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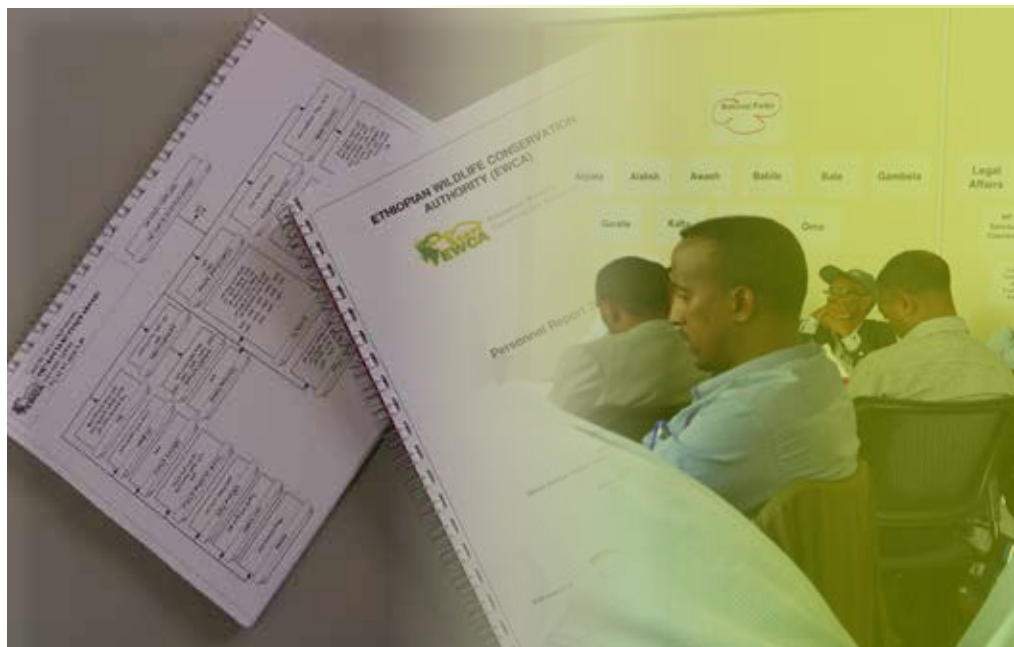
Organizational development process at EWCA

Strengthening the capacities of the Ethiopian institutions responsible for the conservation of natural resources is the main objective of the Biodiversity and Forestry Programme. The Ethiopian Wildlife Conservation Authority (EWCA) oversees the management of the national parks at federal level and it is one of the key implementation partners. To see organisational change for a more efficient performance at EWCA, the institution decided to undergo an organizational development process, with the support of BFP.

This process involves the active participation of EWCA's staff and has the support of an international consultant. EWCA has been steering this transformation process from the very beginning. Already now, the process shows some positive changes, that have been acknowledged by the Ministry of Public Services, which is considering EWCA as an example for modernisation of governmental institutions.

As a starting point, an in-depth human resources' analysis and a review on the status quo of the organisation have been conducted. The documents not only show the real situation at EWCA regarding organisational chart, but also include a commented data base of human resources, regarding age, years of service, position, gender, etc. EWCA's structure has a lack of middle management positions, support functions are very abundant, but there is a shortage of technical positions, the share of female staff is only 20% and the share of female leaders is just 5% of the total, etc. The report is available in English and in Amharic languages.

With this report, EWCA is now in a position to analyse the functional gaps. On this basis, EWCA will design the new organisational chart, which shall lead to an important improvement of its efficiency. However, this target structure will be reached step by step through a dynamic and transitional organisational chart.



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The new Forest Proclamation: A changed legal framework for the forestry sector

On January 23, 2018 the Council of Ministers has enacted the New Forest Proclamation (NFP). This proclamation has the potential to promote forest development, including private investments in forestry. It also grants user rights on forests to the different categories defined in the law (communities, associations, State and private). To what extent this potential can be realized will largely depend on upcoming secondary legislation.

New forest categories are introduced

In the previous proclamation of 2007, two main categories of forests were recognized: private forests and state forests. State forests were sub-divided into protected and productive forests. The New forest proclamation defines 4 categories of ownership and within the State forests three subdivisions:

1. **Private Forests:** belong to private persons, are managed and maintained by them, have to deliver products and services;
2. **Community Forests:** are managed by a community under "participative forest management" with very similar rights and duties as the private forest owners
3. **Association Forests:** are owned by a group of forest developers with very similar rights and duties to private forest owners

4. State Forest:

- a. Protected Forest: provides various ecosystem services and is utilized in accordance to forest management plans; can be used through participative forest management;
- b. Productive Forest: have a management plan for their sustainable use;
- c. Preserved Forest: free from human and domestic animal intervention, protected by the State's measures, only research-like activities are allowed.

The New Forest Proclamation introduces the concept of Participatory Forest Management (PFM, possible in protected and productive state forests), carbon trade and benefit sharing for the first time. The Government provides the basis for a better use of the forests regarding timber and non-timber forest products, but also for the protection and conservation of forests, which have extraordinary tasks (e.g. biodiversity, soil conservation, etc.).

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The new Forest Proclamation has the potential to promote markets for forest development

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Faces & stories

Bahailu's engagement in human resource management

Bahailu Goshime has been working for the Ethiopian Wildlife Conservation Authority (EWCA) for a long time. He has made himself his way up with a lot of effort. Born in Methahara town, he has started working as a scout in Awash National Park in 2000 and then served as the delegate of park warden in 2006.

His experience as a scout in Awash has left some bitter sweet memories. He still remembers when he was requested to accompany a visitor to the park in the late afternoon. While they were walking, a lion appeared and they had to climb a tree and stay up there all night long, with the lion waiting on the ground. "It is unforgettable for me. I will remember this all my life", says Bahailu.

He decided to contribute for the solutions of some of the problems

and challenges scouts have to face in their daily work. He joined Jimma University to study Public Health. He later returned to EWCA as Occupational Safety & Health Officer. Currently, he is responsible for the staff health and safety awareness creation and accident prevention. He is conducting a situation analysis of the employees, to create a conducive working environment.

Bahailu has taken part in the human resource management training, as part of EWCA's organizational development process, supported by GIZ-BFP. "This training is instrumental for my work. I have learned about data base management, recruitment, how to minimize turnover, and staff evaluation based on performance and potential, in impartial approach".

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From

Bale Mountain National Park (BMNP) is one of the conservation areas with internationally recognized importance. It is home to more endemic mammals than any other similar sized area in the world and it is one of the 69 designated Important Bird Areas (IBAs). The water that flows from Bale mountains supports the livelihoods and provides hydroelectric power to the region, including Tanzania and Kenya. Despite such great conservation importance, the BMNP is exposed to severe human-induced threats from expanding settlement, agricultural and livestock grazing.



Experience Sharing Visit

Nech Sar to Bale

There is a lot of effort being done to improve the park situation, which mainly include alternative livelihood options for the local community and proper implementation of the existing laws and regulations. Currently, Bale is one of the better managed national parks in Ethiopia.

To learn from this experience, Nech Sar National Park with the support of GIZ-BFP have organized a visit to Bale Mountains National Park from March 22-26, 2018. A total of 25 participants, among 7 Park experts, 10 scouts, 6 community representatives and 2 law enforcement committee members, have been mobilized for the trip.

Some of the best experiences observed during the visit are:

- Community based law enforcement system: A system established by the national park, in which community and local administration are responsible for punishing livestock herders if grazing in Gayasay grassland per livestock. This strategy is saving the Nyala habitat.
- Enhanced ecological and wildlife monitoring system: provides a data base for flagship wildlife species and key habitat, besides providing information on the status of park resources and management effectiveness.
- Both parks have agreed to collaborate. Networking is created between the two parks and Bale will support Nech Sar in the establishment of its ecological and wildlife monitoring system.
- Linkage of tourism and community benefits: more than eight eco-tourism groups are generating income through the provision of trekking, hiking, horse renting, guiding, and cooking services and handicraft sale.
- Efficient patrolling system: for each one of the seven outposts, there are 6 to 8 horses for patrolling and illegal activity control.



Nech Sar National Park staff has visited Bale Mountain National Park for an experience exchange



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photo: Dereje Abera (@giz bfp)

News

Hands-on training in nursery management at Konso model nursery site

“ The group nursery will supply enough seedlings for the restoration activities ”

A new nursery group has been recently established by Gamo Gofa Zone Forest and Environment office, in the surrounding of Nech Sar National Park. Members of the group are involved in the rehabilitation of the Kulfo River catchment. A total of 12 participants have taken a two-day training on bed preparation, soil and compost preparation, maintaining soil mix for pot filling, pot filling, seed pre-sawing treatment, seed sawing, watering, weeding, root pruning, seedling hardening, nursery labor management, nursery activities scheduling, integration of permaculture with nursery management in the nursery site, agroforestry system. The training also included practical exercises in apple-mango grafting and orange budding.

The group nursery will not only supply enough seedlings for the restoration activities of the community-based organization (CBO) in the Kulfo River catchment, but might also become a business activity for the CBO in the future.



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photo: Dereje Abera (© giz bfp)

News

Nursery management for quality forest stands

” Environmental club in Borena Saynt have been provided with equipment and training for nursery management ”

Borena Sayint Worehimeno National Park in Amhara has been supporting environmental clubs in the surrounding schools and youth groups in the establishment and management of nurseries. The objective is to increase the awareness of students and families on the importance of good quality tree seedling production for the plantation of

trees that would provide an additional income.

Besides the provision of nursery equipment, like tree seeds and some hand tools, the technical support has included training on nursery management for private or group nursery. A three-day training conducted from March 12

to 14, 2018 for 18 participants. The practical training was conducted at the nursery site of Menschen fur Menschen in Legemara. Alignment of beds, preparation of polyethylene tube bag, pot filling and pot arrangement were some of the demonstrated activities. GIZ-BFP fosters tree planting in the surrounding of Borena Sayint Worehimeno National park.



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photo: Abnew Emiru (© GIZ BFP)

News

Management plan for Yayu Coffee Forest Biosphere Reserve: One Step Forward

One further step in the development of a management plan that will set the framework for the management of Yayu Coffee Forest Biosphere Reserve was taken at the end of last February. As part of the process, a participatory workshop to revise and adjust the recommendations of the initial consultancy, has been organized by UNIQUE/NABU-Consortium on behalf of GIZ-BFP in collaboration with OEFCCA, OFWE, PHE-EC.

Ministers from Ministry of Environment, Forest and Climate Change (MEFCC) and Ministry of Science and Technology (MoST); UNESCO representative in Ethiopia and representatives from relevant sectors of Oromia region and zones, universities of Jimma and Metu, NGOs has an active participation during the meeting. Valuable inputs were collected at the workshop. Based on them, the consultants expect to prepare a final Management Plan that could be approved and validated at regional level.

Ministers officially declared their agreement to share responsibilities for the management of Biosphere Reserves in Ethiopia.

As a breakthrough both Ministers officially declared their agreement to share responsibilities for the management of Biosphere Reserves in Ethiopia. MoST will focus on research and technology transfer, whereas MEFCC will be responsible for the management, planning and implementation. This agreement constitutes an important milestone towards improved cooperation and coordination of organizations involved in the management of Biosphere Reserves.

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Suba-Sebeta Forest District , Ethiopia

The Suba Sebeta Forest is regarded as the oldest conservation area in Ethiopia (it has been protected by imperial decree since the mid-15th century) and it is nowadays categorized as one of 58 National Forest priority areas (NFPA). It is located approximately 30 km west of Addis Ababa in the Oromia federal state. The Oromia Forest and Wildlife Enterprise (OFWE) is managing the forest concession with 9,248 ha of land divided in natural forest, plantation, agricultural land and bare land. Suba Sebeta can be classified as a Dry Evergreen Afromontane Forest. The altitude ranges from 2574 up to 2948m above sea level. The mean annual temperature is 17.1C° and the average annual rainfall is estimated to be 1314 mm per year. The dominating tree species in the natural forest of Suba Sebeta are *Juniperus communis*, *Podocarpus falcatus* and *Olea europea*, whereas the main tree species in the plantations are *Eucalyptus globulus* and *Cupressus lustanica*.

Forest inventory in Suba Sebeta National Forest Priority Area

One of the first steps towards the conservation measures in a highly degraded forest area is the assessment of natural resources and the awareness raising of the local population in a participatory process. In this context, a large-scale systematic inventory was conducted in the NFPA at the end of 2017. During 6 month of intensive field work, the need for strict conservation measures as well as law enforcement strategies were observed.

The main disturbances in the forest area are the increasing presence of grazers (cattle) in the natural forest, browsing the natural regeneration, and illegal logging. After finalizing the inventory work, GIZ/BFP and OFWE are currently elaborating a Management Plan to determine further measures in the strategical and operational planning.

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News

Stakeholders Consultative Workshop for General Management Plan Development of Awash National Park

Following the initial training for management plan development that took place in November 2017, EWCA is currently applying the acquired knowledge in the elaboration of the management plan for Awash National Park.

The process is fully undertaken by EWCA with the participation of local stakeholders. A consultation workshop with relevant stakeholders was organized from 27-29 March 2018 in Awash town with the objective of developing a shared vision and management objectives of Awash National park

A total of 50 stakeholders from government, neighboring Woredas and kebele administration,

community representatives and leaders, private sector, research and universities participated in the workshop. During the three days, the challenges and opportunities of the park have been thoroughly discussed and various solutions were suggested by the participants.

The pastoralist representatives from Afar and Oromia Woreda's have actively participated and contributed during the workshop. Ato Taha from Afar and Ato Musa from Oromia emphasized the benefits of the park for the pastoralist communities around Awash Park. They also strongly suggested educating the youth and raise awareness of the local

community on the importance of wildlife and protected area.

At the end of the workshop, the participants defined and endorsed a shared vision and management objectives of the park with the facilitation of Kevan Zunkel, a consultant who is coordinating the development of three management plans in Ethiopia.

In addition, a technical working group integrated by Awash National Park staff and two community representatives from Oromia and Afar and chaired by the park warden has been organized to work on the next steps of the management plan.

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New handicraft shop for visitors to Awash National Park

Female handicraft association has inaugurated a store in Awash Fentale

Awash National Park has decided to celebrate the International Women Day by empowering an association of female handicraft producers to better market and sell their products.

On April 13th, the park authorities handed over the keys of the newly constructed shop to the Unga Handicraft Association. The name Unga refers to the Doug Palm, which is traditionally mainly used for handicrafts production.

The association is integrated by 20 women from the Doho kebele, adjacent to the park. It has been formed with the purpose of generating additional income through the sale of cultural products. They have been lacking a permanent

access to market and sales opportunities for a long time. Considering this, Awash National Park has supported them for the access of a piece of land, that was donated by the Mayor office of the Awash Sebat town of Awash Fentale district. The construction of the shop has been financed by BFP.

During the inauguration ceremony, the key to the shop was handed over by a female scout to the chairwoman of the

association, as a symbol to increase the involvement of women in the protection of the national park.

The closing remark done by the Afar clan leader urged the association to make good use of the shop and to promote their culture to visitors and expand tourism business.



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Forest Based Land Use Planning

Land and forest degradation are key obstacles for sustainable development, since they have a direct negative impact on agricultural productivity, rural poverty and food security. Ethiopia pledges to restore 15 million ha of degraded and deforested lands by 2030 in accordance to the Growth and Transformation Plan (GTP) II in large-scale afforestation and reforestation.

To translate this plan into ground action, GIZ Biodiversity and Forestry program (BFP) has initially conducted an assessment of the

potential for Forest Landscape Restoration (FLR) in 2016/2017 in the surrounding Woredas of Borena Saynt and Chebera Churcura parks in Amhara and Southern Nations Regions respectively.

The elaboration of a land-use plan is a prerequisite to implement FLR in an organized and synchronized manner with the other land uses in the area. Since, November 2017, a team of consultants have been working in the preparation of a forestry-focused land

use plan in the two sites where the initial assessment has been conducted before. Currently, in Yora Shasho Kebele in Chebera Churcura and in Jelisa Libanos Kebele in Borena Saynt, the land use plans are completed by combining top down and bottom up approaches. The top-down perspective, from Woreda level, provides a general policy and guideline framework which is supported with the bottom-up participatory approach which includes extensive consultations with kebeles.



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