

# **Mago National Park Ten Years General Management Plan**



**Client: Ethiopia Wildlife Conservation Authority**

**Consultant: Green Environment Consultancy  
Service PLC**

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## Acronyms

AAU	Addis Ababa University
AE	Audit Expert
ALETL	Anti-poaching and Law Enforcement Team Leader (Chief Scout)
AMU	Arba Minch University
BFATL	Budget and Finance Administration Team Leader
BFC	Budget and Finance Coordinator
BO	Boat Operator
CBD	Conservation of Biological Diversity
CDS	Capacity Development Strategy
CCARE	Community Collaboration and Awareness Expert
CCATL	Community Collaboration and Awareness Raising Team Leader
CCAW	Community Collaboration and Awareness Expert
CCE	Community Collaboration Expert
CGAE	Change and Governance Affairs Expert
CGE	Change and Governance Expert
CHA	Controlled Hunting Area
CPEETL	Community Partnerships and Environmental Education Team Leader;
CPEETL	Community Partnerships and Environmental Education Team Leader
CTSB	Culture, Tourism and Sport Bureau
CW	Chief Warden
DCE	Data Center Expert
EMP	Environmental Management Plan
ENLA	Ethiopian National Lottery Administration
ESIA	Environmental Social Impact Assessment
FGE	Federal Government of Ethiopia
GEF	Global Environmental Facility
GoE	Government of Ethiopia

GSTC	General Services and Transportation Coordinator
HRATL	Human Resource Administration Team Leader
HRC	Human Resources Coordinator
IAPS	Invasive Alien Plant Species
IUCN	International Union for the Conservation of Nature
LAE	Legal Affairs Expert
MoCT	Ministry of Culture and Tourism
MoU	Memorandum Understanding
MNP	Mago National Park
NR	Natural Resource
OKSF	Omo-Kuraz Sugar Factory
OPC	Outpost Coordinator
PMEE	Planning, Monitoring and Evaluation Expert
PMEE	Planning, Monitoring and Evaluation Expert
PMIS	Protection and Monitoring Intermediate Scout
PMJS	Protection and Monitoring Junior Scout
PMNPG	Pro-MNP Groups
PMSS	Protection and Monitoring Senior Scout
PW	Park Warden
SOZ(A)	South Omo Zone (Administration)
SPTAC	Supply, Property and Transport Administration Coordinator
SPTATL	Supplies, Property and Transport Administration Team Leader
TUC	Tourism and Utilization Team Leader
UNU/IAS	United Nation University /Institute of Advanced Studies
WEMSTL	Wildlife Ecosystem Management and Survey Team Leader
WEPTL	Wildlife Ecosystem Protection and Research Team Leader
WGCFNR	Wondo-Genet College of Forestry and Natural Resource
WHSE	Wildlife Health Service Expert

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WHSRE	Wildlife Habitat Survey and Research Expert
WPAJE	Wildlife Protection Awareness Junior Expert
WPAPE	Wildlife Protected Area Protection Expert
WPMTL	Wildlife Protection and Monitoring Team Leader
WTUE	Wildlife Tourism and Utilization Expert
WTUTL	Wildlife Tourism and Utilization Team Leader

## **Forward**



## **Approval**

## **1. Introduction**

### **1.1 Purpose**

The purpose of this MNP General Management Plan (MNP GMP) is to provide a 10 year vision for MNP and a 3-year operating plan for park managers and partners to use for annual operation plans. It lays out pathway to achieve identified management objectives and outlines roles and responsibilities for implementing agencies and stakeholders. The plan will enable to ensure that each MNP area has a defined direction for resource preservation and visitor use.

## **2. Description of the MNP**

### **2.1 Historical perspectives**

MNP was proposed in 1974 and established in 1978 (Yirmed, 1998). The primary aim for the establishment of MNP was for the conservation of its large numbers of wildlife including: African elephant (*Loxodonta africana*), African buffalo (*Syncerus caffer*), Lele's hartebeest (*Alcelaphus lele*), Biesia oryx (*Oryx biesia*), Grant's gazelle (*Gazella granti*) and giraffe (*Giraffa camelopardalis*) (Bolton, 1971; Hillman, 1993).

During the time of establishment, the area was 2162 km<sup>2</sup>. Recently, the SNNPR has issued a regulation for the MNP demarcation and by this regulation the area of MNP is described as 1891km<sup>2</sup> (SNNPR- Regulation No.81/2010).

### **2.2 Location and Extent**

MNP is one of the seven National Parks found in the South Nation Nationalities and Peoples Regional State. According to the information from the Park office, the Park is found in the Ethiopian South Rift Valley under the Omo basin, 762 km from Addis Ababa, 520 km, 274km and 34km from Hawasa, Arba Minch and Jinka Towns respectively. The park is bordered by three conservation areas that include the Tama Wildlife Reserve to the west (currently inhabited by the Mursi and Bodi peoples), Omo National Park to the southwest and Murulle Controlled Hunting Area to the south. By the regulation No.81/2010 the MNP area is demarcated within the following listed boundaries of six Woredas in the South Omo Zone: Debub Ari, Bako Dawula, Hamer, Bena-Tsemai, Salamago and Nyangatom and geographically extends from 05°20' to 05°57' latitude and from 35°50' to 36°29' longitude (Figure 1).

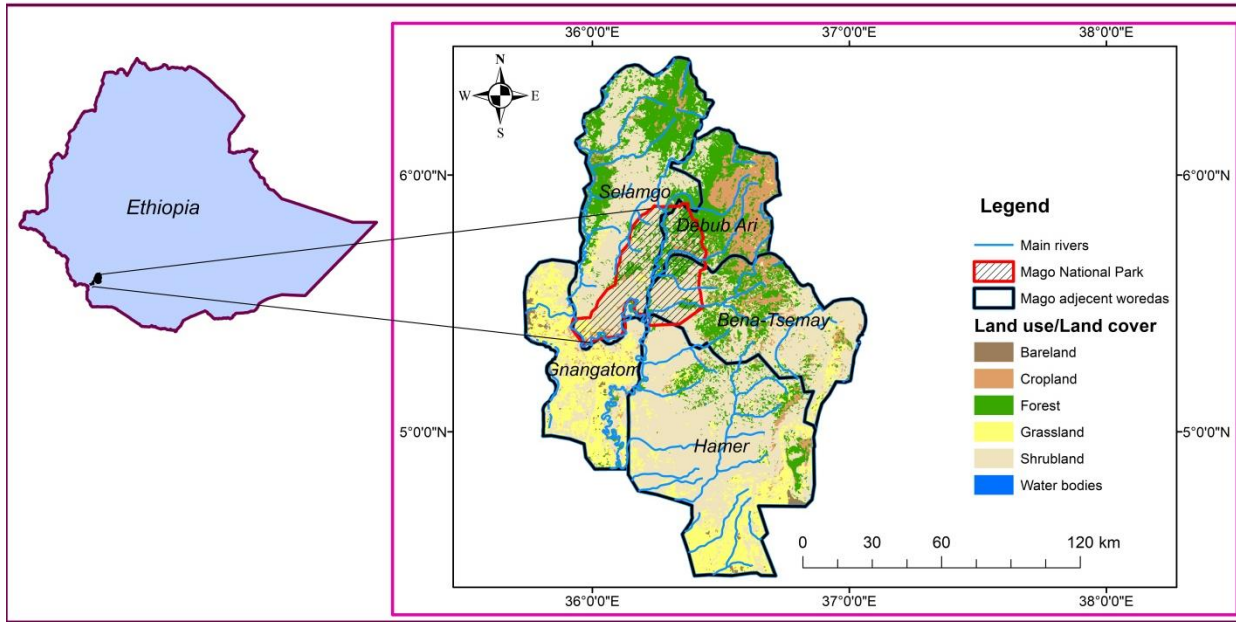


Figure 1: The location and key features of the MNP and its surrounding regions

## 2.3 Values

MNP is one of the globally most important PAs serving as a refuge and providing habitat for numerous wildlife species including mammals, reptiles and a variety of avian fauna. The park is also famous for its different tribal communities bordering the park who rely on natural resources in the park for their fodder, firewood, and food. Combining the undulating landscape with rich flora and fauna as well as ethnic diversity makes MNP to have a complete ecological unit for conservation.

### 2.3.1 Faunal Diversity

MNP was mainly established to conserve the large numbers of plains' animals in the area, namely the big four which are African buffalo, giraffe, lions and African elephant. Also recorded were lesser-kudu, greater-kudu, duiker, warthog, tiang, Lelwel's hartebeests, Beisa oryx, Grant's gazelle, gerenuk, wild dog, leopards, gureza, common baboon and varies species of primates.

The birds are also typical of the dry grassland habitat, featuring bustards, hornbills, weavers, and starlings. Kingfishers and herons feed in and around the Neri River, which provides an alternative habitat. Accordingly, 81 species of mammals and 237 species of birds were recorded so far where African Buffalo is considered as a charismatic species for the area (Figure 2).

The Mago Valley has been well-known for its wealth of wildlife and can be compared favorably with any national park in East or Central Africa. The riverine forest along the Omo River is important for several different bird groups, including herons and egrets, kingfishers, barbets, chats and thrushes, woodpeckers, pigeons, shrikes, warblers and flycatchers. Also there are guinea fowl, bee-eaters and lots of different species of eagles.



Figure 2: Herds of Buffalo in the MNP

### 2.3.2 Vegetation

The ecosystem diversity includes desert & semi-desert scrubland, *Acacia-Commiphora* woodland & *Combretum-Terminalia* woodland, riverine forest and savanna. The vegetation types are reported as savanna characteristics predominantly patchy grasslands, woodland, wooded grasslands, shrubland and forest as indicated in the land cover analysis (Figure 3). As there is more water along the rivers, they are lined with riverine/riparian forest. On more moist locations and the plains are covered with wooded grasslands. Where water is less abundant, grassland savannahs cover the plains of the park.

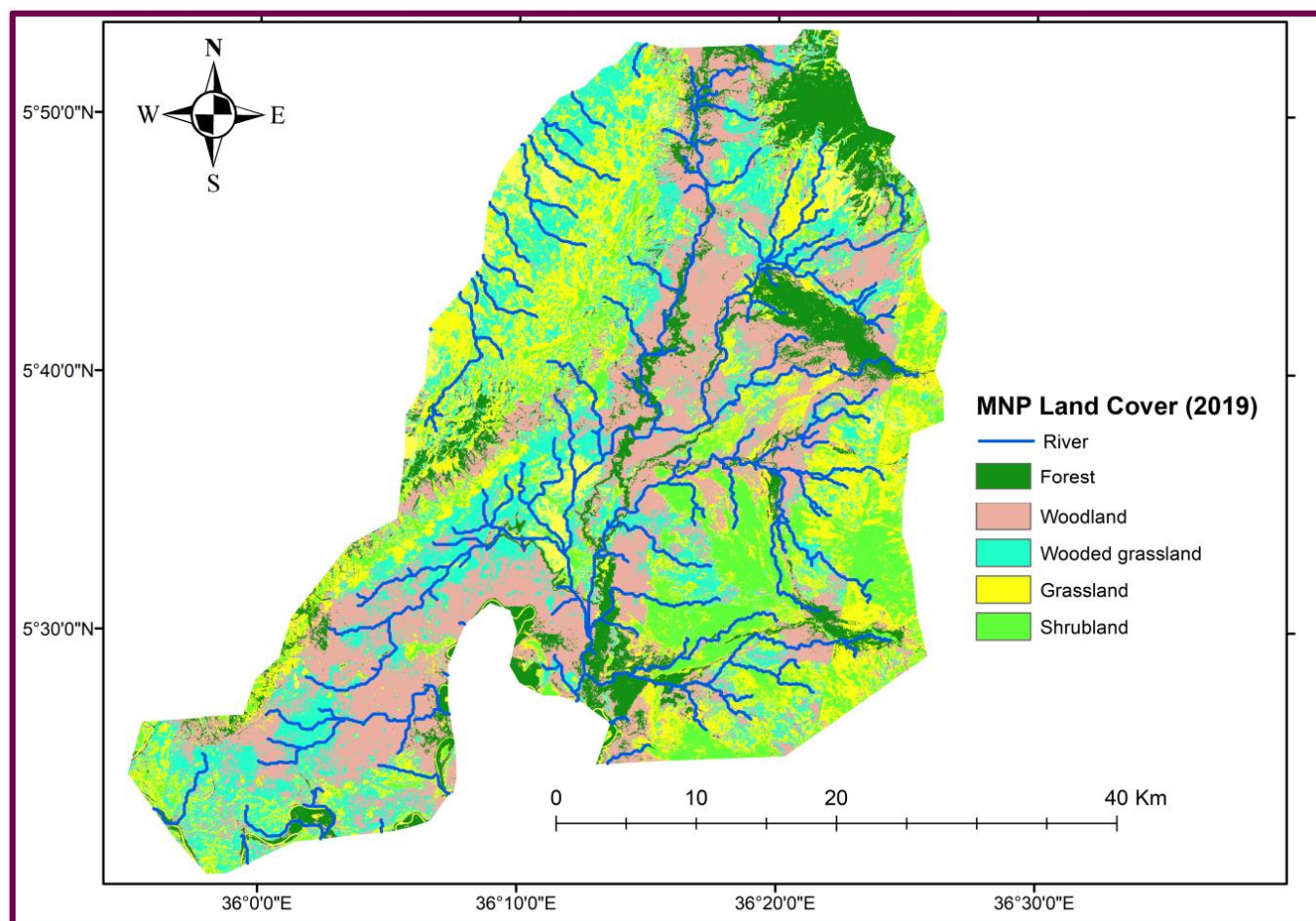


Figure 3: Land cover classification of MNP (2019)

Currently, i.e. in 2019 the total area of Mago National Park is about 1870 square kilometers where the dominant land cover is woodland (29%) followed by grassland (27%, and wooded grassland (22%) of the total land cover in the MNP (Table 1).

Table 1: Land-cover statistics of Mago National Park (2019)

Class name	Area (ha)	%
Forest	22115	12
Grass-land	50255	27
Shrub-land	19240	10
Wooded grass-land	40959	22
Wood-land	54421	29
<b>Total</b>	<b>186,989</b>	<b>100</b>

### 2.3.3 Tourism Supply in MNP

MNP has provided substantial benefits and services to local, national and international users through natural and man-made tourism resources, infrastructures and tourist facilities. South Omo zone is known as one of the most natural and cultural tourist destinations in Ethiopia. Here one can find truly striking culture and nature. MNP is the paradise of nature lovers. MNP and other wildlife protected areas found in its environs are truly extraordinary in terms of wilderness, enabling tourists to observe the true behavior of the wild animals in their natural habitat. However, little is known about the true value of these services that provides to different stakeholders which is revealed by the few number of tourists visited MNP compared to those visited the cultural aspects of the South Omo Zone (table 1).

Table 2: Comparison of Eco-Tourism and Cultural Tourism (2001-2010 E.C)

Year (E.C)	Domestic tourists visited		Foreign tourists visited		Total		Revenue generated (Birr)	
	MNP (Nature)	SOZ (Culture)	MNP (Nature)	SOZ (Culture)	MNP (Nature)	SOZ (Culture)	MNP (Nature)	SOZ (Culture)
2001	114	12,804	5,470	12,137	5,584	24,941	725,110	2,307,408
2002	65	9,238	6,870	14,408	6,935	23,646	900,620	2,956,785
2003	10	7,063	6,789	10,451	6,799	17,514	1,202,000	6,366,635
2004	160	18,597	7,291	19,591	7,451	38,188	1,038,047	10,453,118
2005	78	16,800	6,672	16,300	6,750	33,100	1,034,447	14,610,514
2006	310	23,744	8,752	18,788	9,062	42,532	1,802,091	20,042,349
2007	188	48,074	7,282	19,169	7,470	67,243	1,534,921	29,908,570
2008	174	37,112	6,305	14,081	6,479	51,193	1,539,002	25,429,741
2009	131	42,132	5,401	18,211	5,532	60,343	1,282,360	30,983,224
2010	79	111,572	6,913	27,887	6,992	139,459	1,901,622	39,061,890

**Source:** Mago Nation Park and South Omo Zone, Culture, Sport and Tourism Bureau, Tourism Attractions Research and Development Directorate, 2019

### 2.3.4 Hydrology

MNP fortunate in possessing of numerous rivers and streams, which are by far reasons for the rich wildlife resources of the area. Mago and Neri Rivers rise from the northeast highlands of the



area and cross the park (north to south, and East to South) and feed the Omo River. There are also different streams, which are emptying to Mago and Omo Rivers (Figure 4).

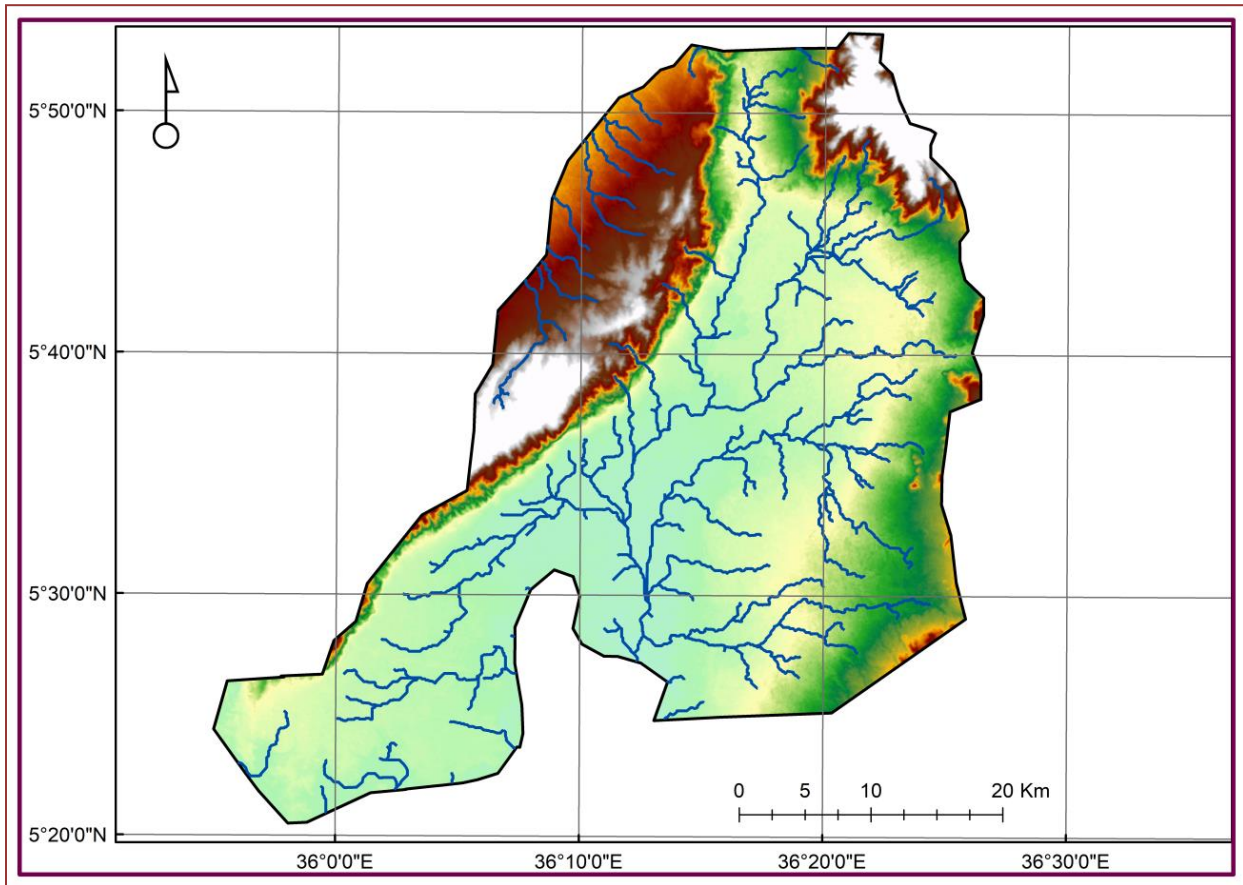


Figure 4: Drainage patterns stream networks of MNP

### 2.3.5 Topography

Mount Mago, the Bena and Mursi Escarpment, and the central plains are the typical features for the Mago National. The elevation of MNP ranges from 353 m to 1787 m above sea level, which belongs to the desert & semi-desert (Bereha), Kolla and Woina Dega traditional agro-ecology, zones (Figure 5). The dominant land feature in terms of elevation is the lowest elevation range which is between 353m and 443 m covering about 47.8 % of the total areas of the park. This land feature indicates that MNP is endowed with wonderful landscapes of complete ecological units where dominant lower elevation with dominant gentle slopes and with dominant woody savannahs entirely proved that the park is one of the best protected areas designated to conserve plain games along with other biotas.

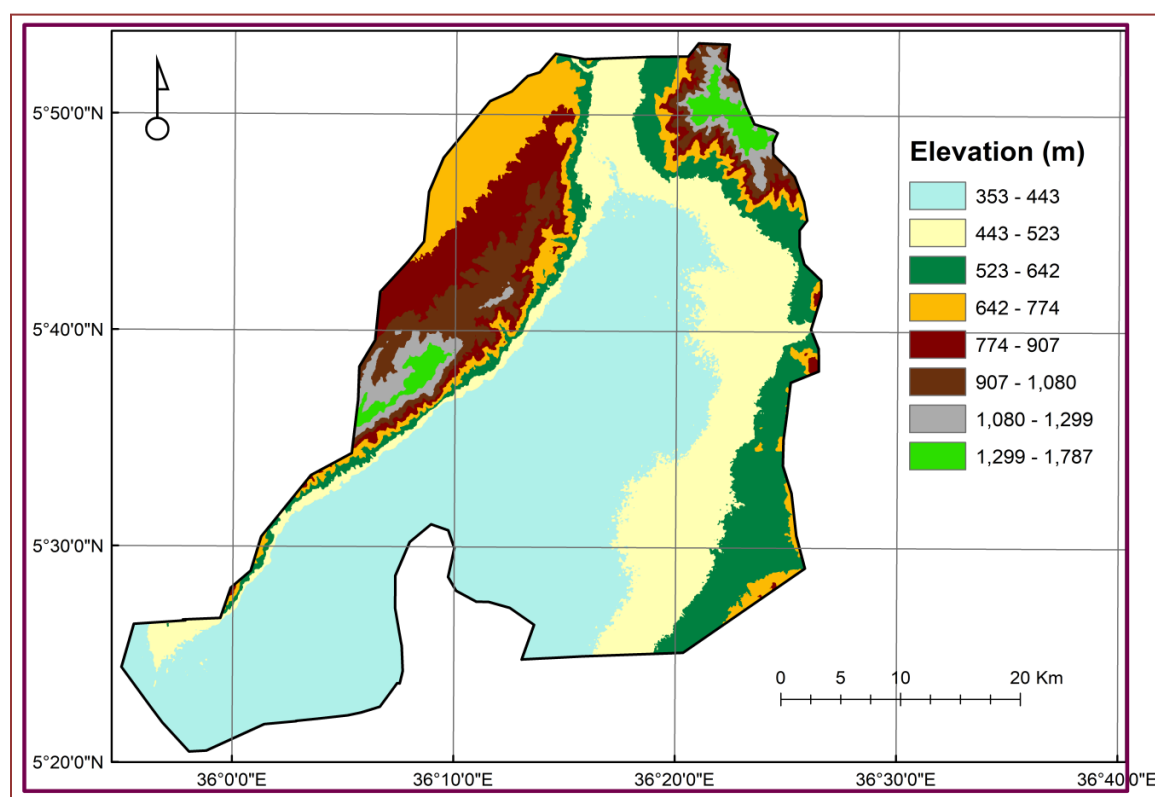


Figure 5: Altitudinal range of MNP

### 2.3.6 Climate

The climate is essentially tropical tempered by the altitude, with a bimodal rainfall pattern. The long rains start in March for three months and the second and slightly lighter rainy season starts in Sept and last for three months. The Mean annual rainfall was recorded as 980 mm with wet season from March – June and a second wet season in September – November whereas the dry season is reported from December – February where the Maximum temperature (36°C-42 °C) was recorded in these periods.

### 2.3.7 Ecosystem Goods and Service Provision

#### Bio-Prospecting

The 5<sup>th</sup> IUCN World Parks Congress, held in Durban, South Africa in 2003 drew the attention that biodiversity in the protected areas has yielded and continues to yield valuable commercial products in agriculture, medicine and other sectors(UNU/IAS Report, 2003). In Ethiopia, bio-prospecting in the premises of protected area is not yet allowed due to strict conservation



principle. However, it is possible to develop and use biological resources in the buffer zone and outside of the park. The 14,000ha gene bank reserved in S. Ari Woreda is an illustration of the same.

### **Carbon Sequestration**

Carbon sequestration using sinks such as vegetation, particularly attributed to protected areas, is one of the strategies for cooling down the boiling Earth. MNP is contributing towards the carbon sequestration and will contribute more if the environment rehabilitates and the vegetation cover improves.

### **Watersheds Protection**

The watershed of MNP drains into Mago River which is tributary to Neri River and forms Usno River that joins Omo River. Omo River is an endorheic drainage basin that empties into Lake Turkana (A lake that support the lives of millions of peoples, aquatic life and wildlife species), enable to realize the huge investment projects of the country (e.g. Omo-Kuraz Sugar Factory) and support the lives of down-stream community. The watershed of MNP in providing water (quality and quantity) to the beneficiaries (shortly listed above) is too high that needs in depth study to tap benefits for MNP.

#### **2.3.8 Ethnic Diversity**

South Omo Zone is termed as Ethiopia's living museum because there are 18 ethnic groups of different languages, cultures and values. It is an extraordinary cultural diverse community who are the center of tourist attractant. These diverse communities are important for MNP because tourists who come for cultural tourism will have an opportunity to visit the park. Of the communities residing in South Omo Zone, Ari (in the North), Bena-Tsemay (in the East), Hamar, Karo and Nyangatom (in the South) and Mursi (in the West) are the main ethnic groups influencing MNP and being influenced by the MNP.

## **2.4 The Planning Process**

This GMP is prepared following a participatory approach where relevant stakeholders were actively participated. The pre-planning field assessment was carried out in March 2019 by a team

of experts from different professions including from the environment, ecology, wildlife, sociology, tourism and engineering deployed by the consult and experts from the client side. Based on this assessment a report on the situation analysis was prepared and presented to relevant stakeholders in a workshop held at Jinka in July 2019 (Figure 6). On the same workshop, the stakeholders develop a 10 years vision and set management objectives of MNP.



Figure 6: Stakeholders consultation workshop to develop the MNP GMP Framework

## 2.5 Legal framework of MNP

In order to conserve the wildlife genetic resources with their ecosystem, Ethiopia has legally established protected areas at different levels. The constitution of the federal democratic republic of Ethiopia is the first step and important legal frame work for the conservation of protected areas which recognizes the importance of the environment in the overall development and well-being of the Ethiopian people. Cognizant to this fact the issuance of the environmental policy and conservation strategy of Ethiopia is serving as umbrella policy and strategy for the conservation and sustainable development of protected areas. Guided by the national policies and strategies, the government has signed a number of protocols and conventions such as Convention to Combat Desertification, Convention on Climate Change or the Kyoto protocol, Convention on Biodiversity, Convention on Migratory Species, and the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), which all commit the

country to put in place a comprehensive and integrated management of the protected areas system.

The government of Ethiopia also attached due attention to formulate a wildlife development and protection strategy in harmony with the objective reality of the country, and the existing international natural resources development and protection principles. The objective of giving due attention to wildlife is to arrest the decline of wild animal populations and to enable the country to realize the maximum benefit from the sub-sector (in the form of eco-tourism, live animals and products trade, sport hunting *etc.*). The protected areas system is governed by the overarching proclamation which was enacted in August 2007 as “Development Conservation and Utilization of Wildlife Proclamation No.541/2007” to approve the development conservation and utilization of wildlife in Ethiopia. It is proclaimed due to the fact that the proclamations, regulations and directives issued previously were not in line with the existing objective reality and the present state structure. Hence, this legal enactment is an input and it is appropriate to enhance the contribution of the wildlife sector towards poverty reduction strategy by maximizing the economic and social benefit to be derived from the wildlife resource.

In line with this umbrella policy the SNNP regional state has developed a regulation for MNP protection cited as “Southern Nations Nationalities and Peoples’ Regional State MNP Boundary Demarcation Regulation No.81/2010.”

## **2.6 How to use the GMP**

The plan serves as a reference to the management and development of the park in its current and envisaged future form with information on the socioeconomic, biophysical context, desired state and operational levels and costing.

This management plan will come into effect following the approval by the regional government. It is intended for a timeframe of 10 years after commencement unless it is replaced earlier by a newly approved plan. The regional authority will review this plan in collaboration with the park office no later than 10 years after the commencement date.

### **3. Situational Analysis**

#### **3.1 Internal Dynamics Influencing Park Management**

##### ***Economic Strength***

- Good experience in budget planning
- Capable of managing the park with small budget allocated
- Fair entrance fee arrangement to attract more number of tourists( foreign tourists-100 Birr, foreign residents-50 Birr, Ethiopian tourist-10 Birr and students-2 Birr)
- Organized youth for economic activities on tourism related services (such as transporting of tourists from the airport, sales of souvenir and small size business activities)
- MNP created job opportunities for local communities
  - Scouts:60 hired and 42 to be hired
  - Tourist guides: 150 operational
  - Zone, Woreda and Kebele tourism department: 30 positions filled
  - South Omo Research Centre:24 workers
- Local communities economically benefit from the use of infrastructures and resources of MNP such as road, transport service etc.
- MNP offered and offers labour support to URRAP to enhance access
- MNP has developed local infrastructure with the meager resource available – mills, schools, health centers or clinics, meeting halls, supply of potable water, etc.
- MNP buffer zone established using economic (e.g. rhamnus, beekeeping value), social (e.g. fuel wood) and medicinal value plant species

##### ***Economic Weakness***

- Failure of the park to generate income to fill its budget shortage
- Failure of the park to devise strategy to generate income from sources such as donors, NGOs, individuals, etc.
- Limited no. of tourists coming to the MNP due to
  - Weak promotion of the park
  - Access limit within the park
  - Reduced no. of fauna and flora at the proximity of the park headquarters.

- No defined revenue/ benefit sharing mechanism of park revenue with the communities
- Failure in suffice income generation for the park

### ***Social Strength***

- Highly committed staff members working with no or minimum input from government –  
e.g.travel on foot for patrolling, transporting materials on foot, scarify their lives to rescue park
- Good beginning to smoothen the relations of park and communities by hiring from the community members

### ***Social Weakness***

- Wildlife-human conflict triggered complain of communities on park, affecting relations
  - Hyena –S. Ari (Kure, Giste, Baitsimal, Arkish Kebeles)
  - Buffalo – S. Ari (Kure Keble)- maize
  - Monkey and baboon destroy fruits

### ***Governance Strength***

- Staff members working under pressure from all direction
- Staff members working on allocated meager resources (vehicle, salary, benefit, etc.)

### ***Governance Weakness***

- Failure to hire workers/fill the vacant job position per the available and approved organogram of the park (only 72 workers are on duty while it should be 127)
- Workers on duty are mostly un-trained and un-updated with most recent technology and park management practices
- No park regulations and policies or at least not up-to-dated, not understood by park users and functional
- Lack of up to date data or information on the park and its resources
- MNP lacks the rules and regulations necessary to guide the park management resulting in transparency problem, e.g. hiring process not transparent to all (park staff members, community, government institutes and job seekers)
- Absence of jobs descriptions by jobs types

- No occupational health and safety (OHS) standards-resulted in on-job risks to the extent of loss of life and thus, brought : high procurement cost due to high staff members turnover, jobs remain undone, loss of skilled labour, reduced productivity, loss of service provision and loss of public image
- No provision of personal protective equipment(PPE)
- No training on first aid and no provision of first aid kit
- Deterioration of infrastructure due to absence of maintenance: roads (inter-connecting and intra-connecting), bridges, and park offices
- Absence of sign-posts
- Absence of tools and equipment care and maintenance
- No modern store system
- Override of synchronizing indigenous and scientific knowledge in natural resource management
- Absence of cooperation and experience sharing and limit of this to only to few numbers of park staff members when available
- Only the park office area is frequently monitored and patrolled but no other areas due to persistent security problem
- Absence of effective and timely communication with community and other stakeholders
  - Park boundary not communicated to community
  - No beckon on the ground
  - Weak promotion of the park
- Failure to meet the staff members need
  - Short of supply of uniforms
  - Absence of housings for the staff members
  - In adequate salary and hardship allowance payment
  - Non-uniform payment and benefit offer between regional and federal parks
  - Inadequate and backward gun machine arming of scouts compared to local community and poachers

### ***Environmental Strength***

- MNP (MNP) is one of the principals but the youngest national park established in 1978 with a total area of 2162 km<sup>2</sup> and currently managing 1940km<sup>2</sup> area. The park has been known for its wealth of wildlife varieties and perhaps comparable to that of East Africa.
- 14,000ha gene bank reserved in S. Ari

### ***Environmental Weakness***

- Failure of the MNP and others to address the threatening of fauna in MNP
  - Appeal to the government
  - Appeal to the world community
- Failure of the park to harness the threatening of flora in MNP
- Failure to harness land degradation in MNP
  - Soil erosion
  - Gully formation
  - Land degradation
- Road challenges in the park
  - No , if any is limited, length of road to access all parts of the park
  - Access limit to the park due to road re-direct tourists to Mursi village with only entrance fee pay
  - Existing roads not timely maintained – access limited

## **3.2 External Dynamics Influencing Park Management**

### ***Economic Opportunities***

- Community willingness that government modernize their farming systems
- Community wants road maintained e.g. from Lebuk Kebelu to where the mill located –so that they intensify local business
- Encouraged community to settle and produce irrigated crops e.g., Karo community provided generator and fuel for irrigation farming at Omo River
- Community recognizes the job opportunity given to them
- Community recognizes the economic benefits the park offered them (mills, roads, etc.)
- Presence of hotels in the South Omo Zone in Jinka Town and some Woreda towns:

- 12 tourist standard hotels, lodges and pensions with over 266 single and double bedrooms employing some 200 workers
- 88 lower class hotels and pensions incorporating some 2228 single and double bedrooms accompanied by standardized and below standard restaurants and bars.
- Smooth national and international tourist flow over years attracted by natural and cultural resources
  - An average of 30,706 tourists visited South Omo Zone from 1996-2010 E.C. and generated annual average income of 12, 477, 998 Birr.
  - An average of 1,787,117 tourists visited SNNPRS from 2000 – 2010 E.C E.C. and generated annual average income of 250,639,021 Birr.
- MNP gave and gives opportunity others generate income
  - Souvenir sells
  - Fruit and vegetable sells
  - Hand-craft sells, etc.

### ***Economic Threats***

- Absence of alternate means of livelihoods for the majority of the community, especially for the jobless youth
- Absence of market, if any is low price, for the locally produced souvenirs
- Absence of seed money to engage community members in different economic activities
- Inadequate budget allocation for the activities of the park by regional government
- Market challenge for the irrigated crops
  - Irrigated crops production cost surpass selling price due to transporting cost
- Park installed mill that never worked for a single day
- Lack of watering points for livestock
- Considering of MNP as source of income generation
  - Charcoaling
  - Fuelwood selling
- Absence of value addition to livestock sells



### ***Social Opportunities***

- Presence of diverse extra ordinary cultural practices exercised by diverse ethnic groups living bordering and/or near MNP
  - ‘the bull jumping’ ceremony open for all tourists
  - ‘Evangadi Dance’ that supports the ‘the bull jumping’ ceremony
  - ‘stick fighting’ ceremony called Donga open for all tourists
  - Body coloring, decoration and ornamenting, women lip disc/plate insertion
- Commitment of some community to protect MNP
  - Arkisha, Baitsemal and Kure community protected park boundary by 150 ha forest as a buffer
  - Arkisha Kebele community has byelaw that prohibits illegal activities such as grazing, settlement, cultivation, setting fire in the park
  - Arkisha Kebele community has constructed a fire break between the community (agricultural lands) and the protected forest zone
  - Assigning of patrollers from the Kebeles to check trespasser to the MNP
  - Take the violent persons to the court
- Presence of customary grievance settling mechanism – e.g. Mursi & Hamar and Elbore & Hamar conflict settled traditionally
- No hostility of local community toward tourists
- Presence of institutions
  - Jinka University-provides trainings and carry out researches
  - Girls’ boarding school-transform community through education
- Acknowledgement of the elders of the community members those who positively contributed to MNP protection, e.g. bless who positively contribute to the MNP development and curse those who do not
- New generation began challenging their parents where and how wildlife extinct from their area

### ***Social Threats***

- Community perception of the park as a hard time refugee –called it ***Basho***
- Social challenges coming from livestock

- Large size livestock holding - competition among the ethnic groups (e.g. Bena vs Hamar, etc.) damaging the environment
- Tendency of community in increasing traditional breeds of low productivity than improved breeds of high productivity
- Traditional livestock keeping (their no. as wealth indicator) with low productivity
- Absence of modern livestock market center
- No, if any is low, culture of tree planting by community
- Killing of MNP staff members and other persons
  - 13 scouts killed b/n 1995-2010
  - Arrivals of infrastructure workers-waterline installer
  - Sugar Factory workers, Chinese, killed
- Challenges due to low awareness of the community on the value of MNP
  - Poachers encouraged by community by letting them adorn their bodies and weapons by skins of the wildlife killed
  - Less understanding that wildlife is meant only for meat but not value tourism value
  - Tendency of arming offspring than sending to school
  - Low level of community awareness on educating girls (girls are sources of gift when married ) than boys
- Presence of self-appointed local guides (not recognized officially by competing agency) who retain the money of the local community from the sales of handcrafts
- Conflict prevailed among ethnic groups – Hamar & Nyangatom, and others
- Culture undermined and adulterated (guides & tourists)
  - Sex film produced
  - Naked walk unlike the traditional little covers
  - Work culture decreasing
  - Scheduling pseudo rituals –e.g. oxen jumping
  - Pretend like foreigners (clothing, language, behaviour)
  - Snatch jewels, camera and other property
- Disease spread (HIV)
- Weak communication between community & park management due to access problem (road)

- Shift of blame or externalizing of the damage caused to MNP
  - Community says MNP and administration and vice versa –some livestock damaging the park belong to the administrators
  - One community says the other community is responsible
- Some community felt that they are marginalized from benefiting from the park e.g. Karo community
- Some community felt that they are victim of climate change e.g., Karo community
- Population increase with reference to the time when MNP established
  - More land demand for agriculture
  - More land demand for livestock grazing
  - More resource demand (for fuel, housing, tools, etc.)

### ***Governance Opportunities***

- Presence of different decrees:
  - Ethiopian Wildlife Conservation Authority establishment Proc. No. 575/2008;
  - Wildlife Development, Conservation and Utilization Proc. No. 541/207
  - Council of Ministers Regulations No. 163/2008
  - Wildlife Development, Conservation and Utilization
  - Policy and strategy, 2009
  - Tourism Development Policy, 2009
- Gazetted park in 1971
- Support of government institutions to chase away livestock out of park
  - 1.2 million goats and 800,000 cattle
- Community willingness to save the remaining resources of the park
  - Willing to accept the would be redefined boundary of MNP
  - Willing to leave their illegal permanent settlement in the MNP
  - Willing not to let their illegal cattle grazing in the park
  - Willing to quit illegal beekeeping in the park
- Government somehow enforces codes in criminalizing and penalizing poachers
- Plan to train and certify guides on culture, wildlife, ecology, etc.

### ***Governance Threats***

- Failure of the higher decision makers at national and regional levels to update the organogram of MNP for long years
- Un-parallel-ness of jobs positions/ responsibilities designated to salaries as well as benefit packages
- Absence of employment benefits such as uniforms (sometimes given), field equipment (sometimes given), insurance (medical and life), housing, hardship allowance, etc.
- Unevenness or disparity between Federal and Regional Parks
  - No uniform for regional park scouts
  - No life compensation payment for regional worker when killed but 70,000 birr for Federal Park workers
- Presence of discouraging working environment due to absence of instigation mechanism that drive workers to labour more, absence of reward system to the best performing individuals or work unit, absence of works representative that defend them or act on behalf of them and absence of infrastructure and services
- MNP virtually lacks infrastructure such as road (inter-connecting and intra-connecting), bridges, staff members housing, guesthouses, staff lounges, park offices and museum
- Absence of major field and office tools and equipment such as transport facilities (vehicles, motor bikes and equines for the park & outpost), technical equipment for field patrols (Binoculars, GPS, compass, first aid kits, (spray guns, handcuffs after investigation of feasibility), communication tools (wi-fi infrastructure with network, mobile phones)
- Presence of only one outpost-needs more compared to the size of the park
- Absence of potable water
- Absence of weather data collection infrastructure
- Absence of camp site sanitation facilities such as rest-rooms, showers, waste management bins/pits
- No ad hoc management committee
- No strategic alliance/partnership at higher level for natural resource management and protected area protection
- No collaborative management committee at park level

- Failure to address natural resource management and protected area protection through mainstreaming in education as well as sectoral institutes
- Wide spread of illegal wildlife killing
- Presence of small scale commercial timber and charcoal production within the park
- No, if any is low, awareness of stakeholders on recently (2010) demarcated and gazetted boundary of MNP
- Presence of several non-professional and untrained self-appointed tourist guides
- Only little support to the park from local administration, communities, police and judiciary for park protection and law enforcing
- Weak law enforcement:
  - Highly armed community – Over 45,000 Kalashnikov counted in Hamer Woreda alone in 2008EC
  - Sometimes refusal of stakeholders cooperation with Park
  - Denial of exhibits submitted
  - Criminalizing of park staff members
  - Humiliating park staff members in the courts
  - Request for per-diem by law enforcers
  - Penalizing criminals with the minimum coercion-he who killed 1 or more elephant(s) coerced only 500 birr
- Illegal settlement in the park both permanent and seasonal-Mola-Mursi, Maki-Ele, Moizo, etc. Kebeles
- Livestock illegal free grazing in the park -while there are other areas for grazing –Nakaraza, Omo
  - over half million cattle enter the park at time for grazing
- Illegal farming (by clearing forest and bush firing)in the park by Kebeles found at vicinity to the park-e.g. Arksha and Kure from South Ari and Goldiya and Mokocha from Bena-Tsemay and others
- Illegal hunting in the park
- High threat from tourist guides
  - Not professionals (language barrier, less understanding of nature & culture)–need trainings

- **Urge** tourist go to community than to the park
- Push community kills wildlife for trophy sells
- Push community to recapitulate traditional malpractices
- Have conflict of interest with the park (interested of generating own income )
- Park's structure problem-no structural relation with zone =>no or little technical and admin support obtained at zone level
- Heavy machine guns in the hands of community (Klashinkov, Chichi, others)
- Refusal to recognize the boundary of the park
  - Shrink in park size => 20162 to 1942km<sup>2</sup>
- Transparency problem from Federal to Zone levels
  - Nonfunctional mills distributed
- Inequity among the different WWoredas/ethnic groups in terms of infrastructures (road, electric, etc.) installed.

### **Environmental Opportunities**

- Availability of water sources in the park
- MNP has good climatic condition that supports varieties of flora and fauna
  - Average annual rainfall: 900mm with ranges from 1000mm in the north to 500 mm in the south end.
    - Wet season- March to June with a second wet period in September.
    - Dry season- December to February.
    - the highest temperatures are 36-39°C in December-February
    - The lowest temperatures are 20-21°C in April-June.
- MNP has rich biodiversity that attracts tourists
  - Flora/vegetation: savannah bush land, woodland, grassland, riverine forest along the Neri River
  - Fauna: elephant, buffalo, giraffe, rhino, zebra, waterbuck, greater kudu, lesser kudu, warthog, bush pig, common duiker, lion, leopard, cheetah, caracal, wild dog, etc.

### **Environmental Threats**

- Plan of Jinka Town Municipality to block Neri River for potable water supply to Jinka Town

- Presence of illegal mining (quarrying) in the park both by government and investors
- Implementation of projects (road construction) in the park without having ESIA
- Presence of investment in and out of the park
  - No stakeholders involved
  - 10,000ha cotton farm - pushed the community to the park
  - Reta Grass Farm –defaulted with 600,000 birr tax unpaid
  - Omo irrigation – affected community which they used to irrigate on recessed banks (water decreased)
  - Konsha Hydro-power (Gigel Gibe IV)
- Occurrences of invasive alien plant species (IAPS) in the area
- Deforestation for small scale timber, construction wood, fuelwood and charcoal
- River buffer destruction due to large size of livestock over-grazing during watering
- Over grazing - grassland degradation
- Land degradation due to floods following the land cover removal (over grazing, deforestation, fire setting, etc.), over trampling
- Fire setting to initiate new grass shoots, open-up land for agriculture and settlement but ended up with bush encroachment, degradation of grasslands, destruction of wildlife habitats and the destruction of important forests
- Bush encroachment
- Local extinction of key wildlife species such as *Black rhinoceros*, Giraffe, Wild dog and Gerenuk
- Decrease in number of Elephant, Buffalo and Lewel's hartebeests species
- Loss of wildlife habitats due to fire setting, large number of livestock roaming in the park, human interference
- Absence of water sources outside the park -drive human and livestock into the park
- Absence of alternate energy sources such as electricity from national grid, solar energy, biogas energy
- Absence of supply of energy efficient gadgets
- Reduction in size of the park ( from 2162km<sup>2</sup> to 1942 km<sup>2</sup> due to the allocation of the park area for investment in the Karo side

- Threatening of fauna in MNP
  - Use of wildlife part for bartering –e.g. Ostrich tail exchanged by cattle
  - Wildlife killing for meat
  - Wildlife killing for commercial purpose
    - Wildlife extinction: Zebra, giraffe, rhinoceros, gerenuk, etc.
    - Ostrich -18 counted in 2006EC in Hailewuha & not located after then
    - Elephant -178 counted in 2013/4 & not located after then
    - Elephants killed for ivory
- Threatening of flora in MNP
  - Fire setting for land clearance that reduced forest cover, honey extraction (traditional)
  - Vegetation/forest degradation due to over utilization –fuelwood, charcoal, construction
  - Illegal over grazing
- Recurrent drought due to change in micro-climate
  - Environmental degradation (deforestation, forest degradation, etc.)
- Challenges from the sugar factory
  - Deep dug canal by the Sugar Factory affected free movement of big games prevented
  - Wildlife fell in the deep dug canal and died
  - Deep dug canal by the Sugar factory affected mobility of local community
  - Sugar Factory decreased Omo R. water volume
  - Sugar factory enhanced poaching
- Introduction of invasive species (prosopis) from Kenya at Karo and Nyagatom areas

### **3.3 Vision and Management Objectives**

On the workshop held on 16 and 17 July 2019 in Jinka Town, the stakeholders of MNP set its vision and management objectives as given in the subsequent section. The stakeholder aspired MNP realize the vision and management objectives in the coming ten years.

#### **3.3.1 Vision**

- By 2029, through strengthening the management capacity and best practices, MNP stakeholders' participation will be significantly increased resulting in effective protection and re-habilitation of the biological diversity with increased income generating capacity and



benefit sharing mechanisms that make it become a preferred tourist destination in East Africa

- By 2029, MNP... indicates the management plan is prepared for ten years with commencement of the implementation in 2020. The management plan will be subject to revision depending on the real situation prevailing in the upcoming times of its implementation.
- MNP recognized as well rehabilitated/restored..... MNP is currently damaged and undermined by both human and natural factors and hence, needs restoring. Human factors among others include impacts of community on the park (settling in the park, poaching, farming in the park and other illegal acts) and allocation of the park for investment by government while the natural factor attributes to climate change.
- The most preferred protected area in East Africa.... MNP is endowed with both extraordinary natural and cultural diversified assets having a better off opportunity compared to other parks relying on nature with less diversified flora, fauna, landscape and other resources. Rehabilitating of MNP will enable to regain the position of 'most preferred park in East Africa'.
- Effective management... MNP virtually lacks both human and material resource capacities that need to fulfill these to boost its management capacity.
- Collaborative management of its biological diversity... MNP recognizes that park management is not realized to the full context needed without the active collaboration of stakeholders and hence, envisaged of working in collaboration with them.
- increased income generating capacity ...MNP has acute shortage of budget from government appropriation to implement its activities and hence, seek to generate income by devising different strategies
- Enhance benefit sharing mechanisms... MNP has no benefit sharing mechanism so far though it is sharing benefit to the communities.

### **3.3.2 Management Objectives**

The stakeholders of MNP identified series of management objectives and prioritized them in order of their importance (as sequentially given below) and finally chosen six of them to be implemented. The final management objectives are:

1. Ensure the park has the capacity to undertake effective management of the park
2. Ensure collaborative management of the park at all levels
3. Ensure the protection and monitoring of the park
4. Ensure ecosystem integration and biodiversity development of the park
5. Ensure community participation and benefit sharing
6. Ensure the sustainable income generation of the park

#### 4. Zonation

Zoning scheme in a protected area is a decision-making issue that inherently requires the evaluation of multiple land attributes according to multiple objectives. The zoning of MNP aims to provide a framework for achieving and reconciling the twin management needs of protecting the natural qualities and environment of the Park and regulating and promoting the use of visitors and local communities. MNP is located in an area with a substantial human population whose livelihoods depend in various terms on different resources of the park. Thus, zoning of MNP into different management units would be a key tool for its more effective management and would help to better integrate priorities of conservation and sustainable use. The method used for identification and mapping of these management zones is the application of a Multi-Criteria Decision Analysis (MCA) rule (Figure 7) which is particularly useful for resolving conflicts of interest, such as those related to the management of natural resources in protected areas, where economic, ecological and social interests clash with each other (Ananda and Herath, 2009).

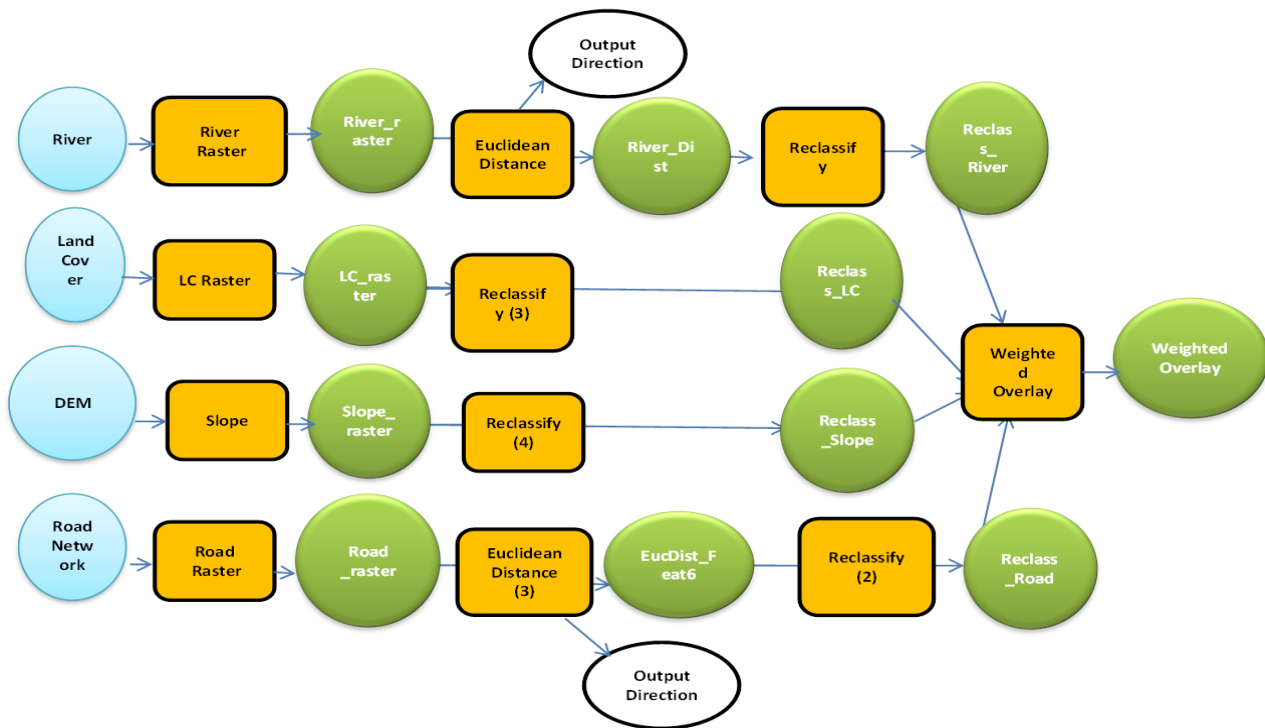
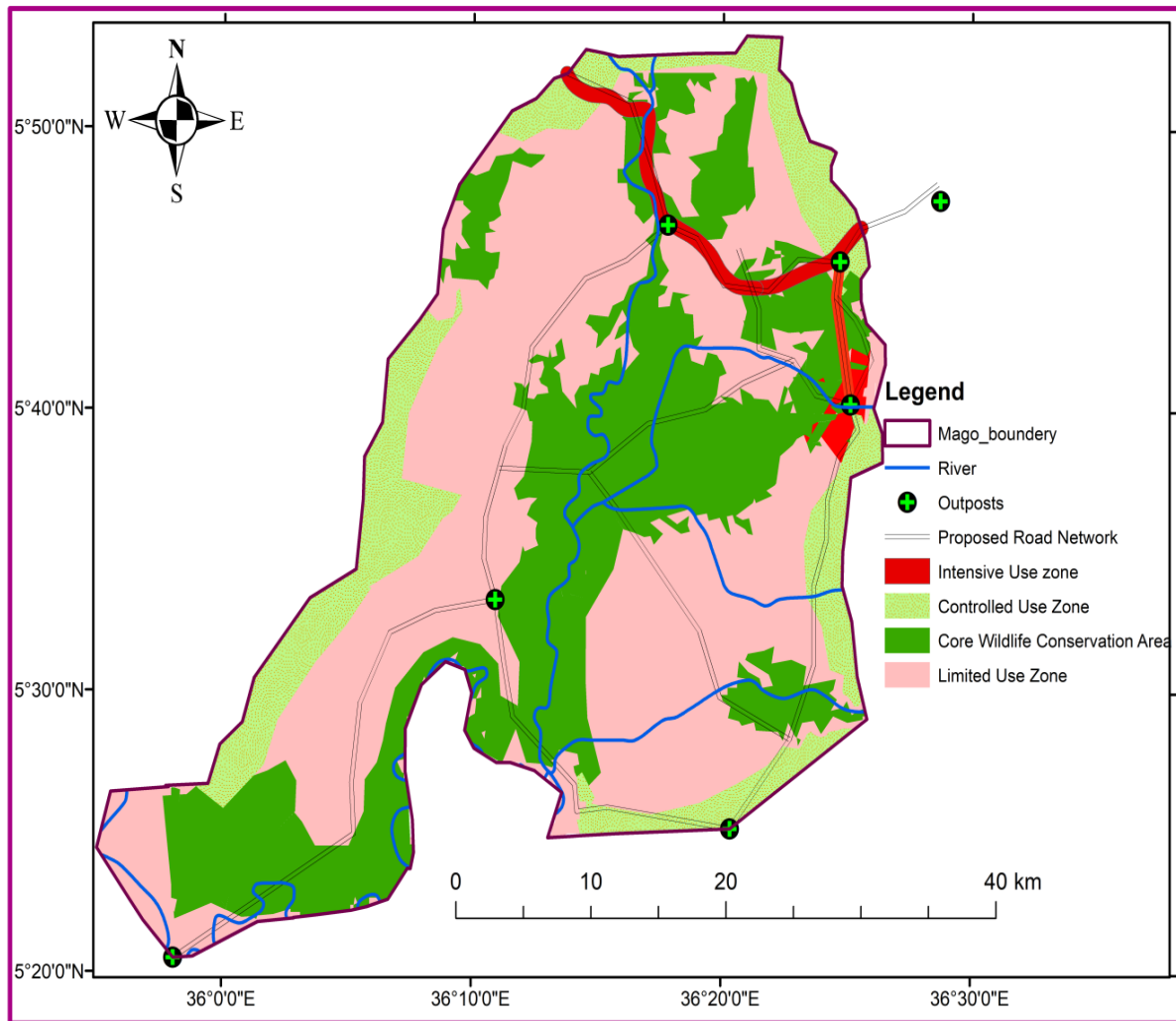


Figure 7: Multi-Criteria Decision Analysis for the Selection of Suitable Spatial Units of MNP

The Model Builder tool in the ArcMap is used to run the criterion in a GIS-based land suitability analysis. The criteria were selected based on the social preferences, development needs, and conservation requirements. Following the guideline for management planning of protected areas produced by Thomas and Middleton (2003), four basic management zones are identified (Figure 8).



**Figure 8: Management zones of MNP**

#### **4.1 The Core Wildlife Conservation Area (CWCA)**

This zone would be part of the park reserved for wildlife protection and ecotourism activities. It is expected to be based around the original headquarters site at Neri, along the river buffers and protected forest areas. The CWCA is designed based on the concept that it encompasses sufficient areas of the different ecosystems, water and vegetation required to support a viable

wildlife population and their movements. However, the field observation and stakeholder analysis indicated that the core area in the MNP is considerably fragmented which needs immediate action to create mosaic habitats for wildlife conservation. In this zone, total priority will be given for conservation of species, habitats, ecosystems, landforms and landscapes. This zone normally allows only limited, non-destructive, management-oriented monitoring and research. The management approach in this zone would be total protection through patrol, law enforcement and monitoring.

#### **4.2 Limited Development Zone (LDZ)**

This zone is suggested to enclose the core area and aimed to manage for conservation, maintenance of natural landscape values and quiet enjoyment of nature and natural areas. Normally, it allows natural processes to occur with minimal management intervention and with non-destructive infrastructure development. In this zone, the permitted development and use interventions would include survey, research, monitoring and regulated low level, low impact recreation with few facilities. Other than these activities, all others human interventions are prohibited.

#### **4.3 Controlled Development Zone (CDZ)**

It is envisaged that virtually the whole of the LDZ will be surrounded by CDZ, within the MNP boundary. The suggested location of this zone is the Northern, Western and South Eastern periphery of the park, which is currently critically affected by human activities. The main purpose of this zone would be to integrate the needs of local communities with conservation aims. In these areas, regulated use of resources would be permitted subject to prior agreement with surrounding communities together with wildlife conservation. As communities rely heavily on the natural resources in certain areas of the MNP, it is vital their access to all such areas is not cut but instead managed in a sustainable manor. Hence, a sustainable use concept could, for example, foresee the use of water and grazing of livestock in this zone. Settlement and crop farming, however, are prohibited in this zone. A binding legislation for co-management and benefit sharing from the wildlife conservation would have to be clarified and approved. **Other than these activities, all others human interventions are prohibited without being approved.**

#### **4.4 Intensive Development Zone (IDZ)**

The fourth category of spatial zoning is the development activity that is operating within the MNP such as staff members accommodations, tourism facilities development, roads and others. For instance, the main road from Jinka to Omo is running within the Park. In the way it is enabling large numbers of visitors to visit specific locations inside the park. Use and enforcement of defined regulations for users, and acceptance of moderate user impact is the main feature of this management zone.

## 5. Operational Goals and Actions

Management objective of a park is strategically implemented by Operational Goals (OG) that use the SMART (Specific, Measurable, Achievable, Realistic and Time-bound) technique to achieve its intended vision. Operational Goals are coined based on the challenges the park wants to resolve in long, medium and short terms or based on the goal it wants to achieve in a given time of period. Thus, it is situation dependent and changes with prevailing condition. The management objectives and associated operational goals are summarized and given in the following table 2.

Table 3: Summary of Management Objectives and Operational Plans of the park

MO and OG Description
<b>Management Objective 1: Ensure the Effective Management of MNP</b>
Operational Goal 1.1: Improve the Human Resource Capacity of the Park
Operational Goal 1.2: Implement Transparent and Effective Human Resource Management System
Operational Goal 1.3: Ensure the Benefit of MNP Workers
Operational Goal 1.4: Improve the Infrastructure of MNP
Operational Goal 1.5: Ensure Park Regulations and Policies are Up-To-Date, Understood by Park Users and Functional
<b>Management Objective 2: Create Synergy with Stakeholders to Manage MNP</b>
Operational Goal 2.1: Ensure Higher (Strategic) Level Synergy to Manage and Protect MNP
Operational Goal 2.2: Establish Collaborative Management Committee
Operational Goal 2.3: Synchronize Indigenous and Scientific Knowledge in Natural Resource Management
Operational Goal 2.4: Cooperate and Share Experience
Operational Goal 2.5: Mainstream Biodiversity Conservation
<b>Management Objective 3: Ensure the Protection and Monitoring of MNP</b>
Operational Goal 3.1: Control Illegal Activities Carried in MNP
Operational Goal 3.2: Enhance the Monitoring and Patrolling of MNP
Operational Goal 3.3: Implement Integrated Environmental Management (IEM) in MNP
<b>Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP</b>
Operational Goal 4.1: Conserving Ecosystem Process
Operational Goal 4.2: Managing Fire Regime
Operational Goal 4.3: Maintaining Hydrological Feature
Operational Goal 4.4: Research and Ecological Monitoring
<b>Management Objective 5: Ensure Community Participation and Benefit Sharing</b>
Operational Goal 5.1: Establish Community Conservancy

<b>MO and OG Description</b>
Operational Goal 5.2: Promote Community Experience Sharing Practice
Operational Goal 5.3: Fix Standing Event Day
Operational Goal 5.4: Develop Alternate Livelihood Options
Operational Goal 5.5: Encourage Agro-Biodiversity Tourism Development
<b>Management Objective 6: Ensure the Sustainable Income of the Park</b>
Operational Goal 6.1: Maximize Government Appropriations
Operational Goal 6.2: Secure Income from Payment of Ecosystem Goods and Services
Operational Goal 6.3: Collection Income from Volunteers and Donor
Operational Goal 6.4: Schedule for Fund Raising
Operational Goal 6.5: Generate Income from Miscellaneous Sources



## 5.1 Management Objective 1: Ensure the Park has the Capacity to Undertake Effective Management

Table 4: Operational Goals and Management Actions for Management Objective 1

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						I	2	3	4	1	2	3	4	1	2	3	4	
Operational Goal 1.1: Improve the Human Resource Capacity of the Park																		
1.1.1 Undertake training need assessment and develop CDS based on the need assessment result	HRATL	Chief Warden MNP Technical Team Leaders BoCTS Education and Training Expert	10	Workshop catering 12people*5days*BI RR100	6000													Capacity development strategy document
1.1.2 Train staff on guidelines and procedures for law enforcement, park rules and regulations, ecological monitoring, tourism development and management, community outreach, etc.	Chief Warden	SOZ coordinator, Director HR Development, MNP Senior Technical Staff,	20	Catering 17people*20days*B IRR100	34000													Number of scouts successfully completed the training course
		EWCA technical experts, NGO wildlife experts		Travel for field work 320km/5I*BIRR22	1408													
				Vehicle, GPS, Map, radio, binocular, etc. (Annex 1)														
1.1.3 Organize refreshment training on basic military sceince and law enforcemnt to scouts	HR Officer	Chief Warden, BoCTS, Regional Police Training Center, EWCA, UNDP/GEF	9	Refreshment Cost (60 participants* 10 days * Birr100.00) Transprot: 1 vehicel , 100 km,	65320													

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
				20 lt with Birr20.00 Per diem : 2 person for 12 days, Birr 205.00 per day														
1.1.4 organize experience sharing visit for the senior park management staff to Tanzanian National Parks	Chief Warden	EWCA (Source of fund will be NGO)	25	5*persons, including Chief Warden perdiem=5pers *200USD/day* 10days 1USD=30birr as of Dec.2019	300,000													Number of technical staff participated
				air tickets =5pers*19,570 (for round trip) –as of Dec.2019	97,850													
1.1.5 Training of MNP supporting staff members (auditor, etc.) at Ethiopian Training Institute	Chief Warden	BoCTS HR Director	15	Training cost	45000													Number of supporting staff successfully completed training
				Public transport@BIRR1200*4	4800													
				Perdiem 10 pers* 15days*BIRR206	30900													
1.1.6 Provision of mechanical training for the MNP drivers at Arba Minch	Chief Warden	BoCTS HR Director MNP SPTTL MNP drivers *3	15	Training cost	3000													Number o drivers completed training
				Perdiem 1 pers* 15days*BIRR206	3090													
				Public transport	1200													

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
				@BIRR400*3														
1.1.7 Review and develop code of conduct, work policy and hospitality manuals	Chief Warden	MNP HRATL	5		Office based													Disciplinary measures developed & in place
1.1.8 Hold briefing sessions with all staff on MNP code of ethics, work policy and hospitality	Chief Warden	MNP HRATL	3	Workshop catering	60900													Minute of the staff meeting documented
1.1.9 Review and develop code of conduct, work policy and hospitality manuals	Chief Warden	MNP HRATL	5		Office based													Disciplinary measures developed & in place
1.1.10 Hold briefing sessions with all staff on MNP code of ethics, work policy and hospitality	Chief Warden	MNP HRATL	3	Workshop catering 207pers*3days*BIR R100	62100													Minute of the staff meeting documented
1.1.11 Offer orientation to newly hired workers	Chief Warden	MNP HRATL	5		Office based													New staff orientation protocol
1.1.12 Make copies/ publication of the manuals available at each department	Chief Warden	MNP HRATL	5		Office based													Publication of manual
	Sub-Total: OG 1.1				715,570													
Operational Goal 1.2: Implement Transparent and Effective Human Resource Management System																		
1.2.1 Lobby the regional authority to develop guidelines for staff performance based competition and award system	Chief Warde n	BoCTS, PSHRDC, EWCA	10	Transport: 1100km / 5 * Birr 20.00 Per diem: 2 person * 12 days * Birr 206.00	9344													Approved guideline for performance based award system
1.2.1 Facilitate management committee to draw up guidelines for	Chief Warden	MNP HRATL	3	Office based														Guidelines for competition and staff motivation

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						I	2	3	4	1	2	3	4	1	2	3	4	
competition and award system that strengthen staff members morale																		drawn up
1.2.2 Implement staff motivation and award system	Director HR	Chief Warden MNP HRATL	15	Perdiem 3people*5days*BIR R206	3090													Motivated staff
				Travel 1000km /5l *BIRR22	4400													
1.2.3 Hold quarterly meetings between MNP and staff association to reveal transparency of the park management	Chief Warden	MNP HRATL	12	Workshop catering Cost 207people* 12days* BIRR100	248400													Minutes of quarterly staff meeting documented
1.2.4 Investigate areas of facilitation of staff association activities by MNP	MNP HRATL	Chief warden	7	Office based														Areas of facilitation determined
1.2.5 Provide infrastructure for tea/cafeteria facilities	Chief Warden	MNP HRATL	1	Office based														Infrastructure provided
1.2.6 Assess the existing park management system (both at administrative and technical levels), identify strengths and weakness, and recommend possible solutions to minimize the gaps	Chief warden	Senior Experts HR officer Finance officer Chief Scout	5	No additional costs required														Updated Park management system document
1.2.7 Develop team charter (working agreement) and service standards for all departments and positions under it, and implement accordingly	Chief warden	Senior Experts HR officer Finance officer Chief Scout	5	No additional costs required														Work agreement and service standard of the national park for staff in general
	Sub-Total – OG 1.2			265,234														
Operational Goal 1.3: Ensure the Benefit of MNP Workers																		

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						I	2	3	4	1	2	3	4	1	2	3	4	
1.3.1 Implement Occupational Health and Safety Standards																		
A. Assess occupational health and safety standards (OHS standards) & policies that can be adapted to MNP context	Chief Warden	MNP HRAT	5	Office based														Health and safety policy manual
B. Develop MNP OHS policy and procedure	Chief Warden	MNP HRATL	5	Office based														Minutes of quarterly staff meeting documented
C. Develop first aid provision and procedures	Chief Warden	MNP HRATL	5	Office based														Areas of facilitation determined
D. Develop accident reporting procedures	Chief Warden	MNP HRATL	5	Office based														Infrastructure provided
E. Develop training scheme for OHS	Chief Warden	MNP HRAT	5	Office based														PPE and first aid kit in place
F. Provide PPE and first aid kit	Chief Warden	MNP HRATL		Office based														Record of health and safety training
G. Provide training on OHS measures, standards & policy	Chief Warden	MNP HRATL	7	Catering 200people*5days*B IRR100	100000													
				Travel 250km/5l*BIRR22	1100													
		Sub-Total		101,100														
1.3.2: Improve and Maintain Good Employment Benefits																		
A. Exhaustively assess the benefit needs and package of MNP (medical, life insurance, field equipment, uniform, hardship allowance, housing, etc.)	Chief Warden	MNP ALTL	5	Office based														Benefit needs and package identified
B. Provide uniforms and field	Chief	MNP HRATL	15	Procurement cost	10000													All staff equipped with

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for imple mentatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						I	2	3	4	1	2	3	4	1	2	3	4	
equipment to all staff as per requirements	Warden	MNP SPTATL		Uniforms 160people*BIRR1200	192000													uniforms and field equipment
				Field shoes*160people*BIRR1200	192000													
C. Draw up guidelines and regulations for (medication, emergency, housing, field tools, etc.)	Chief Warden	EWCA HR director BoCTS HR head	15	Office based														Guidelines drawn up and in place
D.Establish and operate fund as per guidelines	Chief Warden	MNP BFATL	15	Office based														Fund operational
E. Approach insurance companies for medical and life insurance sponsorship	Chief Warden	EWCA GM BoCTS Head	10	Perdiem 3people*7days*BIR R206	4326													MNP workers life insured
				Travel 1200km*1/5litr*22b irr	5280													
F. Assess existing staff housing infrastructure and develop a plan for improving	Chief Warden	SPTATL	5	Office based														Report of housing on current status
G.Submit the prepared proposal on hardship allowance for budget allocation	Chief Warden	MNP Technical Team Leaders BoCTS HR	10	Perdiem 2people*5days*BIR R206	2060													Hardship allowance proposal submitted
				1000km/5I*BIRR22	4400													
		Sub-Total		410,066														
	Sub-Total : OG 1.3			511,166														
Operational Goal 1.4: Improve the Infrastructure of MNP																		
1.4.1 Improve the Road and Bridge Requirement of MNP																		

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
A. New road construction	MNP	SNNP CTSB, EWCA, federal & regional road authority			44,200,000													Km of new road constructed
B. Existing road maintenance	MNP	SNNP CTSB, EWCA, federal & regional road authority			59,160,000													Km of road maintained
C. New bridge construction	MNP	SNNP CTSB, EWCA, federal & regional road authority			4,500,000													Neri bridge constructed
D. Prepare the detail design of the new road construction	MNP	SNNP CTSB, EWCA, federal & regional road authority		Perdiem 2pers*40days*206birr	16480													Design of the new roads prepared
				Fuel 1200km*1/5litr*22	5280													
E. Prepare the detail design of the new bridge construction	MNP	SNNP CTSB, EWCA, federal & regional road authority		Perdiem 1pers*5days*206birr	1030													Design of the new bridges prepared
				Fuel 200km*1/5litr*22	880													
F. Prepare proposal for fund on new road construction, existing road maintenance and new bridge construction	MNP	SNNP CTSB, EWCA, federal & regional road authority		Perdiem 2pers*15days*206birr	61800													proposal for fund prepared and submitted
				Fuel 1200km*1/5litr*22	5280													
G. Assess the need for further new road construction, existing road maintenance and new bridge construction to further align with the management plan	MNP	SNNP CTSB, EWCA		Office based														

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
		Sub-Total		107,950,750														
1.4.2 Construct New Buildings and Maintain the Existing Blocks																		
A. Construct New Buildings and Maintain the Existing Blocks																		
B. New building construction	MNP	SNNP CTSB, Regional Construction and Development Office			1,963,000													No. of new buildings built
C. Develop an infrastructure development and maintenance plan based on an inventory of existing infrastructure which indicates development needs in order of priority and spread across the ten year time frame of the GMP.	Chief warden	Park Experts (3x), Chief Scout (1x), HR Officer (1x), BoCTS - Experts (2x), Road Authority at zonal and regional level (2), BoC (1x), EWCA (1x), UNDP/GEF (1x)	15	Per diem: 3 Construction Enginners from regional and zonall offices * 20 days * 205.00 Birr) Refreshment: 12 person * 15 days * Birr 100.00 Transport: Fuel (1 regional vehicle 1500km /5 * Birr 21.00) and (1 park vehicle 400km / 5 *Birr 21.00)	38,280													Developed infrastructure maintenance plan
D. Existing blocks (houses) maintenance	MNP	SNNP CTSB			8,000													Existing blocks maintained
E. Prepare the detail design of the new buildings	MNP	SNNP CTSB, Regional Construction and Development Office		Perdiem 2pers*60ays*206birr	24740													Design of the new buildings
				Fuel 800km*1/5litr*22	3520													



Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
F. Prepare proposal for fund on new building construction and maintenance of existing blocks	MNP	SNNP CTSB, EWCA, federal & regional road authority		Perdiem 2pers*30days*206b irr	12360													proposal for fund prepared and submitted
				Fuel 800km*1/5litr*22	3520													
G. Assess the need for further new building as time goes	MNP	SNNP CTSB, EWCA		Office based	--													
		Sub-Total		2,053,420														
1.4.3: Procure and maintain sufficient field and office tools and equipment																		
A. Supply MNP HQ and outposts with transport facilities (vehicles, Motor bikes and equines)	Chief Warden	MNP SPTATL EWCA/BoCTS Procurement Director	10	Procurement cost – details in annex 2	9500000													Transport facilities provided
				Perdiem 2people*7days*BIR R206	2884													
				Travel 1500km/5l*BIRR22	6600													
B. Obtain tractor with trailer and accessories for HQ	Chief Warden	MNP SPTATL EWCA/BoCTS Procurement Director	5	Procurement cost– details in annex 2	1000000													Tractor with accessories availed
				Perdiem 2people*5days*BIR R206	2060													
				Travel 1500km/5l*BIRR22	6600													
C. Procure pack animals and accessories in line with staff and outpost increases	Chief Warden	SPTATL WPM TL	15	Procurement cost 6horses*@BIRR10000	60000													1 pack animal purchased and supplied to each outpost
				Perdiem 7people*1day*BIRR 206	1442													

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
				Travel 200km/5l*BIRR22	880													
D. Procure camping equipment (tents, sleeping bags, sleeping mats, cooking equipment) for mobile patrols	Chief Warden	MNP SPTATL EWCA/BoCTS Procurement Director	7	Procurement cost	1289350												Camping equipment made available	
				Perdiem 2people*5days*BIR R206	2060													
				Travel 1500km/5l*BIRR 22	6600													
E. Procure technical equipment for field patrols (Binoculars, GPS, compass, first aid kits, (spray guns, handcuffs after investigation of feasibility)	Chief Warden	MNP SPTATL EWCA/BoCTS Procurement Director	7	Procurement cost	865900												Field tools and equipment provided	
				Perdiem 2people*5days*BIR R206	2060													
				Travel 1500km/5l*BIRR22	6600													
F. Equip the law-enforcement personnel with the necessary firearms and ammunition with permission from authorized offices	Chief Warden	BoCTS Head SOZ Peace & Security Department	15	supplied for free from authorized office with registration	--												Permission request submitted	
				Perdiem 3people*5days*BIR R206	3090													
G. Equip HQ offices with computers, photocopier, scanner, and digital camera...etc.	SPTATL	Chief Warden EWCA/BoCTS Purchasing Director	10	Procurement cost	1551200												Office equipment inventory	
				Perdiem 2people*5days*BIR R206	2060													
				Travel 1500km/5l*BIRR 22	6600													
H. Obtain legal permission from appropriate regional authority to install HF radios at HQ, and two	Chief Warden	Head, BoCTS MNP WPMTL	7	Perdiem 3people*5days*BIR R206	3090												Legal permission secure	

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
selected outposts				Travel 1000km/5l*BIRR22	4400													
I. Design VHF network and determine location of repeater installation	Chief Warden	Head, BoCTS MNP WPMTL	5	Perdiem 3people*5days*BIR R206	3090												VHF network and repeater stations determined	
				Travel 200km/5l*BIRR 22	880													
J. Install VHF base stations and handsets in line with network design	Chief Warden	MNP WPMTL MNP WEMSTL	5	Total cost dependent on the permission													VHF base station installed	
K. Provide 2 mobile phones for each outpost wherever possible	MNP SPTATL	MNP WEMSTL Chief Warden	5	Estimated cost (BIRR)	42000												Senior scouts provided with mobile	
L. Procure and supply Park HQ with new fax machine	MNP SPTATL	MNP WPMTL	5	Procurement cost	22000												Fax machine in place	
M. Install wi-fi-network access at HQ	Chief Warden	MNP SPTATL	5	Procurement cost	1000												Functional Wi-Fi networks installed	
N. Prepare and submit proposal for budget for field and office tools and equipment	MNP	MNP admin		Perdiem 2pers*5days*206bir r	2060												Proposal prepared and submitted proposal for fund prepared and submitted	
				Fuel 800km*1/5litr*22	3520													
O. Assess the need for more field and office tools and equipment requirement	MNP	MNP admin		Perdiem 2pers*2ays*206birr	824												output of the assessment	
				Fuel 200km*1/5litr*22	880													
		Sub-Total		14,399,730														
1.4.4: Establish Outposts																		
A.Establish new outpost at different sites	MNP	Jinka Town Municipality			498000												No. of new outposts established	
B.Maintain the toilets at Mursi outpost and HQ	chief warden	Finance officer BoCTS zonal	30	maintenance cost (70000 Birr*2) perdiem for	146,780 .00												Maintained toilets at Mursi Outpost and HQ	

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						I	2	3	4	1	2	3	4	1	2	3	4	
		construction department		construction engineer and driver (206*15*2) fuel 150km/5*21)														
C. Prepare design for the new outposts	MNP	Jinka Town Municipality		Perdiem 1pers*12ays*206bir r	2472												Design of the new outposts	
				Fuel 200km*1/5litr*22	880													
D. Prepare and submit proposal for fund on new outposts establishment	MNP	SNNP CTSB, EWCA, federal & regional road authority		Perdiem 2pers*15days*206b irr	6180												proposal for fund prepared and submitted	
				Fuel 800km*1/5litr*22	3520													
E. Assess the need for further new outpost as need arise	MNP	SNNP CTSB, EWCA		Office based	--													
		Sub-Total		657,832														
1.4.5: Improve water supply of the park																		
A. Make the existing water borehole functional	MNP	Jinka Town Water Supply Office			85000												Exiting borehole made functional	
B. Assess alternate water points in MNP	MNP	Regional and SOZ Water Supply Offices		consultant	120000												new water points found	
C. Supply water to all outposts	MNP	Regional and Jinka Town Water Supply Offices		Project based													Water supplied to all outposts	
D. Assess the need for more sites	MNP	MNP scouts		Perdiem	824												Output of the assessment	

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
(other than office and outposts) that need water supply				2pers*2ays*206birr														
				Fuel 200km*1/5litr*22	880													
E. Prepare and submit proposal for new water supply for outposts				Perdiem 2pers*15days*206b irr	6180													proposal for fund prepared and submitted
				Fuel 800km*1/5litr*22	3520													
		Sub-Total		216,404														
1.4.6: Install signposts																		
A. Install sign posts	MNP	Scouts		6signposts*6000birr	36000													No. of signpost installed
B. Design the signpost and prepare message to be laced on the signposts	MNP	MNP Administration unit		Perdiem 2pers*5days*206bir r	2060													Design of signposts prepared
C. Prepare and submit proposal for new signpost installation	MNP	MNP Administration unit		Perdiem 2pers*15days*206b irr	6180													proposal for fund prepared and submitted
				Fuel 800km*1/5litr*22	3520													
D. Assess the need for more number of signposts	MNP	MNP scouts		Perdiem 2pers*2ays*206birr	824													Output of the assessment
				Fuel 200km*1/5litr*22	880													
		Sub-Total		49,464														
1.4.7 Install Weather Data Collection Infrastructures																		
A. Install weather data collection infrastructures (rain gauges, wind vanes, etc.,) at outposts	Chief Warden	MNP WPMTL Ethiopian Meteorology Agency	5	material cost by sponsorship	--													Weather data collection infrastructures installed and functional at 6 outposts
				Perdiem 3 people*5days*BIRR 206	3090													

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
				Travel 1200km/5l*BIRR22	5280													
B. Prepare and submit proposal for new weather data collection infrastructures installation	MNP	MNP Administration unit		Perdiem 2pers*5days*206birr	2060													Proposal for fund prepared and submitted
				Fuel 800km*1/5litr*22	3520													
C. Assess the need for more number of weather data collection infrastructures	MNP	MNP scouts		Perdiem 2pers*2ays*206birr	824													Output of the assessment
				Fuel 200km*1/5litr*22	880													
		Sub-Total		15,654														
1.4.8: Fulfill Camp Sites Sanitation Facilities																		
A. Fulfill camp site sanitation facilities	MNP	Jinka Town Municipality, Jinka Town Water Supply Office, Woreda Environment Office			375000													Sanitation facilities fulfilled
B. Prepare design for the camp site sanitation facilities	MNP	Jinka Town Municipality, Jinka Town Water Supply Office, Woreda Environment Office		Perdiem 3pers*12days*206b irr	7416													Output of the assessment
				Fuel 200km*1/5litr*22	880													
C. Prepare and submit proposal for new water supply for outposts				Perdiem 2pers*15days*206b irr	6180													proposal for fund prepared and submitted

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						I	2	3	4	1	2	3	4	1	2	3	4	
				Fuel 800km*1/5litr*22	3520													
		Sub-Total		392,996														
1.4.9: Improve Equipment Care and Maintenance																		
A. Develop care protocols for each type of tool and equipment	Chief Warden	MNP SPTATL	15	Office based														
B. Train workers on the care and maintenance of tools and equipment	Chief Warden	MNP HRATL	5	Training cost	12000													
				catering	2500													
				Travel	3600													
C. Check and inventorize tools and equipment condition and presence regularly by including in work plans	Chief Warden	MNP SPTATL	10	Perdiem 3people*5days*BIR R100	1500													
				Travel	1000													
		Sub-Total		20,600														
1.4.10: modernize store system																		
A. Review existing store system	Chief Warden	MNP SPTATL	7	Office based														Current system revised
B. Obtain expert advice and design a new system including job descriptions, work plans and protocols	Chief Warden	BoCTS MNP SPTATL IT Expert	10	Perdiem 2people*7days*BIR R206	2884													New system designed and functional
				Travel 1000km/5l*BIRR22	4400													
				Perdiem 2people*7days*BIR R206	2884													
C. Train relevant workers based on	Chief	IT Expert	7	Training cost	10000													Capacity needs assessed

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for imple mentatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
capacity need assessment	Warden			Catering 5people*5days*BIR R100	2500													and training given
D. Implement new system and ensure included in job descriptions and work plans	MNP HR ATL	Chief Warden	15	Office based														New system implemented
E. Decommission obsolete and broken equipment	MNP SPTATL	Chief Warden Technical Team Leaders	15	Perdiem 3people*4days*BIR R206	2472													Obsolete equip. decommissioned
				Travel 250km/5l*BIRR22	1100													
		Sub-Total		26,240														
	Sub-Total: OG 1.4			125,783,090														
Operational Goal 1.5: Ensure Park Regulations and Policies are Up-To-Date, Understood by Park Users and Functional																		
1.5.1: Identify and Implement Internal and External Park Regulation																		
A. Formulate researcher regulations for MNP	Chief Warden	WEMSTL	7	Office based														Researcher regulation in place
B. Liaise with EWCA and BoCT to clarify and improve which permissions are required for research in MNP	Chief Warden	EWCA Legal Expert MNP WEMSTL	5	Perdiem 3people*5days*BIR R206	3090													Permissions for research in the park clarified
				Travel 1600km/5l*BIRR 22	7040													
C. Ensure staff are aware of all regulations, codes of conducts, polices etc. and incorporate agreement to adhere to these in	Chief Warden	MNP HRATL	15	Office based														Awareness created



Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
their employment contracts																		
D. Ensure relevant items are included in park user information and publicity materials including website	TUTI	Chief Warden	10	Office based													Information quality improved	
E. Review all regulations and policies, recommend changes, and submit to Management Authority	LAEE	Chief Warden MNP Technical Team Leaders	5	Perdiem 3people*5days*BIR R206	3090												All regulation etc. reviewed	
				Travel 1000km/5l*BIRR22	4400													
		Sub-Total		17,620														
1.5.2: Establish Regular Quarterly and Ad Hoc Management Committee Meetings																		
A. Formulate structure and terms of reference for management committee	Chief Warden	MNP HRATL	10	Office based													Structure and TOR formulated	
B. Identify members of management committee	Chief Warden	All MNP Team Leaders	5	Office based													List of represented departments	
C. Form management committee and meet regularly			12	Catering	10000												Report of scheduled regular meeting	
				Travel	24000													
		Sub-Total		34,000														
1.5.3: Review and Implement GMP Monitoring and Evaluation Plan																		
A. Hold MNP management meeting to review GMP monitoring and evaluation plan on yearly basis	Chief Warden	MNP PMEE All Team Leaders	9	Lump sum/ project	10000													
B. Develop methodology for collecting information for indicator verification	Chief Warden	All MNP Team Leaders	25	Lump sum/ project	25000												Data collection methodology in place	
C. Hold management meeting to	MNP	Staff members	3														Minute per meeting	

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						I	2	3	4	1	2	3	4	1	2	3	4	
report activity and action implementation progress/year					30000													
D. Produce progress report annually and communicate to all	MNP P MEE	Chief Warden All MNP Team Leaders	7	Office based														Annual report submitted
E. Carry out annual METT assessment of MNP	MNP PMEE	Chief Warden MNP WEMSTL	2	Workshop catering 10people*2days*BI RR206	4120													
				Travel 600km/5l*BIRR22	2640													
		Sub-Total		71,760														
1.5.4: Improve Annual and Quarterly Operational Planning and Budgeting																		
A.Set up planning meetings with complete management team for quarterly and annual activity planning	Chief Warden	MNP PMEE & All Team Leaders	36	Lump sum	300000													Regular planning meetings held
B. Assign responsibility to a staff member for each planned activity, during quarterly and annual planning	Chief Warden	MNP PMEE & All Team Leaders	5	Office based														Responsibilities assigned
C. Ensure budgeting is in line with activities	PMEE	BFATL Chief Warden	3	Office based														Budget aligned with activities
D.Establish and maintain contact with planning office in CTSB with responsibility for budget defense	Chief Warden	CTSB Planning head	5	Perdiem 3people*5days*BIR R206	3090													Contact with CTSB maintained
				1200km/5l*BIRR22	5280													
E. Communicate improved park planning system to line manager in CTSB	Chief Warden	MNP PMEE CTSB Planning head	10	Lump sum	15000													Communication maintained
		Sub-Total		323,370														
1.5.5: Develop Park Management																		

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 1: Ensure the Effective Management of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No. day s	What resources are needed		The time frame												Measure of achievement
				Item	Cost Birr	Year 1				Year 2				Year 3				
						Quarter				Quarter				Quarter				
						1	2	3	4	1	2	3	4	1	2	3	4	
Plan for the Next Cycle																		
A. Liaise with partners on involvement in next cycle of park management planning	MNP PMEE	Chief Warden All MNP Team Leaders	30	Lumpsum	35000													Partners collaborated
B. Review problems and issues for MNP	MNP PMEE	Chief Warden All MNP Team Leaders	30	Lump sum	100000													MNP management problem listed for next cycle
C. Evaluate 3- year objectives and sub objective in each management programme for continued relevance	MNP PMEE	Chief Warden All MNP Team Leaders	30	Lump sum	100000													Report on 3 years objectives and sub-objectives
D. Adjust or review the remaining years management plan of MNP as required	MNP PMEE	Chief Warden All MNP Team Leaders	15	Lump sum	100000													Adjusted/reviewed management plan for the remaining year
E. Evaluate current 3- year action plan for competition and continued relevance	MNP PMEE	Chief Warden All MNP Team Leaders	15	Lump sum	50000													Report of current 3 years action plan
F. Develop new actions and activities as required	MNP PMEE	Chief Warden All MNP Team Leaders	30	Lump sum	10000													New actions developed with activities
		Sub-Total		395,000														
	Sub-Total: OG 1.5			841,750														
	Total : MO 1			127,870,586														

## 5.2 Management Objective 2: Create Synergy with Stakeholders to Manage MNP

Table 5: Operational Goals and Management Actions for Management Objective 2

Management Objective 2: Create Synergy with Stakeholders to Manage MNP																			
Action	Responsib le	Stakeholder/ Cooperator	Resource Required			Timeline												Achievement Indicator	
			No. days	Item	Total Cost (Birr)	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
Operational Goal 2.1: Ensure Higher (Strategic) Level Synergy to Manage and Protect MNP																			
2.1.1 Solicit government institutes to create synergy with	SNNPR governme nt, SNNPR CTS	Cross- sectoral government institutes	4	(2pers*2days*300)	1,200														Lists of cross- sectoral institutes
2.1.2. Identify and formulate agenda of synergy	SNNPR CTS	Cross- sectoral government institutes	150	(15pers*10days*300)	45,00 0														Agenda set
2.1.3 Meeting of the synergy creators	SNNPR governme nt, SNNPR CTS	Cross- sectoral government institutes	120	(15pers*1days*4 times/year*300)	18,00 0														Betterment in status of MNP
	Sub-Total: OG 2.1			64,200															
Operational Goal 2.2: Establish Collaborative Management Committee																			
2.2.1 Solicit government institutes to establish co-management	Zone/Wor eda Administra tion, Zone/Wor eda CTS	MNP		Perdiem 2pers*2days *206	824														Lists of co- management
2.2.2 Park identifies key challenging issues, prioritizes and avail for solution to the co-management	Park	Co- management members		Pediem 20pers*5days *206)	20,60 0														Decreased Park challenges

Management Objective 2: Create Synergy with Stakeholders to Manage MNP																			
Action	Responsib le	Stakeholder/ Cooperator	Resource Required			Timeline												Achievement Indicator	
			No. days	Item	Total Cost (Birr)	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
2.2.3 Regular meeting of co-management	Zone/Wor eda Administra tion, Zone /Woreda CTS	MNP		Perdiem 20pers*1days*4 times/year*206	16,48 0														Betterment in status of MNP
	Sub-Total: OG 2.2			37,904															
Operational Goal 2.3: Synchronize Indigenous and Scientific Knowledge in Natural Resource Management																			
2.3.1 Explore and document indigenous knowledge and institutes in land and natural resource management	Chief Warden	BoCTS (3x), elders and community representatives (7*2); Zone/Woreda a CTSB(1); Agriculture & NR Office(1); Environment , Forest & Climate Change Office(1), Jinka University (2)	15	Travel : 2000km / 5 * Birr 21 Per diem: 24pers*15days*205	65,40 0														Indigenous knowledge & institute identified and recorded
2.3.2 Adapt the indigenous knowledge and institutes to the context of MNP for use	MNP	Community		Community (16*3) *2day*206	19776														Implemented indigenous knowledge and institutes contribute to decrease Park challenges
2.3.3. Follow up the implementation of the adopted	Chief Warden	Park experts, Chief scout,	10	travel : 600km / 5 * Birr 21	12,77														

Management Objective 2: Create Synergy with Stakeholders to Manage MNP																			
Action	Responsib le	Stakeholder/ Cooperator	Resource Required			Timeline												Achievement Indicator	
			No. days	Item	Total Cost (Birr)	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
traditional land and natural resource related practice of the local community in the day to day operation of the park and other stakeholders		Zonal and wereda wildlife conservation taskforce, Anti-poaching patrol team		Per diem: 3 persons from park*10days*205Birr 1 persons from zonal office*10 days*Birr 2 persons from woreda office*10 days*205 Birr	0.00														
2.3.4 Establish research partnerships with academic and research institutions and make the research opportunities known to these	Senior Park Expert	Chief Warden Park Experts Addis Ababa University Jinka University Jinka Agri Research Center Wendo Genet College of NRF	20	Travel (BIRR2000 return trip x 3 Experts) Per diem (BIRR206 x 20 days x 3 Experts)	20,760.00														
	Sub-Total: OG 2.3		118,706																
Operational Goal 2.4: Cooperate and Share Experience																			
2.4.1 Plan to create sister-park model	EWCA, SNNPR CTS	MNP		PD on travel from Hawassa to Addis Ababa	6592													No. of sister parks established	
				[4 times*(2 experts* 4 days each time)*206]															
				Fuel (4 times travel from Hawassa to Addis Ababa [(4 times travel*600km round	10560														

Management Objective 2: Create Synergy with Stakeholders to Manage MNP																		
Action	Responsib le	Stakeholder/ Cooperator	Resource Required			Timeline												Achievement Indicator
			No. days	Item	Total Cost (Birr)	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
				trip*1litre/5km *22birr/liter]]														
				Communication cost (e-mail, telephone call)	150													
2.4.2 Identify areas/ gaps to cooperate on	MNP	EWCA, SNNPR CTS		PD on travel from Jinka to Hawassa to Addis Ababa	4944													Lists of gaps identified to cooperate on
				[2 times*(3 experts* 4 days each time)*206]														
				Fuel (2 times travel from Jinka to Hawassa	4488													
				[(2 times travel*510km round trip*1litre/5km *22birr/liter))]														
				Communication cost (e-mail, telephone call)	150													
2.4.3 Identify organizations to cooperate with	EWCA, SNNPR CTS	MNP		PD on travel from Jinka to Hawassa to Addis Ababa	4944													Lists of organization identified to cooperate with
				[2 times*(3 experts* 4 days each time)*206]														
				Fuel 2 times travel from Jinka to Hawassa	4488													
				[(2 times travel*510km round trip*1litre/8km *22birr/liter))]														

Management Objective 2: Create Synergy with Stakeholders to Manage MNP																			
Action	Responsib le	Stakeholder/ Cooperator	Resource Required			Timeline												Achievement Indicator	
			No. days	Item	Total Cost (Birr)	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
				Communication cost (e-mail, telephone call)	150														
2.4.4 Identify gaps for getting experience from other protected areas	MNP	EWCA, SNNPR CTSB	45	(2pers*35days*206)	1236														Lists of gaps identified to get experience from
			127. 5	Fuel (2 times travel from Jinka to Hawassa [(2 times travel*510km round trip*1/5lit *22birr/liter)]	4488														
			24	PD on travel from Jinka to Hawassa to Addis Ababa	4944														
				[2 times*(3 experts* 4 days each time)*206]															
				Communication cost (e-mail, telephone call)	150														
2.4.5 Identify organizations to share experience from	EWCA, SNNPR CTS	MNP		(2experts*3days*206)	1236														Lists of organization identified to share experience from
				Fuel (4 times travel from Hawassa to Addis Ababa	10,56 0														
				[(4 times travel*600km round trip*1litre/5km *22birr/liter)]															
				PD on travel from Hawassa to Addis Ababa [2 times*(2 experts* 5 days each time)*206]	4120														
				Communication cost	150														



Management Objective 2: Create Synergy with Stakeholders to Manage MNP																			
Action	Responsib le	Stakeholder/ Cooperator	Resource Required			Timeline												Achievement Indicator	
			No. days	Item	Total Cost (Birr)	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
				(e-mail, telephone call)															
2.4.2. Plan and implement the cooperation and experience sharing mechanisms based on the agreement reached	Chief Warden	Park experts (2) Chief Scout BoCTS EWCA	15	Travel cost: fuel 2000/5*21 perdiem: 5 person*25days*206Bir r	34,15 0														
	Sub-Total: OG 2.4			97,500															
Operational Goal 2.5: Mainstream Biodiversity Conservation																			
2.5.1 Lobby and convince decision makers to mainstream biodiversity & protected areas into education system & government sectors	EWCA, MoCT	All regional governments		Perdiem	9270														· Meetings held at higher level
				3 times(*3pers*5daay* 206)														· MoU signed	
2.5.2 Identifying key biodiversity resources associated with national goals	EWCA, MoCT	Wondo- Genet Forestry College, AAU, AMU		(3pers*3days*206birr )	1854														Lists of key NR contributing to national goals identified
2.5.3 Assess existing policies, strategies, practices gaps for sustainably managing & using	EWCA, MoCT	Wondo- Genet Forestry College, AAU, AMU		(3pers*5days*206birr )	3090														Report of finding on the gaps of the existing policies, strategies & practices
2.5.4 Prepare training modules on biodiversity & PA	EWCA, MoCT	Wondo- Genet Forestry College, AAU,		Consultancy	60,00 0														Modules prepared

Management Objective 2: Create Synergy with Stakeholders to Manage MNP																			
Action	Responsib le	Stakeholder/ Cooperator	Resource Required			Timeline												Achievement Indicator	
			No. days	Item	Total Cost (Birr)	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
		AMU																	
2.5.5 Enact legislation to mainstream biodiversity & PA into education system & government sectors	FGER	All regional governments																	No. of new legislation enacted based on the gaps identified
2.5.6 Allocate budget to sectoral government institutes to mainstream biodiversity & PA	FGER	All regional governments																	Budget allocated by sector for mainstreaming
2.5.6 Establish technical team at zone and wereda level responsible to follow and support implementation of the guideline	Senior Park Expert	Park Experts Regional Experts Woreda Experts	6	Travel for woreda experts (15 people x BIRR400 for round trip) Per diem for woreda experts including travle days (15 experts x 6 days x BIRR 171/day) Refreshment for all participants (BIRR100x 22 people x 4 days)	65,150.00														Approved guideline and workshop report including implementation recommendations
2.5.7 Follow up of the implementation according to the guideline utilizing the collaboration structures and mechanisms established for the Park	Senior Park Expert	Park Experts Regional Experts Woreda Experts	20	No additional costs required															Reference to mainstreaming minuted in collaboration meeting minutes
2.5.8 Strengthen the existing and new nature clubs in the schools of the surrounding kebele through providing wildlife promotion materials, rewarding well performing	chief warden	Park Experts chief Scouts Park Finance school clubs	20	Perdiem: 3 expertsx 1 chief scoutsx 1 driver (5x35%x 205 ETBx20 days Promotion materials preparation and	23,175														No. of environmental clubs

Management Objective 2: Create Synergy with Stakeholders to Manage MNP																		
Action	Responsib le	Stakeholder/ Cooperator	Resource Required			Timeline												Achievement Indicator
			No. days	Item	Total Cost (Birr)	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
clubs, organizing visits to the park				printing: Broucher 2000 pcs * 5.00 EtB rewarding cost: 6000ETB Fuel cost: 1000/5x21ETB														
	Sub-Total: OG 2.5			162,539														
	Total: MO 2			480,849														

### 5.3 Management Objective 3: Ensure the Protection and Monitoring of MNP

Table 6: Operational Goals and Management Actions for Management Objective 3

Management Objective 3: Ensure the Protection and Monitoring of MNP																		
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4	
Operational Goal 3.1: Control Illegal Activities Carried in MNP																		
3.1.1: Develop and Implement Resettlement Plan for Park Resident Communities																		
A. Organize peace conference program with local communities mainly youth groups who are herding in and around the park with the involvement of clan leaders, elders, youths and women groups, and local administrations	chief warden	BoCTS, Zonal, Wereda level admin, and peace and security sectors Kebele admin , Park experts, Scouts clan leaders, elders	15	Perdiem: BoCTS officials * 2*10days*570 Birr) Regional experts*2*205*10days) zonal Admin, PS, Pastoralist, CTSD *4*7*205 Birr Woreda Admin, PS, Pastoralist, CTSD 4*5*9days*205Birr) Kebele Admin*21, clan leaders 2*5, elders*1*5, Youth*10*5 and women*1*5 (91*10days*125Birr) Drivers from region 2*145*10days Zonal drivers 2*7*145 Woreda drivers 5* 9days*145) Travel cost: Fuel for Region 1600*4/5*21Birr For Zonal 70/5*2*21Birr For Woreda 200*5/5*21Birr Refreshment : 2	278097													

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
				Oxen*25000Birr Traditional Coffee (Shoforo) 2quental*5000Birr water 200liter*10Birr Bread 200*5Birr															
B. Establish resettlement task forces	Chief Warden	4 MNP Technical Teams	2	Workshop catering 20people*2days*BIRR100	4000													Resettlement taskforce established	
C. Assess and secure resettlement sites	WEMS TL	Chief Warden WEMSTL	7	Perdiems	1200													Settlement sites identified	
				Travel	1800														
D. Facilitate dialogue with local community the need of resettlement	CCATL	Chief Warden South Omo Zone Admin.	32	Catering	50000													Dialogue conducted	
				Travel	2640														
				600km/5l*BIRR22															
E. Lobby stakeholders the importance of resettlement	Chief Warden	SOZ Admin. SOZ Pastoral Office	30	Estimated cost of facilitation	25000													Voluntary resettlement accomplished	
F. Investigate resources and budget required for resettlement implementation	Chief Warden	WEMSTL CCATL	7	Office based														Requirement for budget and resource determined	
G. Prepare and submit the resettlement plan and budget for approval at SNNP region level	Chief Warden	SNNP CTSB	5	Perdiem 2people*4days*BIRR206	1648													Resettlement budget and plan approved	
				Travel 1000km/5l*BIRR22	4400														

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
H. Implement resettlement	CCATL	Chief Warden MNP Technical Team Leaders	50	Cost dependent on the approved budget	-														Resettlement completed
		Sub-Total		368,785															
3.1.2: Monitor and Control Illegal Wildlife Hunting																			
A. Conduct comprehensive study on the social, economic and political causes of illegal wildlife hunting /poaching in and around the park and possible solutions to address this problem	chief warden	BoCTS, EPFCCA Zonal, Woreda and Kebele administratio n , Jinka University, Park experts, Scouts	20	Perdiem: Regional experts(BoCT*2, EPFCCA*1) 3*20days*205 EtB university 1*20days*205EtB Park experts (2) and scouts (3) 5*10days*205EtB Drivers : 2*15days*205EtB Travel cost: Fuel 7000/5*21EtB Refreshment: for FGD 7*1000 EtB	71250														Approved guideline and workshop report including implementati on recommendat ions
B. Communicate the result of Activity ‘A’ above to concerned stakeholders and develop joint plan which will address the root causes of the problem	chief warden	Administratio n, Peace and Security, EPFCC, CTS, Police Offices from region to Woreda, park neighboring Kebele administratio n and militia,	3	No additional budget required. The regular ZTFM shall be used for this purpose															

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
		Jinka University, Park experts, Scouts																	
C. Incorporate record keeping of illegal hunting incidence into scout and community monitoring systems	MNP WPMTL	Chief Warden MNP DBM	10	Lump sum	5000														Record keeping of poaching
D. Liaise with government agencies on control and monitoring of wildlife product extraction	Chief Warden	WPMTL	10	Lump sum	10000														Working mechanism put in place
E. Conservation and education sensitization of local community	MNP	Community	3	Workshop catering	36000														No. of local communities participated
				120 pers*3days*100birr															
F. Conservation and education sensitization of Kuraz Sugar Factory workers	MNP	Kuraz Sugar Factory		Workshop catering	15000														No. of Kuraz Sugar Factory workers participated
				50 pers*3days*100birr															
G. Enforcing of law in coercing illegal hunters	Adminis tration, Police, Judiciar y	MNP		Office cost	--														No. of persons coerced for illegal acts
H. Revenue sharing	MNP	Community		Office cost	--														Monetary value shared

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for imple mentatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
I. Launching of development project that improves the subsistence living of the community	SNNP region govern ment	All relevant stakeholders		government cost	--														No. of development projects launched
		Sub-Total		122,250															
3.1.3: Control Small Scale Commercial Timber and Charcoal from Within the Park																			
A. Assess and map major wood supply areas (locations) in the park	MNP DBME	Chief Warden WPMTL WPMTL	10	2people*10days*BIRR100	2000														Information documented and mapped
				Travel 200km/5l*BIRR22	880														
B. Give awareness & sensitizing of illegal actors illegal wood & charcoal extraction and MNP boundary	CCATL	Chief Warden MNP TUT, WPMTL	15	Workshop catering 50people*2days*BIRR100	10000														Common understandin g developed among concerned parties
				Travel 200km/5l*BIRR22	880														
C. Discuss with local communities on laws concerning resource extraction and park regulations	CCATL	Chief Warden MNP LAE	30	Workshop catering 50people*2days*BIRR100	10000														Community meetings held and awareness developed
				Travel 200km/5l*BIRR22	880														



Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
D.Aware & sensitize law enforcers on natural resource relevant decrees	Chief Warden	MNP CCAT , LAE	7	Workshop 40people*2days*BIRR100	8000													Awareness and common understandin g developed	
				Travel 200km/5l*BIRR22	880														
E. Devise wood/ timber extraction regulation system with local administration based on the forest protection No.541/2007nd other relevant laws	Chief Warden	MNP LAE	10	Lump sum	10000													Regulator system in place	
F. Ensure the supply of town dwellers with alternate to wood materials	Chief Warden	SPTATL	7	Office based	--													Requirements prioritized	
G. Encourage local community on tree planting at their back-yards	Environ ment Office, Pastoral ist Office	Community, MNP		Cost of Environment Office, Pastoralist Office	--													No. of people planted trees at back-yard	
		Sub-Total		43,520															
3.1.4: Develop Awareness and Common Understanding of the Stakeholders on Recently Demarcated and Gazetted Boundary of MNP																			
A. Install beacons on	Chief	All		36	25200														

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
the ground for the already defined (21 points) and newly proposed (10 points)markers	warden	stakeholders		beacons*700birr/beacon(including installation cost)															
				Peridem 50pers*20days*206birr	206000														
B. Investigate if additional boundary markers are needed for inclusion along the newly demarcated park boundary	Chief warden	4 MNP Technical Team Leaders MN LAE GIS Expert	10	Perdiem 6people*10days*BIRR100	3600														
				Travel 150km/5l*BIRR22	660														
C. Prepare budget if additional new beacons are found to be installed on the ground	MN PMEE	Chief Warden Team Leaders MN LAE		Office based	--													Plan and budget for erecting boundary markers prepared	
D. Submit the budget for the additionally needed beacons installation for approval by the concerned regional authority	Chief Warden	Director Planning Director Development and Protection		Budget as per Warden’s attendance of quarterly meetings in Hawassa	--													Plan and budget approved and made available	
E. Produce official map of the new demarcation	Chief Warden	GIS Expert WEMRTL WPMTL PMEE	7	Technical input, inc. transport	25000													Maps showing park boundaries, cultivation and areas of	
				Perdiem 5people*7days*BIRR100	3500														

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
				Travel 400km/5l*BIRR22	1760													exceptional resources produced	
F. Create awareness of the stakeholders on the newly demarcated park boundary’s	CCATL	Chief Warden Adjacent Woreda administratio n, Adjacent Kebele administratio n	5	Catering Lump sum	500000													Community awareness raised	
				Perdiem 5people*15days*BIRR100	7500														
				Travel 1000km/5l*BIRR22	4400														
G. Negotiate and agree boundaries with all stakeholders with signed documents on each boundary section	CCATL	Chief Warden	5	Catering Lump sum	300000													Agreements negotiated and signed	
		Adjacent Woreda administratio n, Adjacent Kebele administratio n		Perdiem 5people*15days*BIRR100	7500														
				Travel 1000km/5l*BIRR22	4400														
		Sub-Total		1,089,520															
		Sub-Total: OG 3.1		1,284,608															
Operational Goal 3.2: Enhance the Monitoring and Patrolling of MNP																			
3.2.1: Develop and implement operational patrolling system																			

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
A. Prioritize areas for resource protection and level of protection required	WEMST L	WPMTL	7	Lump sum	5000													Areas allocated for resource protection	
B. Develop realistic patrolling plan with # of staff available	WPMTL	Chief Warden WEMSTL	10	Lump sum	10000													Patrolling plan in place	
C. Liaise with CCATL on status of community resource protection systems	WPMTL	Chief warden	7	Lump sum	5000													Community resource protection system	
D. Design and implement feedback system for patrolling equipment needs	WPMTL	PMEE LAE	10	Lump sum	5000													Feedback system designed	
E. Develop ranger based monitoring system and incorporate into patrol plan	WPMTL	PMEE WEMSTL	10	Lump sum	10000													Ranger-based monitoring implemented	
F. Integrate reporting, interpretation and adaptive management into park management	WPMTL	PMEE	15	Lump sum	10000														
G. Develop guidelines on law enforcement procedures within MNP	chief warden	Park Experts, Chief Scout, Scouts	120	Travel Cost: Short Patrol 10 days/Month* 80km round trip/5*21EtB, Long Patrol 3 days/Month * 80om/5*21EtB Per diem: SP - 10 days/Month * 11 person/team * 35% *EtB 174.00 LP- 4 days/Month * 12	224,964													Approved guideline and workshop report including implementati on	

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
				person /team * EtB 174.00															recommenda tions
H. Implement the weekly based kebele level anti-poaching patrol in the park and the surrounding kebeles	Chief warden	Chief scout, couts, kebele Manager, Chariman, Police and Militia personel from all kebeles	72	Travel Cost : once per month * 400 km /5 * EtB 21.00 Per diem: 7 person * 21 kebeles * 8 days /month	1,685, 880														
I.Consult communities, administration, police and judiciary on patrol plan	WPMTL	Chief Warden CCATL	10	Perdiem 5people*10days*BIRR206	10300														Consultations documented
				Travel 1200km/5l*BIRR22	5280														
J. Investigate feasibility of incorporating Kebeles and/or any traditional systems in patrolling plan	WPMTL	Chief Warden CCATL	10	Lump sum	10000														Feasibility determined
		Sub-Total		1,981,424															
3.2.2: Obtain Support from Local Administration, Communities, Police and Judiciary for Resource Protection																			
A. Establish and maintain point of contact with local judiciary and police in each park adjacent	Chief Warden	MNP WPMTL	10	Perdiem 3people*10days*BIRR206	6180														Point of contact established and filed
				Travel	2200														

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
Woreda				500km/5l*BIRR22															
B. Hold meeting/ workshop with local police, judiciary and administration at Kebele and Woreda level on prosecution systems and procedures	Chief Warden	MNP WPMTL	15	Perdiem	57680														Minutes documented
				40people* 7days*BIRR206															
				Travel 1200km/5l*BIRR22	5280														
C. Design and use database for follow-up arrests and prosecutions	MNP DBME	Chief Warden	10	Lump sum	5000														Data base designed
D. Assign some parts of the park by the name of stakeholder to make them protect and manage				Office based	--														No. of plots named after stakeholders
		Sub-Total		76,340															
		Sub-Total: OG 3.2		2,057,764															
Operational Goal 3.3: Implement Integrated Environmental Management (IEM) in MNP																			
Action 3.3.1: Subject Major Activities of the Park and others to ESIA																			
A. Assign responsibility for ESIA to staff member	Chief Warden	WEMSTL	3	Office based															Responsibility assigned

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
B. Collect and document ESIA relevant guidelines & decrees (federal and regional)	MNP assigne d person	Chief Warden	7	Perdiem 1people*7days*BIRR206	1442													Compiled ESIA relevant document	
				Public transport 1person*2*BIRR500	1000														
C. Ensure all projects launched in MNP undergo ESIA	MNP chief warden and assigne d person	Woreda and Zone Environment, Forest and Climate Change Office		Office cost	--													Projects subjected to ESIA	
D. Increase awareness of staff (train) on ESIA	MNP chief warden and assigne d person	Woreda and Zone Environment, Forest and Climate Change Office	2	Perdiem 72people*2days*BIRR206	29664													Staff awareness created	
				training material and trainer cost	5000														
E. Follow-up EMP given as recommendation in the ESIA of the projects of MNP implemented	MNP chief warden and assigne d person	Woreda and Zone Environment, Forest and Climate Change Office	30	Lump sum	15000													Regular checks done and documented	
		Sub-Total		52,106															
3.3.2: Assess and retroactively mitigate the environmental impact of existing park																			

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
development, quarries, building ,roads and Kuraz Sugar Cane Factory including its plantations																			
A. Assess the need for the rehabilitation of quarry	MNP chief warden and assigne d person, Quarry owner	Quarry owner, Woreda and Zone Environment, Forest and Climate Change Office		Quarry owners cost	--														Assessment report
B. Assess the need for the rehabilitation of road	MNP chief warden and assigne d person	Woreda and Zone Environment, Forest and Climate Change Office		Perdiem 5pers*2days*206birr	2060														Assessment report
C. Assess for existence of other projects implemented that need rehabilitation	MNP chief warden and assigne d person	Woreda and Zone Environment, Forest and Climate Change Office		Perdiem	4120														Assessment report
				5pers*4days*206birr															
D. Rehabilitate the quarry	Quarry owner	MNP		Quarry owner cost	--														Quarry rehabilitated
E. Rehabilitate roads by MNP	MNP chief warden	Woreda and Zone Environment,		to be determined by assessment	--														road rehabilitated



Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
	and assigne d person	Forest and Climate Change Office																	
		Sub-Total		6,180															
3.3.3: Manage alien and invasive species to mitigate their negative impacts on ecosystem health																			
A. Conduct intensive IAPS survey and map the distribution	WEMS TL	Chief Warden EWCA NGO Jinka University	30	NGO funded															Surveying and mapping done
B. Characterize (including photo) the identified IAPS	WEMS TL	Chief Warden EWCA NGO Jinka University	30	NGO funded															Document on IAPS characterizati on
C. Train community and MNP staff members on IAPS	WEMS TL	Chief Warden WPMTL	10	NGO funded															List of trained persons
D. Mobilize community and other stakeholders to uproot and destroy IAPS	WEMS TL	Chief Warden WPMTL CCATL	7	No additional cost needed															Acreage of uprooted IAPS
E. Plant indigenous plants on the places of uprooted IAPS	WEMS TL	Chief Warden WPMTL	15	NGO funded															Acreage of indigenous species

Management Objective 3: Ensure the Protection and Monitoring of MNP																			
What actions are required	Who is account able for implem entatio n	Who is required to cooperate	No.day s	What resources are needed		Year 1				Year 2				Year 3				Measure of achievement	
				Item	Cost, Birr	1	2	3	4	1	2	3	4	1	2	3	4		
		CCATL																	planted in places of uprooted IAPS
F. Assess annually if new IAPS is introduced	WEMSTL	Chief Warden WPMTL CCATL	15	NGO funded															List of Alien species updated
G. Make IAPS one of the researchable themes of MNP	MNP	Jinka University, WGCFNR		Research fund based															No. of researches triggered
H. Assist communities report any observed alien species to investigate if really is invasive	Communi ty	MNP	anytim e	Community willingness															No. of identified IAPS reported by community
		Sub-Total		-															
		Sub-Total : OG 3.3		58,286															
		Total : MO 3		3,400,658															

## 5.4 Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP

Table 7: Operational Goals and Management Actions for Management Objective 4

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																			
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement	
						Year 1				Year 2				Year 3					
				Item	Cost, BIRR	1	2	3	4	1	2	3	4	1	2	3	4		
Operational Goal 4.1: Conserving Ecosystem Process																			
4.1.1 maintain ecosystem integrity																			
A. Collaborate with EBI/GEF project to implement ILDP interventions in Kure Kebele demonstration sites (as per the EBI manual)	Chief Warden	Park Experts EBI/GEF representatives Chief Scout Scouts	20	Travel (1000km / 5km/liter x ETB20 Per diem (ETB171 x 15 days x 2 Experts) Per diem (ETB123 x 15 days x 5 Scouts)	65150														
B. Ensure that awareness of sustainable land management practice is taken to communities and Kebeles through the collaborative management structures and mechanisms	Park Experts	Chief Scout Scouts	10	No additional costs required	0														
Assess historical and current wildlife movement and migration, and habitat status and land-use of the corridors between the park and the surrounding protected areas (Omo NP, Tama CCA, Murelle CHA and Welshet-Salao CHA) and develop plan that will help to secure the areas	Chief Warden	BoCTS experts Omo NP warden Park experts Chief scout Scouts	24	Perdiem: 2 expertsx26daysx205 Omo NP warden x20 daysx205 4 park Experts x 20 days x 205ETB. 10 scouts x 20 days x 150 ETB. Fuel: 500lt x 21 ETB. Dry cells: 20 camera traps X 6 pairs x 30 ETB	71160														

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																		
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
						Year 1				Year 2				Year 3				
				Item	Cost, BIRR	1	2	3	4	1	2	3	4	1	2	3	4	
		Sub-Total		136,310														
4.1.2: Habitat Management																		
A. Investigate the problem of rangeland and make recommendations for better habitat management practices	WEPTL	PW	90	1 Rangeland ecologist *3months* professional fee BIRR 60,000	180,000													Problems solved related to rangeland management
				1Wildlife expert from park office will assist the consultant while receiving experience in the process (1*90 days* BIRR 206 per dime)	18,540													
B. Conduct research on fire impact	WEPTL	PW	300	1 PhD student project support (1* BIRR 15,000 *10 months)	150, 000													Impact fire identified
C. Education and training on rangeland management systems and practices for stakeholders	CPEETL	CCAW	5	Per diem(5days*45 stakeholders* BIRR 206 (Hawasa)	46,350													support provided by the key stakeholders on sustainable habitat management of MNP
				Transport (45*BIRR 500)	22,500													
				Catering (BIRR150*45)	6,750													
		Sub-Total		424,140														
4.1.2: Reintroduction of Extinct Species				This cost will be determined after operational goal 4.4 (research and ecological monitoring) implemented														
		Sub-Total		Unknown now (dependent on preceding works to be done)														
4.1.3: Restoration and Re-vegetation																		
A. Site assessment to visit reference areas for restoration	WEPTL	Key stakeholders	15	Per diem (13 team members*15days*BIRR 206 per day	40,170													Problems solved related to rangeland

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																				
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement		
				Item	Cost, BIRR	Year 1				Year 2				Year 3						
						1	2	3	4	1	2	3	4	1	2	3	4			
		from the zone, Woreda and local communities		Fuel: The team is expected to travel on average about 100 km per day within the park and the surrounding regions for consecutive 15 days. The care is expected to travel 5km/litter fuel and a total of 1500 km is estimated. Thus, the fuel cost for this site assessment will be (1500km/5litter/km*BIRR 22/litter	6,600													management		
		Sub-Total		46,770																
		Sub-Total: OG 4.1		607,220																
Operational Goal 4.2: Managing Fire Regime																				
4.2.1: Meeting with Stakeholders and Develop Fire Management Plan for MNP																		No. of community participated on fire workshop		
A. Prepare workshop to aware the community on fire management	PW; CPEETL	Key stakeholders from the zone, Woreda and local communities	5	Per diem for 100 community representatives and 5 Woreda administrators (20 from each Woreda and 1 from each Woreda respectively) = (105*5 days*BIRR 206 )	108,150															
				Transport (105*BIRR 200)	21,000															
				5 stakeholders from the zone sector offices (5*5days*BIRR 206)	5,150															
				Per diem for 3 experts from the park office (3*5 days*BIRR 206 )	3,090															
				Per diem for 1 expert from the regional office and 1 expert from EWCA (2*9 days including travel days*BIRR 206)	3,708															

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																		
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
						Year 1				Year 2				Year 3				
				Item	Cost, BIRR	1	2	3	4	1	2	3	4	1	2	3	4	
				Fuel (1200km/5km/litter*BIRR 22/litter)	5,280													
		Sub-Total		146,378														
4.2.2: Map and record geographical & temporal distribution of fires in the MNP				No cost, regular work of the park														Fire distribution map
4.2.3: Prepare fire control training and equipment																		Fulfilled fire control equipment
A. Fulfill human resource for uncontrolled fire management	MNP	SNNP CTSB		Office based cost	--													Man power fulfilled for fire control
B. Train staff members on for uncontrolled fire management	CCATL	WEMSTL WPMTL	3	Workshop catering 40people*3days*BIRR100	12000													No. of staff members trained
				Travel 400km/5l*BIRR22	1760													
C. Prepare budget for uncontrolled fire management	MNP	MNP HR Administration		Office based cost	--													Budget prepared and approved
D. Establish uncontrolled firefighter brigade	MNP	MNP HR Administration		Office based cost	--													No. of committee established
E. Fulfill firefight tools and equipment	MNP	SNNP CTSB, EWCA		Lump sum/project	250000													Tools inventory
F. Establish uncontrolled fire fighter groups in all Kebeles adjoining MNP	CCATL	WEMSTL WPMTL		Lump sum	10000													No. of fire management committee in Kebeles
G. Educate and give awareness to community on uncontrolled firefighter	WEMSTL	WPMTL		Lump sum/project	100000													Plan developed and implemented

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Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																			
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement	
						Year 1				Year 2				Year 3					
				1	2	3	4	1	2	3	4	1	2	3	4				
group of MNP neighborhoods Kebeles on fire management																			
H. Assess the locations where to establish fire detection towers	WPMTL	WEMTL	7	Lump sum	10000														Feasibility compiled
I. Prepare budget to establish fire detection towers	MNP	MNP HR Administration		Office based cost	--														Budget prepared and approved
J. Assess where to construct firebreak	WEMSTL	WPMTL	15	Lump-sum	5000														Firebreak construction area mapped
K. Prepare budget to construct firebreak	MNP	MNP HR Administration		Office based cost	--														Budget prepared and approved
L. Promote topic as research priority for MNP and facilitate research projects to understand the relationship between fire and ecosystem function, specifically related to the PECs in MNP (e.g. regeneration)	Chief Warden	Jinka University WEMSTL Forest Research Institute	30	Research based fund	-														Topic promoted as research priority in MNP
M. Acquire available remote sensing data and calibrate with ground monitoring in MNP	WEMSTL	Chief Warden EWCA GIS Expert	10	Lump sum	50000														Available GIS and remote sensing data obtained
N. Include fire surveillance in ranger-based monitoring plan and activities	WPMTL	Chief Warden	5	Office cost															Fire surveillance included
O. Introduce comprehensive ban on fire use in park	Chief Warden	WPMTL	10	Lump sum	10000														Comprehensive ban introduced

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																		
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
				Item	Cost, BIRR	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
except with explicit permission from MNP management																		
P. Develop regulation /enforcement system/penalty system for illegal fires with user groups and fire management committees in communities	LAE	WEMSTL WPMTL	30	Lump sum	10000													Regulatory system established
		Sub-Total		458,760														
		Sub-Total: OG 4.2		605,138														
Operational Goal 4.3: Maintaining Hydrological Feature																		
4.3.1: Rehabilitating Existing Springs for Wildlife and the Communities																		
A. A consultant composed different profession will make an assessment on water source and discharge condition	Wildlife Ecosystem Protection and Research Team Leader	Wildlife Habitat Survey and Research Expert	90	Professional fee for GIS expert (BIRR 30,000 *3months)	90,000													A map indicating the water sources, volume of available water
				Professional fee for Hydrologist (BIRR 30,000 *3months)	90,000													
			30	Professional fee for Sociologist (BIRR 30,000 *1months)	30,000													
		Sub-Total		210,000														
4.3.2: Establish water points out of the Park																		



## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																		
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
						Year 1				Year 2				Year 3				
				Item	Cost, BIRR	1	2	3	4	1	2	3	4	1	2	3	4	
A. Conducting detail hydro geological and geophysical survey to locate precisely the water point	Wildlife Ecosystem Protection and Research Team Leader	PW		Consultant work; <ul style="list-style-type: none"><li>Hydro geological survey (BIRR 120,000)</li><li>Geo physical survey (BIRR 100,000)</li><li>Topographic survey (BIRR 50,000)</li></ul>	270,000													
B. Construction of 25 hand-dug well (HDW) to be proportionally distributed among the five influencing WWoredas	Community Partnerships and Environmental Education Team Leader	Community Collaboration and Awareness		Each HDW is estimated to cost Birr 500,000 (25*Birr 500,000)	12,500,000													Clean water constructed and developed
		Sub-Total		12,770,000														
4.3.3: Training for water scheme operators																		
Provide training for 35 village water management committees and 5 local authorities	Community Partnerships and Environmental	Community Collaboration and	5	Per diem (40*5day*BIRR 206)	41,200													Support of the community in water management and ecosystem
				Transport (40*BIRR 200)	8,000													

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																			
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement	
						Year 1				Year 2				Year 3					
				Item	Cost, BIRR	1	2	3	4	1	2	3	4	1	2	3	4		
	Education Team Leader	Awareness																protection within the park	
		Sub-Total		49,200															
4.3.4: Construction of 5 new strategic surface water sources (ponds)																			
A. Conduct topographic survey prepare design for pond construction	Community Partnerships and Environmental Education Team Leader	Wildlife Ecosystem Protection and Research Team Leader		Surveyor’s professional fee (5 ponds* BIRR 150,000)	750,000													constructed Ponds in the selected sites	
B. Supply of Construction material	Supply, Property and Transport Administration Coordinator	Procurement Worker, Community Collaboration Expert		stone (5* BIRR 4,500)	22,500														
				sand (5* BIRR 8,5000)	68,000														
				Plastic sheet (5* BIRR 12,000)	60,000														

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																		
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
						Year 1				Year 2				Year 3				
				1	2	3	4	1	2	3	4	1	2	3	4			
C. Labor and other unforeseen equipment to construct the ponds	Community Partnerships and Environmental Education Team Leader	Community leaders		Labor and other equipment (5* BIRR 45000)	225,000													
D. Regular maintenance of the ponds	Community Collaboration Expert	Community leaders		(5* BIRR 10,800)	54,000													
		Sub-Total		1,179,500														
		Sub-Total: OG 4.3		14,208,700														
Operational Goal 4.4: Research and Ecological Monitoring																		
Action 4.4.1 Surveys																		
A. Conduct vegetation cover and vegetation status assessment survey of the park to be used as a basis for future M&E and for planning habitat development	Chief warden	Park experts, Scouts, Experts from BoCTS, GEF/UNDP, EWCA	25	Perdiem: 3 Experts x 25 days x 205 ETB. 5 scouts x 25 days x 150 ETB. Fuel: 1000lt x 21 ETB. Dry cells : 10 GPS x 10 pair x 30 ETB	69,375													
B. Conducting aerial surveys of large mammals every 2 years	PW	Wildlife Ecosysteme	4 hours	Aircraft rental (BIRR 150,000 /hour*4hrs)*2	1,200,000													List of wildlife species and

## MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																		
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
						Year 1				Year 2				Year 3				
				Item	Cost, BIRR	1	2	3	4	1	2	3	4	1	2	3	4	
		m Protection and Research Team Leader		Allowance for the pilot/consultant (BIRR 960/hr*4hrs)*2	7,680													abundance estimated
				Allowance for 2 experienced observers (2*BIRR 960/hr*4hrs)*2	15,360													
		Sub-Total		1,292,415														
4.4.2 Monitoring																		
A. Conduct ground survey monitoring of wildlife 2 times per year	Wildlife Ecosystem Protection and Research Team Leader	Protection and Monitoring Senior Scout	3	Per diem for training of 2 monitoring teams of 4 people each for 5 days ( 8*5days*BIRR 206)	8,240													Seasonal distribution and abundance of wildlife
90			Per diem 2 monitoring teams of 4 people each (4*90 days*BIRR 206*2 teams*2 Seasons)	296,640														
			2 Garmin GPS receivers (2*BIRR 25,000)	50,000														
9			Periderm for 1 trainers from EWCA for 9 days including travel days (1*9days*BIRR 206)+ round air trip to and from Addis Ababa-Jinka (1*BIRR 4000)	5,854														
		Sub-Total		360,734														
4.4.3 Conduct research on prioritised areas	Wildlife Ecosystem Protection and Research Team Leader	PW, Wildlife Habitat Survey and Research Expert	90	1 Wildlife Habitat Survey and Research Expert – Coordinator (1*3months*BIRR 206*2 Seasons)	37,080													Database and report on wildlife population and the habitat condition
30			1 GIS/database person (consultant researcher)- (1*1month*Birr 60,000*2 Seasons)	120,000														
			1 driver (1*3months*Birr	37,080														

MNP Ten Years General Management Plan, 2020-2029GC

Management Objective 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																		
at actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
						Year 1				Year 2				Year 3				
				Item	Cost, BIRR	1	2	3	4	1	2	3	4	1	2	3	4	
				206*2 Seasons)														
				Stationery	10,000													
	Sub-Total			204,160														
	Sub-Total: OG 4.4			1,857,309														
	Total : MO 4			17,278,367														

## 5.5 Management Objective 5: Ensure Community Participation and Benefit Sharing

Table 8: Operational Goals and Management Actions for Management Objective 5

Management Objective 5: Ensure Community Participation and Benefit Sharing																		
What actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
				Item	Cost, Birr	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
Operational Goal 5.1: Establish Community Conservancy																		
5.1.1 Community organizing for conservancy establishment	MNP, SNNPR CTSB, EWCA	Community, administration (zone, Woreda, Kebele)	20	34pers*20days*206birr/day	140080													No. of community organized for establishing community conservancy
5.1.2 Identify and delineate community conservancy area	MNP, SNNPR CTSB, EWCA	Community, administration (zone, Woreda, Kebele)	30	38pers*5days*206birr/day	39140													area delineated for community conservancy
5.1.3 Improve the vegetation cover of conservancy area by planting indigenous trees	Community	MNP, Administration (zone, Woreda, Kebele)		100000seedlings*0.5birr/seedlings	50000													No. and species types planted in community conservancy area
5.1.4 Follow the accomplishment and submission of a study on overall revenue sharing to officials, and the implementation of the recommendations of the study	Senior Park Expert	Chief Warden Park Experts	5	No additional costs required	-													
		Sub-Total : OG 5.1		229,220														
Operational Goal 5.2: Promote Community Experience Sharing Practice																		

Management Objective 5: Ensure Community Participation and Benefit Sharing																		
What actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
				Item	Cost, Birr	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
5.2.1 Select community influencing persons from all Kebeles adjoining MNP	MNP, SNNPR CTSB	Kebele and Woreda Administrations, Community	5	34pers*5days*20 6birr/day	35020													Candidate of experience exchange visit
5.2.2 Arrange community experience exchange visit	MNP, SNNPR CTSB	Kebele and Woreda Administrations, Community	7	60pers*7days*20 6	86520													No. of persons participated in experience exchange visit
				fuel =3500km*1lit./5k m*22birr/l	15400													Community shuttled for visit Invoice of fuel purchase
				car rent=2car*7days* 4000birr/day														Community shuttled for visit Invoice of car rent
5.2.3 Make community solicit the best practices they learnt and implement in their areas	Local administration	MNP	4	58pers*3days*20 6Birr	35844													Skis/knowledg e identified for implementing
		Sub-Total: OG 5.2		172,784														
Operational Goal 5.3: Fix Standing Event Day																		
5.3.1 Celebrate Community Day																		
A. Make official negotiation and document the proportion of income to be shared from the	MNP, SNNPR CTSB	Zone, Woreda and Kebele administrations	2	36pers*2days*20 6birr/day	14832													Document produced on income sharing

Management Objective 5: Ensure Community Participation and Benefit Sharing																		
What actions are required	Who is accountable for implementation	Who is required to cooperate	Num ber of days	What resources are needed		The time frame												Measure of achievement
				Item	Cost, Birr	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
income that will be generated on MNP and community event/day																		
B. Participate on MNP and community event/day	MNP	SNNPR CTSB;EWCA; Regional, zonal & Woreda administrations	4	12pers*2days*20 6birr/day (for those coming to Jinka from Addis A. & Hawassa)	9888													Attendance of participants
				Lunch catering to those from Jinka & MNP 18pers*4days*10 0birr	3600												Lunch attendance signature Invoice of lunch payment	
				Fuel=2000km*1k m/5lit.*22birr/lt	8800												Fuel invoice	
C. Give recognition (material, money, certificate, etc.) to the best contributor from community/stakeholders in MNP protection and management	MNP	Zone, Woreda and Kebele administrations		office cost (begin with certificate of recognition)														Lists of persons given recognition
5.1.2 Celebrate world wildlife day at zonal and woreda level with different tournaments, festivals and programs	chief warden	BoCTS - Sport Commission, DoCTS and OfCTS at zone and woreda level, Schools, private sector,	10	Lump sum	200,00 0.00													
		Sub-Total: OG 5.3		237,120														



Management Objective 5: Ensure Community Participation and Benefit Sharing																		
What actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
				Item	Cost, Birr	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
Operational Goal 5.4: Develop Alternate Livelihood Options																		
5.4.1: Create Job Opportunity																		
A. Identify and list the various job opportunities available in MNP	MNP chief warden	MNP staff members			office based													No. of job opportunities identified
B. Effect procurement to fill the vacant position available as per the organogram	MNP			one time advertising on mass media (front page of newspaper)	2000													Commercial of procurement done on news paper
		Sub-Total		2000														
Action 5.4.2: Organize Youth on Tour Guide																		
A. List all who currently do tour guides and those aspires to be so	SOZ CTSB, Wiredas CTSB	Job seekers	10	5pers*10days*206birr	10300													Lists of registered persons
B. Set criteria for screening to be organized as tour guide	Jinka University SOZ CTSB, Wiredas CTSB	MNP	2	9pers*2days*206birr	3708													Criteria set
C. Train and give exam	Jinka University SOZ CTSB, Wiredas CTSB	MNP	15	5 trainers & 250 trainees 5 pers*15days*206birr	15450													Exam administered No. of exam passed persons
				catering 15days*255pers*100birr	382500													
D. Organize in group (association) those who succeed exam on tour guides	Cooperative Office, SOZ CTSB, Woredas CTSB	Job seekers		--	Office cost													No. of tour guides organized

Management Objective 5: Ensure Community Participation and Benefit Sharing																			
What actions are required	Who is accountable for implementation	Who is required to cooperate	Num ber of days	What resources are needed		The time frame												Measure of achievement	
				Item	Cost, Birr	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
E. Prepare guideline (manual) to be used by the organized tour guides	Jinka University, SOZ CTSB, Woredas CTSB	MNP	30	9pers*30days*206birr	55620														Tour guide guideline prepared
F. Provide badges (ID) to those organized on tour guides	Cooperative Office, SOZ CTSB, Woredas CTSB	Job seekers	2	2pers*2days*206 birr	824														No. of badges/ID distributed
G. Monitor the organized tour guides	Cooperative Office, SOZ CTSB, Woredas CTSB	MNP		7pers*6days*206 birr	8652														Monitoring report (twice a year)
		Sub-Total		477,054															
5.4.3 Organize community members on cultural performances & promote the culture of SOZ community together MNP together	SNNP CTSB, EWCA	Mass media		Prime time advertising on TV 1minute*18000birr 2times/week	36000														No. of commercial made
		Sub-Total		36,000															
5.4.4: Organize community members on goods supply																			
A. Encourage community to produce more no. of goods	SOZ CTSB, Woredas CTSB	MNP		to be covered by Woreda Job Opportunity Office	--														no. community members supplying goods
B. Organize job seekers on goods (souvenirs) sells	Cooperative Office, MNP, SOZ CTSB, Woredas CTSB	job seekers		Office cost	---														No. of organized groups on goods sells

Management Objective 5: Ensure Community Participation and Benefit Sharing																		
What actions are required	Who is accountable for implementation	Who is required to cooperate	Num ber of days	What resources are needed		The time frame												Measure of achievement
				Item	Cost, Birr	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
C. Construct souvenir shops	MNP	Cooperative Office, MNP, SOZ CTSB, Woredas CTSB		6 shops *50000/shop	30000 0													No. of shops constructed
		Sub-Total		300,000														
5.4.5 Organize community members at each tourist destination areas for service provision	Cooperative Office, MNP, SOZ CTSB, WWoredas CTSB	job seekers		Office cost	---													No. of service providers organized
		Sub-Total		--														
5.4.6: Encourage tree planting - assess the no. & types of seedlings community needs for planting each year	MNP	Community, SOZ Admin, Pastoralist Office		Perdiem 3pers*10days*20 6birr	6180													No. & types of seedlings for planting known
				Fuel 400km*1/5lite*22 birr	1760													
		Sub-Total		7,940														
5.4.7: Supply Alternate Energy Sources																		
A. Assess those community members who need alternate energy sources (solar gadgets, etc.)	MNP	Community, SOZ Admin, Pastoralist Office		Perdiem 3pers*10days*20 6birr	6180													No. of individual need alternate energy sources known
				Fuel 400km*1/5lite*22 birr	1760													
B. Prepare proposal and submit for budget request	MNP	MNP Admin		Perdiem 1pers*7days*206 birr	1442													Proposal submit for budget approval
				Fuel 1200km*1/5lite*2 2birr	5280													
		Sub-Total		14,662														

Management Objective 5: Ensure Community Participation and Benefit Sharing																			
What actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement	
				Item	Cost, Birr	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
5.4.8: Supply Fuel Saving Gadgets																			
A. Assess those community members who fuel saving gadget	MNP	Community, SOZ Admin, Pastoralist Office		Perdiem 3pers*10days*20 6birr	6180													No. of individual need fuel saving gadgets known	
				Fuel 400km*1/5lite*22 birr	1760														
B. Prepare proposal and submit for budget request	MNP	MNP Admin		Perdiem 1pers*7days*206 birr	1442													Proposal submit for budget approval	
				Fuel 1200km*1/5lite*2 2birr	5280														
		Sub-Total		14,662															
5.4.9: Establishment Biogas Energy Facility																			
A. Assess those community members who need biogas energy facility	MNP	Community, SOZ Admin, Pastoralist Office		Perdiem 3pers*10days*20 6birr	6180													No. of individuals need biogas energy facility known	
				Fuel 400km*1/5lite*22 birr	1760														
B. Organize job seekers in small and micro-enterprise to make them construct biogas facility for community	MNP	job seekers		Perdiem 3pers*5days*206 birr	3090													No. of micro-enterprises organized	
				Fuel 400km*1/5lite*22 birr	1760														
C. Train microenterprises on the construction of biogas energy facility	MNP	job seekers		project based														No. of micro-enterprises trained	
D. Give training to community on the	MNP	Community members		project based														No. of community	

Management Objective 5: Ensure Community Participation and Benefit Sharing																		
What actions are required	Who is accountable for implementation	Who is required to cooperate	Number of days	What resources are needed		The time frame												Measure of achievement
				Item	Cost, Birr	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
use and safety of the facility																		trained
E. Prepare proposal and submit for budget request	MNP	MNP Admin		Perdiem 1pers*7days* 206birr	1442													Proposal submit for budget approval
				Fuel 1200km*1/5lite* 22birr	5280													
		Sub-Total		19,512														
5.4.10: Create Access to Revolving Fund																		
A. Assess individuals or community based organization (CBO) with good idea of business doing	MNP	Woreda Cooperative Office, Pastoralist Offices		Perdiem 3pers*10days* 206birr	6180													No. of individuals and CBOs with business doing idea known
				Fuel 400km*1/5lite* 22birr	1760													
B. Train individuals and CBOs on revolving fund	MNP	individuals and CBOs		project based														No. of individuals and CBOs trained
C. Prepare proposal and submit for budget request	MNP	MNP Admin		Perdiem 1pers*7days* 206birr	1442													Proposal submit for budget approval
				Fuel 1200km*1/5lite* 22birr	5280													
5.4.11: Conduct an assessment of community based projects that are implemented but not operational or that are started but not accomplished, identify	chief warden	BoCTS experts Woreda& Kebele Admin, CTSD Local Community representative	20	No additional costs required experts budget will be covered by regional BoCTS	-													Ceased or non-functional projects re-initiated

Management Objective 5: Ensure Community Participation and Benefit Sharing																			
What actions are required	Who is accountable for implementation	Who is required to cooperate	Num ber of days	What resources are needed		The time frame												Measure of achievement	
				Item	Cost, Birr	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
the challenges they have and take corrective actions or measures to make them operational																			
		Sub-Total		14,662															
		Sub-Total: OG 5.4		886,492															
Operational Goal 5.5: Encourage Agro-Biodiversity Tourism Development																			
5.5.1 Identify the knowledge and skills of community on agro-biodiversity	Jinka University, SOZ CTSB, WWoredas CTSB			9pers*15days*20 6birr	27810														Skills and knowhow of community on agro-biodiversity identified
5.5.2 Promote agro-biodiversity on mass media together with MNP	SNNP CTSB, EWCA	Mass media		Prime time advertising on TV 1minute*18000birr 2times/week	36000														No. of tourist coming due to agro-biodiversity promotion
		Sub-Total: OG 5.5		63,810															
		MO 5: Total		1,389,426															

## 5.6 Management Objective 6: Ensure the Sustainable Income of the Park

Table 9: Operational Goals and Management Actions for Management Objective 6

Management Objective 6: Ensure the Sustainable Income of the Park																			
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator	
			No. day	Item	Total Cost(Birr)	1				2				3					
						1	2	3	4	1	2	3	4	1	2	3	4		
Operational Goal 6.1: Maximize Government Appropriations																			
Maximize Government Appropriations	MNP	SNNPR		Office cost															Increase in budget allocation
		Sub-Total		-															
Operational Goal 6.2: Secure Income from Payment of Ecosystem Goods and Services																			
6.2.1: Secure Income from Bio-Propecting Payment																			
A. Medicinal plant species inventory in the buffer zones and environs	SNNP CTSB, MNP by 3 teams each with 3 members & 2 community members for 1month[3(3+2)*30]	Local community, SOZA, SOZ-CTSB	450	206	92,700														Vegetation inventory report /document
	SNNP CTSB, MNP - inventory tools and equipment (annex 1)	Local community, SOZA, SOZ-CTSB		already considered in other section															Inventory tools & equipment available and used for inventory
B. Approach SNNP region Parliament to enact law on ethno-botany	SNNP SCTB, EWCA	MNP	10	Perdiem 2pers*10day*206	4,120														Law enacted on ethno-botany
			10	Travel 1200km*1/5litr*22	5,280														

Management Objective 6: Ensure the Sustainable Income of the Park																			
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator	
			No. day	Item	Total Cost(Birr)	1				2				3					
						1	2	3	4	1	2	3	4	1	2	3	4		
C. Prepare project idea note (PIN) for bio-prospecting	SNNP CTSB	Consultant	LS		80,000														PIN document submitted to carbon buyer
		Sub-Total		182,100															
6.2.2: Payment for Carbon Sequestration																			
A. Plant species inventory	SNNP CTSB, MNP by 3 teams each with 3 members & 2 community members for 1.5months	Local community, SOZA, SOZ-CTSB	2,025	206	417,150														
	3teams*5pers*45days*300 birr																		
	SNNP CTSB, MNP - inventory tools and equipment (annex 1)	Local community, SOZA, SOZ-CTSB	LS		865,900														
B. Prepare project idea note (PIN) for carbon trading	SNNP CTSB	Consultant	LS		80,000														
		Sub-Total		1,363,050															
6.2.3: Payment for Watersheds Protection		All Mago, Omo and other rivers watersheds beneficiaries listed																	
A. Assess towns, projects and downstream communities	SNNP CTSB, MNP	Jinka Town Municipality, Mago & Omo Rivers downstream	5	Perdiem	3,090														Report of the study
				3 pers* 5days*206birr															



Management Objective 6: Ensure the Sustainable Income of the Park																			
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator	
			No. day	Item	Total Cost(Birr)	1				2				3					
						1	2	3	4	1	2	3	4	1	2	3	4		
dependent on the watersheds of Mago and Omo Rivers		m communities, Omo-Kuraz Sugar Development Project, Government of Kenya, UNESCO Gibe Hydropower Project																	
B. Studies of the volume of the water contributed by Mago & Omo watersheds to the beneficiaries	SNNP CTSB, MNP	Consultant			300,000														Report of the water quality study
C. Study of the quality of water reached to the beneficiaries	SNNP CTSB, MNP	Consultant			300,000														Report on the economic & social study
D. Study economic and social costs	SNNP CTSB, MNP	Consultant			150,000														Terms reached from the discussion
E. Discussion on the watershed protection	EWCA, SNNP CTSB, MNP	GoE, Jinka Town Municipality	4	Per diem 25pers*4days *206birr	20,600														

Management Objective 6: Ensure the Sustainable Income of the Park																			
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator	
			No. day	Item	Total Cost(Birr)	1				2				3					
						1	2	3	4	1	2	3	4	1	2	3	4		
service payment at higher levels		y, Mago & Omo Rivers downstream communities, Omo-Kuraz Sugar Development Project, Government of Kenya, UNESCO Gibe Hydropower Project		Fuel 1200km* 1/5ltr*22	5,280														
		Sub-Total		778,970															
		Sub-Total: OG 6.2		2,324,120															
Operational Goal 6.3: Collection Income from Volunteers and Donor																			
6.3.1 Develop volunteer policy	SNNP CTSB	Justice Office, Cooperative Office, NGO Coordination Office	10	Perdiem 4pers*10days* 206birr	8,240														Developed and working volunteer policy document available
6.3.2 Identify volunteers & prepare annual plan	MNP	NGO Coordination Office	2	Perdiem 4pers*2days* 206birr	1,648														Prepared annual plan on volunteers
																			Volunteers contributed practically

Management Objective 6: Ensure the Sustainable Income of the Park																			
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator	
			No. day	Item	Total Cost(Birr)	1				2				3					
						1	2	3	4	1	2	3	4	1	2	3	4		
6.3.3 Develop donor policy	SNNP CTSB	Justice Office, Cooperative Office, NGO Coordination Office (4pers*10days)	10	Perdiem 4pers*10days* 206birr	8,240														· Developed and working donor policy document available
6.3.4 Identify volunteers & prepare annual plan	MNP	NGO Coordination Office	2	Perdiem 4pers*2days* 206birr	1,648														· Prepared annual plan on volunteers · Donation collected practically
		Sub-Total: OG 6.3		19,776															
Operational Goal 6.4: Schedule for Fund Raising																			
6.4.1: Telethon				To be done by dealing with regional government															
6.4.2: Grant proposal writing																			
A. Develop/write grant proposal	SNNP CTSB, EWCA	MNP	15	Perdiem 4pers*15days* 206birr	12,360														No. of grant paper written
		Sub-Total		12,360															

Management Objective 6: Ensure the Sustainable Income of the Park																		
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator
			No. day	Item	Total Cost(Birr)	1				2				3				
						1	2	3	4	1	2	3	4	1	2	3	4	
6.4.3: Generate Income from Lottery Sales: <b>Local Lottery</b>																		
A. Local lottery preparation	SNNPR CTSB, MNP	Finance and Economic Development at Region, Zonal and Woreda	30	6pers*30days*206birr	54,000													Income generated from local lottery drawing
B. Income tax for government	SNNPR CTSB, MNP	Finance and Economic Development at Region, Zonal and Woreda	30	6pers*30days*206irr	600,000													Invoice
C. Local lottery ticket printing	SNNPR CTSB, MNP	Printing Agency		100,000tickets*0.1birr/ticket	10,000													Invoice
D. Offer to first prize winner	SNNPR CTSB, MNP	1 <sup>st</sup> prize winner	1	-	150,000													Invoice
E. Offer to second prize winner	SNNPR CTSB, MNP	2 <sup>nd</sup> prize winner	1	-	100,000													Invoice
F. Offer to third prize winner	SNNPR CTSB, MNP	3 <sup>rd</sup> prize winner		-	50,000													Invoice
G. Offer to fourth prize winner and the remaining	SNNPR CTSB, MNP	4 <sup>th</sup> prize winner			10,000													Invoice

Management Objective 6: Ensure the Sustainable Income of the Park																			
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator	
			No. day	Item	Total Cost(Birr)	1				2				3					
						1	2	3	4	1	2	3	4	1	2	3	4		
together																			
		Sub-Total		974,000															
Action 6.4.4: Generate Income from Lottery Sales: <b>National Lottery</b>																			
A. Travel to ENLA office in Addis Ababa to facilitate the lottery processes	SNNP CTSB, EWCA	ENLA, Finance and Economic Development, SNNPR Government	25	Perdiem 6pers*25days*206birr	30,900														Income generated from national lottery drawing
		Fuel and lubricant cost to deal with ENLA at Addis Ababa	25	Travel fuel [(3 times travel(1200km*1litre/5litre*22birr/liter))]	15,840														
B. Registration fee at ENLA	SNNP CTSB, EWCA	ENLA		Lumpsum	400														Invoice
C. Lottery ticket printing	SNNP CTSB, EWCA	Printing Agency (e.g., Berhanena Selam Printing Agency)		1,000,000tickets*0.56birr	560,000														Invoice
D. Advance commission	SNNP CTSB, EWCA	ENLA		50,000,000birr*15%	7,500,00														Invoice

Management Objective 6: Ensure the Sustainable Income of the Park																			
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator	
			No. day	Item	Total Cost(Birr)	1				2				3					
						1	2	3	4	1	2	3	4	1	2	3	4		
payment to ENLA (15% of the expected revenue)					0														
E. Income tax for government	SNNP CTSB, EWCA	Ministry of Revenue and Custom		50,000,000birr*30%	15,000,000														Invoice
F. Offer to first prize winner	SNNP CTSB, EWCA	1 <sup>st</sup> prize winner	1	-	4,000,000														Invoice
G. Offer to second prize winner	SNNP CTSB, EWCA	2 <sup>nd</sup> prize winner	1	-	2,000,000														Invoice
H. Offer to third prize winner	SNNP CTSB, EWCA	3 <sup>rd</sup> prize winner		-	1,000,000														Invoice
I. Offer to fourth prize winner and the remaining together	SNNP CTSB, EWCA	4 <sup>th</sup> prize winners	100	5,000	500,000														Invoice
		Sub-Total		30,607,140															
6.4.5: Establish Pro-MNP Groups																			
A. Establish Pro-MNP Groups at region, zone and Woreda levels for flagship wildlife species, for birds and for the unique ecosystem	SNNPR CTSB and its variant at Zone & Woreda levels	Pro-MNP Groups at regional, zonal & Woreda levels each with 5 members meet per month for a	12	Perdiem 3pers*12days*206 Perdiem 3pers*24days*206	7,416														<div>· Existence of functional Pro-MNP Groups</div> <div>· Pro-MNP Groups generate income for MNP management</div>

Management Objective 6: Ensure the Sustainable Income of the Park																			
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator	
			No. day	Item	Total Cost(Birr)	1				2				3					
						1	2	3	4	1	2	3	4	1	2	3	4		
		day																	
B. Advocate MNP	SNNPR CTSB and its variant at Zone & Woreda levels	Pro-MNP Groups at regional, zonal & Woreda levels each with 5 members meet per month for a day			14,832														
		Sub-Total	22,248																
		Sub-Total: OG 6.4	31,615,748																
Operational Goal 6.5: Generate Income from Miscellaneous Sources																			
6.5.1: Entrance Fee Collection																			
A. Vouchers (for entrance fee) preparation/printing	SNNP CTSB	Finance and Economic Development		150pad*75birr	11,250														vouchers invention
B. Assess the various category of entrance fee (peak season, off peak seasons, security fee, vehicle entrance fee,	SNNP CTSB	Finance and Economic Development		3persons*20days*206	12,360														Assessment result report of entrance fee

Management Objective 6: Ensure the Sustainable Income of the Park																					
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator			
			No. day	Item	Total Cost(Birr)	1				2				3							
						1	2	3	4	1	2	3	4	1	2	3	4				
etc.)																					
C. Willingness-to-pay assessment/study	SNNP CTSB	Consultant		LS	80,000														assessment report of the study		
		Sub-Total		103,610																	
6.5.2: Fines and Forfeitures from Illegal Activities in MNP																			?		
A. Binding agreement preparation	SNNP CTSB, MNP	Law-enforcers (court, police), Cooperative Office	7	Perdiem 7pers*7days* 206birr	10,094														?	Presence of document	
																			?	Reduced illegal acts	
B. Check-points establishment	MNP	Law-enforcers (court, police), community		4checkpoints *5000birr	20,000														?	Presence of check-points	
																				?	Reduced illegal acts
			5	Perdiem 12pers*5days* 206birr	12,360																
				Fuel 550km*1/5*22	2,420																
C. Livestock barn establishment	MNP	Law-enforcers (court, police), community		24bar* 5000birr	120,000														?	Presence of livestock barn	
																			?	Reduced illegal acts	



Management Objective 6: Ensure the Sustainable Income of the Park																			
Action	Responsible	Stakeholder/ Cooperator	Resource Required			Year												Achievement Indicator	
			No. day	Item	Total Cost(Birr)	1				2				3					
						1	2	3	4	1	2	3	4	1	2	3	4		
D. Vouchers preparation(for fines collection)	SNNP CTSB	Finance and Economic Development		50pad*75birr	3,750														☑ Presence of printed out vouchers
		Sub-Total		168,624															
		Sub-Total: OG 6.5		272,234															
		Total: MO 6		34,231,878															

## 6. Monitoring and Evaluation

Monitoring is the way of collection of quantitative or qualitative information for the purposes of reporting and/or evaluation while evaluation is the review the effectiveness the GMP in achieving the proposed management objectives. There are two types of monitoring and evaluation relevant to park management plan implementation called action/activity implementation and impact/result monitoring and evaluation.

Monitoring and evaluation can be carried at different times of the implementation of the GMP which includes:

**Concurrent Evaluation:** this is done at periodic intervals throughout the lifetime of the management plan such as, quarterly or half-yearly to evaluate the progress of intended activities in the GMP. This evaluation will be done by the park management office as a regular duty.

**Mid-term Evaluation:** This will be done half way through the GMP duration that is at the end of the fifth year.

**Final Evaluation:** This is taken up after the GMP has run its course i.e. it is essentially a post mortem evaluation.

### 6.1 Action Implementation Monitoring and Evaluation Plan

Action/activity implementation monitoring refers the follow up of actions to be operated in the MNP as per the objectives set in MNP GMP. Table 10 summarizes the action implementation monitoring and related costs.

Table 10 : Action Implementation Monitoring Plan

Description of the monitoring action	Who is the team leader	Who are the team members	What resources are required			What are the time frames												Output	
			No. days	Item	Cost, birr	Year 1				Year 2				Year 3					
						1	2	3	4	1	2	3	4	1	2	3	4		
MO 1: Ensure the Effective Management of MNP																			
Currently un-occupied job positions filled-in by hiring employees	HRATL	CW, SNNP CTSB, EWCA		Office based															Employees on job implementing management plan and other jobs
The newly proposed structure of MNP approved and implemented	HRATL	CW, SNNP CTSB, EWCA	6	2pers*6days*206	2472														Implementation of the approved plan
				Fuel 1200km*1/5litr*22	5280														
Benefit package of staff members of MNP approved and provided	HRATL	CW, SNNP CTSB, EWCA	5	2pers*5days*206	2060														Employees satisfaction with their jobs
				Fuel 1200km*1/5litr*22	5280														
The infrastructure of MNP procured and fulfilled	CW	SNNP CTSB, EWCA	15	2pers*15days*206	6180														Infrastructure providing services
				Fuel 1200km*1/5litr*22	5280														
Beacons installed on the boundary of MNP with agreement reached with stakeholders			10	2pers*10days*206	4120														The boundary of MNP known and respected by stakeholder
				Fuel 1200km*1/5litr*22	5280														
	Total			35952															
MO 2: Create Synergy with Stakeholders to Manage MNP																			
Stakeholders contribution to the management and implementation of MNP management increased	CCATL	CW, HRATL, EWCA	10days per year for 3 years	2pers*10days*206	4120														Better off MNP
				Fuel 400km*1/5litr*22	1760														
Natural resource protection and conservation	SNNP CTSB		5 days per year for 3 years	2pers*15days*206	6180														MNP burden relieved

## MNP Ten Years General Management Plan, 2020-2029GC

Description of the monitoring action	Who is the team leader	Who are the team members	What resources are required			What are the time frames												Output
			No. days	Item	Cost, birr	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
mainstreamed in sectoral offices				Fuel 1200km*1/5litr*22	5280													
	Total			17340														
MO 3: Ensure the Protection and Monitoring of MNP																		
Illegal settlers in MNP relocated out of the park	EWCA, SOZ Admin	CG,ELAE	5	2pers*5days*206	2060													MNP free of permanent and seasonal settlers
				Fuel 1200km*1/5litr*22	5280													
Livestock free grazing in MNP controlled	WEMSTL	CW, LAE	2 days/month for 3 yrs	2pers*48days*206	19776													Vegetation, especially grass, habitat improved than now
				Fuel 400km*1/5litr*22	1760													
Projects implemented in MNP subjected to ESIA	SOZ Environment Office	CW, LAE	1 pers for 5days per year	1pers*5days*206	1030													No project impact residue left behind
				Fuel 400km*1/5litr*22	1760													
MNP rehabilitated from the adverse impacts of previously implemented and ongoing projects	CW	PMEE	1 pers for 5days/yr	1pers*5days*206	1030													Impact mitigated/ recovered habitats in MNP
				Fuel 400km*1/5litr*22	1760													
	Total			34456														
MO 4:Ensure Ecosystem Integration and Biodiversity Development of MNP																		
The different habitats in MNP managed	WEMSTL	CW, PMEE	2 pers for 5days for 3 yrs	Perdiem 2pers*15*206	6180													The different degraded ecosystems of MNP restored
				Fuel 300km*1/5lit*22birr	1320													
Wildlife species types and their respective population monitored	WPMTL	CW, WEMSTL		Office based														Wildlife species types and population abundance known

## MNP Ten Years General Management Plan, 2020-2029GC

Description of the monitoring action	Who is the team leader	Who are the team members	What resources are required			What are the time frames												Output
			No. days	Item	Cost, birr	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
Uncontrolled fire setting in MNP monitored	WEMSTL	CW, LAE	2pers for 5day/yr	Perdiem 2pers*15*206	6180													Damage by fire incidence prevented/reduced
				Fuel 300km*1/5lit*22birr	1320													
Hydrological (surface & sub-surface) assessed	PMEE	CW	1 pers for 5 days	Perdiem 1pers*5*206	1030													Water potential sources mapped
				Fuel 300km*1/5lit*22birr	1320													
Wildlife in the park and livestock out of park got access to water points based on hydrological resource assessment	WPMTL	CW, WEMSTL	1 pers for 5 days	Perdiem 1pers*5*206	1030													Community managed and administered water schemes
				Fuel 300km*1/5lit*22birr	1320													
The data and information gaps of MNP filled by researching and assessment	PMEE	CW, WPMTL,CCATL, WTUTL		Office based														Data and information gaps of MNP resolved
	Total			19700														
MO 5: Ensure Community Participation and Benefit Sharing																		
Community conservation area established and managed by community	CCATL	CW and all others	2 pers for 5days each yr	Perdiem 2pers*15days*206	6180													Community managed protected area
				Fuel 300km*1/5*22	1320													
Community shared experience with other protected areas community	CCATL	CW and all others		Office based														New knowledge and skil learnt
Implementation of the experience learnt from other community is implemented by	CCATL	CW and all others	1pers for 3days each yr	Perdeim 1per*9days*206	1854													New practice to SOZ implemented

## MNP Ten Years General Management Plan, 2020-2029GC

Description of the monitoring action	Who is the team leader	Who are the team members	What resources are required			What are the time frames												Output
			No. days	Item	Cost, birr	Year 1				Year 2				Year 3				
						1	2	3	4	1	2	3	4	1	2	3	4	
community of SOZ																		
	Total			9354														
MO 6: Ensure the Sustainable Income of the Park																		
The income sources of MNP diversified and increased	BFATL	CW,SOZ Admin, SOZ CTSB	3pers for 5day each yr	Perdiem 3pers*15days*206birr	10300													Budget constraint resolved
				Fuel 200km*1/5lit*22birr	880													
	Total			11180														

Table 11 : Action Implementation Evaluation Plan

No.	Types of Evaluation	Responsible for Evaluation	Time required	Estimated cost (BIRR)
1	Concurrent Evaluation	Park management office (two experts)	15 days/year for the first three years	Per diem (2 experts*15days*3yrs*BIRR 206 = 18,540)
2	Mid-term Evaluation	Consultant	15 days	10,000 Birr professional allowance per day (BIRR 10,000*15 days = BIRR 150,000)
3	Final Evaluation	Consultant	15 days	BIRR 20,000 professional allowance per day (BIRR 20,000*15 days = BIRR 300,000)
<b>Total cost</b>				<b>BIRR 468,540</b>

## 6.2 Impact or Result Monitoring and Evaluation Plan

Impact or result monitoring refers to the monitoring of the real outcomes that the implementation of the management objectives stipulated in the MNP GMP bring to the environmental, social, economic and governance/political conditions in the realm of the MNP and beyond. It requires establishing a baseline data to make a reference to the real impact that the implementation of the MNP GMP. Table 12 summarizes the impact or result monitoring and evaluation of MNP GMP implementation.

Table 12 : Impact or Result Monitoring Plan

Monitoring action	Who is the team leader	Who are the team members	What resources are required			Year by Quarter																Impact/Output of the implementation of the MO
			No. of days	Item	Cost (BIRR)	1	2	3	4	1	2	3	4	1	2	3	4					
MO 1: Ensure the Effective Management of MNP																						
Workers satisfaction assessment	BoCTS	CW, HRC	10	Perdiem for BoCTS: 2experts*7days*206; Fuel BoCTS: 1100km*1/5lit*22birr	8,960														•Satisfied workers working to realize the vision and objectives of MNP			
Resource use assessment	BoCTS Finance	CW, BFC, SPTAC	7	Perdiem for BoCTS: 2experts*10days*206; Fuel BoCTS: 1100km*1/5lit*22birr	7,724														•Efficient resource use by MNP there by resulting in minimal budget requirement as compared to the previous years			
Statistical analysis of arrived tourists	CW	TUC, DCE	5	Office cost															•Increased number of tourist visiting MNP due to enhanced tourist facilities, enhanced reception capacity and promotion			
Infrastructure inventory	CW	BFC, SPTAC, PRCW, GSTC	5	Office cost															•Increase in infrastructure availability			
Office and field tools and equipment inventory	CW	BFC, PRCW, GSTC	10	Office cost															•Fulfilled office and field tools and equipment			
	Sub-Total			16,684																		
MO 2: Create Synergy with Stakeholders to Manage MNP																						
Assessment of existence of conflict of interest	SOZ admin	CW, Environment Office,	3	Office cost															•No/reduced conflict of interest among the different government			



## MNP Ten Years General Management Plan, 2020-2029GC

Monitoring action	Who is the team leader	Who are the team members	What resources are required			Year by Quarter																Impact/Output of the implementation of the MO
			No. of days	Item	Cost (BIRR)	1	2	3	4	1	2	3	4	1	2	3	4					
		Agri./Pastoralist Office, Investment Offices																		executive organs working with MNP		
Review of the mandates of stakeholders of MNP	SOZ admin	CW, Environment Office, Agri./Pastoralist Office, Investment Offices	5	Office cost																•No mandate overlaps among the different government executive organs		
Assessment of community/citizen awareness around MNP	SOZ Education	CW, SOZ BoCT, Environment Office	15	Perdiem: 4experts*15days*150; Fuel:1400km*1/5lit*22birr	15,160															•Nature sensitive community/citizen created		
Assessment of new practices implemented in & around MNP	SOZ BoCTS	CW, Community members(10), Environment & Agri/Pasto Offices	7	Perdiem: 14persons*7days*150; Fuel:1000km*1/5lit*22birr	19,100															•Implementation of new practices (skill and knowledge) in and around MNP acquired from experience sharing		
	Sub-Total			34,260																		
MO 3: Ensure the Protection and Monitoring of MNP																						
Assessment of the execution of triggered legal cases to do with MNP	CW	Admin, BoCTS, Police and Judiciary of SOZ	5	Office cost																•Rule of law ensured		
Assessment of incidences f illegal acts happened in	CW	Admin, BoCTS, Police, Judiciary	5	Office cost																•Reduced illegal acts in MNP due to increased patrol & monitoring		

## MNP Ten Years General Management Plan, 2020-2029GC

Monitoring action	Who is the team leader	Who are the team members	What resources are required			Year by Quarter																Impact/Output of the implementation of the MO
			No. of days	Item	Cost (BIRR)	1	2	3	4	1	2	3	4	1	2	3	4					
MNP																				with better access creation		
Assessment of attitude of government executive organs on MNP	SOZ Educ Off.	MNP, SOZ BoCTS, SOZ Investment	15	Office cost																•Perception of MNP as an alternate investment area option prevented		
Assessment of closures of investments being operating in MNP	CW	Investment, Environment, Finance of SOZ	2	Perdiem: 4persons*2days*150; Fuel:1400km*1/5lit*22birr	13,400															•Investments/ mining moved out of MNP		
Assessment of adverse impacts of mining & construction being operating in MNP	SOZ Environment Off.	Investment, Health, Education, Workers & Social Affairs and Finance of SOZ	5	Perdiem: 6persons*5days*150; Fuel:100km*1/5lit*22birr	8,900															•Adverse environmental impacts from mining and construction reduced		
	Sub-Total			22,300																		
MO 4: Ensure Ecosystem Integration and Biodiversity Development of MNP																						
Assessment of fire incidences & extent of degradation from the same	MNP	MNP, Environment & Agri/Pastoralist of SOZ	15	Perdiem: 4persons*15days*150; Fuel:1200km*1/5lit*22birr	14,280															•Ecosystem degradation by fire controlled		
Assessment of goods & services types provided and their quantity/quality	SOZ Environment Office	Environment, Agri/Pastoralist of SOZ	5	Perdiem: 3persons*5days*150; Fuel:600km*1/5lit*22birr	4,890															•Ecosystem goods and service provision enhanced		
Inventory of no. of rehabilitated water bodies and their	SOZ Water Office	Environment, Agri/Pastoralist of SOZ	7	Perdiem: 3persons*7days*150; Fuel:600km*1/5lit*22birr	5,790															•Rehabilitated water bodies resulting in increased volume of		

## MNP Ten Years General Management Plan, 2020-2029GC

Monitoring action	Who is the team leader	Who are the team members	What resources are required			Year by Quarter																Impact/Output of the implementation of the MO
			No. of days	Item	Cost (BIRR)	1	2	3	4	1	2	3	4	1	2	3	4					
volumes																			water discharge			
Inventory of water access created for community	MNP	Water, Environment, Agri/Pastoralist of SOZ; community(5)	10	Perdiem: 9persons*10days*150; Fuel:600km*1/5lit*22birr	16,140														•created Water access for community out of park			
Assessment of research types & no. and their contribution in managing MNP	EWCA	MNP, Reginal BoCTS, Environment & Agri/Pastoralist of SOZ	7	Office cost															•Increased number of research on MNP			
Wildlife inventory	MNP	EWCA, Regional BoCTS, WEPR(3)	20	Perdiem: 6persons*20days*150; Fuel:1200km*1/5lit*22birr	23,280														•Increase in number f the wildlife species			
Assessment of arrivals of locally extinct wildlife species in MNP	MNP	SOZ BoCTS, WEPR(3)	15	Perdiem: 5persons*15days*150; Fuel:600km*1/5lit*22birr	13,890														•Re-appearances of locally extinct wildlife species			
Inventory and mapping of restored habitats	MNP	SOZ Admin, SOZ BoCTS, SOZ Land-Use & Admin	10	Perdiem: 4persons*10days*150; Fuel:1200km*1/5lit*22birr	11,280														•Restored habitats – after settlement abandoned, livestock grazing reduced and forest cutting minimized			
Inventory and mapping of vegetation cover	MNP	SOZ Admin, SOZ BoCTS, SOZ Land-Use & Admin	10	Perdiem: 4persons*10days*150; Fuel:1200km*1/5lit*22birr	11,280														•Increased vegetation cover			
Invasive plant species inventory in and around MNP	MNP	Environment, Agri/Pastoralist and Land-Use & Admin of SOZ	7	Perdiem: 4persons*7days*150; Fuel:1200km*1/5lit*22birr	9,480														Reduced/prevented incidences of invasive plant species			

## MNP Ten Years General Management Plan, 2020-2029GC

Monitoring action	Who is the team leader	Who are the team members	What resources are required			Year by Quarter																Impact/Output of the implementation of the MO
			No. of days	Item	Cost (BIRR)	1	2	3	4	1	2	3	4	1	2	3	4					
	Sub-Total			110,310																		
MO 5: Ensure Community Participation and Benefit Sharing																						
Assessment of the established community conservation area in relieving the impacts of community on MNP	SOZ BoCTS	MNP; Admin, Environment, Agri/Pastoralist of SOZ	2	Perdiem: 5persons*2days*150; Fuel:300km*1/5lit*22birr	2,820														•New community conservation area			
Community attitude assessment on MNP	SOZ Educ Office	MNP, elders(10); Admin, Environment, Agri/Pastoralist of SOZ	20	Perdiem: 15persons*20days*150; Fuel:1200km*1/5lit*22birr	50,280														•Change of attitude of community towards MNP and nature			
Assessment of the livelihoods of community around MNP	Emergency Preparedness Office	MNP, elders(10); Admin, Environment, Agri/Pastoralist of SOZ	10	Perdiem: 4persons*15days*150; Fuel:1200km*1/5lit*22birr	27,780														•Improved livelihoods of community due to increased income (from the new community conservation area, shared benefit from MNP, goods & service provision, etc.)			
Assessment of access of children to school and community to health facilities	SOZ Educ Office	MNP, SOZ BoCTS & Admin	15	Perdiem: 15persons*7days*150; Fuel:1200km*1/5lit*22birr	21,030														•Increased access to education and health			
Food security assessment of community living	Emergency Preparedness Office	MNP, elders(10); Admin,	7	Perdiem: 15persons*10days*150; Fuel:1200km*1/5lit*22birr	14,280														Community food security improves			

## MNP Ten Years General Management Plan, 2020-2029GC

Monitoring action	Who is the team leader	Who are the team members	What resources are required			Year by Quarter																Impact/Output of the implementation of the MO
			No. of days	Item	Cost (BIRR)	1	2	3	4	1	2	3	4	1	2	3	4					
around MNP		Environment, Agri/Pastoralist of SOZ																				
	Sub-Total			116,190																		
MO 6: Ensure the Sustainable Income of the Park																						
Review of government allocated budget of MNP	CW	BFC	2	Office cost														•Increased budget from the government appropriation				
Assessment of the income amount by types	CW	BFC	4	Office cost														•Increased and diversified income (of MNP)				
	Sub-Total				--																	
	Total			299,744																		

## **7. Procurement Plan**

### **7.1 Human Resource Procurement**

Human resource procurement is key to the implementation of the management plan. The human resource requirement of MNP allowed in the current structure (organogram) is not fulfilled at this time in point, making it the implementation of this management plan futile. Currently, forty three (43) per cent of the permitted human resources of MNP is open (a vacant position) that must be filled very soon. For the procurement and filling of the open position, an estimated procurement cost of fifteen thousand (15,000) Birr and annual salary of 3,490,820 (three million four hundred ninety thousand eight hundred twenty) Birr is required.

The existing structure of MNP is too narrow and missed various important professional and others and thus, new human resources structure is required. To that end, existing structure of similar parks in the country and a new structure or organogram (annex 4) with the details manpower types needed (annex 5) is proposed which needs to review and present for approval by the government. The newly proposed human resources structure gives an opportunity to implement the management plan of MNP.

### **7.2 Tools and Equipment Procurement**

Exhaustive assessment and listing down of the office and field tools and equipment of MNP (annex 1) indicates that MNP virtually has no both office and field tools and equipment. It is, therefore, becomes tough to implement the management plan with the existing office and field tools and equipment with the existing tools and equipment. The major procurement tools and equipment includes transport facilities (vehicles, motor bikes), office stationary (computers, fax machines, printers, etc.), communication facilities (Wi-Fi network, mobile telephone, etc.), forest inventory tools and equipment (GPS, diameter tape, compass), generator and others which the details can be seen at annex 1. To be accurate, the prices of the materials to be procured were organized (collected) using proforma and their respective specifications (annex 1, those without specification are because they are too much and long to include in the table and thus can be presented when needed). The procurement costs given are, therefore, current market based and is real.

## 8. Business Plan

### 8.1 Budget Requirement 220 –2022

The total budget required to implement the management plan from 2020 to 2022 is Birr 182,316,096 (One hundred eight two million three hundred sixteen thousands ninety six).The summary of the budget by objectives and operational goals is presented in the following table:

MO and OG Description	Budget needed (Birr)	Budget share (%)
<b>MO 1: Ensure the Effective Management of MNP</b>		
OG 1.1: Improve the Human Resource Capacity of the Park	715,570	0.39
OG 1.2: Implement Transparent and Effective Human Resource Management System	265,234	0.14
OG 1.3: Ensure the Benefit of MNP Workers	511,166	0.28
OG 1.4: Improve the Infrastructure of MNP	125,783,090	67.87
OG 1.5: Ensure Park Regulations and Policies are Up-To-Date, Understood by Park Users and Functional	841,750	0.45
<b>MO 1: Total</b>	<b>128,116,810</b>	<b>69.13</b>
<b>MO 2: Create Synergy with Stakeholders to Manage MNP</b>		
OG 2.1: Ensure Higher (Strategic) Level Synergy to Manage and Protect MNP	64,200	0.03
OG 2.2: Establish Collaborative Management Committee	37,904	0.02
OG 2.3: Synchronize Indigenous and Scientific Knowledge in Natural Resource Management	118,706	0.06
OG 2.4: Cooperate and Share Experience	97,500	0.05
OG 2.5: Mainstream Biodiversity Conservation	162,539	0.09
<b>MO 2: Total</b>	<b>480,849</b>	<b>0.26</b>
<b>MO 3: Ensure the Protection and Monitoring of MNP</b>		
OG 3.1: Control Illegal Activities Carried in MNP	1,284,608	0.69
OG 3.2: Enhance the Monitoring and Patrolling of MNP	2,057,764	1.11
OG 3.3: Implement Integrated Environmental Management (IEM) in MNP	58,286	0.03
<b>Total : MO 3</b>	<b>3,400,658</b>	<b>1.83</b>
<b>MO 4: Ensure Ecosystem Integration and Biodiversity Development of MNP</b>		
OG 4.1: Conserving Ecosystem Process	607,220	0.33
OG 4.2: Managing Fire Regime	605,138	0.33
OG 4.3: Maintaining Hydrological Feature	14,208,700	7.67
OG 4.4: Research and Ecological Monitoring	1,857,309	1
<b>Total : MO 4</b>	<b>17,278,367</b>	<b>9.32</b>
<b>MO 5: Ensure Community Participation and Benefit Sharing</b>		

MO and OG Description	Budget needed (Birr)	Budget share (%)
OG 5.1: Establish Community Conservancy	229,220	0.12
OG 5.2: Promote Community Experience Sharing Practice	172,784	0.09
OG 5.3: Fix Standing Event Day	237,120	0.13
OG 5.4: Develop Alternate Livelihood Options	886,492	0.48
OG 5.5: Encourage Agro-Biodiversity Tourism Development	63,810	0.03
<b>Total : MO 5</b>	<b>1,389,426</b>	0.75
<b>MO 6: Ensure the Sustainable Income of the Park</b>		
OG 6.1: Maximize Government Appropriations	Office cost	
OG 6.2: Secure Income from Payment of Ecosystem Goods and Services	2,324,120	1.25
OG 6.3: Collection Income from Volunteers and Donor	19,776	0.01
OG 6.4: Schedule for Fund Raising	31,615,748	17.06
OG 6.5: Generate Income from Miscellaneous Sources	272,234	0.15
<b>Total : MO 6</b>	<b>34,231,878</b>	18.47
<b>MO Total</b>	<b>184,897,988.00</b>	99.77
<b>Monitoring and Evaluating (M&amp;E)</b>		
Action implementation Monitoring and Evaluation	127,982	0.07
Impact/Result Monitoring and Evaluation	299,744	0.16
<b>Total M&amp;E</b>	<b>427,726</b>	0.23
<b>Grand Total</b>	<b>185,325,714</b>	100

Of all the budget requested for the implementation of the management plan, about 68 per cent (equivalent to Birr 125,783,090) goes to the development of the infrastructure of the park such as roads, bridges and housings while nearly more than 9 per cent (equivalent to birr 17,278,367) for community development in the form of maintaining hydrological feature and realizing of management objective 5 (ensure community participation and benefit sharing).

## 8.2 Source of Fund

Protected areas in Ethiopia get their budget from government treasury except when a donor is allocating a project upon the interest of the donor and/or when protected areas themselves appeal to the donors with very appealing project.

It appears that the budget requested in this GMP sounds high and possibly thought extremely exaggerated but is too small compared to the mere absence of the infrastructures in MNP. Thus, presenting the budget to the highest decision-making body of the government at regional and/or



national level is key to maintain MNP as a park. Persuading local and international donors with convincing funding request proposal could be an option that supply fund to implement this management plan.

### **8.3 Funding Strategy**

The stakeholders of MNP and its staff members (of MNP), being convinced by the acute shortage of budget to make the park operational, decided to make the funding strategy of the park as one of the management objectives (objective no.6) that should be considered equally with the remaining objectives. The funding strategy of the park as a management objectives (OB 6), however, prioritized least, giving more weight to the remaining management objectives. The details of the funding strategy of MNP are, therefore, presented in section six under management objective six. However, the brief summary of the funding strategy of the implementation of MNP GMP is given as follow.

#### **8.3.1 Maximize Government Appropriations**

Like any other protected areas in Ethiopia, MNP has been getting its annual budget for operating all of its activities from the government treasury. The annual government budget appropriations for the MNP show increasing trend over years but not adequate to implement all of its activities MNP should do the best it can do to convince the government to allocate suffice budget to discharge its lofty.

#### **8.3.2 Secure Income from Payment of Ecosystem Goods and Services**

MNP renders many ecosystem services such as carbon sequestration, watersheds protection, plant genetic resource reserve, etc. but never generated income from the ecosystem services it is rendering. The forest regulation of Ethiopia enacted in January 2018 supports the need for paying the ecosystem service rendered. Thus, it needs to plan income generating from the services being provided which includes bio-prospecting payment (UNU/IAS Report, 2003), payment for carbon sequestration and payment for watersheds protection (by Jinka Municipality for using water resources fed by MNP catchment, Omo-Kuraz Sugar Factory and government of Kenya for the use of Omo River drainage basin that empties into Lake Turkana).

### **8.3.3 Collection Income from Volunteers and Donations**

Volunteers are who service protected area for free or without payment while donation is a gift of money or materials or services. The culture of volunteer service and donation is so weak in Ethiopia. The contribution of volunteers is so great that MNP to have a policy on volunteers service and include in its annual plan. The plan identifies major volunteers (such as local communities, students from university & higher school, tourists etc.) and major activities to be performed (such as tree planting, infrastructure construction, fund-raising, etc.). The service given by volunteers should be converted into equivalent monetary value (based on man-days contributed or other measurement) and reported that otherwise the park would invest from own/ government treasury.

### **8.3.4 Event organizing**

Event organizing in the form of telethon can be used for meeting the money needed to implement MNP management plan. It can be arranged on the regional television (South Television, STV) or national (Ethiopian Television, ETV). The cost for televising in Ethiopia is so expensive; thus can be made for free on government TV, especial the regional TV with negotiation.

### **8.3.5 Generate Income from Lottery Sales**

Many countries (such as The Netherlands, USA, etc.) use lotteries to generate income for conserving protected areas. This has not been practiced in Ethiopia and if any is the information is scant and not available. However, lottery for generating income for protecting protected areas is of high potential and can be taken at national or local levels

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## 10. Annexes

### Annex 1: Tools and Equipment Needed

No	Description	Unit	Quantity		Specification	Cost (Birr)		Remark
			Existing	Required		Unit	Total	
I	Field Tools and Equipment							
1	GPS	No.		8		15,000	120,000	New purchase
2	Diameter Tape	No.		8		1,000	8,000	New purchase
3	Compass	No.		8		800	6,400	New purchase
4	Tent	No.		40		3,900	156,000	New purchase
5	Sleeping Bag	No.		80		3,100	248,000	New purchase
6	Chain Relascope	No.		8		1,500	12,000	New purchase
7	Measuring Tape	No.		8		250	2,000	New purchase
8	Hardboard Clipboard	No.		80		75	6,000	New purchase
9	Hypsometer	No.		8		15,000	120,000	New purchase
10	Sun Pocket Altimeter /Barometer, Metric	No.		8		2,500	20,000	New purchase
11	Ranging Pole	No.		20		2,000	40,000	New purchase
12	Binocular	No.		10		2,750	27,500	New purchase
13	Plant Press	No.		100		1,000	100,000	New purchase
14	Vehicle	No.		3		3,000,000	9,000,000	New purchase
15	Spade			50		120	6,000	New purchase
16	Axe			10		100	1,000	New purchase
17	Slasher(Gejera)			100		150	15,000	New purchase
18	Sow			20		150	3,000	New purchase
19	Digging hoe			20		100	2,000	
20	Backpack	No.		80		1,000	80,000	New purchase
	Sub-Total						???????	
II	Security Tools & Equipment							
1	Drone	No.	0	2		150,000	300,000	
2	Binocular	No.	8	4		2,750	11,000	
3	Uniform	No.		160		1,200	192,000	Twice per year for each staffs
4	Sleeping bag	No.	0	80	with inner fur	3,100	248,000	once per year
5	Rain coat	No.		80	water proof	800	64,000	>>
6	Field shoes	Pairs		160	Anbesa safety shoes	1,200	192,000	twice per year
7	Snake tong with safety wear	No.		4		1,300	5,200	Not found locally
8	Communication radio	No.	0	7		Not Applicable	Not Applicable	Considered as military

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No	Description	Unit	Quantity		Specification	Cost (Birr)		Remark
			Existing	Required		Unit	Total	
								equipment in Ethiopia and hence, to be provided by government on registry
9	Fire-arm	No.	42	40	Kilashnikov	Not Applicable	Not Applicable	Fire-arm not officially sold on Ethiopia, hence to be provided by government on registry
10	Pistol	No.		1	Macarov			>>
	Hand torch	No.	0	63	solar and electric chargeable	1,350	85,050	
11	Tent	No.	0	40	pop up tent, water proof fabric, PE floor material, 2 windows & 1 door	3,900	156,000	Accommodates up to 4 persons/ beds
12	Water bucket	No.	0	80	Stainless steel - food grade quality material	450	36,000	2 Liter size
	<b>Sub-Total</b>						<b>1,289,250</b>	
<b>III</b>	<b>Office Tools &amp; Equipment Costs</b>							
1	Laptop computer	No.	2	7	Dell 3060 cori3 4GB/1TB/	21,950	153,650	
2	Desktop computer	No.	5	2	HP cori3 4GB/500GB/	16,800	33,600	
3	Photo copier machine	No.	1	2	Dell 3060 cori3 4GB/1TB/	21,950	43,900	
4	Printer	No.	0	4	Cannon IR 2204	29,500	118,000	
5	Scanner	No.		2	H.P 402 dne	13,200	26,400	
6	LCD	No.	0	2	Epson v19	4,500	9,000	
7	Screen	No.	0	2	Epson 505	24,500	49,000	
8	Wifi network installation			2		5000	10,000	
9	TP-Link	No.	0	2	model 240*240	2,200	4,400	at Jinka and Park Office
10	USB wifi adaptor		0	2		900	1,800	

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No	Description	Unit	Quantity		Specification	Cost (Birr)		Remark
			Existing	Required		Unit	Total	
11	Fax Machine	No.	1	1	Cannon C170	22,000	22,000	
12	Fridge	No.	0	2		25000	50,000	For office and guest house
13	Camera	No.		2		155,000	310,000	
14	Shelf	No.	0	7		13,500	94,500	For office and guest house
15	Table	No.	0	25		8,000	200,000	For office and guest house
16	Solar panel	No.	2	9		22,000	198,000	Electric and solar chargeable for each outpost and Park Office
17	Generator (small and mobile)	No.	0	1	Kama, 5KWH	58,000	58,000	mobile/for on car use for roadside awareness giving
18	Generator (big and stationary)	No.	0	1	Kama, 7.5KWH	98000	98,000	for park office
19	Speaker Montarbo	No.	0	2		155,000	310,000	for roadside and school awareness giving
20	Audio/sound recorder	No.	0	5	4GB, Sony brand	4,600	23,000	
21	Projector	No.	0	5	Epson brand	24,500	122,500	
21	Chairs			4		1,600	6,400	
22	Cash box			1		10,000	10,000	
	<b>Sub-Total</b>						<b>1,567,600</b>	
	<b>Total</b>						<b>12,818,350</b>	

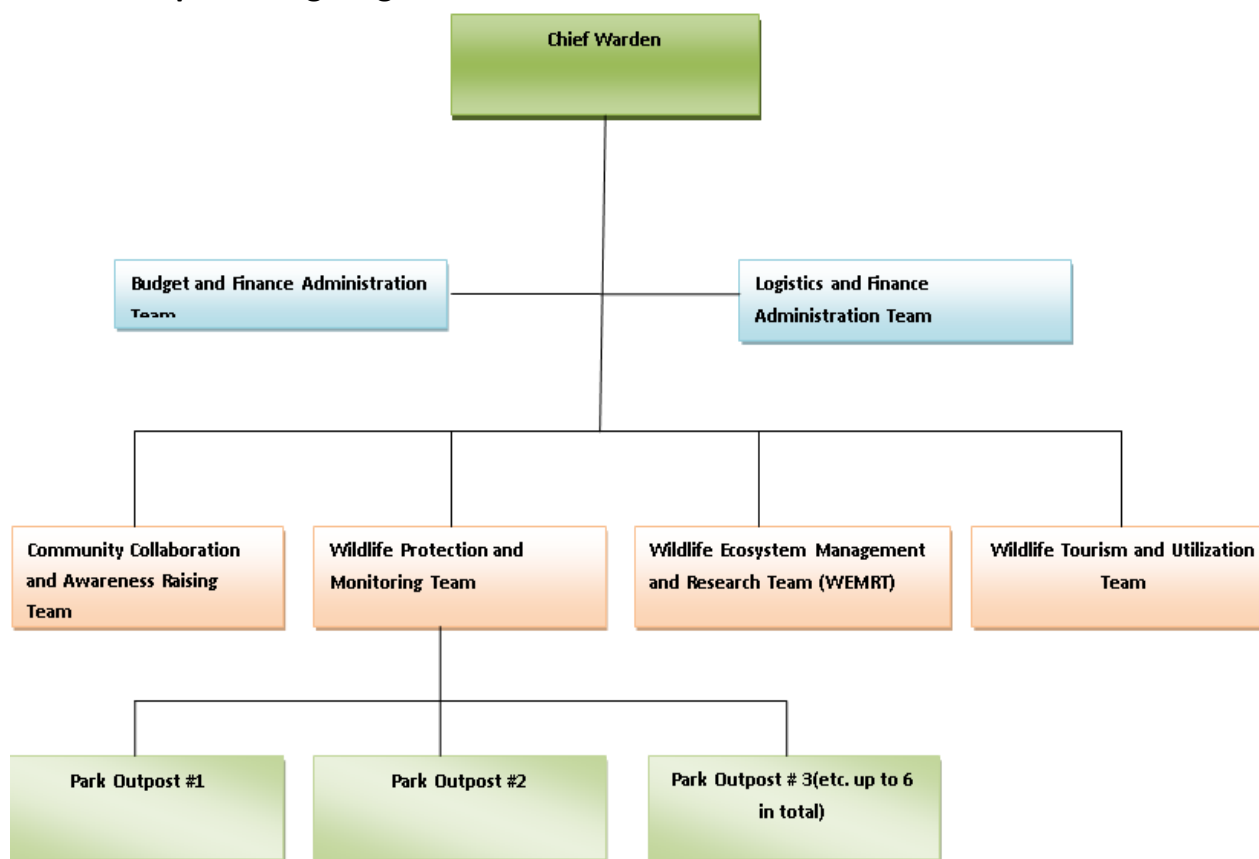
**Annex 2: Infrastructure (Construction) and Facilities Cost (Estimated)**

No	Description	Unit	Quantity		Estimated Cost(Birr)		Remark
			Existing	Required	Unit	Total	
<b>1</b>	<b>Buildings</b>						
1.1	Museum at Jinka town	M2		200	5,000	1,000,000	New construction
1.2	3-Residinal house	M2		26	4,500	117,000	New construction
1.3	2- common kitchen	M2		24	3,000	72,000	New construction
1.4	1-Guest house with three rooms and full facilities	M2		150	5,000	750,000	New construction
1.5	Staff Lounge at park office	M2		100	4,000	400,000	New construction
1.6	2 blocks for park offices	M2		24	4,000	96,000	New construction
1.7	Existing 4 blocks needs maintenance	Block	4		2,000	8,000	Maintenance
	<b>Sub-Total</b>					<b>2,443,000</b>	
<b>2</b>	<b>Access Roads</b>						
2.1	Main road to Park office	Km	10		340,000	3,400,000	Maintenance
2.2	Karo to park office	Km	65		340,000	22,100,000	Maintenance
2.3	Kuchuru to Karo	Km	42		340,000	14,280,000	Maintenance
2.4	Balidish to park office	Km	21		340,000	7,140,000	Maintenance
	Balidish to park office			65	650,000	42,250,000	New construction
2.5	Park office to KurtBahir	Km	24		340,000	8,160,000	Maintenance
2.6	Park office to Mussa	Km	12		340,000	4,080,000	Maintenance
2.7	Park office to Model	Km		8	650,000	5,200,000	New construction
2.8	Mursi out post to Kufuri	Km		60	650,000	39,000,000	New construction
	<b>Sub-Total</b>					<b>145,610,000</b>	
<b>3</b>	<b>Bridge</b>						
3.1	Neri River Bridge(12m span)	No.		1	4,500,000	4,500,000	New construction
	<b>Sub-Total</b>					<b>4,500,000</b>	
<b>4</b>	<b>Camp Site Sanitation Facilities</b>						
4.1	Common toilets	Block		5	30,000	150,000	New construction
4.2	Common showers	Block		5	40,000	200,000	New construction
4.3	Solid waste holes	No.		5	5,000	25,000	New construction
	<b>Sub-Total</b>					<b>375,000</b>	
<b>5</b>	<b>Outpost Facilities</b>						
5.1	Mursi out post additional facilities	M2		12	3,000	36,000	New construction
5.2	Mursi out post maintenance(Toilet)	M2		9	1,500	13,500	Maintenance
5.3	Baldish new out post	M2		36	3,000	108,000	New construction
5.4	Goldaya new outpost	M2		36	3,000	108,000	New construction
	<b>Sub-Total</b>					<b>265,500</b>	
	<b>Infrastructure Total</b>					<b>153,193,500</b>	



**Annex 3: Guest House Facilities Costs**

No.	Description	Unit	Quantity		Specification	Cost (Birr)		Remark
			Existing	Required		Unit	Total	
1	Bed	No.	0	25		18,000	450,000	
2	Mattress	No.	0	80	bonded foam	2,750	220,000	
3	Blanket	Pairs	0	120	King size, 2*1.8m	1,800	216,000	
4	Sheets	Pairs	0	120	Fitting King size bed, 2*1.8m	800	96,000	
5	Pillow	Pairs	0	160	mix of flat & high, soft & hard cushion	375	60,000	soft and hard pillow mixed
6	Bed cover	No.	0	120	Kick fit with wrap around bed-skirt & elastic fastener	3,500	420,000	
7	Washing/laundry machine	No.	0	2	Windjet, model:P1860RWP, 14Kg	18,000	36,000	
8	Sleeping bag	No.	0	80	with inner fur	3,100	248,000	
9	Sofa	Set	0	1		50,000	50,000	for guest house
<b>Total</b>							<b>1,796,000</b>	

**Annex 4: Proposed Organogram of MNP**

**Annex 5: Proposed Employee Types and Number of MNP**

No.	Job Position	Quantity	Remarks	No.	Job Position	Quantity	Remarks
1	Chief Warden	1	CW	28	Radio & Telephone Operator	1	
2	Secretary II	1		29	Radio Repeater Caretaker	2	
3	Secretary I	1		30	Office Cleaner	2	
4	Data Center Expert	1	DCE	31	Office Guard	3	
5	Ethical Officer	1		33	Horse/ Mule Attendant	1	
6	Audit expert I	1	AE I	34	General Maintenance Worker	1	
7	Legal Affairs Expert I	1	LAE I	35	Horse Stoll Cleaner	1	
8	Planning, Monitoring and Evaluation Expert I	1	PMEE I	36	Machine/Grader/Tractor Operator	1	
9	Change and Governance Affairs Expert I	1	CGAE I	37	Wildlife, Ecosystem Protection and Research Team Leader	1	WEPRTL
10	Messenger	1		38	Wildlife Habitat Survey and Research Expert II	1	WHSRE II
11	Budget and Finance Coordinator	1	BFC	39	Wildlife Protected Area Protection Expert I	1	WPAPE I
12	Budget Control Worker	1		40	Wildlife Health Service Expert	6	WHSE
13	Finance Expert I	1		41	Anti-poaching and Law Enforcement Team Leader (Chief Scout)	1	ALETL
14	Cashier	1		42	Outpost (1,2,3,4,5,6) Coordinators	6	OPC
15	Revenue Collector	2		43	Protection and Monitoring Senior Scout	30	PMSS
16	Human Resources Coordinator	1	HRC	44	Protection and Monitoring Intermediate Scout	48	PMIS
17	Human Resource admin. Expert I	1		45	Protection and Monitoring Junior Scout	60	PMJS
18	Records and Archive Worker	1		46	Community Partnerships and Environmental Education Team Leader	1	CPEETL
19	Supply, Property and Transport Administration Coordinator	1	SPTAC	47	Community Collaboration and Awareness Expert II	1	CCARE II
20	Procurement Worker	1		48	Community Collaboration and Awareness Expert I	1	CCARE I
21	Property Administration worker	1		49	Community Collaboration Expert	3	CCE
22	Property Registration	1	PRCW	50	Wildlife Protection Awareness	1	WPAJE I

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No.	Job Position	Quantity	Remarks	No.	Job Position	Quantity	Remarks
	and Control Worker				Junior Expert I		
23	General Services and Transportation Coordinator	1	GSTC	51	Tourism and Utilization Team Leader	1	TUC
24	Driver Mechanic	1		52	Wildlife Tourism and Utilization Expert II	1	WTUE II
25	Driver V	1		53	Wildlife Tourism and Utilization Expert I	1	WTUE I
26	Driver II	2		54	Boat Operator	1	BO
27	Driver I	2				177	
	<b>Sub-Total</b>	30			<b>Sub-Total</b>		
	<b>Total</b>	<b>207</b>					