

**Action Plans for the Conservation of Globally Threatened Birds in Africa**  
**Stakeholders Workshop to agree on the Spotted Ground Thrush National Species**  
**Action Plan for Tanzania**

**8-9 January 2004, Episcopal Training and Conference Centre Kurasini,  
Dares Es Salaam**

**Workshop Report**



**National Species Co-ordinator for Tanzania**

**Elias Mungaya**, Wildlife Conservation Society of Tanzania

**Facilitators:**

**Eric Sande**, Nature Uganda

**Elias Mungaya**, Wildlife Conservation Society of Tanzania

**Godlisten Matilya**, Wildlife Conservation Society of Tanzania

**Report:**

**Eric Sande**, Nature Uganda,

**Isaac Malugu**, Wildlife Conservation Society of Tanzania

**Elias Mungaya**, Wildlife Conservation Society of Tanzania

<b>Summary</b> .....	2
<b>1. Introduction</b> .....	3
<b>2. Workshop</b> .....	3
<b>2.2 Workshop Programme and Implementation</b> .....	3
2.2.1 Introduction.....	4
2.2.2 Background information about the Spotted Ground Thrush.....	4
2.2.3 Problem analysis.....	4
2.2.4 Prioritisation of threats and review the objectives from the ISAP.....	4
2.2.5 Projects/activities, vision and aim.....	4
2.2.6 Monitoring and Evaluation.....	5
<b>3.0 Results</b> .....	5
<b>4.0 Next steps</b> .....	6
<b>5.0 Evaluation</b> .....	6
<b>ANNEXES</b> .....	7
<i>Annex 1: BirdLife International African Species Action Plan Format</i> .....	7
<i>Annex 2: BirdLife International African Partnership International SAP detailed Workshop Process</i> .....	10
<i>Annex 3: Steps taken in National species action planning</i> .....	14
<i>Annex 4: National Stakeholders Workshop Programme:</i> .....	19
<i>Annex 5: Program for the Spotted Ground Thrush Stakeholders' workshop for Tanzania</i> .....	21
<i>Annex 6: List of participants and their contact details</i> .....	22
<i>Annex 7: Workshop techniques</i> .....	24
<i>Annex 8: Participants expectations</i> .....	24
<i>Annex 9: Definition of a Species Action Plan</i> .....	25
<i>Annex 10: Draft Spotted Ground Thrush <i>Zoothera guttata</i> Action Plan for Tanzania</i> .....	26
<i>Annex 11: Press Release</i> .....	44
<i>Annex 12: Daily Evaluation/ Moodometer</i> .....	45

## Summary

A workshop to draw up the national species conservation action plan for the conservation of the Spotted Ground Thrush, *Zoothera guttata*, for Tanzania was held on 8-9 January 2004, at the Episcopal Conference and Training Centre Kurasini, Dares-Es-Salaam. The workshop brought together species experts and representatives from different Conservation NGOs, government departments and the University of Dar Es Salaam. Facilitators included the National Species Action plan Coordinator for Tanzania, the Forest Conservation Officer for the Wildlife Conservation Society of Tanzania and, the Coordinator, African Species Working Group.

This workshop followed the agreed format and process of translating an international action plan into the national context. It was one of the 15 national species action plans for globally threatened bird species in the 3 year species action plan project supported and implemented by 17 African BirdLife partner organisations and RSPB and co-funded by the UK Department for the Environment, Food and Rural Affairs (DEFRA) under the Darwin Initiative.

The aim of this plan is to ensure that in 5 years, the knowledge on the distribution, conservation biology and status of species is improved in Tanzania. In order to achieve this aim, four strategic objectives and a number of projects were set. The species action plan will be published in May 2004.

The workshop was officially opened by the Acting Coordinator of the Wildlife Conservation Society of Tanzania, Mr Peter Mayeye who thanked the stakeholders for the teamwork demonstrated in the development of the conservation action plan for the Spotted Ground Thrush in Tanzania and urged them to continue with the same in its implementation.

## 1. Introduction

*Action Plans for the Conservation of Globally threatened birds in Africa* is a 3-year project (SAP Project), which aims to build the capacity for species action planning and conservation in Africa. The project started in April 2001 and is coordinated on behalf of the BirdLife International African Species Working Group by Nature Uganda, BirdLife South Africa and the RSPB (BirdLife Partners in Uganda, South Africa and UK respectively). It is implemented by BirdLife partner organisations in 17 African countries and co-funded by the UK Department for the Environment, Food and Rural Affairs (DEFRA) under the Darwin Initiative.

BirdLife International African partnership defined a Species Action Plan as “a scientifically authoritative, strategic document that defines specific, measurable objectives and actions for conserving priority species; that should be achievable, time-bound and involve all appropriate stakeholders”. The African Partnership with assistance from the RSPB developed a species action planning format (Annex 1) and process (Annex 2) that have been approved by the Council of African Partnership as models for BirdLife International in Africa.

The Spotted Ground Thrush, *Zoothera guttata* is among the 7 globally threatened bird species in Africa for which international and national species action plans are being developed under the SAP project. Spotted Ground Thrush is classified as a globally endangered species known to occur in the wild only in the Democratic Republic of Congo, Kenya, Malawi, Tanzania, South Africa, and Sudan.

There are 5 races of *Zoothera guttata*, all existing in isolated patches of moist evergreen forest (Dean *et al.*, 1992). Two are migratory coastal races, one (*Z. g. fischeri*) in Kenya and Tanzania, and the other (*Z. g. guttata*) in South Africa. A resident race (*Z. g. belcheri*) is found in Malawi, and two other races are known from single specimens in Sudan (*Z. g. maxis*) and Democratic Republic of Congo (*Z. g. lippensi*). The separation of the five races is based on morphological differences only.

In Tanzania, the Rondo Plateau and Litipo Forests reserves (among the coastal forests of Lindi District) are the breeding sites for the East African population of the species, and the bird is a regular passage migrant through the coastal forests of Pande and Dondwe (on the outskirts of Dar Es Salaam), and those of Kisarawe District (Pugu hills, Kazimzumbwi and Ruvu Forest Reserves). Though not recorded, the species can be expected to occur on passage from Zaraninge forest in Bagamoyo District or other coastal forests in Rufiji, Handeni, Kilwa and Pangani Districts.

## 2. Workshop

The workshop was organised by the Wildlife Conservation Society of Tanzania (WCST), the BirdLife International partner in Tanzania and the BirdLife International Africa Species Working Group (ASWG). Participants included members of WCST Executive Committee, species experts and representatives of Tanzania government departments, local community, the University of Dar Es Salaam and conservation NGOs. The workshop was facilitated by Elias Mungaya (WCST), Eric Sande (Nature Uganda/ASWG) and Godlisten Matilya (WCST). The workshop objective was to produce a Spotted Ground Thrush national action plan for Tanzania through a facilitated and participatory process.

### 2.2 Workshop Programme and Implementation

The two-day workshop was based on the national species action planning format (Annex 3) and process (Annex 4) developed to translate an international species action plan into a national context. Sessions included some presentations, but mainly facilitated discussions, both in plenary and group work using brainstorming on flip charts and cards. The results of

each group work session were subsequently presented to the plenary, discussed and agreed. The workshop programme is shown in Annex 5. Below is a summary of major sessions.

## **Day One-8<sup>th</sup> January**

### **2.2.1 Introduction**

Mr Peter Mayeye, the Acting Coordinator of the Wildlife Conservation Society of Tanzania (WCST) officially opened the workshop. He welcome all the participants and thanked them for accepting to be part of the team that has a task of developing the conservation action plan for the Spotted Ground Thrush in Tanzania. He urged them to continue with the same spirit in the implementation of the plan.

Using a card exercise, participants then introduced themselves, outlining their position, where they are based and their experience in species conservation work. The participants' details are shown Annex 6.

Participants were then taken through workshop techniques while using cards and flip chart. The rules of using cards and flip chart during brainstorming are shown in Annex 7. Using a card exercise, participants then listed their expectations from the workshop which are shown in Annex 8. Using flipcharts, participants brainstormed what a species action plan is and the results of the brainstorm and the model definition developed the BirdLife International African Partnership are shown in Annex 9.

### **2.2.2 Background information about the Spotted Ground Thrush**

The background material on the Spotted Ground Thrush was presented to the participants to enable them all know the existing information about the species and have an input. The material was by and large specific to Tanzania. Participants then identified the gaps in knowledge on species, the on-going & potential projects that may benefit the species, risks and opportunities that may affect the implementation of the action plan and the important stakeholders in the context of Tanzania.

### **2.2.3 Problem analysis**

Participants were introduced to the problem tree/analysis and how the problem tree in the Spotted Ground Thrush International Plan (ISAP) was constructed. The problem tree as it appears in the ISAP was presented so that the participants understand the logic of the cause-effect relationship of issues affecting the Spotted Ground Thrush. Participants agreed on the relevance of the cards on the upper level of the problem tree to Tanzania and were then divided into two groups to review the branches of the problem tree and make them as relevant to Tanzania as possible.

## **Day two-9<sup>th</sup> January**

### **2.2.4 Prioritisation of threats and review the objectives from the ISAP**

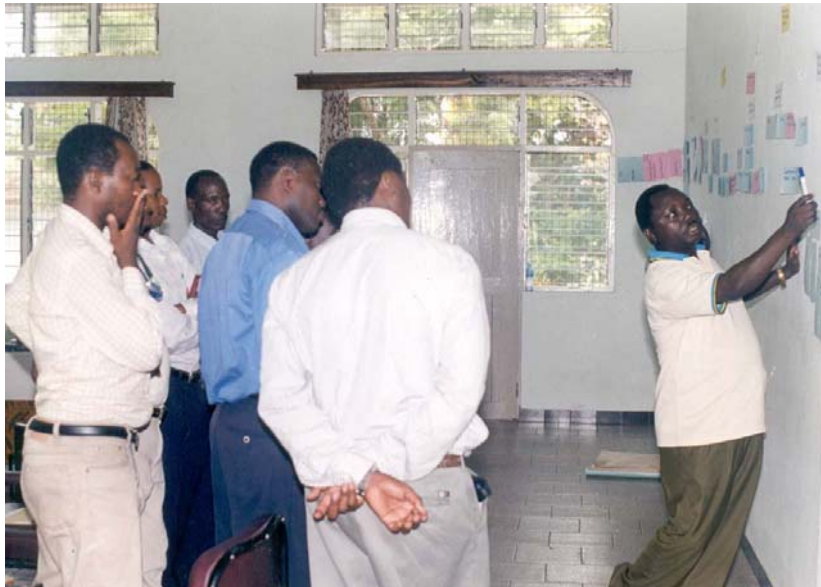
In the plenary, participants agreed on the new problem tree relevant to Tanzania, prioritised all issues that impact on species in the problem tree (◆=low, ◆◆=medium, ◆◆◆=high and ◆◆◆◆=critical) and reviewed the four objectives in the ISAP.

### **2.2.5 Projects/activities, vision and aim**

In the same groups that reviewed the branches of the problem tree, Group 1 reviewed the projects for objectives 1 and 2 and Group 2 reviewed projects for objectives 3 and 4 in the ISAP but on the basis of the new problem tree. The two groups removed some projects in the ISAP, retained some, modified others and developed new ones where appropriate. In the

plenary, participants agreed on the new projects, vision and aim of the action plan for Tanzania.

In some groups as for objectives and designing project concepts, participants completed the projects table using the heading Policy and legislation, Species and habitat, Monitoring and research, Public awareness and training and Community involvement. The following were highlighted: the Project's overall priority (◆=low, ◆◆=medium, ◆◆◆=high and ◆◆◆◆=critical), agencies responsible, time scale, the cost (◆=<US\$ 10,000, ◆◆=US\$ 10,000–US\$ 50,000, ◆◆◆=US\$ >50,000) and risks and opportunities that may hamper or enhance the implementation of each specific project. In the plenary, participants agreed on the specifics of each project in the plan.



### **2.2.6 Monitoring and Evaluation**

Participants agreed that the M &E plan for the Spotted Ground Thrush will be done at project, objectives and aim levels with the national species coordinator and the lead agencies taking a lead but getting assistance from other stakeholders.

Participants agreed that the projects table with specific and measurable indicators should be used for M&E by adding two columns, one for Completion date and another for Remarks and the evaluation be done six monthly.

### **3.0 Results**

The workshop was well attended by 13 participants (Annex 6). Of these, 4 were government officials, 1 person came from the University of Dar Es Salaam, 1 from a local conservation group, 2 from local community and 5 from conservation NGOs.

All the planned activities in the workshop program (Annex 5) were accomplished. The results of the workshop were used to draft a national Spotted Ground Thrush Action Plan for Tanzania (Annex 10). A small group was appointed to produce a press release that will be published in the local media. At the end of the workshop, a review of participants' expectations in a plenary indicated that all had been achieved indicating that the workshop was very successful.

In the draft plan, the gaps on the global population status and local distribution are presented in Tables 1 and 2 respectively and the national and international legislations that may benefit the species in Tanzania are presented in Table 3. The important stakeholders for the spotted Ground Thrush and how they impact on the species in Tanzania are shown in Table 4. The

cause-effect relationship of all the issues/threats affecting the Spotted ground Thrush conservation and their relative importance to the Tanzania situation are shown in the problem tree (Figure 2). The vision, aim and objectives of the plan are presented in Table 5 while Table 6 shows projects numbered according to the corresponding objectives under headings Policy and legislation, Species and habitat, Monitoring and research, Public awareness and training and Community involvement. Table 6 in addition shows the specifics of the projects in terms of priority as far as the conservation of the species is concerned in Tanzania, agencies that will take the lead to implement the project, time scale, cost, risks and opportunities that may affect or enhance the implementation of the project. The risks & opportunities and the ongoing & potential project that may benefit the species in Tanzania are shown in Tables 7 and 8 respectively. The press release highlighting the key outputs of the plan for urgent action is shown in Annex 11.

#### 4.0 Next steps

Activity	Who	When (2004)
Produce workshop report with draft action plan	Eric, Isaac and Elias	End of January
Circulate the report	RSPB	Mid March
Circulate draft Action plan electronically*	Eric	Mid March
Finalise action plan	Elias and Eric	End of April
Circulate the action Plan (postage)	RSPB	End of May
Launch of the Action Plan	WCST	To be decided.

\*Liz and Neil Baker (WCST), Dr. Mlingwa (TAWIRI) and Jacob Kiure (IFCG) should be included on the mailing list and the draft action plan should be sent to them for input and comments.

#### 5.0 Evaluation

At the end of each of the two days, participants were asked to fill in a simple form to evaluate the mood of the group. As indicated in Annex 12, participants were extremely positive about the workshop and a review of the expectations indicated that most of the expectations were achieved.



## ANNEXES

### Annex 1: BirdLife International African Species Action Plan Format

#### Presentation:

- *Not too plain, not too glossy (This will vary from country to country)<sup>1</sup>*
- *Appropriate language, executive summary also in English*

#### A) Front Cover

- Logos
- Picture of species
- Date
- Title
- Subtitle
- National Emblem<sup>2</sup>

#### B) Inside Front cover

- Authors
- Contributors
- Interest Group
- Credits
- Citation
- Thanks to local people, if appropriate

#### Foreword

- *Government official, Head of state of Royalty*
- Internationally famous conservationist

#### Table of content

- *clear and all on one page*

#### Acronyms

#### Definition

- What is a Species Action Plan?
- Why this plan?
- Geographic scope
- Introduce SAP history and objectives
- National plan to refer to International plan

#### 0. Executive summary

- *No more than 1 page.*
- *Multilingual, if appropriate*
  - status
  - distribution
  - conservation priority
  - threats
  - aim, objectives and major activities
  - history of plan and stakeholders
  - wider benefits

#### 1. Introduction

- *no more than 1 page*
  - introduce species (distribution, status, threats, emotive)
  - introduce limiting factors
  - introduce stakeholders
  - biodiversity justification and benefits of plan and outcome to species and communities
  - aim and objectives with timescale

#### 2. Background Information

- taxonomy as relevant
- distribution and population status

---

<sup>1</sup> *Italics: notes*

<sup>2</sup> underlined: national action plans only

- global, (present as summary table)
- local (present as summary table)

### Population and distribution

Country	Population (plus quality code)	distribution	Population trend (plus quality code)	Seasonal occurrence
	<i>Estimate of total number</i>	<i>Widespread, local</i>	<i>Stable, increasing, decreasing</i>	<i>Resident or months</i>

- potential habitat (if appropriate)
- map
- movements, if relevant to plan
- protection status
  - legal protection (*in table, country by country*)
  - international legislation (*in table*)
  - does it occur in protected areas and IBAs? (*list in table per country*)
- Relationship with other SAPs and biodiversity strategies
- Habitat requirements of the species
- Biology and ecology
  - *only relevant information*
  - *bibliography contains all references*
- Threats and potential threats
  - *Short description of each threat*
  - *Develop list of key words to ensure consistency of use between plans*
  - *Link threats with ecology and biology of species*
  - *Always try to quantify threats*
  - *Rank threats*
  - *State of current knowledge*
  - *Gap analysis*
  - *Summarise as problem tree, start with conservation status, prioritise direct causes (◆◆◆◆: critical, ◆◆◆: high, ◆◆: medium, ◆ low,, ? unknown)*
- Stakeholder Analysis
  - *Summary table*
- Factors influencing success of action plan implementation
  - Socio-cultural effects
  - Economic implications
  - Strengths and weaknesses of existing conservation measures
  - Administrative/ political set-up
  - Biology of species (*e.g. does it breed in captivity, how specialised is it, how long does it live?*)
  - Local expertise and interest
  - Cultural attitudes
  - Appeal of species (eco-tourism)
  - Resources

### 3. Action Programme

- *Aims, objective and projects developed from problem tree*
  - **Vision**
    - *Long term vision for the status of species*
    - *Specific and measurable/ clear indicators*
    - *Time frame*
    - *Add short text*
  - **Aim**
    - *Aim of the species action plan*
    - *Specific and measurable/ clear indicators*
    - *Time frame*
    - *Targets might differ between national and international plan, but national plan contributes and refers to international plan*
    - *Use IUCN criteria, Red Data Book, World Bird Database when applicable*

- Add short explanatory text
- **Objectives**
  - Strategic objectives
  - Specific and measurable/ clear indicators
  - Use key headings
  - Prioritised (♦, ♦♦♦♦?)
  - Add short explanatory text for each objective (include summary of activities)
- **Projects (see Table)**
  - Table and short description for each
  - Should always refer to benefits to local people
  - Number each project according to related objective
  - List under the following headings:
    - Policy and legislation
    - Species and habitat
    - Monitoring and research
    - Public awareness and training
    - Community involvement
    - International

Project	Countries	Overall Priority	Agencies responsible	Cost	Time scale	Indicators	Risks and Opportunities
<b>A) Policy and legislation</b>							
1.1 Name of project	List of countries with priorities ♦- ♦♦♦♦	Score ♦- ♦♦♦♦?	Generic for ISAP and Specific for national SAP	<u>National plan only</u>	Length, start		
1.2 Name of project							
3.3 Name of project							
<b>B) Species and habitat</b>							
1.5 Name of project							
<b>C) Monitoring and research</b>							
Etc.							
<b>D) Public awareness and training</b>							
E) Community involvement							
<b>F) <u>International</u></b>							
Etc.							

- **Monitoring and Evaluation Plan**

**Acknowledgements**

**Bibliography**

**Appendices**

- List of relevant web pages
- Entry from Threatened Birds of the World
- List of protected areas and IBAs where species occurs
- Occupied areas most in need of action
- List of contacts (stakeholders, Species Interest Group, other)

## Annex 2: BirdLife International African Partnership International SAP detailed Workshop Process

Day	Activity	Description	Techniques and aids	Lead person
1	Opening	<ul style="list-style-type: none"> <li>●Official opening and welcome of the participants to the workshop</li> <li>●A few remarks by the organizers</li> </ul>	Presentation	VIP, Host NGO, ASWGC, CASWG
	Introductions	<ul style="list-style-type: none"> <li>●Self introductions, expectations</li>   <li>● Objectives of workshop</li>   <li>●SAP project, what a species action plan actually is</li>   <li>●Workshop Program</li> </ul>	<ul style="list-style-type: none"> <li>●Presentation of flip charts, a participant introduces his/her colleague and vice versa (position, experience on species conservation and expectations)</li>   <li>●A few obvious ones may be presented, discussed on flip chart and more added through brain storm</li> <li>●The objectives may all be derived from expectation</li> <li>●Presentation on Overheads/Flip chart</li>   <li>●Quick overview of the entire workshop program of overheads</li> </ul>	<ul style="list-style-type: none"> <li>●All participants as facilitator captures the expectations on flip chart</li>   <li>●Facilitator</li>   <li>●ASWG</li>   <li>●Facilitator</li> </ul>
	Background information on species	<ul style="list-style-type: none"> <li>●Background document previously circulated to participants is presented and discussed</li> </ul>	<ul style="list-style-type: none"> <li>●Presentation on Overheads</li> </ul>	<ul style="list-style-type: none"> <li>●ISAPC with help from species experts</li> </ul>
		<ul style="list-style-type: none"> <li>●Group (according to countries) and plenary discussions               <ul style="list-style-type: none"> <li>• Making obvious comments/corrections/additions on the document</li> <li>• Gaps in knowledge with respect to the species:                   <ol style="list-style-type: none"> <li>i. Population status</li> <li>ii. Local distribution</li> <li>iii. National legislation</li> </ol> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>●Comments on overheads and flip chat</li>   <li>●Groups fill in the country's species population status table</li> <li>●Groups fill in the country's national legislation table with respect to the species</li>   <li>●Groups fill in the table and map for local</li> </ul>	<ul style="list-style-type: none"> <li>●ISAPC</li>   <li>●One person from group presents to plenary for discussion</li> <li>●One person from group presents to plenary for discussion</li>   <li>●One person from group presents to</li> </ul>

	<b>Evaluation</b>	<ul style="list-style-type: none"> <li>• On-going projects with respect to the species</li> <li>• Factors affecting the success of action plan</li> </ul> <ul style="list-style-type: none"> <li>• Feel of the day 1</li> </ul>	<p>distribution, numbers and potential areas for the species for their respective countries</p> <ul style="list-style-type: none"> <li>• Groups fill in the table of the on going projects for their respective countries</li> <li>• Brain storming on flip chat the risks and opportunities under the headings: Resources, Ecology &amp; Biology and Appeal of the species</li> <li>• Participants indicate whether they are unhappy, happy or very happy on a moodometer</li> </ul>	<p>plenary for discussion</p> <ul style="list-style-type: none"> <li>• One person from group presents to plenary for discussion</li> <li>• Facilitator</li> <li>• All participants</li> </ul>
2	<b>Recap of day 1</b> <b>Stakeholders Analysis</b>	<ul style="list-style-type: none"> <li>• Brief highlights of the day 1 sessions</li> <li>• What are Stakeholders</li> <li>• Country Stakeholders analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Indicating on overheads what has been covered and where we are</li> <li>• Presentations on flip charts</li> <li>• Groups according to countries fill in the table with headings: Stakeholder Group, interests, activities, impact, intensity and how these will be addressed by SAP</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitator: ask the participants to give suggestions on flip chat</li> <li>• Facilitator: ask the participants to give suggestions on flip chat</li> <li>• One person from each group presents to plenary for discussion</li> </ul>
	<b>Main threats</b>          <b>Evaluation</b>	<ul style="list-style-type: none"> <li>• Identification of the main threats</li> <li>• Using the reasons why species is threatened (GTB2000), brainstorming onto cards to build the Problem tree</li> <li>• Prioritize the threats and causes of threats</li> <li>• Feel of the day 2</li> </ul>	<ul style="list-style-type: none"> <li>• All participants brain storm on cards which are then sorted appropriately</li> <li>• Participants divide into groups of about 5 and each group analyses the root causes using a cause-effect relationship in the problem tree of a threatened species</li> <li>• Agreeing as a group and indicating on the cards whether the threat/cause of threat is critical (◆◆◆◆), high (◆◆◆), medium (◆◆), low (◆) or unknown (?)</li> <li>• Participants indicate whether they are unhappy, happy or very happy on a</li> </ul>	<ul style="list-style-type: none"> <li>• Discussions lead by the Facilitator</li> <li>• One person from each group presents to plenary for discussion</li> <li>• Discussions lead by the Facilitator</li> <li>• All participants</li> </ul>

			moodometer	
3	<b>Recap of day 2</b>	<ul style="list-style-type: none"> <li>●Brief highlights of the day 1 &amp;2 sessions</li> </ul>	<ul style="list-style-type: none"> <li>●Indicating on overheads what has been covered and where we are</li> </ul>	<ul style="list-style-type: none"> <li>●Facilitator: ask the participants to give suggestions on flip chat</li> </ul>
	<b>Preparation of press release</b>	<ul style="list-style-type: none"> <li>●Appoint a group to prepare a press release</li> </ul>	<ul style="list-style-type: none"> <li>●Press release presented on overheads to the plenary for discussion</li> <li>●Participants from country groups can give it a “country flavor” and adopt it for their country</li> </ul>	<ul style="list-style-type: none"> <li>●Facilitator</li> <li>●Country participants</li> </ul>
	<b>Vision, aim and objectives</b>	<ul style="list-style-type: none"> <li>●Agree on the life span of AP which has a bearing on the aim</li> <li>●Agree on Vision of action plan; usually downgrading the species (threat status)</li> <li>●Agree on aim</li> <li>●Groups develop objectives which can be set derived from the priority threats/causes at any level in the Problem Tree</li> <li>●Plenary to discuss and agree on the objectives</li> </ul>	<ul style="list-style-type: none"> <li>●Brainstorm on flip chats</li> <li>●Brain storm on cards and flip chat</li> <li>●List the priority threats from Problem Tree</li> </ul>	<ul style="list-style-type: none"> <li>●Facilitator</li> <li>●Facilitator</li> <li>●Facilitator</li> </ul>
	<b>Formulation of Project Concepts</b>	<ul style="list-style-type: none"> <li>●Project concepts formulated to address achievement of each objective</li> </ul>	<ul style="list-style-type: none"> <li>●Group work where a group develops project concepts for 1 or 2 objectives:</li> <li>●Project concepts presented with headings: <ul style="list-style-type: none"> <li>○ Policy and legislation</li> <li>○ Species and habitat</li> <li>○ Monitoring and research</li> <li>○ Public awareness and training</li> <li>○ Community involvement</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>●One person from each group presents to plenary for discussion</li> </ul>
	<b>Review Stakeholder analysis (SHA)</b>	<ul style="list-style-type: none"> <li>●To assess whether SAP activities proposed for SH in the SHA have all been included in the SAP</li> </ul>	<ul style="list-style-type: none"> <li>●All the participants go through the column SAP activities to address impact in SHA tables and reconsider the activities not catered for in the project concepts</li> </ul>	<ul style="list-style-type: none"> <li>●Facilitator</li> <li>Compare SH SAP activities column in SHA with SAP activities and make sure all are incorporated into the SAP</li> </ul>
	<b>Evaluation</b>	<ul style="list-style-type: none"> <li>●Feel of the day 3</li> </ul>	<ul style="list-style-type: none"> <li>●Participants indicate whether they are unhappy, happy or very happy on a moodometer</li> </ul>	<ul style="list-style-type: none"> <li>●All participants</li> </ul>
4	<b>Recap of day 3</b>	<ul style="list-style-type: none"> <li>●Brief highlights of the day 1,2 &amp;3</li> </ul>	<ul style="list-style-type: none"> <li>●Indicating on overheads what has been</li> </ul>	<ul style="list-style-type: none"> <li>●Facilitator</li> </ul>

		sessions	covered and where we are	
	<b>Completion of projects table</b>	<ul style="list-style-type: none"> <li>●Project concepts entered into table clearly indicating the details on how the project will be executed</li> </ul>	<ul style="list-style-type: none"> <li>●Group work where the groups fill the table indicating the project, countries overall priority, Agencies responsible, time scale, cost, indicators, risks &amp; opportunities. Projects entered under the headings: Policy and legislation, Species and habitat, Monitoring and research, Public awareness and training and Community involvement</li> </ul>	<ul style="list-style-type: none"> <li>●One person from each group presents to plenary for discussion</li> </ul>
	<b>M&amp;E Plan</b>	<ul style="list-style-type: none"> <li>●Participants consider WHO &amp; HOW will the AP be monitored and evaluated both at National and International levels</li> </ul>	<ul style="list-style-type: none"> <li>●Brain storming on flip chats</li> </ul>	<ul style="list-style-type: none"> <li>●Facilitator</li> </ul>
	<b>Adopt plan</b>	<ul style="list-style-type: none"> <li>●Participants review the entire plan</li> </ul>	<ul style="list-style-type: none"> <li>●Identify and fill any obvious gaps</li> <li>●AP adopted by participants</li> </ul>	<ul style="list-style-type: none"> <li>●Facilitator</li> </ul>
	<b>Creation of Species Interest Groups (SIGs)</b>	<ul style="list-style-type: none"> <li>●Participants given some insights on what SIGs are, what they do and how they fit into the structure of BirdLife International Africa Partnership</li> </ul>	<ul style="list-style-type: none"> <li>●Presentation on overheads/flip chat</li> </ul>	ASWG
	<b>Next Steps</b>	<ul style="list-style-type: none"> <li>●Participants agree on what happens next, who does what and the dead lines</li> </ul>	<ul style="list-style-type: none"> <li>●Brain storming on flip chat</li> </ul>	<ul style="list-style-type: none"> <li>●ISAPC</li> </ul>
	<b>Evaluation</b>	<ul style="list-style-type: none"> <li>●Synthesis of the work done in the four days</li> </ul>	<ul style="list-style-type: none"> <li>●Participants indicate whether they are unhappy, happy or very happy on a moodometer for the 4<sup>th</sup> day and for all the 4 days.</li> </ul>	<ul style="list-style-type: none"> <li>●Facilitator</li> <li>●All Participants</li> </ul>
	<b>Wrap up</b>	<ul style="list-style-type: none"> <li>●Official closure of workshop</li> </ul>	<ul style="list-style-type: none"> <li>●A few speeches, vote of thanks, etc</li> </ul>	<ul style="list-style-type: none"> <li>●Facilitator, ISAPC, ASWG</li> </ul>
	<b>Business meeting of SIG</b>	<ul style="list-style-type: none"> <li>●Chart out the way forward towards spearheading the conservation initiatives for the species</li> <li>●Discuss production of national SAP</li> </ul>	<ul style="list-style-type: none"> <li>●Elect office bearers if appropriate</li> <li>●Secretary takes minutes of meeting</li> </ul>	<ul style="list-style-type: none"> <li>●ISAPC</li> </ul>
<b>5</b>	<b>Field excursion</b>			

AP= Action Plan, ASWG= African Species Working Group, ASWGC= African Species Working Group Coordinator, CASWG= Chair African Species working Group, SAP=Species Action Plan, SHA= Stakeholder Analysis, SIG=Species Interest Group, ISAPC= International Species Action Plan Coordinator, VIP=Very Important Person.

## **Annex 3: Steps taken in National species action planning**

### **(a) WHAT NEEDS TO BE DONE BEFORE THE WORKSHOP**

#### **BACKGROUND MATERIAL**

The participants agreed that what is required is editing the background document in the international action plan so that it contains more country-specific information.

The following could be noted when undertaking the editing

- Any information bias may need to be removed. It was noted that there is a tendency for the background document to contain more information about the species from the International SAP Coordinator's country. ISAPCs are responsible for compiling the background documents for each species.
- Ensure that language used in the background document is understandable by most (all) stakeholders at national level.
- Include more country specific information.
- Retain an international perspective. This highlights the existence of the international action plan. It assists the stakeholders with assessing their national contribution to conserving the species.

#### **Distribution and population status**

- Global population: Table only, no text.
- Species national (country) population: Present detailed information in table and text. Include a map if possible.
- Include a country specific habitat description (if available and applicable)
- Movements in country.
- Protection status:
  - Legal protection (Use national legislation and signatories to International Conventions table in the ISAP). This addresses national legislation and international legislation. Move the country being focused on to the top row in the table.
  - Important Bird Areas (IBA) and Protected Areas (PA): Use Table (from ISAP) for Local distribution, numbers and protected area status of species sites. Included only the information relevant to the country in question.
  - Include size of each IBA and PA.

#### **Relationship with other SAPs and biodiversity strategies**

- Include only the country specific information.
- Mention the other SAPs for the species that have been produced in other countries.

#### **Biology and ecology**

- As in the ISAP background information.

#### **Do we have to draft the background material specific to the country, threats and potential threats?**

- Compile list from international action plan. The root causes of threats from the problem tree.
- Highlight any that are specific or unique to the country in question.

#### **Stakeholders' analysis**

- The stakeholder analysis (SHA) should be redone at national level. Use the outline as used in the ISAP. Do not simply adopt what is contained in the international plan.
- Edit any sections that may cause offence to certain stakeholders.

#### **Why do a stakeholders analysis?**



- To identify the appropriate stakeholders and stakeholder groups.
- To assess the knowledge that stakeholders have of each other.
- To take advantage of stakeholders that can assist with preparation.
- To identify the appropriate stakeholders and stakeholder groups to invite to the workshop.
- To identify critical stakeholders without whom the workshop cannot proceed.
- To be reviewed during the workshop by the facilitators in order to ensure that all appropriate stakeholders and stakeholder groups are represented at the workshop.
- Approximately 25-30 participants are appropriate per workshop facilitator.

#### **When do you do stakeholders analysis?**

- Should be done before the workshop since it is on the basis of this analysis that workshop participants are selected.
- Where appropriate, maintain a personal contact with the stakeholders.

#### **How is a stakeholders analysis done?**

- Refer to the country specific stakeholder analyses contained in the ISAP. Compile a list of stakeholders providing information on their interests, impacts on the species, a rating of each impact and what they could contribute to implementation of a species action plan. The analyses should be distributed amongst colleagues (especially those that know the species or certain of the sites) for comments. All national stakeholders should be included.
- Consult with local people at the species sites. This will help identify key people and /or representatives of interest groups that may have been missed.
- After completing the SHA you may end up with a long list of proposed participants. There may be a need to prioritise the stakeholders in order to compile an invitation list. This could be done by:
  - Ensuring wide stakeholder representation.
  - There may be a bias towards agencies with a conservation mandate for the species and its sites
  - There may be a bias towards agencies that can help in the implementation.
  - You could obtain assistance from species experts to select key people without whom the workshop cannot take place
- In instances where the workshop is going to include high level politicians and local community participants it may be necessary to hold two separate workshops.
  - It is important that you provide the relevant background information in the invitation letter in order to ensure that the appropriate person (technical/administrative) attends the workshop.
  - The steps involved in the SHA will vary from country to country. Do what works best in your country by keeping in mind what you want out of the SHA.

#### **Factors influencing success of action plan implementation**

- From the international background document; remove factors not applicable to the country in question and add in factors applicable to the country.
- Risks and opportunities (use table in international document)

National AP background document is the starting point to making the link between the international and national SAP.

- The person preparing the national AP background document must read the international SAP.
- Suggested schedule for sending the national background material to stakeholders ahead of the workshop:
  - Snail-mail: >4 weeks
  - Email: 2 weeks and a reminder 1 week

- Participants agreed that it is not necessary to send the International SAP to everybody invited to the workshop
- Suggested schedule for sending the workshop invitation to stakeholders:
  - State in the invitation letter that the International SAP is available on request.
  - Clearly state that the person is being invited to attend a workshop to develop a national action plan.
  - There may be a need to have make direct contact, and agree the workshop dates, with selected key people that you can not hold the workshop without.
  - Start preparations early. At least 3-4 months in advance of the workshop dates.
  - Send the letter of invitation as soon as the workshop dates have been agreed (3 months ahead of the workshop).
  - Send a remainder 6 weeks ahead of workshop.

## **(b) WHAT NEEDS TO BE DONE DURING THE WORKSHOP**

### **1. INTRODUCTION**

Workshop participants should introduce themselves in order to:

- Get to know each other and feel at home
- Ensure familiarity
- Ensure everybody participates

Mention of a participants position during the introductions may be perceived as intimidatory to others. In other circumstances it may however be an important form of recognition for some participants.

#### **Knowing the Participants' expectations of workshop:**

- Gives the facilitator an idea of whether the participants have prepared for the workshop.
- All the participants feel that their interests are catered for.
- Used to refine the workshop objectives.
- Provides the facilitator with an opportunity to identify expectations that may fall outside the planned scope of the workshop. These could either be incorporated into the workshop programme. Opportunities (breaks and in the evenings) can be used to discuss the expectations with the proponent and hopefully go some way in addressing them.
- At the end of the workshop, the participants' expectations are reviewed. This assists the facilitator in assessing the success of the workshops. Any expectations not addressed and the reasons for this will need to be discussed and agreed.

### **2. BACKGROUND MATERIAL**

#### **Presentation of background material**

- Brings all the participants to a minimum level of knowledge.
- The background material needs to be well structured and should be presented. Certain international issues of relevance to the production of the national plan should be retained (eg migratory species, cross-border species).
- After presenting the material, participants should be given a chance to make contributions. Distributing the background documentation well ahead of the workshop and receiving comments and incorporating them before the workshop should be encouraged and will reduce the time spent on this step.

#### **Discussion of background material**

##### **(a) Gaps in knowledge**

- Allows up-to-date information to be incorporated that may affect decisions taken during the workshop.
- The facilitator must ensure that the discussions remain relevant to production of an action plan and do not get ahead of the process.

##### **(b) On-going and potential projects**

- Need to state clearly what the species in-country distribution is as many of the people at the workshop may know a lot about selected sites only,
- Brainstorm the on-going and potential projects at the sites where the species is found. These projects may have a positive or negative impact on the species.

**(c) Factors influencing success of Action plan implementation**

- Determine whether there are risks and opportunities that may affect the implementation of the action plan.

### 3. STAKEHOLDERS ANALYSIS

- Participants agreed that the SHA for the national workshop should not be repeated because it is already thoroughly done in the preparation of the background material and it is on the basis of the SHA that the workshop participants were identified and invited.
- It was however emphasised that although not all the stakeholders can be invited to attend the workshop; their contribution to the AP implementation is still considered and they can be assigned some projects/actions to implement.
- During the workshop, it is important to review the SHA in order to ensure that all appropriate stakeholders and stakeholder groups are represented at the workshop.

### 4. THREAT ANALYSIS

Participants agreed that to properly present the threat analysis from the ISAP, it is important to:

- Explain how the problem tree grew
- Present the problem tree as contained in the ISAP.
- Agree in the plenary (add/subtract) any changes to the upper level of the problem tree
- Divide the participants into working groups based on groups within the Problem Tree (4-5 groups) and Working Groups:
  - Review the branches to assess the relevance to the country.
  - Make the relevant changes to make it relevant to the country.
- In the plenary
  - Each group presents
  - Discussion and consensus reached on final problem tree for the NSAP.
  - Prioritisation of each card according to each card's impact on the species: low (♦), medium (♦♦), high (♦♦♦) and critical (♦♦♦♦).
- If no change are made to the levels in the ISAP at which objectives were set:
  - Retain objectives from the ISAP in the NSAP.
  - Divide into working groups:
    - (a) Design projects that address the achievement of each objective (considering the headings: Policy and legislation, Species and habitat, Monitoring and research, Public awareness and training, Community involvement and International).
    - (b) Review project concepts from ISAP specified for the country.
    - (c) Review changes to Problem Tree and projects.
  - Plenary: present and get consensus on projects.
- If changes are made to the levels in the ISAP at which objectives were set:
  - If additions are made:
    - Consider whether the changes are catered for by the existing objectives from the ISAP. If yes, go to (b) above.
    - If changes are not addressed in the existing objectives from the ISAP, formulate new objectives in plenary and go to (b) above.
  - If some subtractions are made, assess whether all the objectives are still relevant.
- After agreeing on the objectives and projects, review:
  - Project concepts against risks and opportunities in the implementation of plan.

- Project concepts against national problem tree.
- Vision and agree changes if any.
- Aim and agree changes if any, add 'in country'
- Working groups:
  - Complete the Projects Table
  - One working group is formed to work on indicators for the aim and objectives
  - Table is filled in using headings Policy and legislation, Species and habitat, Monitoring and research, Public awareness and training, Community involvement and International
  - Use ISAP as a reference.
- Plenary presentations
  - Sections of projects table completed
  - Indicators for aim and objectives
  - Discussions and consensus on project table and indicators for aim and objective
- M & E plan-What?, Who, Why?
- Determine whether there is any part of the plan that anyone has a problem with or objects to.
- Adopt the plan.
- Determine the Next Steps.

#### Annex 4: National Stakeholders Workshop Programme:

Date & Time.	Time (min)	Activity	Description	Person responsible
<b>Day 1.</b>				
	15	Welcome and opening	<b>Plenary.</b> Brief welcome to everyone by host NGO Official opening by VIP	
	30	Introductions	<b>Plenary</b> – Cards. Name, Organisation, Position, Where based, Species. conservation experience. - Put cards with headings up on the wall.	
	15	Explanation of workshop techniques	<b>Plenary</b> – Cards. Explain rationale behind: - Brainstorm first; only then open discussion. - Use of Cards & flipchart.	
	60	Expectations.	<b>Plenary</b> – Cards. 3 cards to each participant, Put cards on wall & group. Use expectations to refine the workshop objectives.	
<b>10:30 – 11:00</b>	<b>30</b>	<b>Tea/Coffee Break</b>		
	15	What is a Species Action Plan?	<b>Plenary</b> - Flipchart. Brainstorm & short discussion.	
	15	Workshop programme.	<b>Plenary</b> – Overhead. Brief overview of the entire workshop programme.	
	60	Presentation of background information.	<b>Plenary</b> – Overheads. Presentation of the information contained in the background document prepared for the workshop.	
	30	Discussion of background information.	<b>Q1:</b> Gaps in knowledge on species <b>Plenary</b> – discussion, captured on flipchart.	
<b>13:00 – 14:00</b>	<b>60</b>	<b>LUNCH</b>		
	60	Discussion of background information cont.	<b>Q2:</b> On-going & potential projects in country Plenary – brainstorm & discussion onto flipchart. <b>Q3:</b> Risk & opportunities affecting implementation of the national action plan in country. Plenary – brainstorm onto cards, group & discussion. Not done for threats. This will be covered by the problem tree analyses.	
	60	Introduction to the ISAP Problem Tree.	<b>Plenary</b> – Cards. Explanation: How the species problem tree was constructed. Presentation of the species problem tree as contained in the ISAP. Questions & answers.	
<b>16:00 – 16:30</b>	<b>30</b>	<b>Tea/Coffee Break</b>		
	30	Restructuring the upper level of the Problem Tree making it relevant to country	<b>Plenary</b> – Agree relevance to country. Discussion & stay the same or removing and/or adding cards at the upper level. Includes filling any gaps at the upper level.	
	60	Review branches of the problem tree and make relevant to country	<b>Groups</b> – Cards. Divide people into groups. The group removes a branch or tow, reconstructs the branch(es)	
	60	Group presentations on reconstructed	<b>Plenary</b> – Cards. Each group presents their Problem Tree. Discussion	

		problem tree branches.	refinement and consensus.	
	5	Evaluation.	Happy, medium, sad face.	
<b>19:00 -</b>		<b>DINNER</b>		
<b>Day 2.</b>				
	15	Recap of day 1.	<b>Plenary</b> - Overheads / Flipchart / Cards.	
	60	Prioritisation of issues by on impact on species	<b>Plenary</b> - Cards. low (♦), medium (♦♦), high (♦♦♦) and critical (♦♦♦♦).	
	15	Review the Objectives from the ISAP.	<b>Plenary</b> - Cards / Flipchart. Link between the Objectives and Problem Tree. (use newly constructed national Problem Tree).	
<b>10:00 - 10:30</b>	<b>30</b>	<b>Tea/Coffee Break</b>		
	60	Design project concepts.	<b>Groups</b> - Cards / Flipchart. Divide people into groups based on Objectives. Review project concepts against those in the ISAP Retain, remove and/or develop new project concepts.	
	60	Group presentations on project concepts.	<b>Plenary</b> - Cards/ Flipchart. Each group presents their project concepts. Discussion refinement and consensus.	
	30	Review the Vision & Aim.	<b>Plenary</b> - Flipchart. Changes, the same, add "in country"	
<b>13:00 - 14:00</b>	<b>60</b>	<b>LUNCH</b>		
	60	Completion of projects table.	<b>Groups</b> - Cards/Flipchart. Same Groups as for Objectives and designing Project Concepts. One from each group to form a further group to look at indicators for the Aim and Objectives.	
	90	Group presentations on completed Projects Tables. Group presents indicators for the Aim & Objectives.	<b>Plenary</b> - Cards/Flipchart. Group present project tables and indicators for Aim & Objectives. Discussion refinement and consensus.	
<b>16:30 - 17:00</b>	<b>30</b>	<b>Teal/Coffee</b>		
	60	Monitoring & Evaluation Plan.	<b>Plenary</b> - Overheads.	
	60	Adoption of the plan.	<b>Plenary:</b> Any objections to any part/component of the plan? Can we adopt the plan? YES. Review expectations. Next steps	
	15	Workshop close.	Vote of thanks.	
		Final Evaluation.	Happy, medium, sad face.	
<b>19:00 -</b>		<b>DINNER</b>		

Annex 5: Program for the Spotted Ground Thrush Stakeholders' workshop for Tanzania

Action Plans for the Conservation of Globally Threatened Birds in Africa 8-9 January 2004, Episcopal Conference Centre Kurasini, Dares Es Salaam



Time	8 January 2004	9 January 2004
8:00 - 13:00	Welcome and opening(WCST) Introductions (EM) SAP/ ASWG (ES) Explanation of workshop techniques (ES) Expectations (GM) <b>Tea/Coffee break (ALL)</b> What is a Species Action Plan? (EM) Overview of the workshop programme (ES) Presentation of background information (GM)	Recap of day 1 (EM) Prioritisation of issues based on impact on SGT in Tz (ES) Review the Objectives from the International SGT Action Plan (ES) Review the Vision & Aim (ES) <b>Tea/Coffee break (ALL)</b> Design project concepts (ES) Group presentations on project concepts (ES) Completion of Projects Table (ES) Group presentations on completed Projects Table (ES)
13:00 - 14:00	LUNCH	LUNCH
14:00 - 18:00	Discussion of background information cont. (GM,EM,ES) Introduction to the International SGT Problem Tree (ES) <b>Tea/Coffee break (ALL)</b> Restructuring the upper level of the problem tree making it relevant to Tz (ES) Review branches of the problem tree & make relevant to Tanzania (ES) Group presentations on reconstructed problem tree branches (ES) Evaluation (EM)	Press Release (EM) <b>Tea/Coffee break (ALL)</b> Monitoring & Evaluation Plan (ES) Adoption of the plan (EM) Review expectations (GM) Workshop close (WCST) Final Evaluation (GM)

EM=Elias Mungaya, ES=Eric Sande, GM=Godlisten Matilya, WCST=Wildlife Conservation Society of Tanzania

The Workshop is organised by WCST, The BirdLife International Partner in Tanzania. This project is co-ordinated, on behalf of the BirdLife International African Species Working Group, by NatureUganda, BirdLife South Africa and the RSPB (the BirdLife Partners in Uganda, South Africa and the UK respectively). The project is supported and implemented by 17 African BirdLife partner organisations and RSPB and co-funded by the UK Department for the Environment, Food and Rural Affairs under the Darwin Initiative



**Annex 6: List of participants and their contact details**

Name	Organization	Position	Where based	Species Conservation experience	Contact address	Email
Abraham Mndeme	Tanzania Forest Conservation Group (TFCG)	Forest Field Officer	Ruvu south	General conservation in Udzungwa, Kilosa, Ruvu south	TFCG, Box 23410, Dar es salaam	<a href="mailto:Kishari2002@yahoo.com">Kishari2002@yahoo.com</a>
Babu Matunda	Misitu Yetu - CARE Tanzania	Ag. Project Manager	Dar es Salaam.	-Conservation of flora and fauna -Miombo forest and woodlands. -High tropical / montane forests Coastal forest.	Box 10242, Dar es Salaam. Tel:255-22-2668581; Cell:0744-337332	<a href="mailto:bmatura@care.or.tz">bmatura@care.or.tz</a>
A. Dalu	Forest and Beekeeping Department (FBD)	Incharge of natural forest management	Dar es Salaam.	-Active management of mangrove species	P O Box 426 Dar es Salaam	<a href="mailto:fordev@africaonline.co.tz">fordev@africaonline.co.tz</a>
Dr. Charles Msuya	University of Dar es Salaam (UDSM)	Research Scientist	Dar es Salaam.	-Long term experience in conservation especially in birds and amphibians. -Biodiversity survey in coastal forests and other areas	Box 35064, Dar es Salaam	<a href="mailto:cmsuya@uccmail.co.tz">cmsuya@uccmail.co.tz</a>
Dr. Eric Sande	Africa Species Working Group (ASWG)	ASWG Coordinator	Kampala	-Nahan's Francolin -Participated in 6 international and 4 national SAP workshops	P O Box 27034 Kampala	<a href="mailto:eric.sande@natureuganda.org">eric.sande@natureuganda.org</a> <a href="mailto:eric_sande@hotmail.com">eric_sande@hotmail.com</a>
Elias Mungaya	Wildlife Conservation Society of Tanzania (WCST)	BirdLife Officer	Dar es Salaam.	- Water bird monitoring -Bird spp survey, -Stone chart research -2 SAP workshops	Box 70919, Dar es Salaam	<a href="mailto:wcst@africaonline.co.tz">wcst@africaonline.co.tz</a>
Godlisten Matilya	WCST	Forest Conservation Officer	Dar es Salaam.	-Conservation of seed dispersing ant species in South Africa synbos -Bird monitoring	Box 70919, Dar es Salaam	<a href="mailto:wcst@africaonline.co.tz">wcst@africaonline.co.tz</a>
Isaac Malugu	WCST	Forest officer cum Fundraising officer	Dar es Salaam.	Long-term experience in conservation of coastal forests.	Box 70919, Dar es Salaam	<a href="mailto:isaacmalugu@yahoo.co.uk">isaacmalugu@yahoo.co.uk</a>
Jossam S. Mungure	Kisarawe District Council	District Game Officer (DGO)	Kisarawe	3 years experience in Wildlife management, especially the big	Natural Resources Department	-



				mammals, reptiles, plants & birds	Box 28001, Kisarawe	
Julius Wandongo	Wildlife Division	CITES desk officer	Dar es Salaam.	Worked in Mkomazi game reserve on ecological research. Biodiversity survey in Tarangire.	Box 1994, Dar es Salaam	<a href="mailto:jmwandongo@yahoo.com">jmwandongo@yahoo.com</a>
Mathew Kiondo	Tanzania Wildlife Research Institute (TAWIRI)	Senior research scientist	Arusha	Enough experience in Conservation Participated in several action plan for conservation of birds	Box 426, Dar es Salaam	mmgosi@yahoo.com
Peter Mayeye	WCST	Acting Coordinator	Dar es Salaam.	Long experience in conservation activities (1998 to date)	Box 70919, Dar es Salaam	<a href="mailto:wcst@africaonline.co.tz">wcst@africaonline.co.tz</a>
Severin Mafimbo	WAHIPUKA	WAHIPUKA secretary	Kazimzumbwi	Conservation of Pugu and Kazimzumbwi	Box 28003, Kisarawe, Pwani	

## **Annex 7: Workshop techniques**

### **Rules for the use of cards during brainstorming**

- Only one idea/concept per card
- Aim for a maximum of 3 lines of text per card
- Write in upper and lower case letters
- Use the card in landscape format; do not use the cards in portrait format
- No discussions until all the cards have been collected and displayed
- Spelling does not matter

### **Rules for the use of flipchart during brainstorming**

- Each person has an opportunity to present his/her idea(s)
- All ideas are recorded onto the flip chart
- All ideas are captured during which time there is no discussion at this stage
- Once all the ideas have been captured, discussion follows

## **Annex 8: Participants expectations**

- SGT action plan developed
- Come up with smart SGT action plan
- Develop implementable action plan
- Come up with concrete plans for the conservation of SGT
- SGT conservation is integrated with other conservation measures
- Participatory and sustainable conservation action plan for SGT
- Workable long term plan for conservation of SGT
- Develop time plan for the implement SAP
- Interdepartmental experience
- Improvement in conservation
- Know habitat requirement of species
- Know the nature of SGT
- To know how best to preserve the SGT
- Know more about conservation of birds in Tanzania'
- Understand factor affecting its habitat and distribution
- Understand the species distribution in Tanzania
- Identify possible areas where species may occur
- Basic ways of protecting the ecosystem through discussion.
- Learn how to conduct field surveys
- Develop skilled knowledge on conservation
- Learn and know conserve forest and creatures.
- Learn more about birds
- Know SGT stakeholders
- Collaboration among stakeholders
- A plan which involves local people in protection SGT

## Annex 9: Definition of a Species Action Plan

### (a) Results from the brainstorm

#### What is the SPECIES ACTION PLAN?

- Process that improves quality or quantity of species
- Maintenance of species in the context of biodiversity
- Set of strategies taken to ensure survival of the species.
- Action towards conservation of a species.
- Set of guidelines for conserving or protecting the species.
- Ways forward to ensure that species does not get extinct
- Activities to be carried out ensure conservation of species.
- Form of habitat improvement and protection to ensure survival of species.
- Conservation strategy which involve identification of threats and potentials stakeholders

### (b) BirdLife International African Partnership definition

*A Species Action Plan is a scientifically authoritative, strategic document that defines specific, measurable objectives and actions for conserving priority species. It should be achievable, time-bound and involve all appropriate stakeholders.*

#### i) Scientifically authoritative

- Review and document all data available
- Involve all relevant experts
- Check data in workshop

#### ii) Strategic document that defines specific, measurable objectives and actions

- Strategy: Where are we, where do we want to be and how do we get there?
- Specific

Measurable

#### iii) Achievable, time-bound

- SMART Objectives

#### iv) Involve all appropriate stakeholders

## Annex 10: Draft Spotted Ground Thrush *Zoothera guttata* Action Plan for Tanzania

### Background Information

#### 1.0 Introduction

Spotted Ground Thrush *Zoothera guttata* is an endemic resident and intra-African migrant. It is generally rare but fairly common at very few localities. The species is classified as endangered since it has very small and severely fragmented area of occupancy, throughout which its woodland habitat continues to be degraded and destroyed (BirdLife International 2000). Its population is inferred to be undergoing a continuous decline and has been classed as rare in IUCN/ICBP Red Data Book (Collar and Stuart 1985). It is mainly threatened by destruction of its forest habitat, and in South Africa also by low breeding success, mortality during migration and to a lesser extent by availability of food.

According to Dean *et al.* 1992, Spotted Ground Thrush is a brown thrush with spotted underparts and diagnostic white wing-spots and underwing bar of *Zoothera*. Brown plumage blends perfectly with leaf-litter, and this combined with habit of standing still for long periods makes it extremely hard to find. It is confined to forest and might be confused with Orange Ground Thrush *Zoothera gurneyi* or Olive Thrush *Turdus olivaceus*, but the latter have underparts partly or wholly orange with smudgy brown spots or bars, rather than pure white or buff with large black spots, and immature Olive Thrush lacks white wing-spots.

#### 2.0 Background information

##### 2.1 Taxonomy

**Class:** Aves

**Order:** Passeriformes

**Family:** Turdidae

**Genus:** *Zoothera*

**Species:** *guttata*

The classification of *Zoothera guttata* and related African thrushes, has been a controversial issue for many years, and has been discussed in detail by Harebottle (1994). In the latest taxonomic revision of the birds of the world by Sibley and Monroe (1990), *Z. guttata* is among the 37 thrushes included in the genus *Zoothera*, of which nine are African.

Five races of *Zoothera guttata* are described, all existing in isolated patches of moist evergreen forest (Dean *et al.*, 1992). Two are migratory coastal races, one (*Z. g. fischeri*) in Kenya and Tanzania, and the other (*Z. g. guttata*) in South Africa. An assessment of morphological and plumage characters done by Harebottle *et al.* (1997) did not support a recent proposal suggesting the existence of two subspecies of the Spotted Ground Thrush in South Africa. A resident race (*belcheri*) is found in Malawi, and two other races are known from single specimens in Sudan (*maxis*) and Democratic Republic of Congo (*lippensi*). The separation of the five races is based on morphological differences only.

*Z. g. lippensi* is named after L. Lippens in tribute to his extraordinary contribution to the conservation of the environment and especially birds. After re-examining the specimen initially collected by H. Wille in 1973, Prigogine and Loutte (1984) found it to differ enough from other races to deserve a separate name. The type of *lippensi* differed from all the other specimens examined (*guttata*, *fischeri*, and *belcheri*) in being decidedly olive-greyish in colour dorsally, whereas the other races are more brownish-rufous. The longest under-tail coverts have an orange-buff colour, as in *maxis*, they are pure white in the other races.

*Z. g. belcheri* is named after the collector, Sir Charles Belcher. Benson (1950) described and proposed the naming of *belcheri* as a new race after noting striking differences between it and South African specimens. He described it as similar to *natalicus*, but differing in having the abdomen and flanks more intensely white, without any buffy tinge, and the spotting thereon more intensely black. Also the upper mandible and the tip of the lower mandible are black, rather than horn-brown; perhaps also somewhat smaller.

*Z. g. maxis* differs from other races in its darker and browner upperparts (Nikolaus 1982).

## 2.2 Distribution and population status

Spotted Ground Thrush has a wide but discontinuous distribution (Bennun 1992) (Figure 1). The approximate number of individuals of the species in range states is shown in Table 1. The number of individuals in different sites is shown in Table 2. *Z. g. maxis* and *Z. g. lippensi* are known only from a single specimen each and thus have their distributions restricted to their type localities. *Z. g. maxis* is only known from Imatong mountains of Sudan, south-east of Juba on the Ugandan border. *Z. g. lippensi* is known only from the Upemba National Park where it is certainly a rare bird, perhaps only a visitor, confined to the montane forest (Prigogine and Loutte 1984). The specimen collected from DRC was a female adult sighted at Lusinga Island at 1750 m above sea level.

*Z. g. guttata* is an altitudinal and coastal migrant endemic to South Africa, and is limited to the eastern coastal forest belt ranging from the Buffalo River at East London in the south to Lake St Lucia in the North (Barnes 2000). It has also recently been recorded in southern Mozambique (J. Curverwell). Density of *Z. g. guttata* in Dlinza Forest, a breeding locality in northern KwaZulu-Natal, South Africa, ranges from 3.4-4.1 birds/ha (H. Chittenden in litt).

*Z. g. fischeri* is an endemic resident and intra-African migrant, non-breeding visitor to coastal Kenya and north-eastern Tanzania from Lamu to Pugu Hills (Baker and Baker 1992; Dean *et al.*, 1992). The breeding ground of this population occurs in some of the Tanzanian coastal forests and probably northern Mozambique. Bennun (1985) described it as generally rare but locally fairly common at very few localities e.g. Gede, Kenya, where population density was estimated 2.9 birds per ha, a total of 113 individuals in the 39 ha forest area. Density in Arabuko Sokoke forest is probably much lower. It is confined to the coastal forests. In Kenya it has been recorded north to Lamu, but with most records from the Gedi and Arabuko-Sokoke Forests. It is present at very low densities throughout the Arabuko-Sokoke Forest; but occurs at higher densities in the few tiny patches of thick coastal forest such as Diani, Jadini, Shimoni and Gede; a few records have been made elsewhere: Kaya Gandini, Kaya Waa, Mrima Hill Forest, Mkongani, Shimba Hills. In Tanzania, the Rondo Plateau and Litipo Forests reserves (among the coastal forests of Lindi District) are the breeding sites for the East African population of the species, and the bird is a regular passage migrant through the coastal forests of Pande and Dondwe (on the outskirts of Dar es Salaam), and those of Kisarawe District (Pugu hills, Kazimzumbwi and Ruvu Forest Reserves). Though not recorded, the species can be expected to occur on passage from Zaraninge forest in Bagamoyo District or other coastal forests in Rufiji, Handeni, Kilwa and Pangani Districts.

*Z. g. belcheri* is found in montane forests of southern Malawi where it occurs as a small isolated population. Initially it was only known from Soche Mt and considered possibly extinct when first described (Benson 1950). No later than 1951, the species was collected at the Thyolo Mt (Benson 1952), and further work confirmed that *belcheri* was not extinct. During extensive fieldwork done in the 1980s, in addition to Soche and Thyolo Mts where the bird was still seen, it was discovered at two more localities in 1983, i.e. Mount Mulanje Forest Reserve in the southern region and Lisau Saddle (Dowsett-Lemaire 1989). Sightings then suggested that the total numbers in Malawi to be very low, possibly in the order of 30-40 pairs. Soche Mountain Forest Reserve (on the edge of the city of Blantyre) is important for the occurrence of the species. Though not recorded, *belcheri* could occur in the mid-altitude forest on Chikala, which is part of Liwonde Hills Forest Reserve as it is known from similar habitat and altitude elsewhere in southern Malawi. Based on habitat requirements of the species, it should also be expected on mountains in Mozambique adjacent to Malawi, especially Chipirone and Namuli (F. Dowsett-Lemaire, pers comm.)

In the past, when patches of coastal forest were larger, more numerous, and near-continuous, Spotted Ground Thrushes must have been more abundant than at present (Barnes 2000). Forest degradation and alteration has undoubtedly led to the reduced habitat availability and a subsequent decline in the population size. Limited data from irregular and infrequent records have prevented an accurate population estimate from being made. The global population is estimated at 2000-4000 individuals (Collar and Stuart 1985). Both *fischeri* and *belcheri* (estimated at 50-100 individuals by Collar and Stuart (1985) have significantly larger populations than both *maxis* and *lippensi* together. However, *fischeri* may be more numerous than past records indicate. Estimated at 400-800 pairs (Harebottle 1994), *Z. g. guttata* has the largest known population of the five races – about 40% of the species in South Africa. Given the general lack of information about the species, there is need for prospecting potential areas of occupancy, e.g. northern Uganda and north-eastern DRC.

**Table 1: Population, distribution and seasonal occurrence of Spotted Ground Thrush (Quality code according to the World Bird Database; A = reliable, B = incomplete; C = poor; U =unknown)**

Country	Race	Population*	Distribution	Population trend	Breeding/non breeding range	Seasonal occurrence	Notes
South Africa	<i>guttata</i>	400 - 800 pairs					
			Eastern Cape Breeding; Non-Breeding	Overall? Dlinza	Breeding & non-breeding	Migratory	Extrapolation from Harebottle 1994
			Kwa-Zulu Natal Breeding; Non-Breeding	Stable (?)	Breeding & non-breeding		
Mozambique	<i>fischeri</i>						
Malawi	<i>belcheri</i>	30-40 pairs					
			.Soche Mountain (MW 017)	Decreasing (B)	Breeding	Resident (Migration to KZN Coast ??)	Renewed deforestation 2002
			.Mulanje Mountain (MW 018)				Encroachment, deforestation, Bush fires & Spread of exotics
			Thyolo Tea Estate (MW 019)				Pressure to release land to local people
			Thyolo Mountain (MW 020)				Deforestation by local people
			Uwonde Hills (MW 015)				Mainly intact. -Little information is known about individual sites therefore further research is required
Tanzania	<i>fischeri</i>	+200 pairs (C)					There are more similar habitats to be studied
			Rondo Plateau	Decreasing (C)	Breeding & non-breeding	Resident	
			Litipo Forest (R)	Decreasing (C)	Breeding & non-breeding	Resident Non-Resident	There are more similar habitats to be studied
			-Kisarawe forests	Decreasing (C)	Breeding & non-breeding	Resident Non-Resident	There are more similar habitats to be studied
			Pande & Dondwe GR	Decreasing (B)	Non-breeding	Non-Resident	
			Zaranninge FR	Decreasing (C)	Non-breeding	Non-resident	
DRC	<i>Lippensi</i>	>1	Upemba National Park	Stable?	Unknown	Visitor? Captured in October	Very little information about population, distribution, breeding and Movements. More surveys needed in neighbouring montane forests (> 1500 m)
Kenya	<i>fischeri</i>	±175 Pairs (B)	Coastal forests	Decreasing (A)	Non-breeding	Visitor	Conservation of Arabuko-Sokoke FR set to improve due to stakeholder involvement
Sudan	<i>maxis</i>						

**Table 2: Local distribution, numbers & protected area status of Spotted Ground Thrush known sites within range states**

Country	Region /Province	Site (IBA site no. if applicable)	PA status	No. of Sites	No. of pairs	References	Notes
Tanzania	Lindi, Coast Region & Dar-es Salaam	Rondo plateau & Litipo Forest Reserve	Forest Reserve	3	80	Neil & Liz Baker, 2002 ( Pers. Comm.)	Limited information on studies done
		Kisarawe Forests	Forest Reserve	3	40	Neil & Liz Baker, 2002 (Pers. Comm.)	
		Pande & Dondwe GR	Game Reserve	2	30	Game Division	
		Zaraninge FR	Forest reserve	1	10	Game Division	

**Figure 1 Map showing distribution of *Z. guttata* in Tanzania .**

### 2.3 Movements

*Z. g. fischeri* is migratory in Kenya, Tanzania, and probably Mozambique but the movements of *Z. g. fischeri* are not well understood. It shows an altitudinal winter migration to the coast. In Kenya the birds are present only from around late March to November, and there is no evidence that they breed in that country. Until recently their breeding grounds were unknown, but birds with brood patches have been caught recently in forest on the Rondo Plateau in the extreme southern Tanzania. There may be other breeding populations in northern Mozambique, where there has been little ornithological exploration (Bennun 1992).

### 2.4 Protection status and relationship with other Species Action Plans and biodiversity strategies

A number of national and international legislation and treaties exist in Tanzania that may benefit the Spotted ground Thrush have been ratified (Table 3).

**Table 3: National legislation and signatories to international conservation treaties relevant to Spotted Ground Thrush in Tanzania**

National legislation	International Conservation Treaties					
	UNESCO (MAB)	AC	WHC	CBD	CMS	CITES
1. National Wildlife Policy	√	√	√	√	√	√
2. Forestry & Bee keeping Policy						
3. Constitution of the URT - Wildlife Act						

WHC=World Heritage Site, CBD=Convention of Biological Diversity, CMS=Convention of Migratory Species

In Kenya, there a project aiming to conserve wintering habitat at Arabuko-Sokoke Forest through sustainable use, but not in other forests where the species is found. The forest is also protected by the Forests Act and there is currently an MoU between KWS and Forest Dept on management of several forests in Kenya. The two breeding sites in Tanzania (Litipo and Rondo Plateau Forest Reserves) are part of a coastal forest conservation programme. All the sites where the species is found are now recognised as Important Bird Areas (Table 2) and some of them are likely to benefit from site-based conservation actions. There has been a very speedy deforestation of the coastal forests around Dar es Salaam and coastal regions. However there are some underway mitigation efforts. The International Union for Conservation of Nature (IUCN), Swedish Society for Nature Conservation (SSNC), CERE Norway, World Wildlife Fund (WWF), Tanzania Forest Group (TFCG) are working on conservation of coastal forests.

### 2.5 Habitat requirements of species

The species occurs in deep shade in a variety of forest-types with deep leaf litter, from dry *Cynometra* thicket in the Arabuko-Sokoke at sea-level (non-breeding birds) to moist evergreen forest at 1200-1700 m in Malawi (BirdLife International 2000). It inhabits low altitude moist evergreen forest with nearly complete canopy cover, deep shade, extensive moist, thick leaf litter and sparse undergrowth. It likes areas of low coral vegetation with dead wood and vine tangles for cover when threatened. In Arabuko Sokoke forest it occurs in *Afzelia* forest and dry *Cynometra* thicket.

Migratory populations may use moist bush and thicket especially *guttata*, which may also winter in coastal dune forest. Otherwise they winter in tall forests at the coast, which for *fischeri*, are preferentially on coral rag. The coral rag forests of Kenya (Gede, Diani and Shimoni) have no thick diverse undergrowth layers characteristic of lowland rainforests of coastal Kenya. This is perhaps why they have high densities of this bird. In Gede they prefer deeply shaded areas with thicker leaf litter and more open understory, but also utilise adjacent denser undergrowth refuges.

### 2.6 Biology and ecology

#### Food and feeding

Frequents forest floor and lower branches of leafy trees. Foraging is done in typical thrush fashion, scratching up the leaves and stabbing at discovered prey with the bill. Searches for food on rotting logs and scratches among leaves on ground in deep shade. Digs in the soil with its heavy bill, flying off to low tree branches



when disturbed (Zimmerman 1996). Food includes seeds, fruits, insects and their larvae including termites and ants, worms, large (up to 8 cm) and small millipedes especially *Prionopetalum* and land molluscs. Mainly solitary feeding. Avoids bird parties. Acrimonious behaviour has been observed especially towards other birds while feeding at least in Diani forest.

Harebottle (1994) found food availability to affect the thrush in two ways:

- Earthworms were an important dietary requirement for the nestlings and thus an adequate supply during the breeding season is an important resource for breeding pairs. Earthworm availability may also determine to some degree nest-site selection, more so than structural aspects, as was evidenced by greater numbers of nests occurring in areas of greater earthworm abundance. However, this is preliminary and needs to be tested further. Earthworm abundance is positively correlated with rainfall, suggesting that breeding areas must occur within regions of high summer rainfall.
- The forest-floor litter macrofauna contained greater numbers of individuals/m<sup>2</sup> than the soil macrofauna, the latter having higher biomass/ m<sup>2</sup>. Although invertebrate abundance declined from summer to winter, abundance levels were high enough to sustain the birds during the dry winter months, the litter containing greater abundance than the soil during this period. The thrush is predominantly a litter forager and since feeding is an important survival tool, the litter layer is an important habitat component for it.

### General ecology

The bird avoids disturbance prone areas. Solitary or in pairs, sometimes occur in small parties on migration. They can be fairly tame and site fidelity is marked on wintering grounds of *Z. g. fischeri* at Gede, Kenya, where birds appeared to have home ranges (Bennun 1985, 1987). The bird has a homerange of at about 0.14 ha (BirdLife International 2000).

A home-range study done in a South African forest (Harebottle 1994) showed that the birds move away from their nesting sites and occupy relatively small areas (4000 m<sup>2</sup>) for long periods of time. These areas are used solely for foraging. The establishment of winter territories may be influenced by declines in food availability. Therefore, it seems likely that the birds in that forest 'divide' it into small areas in winter to maximise foraging and in doing so do not limit the population size to any large extent.

### Breeding

The species is monogamous and territorial.

**Nest:** (*guttata*) heavy bowl of mud, small twigs, leaves, roots, grasses and moss, lined with feathers, fine plant fibres and leaves of creepers, placed 2-3 m above ground in low forest tree; in Ngoye Forest (South Africa) favours *Garcinia gerrardii*; also among lianas, or in bush festooned with creepers; (*belcheri*) bulky oval cup of dark tendrils, on base of thick tendrils, roots and dead leaves.

**Eggs:** 2-3; oval; greenish blue, heavily blotched with dark red-brown and greenish brown.

### Nesting sites and breeding success

Breeding areas are confined to purely larger forests specifically narrow strips on either side of small streams at valley bottoms and base of steep adjoining slopes which are densely shaded with the thickest and dampest leaf litter and with only sparse undergrowth. Breeding success is low and limits any potentially rapid increases in the population size (Barnes 2000). Nest predation, especially of eggs, contributes nearly 50% of this poor breeding success; snakes (e.g. Boomslang *Dispholidus typus*), raptors (e.g. *Gymnogone Polyboroides typus*) and domestic cats *Felis catus* are the main predators. Spotted Ground Thrush nests are one of the most conspicuous forest bird nests and, coupled with the greenish-blue eggs, afford minimal camouflage. Nestlings are fed mostly earthworms and this dietary preference suggests that breeding habitat may be limited to forests with high summer rainfall (Harebottle 1994).

### 2.6 Threats of the Spotted Ground Thrush

The critical threats/issues of the Spotted Ground Thrush identified include very limited data on distribution and population size, naturally low population and continuing decline in number of mature individuals caused by low productivity. Habitat degradation and destruction are the ultimate causes of low productivity. All the threats/issues, their relative impact on the conservation of the species (low, medium, high, or critical),

their causes in the a cause-effect relationship that ultimately lead to the low global population of the Spotted Ground Thrush are shown in the Problem Tree (Figure 2).

### **2.7 Stakeholder analysis**

The main stakeholders that were identified impacting on the species positively or negatively include: government ministries/departments, conservation NGOs, local communities and donors. The detailed analysis on the stakeholders' interests and how their activities impact on the species Tanzania is shown in Table 4.

**Figure 2: The problem tree (to be inserted)**

**Table 4: Spotted Ground Thrush Stakeholders analysis for Tanzania**

Stakeholder	Interest	Activities	Imp.	Int.	Proposed Activities
1 Forest Department	Biodiversity conservation	Management of Forest reserves	+	◆◆◆◆	Reinforcement of legislations
	Revenue collection	Tax collection from Timber	+	◆◆	Retention scheme for conservation activities
2 Wildlife Division	Biodiversity conservation	Management of GR	+	◆◆◆◆	Retention scheme for conservation activities
	Revenue collection	Collection of taxes from Hunting and capturing of live animals	+	◆◆	Retention scheme for conservation activities
3 TANAPA	Biodiversity conservation	Strict protection	+	◆◆◆◆	Conservation awareness of SGT
	Revenue collection	Tourism	-	◆	Fundraising for conservation activities
TFCG	Conservation of forests		+	◆◆◆◆	Conservation awareness
4 TAWIRI & TAFORI	Conservation	Research	+	◆◆◆◆	- Disseminate reliable information
5 Local communities - Forest resources exploitation	Income and survival	Agriculture	-	◆◆◆◆	- Awareness - Provision of more land
		Fuel wood collection	-	◆◆◆	- Alternative source of power - Use of improved stove - Establishment of village woodlots
		Pit sawing	-	◆◆	- provision of alternative sources of income - woodlots
		Building materials	-	◆◆◆	- woodlots - use of alternative building materials such as baked bricks
		Collection of medicinal plants	-	◆	Controlled and sustainable use of medicinal plants
6 WAHEPUKA & WAWAKI Community organization	Conservation	- Create awareness - Forest protection	+	◆◆◆	- Awareness focusing on SGT - Involve economic activities in their conservation programs
7 DANIDA	Conservation of biodiversity	- Support of small income generating projects (IGP) at Masanganya forest - Funding of biodiversity surveys in Coastal forests	+	◆◆◆	Funding of the SGT survey and avifauna
8 SSNC	Conservation of biodiversity	- Funding conservation awareness projects in coastal forests	+	◆◆◆	Funding awareness projects focussing on the SGT
9 CARE Tanzania	Conservation	- support of environmentally friendly income generating	+	◆◆◆	Funding of the SGT survey in these forests (Pugu & Kazimzumbwi)

		activities for the communities around Pugu & Kazi Mzumbwi Coastal Forests - Conservation Awareness			
10 Birdlife International and partners	Conservation of biodiversity	Conservation of IBAs	+	◆◆◆	Monitoring of SGT
11 NINA (Norwegian Institute for Nature)	Conservation of biodiversity	Funding of human Wildlife interaction projects (Fuel woodlots at communities around Zaraninge forest-reserve)	+	◆◆◆	Forest conservation
CARE Norge	Conservation	Research	+	◆	
Universities (UDSM & SUA) Mweka college of Wildlife.	Research, conservation, education	Research	+	◆◆	Surveys
Division of Environment (DoE)	Conservation	Education	+	◆◆	Awareness rising
CMS	Conservation		+	◆	International coordination
WCST	Conservation	Research	+	◆◆◆	Monitoring

**Imp.**=Impact of activities =positive or negative,

**Int**=Intensity of the impact; ◆= Low, ◆◆=Medium, ◆◆◆= High, ◆◆◆◆=Critical

### 3. Action Programme

This includes the vision, aim, objectives and projects/activities of the action plan. The vision, aim, objectives and specific objectives are indicated in Table 5.

**Table 5: Vision Aim and Objectives**

<b>Vision</b>	<b>Description and justification</b>	<b>Indicators</b>
Ensure the long-term survival of a viable population such that it is ultimately removed from the IUCN Red Data List		
<b>Aim (5 years)</b>	<b>Description and justification</b>	<b>Indicators</b>
Knowledge on the distribution, conservation biology and status of SGT improved in Tanzania	Currently, little information exists on the conservation status of SGT in Tanzania	Population status in all the breeding, non breeding and potential sites in Tanzania established
<b>Objectives</b>	<b>Description and justification</b>	<b>Indicators</b>
1. Effective management and conservation of the breeding and non breeding sites for SGT initiated / enhanced (◆◆◆)	Some SGT sites not effectively managed and some are not known	<ul style="list-style-type: none"> <li>• One Community based natural resources committee formed (bird club/SSG) at each SGT key site</li> <li>• Increase in number of SGT sightings by 25%</li> <li>• 80% of the already existing Protected Area SGT key sites accorded effective protection</li> <li>• 50% of the unprotected SGT sites accorded legal protection</li> </ul>
2. Population dynamics and natural history of SGT determined (◆◆)	Almost no information exists on the natural history of <i>Z. G. fisheri</i>	<ul style="list-style-type: none"> <li>• Annual mortality rates and causes known at key sites</li> <li>• Breeding success known at key sites</li> <li>• Population structure known at key sites</li> <li>• Viability of populations assessed at key sites</li> </ul>
3. Important breeding, non breeding and stopover sites surveyed. (◆◆◆)	Intensive surveys of the various sites used by the bird will generate information on the movement and breeding requirements and habits	<ul style="list-style-type: none"> <li>• Information on confirmed, breeding, non-breeding and Stopover sites incl. Distribution map of published in at least one International Journal</li> <li>• Ringing programmes initiated in at least one key site</li> <li>• Six monthly presentations of migration studies in major media channels (TV, radio, newspapers)</li> <li>• Detailed indigenous knowledge surveys carried out and analysed for 50% of key sites</li> </ul>
4. An effective national network for conservation of SGT established (◆◆)	The conservation of such a migratory species requires a concerted effort of all the stakeholders	<ul style="list-style-type: none"> <li>• A national SGT Working Group established</li> <li>• All relevant stakeholders at key sites have input to coordinated national or local actions</li> <li>• Productive contact and information flow maintained across the country</li> <li>• Annual progress reports produced</li> </ul>

SGT= Spotted Ground Thrush

## Projects/activities

### **Objective 1: Effective management and conservation of the breeding and non-breeding sites for SGT initiated/enhanced (◆◆◆◆)**

1. Conservation awareness/education of **SGT** status and habitat requirements to stakeholder raised
2. Development and implementation of sustainable management plan for key **SGT** sites (Include income generating activities + alternative land for local communities, disturbance i.e. tourism, training, predation, tax raising for conservation, woodlots, alternative energy + building sources)
3. Research and monitoring of Spotted Ground Thrush and its habitat requirements
4. Identify the legislation gaps and lobby for appropriate amendments and enforcement with regard to species and habitat (include habitat fragmentation)
5. Exploring possibility of incorporating **SGT** conservation with existing projects.
6. Initiate appropriate management interventions for new non-protected **SGT** sites.

### **Objective 2: Population dynamics and natural history of SGT determined (◆◆◆)**

1. Determine and monitor population size at breeding and non-breeding sites
2. Determine breeding success and mortality rates in relation to forest habitat types (coastal vs. scarp/disturbed/undisturbed)
3. Improve knowledge on and natural history of **SGT**.
4. Assess the impacts of ecological factors (e.g. tools, rainfall, predators etc.) on population dynamics at breeding and non-breeding sites
5. Determine adult and juvenile survival rates

### **Objective 3: Important breeding, non-breeding and stopover sites surveyed (◆◆◆)**

1. Identify all potential sites both known and unknown for breeding, non-breeding and stop-over
2. Carry out detailed studies of all potential sites to determine population size, status and productivity
3. Conduct appropriate research to determine routes followed during migration
4. Evaluate local indigenous attitudes and knowledge regarding **SGT** for population adjacent to breeding, non-breeding, stop-over sites.
5. Conduct awareness campaign about **SGT** studies to achieve big recovery rate of ringed birds
6. Determine and rank importance of sites (non-breeding and Stopover sites) based on population size and productivity

### **Objective 4: An effective national network for conservation of SGT established (◆◆)**

1. Establish a system for coordinating activities relevant to the conservation of species nationally and internationally

Table 6 shows the details of how the specific project will be implemented i.e., its priority as far as the conservation of the species is concerned, agencies that will take a lead to implement the project, time scale, cost, risks and opportunities that will enhance or hamper the implementation of a specific project.

**Table 6: Table of projects under the seven objectives with headings Policy and legislation, Species & habitat, Monitoring & Research and Public awareness and training; with agencies responsible, time scale, cost, risks and opportunities**

	Project	Overall Priority	Lead Agencies	Time scale	Cost	Indicators	Risks and opportunities
<b>A</b>	<b>Policy and Legislation</b>						
1.4	Identify the legislation gaps and lobby for appropriate amendments and enforcement with regard to SGT and habitat	◆◆	WCST	2004-2006	\$	-Legislation gaps identified and 50% amended	-Lack of political buy-in/goodwill (R) -Amendment processes usually slow (R) -Involving government officials in SGT SAP development workshop (O)
<b>B</b>	<b>Species &amp; Habitat</b>						
1.2	Development and implementation of sustainable management plan for key SGT sites	◆◆◆◆	FBD, WD	2005-2009	\$\$\$	-Plans for all the key sites developed -Local conservation committees formed and involved in the implementation -Improved habitat status for 50% key sites	-Lack of expertise (R) -Lack of adequate funding (R)
1.5	Exploring possibility of incorporating SGT conservation with existing projects.	◆◆	WCST	2004-2006	\$	-All ongoing projects in SGT sites known and sensitised about the conservation of the species	
1.6	Initiate appropriate management interventions for new non-protected SGT sites.	◆◆	WCST	2004-2006	\$	At least 6 new sites identified and innervations initiated at 3	
<b>C</b>	<b>Monitoring &amp; Research</b>						
1.3	Research and monitoring of SGT and its habitat requirements	◆◆◆◆	TAWIRI, TAFORI, WCST	2004-2009	\$\$	-Baseline data provided for key sites -Habitat requirements for SGT known in breeding and non-breeding sites -Monitoring of SGT implemented at 50% of the key sites	-Limited expertise (R)
2.1	Determine and monitor population size at breeding and non-breeding sites	◆◆◆◆	WCST, WD	2004-2009	\$\$	-Population estimate known for all the key sites -Effective standard	-On-going monitoring IBA programmes and systems (O) -Existing SSGs, etc (O)



						monitoring system in place at 50% of the key sites	- Limited expertise (R)
2.2	Determine breeding success and mortality rates in relation to forest habitat types (coastal vs. scarp / disturbed / undisturbed)	◆◆◆	WCST, WD	2004-2009	\$\$	At least 20 nests monitored	-Low successes in nest sightings (R) -Limited expertise (R)
2.4	Assess the impacts of ecological factors (e.g. tools, rainfall, predators etc.) on population dynamics at breeding and non-breeding sites	◆◆	WCST, WD, TAWIRI	2004-2008	\$\$	List and impact of major factors known	-Limited expertise (R)
2.5	Determine adult and juvenile survival rates	◆◆◆	WCST, WD, TAWIRI	2004-2009	\$\$	Adult and juvenile survival rates known at key sites	-Existing SSGs (O)
3.1	Identify all potential sites both known and unknown for breeding, non-breeding and stop-over	◆◆◆◆	WCST, <u>UDSM</u> and other research institutions	2004-2008	\$\$	-Distribution map categorising sites (breeding, non-breeding, Stop over and level of knowledge	-Remote sensing data analysis (O) -Literature available for review -Overlooking smaller sites (R) -Accessibility and dangerous wildlife
3.2	Carry out detailed studies of all potential sites to determine population size, status and productivity	◆◆◆◆	WCST, TFCG, <u>UDSM</u> and research institutions	2004-2009	\$\$\$	-Population status per site including seasonality -Population productivity	-Students/field workers available (O)
3.3	Conduct appropriate research to determine routes followed during migration	◆◆◆	WCST, TFCG, <u>UDSM</u> and research institutions	2004-2009	\$\$\$	-Map of migration routes -20% of the population ringed per site from 2 key sites	-Low recovery rates (R) -Long time scale required to get significant results (R) -Low number of qualified ringers (R)
3.6	Determine and rank importance of sites based on population size and productivity	◆◆◆	WCST, <u>Universities</u>	2004-2005	\$	Priority sites determined	-Difficulties in data gathering
<b>D</b>	<b>Public awareness and Training</b>						
1.1	Conservation awareness/education of SGT status and habitat requirements to stakeholder raised	◆◆◆◆	<u>WCST</u> , FBD, WD, TFCG, WWF, CARE	2004-2009	\$\$	-Govt representation in launching of management plans for key sites -At least one conservation or interest action group formed at SGT each key site -At least 2 press releases issued for one key site per year -Govt support for SGT plan implementation	-On-going conservation projects to contribute (O)
2.3	Improve knowledge on and natural history of SGT.	◆◆	WCST	2004-2008	\$\$	-breeding biology and population known	-Limited expertise -Existing Cooperation between

						-local community attitudes known	managers and scientists
<b>3.4</b>	Evaluate local indigenous attitudes and knowledge regarding <b>SGT</b> for population	♦♦	WWF, <b>WCST</b> , and other conservation NGOs	2004-2005	\$	Data gathered from 50% of key sites	-Lack of familiarity of species (R) -Misleading information (R) -Lack of cooperation (R)
<b>3.5</b>	Conduct awareness campaign about <b>SGT</b> studies to achieve big recovery rate of ringed birds	♦♦	WWF, <b>WCST</b> , and other conservation NGOs	2004-2005	\$	-Significant increase in ring recoveries -Six monthly presentations	-Lack of interest from media to accept presentations (R) -Often interest to publicise this kind of information about an endangered species (O)
<b>4.1</b>	Establish a system for coordinating activities relevant to the conservation of species nationally and internationally	♦♦	<b>WCST</b>	2004	\$	-Productive contact and information flow maintained from which information for 6 monthly reports are obtained -Annual progress reports produced	-Too much talk, too little action (R) -Collaboration among partners increases funding opportunities (O) -may be difficult only for one species

FBD=Forest and Beekeeping Department, UDSM=University of Dar es Salaam, TAFORI=Tanzania Forestry Research Institute, TAWIRI=Tanzania Wildlife Research Institute  
TFCG=Tanzania Forest Conservation Group, WD=Wildlife Division, WCST=Wildlife Conservation Society of Tanzania,

O=Opportunity, R=Risk,

**Overall Priority:** ♦=Low, ♦♦=Medium, ♦♦♦=High, ♦♦♦♦=Critical,

**Cost** :=\$< US\$ 10,000, \$\$=US\$ 10,000 – US\$ 50,000, \$\$\$=US\$ >50,000).

**Agency in bold takes the lead**

#### 4.0 MONITORING AND EVALUATION

The M &E plan for the Spotted Ground Thrush will be done at project, objectives and aim levels with the national species coordinator and the lead agencies taking a lead but getting assistance from other stakeholders.

The projects table with specific and measurable indicators will be used for M&E by adding columns for the start date, Completion date and Remarks and the evaluation should be done six monthly.

#### 5.0 FACTORS INFLUENCING SUCCESS OF ACTION PLAN IMPLEMENTATION

There are a number of factors that may affect the implementation of the action plan. These may be risks that may hamper or opportunities that may enhance the implementation of the Plan (Table 7).

**Table 7. Factors influencing the implementation of the Spotted Ground Thrush action plan**

OPPORTUNITIES	RISKS
<ul style="list-style-type: none"> <li>• Appropriate legislation exists</li> <li>• Better International and Regional cooperation</li> <li>• Adjacent forest communities involvement in conservation of bird species.</li> <li>• Compliment on-going conservation work</li> <li>• Conservation organizations recognized and taken seriously by Governments</li> <li>• Cooperative governance fund at international level</li> <li>• enthusiasm of conservation groups</li> <li>• Establishment of SGT conservation</li> <li>• FBD stopped the issuing of harvesting licences</li> <li>• funds availability</li> <li>• IGA's relating to forest management</li> <li>• Increase in interested and concerned local people for example Guides</li> <li>• Increase in professional conservationists concerned for species conservation</li> <li>• Influence legislation formulation</li> <li>• Kitulo game reserve/national park.</li> <li>• Legislation available on conservation of biodiversity</li> <li>• Local community involved at some of the SGT's sites</li> <li>• Many donors are eager to support conservation</li> <li>• more conservation awareness attained</li> <li>• Most areas protected</li> <li>• Most SGT's sites in Tanzania are IBA's</li> <li>• On-going projects targeting wildlife species (Elephants, Montane forest birds)</li> <li>• participation of local communities</li> <li>• Projects that can benefit conservation of the species</li> <li>• Promote conservation Education and awareness</li> <li>• Promotion of IBA site support groups</li> <li>• Revised forest policy</li> <li>• Saadani Game reserve to be a national park</li> <li>• Site actions in some IBAs where SGT is found</li> <li>• Solicit funding for Implementation</li> <li>• Support for legislation</li> <li>• the Eastern arc conservation project is the room for studies/research</li> <li>• Wildlife, forest policies supports conservation of species</li> </ul>	<ul style="list-style-type: none"> <li>• Conflict with existing/on-going programs/plans</li> <li>• Conflicting interests between stakeholders.</li> <li>• Continued habitat loss</li> <li>• Continued habitat loss</li> <li>• Diseases</li> <li>• Do not provide direct tangible benefits to local communities</li> <li>• Fewer specialists on SGT</li> <li>• Frequent fire hazards</li> <li>• Little knowledge on ecology of the species.</li> <li>• Lack of awareness</li> <li>• Lack of buy-in from government</li> <li>• Lack of commitment by governments?</li> <li>• Lack of consensus</li> <li>• Lack of expertise</li> <li>• Lack of funds</li> <li>• lack of government support</li> <li>• lack of interests on SGT</li> <li>• Lack of reliable data</li> <li>• lack of willingness of surrounding communities</li> <li>• Limited funding and resources</li> <li>• low level of ornithological knowledge by the stakeholders</li> <li>• natural calamities</li> <li>• Opportunity costs maybe high</li> <li>• Political will may be lacking</li> <li>• population pressure</li> <li>• Poverty where species is found</li> <li>• pressure from the communities outweighs conservation efforts.</li> <li>• serious poverty among the communities utilizing natural resources for poverty avoidance</li> <li>• some of the potential sites owned by private individuals</li> <li>• some potential project may not be sustainable</li> <li>• Some sites privately owned</li> <li>• weak enforcement by decision makers</li> </ul>

In addition, the on-going and potential projects in Tanzania (Table 8) may enhance the implementation on the plan in one way or another.

Table 8: Potential/Ongoing projects

Ongoing project	Potential projects
<ol style="list-style-type: none"> <li>1. Misitu Yetu project for Pugu, Pande, Ruvu south and Kazimzumbwi FR – FBD, WCST, CARE, and TFCG</li> <li>2. Catchment forests project in Morogoro ( Kimboza Forest Reserve)</li> <li>3. Student field course in Sadani /Zaranninge - University of Dare salaam (UDSM)</li> <li>4. Coastal forests conservation - Frontier Tanzania</li> <li>5. Conservation of Pugu and Masangaya FR – WCST</li> <li>6. Wami Mbiki Wildlife Management Area (WMA) – Wildlife Department/DANIDA</li> </ol>	<ol style="list-style-type: none"> <li>1. Coastal forest conservation for Rondo, Kichi Hills and Ngezi Forest reserves. - WWF/WCST</li> <li>2. Rufiji Environmental Management Project in Utete – IUCN</li> <li>3. Conservation of Pugu and Kazimzumbwi Forests - Wahifadhi wa Pugu and Kazimzumbwi (WAHIPUKA)</li> <li>4. Conservation of Coastal forest of Gendagenda and Msubugwe FR – WCST</li> </ol>

### Bibliography

- Baker, N. E. and Baker, E.M. 1992.** Four Afrotropical migrants on the East African coast: evidence for common origin. *Scopus* 15: 122-124
- Barnes, K. N. ed. (2000).** The Eskom Red Data book of birds of South Africa, Lesotho and Swaziland. Johannesburg, BirdLife South Africa.
- Bennun, L. 1985.** The Spotted Ground Thrush *Turdus fischeri fischeri* at Gede in Coastal Kenya. *Scopus* 9(3): 97-107.
- Bennun, L. 1987.** Ringing and recapture of Spotted Ground Thrushes at Gede, Kenya in coast: indications of site fidelity and population size stability. *Scopus* 11(1): 1-5.
- Bennun, L. 1992.** Threatened Birds of Kenya. 1: Spotted Ground Thrush. *Kenya Birds* 1(1): 19-21
- Bennun, L. and Njoroge, P. 1999.** Important Bird areas in Kenya. Nairobi: Nature Kenya.
- Benson, C. W. 1950.** Some notes on the Spotted Forest Thrush *Turdus fischeri*. *Ostrich* 21: 58-61.
- Benson, C. W. 1952.** A further note on the Spotted Forest Thrush *Turdus fischeri*. *Ostrich* 23: 48.
- Berruti, A., Harrison, J. A. and Navarro, R. A. 1994.** Seasonal migration of terrestrial birds along the southern and eastern coasts of South Africa. *Ostrich* 65: 54-65.
- BirdLife International. 2000.** Threatened Birds of the World. Lynx Edicions and BirdLife International, Barcelona and Cambridge.
- Britton, P.L., Britton, H.A. and Coverdale, M.A.C. 1980.** The avifauna of Mrima Hill, South Kenya coast. *Scopus* 4: 73-76.
- Clancey, P. A. 1955.** Further to the present status of (*Turdus fischeri natalicus*) Grote. *Ostrich*, October 1955: 164-165.
- Collar, N. J. and Stuart, S. N. 1985.** Threatened Birds of Africa and Related Islands. Cambridge and Gland: ICBP and IUCN.
- Dean, W.R.J., Erard, C., Fry, C.H., Haas, V., Jansen, R.A.C., Keith, S., Lack, P., Oatley, T.B., Pearson, D.J., Stuart, S.N. and Tye, A. 1992.** Turdidae, thrushes. In: Keith, S., Urban, E.K. and Fry, C.H. (Eds). 1992. The Birds of Africa Vol. IV. Broadbills to Chats. Pp 387-556.
- Dowsett-Lemaire, F. 1989.** Ecological and biogeographical aspects of forest bird communities in Malawi. *Scopus* 13: 1-80.
- Dowsett-Lemaire, F. and Dowsett, R.J. 1988.** Threats to the evergreen forests of southern Malawi. *Oryx* 22:158-162.
- Harebottle, D. M. 1994** Conservation Biology of the Spotted Thrush *Zoothera guttata guttata* in Southern Africa. Unpublished MSc thesis, University of Natal, Pietermaritzburg, South Africa.
- Harebottle, D. M., Taylor, P. J. and Berruti, A. 1997** The subspecies status of spotted ground thrush *Zoothera guttata guttata* (Aves: Turdidae) in South Africa - a multivariate analysis. *Durb. Mus. Nov.*
- Lippens, L. and Wille, H. 1976.** Les oiseaux du Zaire, Lanoo, Tielt
- Nikolaus, G. 1982.** A new race of the Spotted Ground Thrush *Turdus fischeri* from South Sudan. *Bull. Brit. Orn. Cl.* 102: 45-47.

- Prigogine, A. 1985.** Revision des especes africains appartenant au genre *Zoothera*. *Le Gerfaut*, 75: 285-319.
- Prigogine, A. and Loutte, M. 1984.** A new race of Spotted Ground Thrush, *Zoothera guttata*, from Upemba, Zaire. *Le Gerfaut* 74: 185-186.
- Sibley, C. G. and Monroe, B. L. 1990.** *Distribution and Taxonomy of Birds of the World*. New Haven and London: Yale University Press.
- Waiyaki, E.M., and Bennun, L. 1999.** The avifauna of coastal forests of southern Kenya; status and conservation. *Ostrich* 71: 247-256.
- Waiyaki, E.M. 1995.** Effects of forest fragmentation, isolation and structure on the richness and abundance of bird communities in major coastal forests of south coast. Kenya. Unpublished MSc thesis, University of Kent, UK.
- Zimmerman, D. A., Turner, D. A. and Pearson, D. J. 1996.** *Birds of Kenya and Northern Tanzania*. Halfway House: Russel Friedman Books.

## **Annex 11: Press Release**

### **Strategic plan to save the threatened Spotted Ground Thrush (SGT) in Tanzania**

The Tanzanian population of this coastal forest dependent species is at a high risk of extinction following a serious ongoing fragmentation of coastal forests. This threat is exacerbated by the annual country deforestation, which stands at about 90,000ha. The current available figures show that there are only about 100 individuals remaining in its range in Tanzania. This bird is only found in five African countries where it faces more or less the same situation.

In view of this alarming loss of the SGT habitat and its small population, BirdLife International through its partners in the range countries has worked in collaboration with other stakeholders to develop national species action plans in order to save this bird.

In our country, the Wildlife Conservation Society of Tanzania (WCST) in collaboration with more than 10 stakeholders and the facilitation of BirdLife International's Species Working Group Coordinator, held a workshop on 8<sup>th</sup> & 9<sup>th</sup> of January 2004 to develop the national species action plan for SGT. The workshop was able to identify gaps in knowledge, population status & distribution, ongoing projects, main threats and their causes, factors which may influence implementation and proposals for intervention. Finally the plan was agreed and strategies to implement it were developed.

SGT is an emperor of coastal forest floor, which is naturally spotted to blend with its habitat, a beauty which we can not afford to lose.

Kindly join efforts to conserve it

For more information, contact Elias Mungaya, Wildlife Conservation Society of Tanzania P.O.Box 70919, Dar-Es-Salaam, Tel: +255 22 2112518, Fax: +255 22 2124572. Email: [wcst@africaonline.co.tz](mailto:wcst@africaonline.co.tz).

## Annex 12: Daily Evaluation/ Moodometer

	☹	☺	☺
Day 1		●●●	●●●●●●●●
Day 2		●	●●●●●●●●
Overall		●●●	●●●●●●●●