on a quarterly basis and reviews mad to reschedule activities for implementation</p> <p>Need for the M and E expert to assess the outcome of the activities as planned</p>	
	Fair: There is some <i>ad hoc</i> monitoring and evaluation of management activities, but no overall strategy and/or no regular collection of results			
	Poor: There is no monitoring and evaluation of management activities in the World Heritage site			
6. Reporting	Very good: Site managers fully comply with all reporting needs and have all the necessary information for full and informative reporting		<p>Proper mechanisms for verification and monitoring have not been established</p> <p>Annual conservation status report sent to WHC</p>	<p>There should be proper mechanism for Monitoring and Evaluating implementation of plans.</p> <p>Some times reports are delayed due to several reasons</p>
Are all the reporting requirements of the World Heritage site fulfilled?	Good: Site managers fully comply with all reporting needs but do not have all the necessary information for full and informative reporting			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
	Fair: There is some reporting, but all reporting needs are not fulfilled and managers do not have all the necessary information on the site to allow full and informative reporting	Good	Report sent to EWCA every month and quarter	
	Poor: There is no reporting on the World Heritage site			
7. Maintenance of equipment	Very good: Equipment and facilities are well maintained and an equipment maintenance plan is being implemented	Good	Budget constraints affects maintenance plans  The vehicles are routinely serviced and repaired due to in adequate funding Need 2 more new vehicles for patrolling and law enforcement	Need to solicit additional budget from donors or government to enable maintenance of equipment and facilities
Is equipment adequately maintained?	Good: There is basic maintenance of equipment and facilities. If a maintenance plan exists it is not fully implemented			
	Fair: There is some <i>ad hoc</i> maintenance but a maintenance plan does not exist or is not implemented			
	Poor: There is little or no maintenance of equipment and facilities, and no maintenance plan			
8. Major infrastructure	Very good: Management infrastructure is excellent and appropriate for managing the site		The management still require more funds for major tourism and site management infrastructure The camps and roads	Solicit additional budget from donors or government
Is management infrastructure (e.g.	Good: Management infrastructure is adequate and generally appropriate for the site			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
roads, offices, fire towers) adequate for the needs of the site?	Fair: Management infrastructure is often inadequate and/or inappropriate for the site	Good	are in place but not in a very good condition.	
	Poor: Management infrastructure is inadequate and/or inappropriate for the site			
9. Staff equipment and facilities	Very good: Staff facilities and equipment at the World Heritage site are good and aid the achievement of the objectives of the site	Good	The management requires more funds to purchase/build sufficient equipment and facilities for on site management We need more GPS, compasses, rifles and ammunitions  Needs to carry out an assessment on what is available and required	Secure more funds for the purpose
Are the available facilities (e.g. vehicles, GPS, staff accommodation) suitable for the management requirements of the site?	Good: Staff facilities and equipment are not significantly constraining achievement of major objectives			
	Fair: Inadequate staff facilities and equipment constrain achievement of some management objectives			
	Poor: Inadequate staff facilities and equipment mean that achievement of major objectives is constrained			
10. Staff/management	Very good: Staff directly participate in making decisions relating to management of the site at both site and management authority level		There is need to promote active participation of staff	There is staff involvement in decision making through staff meetings.

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
communication  Do staff have the opportunity to feed into management decisions?	Good: Staff directly contribute to some decisions relating to management	Good	in decision making.	Need to conduct regular staff meetings with site managers
	Fair: Staff have some input into discussions relating to management but no direct involvement in the resulting decisions			
	Poor: There are no mechanisms for staff to input into decisions relating to the management of the World Heritage site			
11. Personnel management  How well are staff managed?	Very good: Provisions to ensure good personnel management are in place	Good	Democratic type of personnel system (more participation needed) Human manual policy is place and needs to be implemented	Salary of staff should be increased
	Good: Although some provisions for personnel management are in place these could be improved			
	Fair: There are minimal provisions for good personnel management			
	Poor: There are no provisions to ensure good personnel management			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
12. Staff training  Is staff adequately trained?	Very good: Staff training and skills are appropriate for the management needs of the site, and with anticipated future needs	Good	The staff has the basic skills to achieve the objectives of the site but more effort is still required in tourism to enhance visitor satisfaction. There is also Staff turnover after trainings & this affects site mgt	Assessments should be made and funds solicited for implementation of plans
	Good: Staff training and skills are adequate, but could be further improved to fully achieve the objectives of management			
	Fair: Staff training and skills are low relative to the management needs of the site			
	Poor: Staff lack the skills/training needed for effective site management			
13. Law enforcement  Do staff have the capacity to enforce legislation?	Very good: The staff have excellent capacity/resources to enforce legislation and regulations	Good	The legal system has given different mandates and jurisdictions to various Law Enforcement Institutions including SMNP. Some rangers have been trained in law enforcement skills	There is still a gap in suspect handling and evidence preservation  SMNP has mandate to prosecute cases. However current cases are handed over to the police.
	Good: The staff have acceptable capacity/resources to enforce legislation and regulations but some deficiencies remain			
	Fair: There are major deficiencies in staff capacity/resources to enforce legislation and regulations			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
	Poor: The staff have no effective capacity/resources to enforce legislation and regulations		including prosecution of offenders and there are provisions for law enforcement through community courts for minor offences.	
14. Financial management	Very good: Financial management is excellent and contributes to effective management of the site	Good	There is a good financial system in place with monthly accountability reruns submitted and annual financial reports made. But should be improved to meet critical management needs of the WHS	Need to solicit for more funds  Need to institute the WHS as a cost centre
Does the financial management system meet the critical management needs?	Good: Financial management is adequate but could be improved			
	Fair: Financial management is poor and constrains effectiveness			
	Poor: Financial management is poor and significantly undermines effectiveness of the World Heritage site			
<b>Resource Management</b>				
15. Managing resources	Very good: Mechanisms for controlling inappropriate land use and activities in the World Heritage site exist and are being effectively implemented		The topography of the site is very rugged and this brings a	Continued sensitization of communities to change their attitudes and solicit for funds to

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
control inappropriate land uses and activities (e.g. poaching)?	Good: Mechanisms for controlling inappropriate land use and activities in the World Heritage site exist but there are some problems in effectively implementing them	Good	challenge in controlling illegal activities. However, community relations are enhanced as a tool to attitudinal changes. Law enforcement has been carried out to ensure inappropriate activities with routine ranger patrols that are done systematically. Staff numbers are still low compared with the topography of the area to meet the needs of site	enhance recruitment of more staff  Need to strengthen law enforcement
Fair: Mechanisms for controlling inappropriate land use and activities in the World Heritage site exist but there are major problems in implementing them effectively	Poor: There are no management mechanisms for controlling inappropriate land use and activities in the World Heritage site			
16. Resource inventory  Is there enough	Very good: Information on the critical habitats, species and cultural values of the World Heritage site is sufficient to support planning and decision making and is being updated			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
information to manage the World Heritage site?	Good: Information on the critical habitats, species and cultural values of the World Heritage site is sufficient for some areas of planning/decision making and there plans (e.g. research and monitoring) to fill existing data gaps	Good	been done The resource is inventory available	Need for capacity building of staff.
	Fair: Some information is available on the critical habitats, species and cultural values of the World Heritage site, but this is insufficient to support planning and decision making and further data gathering is not being carried out		Need to establish sustainable non timber forest products	
	Poor: There is little or no information available on the critical habitats, species and cultural values of the World Heritage site			
17. Research	Very good: There is a comprehensive, integrated programme of survey and research work, which is relevant to management needs	good	Several research programmes have been carried out in the past but data are not available.	Need to review research programmes to update existing literature  Need to establish data base  Need to publicise the priority
Is there a programme of management-orientated survey and research	Good: There is considerable survey and research work directed towards the needs of World Heritage site management			



Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
work?	Fair: There is limited survey and research work directed towards the needs of World Heritage site management.			research areas for researchers
	Poor: There is no research taking place directed towards the needs of World Heritage site management			Need to build capacity for research staff
18. Ecosystems and species	Very good: Requirements for management of critical ecosystems and species are being substantially or fully implemented	Good	Encroachment is a major gap for the site	Gaps should be identified A need for urgent resettlement
Is the biodiversity of the World Heritage site adequately managed?	Good: Requirements for management of critical ecosystems and species are only being partially implemented			
	Fair: Requirements for management of critical ecosystems and species are known but are not being implemented			
	Poor: Requirements for management of critical ecosystems and species have not been assessed and/or active management is not being undertaken			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
19. Cultural/ historical resource management	Very good: Requirements for management of cultural/ historical values are being substantially or fully implemented	Fair	The Cultural/historical resources management fall under another Authority (not EWCA) Strengthen the relation of wildlife and cultural authority	The management of cultural/ historical values in the natural heritage site should be under SMNP management
Are the site's cultural resources adequately managed?	Good: Requirements for management of cultural/ historical values are only being partially implemented			
	Fair: Requirements for management of cultural/ historical values are known but are not being implemented			
	Poor: Requirements for management of cultural/ historical values have not been assessed and/or active management is not being undertaken			
<b>Management and Tourism</b>				
20. Visitor facilities	Very good: Visitor facilities and services are excellent for current levels of visitation	Good	More should be done to improve the quality and quantity of tourism infrastructure  The current lodge in is in good condition but community lodges	Improve visitor facilities There is urgent need to improve visitor facilities to cater for the increasing tourist and visitor numbers
Are visitor facilities (for tourists, pilgrims etc) adequate?	Good: Visitor facilities and services are adequate for current levels of visitation but could be improved			
	Fair: Visitor facilities and services are inappropriate for current levels of visitation			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
	Poor: There are no visitor facilities and services despite an identified need		and camp sites need improvement.  More lodge are required	
21. Commercial tourism  Do commercial tour operators contribute to World Heritage site management?	Very good: There is good co-operation between managers and tourism operators to enhance visitor experiences and protect site values  Good: There is limited co-operation between managers and tourism operators to enhance visitor experiences and protect site values  Fair: There is contact between managers and tourism operators but this is largely confined to administrative or regulatory matters  Poor: There is little or no contact between managers and tourism operators using the World Heritage site	Fair	Operators are mostly interested in their own operations and don't contribute to WHS management Do little contribution to WHS management	Need to strengthen cooperation with Commercial tour operators  Encourage more collaboration with private sector to solicit funding for park management
22. Visitor opportunities  Have plans been	Very good: Implementation of visitor management policies and programmes is based on research and monitoring into visitor use and requirements and the carrying capacity of the World Heritage site		Roads and tourist infrastructure is being elaborated to satisfy visitors expectations	Tourism plan should be in place and be implemented

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
developed to provide visitors with the most appropriate access and diversity of experience when visiting the World Heritage site?	Good: Policies and programmes to enhance visitor opportunities are being implemented but these are not based on research and monitoring of visitor use and requirements	Good	Roads and infrastructure facilities are in place but needs improvement Tourism policy and strategy is place	
	Fair: Consideration has been given to policies and programmes to enhance visitor opportunities but little or no action has been taken			
	Poor: No consideration has been given to the provision of visitor opportunities to the World Heritage site			
23. Education and awareness programme  Is there a planned education programme that addresses all audiences (i.e. local communities as well as	Very good: There is a planned, implemented and effective education and awareness programme fully linked to the objectives and needs of the World Heritage site	Good	Education & awareness programme for local communities in place  It is functional and being strengthened  Community relations are good and decisions that concern communities are	Need to lobby for more resources (e.g. visual aids, efficient transport mechanisms)
	Good: There is a planned education and awareness programme but there are still serious gaps either in the plan or in implementation			
	Fair: There is a limited and <i>ad hoc</i> education and awareness programme, but no overall planning for this			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
visitors)?	Poor: There is no education and awareness programme		participatory  Education awareness equipment and material	
24. Access  Is visitor access sufficiently controlled? For example, through patrols, and permits etc.	Very good: Visitor management systems are largely or wholly effective in controlling access to the site in accordance with objectives	Good	More effective mechanisms are needed to increase efficiency Staff deployment is in place to control the tourist entry	Effective monitoring system should be put in place to monitor visitor activities. There is a need for capacity building for CBOs
	Good: Visitor management systems are moderately effective in controlling access to the site in accordance with objectives			
	Fair: Visitor management systems are only partially effective in controlling access to the site in accordance with objectives			
	Poor: Visitor management systems are ineffective in controlling access to the site in accordance with objectives			
Management and Communities/Neighbours				

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
25. Local communities  Do local communities resident in or near the World Heritage site have input to management decisions?	Very good: Local communities directly and meaningfully participate in all relevant management decisions for the site	Good	Communities are represented at every forum through their representatives and their views are widely expressed and considered in decision making. More efforts are required in decision making on use of revenue sharing	Need more funding to implement the livelihood activities. Out reach programmes for the local community should be enhanced.
	Good: Local communities directly contribute to some relevant management decisions but their involvement could be improved			
	Fair: Local communities have some input into discussions relating to management but no direct involvement in decision-making			

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
	<p>Poor: Local communities have no input into decisions relating to the management of the World Heritage site</p>		<p>funds</p> <p>I think FAIR fits the score mark. Most of the decisions are made by the managers and communities are only involved in matters that concern them and possibly GMP. No input from communities is received on AOP and monthly plans, outpost locations, etc</p>	
<p>26. Indigenous people</p> <p>Do indigenous and traditional peoples resident in or regularly using the site have input</p>	<p>Very good: Indigenous and traditional peoples directly participate in all relevant management decisions for the site</p> <p>Good: Indigenous and traditional peoples directly contribute to making some relevant management decisions but their involvement could be improved</p>		<p>Indigenous people contribute to the various planning instruments - GMP development, Tourism plan development, during boundary redemarcation process and strategic Plan</p>	<p>Need for the indigenous people to fully participate in management planning and decision making especially on resource allocation (revenue sharing)</p>

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
to management decisions?	Fair: Indigenous and traditional peoples have some input into discussions relating to management but no direct involvement in decision-making	Good	workshops	
	Poor: Indigenous and traditional peoples have no input into decisions relating to the management of the site			
27. Local, peoples welfare  Are there programmes developed by the World Heritage managers which consider local people's welfare whilst conserving the site's resources?	Very good: Programmes to enhance local, indigenous and/or traditional peoples welfare, while conserving World Heritage site resources, are being implemented successfully	Good	SMNP has embarked community outreach projects and other community livelihood projects to reduce the human induced pressure on the site.  The established Community Based Associations (CBA) are being generating income from tourism	More efforts needed to diversify the livelihood options and put infrastructures (dip tanks, water troughs, crushes) to balance with conservation objectives
	Good: Programmes to enhance local, indigenous and/or traditional peoples welfare, while conserving World Heritage site resources, are being implemented but could be improved			
	Fair: Programmes to enhance local, indigenous and/or traditional peoples welfare, while conserving World Heritage site resources, exist but are either inadequate or are not being implemented			



Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
	Poor: There are no programmes in place which aim to enhance local, indigenous and/or traditional peoples welfare			
28. State and commercial neighbours Is there co-operation with neighbouring land/sea/ owners and users?	Very good: There is regular contact between managers and neighbouring official or corporate land/sea users, and substantial co-operation on management	Good	<p>There is good relationship with the neighbours. The Local Governments are very supportive to the site management</p> <p>There are no big stakeholders near the site</p>	Need to increase co-operation to carry out voluntary relocation, to reduce encroachment and minimise human /wildlife conflict in and around SMNP.
	Good: There is contact between managers and neighbouring official or corporate land/sea users, but only some co-operation on management			
	Fair: There is contact between managers and neighbouring official or corporate land/sea users but little or no cooperation on management			
	Poor: There is no contact between managers and neighbouring official or corporate land/sea users			
29. Conflict resolution	Very good: Conflict resolutions mechanisms exist and are used whenever conflicts arise		Some conflicts still exists as a result of	Conflict resolution mechanism should exist

Management area	Possible responses	Rating	Comments/ Explanation	Opportunities, recommendations and follow-up actions
If conflicts between the World Heritage site and stakeholders arise, are mechanisms in place to help find solutions?	Good: Conflict resolutions mechanisms exist but are only partially effective	Good	encroachment, grazing and problem animals (crop raiding and predation)  Conflict resolution mechanisms are put in place except compensation	Need to implement more strategic methods
	Fair: Conflict resolution mechanisms exist, but are largely ineffective			
	Poor: No conflict resolution mechanisms exist			

## Worksheet 8b: Assessment of Management Processes - Summary

Management area	Question	Rating	Distribution of rating
<b>Management structures and systems</b>	1	<i>Very Good</i>	<i>Very good: 7.1%</i>
	2	<i>Good</i>	<i>Good: 92.9%</i>
	3	<i>Good</i>	<i>Fair:</i>
	4	<i>Good</i>	<i>Poor: 0</i>
	5	<i>Good</i>	
	6	<i>Good</i>	
	7	<i>Good</i>	
	8	<i>Good</i>	
	9	<i>Good</i>	
	10	<i>Good</i>	
	11	<i>Good</i>	
	12	<i>Good</i>	
	13	<i>Good</i>	

	14	<i>Good</i>	
<b>Resource management</b>	15	<i>Good</i>	<i>Good: 80%</i>
	16	<i>Good</i>	<i>Fair: 20%</i>
	17	<i>Good</i>	<i>Poor: 0</i>
	18	<i>Good</i>	
	19	<i>Fair</i>	
<b>Management and Tourism</b>	20	<i>Good</i>	<i>Good: 80%</i>
	21	<i>Fair</i>	<i>Fair: 20%</i>
	22	<i>Good</i>	<i>Poor: 0</i>
	23	<i>Good</i>	
	24	<i>Good</i>	
<b>Management and Communities /Neighbours</b>	25	<i>Good</i>	<i>Good: 100%</i>
	26	<i>Good</i>	<i>Fair: 0</i>
	27	<i>Good</i>	<i>Poor: 0</i>
	28	<i>Good</i>	

	29	Good	
<b>Analysis and conclusions</b>	In general the management processes are regarded as being adequate, but some areas for improvement were identified		
<b>Comparison with last assessment</b>	N/A		
<b>Gaps and challenges</b>	<p>Elements of the following management processes were found to have gaps:  Monitoring and evaluation; Research (in terms of there being a need to re-establish research priorities); Cultural/historical resource management; and Commercial tourism.</p> <p>Challenges related to the gaps identified include how to: Ensure a proper mechanism for monitoring and evaluation of plans; Re-establish research priorities for management-orientated survey and research work that is most needed specifically by SMNP; and establish better co-operation between tourism operators and WHS managers</p>		
<b>Actions and recommendations</b>	The gaps identified should be addressed as recommended in each instance as shown in Tool 8 Worksheet a - e.g. The management processes are put in place but there should be improvement. There should be done through addressing the recommendations.		

**Tool 9: Assessment of mgt plan implementation**

1= Action completed, 2=Substantial progress, 3= Planning complete work commenced, 4=Planning in progress,5= Reactive work only, 6=Not commenced

Objectives	2009	2010	2011	2012	2013	Target dates for the actions to be completed	Over all status of the actions (complete, on track, behind )
<b>1.Ecological management program</b>							
1.1 To reduce or resolve the threats on the principal ecosystem components	3	3	3	3	3	During the 10 years period in GMP	Some actions on the track and some behind
1.2 To research monitor on principal ecosystem components and key ecosystem attribute	3	3	3	2	2	During the 10 years period in GMP	Some actions complete, on the track and behind
1.3 To build financial, human and material capacity for ecological monitoring and mgt	3	3	3	3	3	During the 10 years period in GMP	Some actions on the track and some behind
<b>2. Settlement management program</b>							
2.1 To ensure voluntary resettlement of the communities outside the site	2	2	2	2	2	During the 10 years period in GMP	1 village resettlement is completed, 1 village is on track others

							behind
2.2 To reduce cultivation, grazing and other negative impacts	3	3	3	2	2	During the 10 years period in GMP	Some actions complete, on the track and behind
<b>3. Park operations program</b>							
3.1 To develop resources mgt and protection strategy strength in the site	3	3	3	3	2	During the 10 years period in GMP	Some actions complete, on the track and behind
3.2 To maintain infrastructure development	3	3	3	2	2	During the 10 years period in GMP	Some actions complete, on the track and behind
3.3 To establish sustainable financing mechanisms	3	3	3	3	2	During the 10 years period in GMP	Some actions complete, on the track and behind
<b>4. Tourism development and management program</b>							
4.1 To develop visitor facilities, opportunities, information and access diversified and improved in environmentally appropriate and sustainable way	3	3	3	2	2	During the 10 years period in GMP	Some actions complete, on the track and behind
4.2 To build capacity and system for the mgt of sustainable tourism in the site	3	3	3	3	2	During the 10 years period in GMP	Some actions complete, on the track and behind

4.3 To increase opportunity participation and benefit sharing from tourism for local communities	3	3	3	3	3	During the 10 years period in GMP	Some actions on the track and some behind
<b>Analysis and conclusions:</b> A good management plan, with good objectives, is in place. However, several of the objectives and targets set within it are behind the schedule mainly lack of funding.							
<b>Comparisons with the previous assessment:</b> No assessment at all before							
<b>Gaps and challenges:</b> Several of the objectives are not in line with budget and actual implementation period is behind							
<b>Opportunities, recommendations and follow-up actions:</b> The GMP should set with the right time and budget. It was recommended that the EoH team should undergo a training course on Ensuring Effective Management. EWCA should appoint a team to oversee the implementation of the GMP on behalf of top management.							



## Worksheet 10: Assessing outputs

Indicator	Work Output Target	Performance/level In Previous Year	Comments/Explanation	Sources of Information
<i>List Indicators(these are usually expressed in numeric way and include user numbers, volume of work output and physical output)</i>	<i>Identify a measurable target for each indicator 2013</i>	<i>List actual performance so that this can be compared to the target 2013</i>	<i>List(where they exist) last year's outputs relating to the indicator 2012</i>	
<u>Number sprig water maintained</u>	2	2	6 Lack of funding to maintain more water springs and 6 springs are not maintained.	Annual operation plan and management reports
Number of outposts maintained	4	2	2 Lack of funding to maintain more out posts	Annual operation plan and management reports
Length of trails maintained	100 km	102 km	102 Lack of funding affected to maintain more. Only 1002 km was done out of 400	Annual operation plan and management reports
Number of fires fought successfully	1	1	The reduced number of fires are	Annual operation plan and

			attributed to cleared boundaries, intensified sensitization and community coordination	management reports
Number of patrols	187,776 man hours/year	206,201 man hours/year	187,764 man hours/year Local communities were integrated in the patrolling to do more work	Annual operation plan and management reports
Number of community sensitization meetings held	87	89	89 There was funding support from FZS and JICA	Annual operation plan and management reports
Number of tourists	18,000	17,000	18,000 The increase in number of tourist compared to the previous year is related with promotion and marketing, improvement of tourism infrastructures, banking services and hotels con. There is also a progress in promotion and marketing There stability in peace and security	Annual operation plan and management reports

Size of land rehabilitated in ha	12,500	8,000	12,500 The increased ha of rehabilitated land is attributed to closely collaboration with local government, intensified sensitization and community support	Annual operation plan and management reports
Number of communities resettled	360	8	8 Lack of funding affected voluntary relocation of more people. Only 8 people was relocated out of 360	Annual operation plan and management reports
conservation awareness and sensitization programs in schools	6,000	6005	6005 There was funding support from FZS and JICA	Annual operation plan and management reports
Carry out Walia ibex and Ethiopian wolf Census	1	1	0 Lack of funding affected to carry out the census	Annual operation plan and management reports
Number of staff trained	60	65	65 There was funding support from FZS and JICA	Annual operation plan and management reports

Number of people benefitted from community tourism	5,600	5,900	The increase in number of tourists and improvement in service delivery	Annual operation plan and management reports
Revenues generated from tourism for both the government and community	9 million Ethiopian Birr	9 million Ethiopian Birr	8.3 million Ethiopian Birr Improvement of tourism infrastructures, banking services and hotels contribute for the increment of tourist. There is also a progress in promotion and marketing There stability in peace and security	Annual operation plan and management reports
Number of radio communication maintained	1	1	The radio was installed recently	Annual operation plan and management reports
Number of community tourism association offices developed	1	1	There was funding support from Austrian Development Cooperation (ADC)	Annual operation plan and management reports
Length of park road maintained	12	12	There was funding and logistics support from the Road Company	Annual operation plan and management reports
Analysis and Conclusions	There is a general improvement in achieving certain activities and output compared with the previous			

	year performance. This could be attributed to gradual increase in the number of the staff and improvement in their capacity.
Comparisons with Previous Assessments	N/A
Gaps and Challenges	Most challenges are a result of inadequate budget, equipment and manpower. These are areas which needs improvement in order for the site to meet its targets. There is also a big challenge in getting enough budget for the voluntary relocation of the people outside the park.
Opportunities, Recommendations and follow-up actions	There are still opportunities for support from the government and some conservation partners that the site will use to improve on areas that require support. Follow-ups will be done in improving manpower, budget support and provision of equipment. The government and other conservation partners working in the site should allocate funding for the voluntary relocation of the people outside the park.

**WORKSHEET 11a: Monitorin**

**INDICATOR: raising in the population of the walia ibex, Ethiopian wolf and other endemic and endangered mammals**

**Major Site Values/Objective assessed by the Indicator: biodiversity**

**Justification for Selection: raising healthy population meets IUCN criteria; shows good management...**

Indicator thresholds	Confidence level of threshold	Management Responses	Monitoring activity/methods	Frequency	Timing	Person Responsible	Cost and funding source
<i>Level beyond which urgent Management action will be needed (usually an upper and lower limit)</i>	<i>The likely accuracy of the threshold (high, medium or low)</i>	<i>Review here the management responses if the indicators threshold is exceeded</i>	<i>Summarize how information will be collected (survey, use of monitoring equipment etc) and whether monitoring is already taking place (current) or new (needs to be developed)</i>	<i>Identify the proportion of staff who are trained in each category</i>	<i>When</i>	<i>By who</i>	<i>List the likely cost And whether money is currently available</i>
Walia ibex population Upper Limit = 3,500 Lower limit = 902	High because the the figure was based on annual census for 2013	Continued protection until the population reaches the maximum carrying capacity	<b>Current:</b> 1. Total count 2. usage of animal signs and direct sightings	2 times per. Year.  Daily basis	Dry and wet seasons. 2 times per year.	Monitoring experts from the park and Research and Ecological Monitoring Department and FZS staff	EWCA and FZS
			<b>NEW:</b> 1. More detailed investigation in to carrying capacity		Every day	Monitoring experts from the park and Research and Ecological Monitoring Department and	EWCA and FZS

						FZS staff	
Ethiopian wolf Upper =1,500 Lower= 102	Medium	Domestic dog vaccination to control cross transmission of rabies  Control of dog activity inside the park Awareness campaigns to local communities Patrolling	<b>Current:</b> <b>1. censuses</b> <b>2. Continued patrols</b> <b>3. Data collection</b>	Every year	Dry and wet seasons	Monitoring experts from the park and Research and Ecological Monitoring Department and FZS staff	EWCA and FZS
			<b>NEW:</b> <b>1. Establish carrying capacity study</b> <b>2. calling</b> <b>3. Using droppings to estimate the population</b>	Every 4-5 years  When there is a sign of rabies  Every year	Both in dry and wet seasons Both in dry and wet seasons 2 times per year	Monitoring experts from the park, Research and Ecological Monitoring Department and FZS staff	EWCA And FZS

**INDICATOR: Livestock encroachment, agricultural expansion and fuel wood harvesting in the Simien Mountains National Park**

**Major Site Values/Objective assessed by the Indicator: Biodiversity Value**

**Justification for Selection:**

**Livestock encroachment, agricultural expansion and fuel wood harvesting leading to heavy utilization of grass, forest wood and other forage species in the park and result in degradation of habitants**

Indicator thresholds	Confidence level of threshold	Management responses	Monitoring activity/methods	Frequency	Timing	Person Responsible	Cost and funding source
<i>Level beyond which urgent</i>	<i>The likely</i>	<i>Review here the</i>	<i>Summarize how information will</i>	<i>Identify the</i>	<i>When</i>	<i>By who</i>	<i>List the likely cost</i>

<i>Management action will be needed (usually an upper and lower limit)</i>	<i>accuracy of the threshold (high, medium or low)</i>	<i>management responses if the indicators threshold is exceeded</i>	<i>be collected (survey, use of monitoring equipment etc) and whether monitoring is already taking place (current) or new (needs to be developed)</i>	<i>proportion of staff who are trained in each category</i>			<i>and whether money is currently available</i>
habitat Upper= Encroached area ( 2,186 ha) of the site recovered Lower= Reducing the encroachment by 65%	high (there is need for soliciting for funding)	Implementing the wildlife policy through voluntary relocation, Control of encroachment through patrol activity, Control of illegal over grazing of livestock and awareness campaigns	<b>Current:</b> <b>1.Restricting free livestock grazing in key wildlife areas</b> <b>2.censuses</b> <b>3.Continued patrols</b> <b>4.Data collection</b> <b>5.Assessment of restored areas</b> <b>6.Estimating livestock numbers from vaccination programs</b>	On daily basis	All the season however stoking rate is high during wet season, when forage and water are abundant	The park staff together with some FZS staff will monitor extend of restoration/ encroachment Rangers will conduct patrols	The federal and local Government together with other interested partners
			<b>NEW:</b> <b>1. Implement voluntary relocation program</b> <b>2.Use of satellite photographs</b> <b>3. further investigation and research on land use land cover changes</b> <b>3. restoration of degraded park areas</b>	In 5 years time	Both in dry and wet seasons	Voluntary relocation should be carried out by EWCA, however, use of satellite photographs and land use land cover changes can be done together	The federal and local Government together with other interested partners



with other partners

**INDICATOR: Number residents living inside the park**

**Major Site Values/Objectives assessed by the indicator: Biodiversity value**

**Justification for selection: High numbers will lead to habitat degradation (more settlements, fragmentation, greater demand on natural resources such as firewood and house construction)**

Settlement Upper limit =3,575 Lower limit = reducing the settlement by 50% through voluntary relocation	High (there is need for soliciting for funding)	Implementing the wildlife policy through voluntary relocation the residents and control of encroachment through patrolling and monitoring activities	<b>Current:</b> 1. Asset valuation study was done in 2013  2. Different data necessary for compensation were collected in 2013	In five years time	In dry season	Voluntary relocation should be carried out by the federal and local government however, development of livelihood transformation options can be done together with interested partners
			<b>NEW: Implement voluntary relocation program and restoring degraded areas of the park</b>	In five years time	In dry season	Voluntary relocation should be carried out by the federal and local

government however, development of livelihood transformation options can be done together with interested partners

**Indicator: Water catchment**

**Major Site Values/Objectives assessed by the indicator: Biodiversity value**

**Justification for selection: Healthy Water quantities and qualities is an indicator of healthy ecosystem**

Indicator thresholds	Confidence level of threshold	Management responses	Monitoring activity/methods	Frequency	Timing	Person Responsible	Cost and funding source
<i>Level beyond which urgent Management action will be needed (usually an upper and lower limit)</i>	<i>The likely accuracy of the threshold (high, medium or low)</i>	<i>Review here the management responses if the indicators threshold is exceeded</i>	<i>Summarize how information will be collected (survey, use of monitoring equipment etc) and whether monitoring is already taking place (current) or new (needs to be developed)</i>	<i>Identify the proportion of staff who are trained in each category</i>	<i>When</i>	<i>By who</i>	<i>List the likely cost And whether money is currently available</i>
<b>Significant change in water catchment</b>	<b>Medium</b>	<b>Further investigation</b>	<b>Current: None</b>	Currently none	-	Wildlife Research and Ecological Monitoring Department	Government and other interested partners

			NEW: Implement river health monitoring program	Annually	-	Wildlife Research and Ecological Monitoring Department	Government and other interested partners
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**INDICATOR: Maintaining the scenic values of the park by reducing the human interference**

**Major Site Values/Objective assessed by the Indicator: landscape**

**Justification for Selection: IUCN criteria land change land cover (conservation)**

Indicator thresholds	Confidence level of threshold	Management responses	Monitoring activity/methods	Frequency	Timing	Person Responsible	Cost and funding source
<i>Level beyond which urgent Management action will be needed (usually an upper and lower limit)</i>	<i>The likely accuracy of the threshold (high, medium or low)</i>	<i>Review here the management responses if the indicators threshold is exceeded</i>	<i>Summarize how information will be collected (survey, use of monitoring equipment etc) and whether monitoring is already taking place (current) or new (needs to be developed)</i>	<i>Identify the proportion of staff who are trained in each category</i>	<i>When</i>	<i>By who</i>	<i>List the likely cost And whether money is Currently available</i>
habitat Upper= Encroached area ( 2,186 ha) of the site recovered Lower= Reducing the encroachment by 65% together with power line re-alignment	High (there is need for soliciting for funding)	Implementing the wildlife policy through voluntary relocation the residents and control of encroachment through patrolling and monitoring activities and through re-aligning the power	<b>Current:</b> <b>1.Restricting free livestock grazing in key wildlife areas</b> <b>2.monitoring birds electro execution</b> <b>3.Continued patrols</b> <b>4.Data collection</b> <b>5. restoring degraded areas</b> <b>6.Assessment of restored areas</b>	On daily basis  On daily basis  On daily basis  Every two years  On monthly basis	In both dry and wet seasons	Voluntary relocation and power line realignment should be carried out by the federal and local government together with interested partners	Government and interested partners

		line	<b>NEW:</b> <b>1. Implement voluntary relocation program and restoring degraded areas of the park</b> <b>2. power line realignment</b>	4-5 years time	In dry season	Voluntary relocation and power line realignment should be carried out by the federal and local government together with interested partners	Government and interested partners
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## WORKSHEET 11b: Assessment of outcomes of Management

Indicator	Threshold	Status of Indicator in relation to threshold	Rating	Comparison with previous assessment	Management Interventions: Urgency and details of Actions
<i>These should have been recorded in Worksheet 11a</i>	<i>These should have been developed in Worksheet 11a</i>	<p><i>Using the monitoring data gathered for each indicator, assess the status and trend of the indicator in this text field.</i></p> <p><i>Is the status of significant concern, developing concern or fine?</i></p> <p><i>Is the condition improving, unchanged or deteriorating?</i></p>	<i>Summarize the status and trend of the indicator using the graphics</i>	<i>How does this compare with any previous assessments?</i>	<i>Identify any specific actions needed in response to information collected in the monitoring and assessment of objectives</i>
Walia ibex population	Upper = 3,500 Lower = 902	number increased from 250 in 1996 to 902 in 2012	↑	N/A	A more detailed investigation into the carrying capacity is suggested
Ethiopian wolf population	Upper = 1500 Lower = 102	number increased from 20 in 1996 to 102 in 2012	↑	N/A	A more detailed investigation into the carrying capacity is suggested
Other endemic and endangered mammals such as <i>Gelada</i> baboon and <i>Minilik</i> bushbuck respectively	Increasing trend in rate of encounter (daily encounter of species during patrols and	increase	↑	N/A	Apart from <i>Walia</i> ibexes and Ethiopian wolves whose census has been done twice a year , there is also a need for comprehensive census of other endangered and endemic species such as <i>Minilik</i>

	monitoring work				bushbuck and <i>Gelada</i> baboon respectively
Water catchment	Significant change in water catchment	not yet in place as it should be justified by research	Not yet in place	N/A	Continued monitoring and research of the water quality and quantity should be carried out in the near future
Local climate modification	Maintained temperatures (-5°C and +18°) and rainfall amounts (1,000 - 1,600mm)	May be developing concern	↓	N/A	Global warming is affecting the local climate and this in turn influences the functioning of the forest. The site managers have little to do on this aspect
Carbon sink	Clean and Fresh air	No particular data collected	Status unknown	N/A	Very difficult to assess as the function of carbon absorption is far reaching. We need to get modules that we can use to know amount of carbon cleared by a natural forest, grass and soil
Number residents living inside the park	Upper limit =3,575 Lower limit = reducing the settlement by 50% through voluntary	Situation is deteriorating. The number of residents inside the park increased gradually from 3,223 in 2008 to 3575	↑	N/A	Implementing the wildlife policy through voluntary relocation the residents and control of encroachment through patrolling and monitoring activities

	relocation	in 2013			
Livestock encroachment, agricultural expansion and fuel wood harvesting in the Simien Mountains National Park	Upper limit = Encroached area (2,186 ha) of the site recovered Lower= Reducing the encroached habitat by 65%	The trend shows the situation is unchanged and deteriorating	↔	N/A	More efforts should be done on relocation, controlling livestock encroachment and agricultural expansion  Continued fight against the human induced threats mentioned in this column
Maintaining the scenic values of the park by reducing the human interference	Reducing the encroached area (2,186 ha) of the park by 65% together with power line re-alignment	Medium	↔	N/A	More efforts should be done on relocation, controlling livestock encroachment and agricultural expansion  Continued fight against the human induced threats mentioned in this column

<b>Analysis and conclusions</b>	Implementing the wildlife policy through voluntary relocation the residents settling inside the property and control of encroachment through patrolling and monitoring activities need more efforts and collaboration with stakeholders and conservation partners. Continued fight against the human induced threats such as on settlement, controlling livestock encroachment and agricultural expansion are issues that need urgent management intervention.
<b>Comparison with last assessment</b>	N/A
<b>Gaps and challenges</b>	Some site values are difficult to attach a target (e.g. carbon sink/ absorption, livestock numbers and information on water catchment) as there is no baseline data yet on which management can base itself to assess management effectiveness.

	<p>Such areas may remain grey for quite some time with little development on the assessments. Lack of funding to carry out the voluntary relocation process, implementing the alternative livelihood transformation option and grazing reduction strategy document for the neighboring residents are the major gap for park management.</p>
<p><b>Opportunities, recommendations and follow-up actions</b></p>	<p>The management interventions recommended in Tool 11 should be implemented and the progress monitored in a consistent, structured programmatic manner by park management together with the head quarter senior experts. There should be a short term, medium term and long term plan to address some of the difficult challenges so as to improve their implementation strategies in order to meet the target areas. It is also important to note that outcomes are both short, medium and long term and some of them may not be realised now.</p>



**Tool 12: review of management effectiveness assessment results**

Elements	Tool	Follow-up actions
<b>Elements of the WCPA framework</b>	<b>List the tools (adapt as necessary to the particular assessment)</b>	<b>Summarize follow-up actions listed at the end of each worksheet</b>
Context	Tool 1a: Identify site values and management objectives	Management plan review should capture all the site values. Management should establish a data base for information reference.
	<b>Tool 1b: Documenting management objectives and their relationship to site values</b>	At review of the GMP, we will focus on specific objectives. Continuous review of management strategies provides an opportunity for formulation and implementation of ME focused programs
	Tool 2: Identify threats	Lobbying governments and partners to get funding. Continuous resettlement with the money allocated on annual basis. Establish a monitoring system for abating the threats
	Tool 3: Relationships with stakeholders/partners	Changing positive attitudes of communities and local government are paramount to the survival of the site. Need to strengthen further relationship between local government and communities through revenue sharing and provision of more incentives. The government is committed and willing to resettle people outside the Site. Moreover, there is stakeholders' collaboration. However, we need support from NGOs and generate proposals to fill gap of funding.
	Tool 4: Review national context	The proclamation gives power to generate policy, strategy and regulations to address site specific issues. So management needs to start this process.
Planning	Tool 5a: Assessing management planning	Management should follow the review period.



	<p>inputs for staff</p> <p>Tool 7b: assessment of management needs and inputs for budget</p>	<p>school training centre. Need assessment should be done and needs to be implemented</p> <p>Budgets should be clearly linked to GMP's objectives and activities to ensure there are funds allocated to implement identified management needs according to the plan.</p>
Processes	Tool 8: Assessment of management processes	<i>The management processes are put in place but there should be improvement. There should be done through addressing the recommendations</i>
Outputs	Tool 9: Assessment of management plan implementation	The GMP should set with the right time and budget. It was recommended that the EoH team should undergo a training course on Ensuring Effective Management. EWCA should appoint a team to oversee the implementation of the GMP on behalf of top management
	Tool 10: Assessing outputs	There are still opportunities for support from the government and some conservation partners that the site will use to improve on areas that require support. Follow-ups will be done in improving manpower, budget support and provision of equipment. The government and other conservation partners working in the site should allocate funding for the voluntary relocation of the people outside the park.
Outcomes	Tool 11a: Monitoring management outcomes	<b>The management interventions recommended in Tool 11 should be implemented and the progress monitored in a consistent, structured programmatic manner by park management together with the head quarter senior experts. There should be a short term, medium term and long term plan to address some of the difficult challenges so as to improve their implementation strategies in order to meet the</b>
	Tool 11b: Assessing outcomes of management	

		target areas. It is also important to note that outcomes are short, medium and long term and some of them may not be realised now.
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### LIST OF WORKSHOP PARTICIPANTS

<b>Name</b>	<b>Position</b>	<b>Organisation/Institution</b>
John Mokombo	Mentor	UWA
Zelege Tigabe	Senior Warden and Focal Point	EWCA
Maru Biadlegn	Warden	EWCA-SMNP
Abebaw Azanaw	Deputy Warden	EWCA-SMNP
Azanaw Kefyalew	Tourism Officer	EWCA-SMNP
Sisay Yeshanew	Community Development officer	EWCA-SMNP
Getahun Tassew	Junior Ecologist	EWCA-SMNP
Gebaw Dilnesa	Tourism officer	EWCA-SMNP
Abebe Mengesh	Lawyer	EWCA-SMNP
Misganaw Mulate	Chief ranger	EWCA-SMNP
Birhan Mewosha	Head ranger	EWCA-SMNP
Getachew Assefa	Ecological Monitoring officer	FZS
Shingo Sato	Tourism Development officer	JICA-SIMCOT project
Uchiyama Nagisa	Handicrafts Development officer	JICA-SIMCOT project
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Zegeye Tefera	Senior Scout	EWCA-SMNP
Yayesh Beza	Senior Accountant	EWCA-SMNP
Belay Mekonnen	Head Finance and Administration	EWCA-SMNP
Tamirat Mekonnen	Simien Lodge Manager	Simien Lodge
Greta Flori	Commercial Manager	Simien Lodge
Mikire Azmeraw	General Manager	Simien Lodge
Million Legesse	Consultant	JICA-SIMCOT