



Wings Over Wetlands Project

Training and Awareness Partnership

Workshop supported by:



**Ehzerwold, Almen, the Netherlands
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REPORT

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Website: www.wingsoverwetlands.org

This workshop was organized by Wetlands International in collaboration with the WOW Project Coordination Unit and other partners, through funds provided by the Swedish Environmental Protection Agency and the Danish Forest and Nature Agency in the framework of the Wings Over Wetlands partnership initiative.

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Summary

34 people from Kenya , Ethiopia , Uganda , Tanzania , South Africa, Cameroon, Nigeria, Senegal, Yemen, Jordan, Kazakhstan, Georgia, Russia, Estonia, Bulgaria, Italy, Great Britain, Canada and the Netherlands met for a workshop on training and awareness for wetland conservation from the flyway perspective.

The objectives for this 3-day workshop were to:

- 1) Review and endorse the project's Training & Awareness Framework*
- 2) Review training needs and priorities per sub region*
- 3) Identification and prioritisation of Specific modules per sub region*
- 4) Foster partnerships and collaboration with relevant interest groups and initiatives*

The approach of the workshop was very interactive. Participants alternately met in regional groups and in plenary sessions where the results of the regional groups were presented, discussed and synthesized.

On the first day, the emphasis was on the flyway concept and related problems. The second day focused on related training and awareness needs and opportunities. On the third day, the workshop concluded with the identification of priority modules.

At the end of the workshop, the participants indicated that the workshop objectives and their own expectations were overall met and that they were happy with the results and the process of the workshop.

1. Introduction

1.1 Background: the Wings over Wetlands (WOW) project.

The Wings over Wetlands (WOW) project with the full title “UNEP/GEF African Eurasian Flyways Project - Enhancing conservation of the critical network of sites required by Migratory Waterbirds on the African-Eurasian Flyways” aims to improve the conservation status of African-Eurasian migratory waterbirds, by enhancing and coordinating the measures taken by GEF-eligible countries to conserve key critical wetland areas that these birds require to complete their annual cycle, including their stop-over sites during migration and their stay in wintering or non-breeding grounds. The project will be a catalyst for integrating best practices into conservation efforts throughout the flyway; using existing coordinating mechanisms and commitments, it will combine a high proportion of regional activities, aimed at all the GEF-eligible countries along the flyway (particularly training, exchange of know-how/best practices, and communications activities), with a number of national and site-based demonstration actions. The project embraces the region covered by the African Eurasian Migratory Waterbird Agreement (AEWA), stretching from Europe to Central Asia, the Middle East and Africa.

The overall outcome of the project will be the enhanced conservation of migratory waterbirds and their critical sites in the African-Eurasian flyways. The project is divided into three components with associated outputs, that together form the foundations of a strategic and catalytic approach to flyway scale conservation and the components are namely:

Component 1: Rational basis for conservation activities strengthened through development of a comprehensive, flyway scale, critical site network planning and management tool.

Component 2: Establishing a basis for strengthening decision-making and technical capacity for wetland and migratory waterbird conservation.

Component 3: Enhanced availability and exchange of information through improved communications capacity and resource provision.

1.2 Training and Awareness (T&A) in the context of WOW

A key focus of the WOW project is Training and Awareness creation through the provision and coordination of information sharing, expertise and resources to address priority gaps and needs at a flyway scale. The project will also entail the implementation of demonstration projects in 12 countries within the AEWA region, as well as the provision of know-how and support for regional training centres. These initiatives aim to demonstrate the advantages of the implementation of the AEWA Agreement and will also facilitate the dissemination of best practice and management activities at key sites in the AEWA region.

Component 2 of the project emphasises the intentions of the project in terms of capacity development and aims to facilitate and catalyse the strengthening of capacity for wetland and water management to promote and enable wise use and conservation of wetland resources. The expected outputs from component 2 are mainly:

Outcome 2.1. Transferable model Training and Awareness Raising Programme framework produced for developing wetland and waterbird conservation capacity.

Outcome 2.2. Wetland and waterbird conservation Training and Awareness Raising Programmes produced ready for implementation in four sub-regions namely: Western (and Central) Africa, Eastern (and Southern) Africa, Central Asian Caucasus states, and Arabic Middle East States.

The Framework of outcome 2.1 will act as a guide/tool for implementing capacity development initiatives and programmes at both national and regional level. It will be a ‘working’ document that will be adapted and revised over the duration of the project and hopefully beyond. It will be further

enriched through periodic updates and reviews. In the framework, the training and awareness need will be assessed and relevant target groups and delivery mechanisms identified.

Outcome 2.1, the framework, will lay the foundation for outcome 2.2, the training and awareness raising programmes.

On June 22nd, the project organised a round-table meeting with key stake-holders from the regions to discuss the first draft framework and the approach of the project’s component 2: strengthening decision-making and technical capacity. This round-table meeting has resulted in a second draft of the framework and the design of the present workshop to further develop the approach of the project’s component 2.

1.3 The Training and Awareness Workshop

Based on the round-table discussion in June and the draft framework, the following 3-days workshop was designed:

Objectives:

The workshop aims to achieve the following:

- 1) Review and endorse the project’s Training & Awareness Framework*
- 2) Review training needs and priorities per sub region*
- 3) Identification and prioritisation of Specific modules per sub region*
- 4) Foster partnerships and collaboration with relevant interest groups and initiatives*

Programme:

For the planned programme, see annex 2.

2 Participants

40 people from the regions and “supra-regional”, whom were believed to play key roles in the wetland management and/or flyway conservation were invited to participate in the workshop, besides the project staff and the facilitators. Of these 40 invitees, 34 were able to participate in the workshop. For the complete list of participants, see Annex 1. The following countries were represented at the workshop:

Region	Country
Western Africa	Senegal, Cameroon, Nigeria
Eastern & Southern Africa	Ethiopia, Sudan, Uganda, Kenya, Tanzania, South Africa
Middle East	Yemen, Jordan
Central Asia, Caucasus, Eastern Europe	Georgia, Kazakhstan, Russia, Estonia
Other	United Kingdom, Germany, The Netherlands, Hungary, France, Italy, Canada

The venue for the workshop was the Ehzerwold Best Western Hotel in Almen, the Netherlands, beautifully located in a forested area along the Berkel River.

3 Approach & Programme

The approach of the workshop was very interactive. The purpose was to let the participants as much as possible assist in developing ideas for the capacity building framework through successive guided group sessions on the basis of which the modules for the project will be developed. This meant that there was ample opportunity for discussions after plenary presentations, but especially much room for work in small, regional, groups. The participants of those groups presented the results of the small groups to the plenary. Some of the results of the small groups was synthesised by the facilitators and in synthesis form presented to the participants.

Every region has a regional capacity development officer. These regional CDOs played an important role in the facilitation of the small groups. Every evening the regional CDOs met with the workshop facilitators to discuss the progress and the next day's programme.

In general, the items of the programmes were executed in the order in which they were planned, but many of the activities needed more time than initially allotted.

After the presentation on the flyway scale conservation, the regional CDOs gave a demonstration of a creative exercise to show the flyway concept and what happens when certain wetlands are no longer available to migratory birds.

The walk on Tuesday and the Field Trip on Wednesday were primarily meant to break away from the meeting room and meet each other in an informal way. Apart from the formal objectives, the workshop was also meant to strengthen relationships between the participants and for this objective, the walk and the field visit were good activities.

The field trip on Wednesday to a wetland restoration site was combined with a short visit to the historic Deventer of the city of Zutphen.

4 Expectations

On the first day, after the opening, the participants were asked to introduce themselves and to state what their expectations were. These expectations were grouped on a flipchart by the facilitators. Table 1 gives the headings with the number of participants mentioning that expectation.

Table 1.

	General expectations from introductions	Related objective	# times mentioned
A	Partnership/ recognition of faces/ cooperation and team	# 4	12
B	Understanding and awareness of WOW and flyways/ inspiration	-	10
C	Good start for the delivery of training/ realistic	# 2,3	7
D	(90% of) objectives met	all	3
E	Streamline wetland management for flyway protection	-	2
F	Share experience	# 4	2
G	Finalize framework	# 1	2
H	Clear Guidance	-	1
I	Practice English	-	1
J	New synergies	# 4	1
K	Happy	-	1
L	Bird watching	-	1

Overall, the individual expectations of the participants coincided well with the workshop objectives and programme.

Remarkable is the “understanding and awareness of WOW and flyways/inspiration” and “streamline wetland management for flyway protection” that several participants expected from the workshop and that was not explicitly formulated in the workshop objectives, however the planning of the first day of the workshop was specifically aimed at addressing this through 4 presentations on the flyway concept and later on about the project which helped create a common understanding for participants on the concept and what the project intends to achieve in this regard.

5 Presentations

On the first day, four presentations were given:

1. Flyway conservation, by Ward Hagemeijer
2. Linking capacities with implementation of flyway scale conservation by Tim Dodman
3. The Wings over Wetlands Project by Edoardo Zandri
4. The process of the Training and Awareness Raising Framework by Tunde Ojei

5.1 *Flyway conservation*

Ward Hagemeijer explained to the workshop:

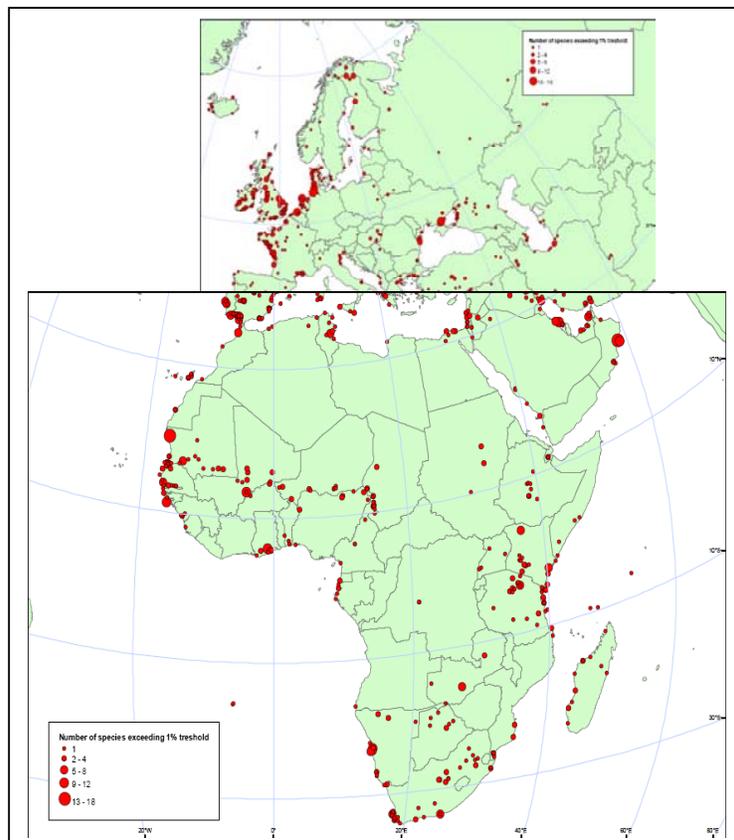
⇒ the flyway concept as a :

- Shared resource
- Shared benefits
- Shared responsibilities
- Shared management
- Shared research

⇒ And the arguments for international cooperation:

- Stronger science base
- Flyway wide approach:
 - ✓ avoiding antagonistic interventions
 - ✓ Safeguard investments
- Coordinate policies and activities
- Support between stakeholders
 - ✓ technical
 - ✓ financial
 - ✓ human resource
- Have influence on policies for - and management of shared resource

Networks of sites in flyways: Congregation sites waders (>1% of population)



5.2 Linking capacities with the flyway

Tim Dodman elaborated the need for capacity building for a flyway approach that Ward had already mentioned:

What does capacity-building need to achieve on a Flyway level?

- Sound technical knowledge base
 - ✓ Inventory & Monitoring, linked to international programmes (e.g. IWC, IBA monitoring)
 - ✓ Migration strategies and the role of key sites
- Ability to use and apply information
 - ✓ Develop priorities at national/site scale
 - ✓ Develop action plans at national/site scale
 - ✓ Develop management plans (species/sites)
- Flyway scale approach: working together
 - ✓ Interaction with other flyway partners: exchange
 - ✓ International management plans (species/habitats)
 - ✓ Mutual planning & policy
 - ✓ International agreements (AEWA, Ramsar)
- Strong enthusiastic functioning networks
 - ✓ Site / national / flyway level
 - ✓ Mobilisation of financial & human resources
- Clear mandates for partners (e.g. NGO's vs Governments)
- Integration of migratory bird & key site conservation into development agendas
 - ✓ Valuation of sites and species
 - ✓ Communication between stakeholders
 - ✓ Define links with other sectors
- Community support for wetland & waterbird conservation
 - ✓ Communities are engaged and involved

5.3 The WOW project

Edoardo Zandri, the Chief Technical Advisor of the WOW project, took the workshop through the project's new website –*can be viewed at the moment on wow.wetlands.org* see next page.

5.4. The process of the Training and Awareness Raising Framework

Tunde Ojei explained how the framework was developed and how the project intends to use it:

- The initial extensive consultations and workshops held by Wetlands International in 2001 through the work of Tim Dodman during the phase B of the project development which led to the lists identified in the current framework;
- A workshop held in October 2005 by Wetlands International back to back with AEWA MoP with the African Waterbird Census Committee to review the list of priorities identified in 2001;
- Initial draft of the framework developed in May 2007 and discussed during the round-table meeting in Wageningen in June 2007.
- Following the comments and suggestions from the round table meeting, a second draft was developed and circulated for comments.
- This all led to the third draft that is now brought to this workshop to review the needs and priorities and enable the development of a much richer document.

[The Wings Over Wetlands \(WOW\) Project...](#)

The Wings Over Wetlands (WOW) Project is the largest international wetland and waterbird conservation initiative ever to take place in the African-Eurasian region.

The WOW is a partnership among international conservation organizations and national governments, which aims to improve and conserve healthy and viable populations of African-Eurasian migratory waterbirds. This will be achieved by assisting a wide range of partners to conserve the key critical wetland areas that these birds require to complete their annual migrations across Africa and Eurasia, by improving international cooperation and by building local professional capacity.

The area covered by this initiative includes all 119 range states of the UNEP administered [African-Eurasian Migratory Waterbird Agreement \(AEWA\)](#), covering all of Africa, all of Europe, south-west Asia (including the Middle East and Central Asian States), Greenland and the Canadian Archipelago.

Wings Over Wetlands is a joint effort between Wetlands International (hosting the project's coordination unit in Wagenigen, NL) and BirdLife International, supported by the UNEP-GEF (The Global Environment Facility), The Government of Germany and a wide range of other donors and partners. The United Nations Office for Project Services (UNOPS) is engaged to support project implementation, and the WOW team operates in close coordination with the UNEP/AEWA Secretariat, the Ramsar Convention on Wetlands, UNEP-WCMC and with many local partners along the African-Eurasian flyways.

A new web portal is being developed by the WOW technical team and will provide unprecedented access to information on over 400 migratory waterbird species, their migration routes and the key wetland sites these birds use in the African-Eurasian region. Once developed, the [Critical Sites Network \(CSN\) Tool](#) will unify the conservation efforts of countries along the entire Flyway by providing decision-makers and conservation organizations with the improved data access needed for timely and focused wetland and waterbird conservation.

The project supports field projects in [eleven important wetland areas in 12 countries](#). These projects are focusing on a number of wetland-related conservation issues including community mobilization, management planning, ecotourism, field research, wetland restoration, control of invasive species, trans-boundary management, education and alternative livelihoods. WOW Demonstration Projects are active in: [Estonia](#), [Hungary](#), [Lithuania](#), [Mauritania](#), [Niger](#), [Nigeria](#), [Senegal / The Gambia](#), [South Africa](#), [Tanzania](#), [Turkey](#) and [Yemen](#).

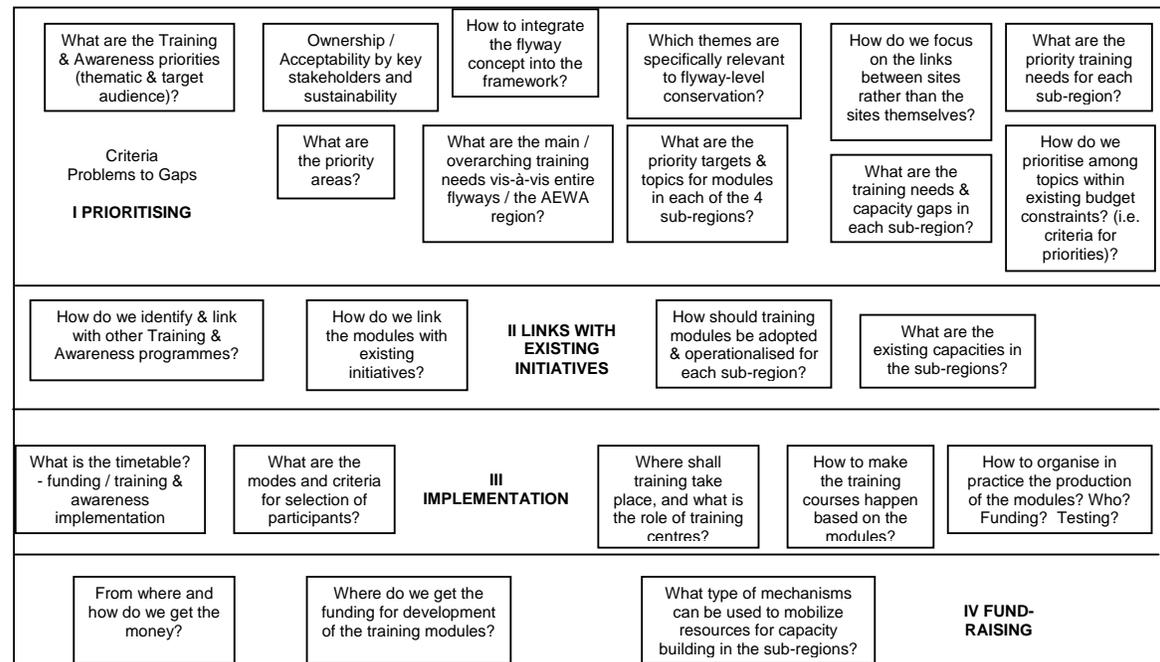
A training and capacity development framework is being developed in consultation with a wide range of partners across the region. This will focus on enhancing the professional capacity and understanding of flyway-scale conservation concepts among conservation professionals and decision makers at various levels across the AEWA region.

[The WOW Project in brief \(overview of basic facts\)](#)



6 Main Questions

After the presentations, the participants were asked to discuss in the regional groups what they believed were the main questions to be answered in this workshop. The questions were written down on big cards, which were stuck to the whiteboard and discussed and grouped in a plenary session:



The workshop team grouped the questions in four main categories:

- i. Prioritising (needs, topics, themes, areas, target audience);
- ii. Links with existing initiatives;
- iii. Implementation (of the training and awareness activities);
- iv. Fund-raising.

The workshop decided to work through the questions more or less in the presented order, with the understanding that the workshop considered the first category of questions the most important.

7 Flyway related wetland problems and related capacity building needs

On Tuesday afternoon, the regional groups identified the priority flyway related wetland problems in their regions and the related training needs. All the regional group work output is presented in annexes 4 (Western Africa), 5 (Eastern and Southern Africa), 6 (Middle East) and 7 (Central Asia, Caucasus and Eastern Europe). On Wednesday morning, the results of the group work on problems and training gaps were presented and discussed in a plenary session. A few remarks from the plenary discussion:

- ⇒ A key item in the discussions was the need for the identified training gaps to reflect capacity building needs at a flyway scale (and not only at site level) and how this can be done.
- ⇒ Local community participation can be at different levels of the flyway and ought to be engaged at the flyway level depending on the region
- ⇒ An integrated approach is quite important, however, there is a need to define the boundaries of this approach. The definition should be a footnote within the module (definition that is being adopted). Site integration rather than function.
- ⇒ There is a need in the flyway to adopt a level of thinking that looks at site-level management and above this, linkages with other sites, within and outside country boundaries.
- ⇒ Consideration of conflict resolution as an issue is crucial as we are talking about upstream and downstream management / riparian.

- ⇒ There is a need to look at flyway linkages through species as the species themselves actually define the flyways.
 - ⇒ The reason for a site specific approach is in order to get the involvement of people you need to harness their capacity at site level before they even tackle flyway issues.
 - ⇒ With current funding limitations it is intended to develop a maximum of five modules, without actually implementing the modules.
 - ⇒ Instead of having the same modules in all regions, it is good to have complementing modules in specific centres. As an example, the Kenya Wildlife Service Training Centre at Naivasha has become a regional centre for wetland management planning, and it is recommended to vest responsibility in other institutes (such as the University of Makerere in Uganda) to serve as a regional centre for other themes.
 - ⇒ There is a need to have clear mechanisms for exchange between the regions
 - ⇒ It is necessary to strengthen specific centres in the regions
 - ⇒ There is a need to promote NGO development (e.g. through network/forum, component 3)
- These remarks show the clear need for not only training of individuals, but also for institutional strengthening

Based on the group work outcomes of the respective regions, the workshop arrived at 5 overall relevant core themes with underlying concepts/ideas:

Core Themes identified for Training and Awareness

A. POLICIES, LEGISLATION & INSTITUTIONAL FRAMEWORKS

- International and national levels
- Multilateral Environmental Agreements (MEAs): adoption & Implementation
- Communication
- Hunting

B. WETLAND MANAGEMENT PLANNING & IMPLEMENTATION

- Integrated & participatory
- Management of key sites for migratory waterbirds
- Community-based management
- Integrated management (include all management issues)
- Communication

C. VALUATION OF WETLANDS & WATERBIRDS ALONG THE FLYWAYS

- Socio-economic & cultural valuation of wetlands
- Incorporate the flyway perspective
- Valuation of migratory waterbirds

D. RESEARCH & MANAGEMENT OF MIGRATORY WATERBIRDS

- Wetland & waterbird inventory
- Wetland & waterbird monitoring & evaluation
- Research; (include GIS & remote sensing, also waterbird movements)
- Species focus and population management
- International cooperation
- Species Action Plans (development & implementation)
- Communication

E. INSTITUTIONAL STRENGTHENING, COMMUNICATION & NETWORK DEVELOPMENT

- Communication & marketing
- Institutional strengthening
- Network development
- Information dissemination
- Address NGOs, civil societies, individuals & other stakeholders

8 Existing relevant initiatives

The second group work, on Wednesday, had as objective to identify what initiatives are already taking place in the regions. Based on the identified overall core themes, the regional groups made a table as below for their respective regions see the annexes 4 (Western Africa), 5 (Eastern and Southern Africa), 6 (Middle East) and 7 (Central Asia, Caucasus and Eastern Europe), parts B for the results per region.

THEMES	KEY GAPS ADDRESSED BY THEME	KEY TARGET GROUPS	ONGOING INITIATIVES	OVERLAP/ COLLABORATION
A. Policies, legislation and Institutional frameworks				
B. Wetland management, planning and implementation				
C. Valuation of wetlands and waterbirds along the flyway				
D. Research and management of migratory water birds				
E. Institutional strengthening, communication and network development				

9 Priority modules

After the groups had presented their overview tables to each other and commented each other's tables, the regional groups met again to identify priority modules for their region within the overall core themes. The results were presented and discussed again in a plenary meeting on Thursday, see annexes 4 (Western Africa), 5 (Eastern and Southern Africa), 6 (Middle East) and 7 (Central Asia, Caucasus and Eastern Europe), parts C.

Some important remarks from the plenary discussion:

- For each module there seems to be a lot of target groups which may present some challenges when these are developed further into actual modules. Some refinement is needed. There needs to be a core target group and then a second target group for the training. (related sector). The material will be tailored accordingly.
- Fine-tuning of length of training would come in the planning process
- One consideration is how do you sell the concept of participation within the training?
- One of the gaps in ME is the lack of capacity among NGOs. This was more often the target audience.

Looking at all the priority modules from the four regions, the following modules were the most relevant and important for all:

The flyway concept related sub-modules A,B,C:

This is a cross-cutting module for many different stakeholders. The workshop divided this in three sub-modules, see also the description in annex 6, part C:

- A. Understanding the flyway concept
- B. Applying the flyway concept
- C. Communicating the flyway concept

One, two, or all three of these sub-modules will be incorporated in the different activities for the different target groups.

Priority modules:

1. Wetland management + AB or A or B

This is an important module in all four regions, but with different specifics per regions, also because the regions differ widely as far as already existing initiatives are concerned.

Target Group: Wetland Practitioners- site managers, water resource managers, conservation managers and other relevant sectors.

Duration will be 2-6 weeks preferably spread over long periods to enable application of knowledge to work in between.

2. Policy Development for Effective Flyway Conservation + A, B, C

This also is an important module for all four regions. The target group for this module is policy makers. The approximate duration is 1-5 days.

Target Group: Policy makers, including national and regional focal points to MEAs.

Duration is not longer than 5 days (1-5 days).

3. Data Collection / Waterbird / Monitoring and Information Management

This is considered important in most of the regions. Monitoring on its own does make sense. There is a need to link up monitoring results and feed them into decision making. There are two target groups: organizers of the monitoring and the users of the monitoring (results).

3a. Waterbird Conservation (Science base) + A,B,C

Target Group: Data Users and Waterbird count organisers.

Duration approx 5 days

3b. Waterbird Monitoring (Practical Skills) +A

Target Group: Field workers in form of a Training of trainers.

Duration will be 10 days with active post training follow-up.

4. Institutional and Network Development + A,B,C

This is also needed for most regions.

Target Group: NGOs and Government representatives.

Duration will be in form of 5 day modules in series spread over a long period.

5. Valuation of Wetlands +A,C

This is important for some regions.

Target Group: Primarily, wetland practitioners including physical and economic planners.

Duration 3 days-3 weeks.

A secondary group that may need to be aware that valuation not just numbers but reality are the policymakers and this can be achieved in a 1 day seminar.

6. Sustainable hunting management +A,B

For some regions this was considered an important module.

Target Group: Hunting organisations, Communities,

Some remarks from the plenary discussion:

- For all the priority modules, it was agreed that the duration of the course should be dependent on the level of existing knowledge of the participants and therefore more appropriately determined at the sub-regional level.
- Staggered courses whereby participants meet initially at an introduction and then go back to their respective locations to apply what they have learnt to their work and then reconvene after some weeks or month for information and experience sharing is a very reliable learning method. However, it can be quite expensive in terms of travel costs.

10 Miscellaneous

In the afternoon of the last day, there was an opportunity for people to make announcements/share about their activities that they considered important for the other participants. In total ... people made use of this opportunity:

Announcements

- A pleasant announcement from Ramsar on UAE's membership of Ramsar as a contracting party was made by Sandra Hails of the Ramsar convention
- Intro to the Nile Basin Initiative : Dr. Henry Busulwa of the Nile Basin Initiative expressed appreciation to the WOW project for extending an arm of collaboration to the NBI and he elaborated on the role of the NBI in the Nile and potential for collaboration with the WOW project and Wetlands International at large.
- Intro to the Horn of Africa- Afework Akilu presented the HoA and also mentioned the initiative's appreciation of the gesture of the WOW project in inviting the HoA to the workshop. He further highlighted the need for the WOW project and HoA to have a dialogue on how to work together and prevent parallel delivery of similar goals in the region.
- Invitation to the next Pan-Africa ornithological congress holding next yr in Durban-Doug Harbottle in his announcement requested that participants who will like to attend should send him an email for further information.
- Christian Perrenou sent an email since he had to leave before the end of the last day of the workshop. He mentioned a new Wetland Management Planning module for francophone west Africa (1 week) based on TDV's Mediterranean. module (with adaptations), as part of the PRCM project (lead by the FIBA, of which WI-Senegal is also a partner). He further mentioned that this could contribute to filling the gap expressed by the West and central Africa sub-region.

Fund raising

The workshop advised the project to explore working with established centres offering related courses already as a means of ensuring ownership and sustainability. The project was further advised to continue to explore linkages with relevant initiatives such as the Nile Basin Initiative, Horn of Africa, Wetlands and Poverty Reduction Project and other initiatives in all the sub-regions including private enterprises and sub-regional level. A common agreement was that fundraising should form part of the development of the programme right from now and should form a key part of the agenda for the sub-regional Board meetings.

The project was further advised to develop colourful materials that can easily market the project for use at all levels.

The framework and next steps

The participants agreed on the usefulness of the framework and elaborating it on the basis of the outcome of this workshop. A few remarks were made on the workshop, the framework and the next steps:

- There will be a synthesis of the workshop in a report format.
- The structure of the workshop outcome ought to be reflected in the new post-workshop framework.
- The framework will reflect the workshop discussion but will move into developing modules.
- The common modules (see paragraph 9) are good to put in the framework, but the specific module descriptions per region (annexes 4 – 7) should not get lost, but also be contained in the framework, as these are highly relevant for the respective regions.
- The modules need to be completed by the end of the year / early January

11 Evaluation

At the end of the workshop, the participants were asked to answer some questions on the whiteboard by ticking the column with the right answer, see annex 8 for the questions and the answers.

The overall picture from the evaluation is that:

- ❑ Most of the participants' expectations have been met.
- ❑ According to the participants, the workshop aims have partly been met: A good start has been made, but there still remains a lot to be done! And also clarity needs to be given about the next steps.
- ❑ Half of the participants are very happy with the results of the workshop, the other half is partly happy. One person is not so happy with the results.
- ❑ For quite a number of people the workshop has served to increase their understanding of the project and the flyway concept. For three people this is not the case and this is not surprising, as these people knew very much about the project and the flyway concept already! Four others specifically indicated that they need more info on the flyway concept.
- ❑ The majority of the participants are reasonably happy with the process and the organization of the workshop.
- ❑ The same is true for the logistic organization and the venue, although some people were less happy with it: not all did appreciate the food and some found the venue too far away from the city.
- ❑ Overall, the participants are very happy (☺) with the workshop.

12 Conclusions and recommendations

- 26 people (apart from organizers and facilitators) from Western Africa, Eastern & Southern Africa, Middle East and Central Asia, Caucasus and Eastern Europe participated in the WOW project's Training and Awareness partnership workshop.
- They participated actively in the many break-out groups and plenary discussions and actively shared their experiences.
- Their expectations coincided well with the workshop objectives.
- These expectations and objectives were largely met, according to the participants' opinion.
- The participants identified priority issues, target groups, training gaps and modules per region and overall.
- These priorities will be integrated in the next draft of the project's Training and Awareness Raising Framework, a former draft of which had served as input for the workshop.
- Besides the work on the modules, the workshop has also contributed to the strengthening of the relationships between those involved in the project.
- Overall, the participants were quite happy with the workshop.
- The project will need to give due thought to expressed need of some of the participants for a better understanding of (the importance of) the flyway concept.
- Participants need to be clearly informed about the next steps and what exactly is expected from them, especially from the regional capacity development officers.

ANNEX 1: Workshop participants

	Title	First Name	Surname	Country of citizenship	Email
1	Mr.	Ibrahim	Alkhader	Jordan	ibrahim.khader@bird
2	Mr.	Omar Ali Saeed	Al-Saghier	Yemen	omar.alsaghier@un
3	Mr.	Jonathan	Barnard	Great Britain	jonathan.barnard@t
4	Mr.	Mathias	Behangana	Uganda	Mathias@Birdlife.or
5	Mr.	Micheal	Brombacher	Germany	michael.brombacher
6	Mr.	Henry Ssebuliba	Busulwa	Uganda	hbusulwa@nilebasir
7	Mr.	Omoury	Chambegga	Tanzania	mweka@mwekawilc
8	Mr.	Leon	Diatta	Senegal	khayadiat3000@ya
9	Mr.	Sergey	Dereliev	Bulgaria	sdereliev@unep.de
10	Mr.	Tim	Dodman	Great Britain	tim@timdodman.co.
11	Mr.	Afewerk Hailu	Gebrewold	Ethiopia	ewrp@ethionet.et
12	Mr.	Ramaz	Gokhelashvili	Georgia	Ramaz@gccw.org
13	Mr.	Ward	Hagemeijer	Netherlands	Ward.hagemeijer@v
14	Ms.	Alexandra Downie	Hails	Great Britain	hails@ramsar.org
15	Mr.	Douglas Michael	Harebottle	South Africa	doug.harebottle@sa
16	Mr.	Florian	Keil	South Africa	fkeil@unep.de
17	Mr.	Paul Gumonye	Mafabi	Uganda	pamfabi@yahoo.co.
18	Mr.	Szabolcs	Nagy	Hungary	Szabolcs.nagy@we
19	Mr.	Francis Tarla	Nchembi	Cameroon	franktarla@yahoo.c
20	Mr.	Abdoulaye	Ndiaye	Senegal	ablaywet@orange.s
21	Mr.	Alfred Owino	Ochieng	Kenya	aowino@kws.org
22	Mr.	Oliver Nasirwa	Odbwor	Kenya	oliver.nasirwa@bird
23	Mr.	Babatunde Anthony	Ojei	Nigeria	Tunde.ojei@wetlanc
24	Mr.	Bouke	Ottow	Netherlands	bouke.ottow@rws.nl
25	Mr.	George Eric Otinga	Owiti	Kenya	geowiti@yahoo.com
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29	Mr.	Majdi	Salameh	Jordan	majdi.salameh@birc
30	Mr.	Alexander	Solokha	Russia	ASolokha@wwf.ru
31	Mr.	Marko	Valker	Estonia	Marko.Valker@lk.ee
32	Ms.	Lybrich Marije	Van der Linden	Netherlands	Lybrichmarij.vanderl
33	Mr.	Mohammed	Yousef	Jordan	mohammedyousef@
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Training and Awareness WORKSHOP
Ehzerwold, Almen, the Netherlands
September 24 – 27, 2007

Hosts: Wetlands International - Wings over Wetlands Project
Co-ordinators: Tunde Ojei & Ward Hagemeyer
Lead Facilitator: Bouke Ottow
Co-Facilitator: Tim Dodman
Logistics: Lybrich Marij van der Linden & Mary Cisse
Finances: Danielle Bollebakker

The workshop aims to achieve the following:

- 1) *Review and endorse the project's Training & Awareness Framework*
- 2) *Review training needs and priorities per sub region*
- 3) *Identification and prioritisation of Specific modules per sub region*
- 4) *Foster partnerships and collaboration with relevant interest groups and initiatives*

Venue: **Ehzerwold, Almen**, the Netherlands

participants: 45, 5-8 per region (West Africa, East Africa, Middle East, Caucasus) + 12 supra-regional

MONDAY, September 24

Tunde Ojei and WOW Project Team meetings and briefing
Project Coordination
Unit (Edoardo Zandri
& Camillo Ponziani)

Lybrich Marij van der Linden/Mary Cisse Arrival and registration of workshop participants

TUESDAY, September 25

09.00 – 09.30	Tunde Ojei	Official opening Welcome Remarks by Edoardo Zandri Explanation of the objectives and set-up of this workshop Introduction workshop organisers/logistic issues
09.30 – 10.30	Bouke Ottow	Introduction participants and their expectations/contributions
10.30 – 11.00		<i>Coffee Break</i>
11.00 – 11.30	Ward Hagemeijer	“The flyway scale conservation and development” (Technical presentation)
11.30 – 12.00	Tim Dodman	“Linking capacities with implementation of Flyway scale conservation” (Technical presentation)
12.00 – 12.30	Bouke Ottow	Plenary discussion: what are the main questions coming up from these presentations that need to be answered in this workshop?
12.30 – 13.30		<i>Lunch Break + Group Photograph</i>
13.30 – 14.30	Bouke Ottow	Co-operation and Group development
14.30 – 14.45	Tunde Ojei	The draft WOW Training and Awareness Framework: status and steps to be taken
14.45 – 15.30	Bouke Ottow	Plenary discussion: clarification of the background and use of the Framework and the (supra-regional) problems and challenges
15.30 – 17.00	Bouke Ottow & Tim Dodman & other facilitators	Break out in (four) regional groups: specification of flyway related wetland problems and related training needs per region and per target group
17.00 – 18.30	<i>Lybrich Marij van der Linden and Ward Hagemeijer</i>	<i>Walk</i>
18.30 – 20.30		<i>Dinner</i>
20.30 – 21.30	Reserve/miscellaneous

WEDNESDAY, September 26

09.00 – 10.30	Participants, Bouke Ottow/Tim Dodman	Plenary exchange of findings by the sub-regional groups plus synthesis
10.30 – 11.00	<i>Coffee break</i>	
11.00 – 12.30	facilitators	Break out in (four) regional groups: identification of existing relevant initiatives, to what extent are training needs being met by these initiatives? And what priority new mechanisms are needed for building on this and filling the gaps.
12.30 – 13.30		<i>Lunch Break</i>
13.30 – 15.00	facilitators	Module specification and prioritization (Still in groups)
15.00 – 19.00	<i>Ward Hagemeyer/ Lybrich Marij van der Linden</i>	Field visit to relevant stop-over site for migratory birds
19.00 – 21.30	Reserve/miscellaneous/ Dinner

THURSDAY, September 27

09.00 – 09.30	Tim Dodman	Recap 2, has the field visit changed our ideas on priorities?
09.30 – 10.30	Participants, Tim Dodman/Bouke Ottow	Plenary reporting from the sub-regional groups
10.30 – 11.00	Coffee Break	
11.00 – 12.30	Participants/ facilitators	Break out in groups: developing plans/curricula for priority new mechanisms
12.30 – 13.30		<i>Lunch</i>
13.30 – 14.30	Bouke Ottow/Tim Dodman	Plenary exchange of findings by the sub-regional groups plus synthesis
14.30 – 14.45	Tunde Ojei	Inventory of items to be discussed still
14.45 – 15.30	facilitators/ participants	Break out in groups discussing remaining items
15.30 – 16.00	Tunde Ojei/Bouke Ottow	Exchange of outcomes plus synthesis, recap on next steps to be undertaken by each regional team.
16.00	Workshop evaluation and closing <i>drinks</i>	

Annex 3. Regional Group composition:

Eastern and Southern Africa:

1. Alfred Owino Ochieng
2. Prof. George Owiti (on Tuesday)
3. Paul Mafabi (on Wednesday and Thursday)
4. Dr. Henry Busulwa
5. Doug Harebottle
6. Oliver Nasirwa
7. Mathias Behangana
8. Sandra Hails
9. Chambegga Amoury
10. Gebrewold Afework Hailu
11. Ponziani Camillo

Western Africa

1. Col Abdoulaye Ndiaye
2. Sergey Dereliev (on Tuesday and Wednesday)
3. Paul Mafabi (on Tuesday)
4. Prof. George Owiti (on Wednesday and Thursday)
5. Leon Diatta
6. Francis Nchembi
7. Tunde Ojei

Middle East

1. Ibrahim Alkhader
2. Omar Ali Saeed Al-Saghier
3. Jonathan Barnard
4. Christian Perennou
5. Majdi Salameh
6. Mohammed Yousef
7. Edoardo Zandri
8. Florian Keil

Central Asia, Caucasus and Eastern Europe

1. Michael Brombacher
2. Ramaz Gokhelashvili
3. Szabolcs Nagy
4. Tiit Randla
5. Marko Valker
6. Alexander Solokha

Annex 4. Outcomes of the regional group work: Western Africa

A. Output group work Tuesday: Problems and training gap

Issues in the region:

- Urbanisation
- Pollution
- Flooding
- Incoherent, unclear, and weakly enforced policies
- Lack of co-ordination of biodiversity related policies across countries
- Lack of Communication
- Lack of management
- Insufficient courses on wetland valuation and resource value
- Lack of enforcement and training on implementation of international treaties agreements at national level
- Lack of understanding for consultation at all levels in national wetlands and waterbird management planning
- Inadequate high level awareness on wetlands and waterbird importance
- Inadequate valuation data to convince national planners
- Inadequate knowledge on ecology and surveys on wetland and waterbird biology
- Lack of a long term knowledge base
- Lack of appreciation for the role of waterbirds as bioindicators
- Lack of cross-sectoral intervention
- Conservationists not thinking out of the box-creating linkages across sectors
- Inadequate funding
- Lack of viable livelihood alternatives
- Inadequate human resource for proper monitoring of waterbirds and wetlands management
- Inadequate inventories of wetlands in the regions

Target Groups and their training needs

A/Wetland Managers (Practitioners-Foresters, Water, Wildlife, Agriculture, Fisheries, Veterinary)

- Knowledge of ecology of waterbirds and habitats
- **Francophone Wetlands management planning**
- Basic knowledge of use of monitoring techniques such as remote sensing and GIS in wetlands and waterbird monitoring
- Use of economic values (Cost benefit analysis) of wetlands and waterbird in policy and national planning negotiations
- Financial mechanisms for support of livelihood systems

B/Policy Makers and implementers (national and local government, parliamentarians)

C/Focal point to Conventions and treaties:

- Knowledge in developing programmes relevant for financing by donors
- Implementation of conventions and treaties policies at national level

Tourist Operators

D/Media : all types

- Dissemination of conservation and management information and promoting best users practices and advocacy

Community based organizations – women groups etc

- Good management practices: adding values to wetland products

- Skills in management planning and implementation

NGOs

- Information dissemination on wetland management and skills in wetland management planning
- Fundraising : mobilizing national and international funds.

Private Sector

- Skills in environmental audit
- Investing in wetlands conservation

Research and Training centres- *for long term vision, this should start from very elementary level*

- *Wetlands curricula into programmes*
- *Delivering the modules*

Physical Planners

- Harmonization of national wetland and biodiversity policies with physical planning procedures

Law enforcement agencies

- Skills in enforcement

B. + C. Output group work Wednesday: overview themes, gaps addressed, target groups, existing initiatives and Output group work Thursday: Training Modules

Title	Wetlands Management planning	Data Collection and management on wetlands and waterbirds	Application and use of valuation concepts to wetlands and migratory waterbirds in a flyway	Understanding the application and use of MEA and other relevant framework policies and interventions in national and sub-regional policy development and implementation	Institutional strengthening and facilitation skills
Theme	Wetland management planning and implementation	Research and Management of Migratory waterbirds	Valuation of wetlands and waterbirds along flyway	Policies, legislation and Institutional Frameworks	Institutional strengthening, communications & network development
Problems it addresses	<ul style="list-style-type: none"> - Non integrated approach - Lack of skilled personnel - Lack of funding= poor management of wetlands - Threats (Pollution, desertification, flooding etc) 	<ul style="list-style-type: none"> - Baseline data and information gap - Poor knowledge of migratory waterbird ecology - Limited number of research and research institutes interested in migratory waterbirds - Poor knowledge and limited access to modern research tools 	<ul style="list-style-type: none"> - Inadequate valuation data - Insufficient skilled manpower - Ignorance of planners - Wetlands not considered in planning processes 	<ul style="list-style-type: none"> - Conflicts of Interest - Wetland and wetland resource degradation - Inadequate policy enforcement - Inadequate national and regional MEA policy coordination - Weak Institutional frameworks - No cross-sectoral interventions 	<ul style="list-style-type: none"> - Isolated expertise - Inability to think out of box - Thinking locally and acting locally - Poor networking - Inability to access information - Inability to package findings in a convincing way - Poor management of conflicts and negotiations (Poor facilitation skills)

Target group	Wetland practioners (Foresters, water, wildlife, agriculture, fisheries, vets, irrigationsists)	Researchers (ornithologists and IWC coordinators), Wetland Managers, Training Centres and Universities (Trainers),	Practitioners, Policy makers, NGOs, CBOs, physical and economic planners	Policy makers (national focal points, arms of govt), Media, Wetland Practioners	All apart from policy makers
Delivery mechanism	<ul style="list-style-type: none"> - Interactive lectures - Field practicals - Exchange programme (EP) 	<ul style="list-style-type: none"> - Field work (use of updated/ modern and appropriate tools) - Laboratory and computer data analysis 	<ul style="list-style-type: none"> - Interactive lectures - Use of relevant case studies - Field visits - Short courses - Stakeholder consultations 	<ul style="list-style-type: none"> - Exchange visits - Participation in MEA processes - Short courses and seminars - Field visits - Creating experience sharing platforms 	<ul style="list-style-type: none"> - Interactive lectures - Production and provisioning of simple and informative materials - Exchange visits - Dialogues
Appropriate length of time	<ul style="list-style-type: none"> - 6 weeks - 1-2 weeks for EP 	3 days - 2 weeks	3 days - 2 weeks	1-5 days	1-5 days
Key words describing content	<ul style="list-style-type: none"> - Management Planning - Stakeholder analysis - Conflict management - Wetlands ecology - International cooperation and relevant MEAs - Participatory approaches in management 	<ul style="list-style-type: none"> - Waterbirds ringing - Use of Remote sensing and GIS - Linkages between sites and network of sites in monitoring 	<ul style="list-style-type: none"> - Cost benefit analysis - Ecosystem services - Stakeholder analysis - Total Economic Value 	<ul style="list-style-type: none"> - Wetland and flyway relevant policy formulation - Lobby and advocacy - Understanding the role of MEAs - Participatory processes in policy development 	<ul style="list-style-type: none"> - Communicating flyways - Networking - Packaging communicable information - Conflict resolution - Public and media relations
language	French/English	French/English	French/English	French/English	French/ English

Initiatives	English course for Anglophone exists in KWSTI and limited and irregular courses offered at Centre for African Wetlands for English speakers	No formal courses apart from project linkages e.g. Globwet project but not fully covered and in English	A wetlands and poverty reduction project module covers this broadly, however a chapter specifically focusing on waterbirds and flyways should be incorporated- module exists in French and english	A wetlands and poverty reduction project module covers this broadly, however a chapter specifically focusing on waterbirds and flyways should be incorporated- module exists in French and english	A wetlands and poverty reduction project module developed by Wageningen International covers this broadly, however a chapter specifically focusing on waterbirds and flyways should be incorporated and adapted for regional use - module exists in French and english
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Annex 5. Outcomes of the regional group work: Eastern and Southern Africa

A. Output group work Tuesday: Problems and training gap

Specific Flyway Related Wetland Problems

1. Most wetlands are outside the protected areas
2. Lack of coordination in site networks
3. Unsustainable utilization of wetland resources
4. Lack of awareness of biodiversity values and linkages
5. Lack of adequate management frameworks (policies)
6. Awareness is lacking on side of policy makers
7. Inadequate information for better understanding of wetland values

Modules and Target Groups

Modules	Target Groups
1. Socio-economic valuation	<ul style="list-style-type: none"> • Wetland managers • Communities and CBOs • Policy makers • Research institutes • Water resource managers • Private sectors • Tour operators • Public/animal health officers • NGOS/Media
2. Legal aspects of wetland protection	<ul style="list-style-type: none"> • Policy makers • Wetland managers • Communities/CBOs • Water resource managers
3. Wetland management/conservation issues	<ul style="list-style-type: none"> • Wetland managers • Water resource managers • Communities/CBOs • NGOs/Media • Research Institutes
4. Implementing MEAs	<ul style="list-style-type: none"> • Policy makers • Wetland managers • NGOs/Media • Water resource managers • National focal points
5. Wetland monitoring and valuation	<ul style="list-style-type: none"> • Wetland managers • CBOs/communities • Water resource managers • Research institutes
6. Network of experts' management	<ul style="list-style-type: none"> • Wetland managers • Research institutes • NGOs/Media • Water resource managers

B. Output group work Wednesday: overview themes, gaps addressed, target groups, existing initiatives

Theme	Gaps/Problems addressed by theme	Key target groups
A Policies, legislation and institutional framework	<ul style="list-style-type: none"> • Most wetlands outside Protected Areas; • Lack of adequate management framework; • Unsustainable utilisation of wetland resources; • Lack of awareness from policy makers 	<ul style="list-style-type: none"> • Policy makers • Wetland managers • Water Resource Managers • CBOs NGOs • National Focal Points
B Wetland management, planning and implementation	<ul style="list-style-type: none"> • Most wetlands outside Protected Areas; • Unsustainable utilisation of wetland resources; • Lack of adequate management frameworks; • Non-implementation of management plans; • Lack of awareness of biodiversity values and linkages 	<ul style="list-style-type: none"> • Wetland managers • Water Resource Managers • CBOs NGOs • Media • Research Institutes
C Valuation of wetlands and waterbirds along the flyways	<ul style="list-style-type: none"> • Unsustainable utilisation of wetland resources; • Lack of awareness from policy makers; • Inadequate information for better understanding of wetland values; • Wetland conversion/degradation 	<ul style="list-style-type: none"> • Policy makers • Wetland managers • Water Resource Managers • CBOs NGOs • National Focal Points • Research institutions • Private Sector • Tourist operators • Public/Animal Health • Media
D Research and management of migratory waterbirds	<ul style="list-style-type: none"> • Unsustainable utilisation of wetland resources; • Lack of awareness of biodiversity values and linkages; • Inadequate information for better understanding of wetland values; • Lack of coordination in site networks; 	<ul style="list-style-type: none"> • Research institutions • Wetland managers • CBOs NGOs • Private sector
E Institutional strengthening, communication and network development	<ul style="list-style-type: none"> • Lack of awareness of biodiversity values and linkages; • Lack of awareness from policy makers; • Inadequate information for better understanding of wetland values; 	<ul style="list-style-type: none"> • All

INITIATIVES

National

Kenya Wildlife Service Training Institute
College of African Wildlife Management (MWEKA, Tanzania)
Uganda Wildlife Training Institute
Uganda Wetlands Programme
Tanzania Wildlife Research Institute (TAWIRI)
Working for Wetlands (SA)
Universities
SA Wildlife College (SA)
SANBI
Maun Wildlife College (Botswana)
BirdLife Partnership

Regional

AFRING
IUCN
WWF
Wetlands International (AfWC)
Horn of Africa Regional Environment Centre/Network
Nile Basin Initiative
Lake Victoria Basin Commission
Tropical Biology Association

Policies, legislation and institutional framework

Wetland management, planning and implementation

Valuation of wetlands and waterbirds along the flyways

Research and management of migratory waterbirds

Institutional strengthening, communication and network development

C. Output group work Thursday: Training Modules

Primary modules

Module 1

Title:	Socio-economic valuation of wetlands
Theme(s):	Valuation of wetlands and waterbirds along the flyways
Problem(s) addressed:	<ul style="list-style-type: none">- Unsustainable utilisation of wetland resources;- Inadequate information for better understanding of wetland values- Lack of viable sustainable alternative livelihoods;
Target group:	Primary - Wetland managers [Secondary - Decision makers (awareness component)]
Delivery mechanism:	Workshops
Appropriate length of time:	5 days [1 day seminar for decision makers]
Keywords describing the content:	Economics, valuation, wetlands
Language:	English, French

Module 2

Title:	Legal aspects of wetland protection
Theme(s):	Policies, legislation and institutional framework
Problem(s) addressed:	<ul style="list-style-type: none">- Lack of/harmonization of adequate national/regional policies- Lack of awareness from policy makers
Target group:	Policy makers
Delivery mechanism:	Awareness seminar
Appropriate length of time:	1 day
Keywords describing the content:	Awareness, policy, harmonization
Language:	English, French

Module 3

Title:	Wetland management and conservation
Theme(s):	Wetland management, planning and implementation
Problem(s) addressed:	<ul style="list-style-type: none">- Most wetlands are outside protected areas network- Unsustainable utilisation of wetland resources- Conversion/degradation of wetlands
Target group(s):	<ul style="list-style-type: none">- Wetland managers- Communities and CBOs
Delivery mechanism:	Training of Trainers
Appropriate length of time:	5 days
Keywords describing the content:	Management, wise-use, flyway
Language:	English, French

Module 4

Title:	Monitoring and assessment of waterbird populations on the flyway
Theme(s):	Research and management of migratory waterbirds
Problem(s) addressed:	<ul style="list-style-type: none">- Lack of awareness of biodiversity and linkages- Inadequate information for better understanding of wetland values
Target group(s):	<ul style="list-style-type: none">- Research institutes- NGOs/CBOs- Wetland managers
Delivery mechanism:	Training course
Appropriate length of time:	2 weeks
Keywords describing the content:	Monitoring of waterbirds, data management, ringing, remote sensing
Language:	English, French

Module 5

Title:	Communication and network management
Theme(s):	Institutional strengthening, communication and network development
Problem(s) addressed:	<ul style="list-style-type: none">- Lack of coordination of information sharing in site networks on the flyway
Target group:	<ul style="list-style-type: none">- NGOs/CBOs- Media- Communities
Delivery mechanism:	Training seminar
Appropriate length of time:	3 days
Keywords describing the content:	Communication, dissemination of information,
Language:	English, French

Annex 6. Outcomes of the regional group work: Middle East

A. Output group work Tuesday: Problems and training gap

FOCUS ON FLYWAY-RELATED ISSUES/PROBLEMS

1. There is a gap in our understanding of how individual site management and national policies relate to flyway scale conservation
 1. Make stakeholders (site managers/decision makers) aware of the bigger picture
 2. Develop suitable tools to fill the flyway information gaps
 3. Enhance strategic management planning capacity (e.g. include flyway-scale issues in MP training)

Key target groups: site managers, decision makers, planners
2. Wetlands are undervalued in general
 1. Need to target high-level decision makers (and relevant stakeholders) to raise awareness on the value of wetlands
 2. Need for a regional module for wetland valuation (adapt/link with WPRP module)
 3. Promote available instruments (legal/policy) to protected wetlands
3. Weak regional coordination, networking, communication, collaboration initiatives for wetlands conservation
 1. Need for strong institutions to take the lead in the region for building capacity in wetland conservation – and at same time enhance networks
 2. Promoting membership and implementation of relevant MEAs: Ramsar, AEWA, etc.
 3. Promoting regional training initiatives as a means to enhance exchanges within the region
 4. Facilitating communication and networking by providing web-based lists of contacts, focal points / facilitating dialogue, etc.
 5. Strengthening the capacity of stakeholders in the region to undertake regional initiatives/projects

Empowering communities: Develop/strengthen a network of “community groups” (e.g. site-support groups SSGs) across the flyway, to enable them to make their voice heard in relevant flyway-level discussions/fora

4. Weak role of MEAs in the region (Ramsar, AEWA)
 1. Promote membership of MEAs in the region
 2. Promote regional participation of national technical expertise in MEAs meetings and activities (versus mostly political focal points)
 3. MEA be more proactive in liaising with (technical & political) partners and promoting implementation
5. Conservation NGOs are weak in the region
 1. Support NGO development and networking in the region

CROSS-CUTTING

- All general and site-based wetland conservation issues (i.e. habitat loss, water scarcity, etc. etc.)
- Climate change affecting
- Low professional capacity (NGO, academic, gov. etc.)

TOP PRIORITIES IDENTIFIED

1. Promote membership of MEAs in the region // Promote available instruments (legal/policy) to protected wetlands
2. Raise awareness on the value of wetlands & flyway concept
3. Need for strong institutions to take the lead in the region for building capacity in wetland conservation – and at same time enhance networks
4. Develop/strengthen a network of “community groups” (e.g. site-support groups SSGs) across the flyway, to enable them to make their voice heard in relevant flyway-level discussions/fora
5. Support NGO development and networking

TOP PRIORITIES IDENTIFIED	Program Type	TARGET GROUP							MEAs
		High Level Decision Makers	Middle Management in Government	Scientific Authorities	Research Institutions and Centres	Conservation NGOs	Civil Society Organizations	Donors	
1. Promote membership and implementation of MEAs in the region // Promote available instruments (legal/policy) to protect wetlands									
The importance of flyways and wetlands	Awareness and Outreach	X	X	X	X	X	X	X	
Contribution of MEAs for the conservation of wetlands and flyways	Awareness and Outreach	X	X	X	X	X	X	X	
Importance of memberships in MEAs and being part of the global conservation community	Awareness and Outreach	X	X	X	X	X	X	X	
Implementation (ratification and compliance) of the MEAs	Training	X	X	X	X	X			
Development and implementation of wetland policy and legislations (policy, advocacy, mainstreaming, etc)	Training	X	X	X	X	X			
Promote contacts between MEA secretariats and technical partners	Awareness and Outreach			X	X	X			X
2. Raise awareness on the economic value of wetlands & flyway concept									
Evaluation of the wetland value and function	Training			X	X	X			
Developing tools to raise the awareness of decision makers and other stakeholders of the wetlands value and function	Training			X	X	X			
Delivering awareness on wetlands value and function to decision makers and other stakeholders	Awareness and Outreach	X	X				X	X	

3. Need for strong institutions to take the lead in the region for building capacity in wetland conservation – and at same time enhance networks										
Institutional Management and Networking		X	X	X	X	X				
Strategic Planning (Integrated Ecosystem Management, Land use Planning, etc)		X	X		X	X				
Wetland Management Planning			X	X	X	X				
Wetland Management (action and day to day management)			X			X	X			
Publicity, Awareness and Outreach			X			X	X			
Monitoring and Evaluation				X	X	X				
Eco-tourism			X			X	X			
Conflict Resolution		X	X	X	X	X	X			
TOP PRIORITIES IDENTIFIED	Program Type	TARGET GROUP								
		High Level Decision Makers	Middle Management in Government	Scientific Authorities	Research Institutions and Centres	Conservation NGOs	Civil Society Organizations	Donors		
4. Develop/strengthen a network of “community groups” (e.g. site-support groups SSGs) across the flyway, to enable them to make their voice heard in relevant flyway-level discussions/for a										
Wetland value and function (wetlands and people, wise use, sustainable management, etc)	Awareness and Outreach		X			X	X			
Flyway and wetland networks (importance and global vision)	Awareness and Outreach		X			X	X			
Local community involvement/participation in wetlands management (community driven wetland management and conservation, sustainable income generation)	Awareness and Outreach		X			X	X			
Communication and outreach	Training		X			X	X			
Regional Networks, Partnerships and Conflict Resolution	Training		X			X	X			
5. Support NGO development and networking in the region										

B. Output group work Wednesday: overview themes, gaps addressed, target groups, existing initiatives

THEMES	KEY GAPS ADDRESSED BY THEME	KEY TARGET GROUPS	ONGOING INITIATIVES	OVERLAP/COLLABORATION
A. Policies, legislation and Institutional frameworks	<ol style="list-style-type: none"> 1. Weak understanding of flyway concepts and how they affect national policies/legisl. & site management 2. Weak role of MEAs in the region 3. Weak national policies & legislations 4. Weak institutions, NGOs 	<ol style="list-style-type: none"> 1. Decision makers 2. NGOs 3. MEA focal points 4. Other relevant government officers 5. Academic and technical institutions 	<p>Ramsar Centre (Iran)</p> <p>MedWet</p> <p>Mediterranean Action Plan (RAC/SPA)</p> <p>IUCN Law Center (Kuwait)</p>	<ul style="list-style-type: none"> • No current, • Future Potential • Development of national wetland policies, potential to introduce flyway concept • Development of protected areas strategies and legislations • No current, • High future Potential
B. Wetland management, planning and implementation	<ol style="list-style-type: none"> 1. Weak understanding of how site management relates to flyways 2. Weak capacity for site management 3. Weak involvement of local communities 	<ol style="list-style-type: none"> 1. Site managers and national-level planners (land-use, conservation) 	<p>Ramsar Centre (Iran)</p> <p>MedWet</p> <p>Mediterranean Action Plan (RAC/SPA)</p> <p>Tour Duvalat (depending on projects)</p> <p>RSCN Regional Training Center</p>	<ul style="list-style-type: none"> • No current, • High future Potential • Module available (6 years ago)

THEMES	KEY GAPS ADDRESSED BY THEME	KEY TARGET GROUPS	ONGOING INITIATIVES	OVERLAP/COLLABORATION
C. Valuation of wetlands and waterbirds along the flyway	1. Weak understanding of the socio-economic values of wetlands (also with a flyway perspective)	1. Site managers 2. NGOs, conservation organizations 3. Government officials 4. Decision makers 5. Media 6. Private sector 7. Research/academic Institutions		
D. Research and management of migratory water birds	1. Gap in understanding 2. limited capacity for the valuation of wetlands	1. Research centres 2. Conservation NGOs and government officers involved in sites/species management 3. MEA focal points	Ramsar Centre (Iran)? Tour Duvalat (depending on projects) RSCN Regional Training Center (Jordan) Taáef Research Center (Saudi Arabia)	
E. Institutional strengthening, communication and network development	1. Weak regional coordination, networking, communication, collaboration	1. Site managers 2. NGOs, conservation organizations 3. Government officials 4. Research/academic Institutions	MedWet RSCN-SDC Project WWF Mediterranean Programme IUCN-WESCANA?	

C. Output group work Thursday: Training Modules

1. TITLE	Understanding the Flyway Concept
AIM	<ul style="list-style-type: none"> • Understanding of Flyway concept is increased • Understanding how the F. concept adds value to site/national conservation actions is increased (Awareness raising)
THEMES	ALL (A, B, C, D, E)
PROBLEMS/GAPS	Weak understanding of F. Concept at all levels
TARGET GROUPS	Policy/decision makers/ technical managers in related fields/sectors (e.g. water, agriculture, land use planning etc.), media, MEAs focal points
DELIVERY MECHANISM	Interactive workshop
DURATION	1 day
KEY WORDS	Flyway, bird migration, international cooperation, MEAs, critical network of sites, wetlands
LANGUAGE	English and Arabic
2. TITLE	Applying the Flyway Concept
AIM	<ul style="list-style-type: none"> • Participants are able to take key practical steps (incl. i.e. role of MEAs) to increase F. conservation (Training)
THEMES	
PROBLEMS/GAPS	<ul style="list-style-type: none"> • Weak role of MEAs in the region • Weak regional coordination, networking, communication, collaboration initiatives for wetland conservation
TARGET GROUPS	<p><u>Materials will exist in three forms</u></p> <ol style="list-style-type: none"> 1. Technical managers in related fields/sectors (e.g. water, agriculture, land use planning Wetland site managers, practitioners in NGOs and government, scientific authorities etc.), 2. Political authorities and MEAs focal points, 3. Civil Society (conservation NGOs, local NGOs, etc)
DELIVERY MECHANISM	Interactive workshop and meeting
DURATION	2 days
KEY WORDS	Preparation of awareness raising program, membership in MEAs, communication and networking, advocacy
LANGUAGE	English and Arabic

3. TITLE	Communicating the Flyway Concept
AIM	<ul style="list-style-type: none"> Participants able to effectively communicate the flyway concept (Training including awareness)
THEMES	A, E
PROBLEMS/GAPS	Weak regional coordination, networking, communication, collaboration initiatives for wetland conservation
TARGET GROUPS	Practitioners in NGOs and government
DELIVERY MECHANISM	Interactive workshop which include the development of publications, interactive website and films
DURATION	3 days
KEY WORDS	Effective communication, collaboration, networking, identify flyway topics and issues of concern, wetlands
LANGUAGE	English and Arabic

4. TITLE	Wetland Management
AIM	<ul style="list-style-type: none"> Strong institutions to take the lead in the region for building capacity in wetland conservation – and at same time enhance networks
THEMES	B, D, E
PROBLEMS/GAPS	Conservation institutions are weak in ME
TARGET GROUPS	Wetland site managers, practitioners in NGOs and government, scientific authorities
DELIVERY MECHANISM	Interactive Training course
DURATION	2 weeks
KEY WORDS	<p>Strategic Planning (Integrated Management)</p> <p>Wetland Management Planning</p> <p>Wetland Management (action and day to day management)</p> <p>Publicity, Awareness and Outreach (specific to site management plan)</p> <p>Monitoring and Evaluation</p> <p>Eco-tourism</p> <p>Conflict Resolution</p> <p>Integrated management, participatory management, local community involvement/participation, management planning, plans implementation, monitoring and evaluation, research and inventories</p>
LANGUAGE	English and Arabic

Annex 7. Outcomes of the regional group work: Central Asia, Caucasus and Eastern Europe

A. Output group work Tuesday: Problems and training gap

Outcomes of the training gap analysis:

Method:

- Brief brainstorming on gaps and problems related to wetland conservation in the sub-region
- Grouping various issues under one theme
- Formulating a training theme and first development of module name/content and target group

1. International cooperation on wetlands conservation issues / Conservation planning and policy on a national level

- 1.1 Regional planning workshop to strengthen the contribution of national conservation policies to AEWA and Ramsar

2. Site management

- 2.1 Training in site management planning including participatory planning process (habitat management)

3. Sustainable resource Management

- 3.1 Training course for staff of resource-use ministries, regional offices (water, agriculture, fisheries etc.)

4. Waterbird Hunting

- 4.1 Training course for technical officers (responsible for legislation, planning and inspection). Topics: Harvest statistics, population limitations, conservation status, habitat management, bird identification skills, development of identification guides focusing on waterbirds
- 4.2 Regional workshop to assess efficiency of programme (stimulate “competition on best regional performance)

5. Public support to wetland and waterbird conservation (nationally and locally)

- 5.1 Develop communication strategy with local NGOs to spread positive message to
- 5.2 Give publicity occasions to high level managers
- 5.3 Idea for spreading flyway approach and fostering international cooperation: put five satellite transmitters on 5 key species of country and start PR programme around that

B. Output group work Wednesday: Overview themes, gaps addressed, target groups and existing activities:

Themes	which problems are targeted by themes (not in order)	what are the target groups (not in order)	KAZ	UZB	TM	AZ	ARM	GEO	RU
A. Policies, legislation and institutional framework	<ul style="list-style-type: none"> ▪ Embryonic conservation planning ▪ No policy and strategy how to deal with legal and illegal hunting ▪ Exclusive approach to PAs ▪ No officially approved management planning policy and structure ▪ Lack of relevant site management ▪ Lack of training for site managers 	<ul style="list-style-type: none"> ▪ Technical officers (policy makers, site managers) of governmental water / conservation authorities 	<ul style="list-style-type: none"> ▪ GEF/UNDP Wetlands Project ▪ GEF/UNEP Siberian Crane Project 	<ul style="list-style-type: none"> ▪ GEF/UNEP Siberian Crane Project 	<ul style="list-style-type: none"> ▪ GEF/UNDP Khazar Wetlands Project ▪ GEF/UNEP Siberian Crane Project 	<ul style="list-style-type: none"> ▪ CEPF ▪ GEF/UNEP Siberian Crane 	<ul style="list-style-type: none"> ▪ CEPF 	<ul style="list-style-type: none"> ▪ CEPF ▪ IUCN/GCCW ▪ GEF coastal zone project 	<ul style="list-style-type: none"> ▪ GEF/UNDP lower Volga project ▪ GEF/UNEP Siberian Crane Project
B. Wetland management planning and implementation	<ul style="list-style-type: none"> ▪ Lack of relevant site management ▪ Lack of training for site managers ▪ Hunting and fishing pressure 	<ul style="list-style-type: none"> ▪ Site managers ▪ Technical officers of national conservation authorities ▪ Hunting managers 	<ul style="list-style-type: none"> ▪ GEF/UNDP Wetlands Project ▪ GEF/UNEP Siberian Crane Project ▪ GEF PA Project (?) 	<ul style="list-style-type: none"> ▪ GEF/UNEP Siberian Crane Project ▪ GEF PA Project (?) 	<ul style="list-style-type: none"> ▪ GEF/UNDP Khazar Wetlands Project ▪ GEF/UNEP Siberian Crane Project ▪ GEF PA Project (?) 	<ul style="list-style-type: none"> ▪ CEPF IBA project 	<ul style="list-style-type: none"> ▪ CEPF IBA project 	<ul style="list-style-type: none"> ▪ Kolkheti Wetlands Project ▪ CEPF IBA project ▪ IUCN ▪ KfW 	<ul style="list-style-type: none"> ▪ CEPF IBA project ▪ IBA caretaker (Pin Matra)
C. Valuation of wetlands and waterbirds across the flyways	<ul style="list-style-type: none"> ▪ Wetland loss by degradation ▪ Wetland degradation caused by unsustainable use 	<ul style="list-style-type: none"> ▪ High-level decision makers (Ministries) ▪ Local site managers ▪ Representatives of local conservation authorities ▪ Recreation authorities 						<ul style="list-style-type: none"> ▪ GCCW 	

Themes	which problems are targeted by themes (not in order)	what are the target groups (not in order)	KAZ	UZB	TM	AZ	ARM	GEO	RU
D. Research and management of migratory waterbirds	<ul style="list-style-type: none"> ▪ Unsustainable harvesting and management ▪ Insufficient scientific base on waterbirds and their habitats ▪ No broad base for monitoring ▪ Lack of waterbird population management (overhunting) 	<ul style="list-style-type: none"> ▪ Academic institutions and experts ▪ Research and ranger staff of Pas and hunting authorities ▪ Volunteer site-caretakers 	<ul style="list-style-type: none"> ▪ CA IBA project (BirdLife/RSPB) ▪ IWC (partly) 	<ul style="list-style-type: none"> ▪ CA IBA project (BirdLife/RSPB) ▪ IWC (partly) 	<ul style="list-style-type: none"> ▪ CA IBA project (BirdLife/RSPB) ▪ IWC (partly) 	<ul style="list-style-type: none"> ▪ AOS 		<ul style="list-style-type: none"> ▪ WI Black Sea Project ▪ GCCW 	<ul style="list-style-type: none"> ▪ WI Black Sea Project
E. Institution strengthening , communication and network development	<ul style="list-style-type: none"> ▪ Decision makers see wetlands as a resource for fishing and hunting (not sustainably) ▪ Lack of awareness / knowledge among decision makers ▪ Local people are not aware of the value of their local wetland ▪ No capacity within PA administration to property management sites ▪ Low cooperation within politics and local communities 	<ul style="list-style-type: none"> ▪ Volunteer site-caretakers ▪ Local NGOs and initiatives ▪ Decision makers ▪ Education organisations (schools, NGOs) 	<ul style="list-style-type: none"> ▪ CA IBA project (BirdLife/RSPB) ▪ GEF/UNEP Siberian Crane Project ▪ Caspian Environmental Project 	<ul style="list-style-type: none"> ▪ CA IBA project (BirdLife/RSPB) ▪ GEF/UNEP Siberian Crane Project ▪ Caspian Environmental Project 	<ul style="list-style-type: none"> ▪ CA IBA project (BirdLife/RSPB) ▪ GEF/UNEP Siberian Crane Project ▪ Caspian Environmental Project 			<ul style="list-style-type: none"> ▪ GCCW ▪ GEF KEM (?) 	

C. Output group work Thursday: Training Modules

Module 1

Title	Develop a conservation strategy for Important Bird Areas (IBAs) / critical wetland sites within the Central Asia/Caucasus subregion
Themes:	A
Problems addressed	<ul style="list-style-type: none"> ▪ Weak and inconsistent conservation planning
Target group	<ul style="list-style-type: none"> ▪ Technical officers of governmental national authorities (water and natural resources) ▪ National BirdLife partners / project partners
Delivery mechanism	<ul style="list-style-type: none"> ▪ Planning workshop and follow-up facilitation through national project partners
Duration	<ul style="list-style-type: none"> ▪ Workshop (3 days) ▪ Facilitation (1 year)
Keywords	<ul style="list-style-type: none"> ▪ Determine problems and gaps ▪ Develop objectives and framework for policy
Language	<ul style="list-style-type: none"> ▪ Russian

Module 2

Title	Training in site management planning
Themes:	B
Problems addressed	<ul style="list-style-type: none"> ▪ Lack of relevant site management for wetlands
Target group	<ul style="list-style-type: none"> ▪ Protected Area (PA) site managers ▪ Technical officers of governmental national authorities (water and natural resources) ▪ National BirdLife partners / project partners ▪ Local NGOs and initiatives
Delivery mechanism	<ul style="list-style-type: none"> ▪ Training workshop (3 days) ▪ Ongoing support by national project partners until plans are finalized (up to 1 year) ▪ Exchange visits (up to 1 week, two visits anticipated)
Duration	<ul style="list-style-type: none"> ▪ See above
Keywords	<ul style="list-style-type: none"> ▪ Management for different types of PA's and habitats ▪ Restoration methods ▪ International best practises ▪ Process and methods of management planning
Language	<ul style="list-style-type: none"> ▪ Russian and local language

Module 3

Title	Sustainable hunting management
Themes:	B
Problems addressed	<ul style="list-style-type: none"> ▪ Overhunting ▪ Shooting of rare species ▪ Disturbance

Target group	<ul style="list-style-type: none"> ▪ Hunting site managers ▪ Local game managers ▪ Hunting organisation leaders
Delivery mechanism	<ul style="list-style-type: none"> ▪ Best practise exchange ▪ Training ▪ Follow-up by national partners ▪ Production of awareness material
Duration	<ul style="list-style-type: none"> ▪ A series of workshops and ongoing facilitation (1 to 2 years)
Keywords	<ul style="list-style-type: none"> ▪ Harvest statistics ▪ Lead shot issues ▪ Identification of species ▪ Quota management
Language	<ul style="list-style-type: none"> ▪ Russian and local language

Module 4

Title	Training on bird identification and monitoring
Themes:	D
Problems addressed	<ul style="list-style-type: none"> ▪ Insufficient information on population statuses and trends ▪ Lack of qualified manpower for monitoring
Target group	<ul style="list-style-type: none"> ▪ Local site-caretakers (NGO's, individuals) ▪ Students (if possible) ▪ Research staff of Protected Areas
Delivery mechanism	<ul style="list-style-type: none"> ▪ Provide equipment and literature ▪ Provision of theoretical training ▪ Specialised lectures for target groups
Duration	<ul style="list-style-type: none"> ▪ 1 year
Keywords	<ul style="list-style-type: none"> ▪ Monitoring methods ▪ Bird identification ▪ Census methods
Language	<ul style="list-style-type: none"> ▪ Russian and local language

Module 5

Title	Develop a communication strategy towards increasing understanding of wetlands and their importance / value
Themes:	E
Problems addressed	<ul style="list-style-type: none"> ▪ Lack of awareness (local and institutional level) ▪ Lack of linkage / cooperation between various stakeholders
Target group	<ul style="list-style-type: none"> ▪ Local site-caretakers (NGOs, individuals)
Delivery mechanism	<ul style="list-style-type: none"> ▪ Planning workshop and mentorship ▪ Assist with implementation
Duration	<ul style="list-style-type: none"> ▪ 6 months to one year
Keywords	<ul style="list-style-type: none"> ▪ Communication strategy ▪ Communication mechanisms ▪ Communication skills
Language	<ul style="list-style-type: none"> ▪ Russian and local language

Annex 8. Evaluation scores

	Very much	Partly	Little	Not at all	total
1. How have your expectations been met?	12	11			23
2. How have the workshop aims been met?	3	20			23
3. How happy are you with the results of the workshop?	12	10	1		23
4. How has your understanding of the WOW and/or flyway improved?	12	7		3	22
5. How happy are you with the process & organization of the workshop?	6	16			22
6. How happy are you with the logistic organization & venue of the workshop?	10	10	2	3	25
	☺		☹		☹
7. How happy are you overall with the workshop?	17	6			1 ¹
8. Any specific points?	<ul style="list-style-type: none"> <input type="checkbox"/> Facilitation was perfect!! Bravo! <input type="checkbox"/> Where to go from here? What next? <input type="checkbox"/> Lack of affordable internet facilities. <input type="checkbox"/> Next steps pls - Communication <input type="checkbox"/> Book cheaper hotel, but pay Per Diem! <input type="checkbox"/> Remote - No shops! (Couldn't find food etc.) <input type="checkbox"/> The white stork play should be practiced on ground. <input type="checkbox"/> Nice place, but where are the birds. Didn't like the music <input type="checkbox"/> More on flyways/concept <input type="checkbox"/> More on flyways concept! <input type="checkbox"/> Still need to capture added value of flyway <input type="checkbox"/> Food (limited options for fasting participants) <input type="checkbox"/> Flyway concept <input type="checkbox"/> What happens next? (unclear) -> steps (CDO meeting) 				

¹ The person who ticked off the ☹ column later explained that he had ticked off all three columns