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Identifying sites of global biodiversity conservation importance for the Fiji BSAP

2004-2005 Annual report to the Darwin Initiative





Training local
community leaders
and guides on
Ovalau island

The Golden Dove,
endemic to Fiji, is
a flagship species
for ecotourism and
environmental
awareness

Darwin Initiative for the Survival of Species

Annual Report

1. Darwin Project Information

Project Ref. Number	162/11/022
Project Title	Identifying sites of global biodiversity conservation importance for the Fiji BSAP
Country(ies)	Fiji
UK Contractor	BirdLife International
Partner Organisation(s)	BirdLife International Fiji Programme University of the South Pacific
Darwin Grant Value	£131,064
Start/End dates	August 2002- September 2005
Reporting period (1 Apr 200x to 31 Mar 200y) and report number (1,2,3..)	1 April 2004 to 31 March 2005 3 rd Annual Report
Project website	http://www.birdlife.org/action/science/sites/pacific_ibas/fiji/
Author(s), date	Lincoln Fishpool; Guy Dutson (editor); Don Stewart; Vilikesa Masibalavu April 2005

A Darwin Initiative-commissioned mid-term review (MTR) was undertaken on the project in February 2005. Many of the reports, conclusions and suggestions of this MTR have been incorporated in this report.

2. Project Background

The project covers the whole of the Republic of the Fiji Islands in the South Pacific. Fiji has a large number of endemic and threatened species, notably of forest birds. In particular, 11 species of endemic forest birds are classified as Globally Threatened on the IUCN/BirdLife Red List. It is a priority country for biodiversity conservation because of these species, the potential to conserve large areas of remaining forest, and the lack of significant ongoing terrestrial conservation work. Fiji's biodiversity conservation needs are well documented in the national BSAP. The project purpose and outputs are designed to address a number of BSAP activities for which Fiji would otherwise lack adequate technical skills and resources to achieve.

3. Project Purpose and Outputs

The log-frame was revised in 2005 as recommended by the MTR. The revised log-frame is used here and in Annex 1. This is the only substantive change that has been made to the project plan but a number of other operational changes have been made, as suggested by the MTR.

Project Purpose:

An "Important Bird Areas in Fiji" directory identifies sites of global biodiversity conservation importance, and is used to advocate action at the highest-priority sites¹

Outputs:

1. Technical knowledge and ability to access advice on bird and biodiversity conservation is built within national conservation organisations (especially BirdLife Fiji, government and University of the South Pacific), and local land-owning communities
2. A directory of sites of global importance for bird conservation and other terrestrial is published, disseminated and advocated to national and local audiences
3. Increased awareness of sustainable forest management and biodiversity conservation amongst national stakeholders (notably policy-makers) and local stakeholders (notably land-owners)
4. Funds mobilised to support site-based biodiversity conservation at key sites identified by this project

4. Progress

The baseline timetable agreed at the start of the project included too few milestones for this year to be useful. Two milestones were proposed for this year: papers in journals, of which three were drafted and are awaiting the end of fieldwork before submission, and a Fiji student to attain a Masters degree, which was active but not completed during this year. Progress against outputs was assessed by the MTR, which stated:

"An assessment of progress against outputs is presented as Appendix 3 [of the MTR]. In summary, progress has been significant, and in many areas excellent. The most significant achievements to date have been associated with the identification of eight potential IBAs (Output 2). The Project has been very successful in communicating the importance of these areas to local and international stakeholders (Output 3). The Project's National Coordinator has made excellent progress in raising national awareness (Output 4), which is a real strength of the project. The regular publication of material as articles in the Fijian language through a periodical distributed to all indigenous villages has been very effective and is an example of good practice.

There has been significant progress in raising the technical capacity of individuals and some local institutions (Output 1) and this review suggests ways that this can be enhanced. The project has been successful in mobilising additional resources (Output 5) to support the conservation of biodiversity in Fiji and elsewhere in the Pacific, including a significant EC project funded under the Tropical Forest Budget Line."

Slippage: the MTR noted the following causes of slippage but concluded that the causal issues had now been addressed:

"BirdLife International are to be commended for recognising the management problems associated with this project and have already done everything realistically possible to improve the situation (within available resources). The comments in this report are intended to document issues to assist the institutional learning process and inform the design of projects in the future. No further action is required by Birdlife International in relation to Darwin project 11-022, but they may wish to review other projects in light of the comments provided here."

¹ The directory will cover all terrestrial sites that can be identified using birds, and will discuss the issues specific to Fiji related to birds as indicators and identifying other sites using other taxonomic groups.

Highest-priority sites will be identified by in-country discussion and consensus based on both biodiversity conservation importance, threats, and socio-political needs and opportunities.

Additional outputs: the MTR noted the following as the most important additional output:

“The work that the project has been conducting with Conservation International has potential to deliver very significant impact in relation to conservation activities in the Sovi Basin”

Methods and approaches were little changed from previous years. New surveying methods were used for specific birds, notably the use of spot-lights for nocturnal breeding petrels. The National Coordinator participated in a training visit to Australia organised in partnership with the National Trust of Fiji and the NSW National Parks Board to learn specific survey and conservation methods. These new methods were then passed on to local community representatives on a field trip to Gau, the island where the Critically Endangered Fiji Petrel breeds.

Results, consequences, impacts and difficulties were thoroughly reviewed by the MTR, which concluded:

“The purpose of the project as stated in the logical framework is that “National registers identify sites of global importance for biodiversity conservation in Fiji (and other Pacific islands) and advocate action through NBSAPs and follow up projects”. Judged against this standard the project has made limited progress and is unlikely to increase impact before completion. This review makes recommendations on what action is required to enhance impact at purpose level. The lack of apparent impact at purpose level is more a reflection of the wording in the logical framework. It is clear that the project has had more significant impact at goal level, largely through the IBA process and training provided to Fijian nationals. This is significantly contributing to Fiji’s capacity to implement the CBD.

The project can significantly increase its impact through a series of modifications to the work programme for the remainder of the project. This requires a shift in emphasis away from field work towards collating and publishing results to support national institutions. The Project Steering Committee has independently recommended that field work is completed in remaining priority field areas.

There has been significant unplanned impact resulting from the project and the team are to be commended for maximising the benefits from these opportunities. The first ... has been addressing issues relating to the conservation of Fiji’s only endemic seabird, the Fiji Petrel. The most significant unplanned impact is likely to result from the project’s ability to mediate in the negotiation between local communities and Conservation International. This process was stalled after over ten years of activity. The projects National Coordinator, Vilikesa Masibalavu was able to assist in restarting the negotiations. This would not have been possible in the absence of the project.”

The recommendations made by the MTR have been incorporated. See also relevant discussion in Section 9.

A timetable will be drawn up for the final year in June 2005. The Training and Supervision Coordinator (TSC) has not been in Fiji since December 2004 but will hand over to a new TSC in as soon as one is appointed. A major part of this hand-over will be agreeing a new work timetable. The National Coordinator will spend most of April and May initiating conservation follow-up work on Taveuni Island, and writing the final project Directory.

5. Actions taken in response to previous reviews (if applicable)

Issues raised by the previous reviews were directly addressed by the MTR. The recommended actions for the project, and the project’s response, were:

1. *"The project should limit additional fieldwork to complete surveys in the remaining priority areas as identified by the PSC and then concentrate on collating and publishing results in collaboration with national partner institutions."* This is now being actioned.
2. *"The project should seek to enhance partnership with the National Trust to collate and publish a national register of priority areas for conservation based on the IBA process. Ideally this register (book) should be published by the National Trust supported by the Birdlife project and Darwin resources. Agreed. Under active discussion with National Trust.*
3. *"The British High Commission should be invited to participate in the launch of the national register of priority sites for biodiversity conservation."* This will be done.
4. *"Birdlife International should consider applying for a Darwin Fellowship to provide an opportunity for further training and personal development for Vilikesa Masibalavu to support the conservation of biodiversity in Fiji."* This was investigated closely but it was concluded that there were no appropriate training opportunities in the U.K. However, alternative training opportunities in Fiji and New Zealand are now being investigated.
5. *"Birdlife International should facilitate a participative process to design a follow-up project for in situ conservation in one of the IBAs identified in the current project. All relevant stakeholders should be participants in this process and the design should reflect this with a proposal that has links to appropriate national institutions such as the National Trust."* This is now being actioned.
6. *"The Project should revise their logical framework based on current Darwin guidelines for applicants."* Done; submitted to ETCF and Darwin, and copied here as Annex 2.

6. Partnerships

The project's partnerships were summarised by the MTR as follows:

"There has been very good partner country contribution to the project through participation in the Project Steering Committee (PSC). The PSC has membership drawing on the skills and interest of a range of external organisations. PSC members have played an active role in providing advice to the project team on implementation of the project. The challenge and opportunity for the remainder of the project and any follow-up activities is to enhance impact through enhanced engagement with these organisations....A further example of good practice has been the establishment of Memoranda of Understanding (MOUs) with two significant stakeholders (Department of Environment and University of the South Pacific)."

The only significant changes in the relationships between the project and host country partners were the increasing interest and capacity of the National Trust of Fiji to engage with the project, leading to closer partnership, as recommended by the MTR. Final project outputs will be undertaken in partnership with the National Trust as the lead partner in any follow-up projects.

7. Impact and Sustainability

Impacts are reported in Section 4. Capacity-building and national awareness of bird and biodiversity conservation are two of the four project outputs, and significant progress was made, as reported in Section 4. Project sustainability has been greatly enhanced by the continuation of an EC-funded project in Fiji, as detailed in last year's annual report. The MTR's report on sustainability made the following suggestion regarding the exit strategy:

"There is a clearly identified need for a project that addresses the need for in situ conservation for terrestrial ecosystems. There is an opportunity to make a direct link with the current project by selecting a site identified under the IBA process. The National Trust is eager to be a full participant in such a process as are selected local

communities in some of the IBAs to be identified by the current project. Birdlife International should consider coordinating the submission of a proposal to the next Darwin application round (2005). The National Trust should be a full partner any resulting project with project staff embedded within the Trust in order to build capacity. The design process should be participative and could validly be incorporated as a component of the exit strategy of the current project."

8. Post-Project Follow up Activities (max 300 words)

The MTR concluded that *"There is a clearly identified need for a project that addresses the need for in situ conservation for terrestrial ecosystems. There is an opportunity to make a direct link with the current project by selecting a site identified under the IBA process. The National Trust is eager to be a full participant in such a process as are selected local communities in some of the IBAs to be identified by the current project. Birdlife International should consider coordinating the submission of a proposal to the next Darwin application round (2005)."*

The project anticipated the need for this work by engaging with local stakeholders to assess and solicit their interest in follow-up work on their land. The project is combining these socio-political aspects with a biodiversity conservation prioritisation exercise to identify those sites most urgently in need of action and with the greatest prospects of success. This process will secure the support of local stakeholders, the National Trust and the Fiji government, ensuring a high likelihood of success. The conservation problems to be addressed will depend on the sites chosen, but will always be integrated with Fiji's BSAP and its over-riding conservation need: capacity-building. Success at one or two sites will show-case the opportunities for other actors initiating and undertaking conservation action at further priority IBAs (and other terrestrial conservation projects in Fiji).

9. Outputs, Outcomes and Dissemination

Differences in numbers of outputs achieved against the initial 'Project Implementation Timetable' and the 'Project Outputs Schedule' will be discussed in May 2005 when Table 1 is completed. It must be noted that good progress continues to be made against the project purpose and outputs, even if there is some slippage or failure to achieve all of the standard outputs originally proposed.

The MTR concluded that the main additional outputs achieved were: *"The project has responded extremely well to local opportunities and this has enhanced impact. Examples include the publicity generated from the discovery of the Long Legged Warbler and being able to facilitate dialogue between Conservation International and local communities in the Sovi Basin.....This is potentially the largest direct impact of the conservation of biodiversity by the project, but is unlikely to be realised until after completion. It is also noted that the Birdlife team are applying for additional funding, including the Australian Regional Natural Heritage Programme. It is likely that there will be good progress, but that the true impact of this output will not be captured within the reporting period of the project."*

Dissemination activities are partially reported under the various activities leading to the project output "Increased awareness...". The main dissemination tools used were as last year:

- Media releases to newspapers, radio and TV. Target audience = all Fijians (radio interviews are in Fijian to reach the Fijian-speaking audience)
- Articles in national Fijian magazines. Target audience = all Fijian villages
- Presentations and interventions at national conferences and meetings. Target audience = national environmental institutions (government and non-government) and technical staff.
- Presentations and discussions at community and local government meetings. Target audience = land-owning communities and local decision-makers.

- Project Steering Committee meetings and one-to-one meetings. Target audience = key national decision-makers.

A major increase in dissemination activities is planned in the final year when the project directory is produced. Dissemination activities will be continued after the project finishes, by BirdLife which has already secured EC funding for this activity.

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

Code No.	Quantity	Description
2	1	The (Fijian) Masters student is currently doing field research towards his masters thesis. Will not be completed by the end of the Darwin project.
4A	40 people	Lecture and field work for undergraduate students
5	12 months	(2 Fijian) project staff receiving direct hands-on training from professional British staff and volunteers. (Lisa – 9 months only before resigning in April)
6A	46 people	Community reps and landowners (all Fijian) – all participating in community and fieldwork; for average of 5 days each
6B	4 people	Technical staff – 4 x 1 week fieldwork training (for staff from National Trust of Fiji, Department of Forests, Ministry of Fijian Affairs)
	2 people	USP Students – 2 x 1 week
	3 people	US Peace corps volunteer – 3 x 1 week each
7	2	Training / awareness materials = (2 project leaflets)
8	3 months	UK technical staff (Dr Guy Dutson; Training and Supervision Coordinator) directly training project staff and other Fijians in-country 16 Oct – 25 Dec 2004. Also, Don Stewart (Regional Programme Manager) in-country for all 6 months.
11A	1	See Table 2.
12A	2 (not finalised)	Developing an educational CD and a site-directory on a data-base
12B	6	Databases enhanced for government (BSAP; National Trust Register of SNS) and for other conservation organisations (same databases as in previous reports)
14A	0	No conference organized by Birdlife Fiji for the year.
	14	Community presentations organised each with 10 - 60 Fijian participants
14B	2	Conferences attended: (Invasive Species Network, International Tropical Timber Organization)
15A	8	National press releases
17A	2	Dissemination networks established (press list; reports)

		list)
17B	6	Dissemination networks improved: project press-release list; project reports list; CEPF hotspot group; Fiji BSAP list; BirdLife Pacific list; WCS Pacific Program newsletter list
18A	1	National TV features (Awareness on children's program)
19D	1	BBC Radio Cambridgeshire
20		No change
23		No change. (Mostly the E1.2million EC project)
ALSO	15	Number of sites visited for fieldwork
	60	Number of days on fieldwork research
	2	Talk on International Wetlands Day and Friends of the Fiji Museum.

Table 2: Publications

These tables will be compiled in May 2005 and forwarded to ECTF and the Darwin Secretariat, as the National Coordinator is spending all of April on annual leave or project work on the island of Taveuni.

Table 2: Publications

Type *	Detail	Publishers	Available from	Cost £
(e.g. journals, manual, CDs)	(title, author, year)	(name, city)	(e.g. contact address, website)	
Journal	Dutson, G. and Masibalavu, V. (2004) Fiji's Long-legged Warbler seen again after 109 years.	Oryx 38: 131		

Publications have been regularly written for national Fijian magazines, notably Na Mata.

10. Project Expenditure

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

Item	Budget	Expenditure	Balance

* A budget revision request was made on 14 February 2005 to carry forward to the 2005/6 budget year the following amounts: £3,375 conferences / seminars and £950 capital equipment. The need for these items is now scheduled for the final year of the project.

11. Monitoring, Evaluation and Lessons

The main lessons learned were those discussed by the MTR or those revealed by the MTR process. The formal MTR recommendations are discussed in Section 5. The other key lessons are included in Annex 1 viz:

- *Key lesson: local stakeholders want assurances or a high likelihood of a funded follow-up before discussing project development.* The project has responded by informalising the project development and prioritising action at sites where some development groundwork has already been undertaken.
- *Key lesson: structured and certified training is outside the capacity of this project but could be lead by USP.* The project has responded by inputting to USP courses where invited, otherwise continuing its training in an informal and opportunistic environment.
- *Key lesson: fieldwork prioritisation should anticipate significant slippage from many factors.* The project has responded by omitting many of the lower-priority fieldwork surveys scheduled for this year, and trying to obtain data from other sources.
- *Key lesson: Use adaptive management to adjust aims from unsuccessful activities such as media releases to new opportunities.* The project has responded by either significantly reducing effort on unsuccessful activities (notably TV, radio and newspaper releases) or not attempting to continue with failed activities (notably newsletter). There are abundant alternative opportunities which would be much better activities for the project to deliver its outputs and purpose. Two of these are noted by the MTR in Sections 4 and 9.

Monitoring and evaluation continued through the Project Steering Committee (PSC) meetings and a second annual report for the Fiji government (for the calendar year 2004). An overall assessment of monitoring and evaluation was made by the MTR which reported:

“The project has established very good monitoring systems to assess progress (recording activities and outputs). The project has created and maintained a systematic archive of all project activities and outputs, providing a management resource for the project and PSC. Base-line data is available so it will be possible to monitor post-project impact. Impact on biodiversity requires additional work so that the identification of IBA sites is used to promote in-situ conservation efforts.”

12. OPTIONAL: Outstanding achievements of your project during the reporting period (300-400 words maximum)

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

We can do no better than to quote directly from the MTR as follows:

“This review concludes that project 11-022 managed by Birdlife International has the potential to contribute significantly to the conservation of biodiversity in Fiji and more widely in the Pacific region.

Strength of IBA process in Fiji is seen to be the provision of an internationally recognised, objective method to identify potential conservation sites and to assign importance or priority to these. It is noted that all of the sites selected are likely to map onto sites that have (or will have) been identified by other processes. The value IBA process is therefore the rigour and credibility provided by the international nature of the work. It is also noted that adapting the IBA process for Fiji has resulted in further development with development that might well be shared outside the region.”

Examples of Best Practice

- Direct linkage of the design of the project with the National Biodiversity Strategy and Action Plan (NBSAP).
- Establishment of Memoranda of Understanding with key local stakeholder institutions.
- The establishment of a local Project Steering Committee (PSC) and their active engagement in direction of the project.
- Excellent capacity building of local staff working on the project.
- Fijian staff have been very effective in empowering local communities to get involved in conservation activities.
- Excellent national dissemination and communication strategy through publication of regular articles in the Fijian language in a periodical distributed to all indigenous villages.
- Adaptive management to benefit from unexpected opportunities
 - Rediscovery on the Long Legged Warbler
 - Engagement with the Conservation International process in Sovi Basin
 - Promoting dialogue and action on the Fiji Petrel.
- The adaptation and application of BirdLife's IBA methodology to Fiji has added value by providing objective rigour and international credibility to the identification of priority areas for conservation. This will assist in registering sites and mobilising resources. The benefit here is related to the international context of this process rather than the specific IBA methodology.
- Close collaboration with other international NGOs (e.g. Wildlife Conservation Society) and local institutions (e.g. Department of Environment and National Trust for Fiji Islands) to promote conservation in Fiji

Annex 1 Report of progress and achievements against Logical Framework for Financial Year: 2004/2005

See also Appendix 3 of the MTR which assesses progress to February 2005 against the original log-frame.

Note: This information is still being compiled and will be available during May 2005

Project summary	Measurable Indicators	Progress and Achievements April 2004-Mar 2005	Actions required/planned for next period
<p>Goal: To draw on expertise relevant to biodiversity from within the United Kingdom to work with local partners in countries rich in biodiversity but poor in resources to achieve</p> <ul style="list-style-type: none"> • The conservation of biological diversity, • The sustainable use of its components, and • The fair and equitable sharing of the benefits arising out of the utilisation of genetic resources 			
<p>Purpose</p> <p>An “Important Bird Areas in Fiji” directory identifies sites of global biodiversity conservation importance, and is used to advocate action at the highest-priority sites²</p>	<p>Conservation action or project development initiated at 3 of the top 4 priority sites by the end of the project</p>	<p>Conservation project development work initiated at two sites</p>	<p>Conservation project development work to be completed at further sites</p> <p>Conservation project development to be undertaken in partnership with National Trust and/or other national institutions</p> <p>Key lesson: local stakeholders want assurances or high likelihood of funded follow-up before discussing project development</p>
<p>Outputs</p>			
<p>1. Technical knowledge and ability to access advice on bird and biodiversity conservation is built within national conservation organisations (especially BirdLife Fiji, government and University of the South Pacific), and local land-owning communities</p>	<p>1.1 Three Fijians attain professional bird conservation survey skills and undertake independent surveys by end of project</p> <p>1.2 At least 50 personnel from other institutions receive some training by project</p> <p>1.3 At least 50 community</p>	<p>Ongoing training led to three Fijians attaining professional standard</p> <p>Number of people trained from govt/organisation, and from communities: 46 man-days (54 were planned)</p>	<p>Further training to concentrate on report-writing and dissemination</p> <p>Key lesson: structured and certified training is outside the capacity of this project but could be lead by USP</p>

² The directory will cover all terrestrial sites that can be identified using birds, and will discuss the issues specific to Fiji related to birds as indicators and identifying other sites using other taxonomic groups.

Highest-priority sites will be identified by in-country discussion and consensus based on both biodiversity conservation importance, threats, and socio-political needs and opportunities.

	participants receive some training by project		
2. A directory of sites of global importance for bird conservation and other terrestrial is published, disseminated and advocated to national and local audiences	2.1 Launch of directory 2.2 At least 50 directories distributed to 30 institutions / departments / villages in Fiji 2.3 Number of sites visited	Fieldwork for directory completed Writing of Directory started Number of fieldwork sites : 15 fieldwork visits (18 were planned) 1 week Petrel training in Australia.	Directory to be published and disseminated. Key lesson: fieldwork prioritisation should anticipate significant slippage from many factors
3. Increased awareness of sustainable forest management and biodiversity conservation amongst national stakeholders (notably policy-makers) and local stakeholders (notably land-owners)	3.1 At least 5 land-owning communities seek the project's help to develop site-based conservation projects by end of project 3.2 Number of articles in national media 3.3 Number of presentations given by project 3.4 Number of participants at project presentations	Number of communities requesting project help: 8 Number of articles in national media: 1 TV programme, 8 printed media. Number of project presentations: 13 Number of participants at these presentations: 313	Awareness work to continue but focus on conclusions and follow-ups rather than results. Key lesson: Use adaptive management to adjust aims from unsuccessful activities such as media releases to new opportunities
4. Funds mobilised to support site-based biodiversity conservation at key sites identified by this project	4.1 Funds mobilised to support at least one site-based conservation project by end of project 4.2 Funds mobilised to support at least one additional year of project development and fund-raising	Major application to Regional Natural Heritage Fund under consideration.	Apply to GEF small grants and British Birdwatching Fair.

Note: Please do NOT expand rows to include activities since their completion and outcomes should be reported under the column on progress and achievements at output and purpose levels.

Annex 2: Revised Logical Framework (2004/2005)

Project summary	Measurable Indicators	Means of verification	Important Assumptions
<p>Goal:</p> <p>To draw on expertise relevant to biodiversity from within the United Kingdom to work with local partners in countries rich in biodiversity but poor in resources to achieve</p> <ul style="list-style-type: none"> • the conservation of biological diversity, • the sustainable use of its components, and • the fair and equitable sharing of benefits arising out of the utilisation of genetic resources 			
<p>Purpose</p> <p>An “Important Bird Areas in Fiji” directory identifies sites of global biodiversity conservation importance, for use to advocate action at the highest-priority sites³</p>	<p>Conservation action or project development initiated at 3 of the top 4 priority sites by the end of the project</p>	<p>Project concepts, proposals and reports from top priority sites</p>	<p>Land-owners and government are motivated to promote biodiversity conservation</p> <p>Financially viable options are available for sustainable forest management and biodiversity conservation</p> <p>Stakeholders accept scientific basis and recommendations of directory</p>
<p>Outputs</p> <p><i>1. Technical knowledge and ability to access advice on bird and biodiversity conservation is built within national conservation organisations (especially BirdLife Fiji, government and University of the South Pacific), and local land-owning communities</i></p>	<p>1.1 Three Fijians attain professional bird conservation survey skills and undertake independent surveys by end of project</p> <p>1.2 At least 50 personnel from other institutions receive some training by project</p> <p>1.3 At least 50 community participants receive some training by project</p>	<p>1.1 Bird conservation survey reports</p> <p>1.2 Project reports</p> <p>1.3 Project reports</p>	<p>Governments and other institutions make resources available for biodiversity conservation (policy and action)</p> <p>Suitable staff recruited</p> <p>Government and partner institutions have suitable staff with training opportunities</p>
<p>2. A directory of sites of global importance for bird conservation and other terrestrial is published, disseminated and advocated to national and local audiences</p>	<p>Launch of directory</p> <p>At least 50 directories distributed to 30 institutions / departments / villages in Fiji</p> <p>Number of sites visited</p>	<p>2.1 Media reports</p> <p>2.1 National site directory</p> <p>2.2 Distribution list of directories</p> <p>2.3 Project fieldwork reports</p>	<p>Government and other institutions show interest and engagement with directory launch and use</p>

³ The directory will cover all terrestrial sites that can be identified using birds, and will discuss the issues specific to Fiji related to birds as indicators and identifying other sites using other taxonomic groups.

Highest-priority sites will be identified by in-country discussion and consensus based on both biodiversity conservation importance, threats, and socio-political needs and opportunities.

3. Increased awareness of sustainable forest management and biodiversity conservation within national stakeholders (notably policy-makers) and local stakeholders (notably land-owners)	3.1 At least 5 land-owning communities seek the project's help in developing site-based conservation projects by end of project 3.2 Number of articles in national media 3.3 Number of presentations given by project 3.4 Number of participants at project presentations	3.1 Copies of follow-up concepts and proposals 3.2 Copies of media releases 3.3 Project reports 3.4 Project reports	Interest and support of stakeholders leads to policy and action changes
4. Funds mobilised to support site-based biodiversity conservation at key sites identified by this project	4.1 Resources mobilised to support at least two site-based conservation projects by end of project 4.2 Resources mobilised to support at least one additional year of project development and fund-raising	4.1 Funding agreements 4.2 Funding agreements	Resources are available for terrestrial biodiversity conservation in Fiji
Activities Field research and training		Activity Milestones (Summary of Project Implementation Timetable) Yr 1: First fieldwork visits completed; fieldwork training by British staff; lecture given to university; Yr 2-4: total of 30 fieldwork visits completed; Yr 4: project student finishes Masters	
Awareness and advocacy presentations, workshops and conferences		Yr 1: PSC agreed and meets; first community presentations; Yr 2-4: annual national workshops organised; participation at a total of 20 conferences; total of 20 awareness presentations organised; Yr 2-3: 2 awareness materials produced; participation at an international conference.	
Written publicity and media releases, papers and directory		Yr 1: First press, radio and TV releases; initiate database; Yr 2-4: total of 10 press releases, 5 radio, 2 TV features; Yr 4:; Four scientific papers submitted; Directory published and distributed; project documents on website	
Project development and fund-raising		Yr 1: Staff recruited and office established; Yr 1-4: total of 2 large and 5 small funding applications submitted	