

NATIONAL HUMAN-WILDLIFE CONFLICT STRATEGY AND ACTION PLAN FOR BOTSWANA (2025 - 2030)

Ministry of Environment and Tourism

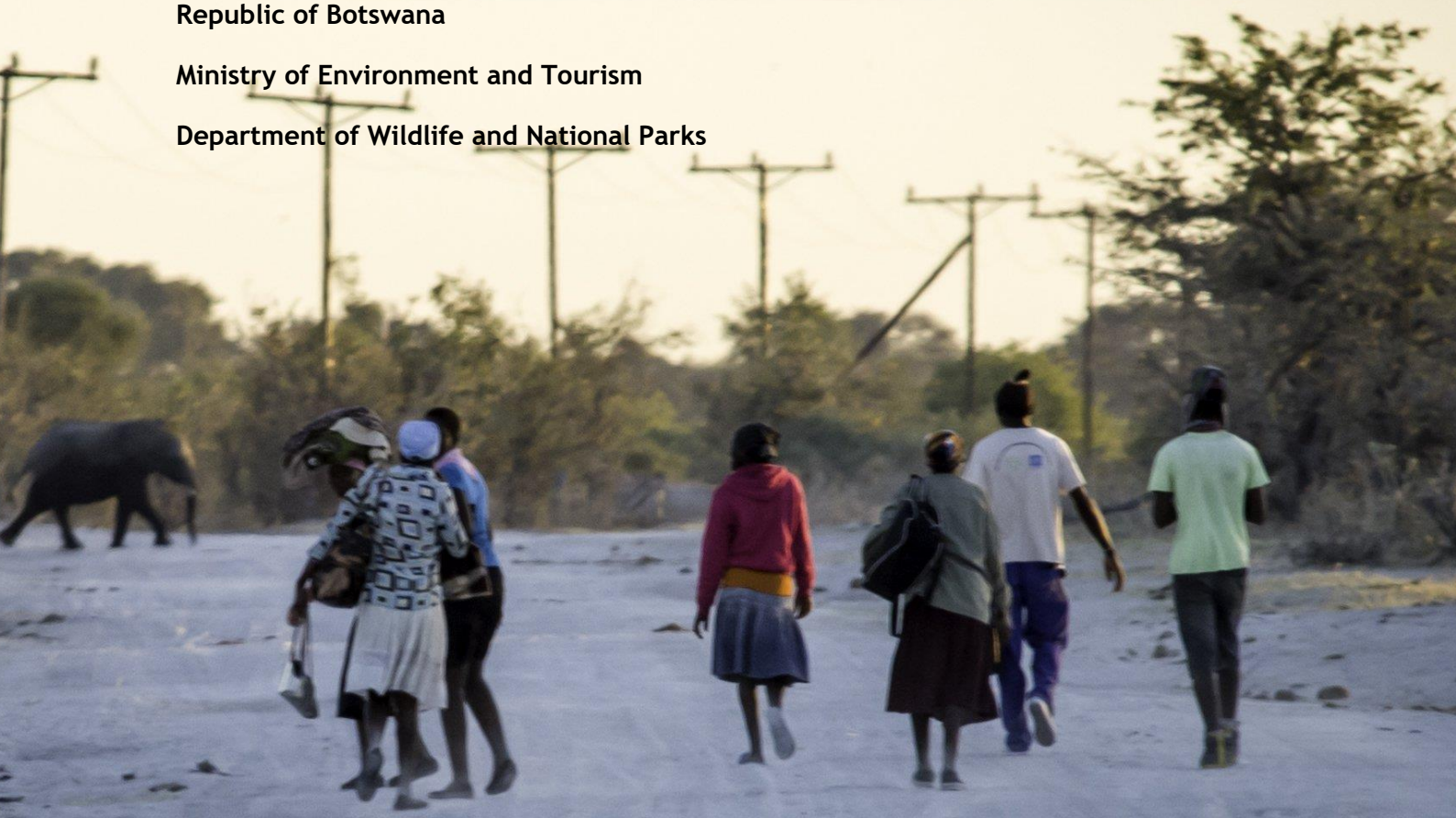
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Republic of Botswana

Ministry of Environment and Tourism

Department of Wildlife and National Parks



National Human-Wildlife Conflict Strategy and Action Plan (2025–2030) - Towards Coexistence: Enhancing Community Resilience, Conservation Integrity, and Human-Wildlife Co-management in Botswana

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FOREWORD

Botswana is endowed with a variety of natural resources, including wildlife that is found in different parts of the country. The wildlife resources in Botswana are concentrated in national parks and game reserves which occupy a total of 17% of the country's surface area. In addition, there are eleven (11) designated Wildlife Management Areas (WMAs) in the country. The main form of land use in WMAs is wildlife utilisation. The WMAs occupy an additional 22% of Botswana's surface area. There are also small areas with leasehold for wildlife uses. Some wildlife areas occur on communal grazing land outside the above-mentioned areas although, so far, little information is known about their population and characteristics. In total, about 40% of Botswana's land is reserved for wildlife utilisation.

The assumption is that wildlife should remain in protected areas. However, 70% of the wildlife population utilizes areas outside national parks and game reserves, resulting in conflicts in community areas. As a result of repeated experiences with crop damage, livestock losses, and threats to human safety, some local communities have come to view wildlife primarily as a liability. While these human-wildlife conflicts are real and pressing, it remains indisputable that wildlife plays a vital role in Botswana's economy, particularly through its contribution to the tourism sector. Therefore, it is essential to adopt a balanced approach that enhances the well-being of communities who bear the direct costs of conservation, while simultaneously safeguarding the long-term welfare of wildlife populations.

Causes of human-wildlife conflict (HWC) in Botswana are complex. In this regard, a holistic approach to the HWC problem is required to address the challenge. Therefore, the National Human-Wildlife Conflict Strategy and Action Plan (NHWC-SAP) for Botswana focuses on empowering communities and provides a comprehensive overview of mitigation methods that can be used by communities and stakeholders to reduce negative impacts of wildlife on rural livelihood and increase the social acceptability of wildlife conservation as an economically viable activity. The Strategy is structured around seven (7) Priority Areas aimed at addressing the multifaceted challenges of HWC in Botswana. These Priority Areas include: identifying and addressing the root causes and drivers of HWC; reducing direct pressures that escalate conflict; enhancing data collection and information systems for informed decision-making and rapid response; minimizing negative impacts on both people and wildlife; strengthening institutional and financial mechanisms for effective implementation; developing a sustainable wildlife economy and value-chain to mitigate conflict; and establishing both a Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund to manage compensation-related issues. Collectively, these pillars provide a sustainable, integrated framework for long-term HWC management in the country.

……

Hon Boipuso Wynter Mmolotsi

Minister of Environment and Tourism

ACKNOWLEDGEMENTS

The Department of Wildlife and National Parks (DWNP), under the Ministry of Environment and Tourism, extends its sincere appreciation to all stakeholders, partners, and citizens who contributed to the development of the *National Human-Wildlife Conflict Strategy and Action Plan for Botswana (2025–2030)*.

This Strategy marks a pivotal milestone in Botswana's long-standing efforts to manage human-wildlife conflict (HWC) in a way that balances the country's conservation ethos with the needs and safety of its people. This Strategy is, therefore, both timely and necessary, providing a strategic framework to guide coherent, coordinated, and community-driven responses to this multifaceted issue.

We wish to acknowledge the leadership and scientific rigour of the **Okavango Research Institute (ORI)**, University of Botswana, which served as the lead implementing partner in the development of this Strategy. The ORI team's depth of expertise, commitment to participatory processes, and responsiveness to community realities have been instrumental in ensuring that this document reflects both national priorities and grassroots perspectives.

We are particularly grateful to the many stakeholders who participated in consultations across the country. From community leaders and farmers to non-governmental organisations, local authorities, academic institutions, and private sector actors—your willingness to share your lived experiences, ideas, and concerns has enriched the Strategy and grounded it in the practical realities of human-wildlife interactions in Botswana.

The Ministry further acknowledges the political support and technical guidance from across government, including other departments and ministries whose mandates intersect with wildlife management, land use planning, livestock production, rural development, and disaster risk reduction. The implementation of this Strategy will require continued inter-ministerial collaboration, as well as strong partnerships with local communities, private sector and civil society.

As the lead agency for implementation, DWNP reaffirms its commitment to championing this Strategy through integrated programming, strengthened institutional coordination, capacity development, and inclusive governance mechanisms. We also recognise the need to continuously monitor, evaluate, and adapt our interventions in line with changing conditions on the ground.

Let this Strategy be a blueprint for action—and a call to shared responsibility. We are proud to lead this effort on behalf of the people of Botswana and the future generations who will inherit our rich natural heritage.

.....
Mr Moemi Batshabang
Director
Department of Wildlife and National Parks, Ministry of Environment and Tourism
Gaborone, Botswana

PREFACE

The *National Human-Wildlife Conflict Strategy and Action Plan (NHWC-SAP) for Botswana, 2025-2030* was developed in response to growing national concern over the rising frequency, intensity, and complexity of conflicts between humans and wildlife. While these conflicts are not new to Botswana, recent trends—including climate variability, land use changes, population dynamics, and ecological pressures—have significantly altered the nature of these interactions, often with devastating impacts on rural livelihoods, national conservation goals, and public policy coherence.

The Ministry of Environment and Tourism, through the Department of Wildlife and National Parks (DWNP), commissioned the Okavango Research Institute (ORI), University of Botswana, to lead the process of designing this Strategy and Action Plan. This mandate was both a responsibility and an opportunity for ORI to apply its multidisciplinary expertise in environment and development research to a pressing national issue.

To accomplish this task, a dedicated team of scholars and practitioners at ORI worked collaboratively over an intensive period of fieldwork, consultation, and analysis. The project team brought together a range of scientific and technical competencies, with each member contributing a vital lens to the multifaceted problem of human-wildlife conflict. The team included:

- **Prof. Joseph E. Mbaiwa** – *Team Leader, Tourism and Environment Specialist*
- **Dr. Gaseitsiwe Masunga** – *Landscape/Wildlife Ecology & Agriculture*
- **Dr. Olga Laiza Kupika** – *Climate Change*
- **Prof. Moseki R. Motsholapheko** – *Natural Resources Management & Livelihoods*
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- **Prof. Oluwatoyin Kolawole** – *Rural Sociology and Rural Development*
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- **Mr. Monaring Oageng** – *Land Use Planning Expert*
- **Nametso Ponchi-Tshekiso** – *Land Use Policy and Planning*
- **Dimpho Matlhola** – *Wildlife Economy and Value Chain Expert*

In addition, we acknowledge the technical support and insights provided by **Dr. Nligisisi Babyani**, whose contribution on the intersection of wildlife-livestock disease dynamics enriched our understanding of a critical but often overlooked dimension of human-wildlife interactions.

This Strategy is rooted in a rigorous participatory process that included engagements with more than 5,000 people across over 60 villages in Botswana, through kgotla meetings, focus group discussions, and written submissions. Particular attention was given to gender balance, with women comprising over 65% of participants in some regions. The voices of rural residents—often the most directly affected by human-wildlife conflict—form the moral and analytical foundation of this document.

Despite the limited timeframe for its development, the Strategy reflects a deep and shared commitment to ensuring that human-wildlife coexistence in Botswana is socially just, ecologically sustainable, and economically viable. The plan prioritizes inclusive governance, community resilience, and institutional coordination as central pillars of implementation.

We are grateful to DWNP and the Ministry for their trust in ORI as an implementing partner and for the policy space provided to carry out this critical work. The Strategy does not claim to be a final answer to the complexities of human-wildlife conflict, but rather a living framework—one that will evolve through collaboration, learning, and innovation as Botswana charts a path toward sustainable coexistence between people and wildlife.

.....

Prof. Joseph E. Mbaiwa
Project Team Leader
Okavango Research Institute (ORI)
University of Botswana

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DEFINITION OF KEY CONCEPTS

Some of the key concepts and terminology used in the National Human-Wildlife Conflict Strategy and Action Plan for Botswana (2025–2035) include the following:

Human-Wildlife Conflict - this is any interaction between humans and wildlife that results in negative impacts on human social, economic, or cultural life, and on the conservation of wildlife or the environment.

Human-wildlife Interactions - this refers to any encounter or relationship between people and wild animals, which can occur directly or indirectly, and may have positive, negative, or neutral impacts on both humans and wildlife.

Human-wildlife Co-existence - this is the dynamic but sustainable state in which humans and wildlife adapt to living in shared landscapes with minimum negative impact of human-wildlife interaction on humans or on their resources and on the wildlife or on their habitats.

Wildlife Conservation - is the practice of protecting wild species and their natural habitats to ensure their survival for future generations. It involves sustainable management of biodiversity to prevent extinction, habitat loss, and ecosystem imbalance.

Sustainable Livelihoods - are means of living that meet people's basic needs and improve their well-being without depleting natural resources or harming the environment. They are resilient to shocks and support long-term economic, social, and environmental sustainability. This approach empowers communities to thrive while preserving resources for future generations.

HWC Mitigation Unit - A specialised unit of wildlife officers trained on mitigation methods so that it works with communities to proactively implement HWC mitigation methods appropriate for their context, to rapidly improve livelihoods and security.

HWC Training Course - A training course that combines theory of HWC with practical on-site training of effective mitigation and response methods will be developed. Local officials and community members from the HWC hotspot areas will attend the course on a rotating basis, empowering them to educate and practically lead their communities in proactive mitigation of conflict.

HWC Response Teams - The HWC Response Teams that support communities in wildlife areas especially hotspots areas comprising of wildlife officers, rural communities and NGOs placed on 24-hour call duty and brought under clearer coordination from national down to district level. The mandate of the team is to protect communities from wildlife harm, as well as serve as educators on HWC issues and solutions.

Free HWC Hotline - This is a free 24-hour regional hotline introduced for reporting of dangerous conflict situations with wildlife. The hotline coordinator should be able to alert and deploy HWC Response Teams rapidly and effectively.

HWC Monitoring Team - A team of HWC Monitors responsible for collection of data on HWC incidents in each District. Trained and equipped with the newly developed Problem Animal Information System

(PAIS), data collected in the field will be remotely transmitted to the National HWC Database, reducing lag and loss of data. This system will also make the processing of consolation payments more efficient.

National HWC Database - A central, fully digitised HWC Database managed and analysed within the Ministry of Environment and Tourism under the HWC Unit/Division. Historical data should be entered, and current data should be stored in the database efficiently and automatically from all HWC Monitoring Teams via the online Problem Animal Information (PAIS) system. Regular reports from the Database should enable greater understanding of trends and hotspots of HWC across the country, in turn enabling adaptive management of the Mitigation Unit and Response Teams to increase efficiency.

Coexistence Landuse Planning Committee - A multi-sectoral Human-Wildlife Coexistence Land Use Planning Committee formed to oversee a scaling up of land use planning, beginning in conflict hotspot villages and areas. Its roles should include coordination of planning and management of Wildlife Corridors and Buffer Zones which are essential for long-term coexistence.

National HWC Curriculum – For awareness purposes, knowledge and capacity for coexistence for the long term, modules on wildlife and coexistence developed and introduced in the National Education Curriculum at primary, secondary and tertiary education system of the country. An adult education program also developed for the out of school and elderly in hotspots areas.

Compensation financial schemes – these are structured financial compensation programmes that provide monetary payments or support to individuals or communities who suffer losses or damages, often due to factors like wildlife conflict. These schemes aim to offset negative impacts, promote tolerance and cooperation, and support sustainable coexistence between people and nature especially with wildlife. Examples include payouts for livestock lost to predators, crop damage, human injury or death caused by wildlife.

Sustainable wildlife economy – this refers to the use of wildlife and natural ecosystems in ways that generate long-term economic benefits while ensuring the conservation of biodiversity and ecosystem health. Sustainable wildlife economy includes activities such as photographic tourism, cultural tourism, sustainable hunting, wildlife ranching, and nature-based enterprises that provide jobs, income, and incentives for communities to protect wildlife. This approach balances economic development with ecological sustainability.

Wildlife value-chain – this refers to the entire sequence of activities involved in the use, management, and conservation of wildlife, from natural resource management to the final products or services that reach consumers. It includes steps such as wildlife conservation, sustainable harvesting, tourism operations, processing, marketing, and benefit sharing with communities. A well-managed wildlife value-chain supports both biodiversity conservation and economic development. The achievement of wildlife value chain has the potential to mitigate against human wildlife conflict.

List of Acronyms and Abbreviations

BUAN ..... Botswana University of Agriculture & Natural Resources
BUIST ..... Botswana International University of Science & Technology
BTO ..... Botswana Tourism Organisation
BDF ..... Botswana Defence Force
BPS ..... Botswana Police Service
CBNRM ..... Community-Based Natural Resources Management
CBT ..... Community-Based Tourism
CBO ..... Community-based Organisation
CHA ..... Controlled Hunting Area
CEG ..... Community Escort Guide
DEP ..... Department of Environmental Protection
DOT ..... Department of Tourism
DFRR ..... Department of Forestry and Range Resources
DNMM ..... Department of National Museums and Monuments
DVS ..... Department of Veterinary Services
DWNP ..... Department of Wildlife and National Parks
EIA ..... Environmental Impact Assessment
GDP ..... Gross Domestic Product
GIS ..... Geographic Information System
HWC ..... Human Wildlife Conflict
HWC-SAP ..... Human Wildlife Conflict Strategy and Action Plan
KAZA TFCA ..... Kavango Zambezi Trans-frontier Conservation Area
MET ..... Ministry of Environment and Tourism
MLA ..... Ministry of Lands and Agriculture
ORI ..... Okavango Research Institute
RRT ..... Rapid Response Team
SADC ..... Southern African Development Community
SEA ..... Strategic Environmental Assessment
UB ..... University of Botswana
WMA ..... Wildlife Management Area

EXECUTIVE SUMMARY

INTRODUCTION

The National Human-Wildlife Conflict Strategy and Action Plan (NHWC-SAP) for Botswana (otherwise also called "***Achieving human-wildlife co-existence, conservation & sustainable livelihoods***") covers the period 2025 to 2030. The Strategy provides a roadmap to human-wildlife conflict (HWC) mitigation in Botswana. The NHWC-SAP thus presents a framework to mainstream HWC mitigation in policies, strategic plans, and programmes of human-wildlife interactions in all levels of governance in the country. The goal is to ensure co-existence and well-being of humans and wildlife, the conservation of ecosystem services, and sustainable economic development. This approach is consistent with the Botswana tradition of living in harmony with nature or the environment and Vision 2036 as well as the Sustainable Development Goals.

The main objective of this project was to develop a NHWC-SAP to address HWC matters in Botswana. This objective is to be achieved through the following specific objectives and associated key activities:

- Develop a national framework/strategy for human-wildlife conflict.
- Develop strategic short- and long-term action plans to address human-wildlife conflict
- Develop monitoring and evaluation cycle for the Action Plan
- Map all human-wildlife conflict areas/hotspots.
- Develop stakeholders' engagement plan
- Develop wildlife value-chain s
- Develop modalities for self-compensation by communities for wildlife damage

To fulfil the objectives of the assignment, the following activities were undertaken:

a) Analysing characteristics and depth of the human-wildlife conflict in the various parts of the country;

b) Carrying out an in-depth qualitative and quantitative situational analysis of the human-wildlife conflict in line with the existing national policies, management strategies and local governance systems, and,

c) Identifying and documenting strategies/interventions that will help to bring human-wildlife conflict to manageable levels and offset socio-ecological costs associated with it.

APPROACH & METHODOLOGY

The methodology and approach used in the NHWC-SAP followed a period of consultative, participatory and inclusive process facilitated by the Okavango Research Institute of the University of Botswana and the Department of Wildlife and National Parks DWNP). A countrywide HWC consultative approach used took the form of a series of countrywide mini-*Pitsos*. A total of 14 mini-*Pitsos* were conducted in various districts of Botswana. The final National *Pitso* for all the stakeholders (farmers, private sector and government) was held in Gaborone in 2023. In addition

to the national Pitso and mini-Pitsos, kgotla meetings countrywide were conducted for more detailed stakeholder engagement. A total of 62 *Kgotla* meetings to solicit ideas and recommendations on how HWC can be addressed in Botswana. The *Kgotla* meetings were conducted across 62 villages, spread across all the districts within Botswana. The public *Kgotla* meetings were attended by a total of 5,328 people of which two-thirds (65.6%, n = 3497) were female. Stakeholder consultation and validation workshops were held with government officials and other broader stakeholder groups in Gaborone. Seven (7) validation public *Kgotla* meetings were conducted in Shakawe (in Okavango District), Matlapana (in North-west District), Kachikau (in Chobe District), Nata (in Tutume District), Ghanzi (in Ghanzi District) and Kang (in Hukuntsi District), and Mochudi (in Kgatleng District).

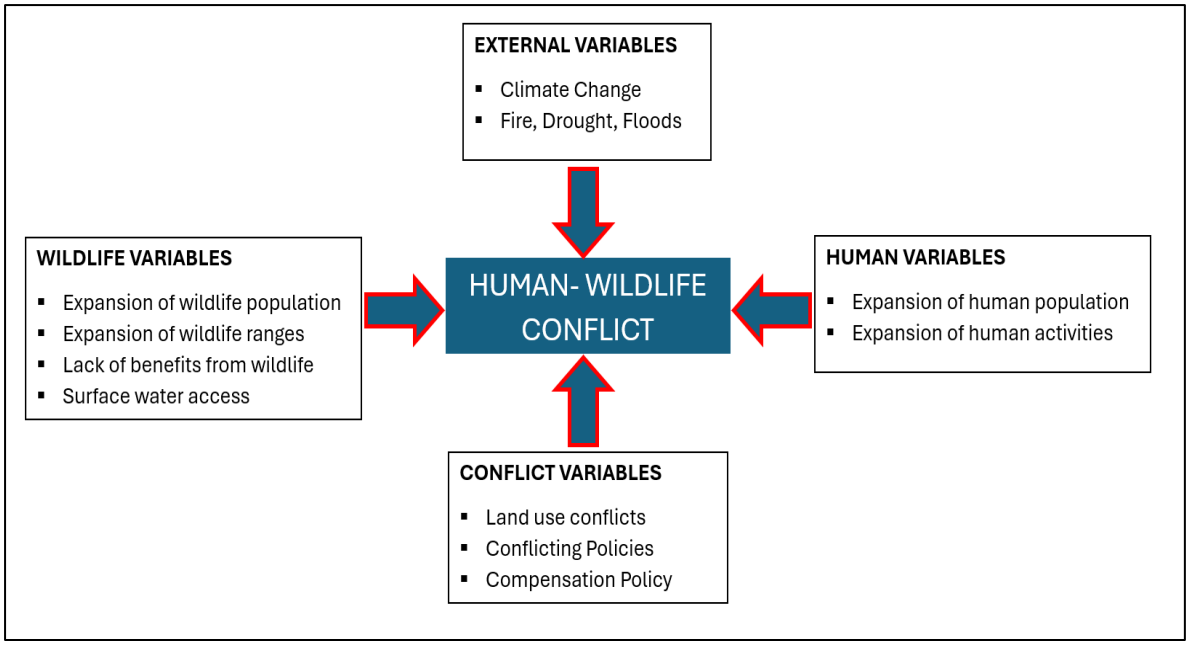
In addition to the above, a benchmarking exercise was undertaken on the management of HWC and associated mitigation measures. This involved a review and analysis of strategic plans and policy documents in Botswana, KAZA-TFCA partner-countries, Tanzania and India.

To effectively analyse human-wildlife conflicts (HWCs), the Drivers-Pressures-State-Impact-Response (DPSIR) framework (UNDP, 2009 and MEFCHG, 2021) was used. The DPSIR framework provided a structured approach to understanding their complexities and guiding potential solutions. By applying the DPSIR framework to human-wildlife conflicts, stakeholders gain insights into the root causes of conflicts, assess their impacts, and develop targeted responses that promote coexistence between humans and wildlife. This structured approach ensures sustainable solutions that consider both ecological and human needs. The NHWC-SAP was developed, taking into consideration other existing documents developed to provide focused guidance. These included the Elephant Management Plan for Botswana, Leopard Management Plan for Botswana and others.

KEY FINDINGS

The NHWC-SAP for Botswana adopts a systems thinking approach which holistically talks to the 'Drivers-Pressures-State Impact-Response framework. Using the DPSIR framework, land use conflicts between wildlife and agriculture are identified as one of the key challenges resulting in conflicts throughout Botswana. In this regard, HWC is a land use planning challenge resulting from the failure of land use planning in the country. The lack of harmony between agricultural and wildlife conservation policies results in HWC in different parts of the country. In this regard, agricultural schemes are characterized by land use conflicts between wildlife, human settlements, and agricultural production. Key drivers and causes of HWC include the following: Human population growth, expansion of wildlife populations, insufficient land use planning, the lack of gazettement of wildlife corridors and wildlife dispersal areas, climate change, the lack of forage and water etc.

Findings indicate HWC varies according to geography, land use patterns, human behaviour, resource availability and behaviour of wildlife species or individuals within a species. HWC in Botswana predominantly manifests as livestock predation, destruction of livestock watering infrastructure, destruction of fences for arable farming, transmission of diseases to livestock by wildlife, crop damaged and in some instances human injuries and sometimes human death. Elephants, hippos, lions, and buffalo are among the animals largely implicated in loss of human life and severe injuries, while wildebeests and buffaloes transmit diseases to livestock. Human-wildlife conflicts are widespread across the country, with certain areas experiencing more severe challenges. The conflicts are widespread in northern, western, eastern, and some parts of central Botswana, where large populations of wildlife are found. Livestock depredation by predators is widespread throughout the country especially in villages and settlements within the vicinity of Protected Areas (PAs) and loss of human life due to attack by large wild animals such as lion, elephant, buffalo, and hippopotamus.



Framework applied to Human-Wildlife Conflict assessment. Source: Adopted from UNDP (2023)

Various forms of conflict between humans and wildlife.

Forms of HWC	Animal Responsible/People responsible
1. Crop damage	Elephant, hippopotamus, baboon, warthog, bushpig, porcupine, Cape buffalo, zebra, kudu, jackal, and birds
2. Livestock predation	Lion, leopard, cheetah, hyena, eagle, wild dog, and crocodile, jackal
3. Damage to property (farm fences, tanks, boreholes/watering equipment, thatched shelters)	Elephant, baboon
4. Death and injuries to human beings	Elephant, lion, hippopotamus, crocodile, snakes, leopard, wild-dog, and Cape buffalo
5. Livestock disease transmission	Buffaloes, Wildebeest
6. Illegal killing and injuries to wildlife	Communities (e.g. livestock and crop farmers)
7. Threats/nuisance/presence of dangerous wildlife	Elephant, lion, leopard, baboon, birds

Most of the HWC hotspots are in northwestern Botswana, especially in the Okavango, Northwest, Chobe, Tutume, Boteti, Bobirwa Districts and parts of the Northeastern region. Southern parts of

Botswana such as the Kgatleng, Kweneng, and Kgalagadi Districts largely experience human-carnivore conflicts where lions, hyenas and leopards remain the largest species causing livestock predations. HWC in Botswana predominantly manifests as crop damage, livestock predation, destruction of livestock watering infrastructure, and in some instances, human injuries and fatalities. Elephants, crocodiles, hippos, lions and buffaloes are among the most frequently implicated animals in loss of human life and severe injuries. Most of these conflicts are widespread in northern Botswana where these wildlife species occur in large numbers. Livestock depredation by wild carnivores such as lions, leopards and hyenas are widespread throughout the country, especially in villages and settlements within the vicinity of protected areas.

IDENTIFIED PRIORITY AREAS

Having identified key drivers and causes of HWC in Botswana, it is also important to identify mechanisms to prioritise competing demands and how conflicts can be contained or mitigated. Using the DPSIR framework to address HWC in Botswana, the NHWC-SAP identified Seven (7) Strategic Priority Areas. These are:

1. **STRATEGIC PRIORITY AREA 1: Identify and address underlying drivers of HWC in Botswana.** This strategic goal seeks to analyse and understand the specific factors that lead to conflicts between humans and wildlife. The goal recommends that in addressing key drivers of HWC, we should develop targeted interventions or strategies to mitigate against existing and potential conflicts. Overall, this goal aims to create solutions that reduce conflict while promoting the conservation of wildlife and the well-being of human communities.

2. **STRATEGIC PRIORITY AREA 2: Reduce direct pressures that lead to HWC.** This strategic goal focuses on minimizing the immediate factors or actions that contribute to conflicts between humans and wildlife. Some of the direct pressures include resource competition, where wildlife and humans compete for the same resources, and habitat encroachment, which involves the expansion of agricultural development, human settlement, or infrastructure development into land designated for wildlife use or wildlife spreading into human settlements. Ultimately, this goal seeks to create a more harmonious balance between human activities and wildlife conservation, reducing the likelihood of conflict and fostering coexistence.

3. **STRATEGIC PRIORITY AREA 3: Make HWC Information & Data Available.** This strategic goal argues that HWC information and data should be made available to all the stakeholders. This is aimed at enhancing awareness, transparency, and collaborative solutions. The strategic goal can effectively be achieved through data collection and monitoring of HWC, establishment of a centralized database, and regular reporting (i.e., producing regular reports summarizing HWC data, trends, and case studies for stakeholders). Access to accurate and timely human-wildlife conflict (HWC) information and data enables informed decision-making and strengthens collaboration among stakeholders to effectively address and reduce conflicts.

4. **STRATEGIC PRIORITY AREA 4: Minimise the adverse effects of human-wildlife conflict on people and wildlife populations.** This Priority Area aims at identifying ways that can reduce the impacts of HWC on both humans and wildlife. Reducing the negative impacts of human-wildlife conflict (HWC) on humans and wildlife means implementing strategies to minimise the harm that arises when human activities and wildlife interactions lead to adverse outcomes. The strategic objective involves protecting livelihoods by addressing crop damage and livestock predation, reducing transmission of diseases between wildlife and livestock, and safeguarding wildlife by minimising retaliatory killings. It also seeks to promote coexistence through education, community participation and sustainable practices while implementing practical

measures such as physical barriers, compensation mechanisms and alternative livelihood options to reduce conflict.

5. **STRATEGIC PRIORITY AREA 5: Establish a sustainable wildlife economy and enhance the wildlife value-chain.** This strategic goal seeks to establish a sustainable economic model that capitalizes on wildlife assets such as elephants while prioritising long-term conservation outcomes. By optimising both non-consumptive activities such as photographic tourism and regulated consumptive use such as trophy hunting, Botswana can unlock significant socio-economic benefits and enhance its nature-based economy. However, the elephant by-product industry is not developed. This includes, but is not limited to, dung, milk, meat, fat and bone marrow, hide, trophy, and ivory. A sustainably managed elephant population presents opportunities for a diversified portfolio of benefits for the country where both non-consumptive and consumptive uses are integrated. This integrated approach has the potential to contribute meaningfully to rural livelihoods in wildlife hotspots and to the broader economic development of the country. The Strategic Goal notes that by developing a wildlife economy and value-chain, regions can create sustainable livelihoods that benefit both people and wildlife, promoting conservation through economic incentives. The value-chain approach in a wildlife economy should include a series of processes and activities that create value from wildlife resources, integrating conservation with economic benefits. The wildlife economy and its value-chain thus seek to create a harmonious relationship between humans and wildlife, where economic benefits derived from wildlife contribute to both conservation efforts and local community well-being.

6. **STRATEGIC PRIORITY AREA 6: Enhance community resilience through effective and timely compensation mechanisms.** This strategic goal calls for the establishment of a Human-Wildlife Conflict (HWC) Replacement Fund and compensation financial schemes. This involves creating a financial mechanism to compensate individuals or communities affected by human-wildlife conflict. These funds should aim at providing timely support, reducing retaliatory actions against wildlife, and promoting coexistence. In addition, the fund acknowledges the payment of crop yields, livestock, or infrastructure destroyed by wildlife at market value. In relation to human injuries and death caused by wildlife, the strategic goal notes an insurance scheme that will provide for the injured person for a longer period of their remaining life. In the case of a breadwinner, the insurance scheme should provide for the maintenance of their dependents until they reach the age of maturity when they can sustain themselves.

7. **STRATEGIC PRIORITY AREA 7: Develop and Implement the HWC Mitigation and Adaptation Plan.** This strategic goal acknowledges the development and implementation of the HWC Mitigation and Adaption Plan as a critical measure to address HWC. This goal therefore calls for creating a comprehensive strategy aimed at reducing HWC and then putting that strategy into action. Implementing this HWC mitigation and adaptation plan requires collaboration, commitment, and continuous engagement with affected communities and stakeholders. By fostering coexistence and minimizing conflict, both human livelihoods and wildlife populations can be protected. The goal is to minimise negative interactions between humans and wildlife, thereby protecting human livelihoods and promoting wildlife conservation. In addition to mitigation, the plan emphasizes adaptation by strengthening community resilience through practical measures such as diversifying crops to those less palatable to wildlife, modifying livestock enclosures to withstand predator intrusion, adjusting grazing patterns to avoid high-risk areas, and developing early warning systems based on wildlife movement data. These adaptive strategies enable communities to proactively respond to shifting wildlife behaviours, environmental changes, and seasonal dynamics, ensuring long-term coexistence and sustainability.

This strategy identified and outlined seven (7) priority areas aimed at comprehensively addressing HWC scenario in Botswana. These include: tackling root causes and drivers of HWC; minimizing direct pressures contributing to conflict; enhancing data systems for informed decision-making and rapid response; mitigating impacts on both human communities and wildlife; strengthening institutional and financial capacities for effective implementation; promoting a sustainable wildlife economy and value-chain to serve as a conflict mitigation tool; establishing a wildlife replacement mechanism; and operationalizing the HWC Replacement and Compensation Fund to address compensation-related concerns. These priorities are operationalized through 27 strategic goals, 109 targeted outcomes and outputs, and tracked by 126 indicators that monitor progress in the project.

RECOMMENDATIONS

Based on identified priorities and after wide consultation with HWC experts, practitioners, local communities, and stakeholders across districts in Botswana, the National Human-Wildlife Conflict Strategy and Action Plan (NHWC-SAP) for Botswana provides plans for several new initiatives to enhance human-wildlife co-existence in both the short and long terms. These include:

1. **National HWC Policy for Botswana—**The MET should prioritise and develop a comprehensive HWC policy to guide the mitigation and adaptation approaches to human wildlife conflicts in Botswana.

2. **HWC Mitigation Division (or upgrade Problem Animal Control (PAC) Unit to a Division)—**The MET should prioritise the establishment of a HWC division at DWNP. The HWC Division should equip communities with the tools and capacity to proactively deploy effective, context-specific HWC mitigation approaches, driving rapid gains in both human safety and economic resilience hence improved rural livelihoods and wildlife conservation in the country.

3. **HWC Response Teams—T**he MET should establish HWC Response Teams to support communities in conflict situations. Continuous tailored training of team members should be provided. These teams should play a dual role: ensuring the effective protection of communities while also acting as key educators on HWC issues and mitigation strategies. To enhance impact, efforts must be made to mobilize additional funding and scale up operational capacity particularly by increasing the number of teams and vehicles dedicated to community support, with a strategic focus on high-priority HWC hotspot areas.

4. **Free Regional HWC Hotlines** -To enhance the responsiveness and reach of HWC Response Teams, the HWC Division should have and establish dedicated 24-hour regional hotlines, enabling timely reporting and escalation of high-risk HWC incidents in different parts of the country.

5. **HWC Monitoring Teams** - A team of HWC monitors should be established and will be responsible for the collection of data on HWC incidents in each district. These teams should be trained and equipped with the newly developed Problem Animal Information System; data collected in the field should be remotely transmitted to the National HWC Database, reducing lag and loss of data.

6. **Botswana's National HWC Database** - A centralized, fully digitized HWC database should be developed and managed by the HWC Division. The continuous data analysis carried out with the assistance of Statistics Botswana should inform strategic decision-making in the country. Regular reporting from this system will provide critical insights into conflict trends and hotspot

areas, enabling adaptive management of both the HWC Division and Response Teams to drive greater operational efficiency and impact.

7. **The Co-existence Land Use Planning Committee** - A multi-sectoral Human-Wildlife Coexistence Land Use Planning Committee should be established under the leadership of the National Land Use Planning Commission. This committee should be tasked with driving the expansion of integrated land use planning in Botswana with a specific target to high-conflict hotspot areas. The Committee will also be responsible for coordinating the planning and management of critical wildlife corridors and buffer zones, which are fundamental to ensuring sustainable long-term human-wildlife coexistence. The Committee should ensure that an integrated land use approach is achieved where wildlife is separated from human settlements and where possible cluster fencing or electric fences are erected around crop fields to protected crops from wild animals. In addition, boreholes should be drilled in areas designated for wildlife to keep wildlife away from human areas.

8. **Integrating Wildlife Conservation in Education -** To raise awareness, knowledge, and capacity for coexistence for the long term, HWC awareness must be integrated into science, geography, and social science so that learners across all levels of education can learn the causes, impacts, and solutions, thereby promoting a sense of responsibility for both human and wildlife well-being. New modules on wildlife and coexistence should be developed, piloted, and introduced in training and learning institutions.

9. **Community Resilience and Conservation Incentive Schemes—**The Ministry of Environment & Tourism (MET) with partnership and collaboration of associated ministries such as Ministry of Lands and Agriculture, Ministry of Water and Human Settlements, and Ministry of Entrepreneurship should lead the development of diversified livelihood initiatives aimed at enhancing household resilience, increasing wildlife-derived benefits, and creating incentives for human-wildlife coexistence in the country. This strategy further recommends evaluating these initiatives to determine their feasibility, success factors, and scalability potential, thereby informing long-term programmatic expansion.

10. **The Adoption of technological innovations and its application in HWC mitigation** - The HWC Division should be proactive in the prevention of HWC in Botswana by adopting technological innovations. This proactive prevention of HWC should partly be achieve through the use and integration of modern technologies, early warning systems, and rapid response mechanisms. This approach should be implemented in high-conflict zones where physical barriers and deterrents are necessary and should be erected. The design and deployment of such measures should be tailored to specific species and hotspot areas, grounded in robust landscape-level assessments. Where movement regulation is required, barrier placement must be informed by ecological connectivity and species movement patterns, rather than administrative boundaries. These interventions should incorporate local knowledge of seasonal and long-term wildlife ranging behaviours, while also anticipating adaptive responses by wildlife over time, to ensure ecological integrity is maintained.

11. **Adopt a Sustainable Wildlife Economy and Value-chain -** Botswana should develop a wildlife economy and value-chain to ensure that communities actively participate in and benefit from the conservation of wildlife resources. A wildlife economy and value-chain can create sustainable livelihoods that benefit both people and wildlife, promoting conservation through economic incentives. The value-chain approach in a wildlife economy should include a series of processes and activities that create value from wildlife resources, integrating conservation with economic benefits. Agro-tourism projects will need to be promoted in communities. In the case of elephants, Botswana needs to have a sustainable approach to the elephant

population. In this regard, a combination of consumptive (trophy hunting), and 'non-consumptive' uses (photographic tourism and related wildlife value-chain activities are recommended. Industries (e.g. wildlife abattoirs and skin/hide tanneries) will need to be established in wildlife centres such as Kasane and Maun. However, a pilot abattoir and tannery project can be undertaken in one of these centres before other major projects are undertaken. In addition, the CBNRM approach which in essence is a HWC mitigation measure should be strengthened especially with the establishment of a Department responsible for CBNRM implementation and monitoring in wildlife areas.

12. **Enhancing community resilience through an effective and timely compensation mechanisms/scheme** - This strategy recommends the establishment of the Botswana Human-Wildlife Conflict (HWC) Insurance Scheme designed to reduce the economic and social impacts of wildlife-related damages, such as crop destruction, livestock loss, and human injuries or deaths caused by wildlife. These schemes typically involve financial compensation for people affected by wildlife incidents, ensuring they can recover or mitigate losses. Botswana's HWC Insurance Scheme should address human-wildlife conflicts, especially in hotspot areas. The coverage scheme should compensate farmers for the following: Crop damage, Livestock loss from predators, injury, or death. Affected people who may be injured or killed due to wildlife attacks may also be covered under the scheme. Eligibility should be for farmers or community members in designated HWC hotspot areas or where damage is caused by protected species anywhere in the country. These farmers should be involved in agriculture or livestock farming in areas near wildlife habitats or migration routes.

The compensation process should include the following: i) Farmers must report incidents of damage or loss to local wildlife officers or the insurance authority; ii) a wildlife expert or government officer assesses the situation to verify the damage and determine compensation based on market value (for livestock and crops); and iii) the insurance company or government fund then compensates the farmers for their losses. In terms of funding, the government and private insurance companies typically fund these programs, either jointly or through a public-private partnership. In addition, international funding can be sought for some of these projects to encourage wildlife conservation and mitigate HWC challenges. Finally, the compensation scheme should encourage preventive measures, such as improved fencing, the use of scare tactics, or the relocation of problematic animals. Farmers may also receive training on how to minimise conflict with wildlife. The HWC conservation insurance schemes in some instances are subdivided and include the following:

- ***Crop Damage Insurance:*** Compensates farmers for losses due to wildlife eating or damaging crops, encouraging coexistence.

- ***Livestock Protection Insurance:*** Covers losses from predation by wildlife, helping pastoralists manage risks while promoting conservation.

- ***Property Damage Insurance:*** Provides financial assistance for damages caused by wildlife to homes or infrastructure.

- ***Human Injury and Death Insurance:*** Offers compensation for injuries and death caused by wildlife encounters, supporting communities in areas with high wildlife presence.

STRATEGY IMPLEMENTATION

Finally, the Ministry of Environment and Tourism, specifically the recommended HWC Division at the Department of Wildlife and National Parks, is responsible for the implementation of this Strategy. The National Action Plan (2025-2030) adopts the structured and phased approach, which include:

a. **Short-Term (2025–2026):** Address immediate conflicts, raise awareness, build partnerships, and establish monitoring systems.

b. **Medium-Term (2027–2028):** Scale up successful strategies, implement landscape-level interventions, diversify livelihoods, and develop policies.

c. **Long-Term (2029–2030):** Institutionalize HWC strategies, ensure sustainability through funding and research, and foster cultural as well as regional cooperation.

This structured approach ensures that you can respond to immediate threats, refine strategies for broader implementation, and build a resilient and sustainable framework for human-wildlife coexistence over the long-term.

Chapter 1. INTRODUCTION

1.1. BACKGROUND

This document is the National Human Wildlife Conflict Strategy and Action Plan for Botswana (2025 to 2030), otherwise known as "***Achieving human-wildlife co-existence, conservation and sustainable livelihoods***". The Strategy is divided into short-term and long-term action plans to address human wildlife conflict (HWC) in Botswana. The Action Plan is structured into short-term, medium-term, and long-term plans. The development of the HWC-SAP was guided by the following Terms of Reference:

- Develop strategic short- and long-term action plans to address human-wildlife conflict
- Develop monitoring and evaluation cycle for the Action Plan
- Develop wildlife value-chains
- Monitor keeping game in Masimo programme and suggest improvements.
- Develop a national framework/strategy for human-wildlife conflict.
- Develop stakeholders' engagement plan
- Develop modalities for self-compensation by communities for wildlife damage
- Map all human-wildlife conflict areas/hotspots.

1.2. DEFINING HUMAN WILDLIFE CONFLICT (HWC)

Human-wildlife conflict has been defined in several ways (Lamarque et al. 2009; Redpath et al 2013; IUCN Africa Specialist Group 2024). WWF (2005) defines HWC as:

any interaction between humans and wildlife that results in negative impacts on human social, economic, or cultural life, and on the conservation of wildlife or the environment.

The MEFCCGI (2021:19) define HWC as outlined below:

Human-wildlife conflict refers to the negative interaction between humans and wild animals, leading to adverse impacts such as injury or loss of human lives, crops, livestock, and other properties or even their emotional well-being, and equally negative impacts on wild animals and/or or their habitats.

1.3. DEFINING HUMAN WILDLIFE CO-EXISTENCE

The MEFCCGI (2021:19) define Human-wildlife co-existence is defined in the following terms:

dynamic but sustainable state in which humans and wildlife adapt to living in shared landscapes with minimum negative impact of human-wildlife interaction on humans or on their resources and on the wildlife or on their habitats. The mitigation measures designed using this approach maintain a balance between the welfare of animals and humans, where both are given equal importance. Overlap in space and resource use is managed in a manner that minimises conflict.

In this Strategy, human-wildlife conflict (HWC) is defined and recognised as a subset of human-wildlife interactions (which can be positive or negative) on both humans and wildlife. Conflict occurs when the needs and behaviour of wildlife impact negatively on the goals of humans or when the goals of humans negatively impact the needs of wildlife (Lamarque et al. 2009). This includes negative impacts of wildlife on human social, economic, or cultural life and negative impacts of humans on the conservation of wildlife populations (IUCN Africa Specialist Group 2024). However, it is important to recognize that human-wildlife conflicts do not result solely from the direct impacts of wildlife on people or vice versa but may often involve disagreements between stakeholders over conservation objectives (Redpath et al. 2013). HWC is a key obstacle to linking conservation and poverty alleviation, as the costs of living with wildlife negatively impact rural livelihoods and erode community support for conservation (Bowen-Jones, 2012). HWC is also a significant threat to wildlife conservation, as the fate of many wildlife populations, especially carnivores and large herbivores, is increasingly dependent on the level of tolerance they receive from people (Treves et al., 2006).

In Botswana, human-wildlife conflict brings economic losses to the local communities living in wildlife areas. The growing frequency and severity of crop damage, together with the emotional experience associated with injuries or fatalities involving humans or livestock is significantly diminishing community tolerance toward wildlife conservation in the country. Despite notable attempts to reduce and mitigate against HWC, such conflicts continue to increase and at a higher cost to farmers and the government of Botswana. The main concern with HWC therefore, is the escalating social and economic costs incurred by communities and the high expenditure associated with payment of compensation and dealing with problem-causing animals. While the Community-Based Natural Resources Management (CBNRM) programme is designed to deliver tangible wildlife-related benefits to local communities, such benefits are often overshadowed by persistent threats to human safety and property hence contributing to growing resentment and negative perceptions toward wildlife. To improve the effectiveness of the CBNRM programme, it is essential to enhance benefit-sharing mechanisms by aligning incentives more closely with the costs borne by communities. This may include more equitable revenue distribution, performance-based support, investment in community-led mitigation efforts, and integration of non-monetary benefits such as community infrastructure developments, community awareness programmes, and health services tied to conservation outcomes.

Attempts to reduce HWC have been undertaken for decades but are not yielding positive results due to a variety of reasons, chief among them being the lack therein of a comprehensive National Human Wildlife Conflict Strategy and Action Plans, limited capacity in terms of human resources, equipment, and financial resources, and the lack of political will. Competing claims for land and conflicting land uses count among the most prominent

drivers fuelling the ever-increasing HWC countrywide (Darkoh & Mbaiwa 2009). The persistent loss of crops, livestock, and human lives and human injury has alienated communities living with wildlife to an extent that retaliatory killing of wildlife through poisoning, snaring, and shooting has been escalating over decades (Gontse et al. 2018; Jibajiba 2018). It is from this background that HWC in Botswana should be addressed to achieve co-existence, sustainable livelihoods and wildlife conservation.

1.4. Approach and Methodology

The development of the NHWC-SAP has followed a period of a consultative, participatory, and an inclusive process, facilitated by the Okavango Research Institute of the University of Botswana and by the Department of Wildlife and National Parks. A countrywide HWC consultative approach was adopted where mini-*Pitsos* were conducted countrywide. A total of 14 mini-*Pitsos* were conducted in various districts of Botswana. A final National *Pitso* for all the stakeholders (farmers, private sector, Non-Governmental Organisations and government) was held in Gaborone in 2023. In 2024, taking a blended bottom-up and top-down approach, experts from the Okavango Research Institute (ORI) further conducted a total of 62 *Kgotla* meetings countrywide to solicit ideas and recommendations on how HWC can be addressed in Botswana. The 62 *Kgotla* meetings were conducted across 62 villages, spread across all the districts in Botswana (see Figure 1). The *Kgotla* meetings were attended by a total of 5,328 people, of which two-thirds (65.6%, n = 3497) were female.

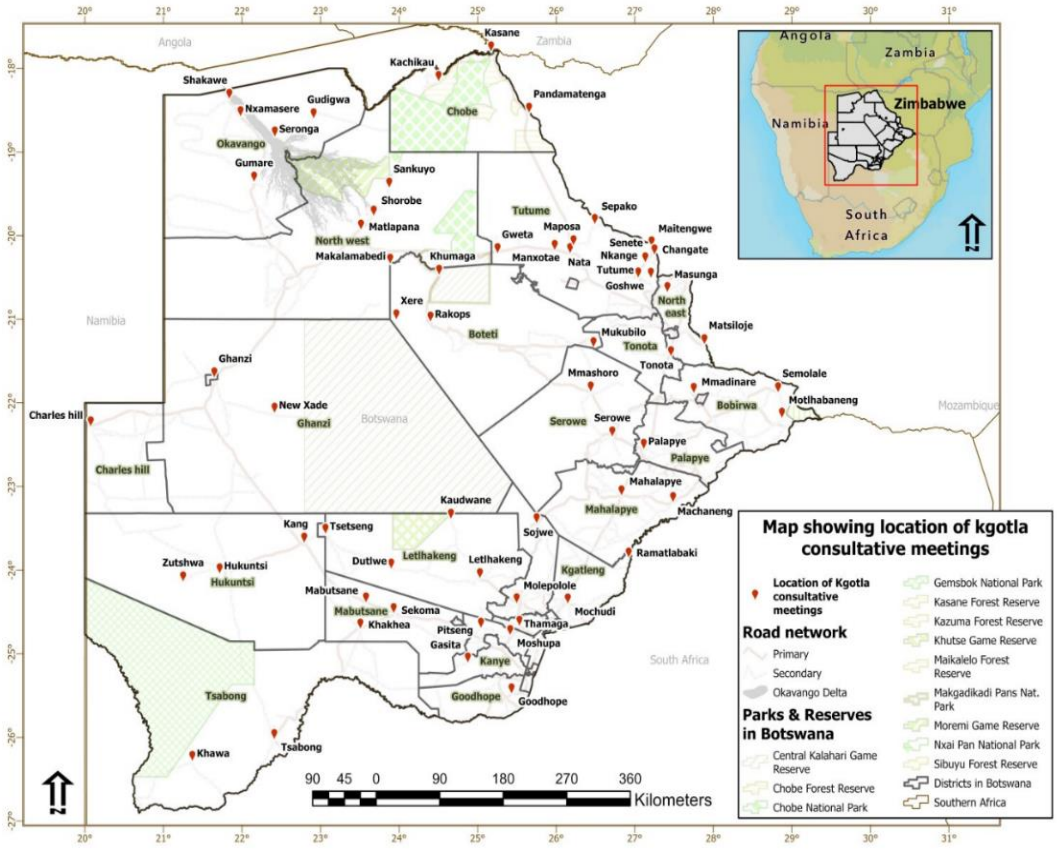


Figure 1-1: Maps showing villages where Kgotla meetings were addressed.

Stakeholder consultation and validation workshops were held with government officials and other broader stakeholder groups in Gaborone. Seven (7) validation public *Kgotla* meetings were conducted in Shakawe (Okavango District), Matlapaneng (North-west District), Kachikau (Chobe District), Nata (Tutume District), Ghanzi (Ghanzi District), Kang (Hukuntsi District), and Mochudi (Kgatleng District). In addition to the consultation process, an extensive literature search on HWC was undertaken both in and outside Botswana. The literature provided insights and benchmarking of how other countries attend to issues of HWC.

Finally, a benchmarking exercise on the management of Human Wildlife Conflict was carried through a review and analysis of Strategic Plans and Policy documents in Botswana, KAZA-TFCA partner-countries, Tanzania and India. These strategic documents include the following:

1. UNDP. (2023). *Human-Wildlife Conflict Management Strategy in the Kalahari Landscape (2023 -2028*). Gaborone, Botswana – Although this Strategic Plan focused on Human wildlife Conflict in the Kalahari landscape mainly Ghanzi and Kgalagadi regions, it highlights that much of the conflicts in this region are mainly caused by carnivores. This Strategic Plan provided a context to conflicts in drylands in Botswana.

2. Ministry of Natural Resources and Tourism (MNRT) (2020). *National Human-Wildlife Conflict Management Strategy 2020-2024*. Ministry of Natural Resources and Tourism, United Republic of Tanzania – Tanzania has a large herbivore population which provides a similar HWC analysis to those of Northern Botswana where there is a concentration of big species such as elephants, buffaloes etc. Tanzania thus provided an African context in the nature and mitigation of HWC.

3. KAZA-TFCA (2016). *Assessment of the Human Wildlife Conflict Mitigation Measures being Implemented by Kavango-Zambezi Transfrontier Conservation Area (KAZA-TFCA) partner countries, KAZA TFCA Secretariat, Kasane, Botswana – This document provided a synopsis of the HWCs* in the KAZA countries and how they are mitigated. Botswana is a member of the KAZA-TFCA.

4. Ministry of Environment, Forest and Climate Change Government of India (2021). *National Human-Wildlife Conflict Mitigation Strategy and Action Plan of India 2021-26*. New Delhi, INDIA – The Indian Strategy provided the context of HWC and how they are mitigation. The analysis indicates that India though species might be different, but the Strategy provide a robust approach in dealing with HWC.

5. Ministry of Environment and Tourism (2018) *Revised National Policy on Human Wildlife Conflict Management 2018 – 2027*, Directorate of Wildlife and National Parks, Windhoek, Namibia – The Namibia Policy provides ideas of how HWC Insurance Compensation Schemes is carried out in Namibia. For examples, Namibia has compensation schemes of which Botswana may want to adopt Insurance compensation schemes to mitigate against HWC.

Other critical documents or literature reviewed include Botswana Elephant Management Plan and Action Plan 2021–2026, Botswana National Leopard (*Panthera pardus*) Management and Action Plan 2024-2034, Botswana's National Anti-Poaching Strategy (2025 -2030) and many other documents dealing with HWC. The UNDP (2009) and the Ministry of Environment, Forest and Climate Change Government of India (2021) provided the Drivers-Pressures-State-Impact-Response (DPSIR) framework to address HWC. This framework was used to guide in understanding environmental issues and facilitating policymaking. The DPSIR framework was used to effectively analyse human-wildlife conflicts (HWCs), providing a structured approach to understanding their complexities and guiding potential solutions. By applying the DPSIR framework to human-wildlife conflicts, stakeholders gained insights into the root causes of conflicts, assess their impacts, and developed targeted responses that promote coexistence between humans and wildlife. This structured approach helped to ensure sustainable solutions that consider both ecological and human needs.

Chapter 2. SITUATIONAL ANALYSIS

2.1. RELEVANCE OF HUMAN-WILDLIFE CO-EXISTENCE IN BOTSWANA

The Botswana Government has adopted an approach to promote wildlife conservation and human-wildlife co-existence. In this regard, human-wildlife co-existence is important to Botswana. The Botswana Government subscribes to the ideals of Sustainable Development Goals (SDGs), especially Pillar 15 (Life on Land), which emphasises "protecting, restoring, and promoting sustainable use of terrestrial ecosystems, managing forests sustainably, and halting land degradation and biodiversity loss". The coexistence between people and wildlife is thus a national priority for sustainable development and wildlife conservation in Botswana. The Botswana Government has demonstrated commitment to wildlife conservation by setting aside over 40% of its land for wildlife conservation. This includes a total of 17% of Botswana's surface area reserved and designated as national parks and game reserves. An additional 22% of Botswana's land is designated as wildlife management areas, while 1% is designated as forest reserves (see Figure 2-1 and Figure 2-2 below).

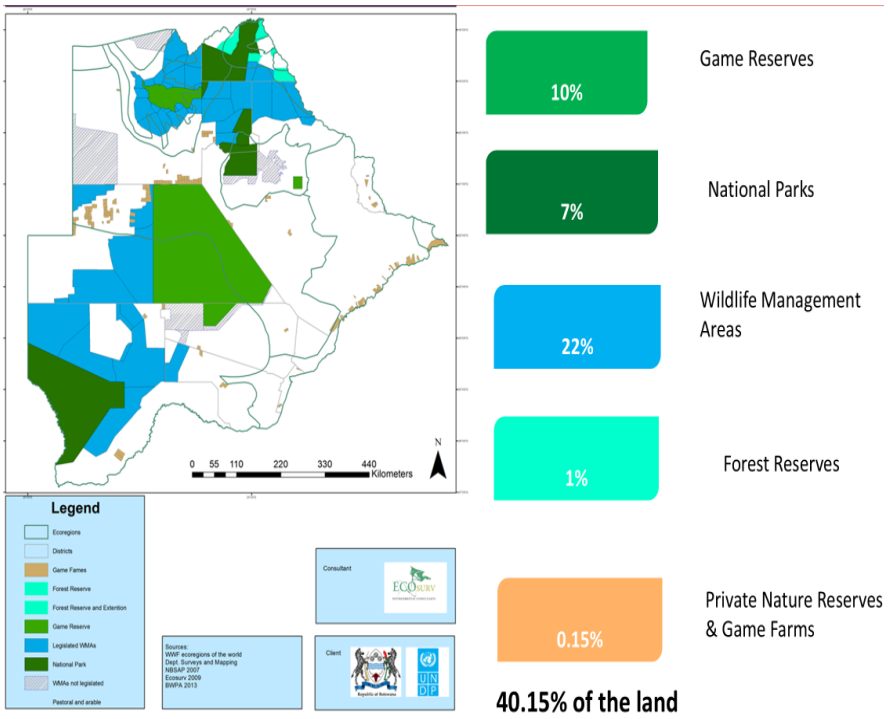


Figure 2-1: Total land areas reserved for wildlife conservation in Botswana. *Source (DWNP, 2024)*

In addition, Botswana has a strong legislative and policy framework governing wildlife conservation and protection, which includes the Wildlife Conservation Policy of 2013, Tourism Policy of 2021, CBNRM Policy of 2007, Wildlife Conservation and National Parks Act of 1992, and an effective institutional approach in the form of the Department of Wildlife and National Parks, the Botswana Defence Force Anti-Poaching Unit, etc. This approach has resulted in Botswana remaining a sanctuary for many wildlife species of conservation concern and making it rank number one (1) in the world in the conservation of megafauna (Lindsey et al. 2017). According to Lindsley et al (2017), when assessed using the Megafauna Conservation Index (MCI)—which evaluates the spatial, ecological, and financial contributions of 152 countries to the conservation of the world's

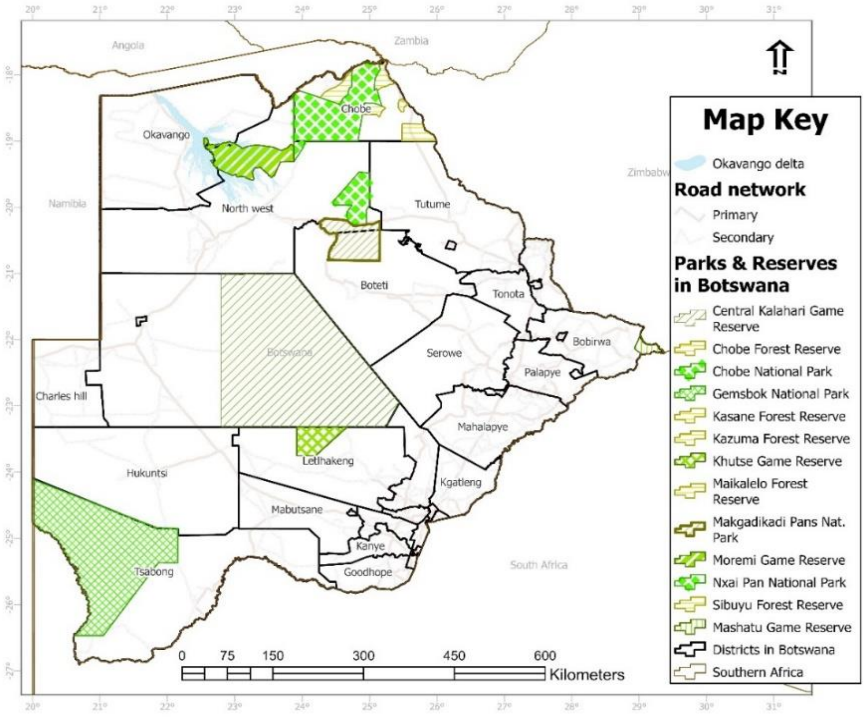


Figure 2-2: Protected areas of Botswana.
Source: ORI GIS Lab (2025)

terrestrial megafauna—Botswana ranked highest, followed by Namibia, Tanzania, Bhutan, and Zimbabwe (see Figure 2-3). This means Botswana ranks high in terms of ensuring conservation of its wildlife resources.

Botswana's conservation practices have led to the country being home to the largest elephant population in the world. For example, the 2022 dry season elephant survey by KAZA TFCA Secretariat estimated 227,900 (±16743) elephants in the KAZA TFCA survey area, which includes Botswana, Zambia, Zimbabwe, Namibia, and Angola. About 58%, or 132,182 of these elephants were found in Botswana (KAZA-TFCA Secretariat, 2022).

Botswana has made investments in wildlife-based tourism and conservation. The tourism sector significantly contributes to the national and local economy of the country. Presently, wildlife tourism in Botswana attracts international nature-based visitors to the country every year, resulting in a significant number of jobs for citizens and revenue generation. The tourism sector is the second largest economic sector in the country, contributing a total of about 7% of Gross Domestic Product (GDP).

Conversely, the Government of Botswana acknowledges that communities living near or within protected areas bear significant costs associated with living alongside wildlife, including threats to their livelihoods, safety, and well-being. Furthermore, Botswana recognizes the need for greater efforts to enhance the benefits of wildlife conservation for local communities, while simultaneously promoting greater community tolerance and fostering long-term coexistence with wildlife. Increasing the security and well-being of communities living in wildlife areas is, therefore, a primary goal of the National Human Wildlife Conflict Strategy and Action Plan for Botswana.

The Government of Botswana recognizes that human wildlife conflict (HWC) poses a significant threat to wildlife conservation and human livelihoods. Many of the species that are the focus of HWC, such as large carnivores and elephants, are 'key species' that play a significant role in shaping the ecosystems in which they live. They also include some of the charismatic 'big five' species that make Botswana a popular destination for wildlife-based tourism. Among the wildlife species found in northern Botswana are the migratory plains zebra, blue wildebeest, Cape buffalo, and dangerous species such as the African elephant and African lion. The Kgalagadi region is also unique in terms of the wildlife species diversity it supports. It has a diversity of antelope species such as red hartebeest, gemsbok, eland, springbok and wild carnivores such as African lion and hyenas.

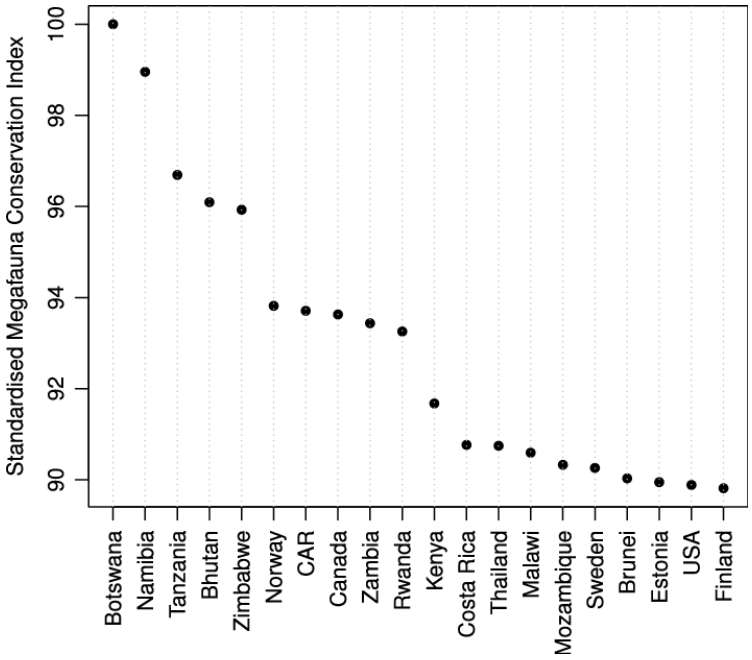


Figure 2-3: Megafauna Conservation Index for Botswana *(Source: Lindsey et al. 2017)*

It is estimated that over 70% of wildlife species in Botswana live outside protected areas, and this has become the basis and source of HWC in the country. Based on these reasons, the Ministry of Environment and Tourism acknowledges that addressing human-wildlife conflict is a key goal for sustainable development and wildlife conservation in the country. In this regard, Botswana must work towards human-wildlife coexistence for the benefit of her people and wildlife. Carter and Linnell (2016) highlighted that "as a dynamic but sustainable state in which humans and wildlife co-adapt to living in shared landscapes, where human interactions with wildlife are governed by effective institutions that ensure long-term wildlife population persistence, social legitimacy, and tolerable levels of risk." Carter and Linnell (2016) further note that the focus on human-wildlife conflict has often been a constraint to wildlife conservation, as practitioners have centred their attention on reducing negative interactions, rather than on increasing positive relations between humans and wildlife.

2.2. Drivers of Human Wildlife Conflict (HWC)

Human Wildlife Conflict (HWC) in Botswana is a long-standing socio-ecological problem that undermines the objectives of wildlife conservation and sustainable human well-being. Despite notable attempts to prevent and mitigate against HWC, such conflicts persist. As shown in Figure 2-4, the drivers of human wildlife conflict (HWC) often include the following:

Human population growth and the associated increased demand for land and natural resources are fundamental drivers of HWC. Competing claims for land and conflicting land uses count among the most prominent drivers fuelling the ever-increasing HWC in Botswana (Darkoh & Mbaiwa 2009). The persistent loss of crops, livestock, and human lives and human injury has alienated communities living with wildlife to an extent that retaliatory killing of wildlife through poisoning, snaring, and shooting has been escalating over decades (Gontse et al. 2018; Jibajiba 2018). Human population growth and expansion has led to increased settlement and the conversion of natural habitats into agricultural and grazing lands along the boundaries of protected areas and within wildlife ranges (Lobora et al., 2017). This expansion heightens the potential for human-wildlife conflict (HWC) by bringing human and wildlife populations into closer proximity. In certain instances, the rate of population growth and land conversion is occurring more rapidly along protected area boundaries than in other parts of the country (Estes et al., 2012).

Insufficient Land Use Planning - Insufficient land use planning is also a driver of

Table 2-1: Wildlife population estimates – national level (2004-2007, 2012, 2013, 2015, 2018 and 2023).

SPECIES	Wildlife Population Estimates								
	2004 Kgalagadi; Ghanzi; Central; Kweneng; Ngamiland; Chobe; and Southern	**2005** (Ngamiland; Kgalagadi; and Ghanzi)	**2006** (Chobe; Ngamiland; and Central)	**2007** (Kgalagadi and Ghanzi)	**2012** (Whole Country)	**2013** (Ngamiland; Chobe & Central)	**2015** (Kgalagadi; Ghanzi; Kweneng; & Southern)	**2018** (Whole Country)	**2023** KAZA Survey
Buffalo	31,615	48,802	59,396	-	61,105	38,616	-	28,534	37,006
Duiker	3,892	4,753	560	3,361	21,608	322	10,920	6,151	1,586
Eland	21,711	43,976	4,700	6,820	34,735	1,345	74,790	52,695	3,111
Elephant	151,000	88,626	154,658	-	207,545	156,401	789	132,674	131,909
Gemsbok	96,943	112,361	11,851	56,850	133,249	6,329	121,449	91,462	-
Giraffe	11,090	6,779	10,871	1,183	8,976	5,440	1,924	11,613	9,512
Hartebeest	39,553	46,941	1,277	18,354	62,569	492	43,526	27,515	-
Hippo	3,094	2,434	3,680	-	3,633	5,743	-	13,232	8,649
Impala	42,694	30,156	54,482	-	114,900	55,283	408	93,816	58,007
Kudu	28,075	18,102	8,427	3,010	23,038	4,109	14,243	21,163	5,147
Lechwe	35,722	37,947	38,059	-	26,322	51,979	-	88,584	105,155
Reedbuck	-	18	208	-	-	-	-	2,620	1,397
Roan	391	70	665	-	615	425	-	833	564
Sable	2,249	841	1,999	-	1,989	2,439	-	2,872	3,901
Sitatungu	12	249	160	-	63	261	-	875	156
Springbok	50,332	22,863	6,426	-	35,688	3,437	40042	23,650	206
Steenbok	26,617	23,992	4,185	10,702	41,531	2,993	28,467	15,468	-
Tsessebe	2,361	3,109	3,209	-	2,138	1,478	-	3650	5,338
Warthog	2,919	3,618	3,075	498	7,026	2,578	2,144	7,626	6,893
Waterbuck	944	298	1,278	-	2,048	-	-	1245	1,882
Wildebeest	35,088	23,825	15,251	13,200	53,159	9,689	20,810	63,286	15,610
Zebra	52,162	21,071	49,151	-	99,077	59,463	3,615	65,300	64,728
Source: Department of Wildlife and National Parks									
(-): Data not available									

HWC. Historically, land use planning has been lacking, land use plans have not been enforced or were undertaken without considering the risk of HWC. As a result, settlement and agriculture have expanded into areas at high risk from wildlife

damage, such as the peripheries of protected areas and into corridors, dispersal areas, and buffer zones, exacerbating the potential for conflict.

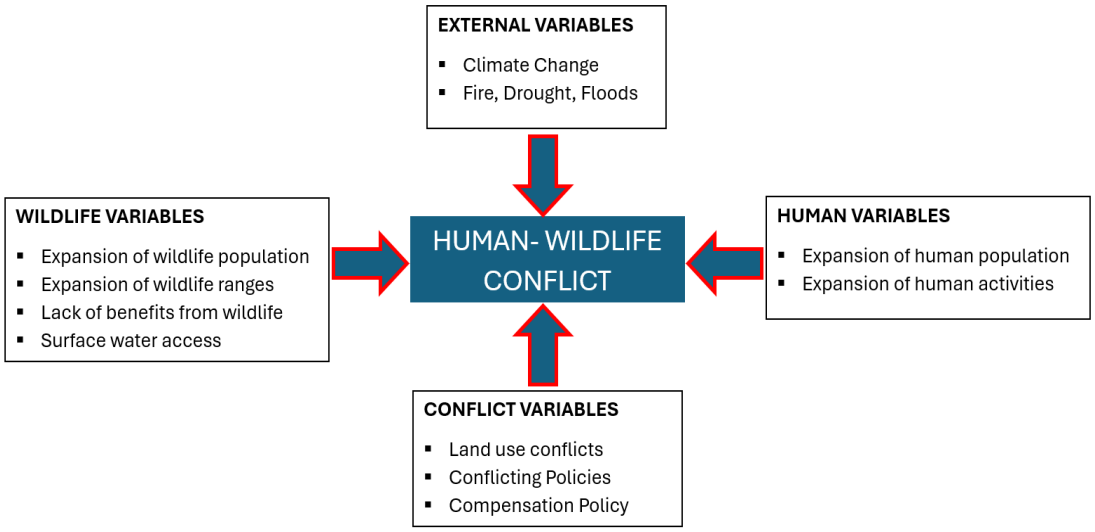


Figure 2-4: Diagram showing driving factors of HWC.
Source: Adopted from UNDP (2023)

The lack of gazettement of wildlife corridors and wildlife dispersal areas -The other underlying cause and key driver of HWC is that wildlife corridors and dispersal areas are part of essential habitats for wildlife completing the entire ecosystem in which only protected areas are formally gazetted. Activities within these corridors are not controlled and may limit wildlife movement and habitat connectivity (Madden, 2008). This means that an important portion of wildlife range, including most of the wildlife corridors, falls outside of officially protected areas. Elephants and large carnivores have large home ranges that often extend beyond protected area boundaries into human-dominated landscapes. While protected areas serve as sanctuaries for many wildlife species, areas beyond these boundaries are equally crucial for the survival of elephant and carnivore populations. The continued presence and survival of these species in such landscapes are increasingly reliant on local community tolerance (Inskip & Zimmermann, 2009).

Climate Change and the lack of forage and water - Climate change intensifies HWC by exacerbating extreme weather events, such as droughts, floods, heatwaves, and desertification. These shifts will further alter habitats, reducing the areas suitable for wildlife and increasing the likelihood of conflicts. Drought in Botswana is a significant driver of human-wildlife conflict, primarily due to its impact on water availability and food resources for both wildlife and local communities. Wildlife may be forced to move to new areas to adapt to climate change, potentially encroaching into human settlements and increasing HWC (Otiang'a-Owiti et al. 2011) [Figure 2-5].

2.3. HUMAN DIMENSIONS OF HWC

Local communities in wildlife areas of Botswana are generally tolerant of wildlife. Research has shown that a range of factors shape how tolerant people are of wildlife (Dickman 2010; Madden 2006; Nyhus 2016; Mkonyi et al., 2017; Lichtenfeld, 2005). Tolerance is defined as the willingness to accept wildlife presence (Inskip et al., 2016). In areas where communities exhibit intolerance towards wildlife, negative attitudes towards specific species or conservation initiatives are common, often leading to detrimental behaviours such as the killing of wildlife (Inskip et al., 2016). There are several factors that make communities tolerant or intolerant to wildlife. As such, some of the communities in northern Botswana can be described as tolerant of wildlife mainly because of the benefits associated with community-based tourism and wildlife tourism.



Plate 2-1: Elephants & lions are key species in HWC in Botswana.

2.4. STATUS OF HUMAN WILDLIFE CONFLICT IN BOTSWANA

Human-wildlife conflict occurs throughout Botswana, albeit with differing intensity over space and time. The entire country, covering a land area of about 581,730 km^2, was the study area. However, HWC hotspots are predominantly in northern Botswana within the vicinity of key protected areas, which include Chobe National Park, Moremi Game Reserve in the Okavango Delta, and Nxai – Makgadikgadi National Park which are known for their high concentration of elephants (Barungwi, 2021). Other hotspots include communities and cattle ranches within the vicinity of the Central Kgalagadi Game Reserve. However, northern Botswana, where rainfall and environmental heterogeneity are higher, supports a higher diversity of wildlife due to favourable habitats, the presence of numerous ephemeral and permanent surface water sources, and large tracts of land designated as protected areas. Northern Botswana is much more endowed with abundant wildlife in terms of numbers and diversity. Among the wildlife species found in northern Botswana are the migratory plains zebra, blue wildebeest, Cape buffalo, and dangerous species such as the African elephant and African lion. Kgalagadi region is also unique in terms of the wildlife species diversity it supports. It has a diversity of antelope species such as red hartebeest, gemsbok, eland, springbok and wild carnivores such as the African lion and different species of the hyenas.

Figure 2-5 and Figure 2-6 further demonstrate the spatial distribution of HWC hotspots, with emphasis on elephants (Figure 2-5) and carnivores (Figure 2-6). Carnivores are the main cause for human-wildlife conflict.

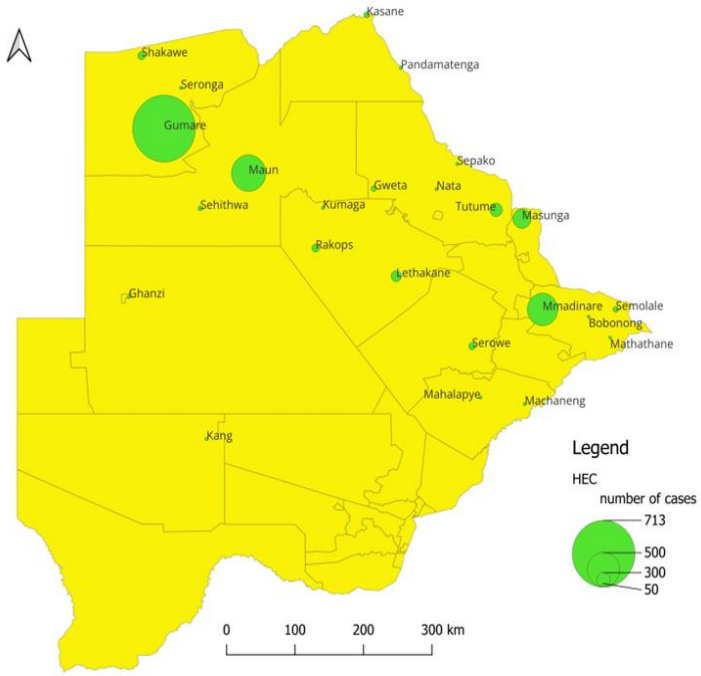


Figure 2-5: Human elephant conflict incidents in 2022.
Source: DWNP (2024)

Wildlife in Botswana interacts with people, both inside and outside protected areas. Most of the Botswana's protected areas were established in the early 1960s to protect wildlife by demarcating areas in the form of national parks, which were fully protected, and game reserves, which allowed some limited utilisation. However, because these protected areas are not large enough and sufficient to provide all the complementary and supplementary resources required by wildlife species, some of these species occur largely outside protected areas and present a potential danger to humans and their property, especially the dangerous wildlife such as the African elephant, lion, and Cape buffalo. The establishment of Wildlife Management Areas (WMAs) has not helped much but has expanded the wildlife range towards human inhabitants, who also exacerbate the conflict by expanding and encroaching into wildlife areas to cater for human population increase and the need for settlement and agriculture development.

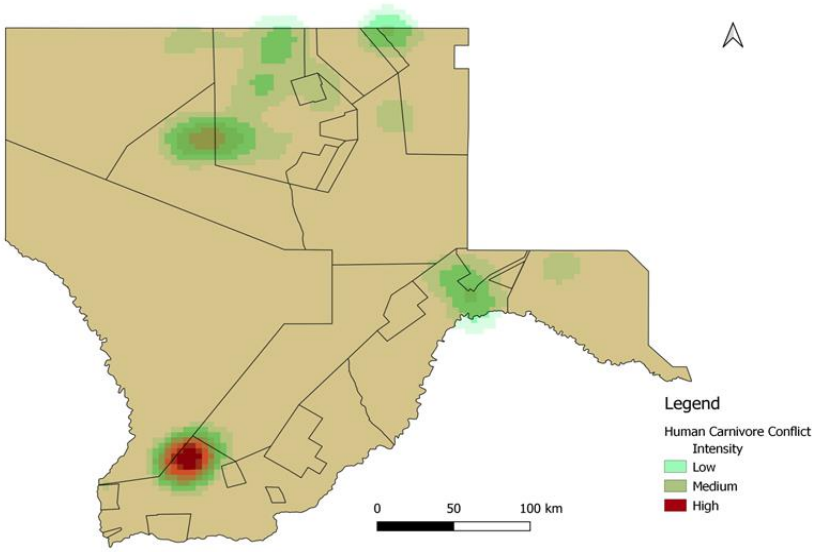


Figure 2-6: Density distribution of human-carnivore conflicts in Kgalagadi.
Source: DWNP (2024)

Human wildlife conflict (HWC) in Botswana has been a long-standing socio-ecological problem that undermines the objectives of wildlife conservation and sustainable human well-being. The growing human population and the corresponding demand for natural resources are driving degradation and fragmentation of natural habitats, resulting in increased competition between humans and wildlife for the same resources. HWC leads to significant economic losses for local communities living in wildlife-prone areas of Botswana. The rising frequency and severity of crop damage, together with the emotional

toll of incidents involving injury or death of humans or livestock, are progressively eroding community tolerance towards wildlife in Botswana. Despite notable attempts to reduce and mitigate against HWC, such conflicts continue to increase and at a higher cost to farmers and the government of Botswana.

The main concern with HWC is the escalating social and economic costs incurred by communities and the high expenditure associated with payment of compensation and dealing with problem-causing animals. Although the benefits of utilizing wildlife may be directed to communities through CBNRM programmes (Jibajiba, 2018), wildlife threats to human life and property impair these benefits and engender negative attitudes towards wildlife. In the 2022-23 financial year, a total of 11,938 cases of HWC were reported in Botswana (see Figure 2-7 below).

Cases of HWC are not uniform across the country. This is because wildlife distribution and population vary across the country, including those species that cause the most damage, being elephants and leopards, jointly accounting for over 80% of reported cases. In terms of districts, most of the HWC incidences are in Ngamiland and Central District (see Table 2-2 and Figure 2-8), which necessitates greater engagement of stakeholders in these regions.

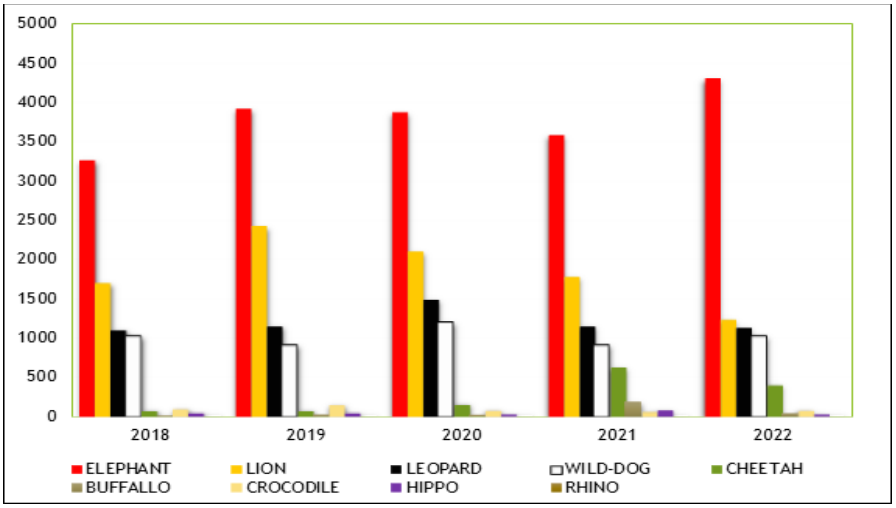


Figure 2-7: Reported cases of incidents of wildlife damage.

Source: DWNP 2024

Table 2-2: Problem animal incidents per district.

Districts	2022/2023
1. Ngamiland (Okavango & North-West districts)	2090
2. Central (Boteti, Tutume)	1697
3. Kweneng	493
4. Kgalagadi	482
5. Chobe	371
6. Ghanzi	201
7. Southern	85

Districts	2022/2023
8. Kgatleng	36
Totals	**5455**

Source: DWNP 2024

Results in Figure 2-7 indicate that most of the hotspots and wildlife-human conflict situations are in the Okavango, Northwest, Chobe, Tutume, Boteti, Bobirwa districts and some parts of North-East district. Southern parts of Botswana such as the Kgatleng, Kweneng, and Southern, do experience conflicts, but they are lower than those in northern, western, and eastern Botswana. The Ghanzi-Kgalagadi Region is largely known for carnivores preying on livestock. The Human-Wildlife Conflict Management Strategy in the Kalahari Landscape (2023-2028) highlights a rising trend in human-wildlife conflicts across the Tsabong, Hukuntsi, Ghanzi, and Charleshill Districts over the past six years, peaking in 2017 and 2018.

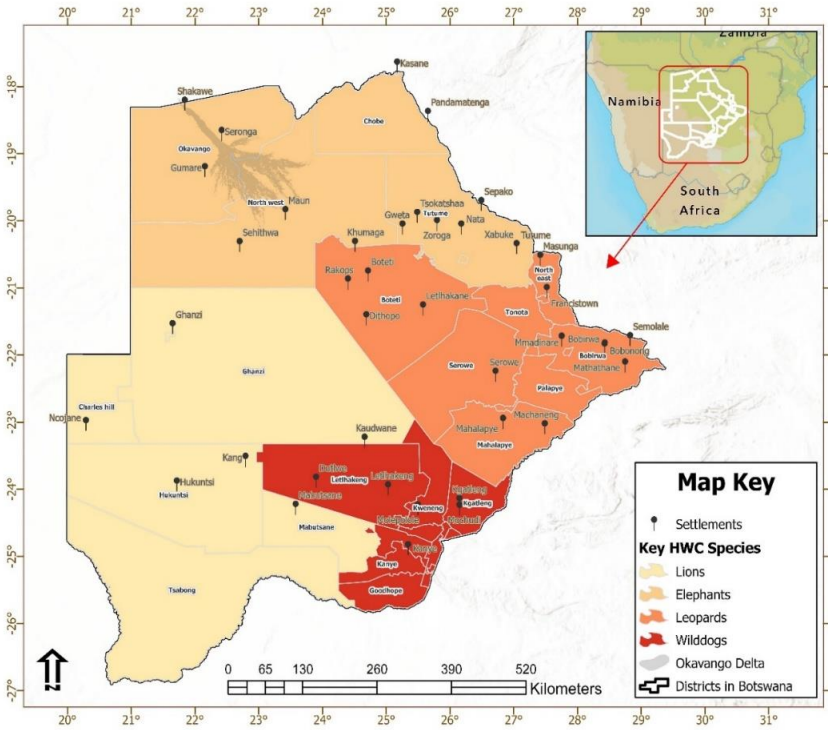


Figure 2-8: Human Wildlife Conflict areas per region and the prominent conflict species in Botswana.

The strategy identifies livestock losses and damage to property or infrastructure as the primary concerns. On average, predators killed around 300 cattle and 100 goats and sheep annually. The most frequently reported conflict involved wild-dog (*Lycaon pictus*), while lion (*Panthera leo*) and leopard (*Panthera pardus*) were the most reported large predators. Additionally, non-compensatory species, such as the black-backed jackal (*Canis mesomelas*), were noted for causing livestock losses, though they were reported less frequently due to the lack of compensation for damages they cause. It is estimated that a total of 80 people were injured and 57 were killed by the wildlife between the years 2009 and 2019 (see Figure 2-9 below).

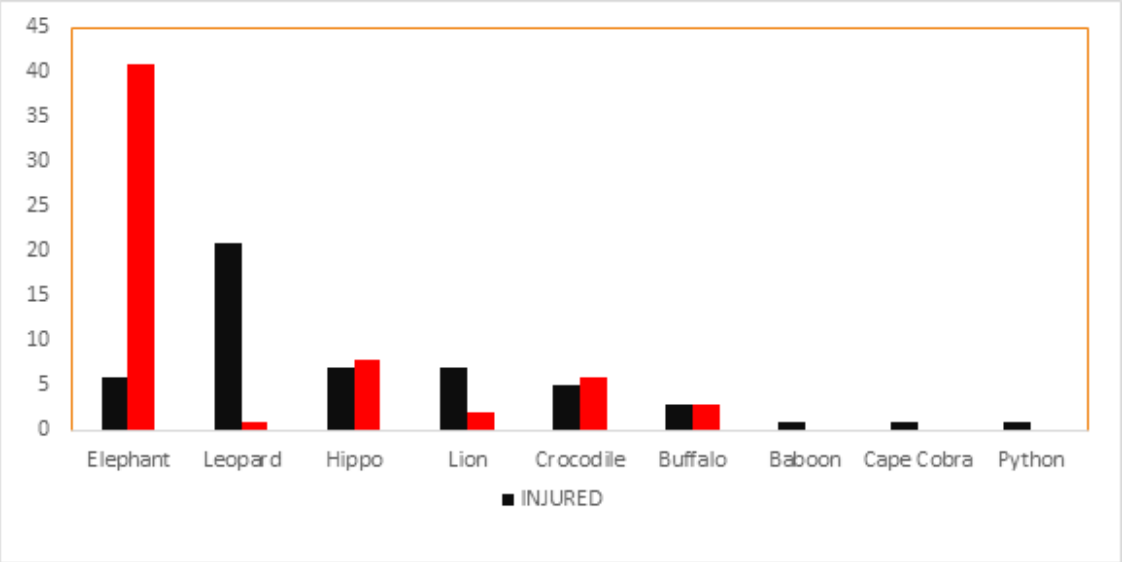


Figure 2-9: Human injuries and death caused by wildlife in Botswana (2022/23).

Source: DWNP (2024)

In the 2022-23 financial year, a total of BWP26,014,680 (USD 824.612,301) was paid as compensation (see Figure 2-10). Over P124 million was paid as compensation from 2018 to 2023.

The challenge these high compensation expenses present suggest a need for a short and long-term strategy for alleviating HWC in Botswana. Such a strategy needs to be acceptable to all stakeholders and have an action plan to be implemented jointly by HWC stakeholders. It is therefore critical that a comprehensive National Human Wildlife Conflict Strategy and Action Plan be developed to guide all stakeholders in their joint efforts to sustainably manage HWC. To achieve this, in mid-2024 the Government of the Republic of Botswana, through the Ministry of Environment and Tourism tasked the Okavango Research Institute of the University of Botswana to drive the development of the National HWC strategy and further undertake reviews of some species-specific

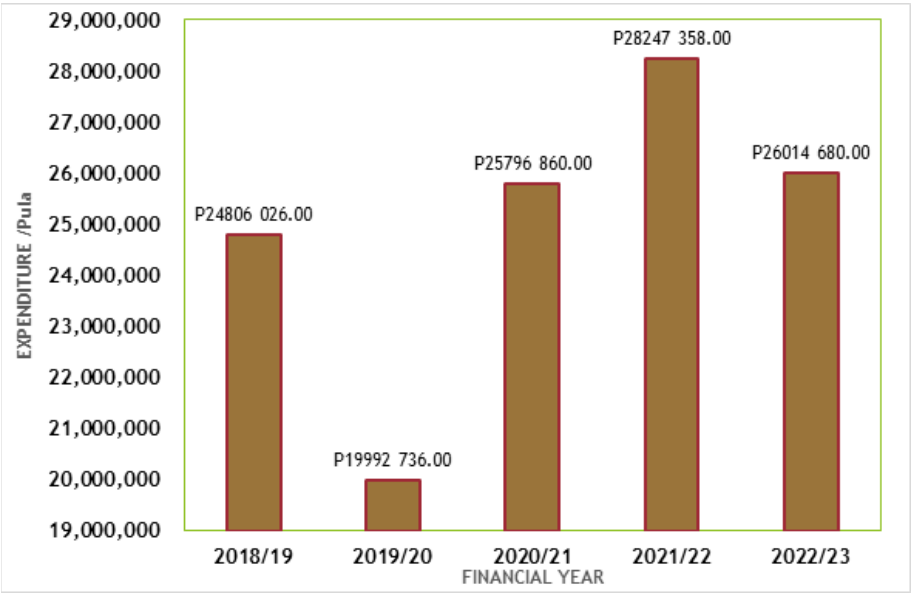


Figure 2-10: Compensation paid resulting from wildlife damage.

Source: DWNP (2024)

management plans for purposes of designing effective and sustainable wildlife monitoring programmes that do not only enhance wildlife conservation but also socio-economic benefits for the people of Botswana.



Plate 2-2: Crop field damaged by elephants at Khumaga village.
Source: Gontse (2018)

2.5. Summary of Key Concerns & Suggested Solutions

A summary of key concerns and suggested solutions arising from the fieldwork is provided in Table 2-3:

Table 2-3: Identified concerns and solutions from fieldwork

KEY CONCERNS	SUGGESTED SOLUTIONS
Policy contradictions/non-alignment owing to non-enforcement of the EIA Act on government policies, plans and programmes Poor maintenance of game and livestock disease control fences Escape and sanctuary of wild animals from game farms Increased settlement expansion into the wildlife range Land use transformation-allocating agricultural land in conflict hotspot zones Lack of institutional coordination in land use planning, lack of resources to prepare land use plans and implement them Policy contradictions/non-alignment owing to non-enforcement of the EIA Act on government policies, plans and programmes Poor maintenance of game and livestock disease control fences	Legislative and policy reforms Promote conservation agriculture to minimise further expansion into wildlife area Enforce SEAs for government plans, policies and programs (EIA Act, 2011) Operationalize the National Spatial Plan Integrated land-use planning (ILUPs). Use advance technology for early warning Allocation of adequate resources for DWNP (Human, financial, equipment, vehicles, Training in problem animal control, livestock/wildlife diseases, land use planning, etc.) Invest part of CBNRM income in human wildlife mitigation through a) Community wildlife insurance schemes and b) Community crop & livestock insurance schemes to protect crops and livestock from wildlife damages

KEY CONCERNS	SUGGESTED SOLUTIONS
Escape & sanctuary of wild animals from game farms Increased settlement expansion into the wildlife range Land use transformation-allocating agricultural land in conflict hotspot zones Lack of institutional coordination in land use planning, lack of resources to prepare land use plans and implement them	Replacement at market value of livestock or property destroyed Avail resources for joint maintenance of physical barriers such as electric fences and veterinary fences Undertake routine monitoring of fences separating communal areas and PAs

2.6. KEY RECOMMENDATIONS ARISING FROM THE SITUATIONAL ANALYSIS

From the Situational Analysis Report, some of the key recommendations include the following:

- Develop the National HWC Policy for Botswana
- Establish HWC Division (or upgrade PAC Unit to a Division)
- Establish HWC Response Teams
- Establish Free Regional HWC Hotlines
- Establish National HWC Database
- Create Co-existence Land Use Planning Committees
- Introduce modern technology to report HWC incidents, early warning & rapid response system
- Create barriers & deterrents to manage HWC
- Adoption a sustainable Wildlife Economy and Value-chain
- Develop a Comprehensive Compensation Policy
- Establish a Botswana Human-Wildlife Conflict (HWC) Insurance Scheme

Chapter 3. PURPOSE, VISION, MISSION AND GUIDING PRINCIPLES

3.1. CONTEXT OF THE STRATEGIC PLAN

The National Human-Wildlife Conflict Strategy and Action Plan (NHWC-SAP) for Botswana, "***Achieving human-wildlife co-existence, conservation and sustainable livelihoods***" covers the period 2025 to 2030. The strategy serves as a comprehensive framework for addressing human-wildlife conflict (HWC) in Botswana, promoting a holistic approach to mitigation. The national HWC Strategy and Action Plan (NHWC-SAP) provides an opportunity to integrate HWC mitigation into national policies, strategic plans, and programs related to human-wildlife interactions across all levels of governance. This integration will foster harmonious coexistence between humans and wildlife, support the conservation of ecosystems, and contribute to sustainable economic development. The approach aligns with Botswana's tradition of living in harmony with nature, Vision 2036, and the global Sustainable Development Goals. The Strategy inspires stakeholder confidence and leadership in various sectors of the economy. It also aims to bring together HWC stakeholders including local communities, government, non-governmental organisations, private sector, the international community, and Non-Governmental Organisations

3.2. PURPOSE AND SCOPE

The purpose and scope of the National Human-Wildlife Conflict (HWC) Strategy and Action Plan for Botswana (NHWC-SAP) are to foster a shared understanding and consensus among stakeholders regarding approaches and solutions for mitigating HWC in the country. The NHWC-SAP offers a comprehensive, inclusive, and integrated framework for planning, implementing, and monitoring HWC mitigation measures at national, regional, district, and local levels. It outlines guiding principles, strategic priorities, main goals, and expected outcomes, providing clear direction for implementation, monitoring, and evaluation to ensure effective and efficient HWC mitigation. The strategy incorporates mechanisms that promote vertical and horizontal coordination among relevant stakeholders, defining common goals, assigning responsibilities, and establishing a clear timeline and performance indicators. These indicators will track progress, measure impact, and guide the adoption of a co-existence approach that is inclusive and adaptable. Additionally, the NHWC-SAP will facilitate alignment with other national strategies and priorities, fostering synergies and mitigating potential conflicts with broader government objectives. As a dynamic framework, the NHWC-SAP should be adopted by the Department of Wildlife and National Parks as an adaptive management tool, continuously addressing emerging HWC challenges and integrating innovative mitigation strategies.

3.3. VISION

Humans and wildlife in Botswana co-exist, both safeguarded from negative effects of human-wildlife conflict.

3.4. MISSION

To mitigate against HWC in Botswana by addressing its root causes and through informed decision-making, inclusive stakeholder engagement, and the development of a resilient wildlife economy, skilled institutions and a sustainable compensation scheme.

3.5. VALUES

The core values of the NHWC-SAP reflect sustainability, coexistence, and responsible management. These are as follows:

- *Harmonious Coexistence* – Promote a balanced relationship between humans and wildlife, ensuring that both can thrive by minimizing conflicts through innovative, adaptive, and sustainable solutions.
- *Enhanced Rural Livelihoods* – Strengthen the economic and social well-being of rural communities by promoting sustainable livelihoods that benefit from wildlife conservation while reducing human-wildlife conflict.
- *Sustainability* – Ensure that conservation efforts and human livelihoods are balanced for long-term ecological and socio-economic stability.
- *Community Participation & Empowerment* – Engage local communities in decision-making, ensuring they benefit from wildlife conservation while mitigating conflicts.
- *Biodiversity Conservation* – Protect and preserve Botswana's rich wildlife heritage while minimizing negative interactions between humans and animals.
- *Evidence-Based Decision-Making* – Use scientific research, traditional knowledge, and data-driven approaches to develop effective HWC mitigation strategies.
- *Collaboration & Partnerships* – Foster cooperation between government agencies, conservation organizations, communities, and private stakeholders to implement sustainable solutions.

3.6. GUIDING PRINCIPLES

The Guiding Principles outlined in this strategy provide the foundational values and strategic orientation for effectively managing human-wildlife conflict (HWC) in Botswana. They reflect a commitment to fostering coexistence between people and wildlife through inclusive, equitable, and science-based approaches. Emphasizing collaboration, policy alignment, capacity development, and community resilience, these principles aim to guide the development and implementation of sustainable solutions that address the root causes of conflict. By integrating traditional knowledge, modern innovations, and participatory planning, the strategy ensures that mitigation efforts are practical, adaptive, and responsive to the ecological and socio-economic realities across Botswana's diverse landscapes.

3.6.1. Adopting a Harmonious Co-existence

This emphasizes the need to protect both humans and wildlife from conflict, while striving to maintain a balance between human needs and the conservation of nature. Efforts should focus on developing, assessing, customizing, implementing, and evaluating site-specific mitigation measures, ensuring that they are both effective and promote wildlife conservation.

3.6.2. Addressing HWC Drivers and Enabling Policy Environment

This principle calls for a holistic approach in addressing HWC. It calls for addressing causes and drivers of HWC and providing a conducive policy environment to address the conflicts. The approach also involves integration of modern technology and traditional knowledge to mitigate against HWC. In this regard, activities recommended aim to reduce HWC. It also calls for the reduction of impact of HWC on both humans and wildlife by using communication and cooperation instruments that are effective and economical.

3.6.3. Landscape Approach

This principle calls for the adoption of a landscape approach. That is, it is important to look at the larger landscape while developing HWC mitigation measures, as some species disperse over very large landscapes. In this regard, the landscape approach is critical in the design and implementation of HWC mitigation solutions.

3.6.4. Participatory Approach and HWC Mitigation Measures

This principle argues that effective human-wildlife conflict mitigation requires inclusive participation from stakeholders at all levels including national, regional and district levels. The input of stakeholders should be systematically integrated into planning and implementation, with particular focus on vulnerable groups, including low-income communities, youth, and especially women.

3.6.5. NHWC-SAP as a Capacity Development Tool

The success of any strategy depends on the capacity in terms of human resources, financial resources and equipment to implement the Action Plan. Capacity building for HWC mitigation is thus necessary to the success of the HWC strategy for Botswana. The focus of the HWC Strategy should thus be on addressing capacity development needs of key stakeholders to ensure their active involvement in the implementation of the NHWC-SAP. A comprehensive implementation framework, coupled with a robust monitoring plan, will ensure that the NHWC-SAP effectively facilitates capacity development for HWC management. This facilitation will be achieved by identifying and addressing key capacity gaps at every stage—ranging from understanding the drivers and pressures, to monitoring the status through data and information, and reducing the impacts on both humans and wildlife.

3.6.6. Alignment with Other Processes and Plans

This principle notes the need for alignment of policies, plans and strategies in different government ministries as critical in addressing HWC. When dealing with HWC, effort should be made to establish strong linkages with plans and guidelines of key relevant sectors, with the aim of enhancing synergies and minimizing potential trade-offs. Notably, the Ministry of Environment and Tourism, Ministry of Land and Agriculture, Ministry of Trade and Industry and the Ministry of Entrepreneurship are key relevant sectors. The leading Ministry in this regard will be the Ministry of Environment and Tourism through the DWNP.

3.6.7. Enhancing Community Resilience Through Timely and Efficient Compensation

Ensuring that affected communities receive prompt and adequate compensation for losses incurred due to human-wildlife conflict fosters sustainable coexistence between wildlife and local populations. This principle argues for the need to establish a financial mechanism to compensate individuals or communities affected by human-wildlife conflict timely. Timely support to affected individuals and communities should reduce retaliatory actions against wildlife and promote coexistence.

Chapter 4. STRATEGY, APPROACH AND DEVELOPMENT

Human-wildlife conflict (HWC) poses a growing challenge to both biodiversity conservation and human well-being in Botswana. As such, the National HWC Strategy adopts a multi-dimensional and inclusive approach that recognizes the complexity and diversity of conflict drivers. Rooted in evidence, community empowerment, and participatory planning, the strategy prioritises locally appropriate solutions that build resilience and foster coexistence. Guided by the DPSIR framework, this strategy and action plan embraces continuous learning, adaptive management, and collaboration among stakeholders. It aims to balance ecological integrity with socio-economic development, ensuring that mitigation efforts are equitable, data-informed, and responsive to the evolving dynamics of HWC in Botswana.

4.1. Rationale for Diversity of Approaches

Human-wildlife co-existence presents a complex and significant challenge, not only in Botswana but globally. This is because HWC is driven by a variety of factors, each requiring diverse approaches to address the different dimensions of the conflict. Human-wildlife conflict management should prioritise empowering communities to take the lead in mitigating and managing wildlife impacts, while also enhancing their resilience to future conflicts. The rational of the Botswana National HWC Strategy and Action Plan is therefore guided by the following:

- There is need to ensure the protection of farmers and frontline communities by implementing prompt and effective responses to HWC incidents.

- Sustainable land use planning especially when it involves wildlife management, both at broad and finer scales, is essential for identifying compatible activities within the human-wildlife interface. Long-term human-wildlife coexistence will be largely achieved through participatory land use planning which balances community needs with responsible management of wildlife corridors and buffer zones.

- Improving community livelihoods, wherein HWC management focuses on increasing benefits to communities, improving livelihoods, and incentives for co-existence with wildlife. In addition, educating people on the importance and best ways of coexisting with wildlife becomes key.

- Research and monitoring, i.e., the management of HWC is informed by data on the distribution, trends, drivers and social dimensions of HWC, periodic evaluation of interventions, and new knowledge driving the evolution of both policy and practice.

- Human-wildlife conflict (HWC) management should be a collaborative and consultative process, fostering information sharing and the exchange of lessons learned among all relevant actors and stakeholders. This includes collaboration between government agencies, NGOs, the private sector, local communities, and wildlife-focused working groups.

No one approach can alone fully resolve HWC. However, by committing to a holistic strategy for fostering coexistence, and acknowledging that these elements may evolve over time, with new solutions integrated during future reviews, this Strategy establishes the foundation for building and sustaining human-wildlife coexistence in Botswana.

4.2. Strategy and Action Plan Development Process

The development of a Strategic Plan is an iterative process. A successful strategic plan hinges on strong stakeholder engagement, clear communication, and a commitment to monitoring and adaptation. Figure 4-2 below provides a model and process adopted in the development of the HWC Strategy and Action Plan.

Benefiting from the outcome of the situational analysis, stakeholders developed short- and long-term strategies and action plan for HWC in Botswana. To develop an adequate HWC Strategy and Action Plan, a holistic approach was adopted that first endeavoured to understand the depth of the conflicts at hand. The approach included an analysis of the conflicts, review of existing

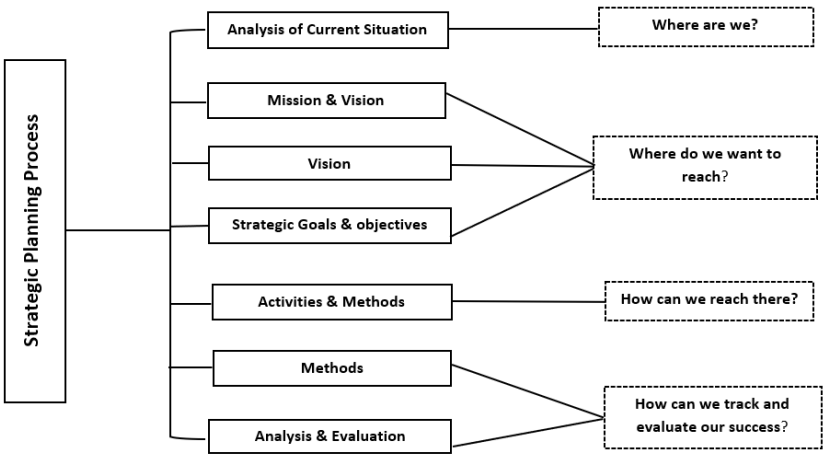


Figure 4-2: The strategic plan development process.

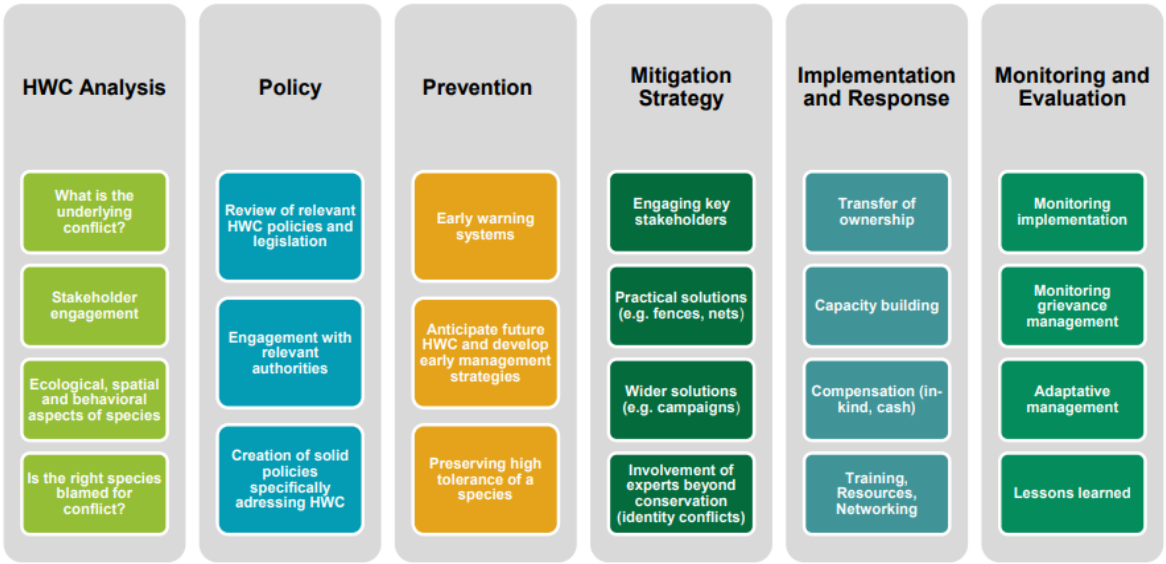


Figure 4-1: Elements of Human Wildlife Conflict.

policies, review of prevention, mitigation strategies, and implementation responses (see below).

The mitigation strategies for HWC differ greatly depending on the location and type of conflict. The strategy includes passive, non-intrusive prevention measures such as fences and long-term measures, which will include development of enabling policies, appropriate land use planning and awareness raising. It is noted that approaches that involve local communities in the planning always offer better chances of implementation and monitoring success. The role of communities is well defined in the strategy and action plans. Given that the type, intensity, and impact of conflicts vary spatially, tailor-made regional action plans in response to the specific crisis were developed. A variety of management techniques and approaches were identified, and these include policy frameworks, prevention measures (stopping or preventing a conflict before it occurs), mitigation (reducing the impacts of HWC after it occurs), response (measures taken to alleviate a specific or on-going conflict), understanding conflict (research into all aspects of conflict profiles), and monitoring (measuring the performance and effectiveness of HWC management interventions over time) (Brooks et al. 2019).

4.3. Strategic Planning Framework for HWC Mitigation

4.3.1. The Drivers-Pressures-State-Impact-Response (DPSIR) Framework

The Drivers-Pressures-State-Impact-Response (DPSIR) Framework is used to guide Strategic Areas and Strategic Goals proposed in this Plan and Action Plan. The Drivers-Pressures-State-Impact-Response (DPSIR) framework can effectively analyse human-wildlife conflicts (HWCs), providing a structured approach to understanding conflict complexities and guiding potential solutions. By applying the DPSIR framework to human-wildlife conflicts, stakeholders can gain insights into the root causes of conflicts, assess their impacts, and develop targeted responses that promote coexistence between humans and wildlife. This structured approach helps to ensure sustainable solutions that consider both ecological and human needs.

Given that HWC is complex and multi-dimensional, it necessitates an integrated and holistic strategic approach to mitigation. The Drivers-Pressures-State-Impact-Response (DPSIR) framework thus becomes critical for use in providing the holistic approach. The conceptual framework underpinning the NHWC-SAP operates under the premise that systems are dynamic, rather than static. Systems are inherently evolutionary, continuously adapting and responding to inevitable changes and recurring events. This 'systems thinking' approach allows us to identify the root causes of problems, rather than merely addressing their symptoms, and provides a valuable lens through which new opportunities for resolution can emerge. In this regard, the NHWC-SAP is structured around the Drivers-Pressures-State-Impact-Response (DPSIR) framework, which serves as the foundational conceptual model (see Figure 4-3 below). By applying the DPSIR framework to human-wildlife conflicts in Botswana, stakeholders can gain insights into the root causes of conflicts, assess their impacts, and develop targeted responses that promote coexistence between

humans and wildlife. This structured approach helps to ensure sustainable solutions that consider both ecological and human needs.

4.3.2. DESCRIPTION & OPERATIONALISATION OF THE DPSIR FRAMEWORK

The Drivers-Pressures-State-Impact-Response (DPSIR) Framework is shown in Figure 4-3. The DPSIR can be broken down into the following components:

DRIVERS: These are the underlying social, economic, and technological factors that lead to environmental changes. Examples include population growth for both humans and wildlife and economic development activities like the expansion of agricultural development.

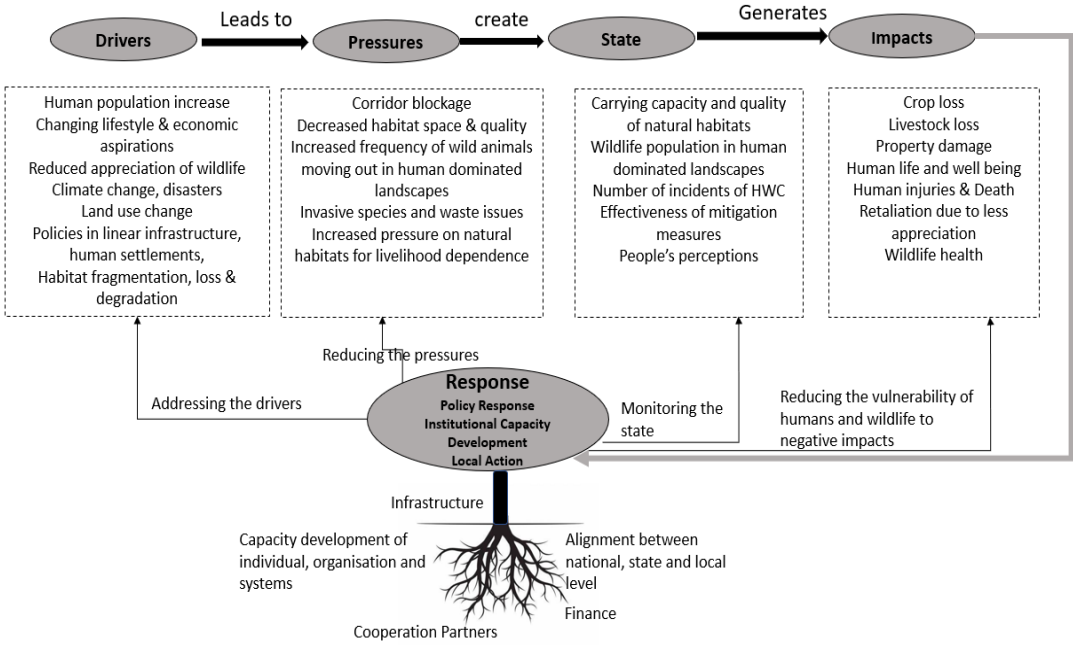


Figure 4-3: DPSIR framework for HWC mitigation.
Source: Adopted from MEFCCGI (2021, UNDP 2009)

PRESSURES: These arise from human activities that exert pressure on the environment. For example, habitat loss and fragmentation are forcing wildlife, especially elephant, to seek forage in human fields and settlements.

STATE: This refers to the condition of the environment as influenced by the pressures. It encompasses various environmental indicators such as the state of biodiversity. In the case of human-wildlife interactions, it may refer to the increasing interactions between elephants and farmers, with elephants frequenting crop areas.

IMPACT: This component assesses the effects of changes in the state of the environment on ecosystems and human well-being. Impacts can be direct (e.g., livelihoods and health issues from wildlife damage) or indirect (e.g., loss of biodiversity affecting ecosystem services). Impacts can also refer to crop damage, financial losses for farmers, and potential harm to elephants during confrontations.

RESPONSE: Responses are the actions taken to mitigate negative impacts, adapt to changes, or improve environmental conditions. This can include policy measures, regulations, and community initiatives.

Human-wildlife conflict (HWC) arises from both anthropogenic and ecological drivers, which place increased pressures on landscape features, leading to significant consequences for both wildlife and human populations. These changes result in negative impacts on human livelihoods and well-being, as well as on the survival of wildlife species. It is these adverse effects on both humans and wildlife that necessitate a response. As HWC is a multifaceted issue, responses must be comprehensive, addressing all aspects of the problem. This includes mitigating the drivers, alleviating the pressures, assessing the situation, reducing the impacts on both humans and wildlife, and building institutional, human, and financial capacity for effective implementation. Additionally, responses must be well-informed, supported by adequate financial resources, robust operational infrastructure, and strong organizational capacity, along with cooperation from key partners. Strategically aligned national policies provide the foundation for efficient and effective responses.

4.4. STRATEGY OBJECTIVES, GOALS AND PRIORITY AREAS

This section presents the Strategic Objectives, Goals, and Priority Areas of the National Human-Wildlife Conflict Strategy and Action Plan (NHWC-SAP) for Botswana (2025–2030), developed to advance the overarching goal of achieving human-wildlife co-existence, conservation, and sustainable livelihoods. The Strategy is grounded in the findings and recommendations of the Situation Analysis and is methodologically informed by the DPSIR (Drivers–Pressures–State–Impact–Response) framework. This framework enabled a structured analysis of the complex dynamics underpinning Human-Wildlife Conflict (HWC), identifying the root causes, immediate pressures, ecological and socio-economic impacts, and necessary policy responses. The seven strategic objectives articulated herein are therefore not arbitrary; they are evidence-based and logically derived from a comprehensive understanding of the HWC system in Botswana. Each objective supports a corresponding strategic goal and is operationalized through defined priority areas. Together, they provide a coordinated, inclusive, and adaptive approach to reduce conflict, build resilience, support community livelihoods, and promote long-term conservation outcomes across the country.

4.4.1. STRATEGIC OBJECTIVES

This section provides a description of HWC Strategy goals and objectives. This is informed by findings and recommendations summarised in the Situation Analysis Report and Section. The goal of the NHWC-SAP is:

"To achieve human-wildlife co-existence, conservation and sustainable livelihoods in Botswana"

From the above general goal, the National Human-Wildlife Conflict Strategy and Action Plan (NHWC-SAP) for Botswana (otherwise also called "***Achieving human-wildlife co-existence, conservation, and sustainable livelihoods***") covers the

period 2025 to 2030. To reach that goal the strategy focuses on seven (7) key objectives:

OBJECTIVE 1: To analyse and address the root causes of HWC in Botswana through evidence-based strategies and stakeholder collaboration.

OBJECTIVE 2: To implement targeted interventions that reduce human-induced pressures leading to HWC and promote peaceful co-existence.

OBJECTIVE 3: To develop a centralized HWC database that enables analysis and facilitates knowledge-sharing and evidence-based conflict resolution strategies.

OBJECTIVE 4: To develop and promote strategies that protect both human well-being and wildlife populations from the detrimental effects of HWC.

OBJECTIVE 5: To develop a sustainable wildlife economy by strengthening and enhancing the wildlife value-chain sector.

OBJECTIVE 6: To strengthen community resilience by implementing efficient and timely compensation mechanisms for Human-Wildlife Conflict (HWC) losses.

OBJECTIVE 7: To design and execute a comprehensive Human-Wildlife Conflict (HWC) Mitigation and Adaptation Plan that promotes sustainable human-wildlife co-existence.

These strategic objectives inform the priority areas described below:

4.4.2. STRATEGY PRIORITY AREAS

The Strategy Priority Areas outline the core focus areas essential for achieving the NHWC-SAP's objectives and goals. They reflect key national concerns identified through analysis and consultation, guiding targeted actions to address human-wildlife conflict and promote sustainable co-existence.

STRATEGIC GOAL & OBJECTIVE 1: IDENTIFY AND ADDRESS KEY DRIVERS OF HWC – This strategic goal seeks to analyse and understand the specific factors that lead to conflicts between humans and wildlife. The goal identifies key drivers through research and recognizing the underlying causes of these conflicts, which could include habitat loss or degradation, competition for resources (such as food and water), human encroachment into wildlife habitats, local attitudes toward wildlife, and economic pressures affecting land use, etc. Addressing key drivers means developing targeted interventions or strategies to mitigate against existing and potential conflicts. This could involve implementing land-use planning to reduce habitat encroachment, creating community/public education and awareness programs to foster coexistence, establishing compensation schemes for damages caused by wildlife, and promoting sustainable practices that benefit both humans and wildlife. Overall, this goal aims to create solutions that reduce conflict while promoting the conservation of wildlife and the well-being of human communities.

STRATEGIC GOAL & OBJECTIVE 2: REDUCE DIRECT PRESSURES THAT LEAD TO HWC – This Strategic Goal focuses on minimizing the immediate factors or actions that contribute to conflicts between humans and wildlife. Direct pressure can include: i) Resource competition: When wildlife and humans (i.e., agro-pastoralism) compete for the same resources, it can lead to conflict; ii) Habitat encroachment: Expanding agriculture, human settlements, or infrastructure development can push wildlife into closer contact with human populations. These activities can disrupt local wildlife populations and alter behaviours, increasing the likelihood of conflict. To reduce these pressures, strategies might involve implementing better agricultural practices or developing wildlife-friendly crops, creating buffer zones or protected areas that separate wildlife from human activities, and promoting coexistence strategies. Ultimately, this goal seeks to create a more harmonious balance between human activities and wildlife conservation, reducing the likelihood of conflict and fostering coexistence.

STRATEGIC GOAL & OBJECTIVE 3: MAKE HWC INFORMATION AND DATA AVAILABLE - This Strategic Goal emphasises that human-wildlife conflict (HWC) information and data should be made available to all the stakeholders. This is aimed at enhancing awareness, transparency, and collaborative solutions. The Strategic Goal can effectively be achieved through periodic collection of data on HWC, establishment of centralized database system, regular reporting (i.e. producing regular reports summarizing HWC data, trends, and case studies). This data can thus be distributed to relevant stakeholders during HWC workshops and seminars, and public awareness campaigns through the production of educational materials such as brochures, videos, and online content to provide feedback and inform the public about HWC and its impacts. Policy advocacy can thus use the available data to advocate for policies that address key drivers of HWC, promote coexistence strategies, achieve data-driven decision-making and the use of data in developing management strategies and policies. Access to HWC information and data can result in informed decision-making and foster collaborative conflict mitigation efforts.

STRATEGIC GOAL & OBJECTIVE 4: REDUCE HWC IMPACTS ON HUMANS AND WILDLIFE - This strategic goal aims at identifying ways that can reduce impacts of HWC on both humans and wildlife. Such a reduction requires a multifaceted approach, which includes; i) effective strategies such as community/public engagement and education through awareness campaigns: ii) introduction of mitigation measures such as erection of physical barriers, e.g., construction of electric cluster fences to protect crops and livestock from wildlife and compensation schemes or establish programs to compensate farmers for losses due to wildlife, reducing retaliatory actions against animals, iii) sustainable land use planning which involves zonation of land and implementation of land-use planning that separates human activities from critical wildlife habitats, iv) creating buffer zones where wildlife can roam freely without encroaching on agricultural land or human settlements, v) adopting wildlife management practices such as population control using scientifically-based population management strategies, to maintain balanced ecosystems and translocation which involves relocation of problem animals when necessary, ensuring

that new habitats are suitable and sustainable. The Strategic Goal also seeks to: i) identify ways of improving livelihoods which involve identifying alternative income sources such as eco-tourism and other sustainable economic activities that benefit local communities and reduce reliance on land overlapping with wildlife habitats; ii) encouraging farming and land management practices that are wildlife-friendly and economically viable, iii) collaboration and policy development adopting a multi-stakeholder approaches involving government, NGOs, private sector, local communities, and researchers in developing and implementing HWC strategies and legislative frameworks that promote wildlife conservation while addressing human needs; iv) innovative technologies where non-lethal deterrents (e.g., noise-makers or scent-based deterrents) to keep wildlife away from human areas and smart monitoring systems using applications and GIS technology for real-time monitoring of wildlife movements and HWC incidents. By combining these strategies, communities can effectively reduce the impacts of HWC, promoting coexistence and ensuring the well-being of both humans and wildlife.

STRATEGIC GOAL & OBJECTIVE 5: ESTABLISH A SUSTAINABLE WILDLIFE ECONOMY AND ENHANCE THE WILDLIFE VALUE-CHAIN SECTOR – THIS goal promotes the development of a **c**omprehensive Wildlife Economy Plan to address HWC. The plan involves creating a sustainable framework that enhances the economic value of wildlife while minimizing conflicts. Wildlife economy refers to the economic activities and benefits derived from the sustainable use and conservation of wildlife resources. It encompasses a range of sectors and practices that integrate biodiversity conservation with local and national economic development. Wildlife economy seeks to create a harmonious relationship between humans and wildlife, where economic benefits derived from wildlife contribute to both conservation efforts and local community well-being. A **c**omprehensive Wildlife Economy Plan can effectively balance economic development with wildlife conservation, ultimately reducing HWC and fostering sustainable coexistence. This strategic goal also seeks to foster the wildlife value-chain development. The concept of a value-chain in the context of a wildlife economy refers to the series of processes and activities that create value from wildlife resources, integrating conservation with economic benefits. Value-chain may mean communities establishing wildlife tourism activities such as safari tours, eco-tourism and bird watching.

STRATEGIC GOAL & OBJECTIVE 6: ENHANCE COMMUNITY RESILIENCE THROUGH AN EFFECTIVE AND TIMELY COMPENSATION MECHANISMS - This goal focuses on ensuring that affected communities receive prompt and adequate compensation for losses incurred due to human-wildlife conflict, thereby fostering sustainable coexistence between wildlife and local populations.

This strategic goal will ensure the establishment of a Human-Wildlife Conflict (HWC) Replacement and Ex-gratia Fund. Establishing a HWC Replacement and Ex-gratia Fund involves creating a financial mechanism to compensate individuals or communities affected by human-wildlife conflict. This fund aims to provide timely support, reduce retaliatory actions against wildlife, and promote coexistence. A comprehensive HWC Replacement and Ex-gratia Fund does not only provide essential

financial support to affected individuals but also promotes a culture of coexistence and wildlife conservation.

STRATEGIC GOAL & OBJECTIVE 7: IMPLEMENT THE HWC ACTION PLAN - Implementing a HWC action plan involves several key steps to ensure that the strategies are effective and sustainable. The structured approach involves: Implementation Plan, Capacity Building and Training, Monitoring and Evaluation, Sustainability and Long-Term Planning. Following this structured approach enables effective implementation addressing the needs of both human communities and wildlife, promoting coexistence and reducing conflict.

4.4.3. STRATEGIC GOALS AND PRIORITY AREAS OF NHWC-SAP

The strategic goals and priority areas of the National Human-Wildlife Conflict Strategy and Action Plan (NHWC-SAP) were derived from a systematic analysis of the pressures and responses related to human-wildlife conflict in Botswana. These priorities represent a structured and integrated response aimed at tackling root causes, addressing immediate threats, and building institutional, community, and ecological resilience. Each goal aligns with national development objectives while promoting coexistence between humans and wildlife. The approach emphasizes inclusivity, innovation, and sustainability, ensuring that all stakeholders—from government and academia to local communities—play a role in implementing lasting solutions for conflict mitigation and wildlife conservation.

Table 4-1: Framework for HWC mitigation: priorities and goals of NHWC-SAP.

PRIORITY AREA	STRATEGIC GOAL
Strategic Priority 1: Identify and address key drivers of HWC	**Goal 1:** HWC mitigation should be integrated into broader development planning, as well as into the policies, legislation, plans and programmes of key relevant sectors (e.g. Ministry of Land & Agriculture, Ministry of Trade and Entrepreneurship and Ministry of Environment & Tourism)
	Goal 2: All development activities in wildlife areas for relevant implementing ministries should be sensitive to potential HWCs.
	Goal 3: A comprehensive and integrated land use planning approach should prioritise the protection of wildlife habitats, safeguarding them from loss, fragmentation, and degradation.
	Goal 4: Communities in wildlife areas should achieve improved tolerance and enabling co-existence with wildlife in the same landscape.
Strategic Priority 2:	**Goal 5:** Identify, assess, and secure wildlife corridors, migratory routes, and movement paths of key conflict-prone species, particularly elephants, to ensure their safe passage and reduce human-wildlife conflict.

PRIORITY AREA	STRATEGIC GOAL
Reduce direct pressures that lead to HWC	**Goal 6:** Manage human dwellings and agro-pastoral activities in wildlife corridors and migratory routes
	Goal 7: Minimise incidents of wild animals entering or inhabiting human-dominated areas by implementing, among other strategies, technological innovations and effective, wildlife-friendly preventive measures such as cluster fencing, electric fences, and other deterrents.
	Goal 8: Ensure that efficient and effective response teams are established in each village located at the HWC hotspots areas
	Goal 9: Wildlife habitats within protected areas should be restored with the goal of reducing human-wildlife interactions in human settlements
	Goal 10: Adopt targeted barriers and deterrents such as electric fences where possible in areas where conflict is more severe
Strategic Priority 3: Make HWC information and data available to decision makers and field response teams for effective mitigation	**Goal 11:** Develop multi-disciplinary research and monitoring units at DWNP and Universities (e.g. UB, BUAN & BUIST) to addresses critical issues related to HWC mitigation
	Goal 12: Design and implement effective, wildlife-friendly, and evidence-based HWC mitigation measures tailored to address the specific needs of each site.
	Goal 13: Establish a national database to support the assessment and monitoring of HWC situations, enabling the formulation of the most effective mitigation measures.
	Goal 14: Ensure systematic information sharing, experience exchange, and knowledge collaboration among the DWNP and stakeholders to co-develop long-term solutions for HWC mitigation.
Strategic Priority 4: Reduce negative impacts of HWC on humans and wildlife	**Goal 15:** Enhance human resilience to the impacts of human-wildlife conflict
	Goal 16: Minimise vulnerabilities and strengthen the occupational health and safety of field teams tasked with HWC mitigation
	Goal 17: Minimise the vulnerability of wildlife to HWC by implementing animal welfare measures
	Goal 18: Ensure the active participation of vulnerable groups, including economically disadvantaged communities, youth, and

PRIORITY AREA	STRATEGIC GOAL
	women, in the planning, development, and implementation of HWC mitigation measures
Strategic Priority Area 5: Establish a Sustainable Wildlife Economy and Enhance the Wildlife Value-chain	**Goal 19:** Establish a sustainable wildlife economy and enhance the Wildlife value-chain
	Goal 20: Enhance wildlife beneficiation to communities by introducing wildlife abattoirs, CBNRM projects, etc.
Strategic Priority Area 6: Enhance community resilience through an effective and timely compensation mechanisms	**Goal 21:** Establish a Human-Wildlife Conflict (HWC) Replacement and Ex-gratia Fund in Botswana to provide fair compensation for wildlife-related damages to crops, livestock, property, and personal injury or loss of life, with structured support for affected families and dependents.
Strategic Priority 7: Effectively implement the National HWC action plan by strengthening financial and institutional structures	**Goal 22**: Ensure that institutional capacity especially at DWNP and associated sectors is strengthened for the effective implementation of HWC mitigation in wildlife areas
	Goal 23: Ensure that capacity building for DWNP and associated sectors staff is achieved in HWC management and mitigation.
	Goal 24: Implement and regularly review the NHWC Strategy and Action Plans (NHWC-SAP) is taking a landscape approach.
	Goal 25: Implement and regularly review the HWC Action Plans (HWC-SAP) of Botswana
	Goal 26: Provide resources (e.g. Finance, infrastructure and equipment) for implementing national HWC Strategy and Action Plan at National and district level.
	Goal 27: Create measures that encourage partnerships and collaboration between HWC stakeholders to achieve sustainability and greater outreach in HWC mitigation efforts.

Adopted from MEFCCGI (2021)

4.5. SHORT-TERM AND LONG-TERM SOLUTIONS

The NHWC-SAP for Botswana (2025-2030) is structured to address immediate needs, implement medium-term solutions, and set up long-term sustainability. This Strategy outlines both short-term and long-term actions and targets. Its overarching goal is to achieve and sustain human-wildlife coexistence over the long term, which necessitates the careful and strategic identification and implementation of sustainable solutions. Simultaneously, there is an urgent need to address and mitigate the immediate impacts of HWC especially in hotspot areas. To this end, the Strategy includes actions that can deliver immediate

positive outcomes, particularly in enhancing the security and livelihoods of communities in HWC hotspots. Activities in the strategy are categorized into short-term, medium-term, and long-term actions.



Plate 4-1: Elephant destruction of water pipes near Phuduhudu village.

Chapter 5. STRATEGIC PRIORITY AREAS

This chapter outlines the Strategic Priority Areas that form the foundation of Botswana's National Strategy and Action Plan for Human-Wildlife Conflict (HWC) Mitigation. These priorities were developed through extensive national consultations and reflect a shared vision to balance human development with wildlife conservation. Recognising that HWC is multi-dimensional and intersects with agriculture, tourism, infrastructure, land use, and governance, the chapter presents a structured approach to address its root causes and consequences. Each Strategic Priority Area identifies clear goals, targets, and key interventions that collectively contribute to reducing HWC and fostering coexistence. The priorities reflect national commitments, policy directions, and the aspirations of communities most affected by HWC. They aim to improve institutional coordination, promote evidence-based planning, build technical and community capacities, and strengthen legal and policy frameworks. Together, these Strategic Priority Areas guide implementation efforts and resource allocation toward a more sustainable and resilient future for both people and wildlife.

5.1. PRIORITY AREA 1: IDENTIFY AND ADDRESS UNDERLYING HWC DRIVERS

Strategic Goal 1: *HWC mitigation should be integrated into broader development planning and into programmes, policies, plans, and legislation of associated key sectors (e.g. Ministry of Lands and Agriculture, Ministry of Trade & Entrepreneurship, Ministry of Environment & Tourism).*

This strategic goal notes that to effectively mitigate human-wildlife conflict (HWC), it is crucial to integrate its underlying drivers into the core policies and operations of key ministries, ensuring coordinated, cross-sectoral action. These key ministries include Ministry of Environment and Tourism, Lands and Agriculture, Water and Human Settlements, Entrepreneurship, Trade and Industry. The use of Strategic Environmental Assessment (SEA) can help identify programmes that may worsen or help resolve conflicts and reveal opportunities for synergy. The application of Strategic Environmental Assessment (SEA) can be explored to identify specific programmes and activities that may either contribute to escalating conflict or hinder HWC mitigation efforts. Additionally, SEA can facilitate the identification of potential synergies across sectors and departments. It is equally important to mainstream HWC mitigation into broader development and biodiversity conservation dialogues, such as the ongoing implementation of the Sustainable Development Goals (SDGs) in Botswana. An understanding of HWC drivers at both landscape and district levels is essential, with Regional Wildlife Officers playing a key role in monitoring and assessment—especially for wide-ranging species like elephants. Institutionalizing collaboration across sectors and stakeholders is vital, supported by technical assistance and the establishment of a dedicated HWC Division within the Ministry of Environment & Tourism to coordinate regional efforts and enhance inter-agency cooperation. Table 5-1 below outlines actions, targets and outcomes of integrating HWC mitigation into broader development planning, policies and legislation.

Table 5-1: Strategic Goal 1 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 1: HWC mitigation should be integrated into broader development planning and into programmes, policies, plans, and legislation of associated key sectors (e.g. Ministry of Lands & Agriculture, Ministry of Trade & Entrepreneurship).	1. Develop a National HWC Policy for Botswana	HWC Policy adopted by 2025	Improved coexistence between communities and wildlife, leading to a decrease in retaliatory killings of wildlife and enhanced livelihoods for affected communities
	2. Establish National HWC Mitigation Division is established	HWC Division established by 2025	A centralized and coordinated approach to HWC management, leading to more effective conflict resolution, reduced wildlife-related damages, and improved community-wildlife coexistence.
	3. Establish National HWC Mitigation forum and HWC Working Groups to ensure effective coordination and dialogue among critical stakeholders (government agencies, conservation organizations, and local communities)	Establish a National HWC Mitigation Forum and HWC Working Groups by 2025.	Enhanced coordination and collaboration among stakeholders, leading to more effective policy implementation, data sharing, and joint problem-solving in HWC mitigation efforts.
	4. HWC Regional and District Coordination Committees in hotspots should be established to ensure localized response and management of HWC.	Regional Coordination Committees and District-level Coordination Committees established in all identified HWC hotspots by 2025.	Improved on-the-ground coordination, faster response to HWC incidents, and more community-driven conflict mitigation strategies, leading to a reduction in human-wildlife conflicts.
	5. Consultative processes involving key relevant ministries and agencies should be employed to ensure the integration of HWC mitigation concerns into overarching and sectoral development policies, plans, and programmes.	Integration of HWC into national and sectoral development policies, plans, and programmes.	A harmonized approach to HWC management, ensuring that wildlife conservation and conflict mitigation are embedded in broader national development strategies, leading to sustainable and balanced growth.
	6. Identify the extent and magnitude of the drivers and pressures contributing to HWC in key landscapes and	By 2026, establish a comprehensive monitoring system to assess the extent, magnitude,	Improved data-driven decision-making, enabling targeted interventions that effectively address the primary drivers of

Goal /Objective	Activities	Targets	Expected Outcomes
	districts; and systematically monitor and address the drivers and pressures.	and root causes of HWC in key landscapes & districts.	HWC, leading to a measurable reduction in conflict incidents.
	7. Collaborative initiatives involving key sectors and stakeholders should contribute to the achievement of other goals, demonstrating a positive trend in HWC mitigation across Botswana	By 2026, implement at least five multi-sectoral collaborative initiatives involving all stakeholders.	Strengthened partnerships and resource-sharing among stakeholders, leading to more effective and sustainable HWC mitigation measures, with a noticeable decline in conflict incidents nationwide.
	8. Cross sectoral dialogue on post SEA appraisal of identified key plans, policies and programmes initiated to assess their impact on HWC mitigation	Initiate cross-sectoral dialogue on the post-Strategic SEA appraisal of key plans, policies, and programs by 2025	Improved policy alignment and integration of HWC considerations into national and sectoral development frameworks, leading to more sustainable and conflict-sensitive planning.

Strategic Goal 2: *All development activities in wildlife areas from relevant ministries should take into consideration potential HWCs*

From the onset, a Strategic Environmental Assessment (SEA) of hotspot HWC areas should be undertaken to provide a framework for developmental initiatives. The purpose would be to guide the conduct of the Environmental Impact Assessments (EIAs) of sector projects and initiatives. An Environmental Impact Assessment (EIA) for all development projects in wildlife areas assesses and evaluates the potential extent and magnitude of HWC that may arise or intensify because of the proposed activities. It also incorporates measures to prevent and mitigate any potential HWC impacts. Even for the projects and activities where EIA is not mandatory, activities should assess and address any adverse impacts that the project can precipitate on wildlife and humans, e.g. hindering movement of wild animals in a larger landscape, causing displacement of wildlife through disturbances and reducing habitat quality, fragmenting the existing habitat and/or inhibiting movement of wild animals and leading them to venture into new areas nearby, thus creating newer conflict situations. The proposal and appraisal reports for all development projects should include a dedicated section that assesses the potential for the origin or escalation of human-wildlife conflict (HWC) resulting from the project. A compilation of such experiences and best practices should be integrated into an HWC database, which can be made accessible to developers. 'HWC Hotspots'—defined as areas with recurring or predicted HWC incidents leading to crop damage, livestock predation, human injury or fatalities, and wildlife harm—should be identified. Beyond raw incident counts, the magnitude of these incidents should be analysed using interpolation or extrapolation techniques to map the hotspots both spatially and temporally. Table 5-2 below outlines actions, targets and outcomes of all developments in wildlife areas being subjected to environmental assessments.

Table 5-2: Strategic Goal 2 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 2: EIAs should be undertaken for all development activities in wildlife areas and areas considered non-wildlife for associated ministries should be sensitive to potential HWCs	1. Document impact pathways and mechanisms of change concerning the effects of projects and other development activities on HWC and make recommendations to address these impacts.	By 2026, all the impact pathways and mechanisms of change related to how development projects influence HWC should be documented and evidence-based recommendations for mitigation formulated.	Enhanced understanding of the relationship between development activities and HWC, leading to the adoption of policies and best practices that minimise negative impacts while promoting sustainable development.
	2. Undertake a review and compile experiences and best practices in utilizing EIA for mitigating HWC.	By 2026, compile and disseminate a comprehensive report on best practices and lessons learned from EIA in mitigating HWC.	Increased awareness and adoption of effective EIA-based strategies for HWC mitigation, leading to improved project planning and reduced human-wildlife conflicts across various sectors.
	3. Include a dedicated section on HWC mitigation in all proposals and appraisal reports for development projects irrespective of organisation.	By 2026, ensure that all development project proposals and appraisal reports include a dedicated section on HWC mitigation measures.	Stronger integration of HWC considerations into development planning, resulting in projects that proactively address and minimise potential conflicts between human activities and wildlife.

Strategic Goal 3: *A comprehensive and integrated land use planning approach should prioritise the protection of wildlife habitats, safeguarding them from loss, fragmentation, and degradation.*

Agricultural expansion, driven by human population growth and the increasing demand for natural resources, is a major factor contributing to HWC. This process gradually converts natural habitats into human settlements and agricultural lands. The unsustainable exploitation of natural resources, along with the lack of integrated land-use planning, can lead to habitat degradation and reduced carrying capacity. Additionally, habitat fragmentation restricts wildlife movement, often causing animals to shift to new territories, which in turn creates new conflicts. Changes in land use and land cover impact both the environment and its resources that support humans and wildlife habitats. Therefore, it is essential to monitor land use/land cover changes, especially in areas prone to HWC. Moreover, the potential effects of climate change on habitats and the movement of key species involved in conflicts should be anticipated, evaluated, and incorporated into carrying capacity assessments, forming the foundation for all management strategies. Table

5-3 below outlines actions, targets and outcomes of a comprehensive and integrated land use approach.

Table 5-3: Strategic Goal 3 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 3: A comprehensive and integrated land use planning approach should prioritise the protection of wildlife habitats, safeguarding them from loss, fragmentation, and degradation.	1. Land-use and land-cover change analysis around HWC hotspots should be carried out in collaboration with key sectors and stakeholders, focusing on its impact on HWC.	By 2026, conduct a comprehensive land-use and land-cover change analysis in all identified HWC hotspots in collaboration key stakeholders to assess its impact on HWC.	Improved understanding of how land-use changes contribute to HWC, leading to better-informed land management policies and mitigation strategies that reduce conflicts between humans and wildlife.
	2. Carrying-capacity assessments that incorporate climate change impact models should be conducted.	By 2026, conduct carrying-capacity assessments in key wildlife habitats, integrating climate change impact models to evaluate ecosystem sustainability and wildlife population pressures.	Enhanced decision-making for sustainable land and wildlife management, ensuring that conservation strategies consider climate change effects and reduce HWC risks.
	3. Review of contemporary land use planning forms and practices to accommodate emerging key issues like HWC, climate change etc	By 2026, conduct a comprehensive review of existing land-use planning frameworks to integrate emerging challenges such as HWC and climate change.	Adoption of improved land-use planning practices that promote sustainable development while minimizing conflicts between human activities, wildlife conservation, and climate-related risks.

Strategic Goal 4: *Communities in wildlife areas achieve improved tolerance and enabling co-existence with wildlife in the same landscape.*

The co-existence between wildlife and humans in wildlife areas should be actively pursued. To achieve this, raising awareness about animal behaviour, how to protect oneself, and fostering an appreciation of the landscape is essential. Such efforts should aim to encourage behaviour that shifts human risk perceptions, reduces human exposure to wildlife, and ultimately decreases conflict. Greater public awareness will also empower communities to participate in emergency response efforts and other mitigation strategies. Communities should also be engaged in providing information about animal movement and offering support during emergencies, such as through helplines.

Knowledge about ecosystem services provided by wildlife, animal behaviour, and the reciprocal impacts between wildlife and humans should be integrated into school curricula at the primary, secondary, and university levels. In parallel, a systematic plan should be developed to strengthen the capacity of teachers to effectively deliver courses and activities focused on HWC mitigation, ensuring positive learning outcomes.

The media plays a crucial role in communicating HWC mitigation messages to the public. A constructive dialogue between wildlife managers and media professionals, the establishment of clear guidelines, and the identification of key areas for media involvement should be prioritised. Additionally, civil society organizations working with local communities should be engaged as partners to help achieve the objectives of this plan. A 'Working Group on HWC Mitigation Communication' should be formed to implement the national-level communication strategy. Table 5-4 below outlines actions, targets and outcomes of communities in wildlife areas gaining higher tolerance for wildlife in their shared landscape.

Table 5-4: Strategic Goal 4 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 4: *Communities in wildlife areas achieve improved tolerance and enabling co-existence with wildlife in the same landscape.*	1. A communication strategy should be developed and implemented at the national, regional, and district levels to facilitate dissemination of HWC information to key stakeholders. This strategy should employ innovative and effective communication tools to ensure broad reach and engagement.	By 2026, develop and implement a multi-tiered communication strategy at national, regional, and district levels to effectively disseminate HWC information to key stakeholders using innovative communication tools.	Improved awareness, knowledge sharing, and stakeholder engagement in HWC mitigation efforts, leading to better cooperation and proactive conflict prevention measures across all levels.
	2. Integrating awareness and understanding of wildlife behaviour and the ecosystem services provided by wildlife into national educational curricula is essential for fostering a deeper appreciation of wildlife conservation and human-wildlife coexistence from an early age.	By 2026, integrate wildlife behaviour and ecosystem services education into the national curriculum at primary, secondary, and tertiary levels.	Increased public awareness and appreciation of wildlife conservation, leading to more informed communities that actively support and participate in HWC mitigation efforts.
	3. Well-functioning helplines should be established in HWC hotspots to facilitate the exchange of information on animal movement and provide support during emergency situations.	By 2025, establish and operationalize well-functioning helplines in all identified HWC hotspots to facilitate real-time reporting of animal movements and provide emergency response support.	Enhanced rapid response to HWC incidents, improved safety for both humans and wildlife, and strengthened collaboration between communities

Goal /Objective	Activities	Targets	Expected Outcomes
			and wildlife authorities.
	4. A systematic engagement between media and wildlife managers should be initiated to involve the media as a strategic partner in raising awareness about the behaviour of conflict-prone wildlife species and promoting other HWC mitigation approaches.	By 2025, establish regular engagement forums between media and wildlife managers to enhance accurate reporting and awareness on HWC issues and mitigation strategies.	Improved public knowledge and responsible media coverage of HWC, leading to greater community participation in conflict prevention and wildlife conservation efforts.
	5. Refocusing the CBNRM model to enable trickle down of benefits to household level	By 2026, revise the CBNRM model to ensure equitable distribution of benefits down to the household level in communities affected by HWC.	Increased community support for conservation initiatives, improved livelihoods for households in HWC-prone areas, and stronger incentives for sustainable wildlife management.

5.2. PRIORITY AREA 2: REDUCE DIRECT PRESSURES THAT LEAD TO HWC

In this Priority Area, recommendations on how direct pressures that can result in HWC in wildlife areas may be reduced are provided. As a result, the following Strategic Goals are recommended:

Strategic Goal 5: *Identify, assess and secure wildlife corridors, migratory routes and movement paths of key wildlife species-in-conflict especially elephants*



Plate 5-1: Wildlife corridors & electric fences proposed in targeted areas such as Pandamatenga farms.

This Strategic Goal is recommending the identification, assessment and securing of wildlife corridors and migratory routes. Movement across wildlife habitat to meet ecological and reproductive needs is an integral part of wildlife survival strategy. When natural movement is disrupted by fragmentation and the breaking of corridors, animals often migrate beyond their natural habitats into human-use areas, leading to HWC. Maintaining a well-connected landscape is essential for long-term wildlife conservation and effective HWC mitigation in Botswana. Securing wildlife corridors, migratory routes, and movement paths, especially for species involved in conflict, is crucial and should be prioritised.

Wildlife corridors and migratory routes of key species such as elephants, must be identified and designated for wildlife use. In addition to the existing recognized corridors, these areas should be assessed and mapped using a GIS platform to understand their ecological significance and their role in HWC mitigation. Threats to the long-term viability of these corridors must also be identified. Based on this information, management plans should be developed, including a system for regular monitoring and reporting of the corridors. These plans should be integrated into the NHWC-SAP and similar district-level documents, adopting a landscape approach. Securing these corridors is especially critical considering the predicted impacts of climate change on natural habitats. Disruptions to animal movements across the habitat matrix may intensify HWC. In this context, guidelines should be created to provide potential solutions, including securing wildlife corridors and migratory routes. Table 5-5 below outlines proposed activities, targets and expected outcomes for securing wildlife corridors, migratory routes and movement paths of key wildlife species-in-conflict especially elephants.



Plate 5-2: Elephant route to the river.

Table 5-5: Strategic Goal 5 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 5: Identify, assess, and secure wildlife corridors, migratory routes, and	1. Corridors for key long-ranging wildlife species should be identified, assessed, prioritised, and mapped using a GIS-based platform linked to a national database.	By 2026, wildlife corridors for key long-ranging species are identified, assessed, prioritised, and mapped using a GIS-based platform, fully integrated with a national database.	Improved habitat connectivity, reduced HWC incidents due to habitat fragmentation, and enhanced conservation planning for the sustainable movement of wildlife populations.

Goal /Objective	Activities	Targets	Expected Outcomes
movement paths of key conflict-prone species, particularly elephants, to ensure their safe passage and reduce human-wildlife conflict.			
	2. Identify and Gazette Wildlife Corridors in wildlife areas	By 2026, identify and legally gazette critical wildlife corridors in key wildlife areas to ensure their protection and sustainable management.	Secured movement pathways for wildlife, reduced habitat fragmentation, and minimised HWC through well-managed and legally recognized corridors.
	3. A system and mechanism for regular monitoring and reporting of wildlife corridors should be established to ensure their effectiveness and long-term viability.	By 2026, develop and implement a system for regular monitoring and reporting on the status of wildlife corridors, using remote sensing, community observations, and field assessments.	Enhanced data collection and informed decision-making for the protection and management of wildlife corridors, leading to reduced habitat fragmentation and improved HWC mitigation.
	4. Identify and utilise innovative instruments to secure wildlife corridors and their functionality.	By 2026, explore, develop, and implement innovative instruments such as conservation easements, land-use incentives, and community agreements to secure wildlife corridors.	Sustainable and legally protected wildlife corridors that balance conservation needs with community and development interests, leading to reduced HWC and improved ecosystem
	5. Eco-friendly measures for mitigating the impact of linear infrastructure projects should be implemented to minimise disruption to wildlife corridors and natural habitats.	By 2026, implement eco-friendly mitigation measures for linear infrastructure projects, such as wildlife overpasses, underpasses, and fencing, to reduce HWC.	Minimised habitat fragmentation and roadkill incidents, ensuring safe wildlife movement while supporting sustainable infrastructure development.

Strategic Goal 6: *Manage human dwellings and agro-pastoral activities in wildlife corridors and migratory routes*

Agro-pastoral activities and other economic development projects in wildlife areas, if not properly managed, can increase pressure on these areas and contribute to human-wildlife conflict (HWC). The expansion of agricultural activities in wildlife habitats, driven by the growing human population and inadequate regulatory mechanisms, often leads to habitat degradation. This, in turn, reduces the carrying capacity for wildlife, causing animals to search for food outside their natural habitats and resulting in HWC in some cases. It is crucial to reduce anthropogenic pressure on natural habitats, particularly in HWC hotspots, to ensure the safety of both humans and wildlife. However, a balance must be struck, especially for groups and individuals who lack alternative resources.

Communities living in wildlife areas often suffer economic losses due to crop and livestock damage caused by wildlife. These economic losses should be compensated not only through Ex-gratia payments from the government but also through increased livelihood opportunities, such as poverty alleviation schemes and alternative income-generating initiatives. Developing HWC-safe livelihoods through education and skill development will create better employment opportunities for these communities. Moreover, communities living in wildlife areas have customary rights to use natural resources as part of their cultural identity, and therefore, they require special attention and protection. To achieve this, community-based institutions, government agencies, and the private sector should work together cohesively to create synergies that benefit socio-economic development, providing both improved livelihoods and alternative resource options for these communities. Table 5-6 below outlines activities, targets and outcomes of managing human dwellings and agro-pastoral activities in wildlife corridors and migratory routes.

Table 5-6: Strategic Goal 6 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 6: Manage human dwellings and agro-pastoral activities in wildlife corridors and migratory routes	1. Facilitate local Communities, through inter-departmental coordination, to practice HWC safe livelihood options	By 2026, establish inter-departmental coordination mechanisms to support communities in adopting HWC-safe livelihood options, such as beekeeping, eco-tourism, and climate-smart agriculture.	Reduced dependency on high-risk activities that contribute to HWC, improved community resilience, and enhanced coexistence between humans and wildlife.
	2. Promote collaboration between communities in wildlife areas and rural development training institutions to build the capacity of women's self-help groups and youth in HWC hotspot villages, enabling access to alternative and HWC-safe livelihoods.	By 2026, establish partnerships between communities in wildlife areas and rural development training institutions to strengthen the capacity of women's self-help groups and youth in HWC hotspots, supporting the development of alternative and conflict-safe livelihoods.	Empowered women and youth with sustainable income-generating skills, reduced reliance on high-risk activities, and improved human-wildlife coexistence through alternative livelihood opportunities.
	3. Establish and maintain community-based HWC mitigation measures	By 2026, establish and maintain community-based HWC mitigation measures, such as predator-proof kraals, beehive fences, and early warning systems, in high-risk areas.	Enhanced local capacity to prevent and manage HWC incidents, leading to a reduction in wildlife-related damages, improved community safety, and strengthened human-wildlife coexistence.

Strategic Goal 7: *Minimise incidents of wild animals entering or inhabiting human-dominated areas by implementing, among other strategies, technological innovations and*

effective, wildlife-friendly preventive measures such as cluster fencing, electric fences, and other deterrents.

This Strategic Goal emphasizes the need to reduce instances of wild animals entering or co-existing in human-dominated areas by adopting innovative technologies and effective wildlife-friendly preventive measures. A primary focus is on prevention (through early warning systems and rapid response mechanisms) supported by physical barriers and deterrents in high-conflict zones. Typically, response teams are activated after incidents such as wildlife sightings, attacks, or crop damage, but this reactive approach often leads to economic losses and negative perceptions of wildlife. Therefore, early detection and proactive intervention are crucial components of a successful HWC mitigation strategy. A shift is proposed toward investing in preventive and emergency response measures. Strengthening the capacity of field teams to detect early animal movements, assess risk areas, and inform vulnerable communities is a key first step. Early Warning and Rapid Response Systems will be established in all DWNP district and regional offices and in HWC hotspots. These systems will be supported by technology such as GPS/satellite collars, drones, motion sensors, infrared and seismic monitoring. These tools will be assessed for their effectiveness and integrated with a robust system of trained response teams.

Community engagement is also critical. Through Community-Based Organizations (CBOs), residents will monitor and report wildlife movements, enabling rapid first-line responses to potential conflict. Communities will also receive warnings via bulk messaging and media alerts, enhancing their preparedness and enabling them to assist enforcement agencies with wildlife crime prevention.

The strategy further calls for strategic use of barriers to separate wildlife from human settlements. The design and placement of these barriers should be based on ecological and landscape features rather than administrative boundaries and reflect wildlife movement patterns across seasons and years. Local communities will be encouraged to take ownership in establishing and maintaining these barriers. Barrier design will be detailed in Implementer's Toolkits and adapted to specific species and regional contexts, considering animal behaviour, ecological needs, and social factors. In cases where wildlife routinely uses human areas, it's important to assess the feasibility of long-term conservation in those settings, factoring in changes in resource availability, human population growth, and animal behaviour. If coexistence is viable, tailored conflict mitigation strategies will be developed. If not, options such as removal or translocation will be explored.

For animals dispersing due to ecological or reproductive reasons, the causes must be investigated—whether it's habitat degradation, overpopulation, or inbreeding avoidance. Management actions may include habitat restoration, address overabundance, or facilitated dispersal. Long-term outcomes of past dispersals will be reviewed to inform future strategies, balancing conservation gains with the cost and impact of conflict. In summary, the goal is a proactive, science-based, community-inclusive approach that blends technology, habitat management, community engagement, and species-specific strategies to mitigate human-wildlife conflict effectively and sustainably across Botswana. Table 5-7 below outlines activities, targets and outcomes of minimising incidents of wild animals entering or inhabiting human-dominated areas.

Table 5-7: Strategic Goal 7 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 7: Minimise incidents of wild animals entering or inhabiting human-dominated areas by implementing, among other strategies, technological innovations and effective, wildlife-friendly preventive measures such as cluster fencing, electric fences, and other deterrents.	1. Each human-wildlife conflict (HWC) hotspot conducts regular monitoring and provides landscape-level population estimates and dynamics of key conflict-prone species.	By 2026, there exists a complete landscape-level population assessment and regularly implemented monitoring of key wildlife species involved in human-wildlife conflict across all identified hotspots.	Improved data on wildlife populations and movement patterns, enabling targeted and effective HWC mitigation strategies while ensuring ecological balance.
	2. Establish, regularly monitor, and update Early Warning Systems at all DWNP regional offices located in HWC hotspots.	By 2026, Early Warning Systems (EWS) in each DWNP regional office within HWC hotspots are established, monitored, and regularly updated.	Improved real-time monitoring and rapid response to HWC incidents, enhancing community safety and reducing conflicts between humans and wildlife.
	3. Develop and field-test species- specific and issue-specific guidelines and implementers' toolkits through a participatory approach, ensuring that all human-wildlife conflict (HWC) mitigation measures align with these standardised protocols	By 2026, species-specific and issue-specific guidelines and implementers' toolkits for HWC mitigation are developed, field-tested, and implemented through a participatory approach.	Standardised and effective HWC mitigation measures, ensuring consistency, best practices, and community involvement in reducing human-wildlife conflicts.

Strategic Goal 8: *Ensure that efficient and effective response teams are established in each village located at the HWC hotspots areas.*

This Strategic Goal aims at highlighting the importance of developing efficient and effective response teams in each village located in HWC hotspot areas to manage HWC. Since conflict often arises when wildlife and humans share the same space, having a well-coordinated response mechanism for timely action is essential to prevent and reduce the negative impacts of conflict situations. This will serve as the foundation of Botswana's HWC mitigation strategy. The types of response teams, their functions, roles, composition, and required competencies will be standardised across all districts and regions, ensuring consistent policy support, knowledge management, and resource sharing. This approach will also facilitate overall assessment and monitoring of HWC mitigation efforts.

A tiered system of response teams should be established, equipped with the necessary tools and training. Rapid Response Teams (RRTs) will operate at the regional level and in hotspot areas, ensuring quick and effective action when needed. The coordination of information across teams will be managed through a central HWC Mitigation Division. Given that specialized skills and knowledge are required for these tasks, a permanent pool of trained personnel will be maintained within the RRTs. To enhance the effectiveness of these teams, options will be explored to engage specialized agencies and personnel, such as Community Escort Guides, civil defence, home guards, and disaster management teams. Local-level coordination will also be strengthened by involving local body functionaries, such as *Bo Rra-Lekgotla*, through legal empowerment where feasible.

The Operating Procedures (OPs) for the initiation of the chain of command and clear decision-making tools will be developed and agreed upon with key agencies and departments. This will ensure smooth and efficient communication between response teams and other key actors. Additionally, a Framework for the Establishment and Capacity Development of HWC Mitigation Response Teams will provide detailed information on the types of response teams, their functions, roles, composition, required competencies, curricula, and necessary equipment. As a result, Rapid Response Teams (RRTs) will be equipped to offer specialized responses to conflict situations in different parts of Botswana. Table 5-8 below outlines actions, targets and outcomes of establishing efficient and effective response teams in each village located at the HWC hotspots areas.

Table 5-8: Strategic Goal 8 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 8: Ensure that efficient and effective response teams are established in each village located at the HWC hotspots areas	1. Establish response teams with dedicated staff and funds	By 2026, establish fully equipped and funded HWC response teams with dedicated staff in all high-risk areas to manage and mitigate HWC effectively.	Faster and more efficient responses to HWC incidents, reducing property damage, loss of life, and retaliatory killings of wildlife while improving community safety.
	2. Competency-based training is provided to Rapid Response Teams (RRTs)	By 2026, provide competency-based training to all Rapid Response Teams (RRTs) to enhance their ability to effectively manage and mitigate HWC incidents.	Improved preparedness and effectiveness of RRTs, leading to faster, safer, and more strategic responses to HWC situations, minimising risks to both humans and wildlife.
	3. Facilitate collaboration with relevant departments at district-level in the formation of Rapid Response Teams (RRTs) and Community	By 2026, ensure the active involvement of relevant departments at district-level in the establishment and operational support of Rapid Response Teams (RRTs) and Community	Strengthened multi-sectoral collaboration, enhanced resource-sharing, and improved efficiency in responding to HWC incidents at the community level.

Goal /Objective	Activities	Targets	Expected Outcomes
	Problem-animal Response Teams (PRTs).	Problem-animal Response Teams (PRTs).	
	4. Develop and implement a national training and accreditation programme for village-based HWC first responders, including standard operating procedures, safety protocols, and equipment use.	By 2026, at least 80% of response teams in HWC hotspot villages should be trained, accredited, and equipped in accordance with national standards and protocols for HWC mitigation.	Increased community safety minimised economic losses, and enhanced coexistence between humans and wildlife due to timely and well-coordinated conflict mitigation efforts.

Strategic Goal 9: *Wildlife habitat within protected areas should be restored with goal to separate wildlife from human settlements*

To fully understand the dynamics of ecosystems, a systematic ecosystem analysis should be conducted for all HWC hotspots, forming the foundation for effective restoration planning. A key focus should be mapping the levels of habitat degradation and tracking water availability over time in these hotspots. Where possible, DWNP should collaborate with research institutions to apply population dynamics models to study changing ecosystems and develop a decision-making system based on these findings for habitat restoration activities within protected areas (PAs) near HWC hotspots. In situations where vegetation and water augmentation are used as tools for ecosystem restoration, regular monitoring of ecological changes must be carried out to assess the long-term impacts of these measures. The management recommendations derived from such analyses should be incorporated into existing Protected Area Management Plans (PAs) and HWC Management Action Plans (HWC-MAPs) to ensure their systematic and coordinated implementation. Table 5-9 below outlines the actions, targets and outcomes of restoring wildlife habitats within protected areas.

Table 5-9: Strategic Goal 9 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 9: Wildlife habitat within protected areas should be restored with goal to separate wildlife from human settlements	1. Conduct scientific assessments in each Protected Area to analyse the influence of habitat composition and structure on the population dynamics of conflict-prone species.	By 2026, scientific habitat assessments completed and integrated into the management plans of all Protected Areas.	Improved evidence-based management strategies that align species population dynamics with habitat carrying capacity, reducing habitat-driven conflict.

Goal /Objective	Activities	Targets	Expected Outcomes
	2. Identify and implement ecological restoration measures in every protected area, and in other wildlife habitats, including prioritised corridors, to support habitat recovery and reduce human-wildlife conflict.	By 2026, at least one ecological restoration project implemented in each Protected Area and one in a high-priority corridor.	Recovered ecological function and improved habitat quality that supports sustainable wildlife populations and reduces contact with human areas.
	3. Monitor and enhance ecological integrity through long-term restoration planning, native species reintroduction, and habitat connectivity measures within and around Protected Areas.	By 2026, ecological integrity and monitoring systems established in all Protected Areas, with bi-annual reporting and adaptive interventions. .	Healthier ecosystems with improved biodiversity, leading to reduced HWC and better coexistence between wildlife and surrounding communities.

Strategic Goal 10: *Adopt targeted barriers and deterrents like electric fences where possible in areas where conflict is more severe*

This Strategic Goals advocates for the separation of wildlife from human settlements and human livelihoods activities. That is, wildlife habitats within protected areas should be restored and wildlife kept away from human settlements. The rising number of conflict cases due to increased interaction between wild and domestic animals heightens the risk of zoonotic disease transmission and the spread of pathogens among wildlife, livestock, domestic animals, and potentially humans, and must be effectively managed. In HWC hotspots, measures towards should be given a stronger focus. Districts should allocate resources for managing zoonotic risks associated with human-wildlife conflict, monitor the effectiveness of these efforts, and ensure that HWC concerns are integrated into their proposals for financial support. Table 5-10 below outlines actions, targets and outcomes for adopting targeted barriers and deterrents.

Table 5-10: Strategic Goal 10 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 10: Adopt targeted barriers and deterrents e.g. electric fences where possible in areas	1. Collaboration between DWNP, universities, and research institutions supports long-term monitoring of key wildlife species' behaviour and helps identify effective mechanisms to reduce	By 2026, long-term research collaborations are established between the DWNP and academic institutions to monitor key wildlife species' behaviour and identify	Enhanced scientific understanding of wildlife behaviour, leading to evidence-based strategies that reduce pressure on

Goal /Objective	Activities	Targets	Expected Outcomes
where conflict is more severe	pressure on both wildlife and human communities.	effective mitigation mechanisms.	ecosystems and minimise HWC.
	2. Achieve separation between domestic animals and wildlife in human wildlife areas using barriers and deterrents	By 2026, effective barriers and deterrent systems in HWC hotspots are separating domestic animals from wildlife.	Reduced disease transmission, minimised predation on livestock, and decreased human-wildlife conflicts, leading to improved livelihoods and conservation outcomes.

5.3. PRIORITY AREA 3: MAKE HWC INFORMATION AND DATA AVAILABLE

The recommendation in this Priority Area is to make HWC information and data available to decision makers and field response teams for effective mitigation. In this Strategic Plan, this will be guided by the following Strategic Goals:

Strategic Goal 11: *Multi-disciplinary wildlife research and monitoring at DWNP in collaboration with universities (e.g. UB, BUAN & BUIST) in addressing HWC mitigation*

This Strategic Goal emphasizes the importance of multi-disciplinary research in managing HWC in Botswana. Scientific, multi-disciplinary wildlife research conducted by the Department of Wildlife and National Parks (DWNP), research institutes, and universities is essential for achieving this goal. To ensure effective and efficient HWC mitigation, the measures implemented must be tailored to each situation, considering factors such as patterns of interaction, the frequency of conflict incidents, the behaviour of wildlife species involved, the affected communities, and their socio-economic circumstances. Scientific data and information on these aspects should be gathered not only from forests managed by the forest department and key species involved in HWC but also from all wildlife habitats and HWC hotspots across the country.

To support this, information on population trends, habitats, corridors, foraging areas, and breeding zones for prominent wildlife species should be collected and maintained in DWNP offices, research institutions, and universities. This data should be incorporated into protected area management plans and other strategic documents. Additionally, each division should develop its own HWC Management Action Plan (HWC-MAP) through a participatory process to ensure that key departments and regional agencies are actively involved in HWC mitigation efforts. To ensure coordinated and effective mitigation, Human-Wildlife Conflict Management Action Plans (HWC-MAPs) should be developed for each priority hotspot area through a participatory, multi-divisional process—leveraging the specific thematic strengths of DWNP and all partners.

To enhance the development of innovative HWC mitigation measures, regular monitoring and management-oriented research should be encouraged at all HWC hotspots. Special emphasis should be placed on department-based research and knowledge management. To ensure the sustainability of these efforts, cooperation and partnerships should be fostered between districts, regional offices, other government agencies, universities, research institutions, and training centres.

Inter- and transdisciplinary research is crucial to understanding the drivers of HWC and monitoring trends in Botswana. Studies should focus on supporting adaptive management strategies for HWC mitigation and should integrate various disciplines, including wildlife biology and ecology (such as behaviour, population dynamics, and movement of species involved in conflict), human ecology and social sciences (exploring perceptions and attitudes toward HWC), and socio-economic research (evaluating the long-term impacts of compensation and other mitigation measures). Additional research areas should include studies on immune contraception for conflict-prone species.

The proposed HWC Division at DWNP should facilitate the prioritisation of key research questions critical for mitigating HWC and advancing the understanding of the issue. These research priorities should align with funding opportunities from the Ministry of Environment, Tourism, and Wildlife (MET), other ministries, and agencies. A mechanism for inter-institutional collaboration and consortia-based research should be promoted, with processes in place to appraise, monitor, and review these projects, ensuring that research findings are shared across regions and districts, and implemented on the ground. Botswana has made significant progress in using new technologies, such as drones, to address HWC-related questions. However, the data and information gathered from these technologies are currently scattered. A system should be established to consolidate this data under the HWC Mitigation Division, which will be linked to the national database to ensure better coordination and accessibility. Table 5-11 below outlines actions, targets and outcomes of multi-disciplinary wildlife research and monitoring in addressing HWC mitigation.

Table 5-11: Strategic Goal 11 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 11: Multi-disciplinary Wildlife research and monitoring at DWNP in collaboration with universities (e.g. UB, BUAN & BUIST) in addressing HWC mitigation	1. Prioritise multi-disciplinary research on human-wildlife conflict (HWC) mitigation at the national level, using identified topics to guide the allocation of research grants by relevant ministries and agencies	By 2026, establish a national research funding framework that prioritises multi-disciplinary studies on HWC mitigation, supported by relevant ministries and agencies.	Increased funding for research-driven solutions on HWC management, leading to more effective policies, innovative mitigation strategies, and improved coexistence between humans and wildlife.
	2. DWNP should establish district-level mechanisms to support and facilitate researchers in conducting interdisciplinary and transdisciplinary studies	By 2026, a district-level support mechanism in place within the DWNP to facilitate interdisciplinary and transdisciplinary	Enhanced collaboration between researchers and wildlife managers, leading to data-driven decision-making and the development of

Goal /Objective	Activities	Targets	Expected Outcomes
	addressing priority management questions related to HWC mitigation	research on priority HWC mitigation topics.	practical, locally relevant HWC mitigation strategies.
	3. Strengthen in-house research and monitoring capacity at DWNP regional offices to conduct basic HWC-related studies, in collaboration with local universities and institutions, supporting response team training and ensuring consistent data input to the national database	By 2026, in-house research facilities at DWNP regional offices exist to enable basic research and monitoring on HWC, in collaboration with local universities and research institutions.	Improved data collection and analysis for HWC mitigation, enhanced capacity development for response teams, and consistent, long-term data input into the national database to inform policy and management decisions.

Strategic Goal 12: *Design and implement effective, wildlife-friendly, and evidence-based HWC mitigation measures tailored to address the specific needs of each site.*

Given the varied implementation and success rates of HWC mitigation measures across Botswana, there is clear evidence that no single solution fits all scenarios. Therefore, a critical, evidence-based assessment of individual and combined mitigation strategies is essential. This assessment should evaluate their effectiveness, relative impact on wildlife populations (rather than individuals), economic viability, and stakeholder acceptance—particularly by local communities. A systematic, scientifically rigorous, and replicable approach will be adopted to identify conditions under which specific mitigation measures perform best. This includes collecting data on success and failure factors, assessing wildlife-friendliness, and developing methodologies for evaluating return on investment and ecosystem service contributions. These findings will inform the development of standardised criteria for selecting, applying, and scaling HWC mitigation measures tailored to specific landscapes and conflict scenarios. Table 5-12 Below outlines actions, targets and outcomes of designing and implementing effective, wildlife-friendly and evidence-based HWC mitigation measures.

Table 5-12: Strategic Goal 12 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 12: Design and implement effective, wildlife-friendly, and evidence-based HWC mitigation measures tailored	1. Adopt and implement a nationally standardised assessment framework to evaluate effectiveness, wildlife-friendliness, and contextual suitability of HWC mitigation measures.	By 2026, a nationally standardised framework is operational for assessing the effectiveness, wildlife-friendliness, and contextual relevance of HWC mitigation measures	Improved consistency in assessing and refining HWC mitigation strategies, ensuring they are both effective in reducing conflicts and sustainable for wildlife conservation.

Goal /Objective	Activities	Targets	Expected Outcomes
to address the specific needs of each site.			
	2. Annually assess all planned and implemented HWC mitigation measures for effectiveness and wildlife-friendliness by DWNP and relevant agencies, in consultation with key stakeholders, using a nationally standardised assessment framework.	By 2026, all planned and implemented HWC mitigation measures are assessed annually for their effectiveness and wildlife-friendliness by HWC Division and stakeholders using a nationally standardised assessment framework.	Continuous improvement of HWC mitigation strategies, ensuring they remain effective, sustainable, and aligned with conservation goals while addressing community concerns.
	3. Systematically review the design and use of mitigation measures at landscape level, and consolidate at national level via a national knowledge platform, to further optimise mitigation measures	By 2026, a systematic feedback mechanism established for DWNP and relevant departments to review and refine HWC mitigation measures at the landscape level, with findings consolidated through a national knowledge platform.	Enhanced optimisation of HWC mitigation strategies through continuous learning, stakeholder engagement, and data-driven decision-making, leading to more effective and adaptable conflict management approaches.

Strategic Goal 13: *Establish a national database to support the assessment and monitoring of HWC situations, enabling formulation of the most effective mitigation measures.*

This strategic goal aims at strengthening evidence-based decision-making in HWC management. In this regard, there is an urgent need for a nationally standardised, holistic data system on HWC and interactions. Presently, data at DWNP is fragmented and largely based on compensation claims and casualties, offering only broad spatial insights for a few species. Therefore, at the national level, comprehensive and uniform data across species and regions remains lacking and disaggregated. To address this, HWC Division and DWNP should lead the establishment of a National HWC Mitigation Database. This will ensure a standardised data collection protocols and approach across all districts. This web-based platform, integrated with GIS capabilities and a tiered access system, will enable stakeholders to monitor conflict trends, assess mitigation effectiveness, and support landscape-level planning.

There is also needed to adopt a multi-stakeholder Working Group to achieve this goal. This Working Group should comprise experts from DWNP, researchers from local universities (e.g. BUAN, ORI, UB, BUIST), other universities world-wide and independent researchers. The Working Group will oversee the development, management, and use of the database. In this regard, capacity-building through a structured training programme will ensure consistent and quality data input by field teams. The database will also serve as a tool to identify knowledge gaps, inform research priorities, and facilitate the sharing of both quantitative

and qualitative knowledge on HWC mitigation. Ultimately, this system will provide a scalable, science-based foundation for coordinated national HWC management, enabling real-time monitoring, informed response strategies, and long-term policy development. Table 5-13 below outlines actions, targets and outcomes of a national database to support the assessment and monitoring of HWC situations.

Table 5-13: Strategic Goal 13 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 13: Establish a national database to support the assessment and monitoring of HWC situations, enabling the formulation of the most effective mitigation measures.	1. Establish a national HWC database – on a GIS-supported platform, providing a common template for collecting HWC-related data in the country	By 2026, a fully functional national HWC database exists. The database will use a holistic, GIS-supported platform with a standardised data collection template for all regional and district-level stakeholders.	Improved data consistency, accessibility, and analysis for informed decision-making, enabling more effective and targeted HWC mitigation strategies across Botswana.
	2. DWNP facilitates capacity development of staff involved in HWC mitigation to enable them to provide regular and complete information on the national HWC database, on a periodic basis	By 2026, capacity development programmes within DWNP are in place to ensure regular and accurate data entry into the national HWC database, following standardised reporting protocols.	Enhanced data reliability and completeness, leading to better tracking of HWC trends, improved response planning, and more effective conflict mitigation strategies.

Strategic Goal 14: *Ensure systematic information sharing, experience exchange, and knowledge collaboration among the DWNP and stakeholders to co-develop long-term solutions for HWC mitigation.*

This strategic goal acknowledges that HWC is a multi-sectorial problem. In this regard, stakeholders need to share and collaboratively manage knowledge. In addition, sharing and managing information is a complex process that requires systematic and sustainable tools and enablers to achieve success. Therefore, planning and policymaking should be multi-disciplinary in nature to facilitate the exchange of information especially regarding trends, challenges and good practices. Exchange of information should be carried out with the goal to learn from each other, and to find innovative solutions together. It should be done through creation of shared spaces for the exchange of ideas and information via cross sector dialogue, joint trainings, discussion fora, joint publications and other instruments and measures. A web-based national knowledge platform should be created to provide the anchoring for all discussions and dialogues. This should not only facilitate immediate solutions on critical issues on HWC mitigation but also formulate recommendations for the revision processes of the NHWC-SAP and envisaged guidelines.

Implementation of the NHWC-SAP and associated guidelines should actively contribute to the national body of knowledge on HWC mitigation. Regions should be encouraged to systematically document their experiences, lessons learned, and feedback during implementation, and incorporate this information into regular reporting. This feedback loop will support the continuous refinement and contextual adaptation of national guidelines. Additionally, traditional and local knowledge held by communities across Botswana represents a valuable and underutilized resource. Where appropriate, such knowledge should be integrated into mitigation strategies—either in its original form or blended with modern approaches and technologies—to enhance cultural relevance, community ownership, and overall effectiveness. The inclusion of this knowledge will be a key component of participatory and adaptive management practices under the NHWC-SAP. Table 5-14 below outlines actions, targets and outcomes of systematic information sharing, experience exchange, and knowledge collaboration among the DWNP and stakeholders.

Table 5-14: Strategic Goal 14 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 14: *Ensure systematic information sharing, experience exchange, and knowledge collaboration among the DWNP and stakeholders to co-develop long-term solutions for HWC mitigation.*	1. Develop a web-based national knowledge platform on HWC mitigation. The web-based should be functional and be used by key stakeholders especially for decision making purposes	By 2026, develop and operationalize a web-based national knowledge platform on HWC mitigation, accessible to key stakeholders for information sharing and decision-making.	Improved collaboration, knowledge exchange, and access to best practices, leading to more effective and coordinated HWC mitigation efforts across the country.
	2. Facilitate dialogue on HWC mitigation through the national knowledge platform and make necessary recommendations.	By 2026, the national knowledge platform facilitates regular discussions and dialogues on critical HWC mitigation issues, contributing to the review and revision of the National HWC Action Plan (NHWC-SAP).	A dynamic and responsive HWC mitigation strategy, continuously improved through stakeholder engagement, real-time feedback, and evidence-based policy recommendations.
	3. Integrate traditional and local knowledge with scientific knowledge to ensure innovation on HWC mitigation measures	By 2026, traditional and local knowledge is integrated into the development and implementation of innovative, context-specific HWC mitigation measures.	Enhanced effectiveness and cultural acceptance of HWC mitigation strategies, leading to stronger community participation and more sustainable conflict resolution practices.

5.4. PRIORITY AREA 4: REDUCE HWC IMPACTS ON HUMANS & WILDLIFE

This Priority Area is meant to identify measures that will reduce and manage negative HWC impacts on humans and wildlife species in wildlife-human settlement areas of Botswana.

Strategic Goal 15: *Enhance human resilience to the impacts of human-wildlife conflict*

This strategic goal aims at promoting activities that reduce human vulnerability to negative impacts of HWC not only in identified hotspot areas but in all wildlife areas. Farmers and rural communities in these areas are among the most affected, yet Botswana currently lacks systematic vulnerability mapping. To address this, there is a need to develop and standardise a national methodology and benchmarks for assessing vulnerability and resilience to HWC. This will help guide a phased implementation of targeted interventions, supported by technical guidance documents to assist field-level implementers.

Long-term solutions such as the creation of wildlife corridors should be explored to reduce direct overlap between human and wildlife activities. In the short term, strengthening systems for victim care and rehabilitation is critical. This requires the development of operational procedures and frameworks to improve inter-agency coordination—particularly with police, health departments, hospitals, disaster response units, and civil defence structures—for effective crowd control and emergency response during HWC incidents. Additionally, coordinated engagement with farmers and livestock herders—alongside agriculture, veterinary, and research institutions—is essential. This includes promoting crop types that are less attractive to wild herbivores, suited to local conditions, and economically viable. Support should also focus on crop diversification and improved harvesting practices to reduce risk exposure. Similarly, affordable livestock protection methods such as stall feeding or guided herding should be promoted.

Challenges within current compensation schemes must be addressed, including calls from communities to shift toward replacement-based support. Requiring proof of improved guarding methods as a condition for compensation may improve scheme accountability. Leveraging digital tools—such as mobile apps—can help streamline and expedite compensation processing and should be linked to the National HWC Mitigation Database. Additional research on the economic impacts of HWC and accurate crop damage assessment methods should be prioritised to ensure fair and data-driven compensation levels. Economic tools such as crop and livestock insurance schemes should be promoted as a top priority, and efforts made to include them under national subsidy frameworks. Broader economic incentives, such as tax relief or subsidies to offset the cost of living with wildlife, should also be explored. Establishing dedicated trust funds or foundations could provide long-term, sustained support to victims of HWC.

Capacity at the community level must be strengthened. Community Escort Guides from local Community-Based Organisations (CBOs) should be trained and empowered to manage HWC issues locally, in close coordination with DWNP. Joint patrolling mechanisms, zoonotic disease surveillance, and emergency response protocols should be developed in partnership with relevant ministries and agencies to ensure an integrated and timely response to HWC-related emergencies. Table 5-15 below outlines actions, targets and outcomes of enhancing human resilience to impacts of human-wildlife conflict.

Table 5-15: Strategic Goal 15 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 15: Enhance human resilience to impacts of human-wildlife conflict	1. Conduct an HWC vulnerability mapping exercise to identify key HWC issues and benchmarks in particular regions and hotspots	Identify key HWC issues and high-risk hotspots in specific regions by 2026	A detailed vulnerability map highlighting critical HWC areas, enabling targeted mitigation strategies and policy interventions.
	2. Facilitate Agro-pastoralists, via Department of Crop Production and associated institutions and be encouraged to adopt sustainable, climate-smart and wildlife-smart agricultural practices and to reduce crop losses	By 2026, agro-pastoralists and farmers are active in adopting sustainable, climate-smart, and wildlife-friendly agricultural practices.	Reduced crop losses and improved resilience to climate change and HWC.
	3. Use digital technology e.g. mobile applications including cell phones to hasten compensation payments for crop, livestock or property damaged	By 2026, digital technology, such as mobile applications, are streamlining and accelerating compensation payments for crops, livestock, or property loss.	Faster and more transparent compensation payment process, improving community trust and reducing financial burdens caused by HWC.
	4. Develop clear guidelines and coordination mechanisms to include joint incident-response between DWNP, health departments, hospitals, police, and other sectors to improve cooperation and ensure effective crowd management and response to medical emergencies.	By 2025, guidelines and mechanisms, such as joint incident-response and interdepartmental coordination, are developed and implemented to enhance cooperation among DWNP, health services, local hospitals, police, and other relevant sectors.	Improved emergency response, efficient crowd management, and better coordination in handling HWC incidents, ensuring public safety and medical support.

Strategic Goal 16: *Minimise vulnerabilities and strengthen the occupational health and safety of field teams tasked with HWC mitigation*

This Strategic Goal places emphasis on occupational health and safety of all personnel handling HWC equipment and situations through a **One-health approach**. The approach is about involves handling dangerous animals such as buffaloes, elephants, lions; handling complex equipment; and operating in high-risk situations - including confrontations with humans and poachers, injury, or disease transmission. Therefore, ensuring the health and safety of personnel is a top priority to protect their well-being and prevent further complications during these operations.

DWNP, through the proposed HWC Division will develop comprehensive Occupational Health and Safety (OHS) guidelines tailored to HWC mitigation, detailing protocols, tools, and risk management strategies. Rapid Response Teams (RRTs) and frontline personnel will be equipped with targeted training on occupational hazards, First Aid, and Basic Life Support. DWNP will further ensure the availability of personal protective equipment (PPE) and establish a structured emergency response framework across all its divisions to safeguard personnel during field operations.

The **One Health approach** should be observed especially when planning HWC mitigation measures in wildlife areas, in close coordination with the public health, veterinary and animal husbandry departments. A systematic joint response involving relevant departments and agencies should operationalise the One Health approach. Efforts should be intensified, to cover the frontline staff under health and life insurance schemes. This is the staff expected to collect data on HWC for research and provide early warning systems for possible zoonotic and other emerging diseases. Table 5-16 below outlines actions, targets and outcomes of minimising vulnerabilities and strengthening occupational health and safety of field teams tasked with HWC mitigation.

Table 5-16: Strategic Goal 16 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 16: *Minimise vulnerabilities and strengthen the occupational health and safety of field teams tasked with HWC mitigation*	1. Develop Occupational Health & Safety Guidelines for those handling HWC situations.	By 2025, Occupational Health & Safety Guidelines are developed and implemented for personnel managing HWC situations.	Enhanced safety and well-being of field personnel, reducing risks and ensuring standardised protocols for handling HWC incidents.
	2. Conduct mandatory occupational health and safety trainings for HWC staff and stakeholders.	By 2025, mandatory occupational health and safety training conduct for HWC staff and stakeholders.	Improved capacity of all HWC staff and stakeholders.
	3. Provide protective clothing and relevant equipment to all members of the response teams and other staff engaged in HWC mitigation operations based on guidelines on Occupational Health & Safety	protective gear and relevant equipment supplied to all members of response teams involved in HWC mitigation	Improved safety, preparedness, and effectiveness of personnel handling HWC situations, reducing risks and enhancing response efficiency
	4. Undertake quarterly mock-drills on rescue and capture operations as well as other emergency operations at HWC hotspots (bi-annual in	Quarterly mock drills conducted in HWC hotspots.	Enhanced readiness and efficiency of response teams, ensuring swift and effective rescue,

Goal /Objective	Activities	Targets	Expected Outcomes
	other areas) to ascertain overall preparedness of the HWC Response Teams.	Bi-annual mock drills conducted in other areas.	capture, and emergency operations in HWC situations.
	5. Provide Health and life insurance schemes to all the field staff engaged in HWC mitigation measures.	By 2025, all field staff involved in HWC mitigation including response team members have health and life insurance coverage.	Improved financial security and well-being of field staff, ensuring they are protected against health risks and occupational hazards.

Strategic Goal 17: *Minimise the vulnerability of wildlife to HWC by implementing animal welfare measures*

This strategic goal emphasises integrating animal welfare and ethics into all aspects of HWC mitigation. It calls for training of DWNP staff and the proposed HWC Division and other response teams to ensure a shared understanding of both human and animal safety. DWNP's proposed HWC Division should collaborate with educational institutions and animal welfare organizations to raise community awareness. Veterinary experts should be involved at all levels of planning and implementation, and practical tools such as guidelines and implementers' toolkits will be developed to support ethical interventions. Skilled personnel, proper equipment, and field-tested protocols are essential for safe wildlife handling, including capture, transport, and translocation of wildlife. Facilities will be adequately equipped for animal care post-capture, and regional capacity for DNA-based identification and zoonotic disease monitoring will be strengthened. Each region will build a pool of trained wildlife veterinary experts, especially in conflict hotspots. Response teams will also be trained and certified in animal handling to provide immediate care in emergencies, ensuring timely, ethical treatment aligned with legal standards. Table 5-17 below outlines actions, targets and outcomes of minimising vulnerability of wildlife to HWC by implementing animal welfare measures.

Table 5-17: Strategic Goal 17 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 17: Minimise vulnerability of wildlife to HWC by implementing animal welfare measures	1. Sensitise community response teams and relevant departments/organisations on wildlife values and animal welfare issues to minimise the risk to wildlife	By 2025, community response teams and relevant departments are aware of wildlife values and animal welfare to ensure humane HWC mitigation efforts	Reduced harm to wildlife during conflict mitigation, fostering coexistence and ethical management practices.

Goal /Objective	Activities	Targets	Expected Outcomes
	2. Train DWNP staff, especially the HWC Division and members of rapid response teams, on ethical, humane operations and the professional and scientific handling and management of animals in conflict	By 2026, all DWNP staff especially the HWC Division and rapid response teams, are trained in ethical, humane operations, and scientifically sound handling of animals in conflict situations	Improved professionalism and effectiveness in HWC management, ensuring animal welfare and ethical conflict resolution
	3. Build capacity within DWNP and partners on veterinary skills at all levels (national, regional or district) to address wildlife disease matters.	By 2026, capacity is developed on veterinary skills at national, regional, and district levels for improved wildlife health management in HWC situations	Enhanced veterinary support for wildlife rescue, treatment, and conflict mitigation, ensuring better animal welfare and response efficiency

Strategic Goal 18: *Ensure that vulnerable sections of the society such as youth and women should participate in planning, development and implementation of HWC mitigation measures*

This Strategic Goal aims at ensuring inclusive participation in Human-Wildlife Conflict (HWC) mitigation by all the stakeholders. This involves vulnerable groups such as women, youth, and local communities directly affected by HWC. These groups often suffer significant losses such as crops, livestock, personal injury, and even life. Regional DWNP offices will map stakeholders and promote meaningful community involvement, especially through Community Problem-animal Response Teams (PRTs), ensuring representation from women and youth. A multi-stakeholder approach, along with training and integrating statutory volunteers, will build responsive, well-prepared community-level teams. Furthermore, HWC impacts are shaped by gender and socio-economic factors, with women bearing a heavier burden due to increased food insecurity, physical and emotional stress, and economic hardship. HWC mitigation efforts must therefore integrate considerations of gender, age, and vulnerability. Promoting gender equality, human rights, and the specific needs of children, especially their safety, emotional well-being, and right to play, will be central to the planning, implementation, and monitoring of these initiatives. Table 5-18: Strategic Goal 18 - Activities, Targets & Expected Outcomes below outlines actions, targets and outcomes of ensuring that vulnerable sections of the society such as youth and women participate in planning, development and implementation of HWC mitigation measures

Table 5-18: Strategic Goal 18 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 18: Ensure that vulnerable sections of the society such as youth and women participate in planning, development and implementation of HWC mitigation measures	1. Conduct HWC Stakeholder analysis to achieve HWC mitigation. This activity should be conducted annually by each regional DWNP office	By 2026, annual updates on HWC stakeholder analysis are available at each regional DWNP office.	Improved collaboration and coordination among stakeholders, ensuring effective and inclusive HWC management strategies.
	2. Involve women, youth and rural poor in HWC mitigation actions	By 2026, women, youth, and rural communities are actively participating in HWC mitigation efforts.	More inclusive and community-driven HWC solutions, leading to increased local engagement and sustainable conflict management.
	3. Strengthen and mainstream engagement of local communities in HWC via Community PRTs	By 2026, participation of local communities is integrated in HWC mitigation through Community Problem-animal Response Teams (PRTs)	Enhanced local ownership, faster conflict resolution, and more effective human-wildlife coexistence strategies.

5.5. PRIORITY AREA 5: DEVELOP A SUSTAINABLE WILDLIFE ECONOMY & VALUE-CHAIN.

Strategic Goal 19: *Develop a sustainable wildlife economy and wildlife value-chain that includes both sustainable consumptive and non-consumptive uses of wildlife and by-products.*

This Strategic Goal calls for the development of a sustainable wildlife economy and a wildlife value-chain that includes both the sustainable consumptive and non-consumptive uses of wildlife species and their by-products. Wildlife economy refers to economic activities and benefits derived from sustainable use and conservation of wildlife resources. It encompasses a range of sectors and practices that integrate biodiversity conservation with local and national economic development. Wildlife economy seeks to create a harmonious relationship between humans and wildlife, where economic benefits derived from wildlife contribute to both conservation efforts and local community well-being. Wildlife economy is known for achieving biodiversity conservation by promotes the protection of ecosystems and species, contributing to global biodiversity. Wildlife economy is also known to enhance economic development. It provides alternative livelihoods, especially in rural areas, reducing reliance on unsustainable practices. Wildlife economy supports traditional practices and knowledge related to wildlife and conservation.

The concept of a value-chain in the context of a wildlife economy refers to the series of processes and activities that create value from wildlife resources, integrating conservation

with economic benefits. Examples of wildlife value-chain include community-based wildlife tourism with activities ranging from safari tours, eco-tourism to bird watching. Value creation thus refers to generating income for local communities, creating jobs, and promoting conservation awareness. Sustainable harvesting also forms part of the wildlife value-chain and may include activities such as controlled hunting, fishing, and gathering of wildlife products (e.g. honey or medicinal plants). These activities create economic value for households while ensuring that wildlife populations are maintained through sustainable practices. They also add economic value to cultural heritage and provide income to local artisans. A sustainable wildlife economy and value-chain can provide significant socio-economic benefits while promoting sustainable practices and conservation efforts. Table 5-19 below outlines actions, targets and outcomes of developing a sustainable wildlife economy and wildlife value-chain that includes both the sustainable consumptive and non-consumptive uses of wildlife and by-products.

Table 5-19: Strategic Goal 19 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 19: Develop a sustainable wildlife economy and wildlife value-chain that includes both the sustainable consumptive and non-consumptive uses of wildlife and by-products.	1. Establish wildlife tourism activities such as safaris, and wildlife watching that attract visitors	Develop and promote wildlife tourism activities, including safaris and wildlife watching, to attract visitors by 2027.	Increased tourism revenue and community benefits, fostering wildlife conservation and sustainable economic growth.
	2. Establish sustainable harvesting projects in hunting, fishing, and related wildlife by-products	Develop and implement sustainable harvesting projects for hunting, fishing, and wildlife by-products by 2027.	Balanced resource use that supports conservation efforts while providing economic benefits to local communities
	3. Conduct a feasibility study on reducing elephant numbers and establishing elephant abattoirs in locations in proximity to PAs	Assess the feasibility and implications of reducing elephant populations and establishing elephant abattoirs in wildlife areas such as Maun, Nata and Kasane by 2028.	Data-driven decision-making on elephant population management, considering ecological, economic, and ethical factors.
	4. Create and promote markets for sustainable wildlife products such as handicrafts and game meat.	Develop and promote markets for sustainable wildlife products such as handicrafts and game meat by 2026	Increased economic opportunities for local communities while ensuring sustainable use of wildlife resources.
	5. Use wildlife by-products and establish local crafts and products with activities such as artisanal goods made from sustainable wildlife products (e.g., jewellery, textiles)	Support the use of sustainable wildlife by-products for local crafts, including artisanal goods like jewellery and textiles by 2027	Enhanced livelihood opportunities for communities while promoting conservation-friendly economic activities

Strategic Goal 20: *Enhance wildlife beneficiation to communities by introducing wildlife abattoirs, CBNRM projects, etc.*

This strategic goal aims at enhancing benefits communities gain from wildlife which are essential for promoting human-wildlife coexistence. The underlying assumption is that when benefits are derived from proximity to wildlife, the associated costs of human-wildlife conflict can be internalised by the same actors, thereby promoting tolerance and coexistence. The long-term goal is to ensure that communities in wildlife areas should recognize and realize these benefits. By reducing the negative impacts of wildlife—such as loss of crops, livestock, and human injury; people's wellbeing and household incomes can improve. Some mitigation strategies, such as beekeeping or growing chilli, offer additional income opportunities. Growing alternative crops less attractive to wildlife can also be a viable livelihood option, depending on ecological conditions and market access. The government and its partners will assist farmers with feasibility studies and provide training on cultivation and marketing. Table 5-20 below outlines actions, targets and outcomes of enhancing wildlife beneficiation to communities.



Plate 1: Community beneficiation from wildlife can be an incentive to mitigate against conflicts.

Table 5-20: Strategic Goal 20 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 20: Enhance wildlife beneficiation to communities	1. Identify and establish community wildlife projects such as wildlife game ranches/farms	Community-based wildlife projects such as game ranches and farms are identified and developed by 2027	Increased community participation in wildlife conservation and sustainable livelihood opportunities.

Goal /Objective	Activities	Targets	Expected Outcomes
through CBNRM projects, etc.	2. Develop cultural heritage tourism projects by CBOs considering Indigenous Technical Knowledge	Cultural heritage tourism projects that incorporate Indigenous Technical Knowledge are developed by CBOs by 2025	Preservation of indigenous culture and traditions while generating sustainable tourism income for local communities.
	3. Diversification income on income-generating activities for communities.	Communities have diverse income sources through various sustainable income-generating activities by 2025	Enhanced economic resilience and reduced dependence on wildlife-related activities, promoting sustainable livelihoods
	4. Increase financial assistance (e.g. loans and grants) to communities, especially households so that they be able to prepare for, adapt to and recover from HWC impacts hence in the process build resilience.	Improve community access to funds, loans, and financial services to enhance their ability to prepare for, adapt to, and recover from HWC impacts by 2025	Increased household resilience and financial stability, reducing vulnerability to human-wildlife conflict.

5.6. PRIORITY AREA 6: ENHANCE COMMUNITY RESILIENCE THROUGH HWC COMPENSATION

***Goal 21**: Establish a Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund in Botswana to provide fair compensation for wildlife-related damages to crops, livestock, property, and personal injury or loss of life, with structured support for affected families and dependents.*

This Strategic goal aims at ensuring the creation of compensation financial schemes to mitigate human-wildlife conflicts by reimbursing affected individuals for losses, which can include property damage, crop destruction, or livestock predation. These programs often involve assessing damage, providing timely financial support or replacing animals, and incorporating community input to ensure fairness. Ultimately, effective compensation not only addresses immediate losses but also promotes coexistence strategies, helping to balance conservation efforts with local livelihoods.

This suggests that Botswana should establish a Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund. The establishment of a Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund is intended to reduce the economic and social impacts of wildlife-related damages, such as property damage, crop destruction, livestock loss, and human injuries or deaths caused by wildlife. These schemes typically involve financial compensation or support for people affected by wildlife incidents, ensuring they can recover or mitigate losses.

The proposed Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund should address human-wildlife conflicts especially in hotspot areas where communities live close to wildlife habitats. The coverage scheme should be such that it compensates farmers for: crop damage, livestock loss from predators, injury or death: people who are injured or killed due to wildlife attacks may also be covered under the scheme. The following elements of the fund should be considered:

- **Eligibility:** Farmers or community members in designated HWC hotspot areas. These farmers should be involved in agriculture or livestock farming in areas near wildlife habitats or migration routes.

- **Compensation Process:** Should include the following: i) Farmers must report incidents of damage or loss to local wildlife officers or the insurance authority, ii) A wildlife expert or government officer assesses the situation to verify the damage and determine compensation based on market value (for livestock and crops); and, iii) The insurance company or government fund then compensates the farmers for their losses.

- **Funding:** The government and private insurance companies typically fund these programmes, either jointly or through a public-private partnership. In addition, international funding may be sought for some of these projects to encourage wildlife conservation and mitigate HWC challenges.

- **Prevention and Risk Reduction:** The compensation scheme should encourage preventive measures, such as improved fencing, the use of scare tactics, or the relocation of problematic animals. Farmers may also receive training on how to minimise conflict with wildlife. That is, the Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund can take form of the following:

    a. **Crop Damage Insurance**: Compensates farmers for losses due to wildlife eating or damaging crops, encouraging coexistence.

    b. **Livestock Protection Insurance**: Covers losses from predation by wildlife, helping pastoralists manage risks while promoting conservation.

    c. **Property Damage Insurance**: Provides financial assistance for damages caused by wildlife to homes or infrastructure, reducing human-wildlife conflict.

    d. **Human Injury Insurance**: Offers compensation for injuries caused by wildlife encounters, supporting communities in areas with high wildlife presence.

Key Features of the Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund include the following:

- **Market Value Compensation:** This scheme should compensate farmers at market rates, meaning that if livestock is lost, it’s reimbursed at current market value, and similarly for crops or infrastructure.

- **Risk Mitigation Support:** The insurance scheme should include funds or resources to help communities protect themselves, including through the construction of barriers, electric fencing, or even compensation for the cost of hiring guards or using technological tools (e.g., drones or cameras) to monitor wildlife movements.

- **Collaboration with Conservation Efforts:** DWNP should work with conservation organizations, NGOs, and international agencies to fund or run HWC insurance scheme. This allows governments to balance human safety with wildlife protection, thus fostering coexistence.

- **Insurance for Death and Injury:** In addition to property losses, the insurance policy should also cover the costs associated with injuries or fatalities caused by wildlife, which could include funeral costs, medical expenses, or ongoing care for families of the deceased.

Table 5-21 below outlines actions, targets and outcomes of Establish a Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund in Botswana to provide fair compensation for wildlife-related damages to crops, livestock, property, and personal injury or loss of life, with structured support for affected families and dependents.

Table 5-21: Strategic Goal 21 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 21: Establish a Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund in Botswana to provide fair compensation for wildlife-related damages to crops, livestock, property, and personal injury or loss of life, with structured support for affected families and dependents.	1. Develop transparent and well-defined policy HWC compensation that outlines eligibility criteria, processes, and timelines for claims related to human-wildlife conflict or other losses.	Clear and transparent policy HWC compensation developed, with eligibility criteria, claim processes, and timelines by 2026	Improved fairness, efficiency, and trust in the compensation system, ensuring timely and effective support for affected communities
	2. Establish a "Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund" and distribute funds speedily at both national and district levels.	Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-Gratia Fund in place to ensure the swift distribution of financial resources at both national and district levels by 2026	Faster and more effective financial support for HWC mitigation, reducing economic losses and improving community resilience.
	3. Establish a HWC Levy paid from Park fees and paid by photographic tourists/operators, trophy hunting tourists/operators and all other wildlife-based tourists/operators visiting tourism attraction areas.	HWC Levy collected from park fees paid by photographic tourists, trophy hunters, and other wildlife-based tourism operators by 2026	Sustainable funding for HWC mitigation efforts, ensuring long-term financial support for affected communities and conservation initiatives.

Goal /Objective	Activities	Targets	Expected Outcomes
	4. Introduce a HWC Crop Damage Insurance to compensate farmers for losses due to wildlife damaging crops, encouraging coexistence.	HWC Crop Damage Insurance scheme in place to compensate farmers for losses caused by wildlife by 2026.	Increased financial security for farmers, promoting tolerance and coexistence with wildlife
	5. Introduce a HWC Livestock Protection Insurance scheme to cover losses from predation by wildlife, helping pastoralists manage risks while promoting conservation.	HWC Livestock Protection Insurance Scheme in place to compensate pastoralists for losses due to wildlife predation by 2026	Enhanced financial security for pastoralists, reducing retaliatory killings of wildlife and promoting conservation.
	6. Introduce a HWC Property Damage Insurance Scheme: Provides financial assistance for damages caused by wildlife to homes or infrastructure.	HWC Property Damage Insurance Scheme in place to provide financial assistance for wildlife-related damage to homes and infrastructure by 2026	Increased community resilience and reduced economic hardship, fostering positive human-wildlife coexistence.
	7. Establish a HWC life-cover insurance programme to cover communities living in wildlife hotspot areas	HWC life-cover insurance scheme in place for communities residing in wildlife hotspot areas by 2026	Enhanced financial security and support for affected families, strengthening community resilience to HWC.
	8. Establish an Insurance Scheme to financial support dependents of a breadwinner who loses their life due to wildlife attack (if its children the support should continue until they reach age of majority)	Dependents insurance scheme in place to provide financial support to dependents of a breadwinner who dies due to a wildlife attack, ensuring continued assistance until children reach adulthood by 2026	Increased financial stability and social security for affected families, reducing the long-term economic impact of HWC.
	9. Establish an Insurance Scheme to support permanently disabled individuals who disability is caused by wildlife	Develop Disability Insurance Scheme to provide financial and medical support for individuals who become permanently disabled due to wildlife-related incidents by 2026	Improved quality of life and long-term financial security for disabled individuals, fostering community trust in HWC management.

5.7. PRIORITY AREA 7: IMPLEMENT THE HWC STRATEGY AND ACTION PLAN

This Strategic Goal targets the implementation of its action plan. This goal is achieved by strengthening institutional and financial systems meant to ensure the successful implementation of the Strategy. In this regard, there are key priorities that should be considered, and these include building human resource capacity through competency-based training, investing in infrastructure, and ensuring sustainable financing. Aligning district and divisional plans with the national strategy is essential for effective execution. Additionally, securing funding and enhancing both existing and new cross-sector partnerships are critical to successful HWC mitigation.

Strategic Goal 22: *Ensure that institutional capacities especially at DWNP and associated sectors should be strengthened for the effective implementation of HWC mitigation in wildlife areas*

HWC issues are complex requiring the involvement of different stakeholders. As a result, a wide range of competencies is required of these stakeholders especially government ministries and departments. In this regard, a strategy on capacity development for the required human resource is critical. It should be developed to provide a roadmap in the implementation of the Strategy. In this regard, there should be alignment of this strategy and the national education curriculum where HWC issues are addressed. In this regard, this Strategy should place individual competencies at the heart of all capacity development efforts, leading to institutional capacity development. To make this transformational process successful, a National Working Group on Capacity Development towards HWC Mitigation should be established to facilitate interventions including mapping the competencies of professionals and expert institutions/ organisations, developing competencies-based nationally standardised locally customised curricula and participatory training methods. Table 5-22 below outlines actions, targets and outcomes of building institutional capacity especially at DWNP and associated sectors for the effective implementation of HWC mitigation in wildlife areas.

Table 5-22: Strategic Goal 22 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 22: Ensure that institutional capacities especially at DWNP and associated sectors should be strengthened for the effective implementation of HWC mitigation in wildlife areas	1. Establish a HWC Coordination Office with all the needed staff	Dedicated HWC Coordination Office established with adequate staffing and resources by 2025.	Improved coordination, response efficiency, and implementation of HWC mitigation strategies at local and national levels.
	2. Develop and implement a national capacity development strategy. This strategy will guide the human resource needs on HWC mitigation in the country	National Capacity Development Strategy in place to guide human resource development for HWC mitigation at national and regional levels by 2025	Strengthened institutional capacity and a well-trained workforce, leading to more effective and sustainable HWC management.

Goal /Objective	Activities	Targets	Expected Outcomes
	3. Establish a HWC National Working Group to address challenges of Capacity Development.	HWC National Working Group established and enhancing institutional capacity, networking, and continuous innovation in HWC mitigation by 2025	Improved collaboration, knowledge-sharing, and adaptive capacity-building for more effective and sustainable HWC management.
	4. Conduct training on HWC mitigation with key wildlife training institutions at national and regional level.	Structured training and capacity-building programs on HWC mitigation delivered in collaboration with key wildlife training institutions at national and regional levels in place by 2025	Enhanced skills and expertise among HWC personnel, leading to more efficient and effective conflict mitigation efforts.
	5. Conduct training and other capacity development measures on HWC mitigation by key training institutions from rural development and agriculture and veterinary, police, public health	HWC mitigation training and capacity development programs delivered through key institutions in rural development, agriculture, veterinary services, police, and public health by 2026	Strengthened multi-sectoral collaboration and improved response capacity for HWC management across various sectors

Strategic Goal 23: *Enhance capacity and individual competencies at DWNP and associated sectors to achieve HWC management and mitigation.*

This strategic goal aims at building and regularly training a dedicated pool of wildlife professionals within the DWNP to strengthen HWC mitigation efforts across all levels and sectors. Additionally, specialists from outside DWNP should be involved in monitoring, evaluation, stakeholder coordination, capacity development, and human resource management. Each sector affected by HWC should prioritise having both a wildlife veterinary officer and a community engagement expert. At community level, Community Escort Guides (CSGs) should form the backbone of HWC response teams. Working alongside DWNP officers, CSGs play a critical role in patrolling remote areas and handling animal capture operations. These guides require high levels of discipline and specialized training, including in elephant behaviour. A structured training program—including apprenticeships and refresher courses—should be institutionalized to build capacity and encourage youth participation. A centralized database of trained CSGs should be maintained and made

accessible in districts with wildlife presence. Table 5-23 below outlines actions, targets and outcomes of building capacity and individual competencies at DWNP and associated sectors to achieve HWC management and mitigation.

Table 5-23: Strategic Goal 23 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 23: Enhance capacity and individual competencies at DWNP and associated sectors to achieve HWC management and mitigation.	1. Develop a competency framework on HWC mitigation. This should be achieved by the involvement of training institutions in the country such as BUAN, UB, ORI, BWTI, BUIST etc.	Competency framework for HWC mitigation in place and to guiding training institutions in capacity-building efforts for DWNP and other sector professionals by 2026	Standardised skills and knowledge across sectors, ensuring effective and professional HWC mitigation practices.
	2. Provide a pool of wildlife experts within the DWNP to work in HWC hotspots in Botswana	A dedicated pool of wildlife experts within DWNP deployed in HWC hotspots across Botswana by 2025	Improved on-the-ground expertise and rapid response capabilities for effective HWC mitigation in high-conflict areas
	3. Establishment of a Community Escort Guides (CSG) training programme within BWTI to offer training to CSGs.	Community Escort Guides (CSG) training programme established at BWTI, offering structured training in local languages based on a standardised curriculum by 2026	CSGs equipped with the skills to safely and effectively assist in HWC mitigation, improving community engagement and wildlife protection

Strategic Goal 24: *Ensure that HWC Strategy and Action Plans (NHWC-SAP) is implemented and regularly updated taking a landscape approach*.

This Strategic Goals aims at identifying ways that provide an enabling environment for the implementation of this strategy. The success and sustainability of HWC mitigation efforts depend on active participation and commitment at all decision-making levels. While the national government plays a central role by providing policy and institutional support, regional, district, and local actions are crucial for effective field implementation. To align efforts with the National HWC Action Plan (NHWC-SAP), governments must develop their own NHWC-SAPs based on national priorities, existing programmes, species-specific guidelines, and implementer toolkits. These plans must be fully integrated into national development planning processes to ensure resource allocation, inter-departmental coordination, and minimal trade-offs.

A clear framework should guide the development of HWC strategies and action plans, ensuring comprehensive coverage and consistency. Regular coordination among

departments at the district level is essential to incorporate HWC concerns into development planning. Government policy should mandate development institutions to assess HWC risks in proposed projects. Relevant agencies must consult local forest authorities for data on conflict-prone species and their behaviour. This consultation should be part of the project's impact and risk assessment process from the outset. Table 5-24 below outlines actions, targets and outcomes of the development, implementation and regular updating of a HWC Mitigation Strategy and Action Plan.

Table 5-24: Strategic Goal 24 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 24: Ensure that a HWC Mitigation Strategy and Action Plan (NHWC-SAP) is implemented and regularly updated taking a landscape approach	1. Update the HWC-SAP in line with the approach of NHWC-SAP and within the existing legal provisions	Regularly update the countrywide HWC Strategic Action Plan (HWC-SAP) (NHWC-SAP) and legal frameworks by 2025	A well-coordinated, legally compliant, and adaptive strategy for managing HWC effectively across the country.
	2. Establish in each region and district, a HWC Mitigation Forum, and Regional-level Coordination Committee	HWC Mitigation Forums established at the district level and Regional Coordination Committees to oversee and coordinate HWC management efforts by 2026	Improved regional and district-level collaboration, ensuring localized, effective, and timely responses to HWC challenges
	3. Monitor and update the HWC Strategy and Action plans every 5 years	Monitoring structure for NHWC-SAP in place and implemented by 2025	Adaptive and data-driven HWC management, ensuring strategies remain effective, relevant, and aligned with emerging challenges and opportunities
	4. Jointly develop and implement Regional HWC management plans for wide-ranging species such as elephant.	Regional HWC Management Plans for wide-ranging species like elephants jointly developed and implemented by 2026	Enhanced cross-regional coordination and effective management of species that move across large landscapes, reducing conflicts and promoting coexistence.
	5. Integrate HWC mitigation concerns into regional level plans of key relevant sectors.	HWC mitigation strategies incorporated into regional development plans of key sectors such as agriculture, tourism, and infrastructure by 2025	Improved cross-sectoral collaboration, ensuring HWC considerations are mainstreamed into broader regional planning and decision-making processes

Strategic Goal 25: *Develop, implement and regularly update the HWC Management Action Plans (NHWC-SAP) of Botswana*

This strategic goal focuses on the Human-Wildlife Conflict Management Action Plans (NHWC-SAPs). The goal notes that these Plans should be developed for each division or group of divisions, based on the unique characteristics of their landscapes. To promote collaboration and consistent information sharing among sectors within the same landscape, a dedicated landscape-level forum should be established. This forum will support the integration of landscape-level planning into the development and implementation of NHWC-SAPs within DWNP. At the district level, cross-departmental working groups can help manage land-use changes, align departmental objectives, and coordinate emergency responses related to HWC. These forums can also host knowledge-sharing events and citizen science initiatives in partnership with academic institutions, helping to document and disseminate experiences and best practices in HWC mitigation. Integrating these plans into district development planning is essential, and this should be supported by key institutions through stakeholder consultations, workshops, joint trainings, and collaborations with rural development bodies and educational institutions. Table 5-25 below outlines actions, targets and outcomes of developing, implementing and regularly updating the National Human Wildlife Conflict Strategy and Action Plan.

Table 5-25: Strategic Goal 25 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 25: Develop, implement and regularly update the HWC Management Action Plans (NHWC-SAP) of Botswana	1. Adopt NHWC-SAP taking a landscape approach. These should be developed, implemented and updated	Adopt and implement the National Human-Wildlife Conflict Action Plan (NHWC-SAP) using a landscape approach, ensuring it is regularly updated by 2025	Holistic and adaptive HWC management that considers ecological, social, and economic factors across entire landscapes.
	2. Integrate HWC mitigation and adapt a landscape approach at regional level in line with the provisions made in the HWC-SAP	Implement HWC mitigation using a landscape approach at the regional level, aligning with the provisions of the HWC Action Plan (HWC-SAP) by 2025	More effective and ecosystem-based HWC management, ensuring sustainable coexistence between people and wildlife across regions.
	3. Establish a multi-stakeholder forum at district level to steer integration of HWC mitigation	Create a multi-stakeholder forum at the district level to coordinate and guide the integration of HWC mitigation efforts by 2026	Strengthened collaboration and more effective, locally driven solutions for human-wildlife conflict management.
	4. Integrate HWC mitigation, in line with	Incorporate HWC mitigation strategies into district-level planning,	More effective and locally tailored HWC management, fostering sustainable

Goal /Objective	Activities	Targets	Expected Outcomes
	the NHWC-SAPs at District level planning	ensuring alignment with the National Human-Wildlife Conflict Action Plan (NHWC-SAP) by 2025	coexistence between communities and wildlife

Strategic Goal 26: *Ensure that resources (e.g. Finance, infrastructure and equipment) are available for implementing national HWC Strategy at national, regional and district levels*

This strategic goal aims at ensuring that there are adequate financial and infrastructure resources to ensure the successful implementation of Human-Wildlife Conflict (HWC) action plans at both national and district levels. Funding will be directed toward strengthening field infrastructure and enhancing facilities at training institutions. In addition to using existing or new financial sources, innovative funding mechanisms should be explored to reduce human and wildlife vulnerability. A proposed "National HWC Mitigation Fund" could support key activities, such as training, upgrading mitigation equipment, restoring wildlife corridors, and providing compensation payments. Infrastructure and equipment are also critical. Field teams need access to reliable, well-equipped HWC Mitigation Divisions or control rooms in each landscape. Central government should prioritise establishing and supporting this infrastructure, including simulation labs and hands-on training setups at training institutes. These labs will be equipped with advanced tools and materials for competency-based training. Districts and regions should also establish animal health monitoring centres in HWC hotspots to ensure timely care and treatment of conflict-involved wildlife. Additionally, post-capture care infrastructure, such as rescue centres and safari facilities, must be upgraded. Table 5-26 below outlines actions, targets and outcomes of ensuring that resources (e.g. Finance, infrastructure and equipment) are available for implementing the NHWC-SAP at national, regional and district levels.

Table 5-26: Strategic Goal 26 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 26: Ensure that resources (e.g. Finance, infrastructure and equipment) are available for implementing national HWC Strategy at national, regional and district levels	1. Avail financial resources by CBOs, private sector and agencies other than DWNP when dealing with HWC mitigation	Mobilize financial resources from CBOs, the private sector, and other agencies to support HWC mitigation efforts by 2026.	Diversified and sustainable funding, reducing dependence on DWNP and enhancing the effectiveness of HWC management initiatives.
	2. Provide training on HWC mitigation. The training should be hands-on key mitigation and operational processes by training institutions	Establish HWC mitigation training that is hands-on training by 2026.	Enhanced practical skills and preparedness of personnel, leading to more effective and efficient HWC management.
	3. Establish functional HWC Mitigation Unit and well-	Set up a fully functional HWC Mitigation Division	Faster and more effective response to HWC incidents,

Goal /Objective	Activities	Targets	Expected Outcomes
	equipped RRTs at HWC hotspots.	and deploy well-equipped Rapid Response Teams (RRTs) in HWC hotspots	reducing conflicts and improving human-wildlife coexistence.

Strategic Goal 27: *Create measures that encourages partnerships and collaboration between HWC stakeholders to achieve sustainability and greater outreach in HWC mitigation efforts*

This Strategic Goal aims at ensuring stakeholder engagement in HWC mitigation. This suggests that addressing HWC effectively requires the active engagement of diverse stakeholders across sectors through platforms like the National HWC Mitigation Pitso (Forum). This network should bring together experts and institutions from government, civil defence, private sector, academia, NGOs, and farming communities to promote a collaborative, multi-sectoral response. Strategies to strengthen cross-sector cooperation include participatory planning, effective inter-agency communication, joint training programs, and a coordinated landscape-based approach. Forest departments are expected to take a leading role in fostering interdepartmental collaboration. Community-based organizations (CBOs) and private companies should be supported in developing wildlife-friendly technologies and practices across the value-chain. Donor agencies are encouraged to integrate HWC mitigation into their programs or include safeguards to prevent conflict escalation. Civil society organizations, especially conservation and animal welfare NGOs, should be given a greater role in research, pilot testing new mitigation methods, and supporting inclusive and sustainable implementation efforts. Table 5-27 below outlines Goal 27 actions, targets and outcomes of create measures that encourage partnerships and collaboration between HWC stakeholders to achieve sustainability and greater outreach in HWC mitigation efforts.

Table 5-27: Strategic Goal 27 - Activities, Targets & Expected Outcomes.

Goal /Objective	Activities	Targets	Expected Outcomes
Goal 27: Create Effective Measures fostering partnerships between key stakeholders to achieve sustainability and greater outreach in HWC mitigation efforts	1. Implement Stakeholder Engagement Plan accompanying the NHWC-SAP.	Stakeholder Engagement Plan in execution to support the implementation of the HWC mitigation strategy by 2025	Strengthened collaboration and inclusive participation, ensuring more effective and sustainable HWC management
	2. Adopt a National HWC Mitigation Pitso or Forum to identify topics and issues of common interest by key stakeholders	Establish a National HWC Mitigation Pitso or Forum to facilitate dialogue on key issues and priorities among stakeholders by 2025	Improved stakeholder coordination, knowledge sharing, and collaborative decision-making for effective HWC mitigation.

Goal /Objective	Activities	Targets	Expected Outcomes
	3. Establish a Technical support system for the private sector to ensure the adoption of wildlife-friendly HWC mitigation measures	Develop a technical support system to assist the private sector in the adoption of wildlife-friendly HWC mitigation measures by 2025	Increased private sector involvement in sustainable HWC management, reducing conflicts while promoting conservation-friendly practices.
	4. Engage and involve civil society organizations in implementing the interventions	Strengthen the involvement of civil society organizations (CSOs) in implementing HWC mitigation interventions by 2026.	Enhanced community engagement, advocacy, and resource mobilization for more effective and inclusive HWC management.

Chapter 6. IMPLEMENTATION PLAN

Successful implementation of the Botswana National Human-Wildlife Conflict Strategy and Action Plan (NHWC-SAP) requires a coordinated, inclusive, and phased approach that reflects the complexity of human-wildlife interactions across the country. As human and wildlife populations increasingly overlap, the frequency and intensity of conflicts have grown, threatening both rural livelihoods and the conservation gains Botswana has achieved. This Implementation Plan provides a practical and time-bound framework for addressing immediate threats, strengthening institutional and community capacities, and embedding long-term solutions into national and local development agendas. Central to this effort is the engagement of all stakeholders—government ministries, local authorities, communities, the private sector, NGOs, development partners, and financial institutions—each with a distinct role in delivering the Strategy's objectives. The Plan is structured in three phases from 2025 to 2030, enabling the country to respond swiftly to urgent conflict situations, refine and scale up successful interventions, and institutionalise human-wildlife coexistence strategies. Furthermore, the implementation process will be guided by existing legal and policy frameworks to ensure coherence and sustainability. Ultimately, the goal is to foster a resilient and inclusive system for managing human-wildlife conflict that balances conservation imperatives with community development, food security, and national prosperity.

6.1. National Action Plan Phases (2025-2030)

The National Action Plan (2025-2030) adopts the structured and phased approach which includes:

- **Short-Term (2025-2026):** Address immediate conflicts, raise awareness, build partnerships, and establish monitoring systems.
- **Medium-Term (2027-2028):** Scale up successful strategies, implement landscape-level interventions, diversify livelihoods, and develop policies.
- **Long-Term (2029-2030):** Institutionalise HWC strategies, ensure sustainability through funding and research, and foster cultural and regional cooperation.

This structured approach ensures response to immediate threats, refining strategies for broader implementation, and building a resilient and sustainable framework for human-wildlife coexistence over the long term.

6.1.1. Short-Term (2025-2026)

The short-term phase (1–2 years) focuses on addressing urgent conflict situations, setting up systems for monitoring and reporting, and building the foundation for broader interventions. It's a critical period for quickly understanding the scope of conflicts and beginning the process of engagement with local communities. The short-term phase of the strategy can be described as a capacity building phase in terms of organisational and human resource capacities. This is meant to ensure that

an enabling environment is created in the implementation of the strategy. Key short-term actions include:

- *Immediate mitigation measures:* Address urgent human-wildlife conflicts (e.g., crop protection, securing homes, providing compensation).
- *Conflict hotspots identification:* Use data collection and mapping to identify areas with high frequencies of conflict.
- *Awareness and education campaigns:* Launch awareness programs for local communities on conflict prevention and the importance of wildlife conservation.
- *Initial stakeholder engagement:* Build relationships with local communities, wildlife conservation organizations, government bodies, and other relevant stakeholders.
- *Baseline data collection:* Establish systems for tracking wildlife population dynamics, conflict frequency, and economic impacts.
- *Quick-win solutions:* Test and implement small-scale solutions such as fencing, signage, or community patrols to reduce conflict.
- *Community capacity building:* Rapidly increasing capacity of communities to reduce conflicts using tested mitigation methods.
- *Early warning systems:* Increasing the efficiency of early warning systems
- *Rapid Response Teams:* Rapidly increasing capacity of Rapid Response Teams to respond.

6.1.2. MEDIUM-TERM (2027-2028)

The medium-term phase (3–4 years) focuses on expanding successful interventions, implementing broader landscape-level solutions, and beginning to institutionalise HWC management strategies. This period is about refining approaches based on initial outcomes and scaling them up. Key actions for impact in the long-term comprise:

- *Landscape-level planning:* Implement habitat restoration, wildlife corridors, and buffer zones to reduce wildlife encroachment on human settlements and agricultural lands.
- *Diversified livelihoods:* Introduce sustainable livelihoods (e.g., eco-tourism, beekeeping, sustainable agriculture) to reduce human dependence on activities that lead to conflicts.
- *Infrastructure development:* Build or improve physical infrastructure such as wildlife-proof fencing, roads, or water access points to prevent conflict in key areas.

- *Community-based wildlife management:* Involve local communities in decision-making, conservation, and wildlife monitoring efforts.
- *Policy and legal development:* Advocate for or begin drafting stronger policies and legal frameworks that support HWC management, such as compensation mechanisms and wildlife protection laws.
- *Monitoring and evaluation:* Continue monitoring the effectiveness of conflict mitigation strategies, with regular assessments and updates to the action plan.

6.1.3. LONG-TERM (2029-2030)

The long-term phase (5 years or more) is about ensuring sustainability and resilience in human-wildlife coexistence. This phase focuses on institutionalising HWC management, scaling up successful strategies, and fostering long-term partnerships for wildlife conservation and community development. The long-term strategy will thus focus on sustainable solutions, such as habitat restoration, community involvement in wildlife management, and policy development to reduce conflicts over time. Key actions in the long-term include:

- *Institutionalisation of HWC management:* Integrate HWC mitigation strategies into national policies, development plans, and local governance structures.
- *Sustainable funding mechanisms:* Develop long-term funding models, such as eco-tourism revenue, private sector partnerships, or government conservation budgets, to support ongoing HWC management.
- *Advanced scientific research: Support long-term research on wildlife behaviour, habitat use, and human-wildlife interactions to adapt to changing conditions.*
- *Regional cooperation:* Strengthen cross-border collaboration for wildlife migration, regional conservation, and conflict management, especially in areas with transboundary wildlife populations.
- *Cultural shift:* Foster a culture of coexistence through education, media, and community-driven wildlife conservation efforts, building long-term community support for wildlife.
- *Adaptive management:* Ensure the strategy is flexible and adaptive, able to adjust to unforeseen challenges or changes in local circumstances, wildlife populations, or human settlements.
- *Land-use planning:* HWC is generally perceived as land use planning challenge. In this regard, improved land use planning is essential. The land use planning should have provisions for the wise wildlife utilisation and management and the creation of wildlife corridors and buffer zones.
- *National HWC education programme:* educational awareness both in the formal school curriculum and in the informal space on HWC should be established.

- *Increased benefits to communities:* there should be increased benefits and improved livelihoods of communities resulting from co-existence with wildlife.

6.2. Stakeholder Engagement in HWC Strategy and Action Plan Implementation

Plan should include all the necessary stakeholders in planning which will involve government, rural communities, private sector, NGOs, financial institutions and development partners. Table 6-1 presents stakeholders identified or who may have interest in implementation and monitoring of the National HWC Strategy for Botswana.

Table 6-1: Human Wildlife Conflict implementation stakeholders.

Type of Stakeholders	Name of Stakeholders	Role/Responsibility
1. Communities/Publics	Community Based Organizations (CBOs)/Trusts Communities in wildlife areas & General Public Farmers (livestock and crop farmers)	Early Reporting of HWC Incidents Adopting Wildlife-Friendly Practices Participating in Community Response Teams (CRTs) Supporting Conservation Initiatives Engaging in Alternative Livelihoods Contribution to HWC Fund and Insurance Scheme
2. Government Ministries	Ministry of Environment and Tourism Ministry of Trade & Entrepreneurship Ministry of Lands & Agriculture Ministry of State President (e.g. BDF, BPS etc) Ministry of Local Government and Traditional Affairs Ministry of Water and Human Settlements Ministry of Finance Ministries of Higher Education; Child Welfare and Basic Education Ministry of Communications and Innovation Ministry of International Relations	Policy Development & Enforcement Funding & Resource Allocation Capacity Building & Training Research & Data Monitoring Inter-Sectoral Coordination
3. Non-Government Organisations	Botswana Horticulture Council Botswana Council of Non-Governmental Organizations (*BOCONGO*) Business Botswana EcoExist Botswana	Community Education & Awareness Funding & Technical Support Advocacy & Policy Influence Research & Innovation Community Engagement & Capacity Building

Type of Stakeholders	Name of Stakeholders	Role/Responsibility
	Leopard Ecology Birdlife Botswana Cheetah Conservation Botswana Kalahari Conservation Society Kalahari Research and Conservation (KRC) Permanent Okavango River Basin Water Commission (*OKACOM*) Ngamiland Council of Non-Governmental Organisations (*NCONGO*) ORASACOM Botswana Wildlife Management Association *(*BWMA)	
4. Associations	Botswana National Beef Producers Association Botswana Wildlife Producers Association Grain Producers Association Small Stock Federation Botswana Botswana Farmers Association Botswana Horticultural Association Botswana Dairy Association Bobirwa Farmers Partnership	Community Awareness and Education Advocacy and Policy Influence Conflict Resolution and Mediation Implementation of Mitigation Strategies Data Collection and Research Support
5. Development Partners	United Nations Development Programme (UNDP) Food and Agricultural Organisation (FAO) World Organisation for Animal Health, formerly Office International des Epizooties (OIE) World Food Programme (WFP) World Wildlife Fund (WWF) World Bank (WB)	Funding and Resource Mobilization Capacity Building and Training Research and Innovation Support Policy and Advocacy Support Community Engagement and Livelihood Support
6. Financial Institutions	Bank of Botswana (BoB) Standard Chartered Bank Citizen Entrepreneurial Development Agency (CEDA) National Development Bank (NDB)	Funding Conservation and Mitigation Projects Development of Insurance and Compensation Schemes Promoting Sustainable Business Practices

Type of Stakeholders	Name of Stakeholders	Role/Responsibility
7. Parastatals	Botswana Investment and Trade Centre (BITC) Local Enterprise Authority (LEA) National Agricultural Research and Development Institute (NARDI) Botswana Tourism Organization (BTO) Botswana Institute for Technology Research and Innovation (BITRI) Botswana Meat Commission (BMC) Botswana Agricultural Marketing Board (BAMB) Botswana Innovation Hub (BIH) Botswana Vaccine Institute (BVI)	Capacity Building and Financial Literacy Public-Private Partnerships
8. Academic/Research Institutes	Okavango Research Institute, University of Botswana Botswana International University of Science and Technology Botswana University of Agriculture and Natural Resources National Agricultural Research and Development Institute (NARDI) Botswana Institute for Technology Research and Innovation Independent/Private Researchers	Conducting Research on Human-Wildlife Interactions Developing Innovative Conflict Mitigation Strategies Policy Support and Advisory Services Capacity Building and Training Community Engagement and Awareness Programs

6.3. ALIGNMENT WITH EXISTING LEGAL FRAMEWORK

Botswana has a robust developed conservation legislative and institutional framework. The legislative framework is guiding the implementation of the strategy. The framework includes the following: Wildlife Conservation Policy of 2013, Tourism Policy of 2021, CBNRM Policy of 2007, and Wildlife Conservation and National Parks Act of 1992.

6.4. ALIGNMENT WITH ASSOCIATED PLANS AND PROCESS

The NHWC-SAP should contribute to Botswana and the global efforts on conservation, poverty alleviation and sustainable development. In this regard, the strategic priorities and goals of NHWC-SAP are in alignment with the following: Sustainable Development Goals, Vision 2036, National Development Plans, District Development Plans and National Tourism Strategy & Tourism Development Master Plan for Botswana (2022 – 2032).

6.5. Institutional Mechanism for Implementation of the NHWC-SAP

The foundational institutional framework for implementing NHWC-SAP already exists in Botswana, in the form of established systems and mechanisms, at central and district levels. The Ministry of Environment and Tourism as an institution is responsible for the implementation of the Strategy. As a result, the Action Plan is based on the recommendations made in the Strategy. There is need to establish a national HWC Mitigation Forum at a national level. The HWC Forum should have representatives from all the associated ministries and government departments. Its functions will be to guide MET and associated sectors in the development of strategic documents on HWC and policy implementation. The Forum will provide inputs on HWC mitigation to the Director of Wildlife & National Parks (DWNP), MET and the Government of Botswana. The Forum will be chaired by a suitably qualified (wildlife, sociology, environment etc.) and respectable individual from the private sector or civil society. MET will provide financial and logistical support to the Forum. The Forum will develop its own operational guidelines and plans, in conjunction with the secretariat (DWNP). In addition, the HWC Forum will facilitate various working groups to address HWC matters in the country.

An HWC Mitigation Division (upgraded Problem Animal Control Unit to a Division) should be established at MET to ensure the implementation of the Strategy and Action Plan. Implementation of the strategy should therefore adopt a national, regional and district approach where there are committees at each level to ensure implementation of the strategy. This should be undertaken with all the stakeholders involved in coordination committees. For example, at district/division level, a district-level HWC Coordination Committee should be established in all HWC hotspots, chaired by the District Wildlife Officer or District Commissioner or his/her representative for inter-agency and cross-sector coordination. Each District Wildlife Officer will be a member of the national HWC Mitigation Forum. One District Wildlife Officer may represent several districts within a landscape or region.

6.6. Summary of Duties of Principals

The implementation of a Human-Wildlife Conflict (HWC) Strategy and Action Plan requires a coordinated and multi-disciplinary approach. It requires collaboration between government agencies, NGOs, local communities, and the private sector. The participation of all stakeholders is essential for addressing the challenges of HWC and ensuring the long-term sustainability of both wildlife populations and human livelihoods. Below are some of the key positions that would be required for the success of such a plan, along with their roles and responsibilities:

Deputy Permanent Secretary (Natural Resources) – the Deputy Permanent Secretary (DPS) in the Ministry of Environment & Tourism is the custodiam of the Human Wildlife Conflict Strategy and Action Plan (2025-2030). In this regard, the DPS will present an annual plan to the ministry and at the end of each year will account for the accomplishments. The DPS is also responsible for ensuring coordination between the various departments within MET. Inter-ministerial coordination for the NHWC-SAP will best be driven through the Rural Development Council wherein the

Natural Resources Sub-committee will present matters from the National HWC Working Group.

DIRECTOR OF DEPARTMENT OF WILDLIFE & NATIONAL PARKS – manages the Strategic Plan and ensures that steps are taken towards implementing the plan. Ensures there is maximum co-ordination between all stakeholders especially sister ministries. Develops international collaborations and funding strategies, interacts with stakeholders, reviews and approves annual budgets. The Director links directly with Service Hub personnel, oversees the activities of Human Wildlife Conflict Strategy and Action Plan (2025-2030) and is responsible for staff career and training plans for those involved in HWC capacity building issues.

HUMAN WILDLIFE CONFLICT STRATEGY AND ACTION PLAN COORDINATOR - primarily responsible for strategy implementation, monitoring and evaluation. In this regard, the Coordinator will work with regional and district officials to ensure strategy implementation. The Coordinator will coordinate interactions with stakeholders e.g., GoB, communities, and private sector. A key responsibility involves providing the DPS and Director with feedback on strategic indicators and actions for achieving milestones of the NHWC-SAP. The Coordinator will also contribute to the DWNP public relations and resource mobilisation portfolios.

TRAINING COORDINATOR AT DWNP - co-ordinates major external and internal training functions, implements the graduate and short-course programme focusing on Human-Wildlife Conflict (HWC), develops and implements HWC programmes based on specific areas or region. The Training Coordinator will also be responsible for managing the training in each of the districts for Anti-poaching HWC Mitigation Division staff, communities and CBOs, HWC mitigation teams and response teams, private sector and all those affected by human wildlife conflicts.

MINISTRY OF LAND AND AGRICULTURE - the Ministry of Land and Agriculture (MLA) plays a crucial role in addressing Human-Wildlife Conflict (HWC). The Ministry is responsible for managing land-use policies, crops, and livestock sectors, which are often at the forefront of HWC incidents, particularly in rural areas where human settlements and wildlife habitats overlap. The Ministry's role involves promoting sustainable agricultural practices that minimise wildlife encroachment, such as developing crop protection methods and encouraging livestock management techniques that reduce conflict with wildlife. Additionally, the MLA helps to educate farmers and pastoralists on non-lethal wildlife deterrents, including the use of fences, guard animals, and crop repellents. The Ministry should also play a key role in integrating HWC management into land-use planning and rural development strategies. This includes guiding the allocation of land for agriculture, ensuring it does not encroach on critical wildlife corridors or habitats, and advocating for land restoration in conflict-prone zones. By collaborating with the Ministry of Environment and Tourism, the MLA ensures that agricultural expansion is balanced with wildlife conservation. On the overall, the MLA’s involvement in HWC prevention is essential for fostering coexistence between wildlife, agriculture, and local communities, while ensuring sustainable land and resource management.

MINISTRY OF TRADE AND ENTREPRENEURSHIP - the Ministry of Trade and Entrepreneurship (MTE) plays an important, though often indirect, role in addressing Human-Wildlife Conflict (HWC). The ministry is primarily responsible for fostering entrepreneurship, supporting small and medium-sized enterprises (SMEs), and promoting economic diversification. Its role in HWC largely revolves around integrating wildlife conservation into sustainable economic activities, offering alternative livelihoods, and fostering private sector solutions to mitigate conflict. One of the key contributions of the ministry if facilitating the development of eco-friendly businesses that provide economic benefits while reducing human-wildlife conflicts. This includes promoting wildlife tourism, where local communities can engage in tourism-related ventures such as safaris, guiding, and eco-lodges. By diversifying income sources, communities can reduce their reliance on agriculture or livestock, which often lead to conflicts with wildlife. The ministry also supports value-added products from wildlife resources, such as crafts, beekeeping, or wildlife-based products, creating new markets and income streams. This encourages communities to view wildlife as an asset rather than a threat. In addition, the ministry can collaborate with other stakeholders to fund and implement technological innovations such as early warning systems, or invest in livestock insurance programmes, thus providing a safety net for communities impacted by HWC. Through such efforts, the ministry can contribute to reducing conflict while boosting local economies.

RESEARCH ORGANISATION – The University of Botswana, especially the Okavango Research Institute, Botswana University of Agriculture and Natural Resources (BUAN) and the Botswana University of Science & Technology (BUIST), Research NGOs such as Eco-Exist Botswana, Elephant Without Boarders, foreign researchers and other independent researchers have a significant role to play in conducting Human Wildlife Conflict research and making recommendations to address the conflicts. In this regard, research organisations play a significant role as a stakeholder in HWC research.

NON-GOVERNMENT ORGANISATIONS AND COMMUNITY-BASED ORGANISATIONS – Non-Governmental Organisations such as Kalahari Conservation Society (KCS), Cheetah Conservation Botswana (CCB), Birdlife Botswana, Non-Governmental Organizations Council of Botswana (NCONGO), Botswana Council of Non-Governmental Organizations (BOCONGO), The KWEEDOM Council and many others can play a significant role in addressing human wildlife conflicts in specific hotspots in Botswana.

6.7. THE HUMAN WILDLIFE CONFLICT DIVISION AND PROPOSED STAFFING

This Strategy recommends the establishment of a Human Wildlife Conflict Mitigation Division (or upgrade the Problem Animal Control to a Division). Figure 15 shows the HWC Mitigation Division Organogram. This approach will result in the creation of several position listed in Table 6-2. These positions can either absorb staff already employed at DWNP with existing budget and only recruit a few staff which might not necessarily be available at DWNP. Each

plays a critical part in creating a balanced, effective, and community-inclusive approach to wildlife conservation and conflict management.

Table 6-2: Proposed positions for the Human Wildlife Conflict Division in the Department of Wildlife & National Parks.

POSITION	ROLE	RESPONSIBILITY
1. National HWC Coordinator	Oversees the entire HWC Strategy and Action Plan, ensuring alignment with national conservation and development goals Secures financial resources and coordinates funding for HWC mitigation projects.	● Develop and implement national-level policies and strategies for addressing HWC. ● Coordinate between various governmental bodies, NGOs, local communities, and stakeholders. ● Monitor the progress of HWC mitigation efforts across the country. ● Ensure adequate funding and resources for HWC programs. ● Represent the country in international forums related to HWC. ● Identify and apply for funding from government, NGOs, and international donors. ● Develop funding proposals and grant applications for HWC initiatives. ● Establish partnerships with donors, businesses, and other funding entities. ● Manage the budget for HWC programmes and ensure funds are used efficiently. ● Monitor and report on financial aspects of the HWC-SAP.
2. Wildlife Conservation Officer	Works directly with wildlife populations and their habitats, ensuring their protection while addressing HWC issues.	● Monitor wildlife populations in conflict zones and hotspots. ● Assess the behaviour of wildlife species involved in HWC incidents. ● Support wildlife monitoring efforts and research on mitigating HWC. ● Develop wildlife management plans in conflict-prone areas. ● Provide technical advice on species conservation and human-wildlife interactions.
3. Community Engagement Officer	Focuses on fostering collaboration and communication between local communities and wildlife conservation authorities.	● Engage local communities in HWC prevention and mitigation strategies. ● Facilitate community awareness programmes on the importance of wildlife conservation. ● Help implement sustainable livelihood projects to reduce reliance on harmful wildlife interactions. ● Resolve conflicts between local communities and wildlife management authorities.

POSITION	ROLE	RESPONSIBILITY
		• Serve as a liaison between community leaders and wildlife officials.
4. HWC Mitigation and Response Officer	Specializes in developing and implementing on-the-ground solutions to reduce and manage human-wildlife conflict.	• Design and implement HWC mitigation techniques, such as fences, barriers, and early warning systems. • Coordinate rapid response teams to deal with urgent HWC incidents. • Manage compensation and insurance schemes for communities affected by wildlife damage. • Work with wildlife rangers and local authorities on conflict resolution techniques. • Evaluate and improve response systems and protocols.
5. Wildlife Veterinarian or Wildlife Health Specialist	Ensures the health and welfare of wildlife impacted by HWC incidents.	• Treat injured wildlife, particularly those affected by human-wildlife conflict. • Conduct post-mortem studies on wildlife fatalities related to conflict. • Work on translocation or relocation programmes for animals in conflict areas. • Provide expertise on disease outbreaks or health issues resulting from HWC. • Monitor wildlife populations for signs of disease spread due to conflict or human interaction.
6. GIS Specialist (Geographic Information Systems)	Supports spatial data analysis for better planning and understanding of HWC dynamics.	• Create and maintain maps and spatial data related to human-wildlife conflict zones. • Use GIS tools to monitor wildlife movements and human settlement patterns. • Help identify conflict hotspots and propose solutions based on spatial data. • Integrate GPS tracking of wildlife and community assets (e.g., crops, livestock) to identify conflict risks. • Support the design of mitigation infrastructure based on spatial analysis (e.g., fences, corridors).
7. Wildlife Law Enforcement Officer	Ensures compliance with wildlife protection laws and addresses illegal activities contributing to HWC	• Enforce wildlife protection regulations in conflict-prone areas. • Patrol and monitor wildlife corridors and human settlements to prevent wildlife crimes. • Investigate HWC incidents, document damage, and track perpetrators. • Conduct wildlife translocation or capture operations if needed.

POSITION	ROLE	RESPONSIBILITY
		• Educate local communities on wildlife protection laws and how to avoid conflicts.
8. Compensation Officer	Handle claims and provide financial support to individuals or communities that have suffered losses due to human-wildlife conflict.	• Collaborating on the development of policies and strategies related to compensation schemes, • Engaging with local communities to explain the process, • Addressing grievances and providing guidance on how to access compensation. • Monitor the implementation of compensation schemes to ensure fair processing of claims, proper fund use, and timely disbursement. • Investigate and assess the damage or loss caused by wildlife
9. Insurance and Fund Liaison Officer:	Establish partnerships with stakeholders	• Establish partnerships with insurance companies, NGOs, government bodies, and other stakeholders that provide funding or insurance coverage related to human-wildlife conflict. • Responsibilities include coordinating the development and management of insurance policies covering wildlife-related damages (e.g., crop and livestock insurance) and securing funds for compensation or conflict mitigation programs. • Develop funding strategies, advise affected communities on the best avenues for securing insurance claims or financial support, and guide them through the application process. • Monitor the use of allocated funds to ensure effective utilization and track outcomes related to claims, compensation distributions, or mitigation strategies. • Educate local communities on available insurance programs and funding opportunities.
10. Monitoring and Evaluation Officer	Responsible for tracking the effectiveness of the HWC-SAP and identifying areas of improvement.	• Develop and implement monitoring and evaluation frameworks for HWC programs. • Collect data on HWC incidents and assess trends over time. • Analyse the success of mitigation strategies and propose improvements. • Produce regular reports and communicate findings to stakeholders. • Ensure the program's activities align with international best practices and standards.
11. Data Management Officer:	Oversees the collection, organization, integrity, and accessibility of all data related to human-wildlife conflict (HWC).	• Ensure that all data related to human-wildlife conflicts is effectively collected, managed, analysed, and utilised. • Ensure integrity and accuracy of the data, providing training and support to staff, adhering to reporting guidelines, and ensuring compliance with regulations.

POSITION	ROLE	RESPONSIBILITY
12. Database Administrator:	Develop and maintaining the HWC database	• Developing and maintaining the HWC database. • Managing the system that stores all data related to human-wildlife conflicts, such as incident reports, compensation claims, mitigation measures, and community feedback. The role will focus on ensuring data integrity and quality control.
13. Environmental Education and Awareness Specialist	Designs and delivers educational programmes to inform the public about HWC issues and solutions.	• Create educational material on human-wildlife conflict, its impacts, and mitigation measures. • Organize workshops, seminars, and outreach programmes for local communities. • Develop school programmes and public awareness campaigns to reduce HWC. • Use media (radio, TV, social media) to disseminate important information on HWC. • Foster a culture of coexistence between humans and wildlife.
14. Sociologist / Social Development Specialist	Studies the social dynamics of human-wildlife conflict and works to develop socially acceptable solutions.	• Analyse the social and cultural factors that influence human-wildlife interactions. • Conduct community assessments to understand local perceptions of wildlife and conservation efforts. • Develop community-based strategies to address HWC, focusing on local needs and values. • Address the socioeconomic impacts of HWC, particularly on vulnerable communities. • Facilitate dialogues between local communities and stakeholders to create collaborative solutions.
15. Agricultural Specialist	Focuses on mitigating conflicts between wildlife and farming or pastoralist activities	• Provide advice and support to farmers and pastoralists on livestock protection strategies. • Develop agricultural practices that minimise wildlife conflicts (e.g., crop protection methods). • Educate communities on the use of non-lethal deterrents for wildlife, such as guard animals or crop repellents. • Promote alternative livelihoods to reduce dependence on agricultural practices that attract wildlife. • Work with communities to develop compensation mechanisms for livestock losses.
16. Risk Communication and Public Relations Officer	Manages communication during crises and ensures public understanding of HWC issues.	• Develop a crisis communication plan to handle emergencies arising from human-wildlife conflict. • Engage with the media to raise awareness about HWC and its solutions. • Maintain positive relations with local communities, conservation groups, and the public.

POSITION	ROLE	RESPONSIBILITY
		• Respond to public concerns and manage narratives around HWC incidents. • Promote success stories and positive outcomes to encourage community participation in mitigation efforts.

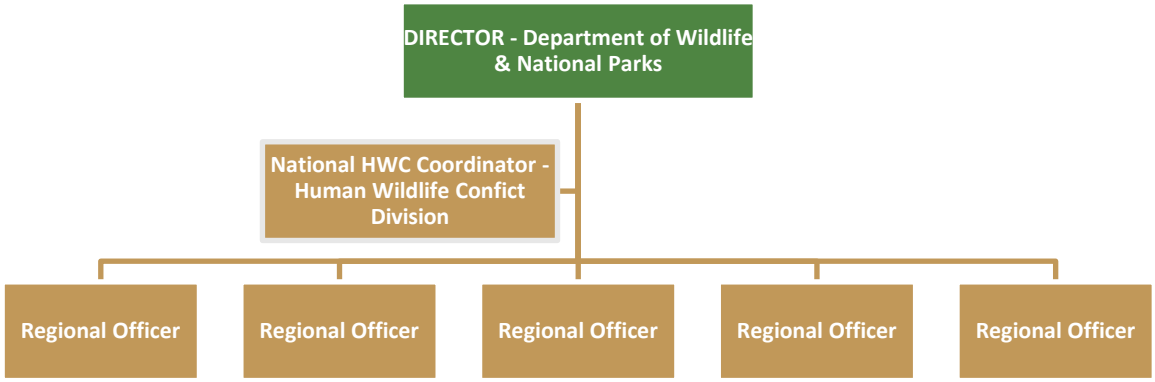


Figure 6-1: HWC Division organogram.

6.8. Five-Year HWC Strategy and Action Plan for Botswana (2025-2030)

The Five-Year Human Wildlife Conflict Strategy and Action Plan for Botswana (2025-2030) aims to address the escalating challenges posed by wildlife interactions in both rural and urban areas. This strategic initiative focuses on fostering coexistence between human populations and wildlife, safeguarding livelihoods, and enhancing conservation efforts. By implementing sustainable practices, the plan seeks to reduce conflicts, promote community engagement, and ensure the protection of Botswana's rich biodiversity over the next five years. Table 6-3 outlines planned activities under each objective, outcomes, stakeholders involved in each activity, lead organisations and timelines.

Table 6-3: The Five-Year HWC strategy implementation plan (2025-2030).

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
Goal 1: HWC mitigation is systematically integrated into the development planning processes, programmes, policies, and legislation of key relevant sectors (e.g. Ministry of Lands & Agriculture, Ministry of Trade and Entrepreneurship).	1. Develop a National HWC Policy for Botswana	HWC Policy developed through inclusive consultations and adopted by Cabinet	Clear national direction and regulatory framework for HWC mitigation across all sectors, resulting in improved policy coherence and strengthened institutional mandates for coexistence	Government Pvt Sector, NGOs, Dev Partners	MET	2025 Q4
	2. Establish National HWC Mitigation Division	Functional national HWC Forum and at least three technical working groups constituted, with terms of reference and annual action plans adopted	Institutionalised multi-stakeholder dialogue platform promoting coordinated implementation, shared learning, and joint problem-solving on HWC issues	MLA CBOs, NGOs Researchers	DWNP	2025 Q4
	3. Establish National HWC Mitigation Forum and Working Groups	National HWC Mitigation Forum and specialised Working Groups established with approved Terms of Reference	Enhanced coordination and collaboration among stakeholders in HWC mitigation efforts.	CBOs MLA, Tribal DC, BPS	DWNP	2025 Q 4
	4. Establish HWC Regional & District Coordination Committees.	HWC Coordination Committees established and operational in 100% of identified hotspot districts with clear mandates and community representation	Improved field-level coordination of HWC response and prevention, enabling rapid incident reporting and culturally appropriate conflict mitigation at local levels	CBOs Tribal Admin DOD DLUPU	DWNP	2025 Q4
	5. Integrate HWC mitigation into sectoral development	HWC mitigation measures mainstreamed into at least 5 national or sectoral strategies based on	Harmonised cross-sectoral development that accounts for wildlife presence and risks of conflict, reducing unintended	Government Pvt Sector NGOs	DWNP	2025 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	plans, policies and programmes through consultative processes	stakeholder consultations and policy review	HWC impacts of infrastructure and land use planning			
	6. Identify, monitor, and address the drivers and pressures of HWC in key landscapes	At least five cross-sectoral initiatives launched, co-financed and co-managed by participating stakeholders	More targeted and evidence-based HWC interventions through continuous monitoring of root causes such as land conversion, water scarcity, and wildlife corridors.	Researchers Pvt Sector NGOs	DWNP	2025 Q 4
	7. Initiate cross-sectoral dialogue on post-SEA appraisals of key policies and plans	At least five multi-sectoral collaborative initiatives implemented involving all stakeholders.	Greater efficiency and sustainability of HWC mitigation through resource pooling, joint accountability, and inter-agency innovation	Government Pvt Sector NGOs	DWNP	2025 Q 4
	8. Cross sectoral dialogue on post SEA appraisal of identified key plans, policies and programmes initiated to assess their impact on HWC mitigation	One national dialogue event and three sectoral reviews conducted by Q4 2025 on the post-SEA implications of existing development frameworks on HWC	Better alignment of national strategies with HWC mitigation goals by identifying gaps in SEA implementation and policy impacts on wildlife-human coexistence	MLA DEP MLG DC	DWNP	2025 Q4
Goal 2:	1. Document & recommend	A peer-reviewed national report published, detailing	Enhanced national capacity to assess, predict and mitigate HWC	MLA DEP	DWNP	2026 Q 2

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
EIAs should be undertaken for all development activities in wildlife areas and areas considered non-wildlife for associated ministries and should be sensitive to potential HWCs	Impact pathways and mechanisms of change, regarding the impact of projects and other development activities on HWC	impact pathways between specific development interventions (e.g. fencing, agriculture expansion, roads) and HWC incidents, with practical mitigation recommendations	impacts during project design, resulting in more robust environmental screening and safeguards			
	2. Compile and disseminate a comprehensive report on best practices and lessons learned from EIA in mitigating HWC	National compendium of EIA good practices and lessons learned developed, validated through stakeholder workshop, and disseminated to EIA practitioners	Increased institutional learning and replication of effective HWC-sensitive EIA approaches across sectors, leading to higher-quality EIAs and greater compliance	MLA DEP	DWNP	2026 Q2
	3. All proposals and appraisal report of development projects should include a section on HWC mitigation	At least 80% of project proposals and appraisal reports submitted to DEP include a mandatory, standardised section on HWC risk assessment and mitigation, integrated within EIA Terms of Reference	Systematic inclusion of HWC considerations in project planning and approvals, improving anticipatory design and reducing long-term HWC costs and risks	MLA DEP Local Gov	DWNP	2026 Q1
Goal 3: Comprehensive and integrated land use planning should ensure that wildlife habitats are protected from	1. Undertake Land-use land-cover change analysis in HWC hotspot areas in	A national analytical report on land-use and land-cover changes in all identified HWC hotspots produced and validated by stakeholders;	Improved understanding of spatial and temporal land-use trends contributing to HWC, enabling more targeted mitigation and	MLA DEP Researchers DWNP	DFRR	2026 Q1

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
loss, fragmentation and degradation	cooperation with key stakeholders	spatial trends visualised through maps and geospatial datasets	planning interventions in high-risk zones			
	2. Carrying-capacity assessments that integrate climate change impact models should be carried out to evaluate ecosystem sustainability and wildlife population pressures	At least three key wildlife habitats assessed for ecological carrying capacity using integrated climate change modelling tools; recommendations developed for land use zoning and wildlife population thresholds	Evidence-based decision-making in land allocation, infrastructure placement, and resource management to prevent habitat degradation and reduce wildlife pressures	MLA DEP	DWNP	2026 Q2
	3. Review of contemporary land use planning forms and practices to accommodate emerging key issues such as HWC, climate change etc	Comprehensive national review report published, including policy gaps, best practices, and reform recommendations for integrating HWC and climate change into spatial planning frameworks	Policy reform and improved land use governance that aligns with conservation priorities, reduces HWC risks, and enhances resilience to climate variability	MLA DEP Researchers DWNP	MLG	2026 Q2
Goal 4: Communities in wildlife areas should achieve improved tolerance and enabling	1. Develop and implement a multi-tiered communication	A national HWC Communication Strategy developed and validated; regional and district	Improved awareness, timely information-sharing, and increased public engagement in HWC mitigation, resulting in more	MLA DEP All stakeholders in Table 30	DWNP	2026 Q2

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
co-existence with wildlife in the same landscape.	strategy at national, regional, and district levels to disseminate HWC information	implementation plans operationalised in all HWC-prone districts	informed community action and proactive prevention of conflict			
	2. Integrate wildlife behaviour and ecosystem services education into the national curriculum at primary, secondary and tertiary levels	Curriculum modules on wildlife behaviour and ecosystem services developed, approved by the Ministry of Education, and piloted in at least 30 schools and 3 tertiary institutions	Increased public understanding of wildlife behaviour and ecological roles of wildlife, fostering long-term behavioural change and support for coexistence	MOE, MOHE CBOS	DWNP	2026 Q1
	3. Establish and operationalise well-functioning helplines in all identified HWC hotspots to facilitate real-time reporting of animal movements and provide emergency response support	24/7 helplines launched in at least 3 HWC hotspots, with staff trained in incident reporting, coordination, and community interface	Improved early warning and emergency response system, enhanced safety of lives and property, and better coordination between wildlife officers and communities	CBOs MLA	DWNP	2025 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	4. Establish regular engagement forums between media and wildlife managers to enhance accurate reporting and awareness on HWC issues and mitigation strategies	At least 3 national and 6 regional media-wildlife manager forums convened annually starting, with guidelines for responsible HWC reporting disseminated to journalists	Enhanced accuracy and consistency in HWC reporting, fostering informed public discourse and responsible behaviour towards wildlife	Media DWNP	CBNRM Unit MET	2025 Q4
	5. Revise the CBNRM model to ensure equitable distribution of benefits down to a household level in communities affected by HWC	Revised CBNRM guidelines adopted, piloted in 5 HWC-affected communities with household-level benefit-sharing mechanisms institutionalised	Greater household-level incentives for conservation, strengthened community buy-in, and reduced retaliatory behaviours towards wildlife	Government Pvt Sector NGOs	CBNRM Unit	2025 Q2
Goal 5: Identify, assess and secure wildlife corridors, migratory routes and movement paths of key wildlife species in-conflict especially elephants.	1. Identify, assess, prioritise, and map wildlife corridors for key long-ranging species using a GIS-based platform	National wildlife corridor map produced and published, highlighting prioritised corridors for elephants and other conflict-prone species, with full GIS integration linked to the national biodiversity database	Improved spatial planning and connectivity across landscapes, contributing to reduced HWC caused by habitat fragmentation and displacement of wildlife	MLA Researchers	DWNP	2026 Q3

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	2. Identify and gazette wildlife corridors in key wildlife areas	At least 3 ecologically significant wildlife corridors gazetted under relevant legislation	Legal protection of corridors ensures secure migration routes for wildlife, reducing encounters with human settlements and enhancing coordinated conservation enforcement	MLA MLGTA	DWNP	2026 Q3
	3. Established a system and mechanism for regular monitoring and reporting of corridors.	Monitoring system for wildlife corridors established and piloted in at least 2 priority landscapes, integrating satellite data, ranger patrols, and local community reports, operational and generating reports for diverse stakeholders.	Enhanced capacity to detect changes in corridor integrity and respond to emerging threats, improving HWC mitigation and long-term corridor viability.	MLA MLGTA Researchers	DWNP	2026 Q3
	4. Operationalise the use of innovative instruments (e.g. conservation easements, community agreements) to secure corridors	At least two innovative corridor protection instruments implemented in collaboration with landowners or communities	Sustainable, community-supported corridor protection models in place, fostering local ownership and reducing land-use conflicts, with conservation goals	MLA Researchers	DWNP	2026 Q3
	5. Implement eco-friendly measures for mitigation of linear	Eco-design interventions (e.g. at least one wildlife overpass and one underpass constructed) included in new	Safe wildlife movement across developed landscapes achieved, reducing wildlife mortality and	MLA Researchers	DWNP	2026 Q3

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	infrastructure projects.	infrastructure projects in HWC hotspots	maintaining habitat connectivity alongside economic development.			
Goal 6: Manage human dwellings and agro-pastoral activities in wildlife corridors and migratory routes	1. Facilitate communities through inter-departmental coordination to practice HWC-safe livelihood options	Inter-departmental coordination platform established, with at least three pilot projects implemented in HWC hotspots to support adoption of HWC-compatible livelihoods (e.g. beekeeping, eco-tourism, climate-smart agriculture)	Reduced reliance on high-risk land use practices in conflict-prone areas, increased household resilience, and improved coexistence through economic activities that minimise wildlife attractants or competition	CBOs	CBNRM Unit	2026 Q3
	2. Facilitate cooperation between communities and rural development training institutions for capacity building of women and youth	At least 100 women and youth from HWC hotspot villages trained in sustainable HWC-safe livelihood practices, through formal agreements between communities and at least two rural development training institutions	Strengthened local capacity for income generation through safer, wildlife-compatible means, leading to reduced pressure on critical corridors and improved social equity in HWC mitigation	CBOs MLG DWNP MLGTA	CBNRM Unit	2026 Q4
	3. Establish and maintain community based HWC mitigation measures	Community-led HWC mitigation infrastructure—such as predator-proof kraals, beehive fences, and early warning systems—installed and operational	Enhanced community readiness and resilience to HWC, measurable reduction in livestock losses and crop raiding, and increased public support for conservation initiatives	CBOs CBNRM	CBNRM Unit	2026 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
		in at least five high-risk villages				
Goal 7: Ensure that incidences of wild animals entering or occurring in human-dominated areas are reduced, by applying, inter alia technological innovations, effective and wildlife-friendly preventive measures e.g. cluster and electric fence, translocations etc	1. Conduct population estimation and regular monitoring of key wildlife species involved in HWC at the landscape level in all identified HWC hotspots	Species population baselines established, and quarterly monitoring data collected in all prioritised HWC hotspots; digital database developed and housed by DWNP	Strengthened community preparedness and institutional responsiveness to HWC risks, reducing incidents and enhancing human safety in vulnerable areas	CBOs Researchers	DWNP	2026 Q4
	2. Establish, monitor, and regularly update Early Warning Systems (EWS) in each DWNP regional office within HWC hotspots	Fully operational EWS established in 100% of DWNP regional offices in HWC hotspots by Q4 2026, with real-time alerts and response protocols tested quarterly	Improved real-time monitoring and rapid response to HWC incidents, enhancing community safety and reducing conflicts between humans and wildlife.	CBOs NGOs Researchers	DWNP	2026 Q4
	3. Develop, field-test, and implement species-specific and issue-specific guidelines and implementer's	At least 3 species-specific and issue-specific toolkits (e.g. for elephants, predators, crop raiding) co-developed and tested with communities and	Faster, better-coordinated responses to HWC incidents, resulting in reduced retaliatory killings of wildlife, lower property damage, and improved human safety	CBOs NGOs	DWNP	2026 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	toolkits for HWC mitigation through a participatory approach	implementers; adopted for operational use				
Goal 8: Ensure that efficient and effective response teams are established in each village located at the HWC hotspots areas	1. Establishment of response teams with dedicated staff and funds	HWC Rapid Response Teams (RRTs) fully operational in at least 90% of hotspot villages by Q1 2026, with trained personnel, logistical support, and sustainable funding mechanisms in place	Faster and more efficient responses to HWC incidents, reducing property damage, loss of life, and retaliatory killings of wildlife while improving community safety.	CBOs NGOs Tribal MLGTA	DWNP	2026 Q1
	2. Competencies-based training is provided to Rapid Response Teams (RRTs)	All RRT members trained through accredited, competency-based curricula by Q1 2026; refresher sessions conducted annually	Strengthened technical and operational capacity of RRTs, leading to strategic, safe, and humane handling of conflict incidents	CBOs NGOs	DWNP	2026 Q1
	3. Facilitate involvement and contribution of district-level departments in the establishment of RRTs and Community Problem-animal	District-level departments in all hotspot regions formally engaged through MOUs and joint coordination plans for RRT and PRT formation	Improved coordination, resource-sharing, and joint ownership of response strategies, leading to stronger community-level HWC governance	CBOs Government NGOs	DWNP	2026 Q2

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	Response Teams (PRTs)					
	4. Reduce the number of incidents of human death, injury and crop/property damage due to enhanced efficiency and effectiveness of response teams	A 50% reduction in recorded HWC-related human deaths and a 30% reduction in serious property/crop damage in hotspot areas based on comparative data from 2024–2025	Increased human safety, reduced economic loss, and strengthened community trust in institutional HWC mitigation, fostering a culture of coexistence	CBOs Government NGOs	DWNP	2026 Q1
Goal 9: Wildlife habitat within protected areas should be restored with goal to separate wildlife from human settlements	1. Ensure that all Protected Area Management Plans incorporate scientific assessments analysing the roles and impacts of habitat elements on population sizes and structures of key conflict-prone species	100% of Protected Area Management Plans revised or developed incorporate scientifically validated assessments of habitat composition and its influence on population structure and movements of key HWC-prone species (e.g. elephants, predators)	Improved habitat management strategies that allow park authorities to regulate wildlife densities and distribution, thereby reducing contact with adjacent human settlements	Researchers	DWNP	2026Q1
	2. Identify and implement ecological	Ecological restoration plans developed and implemented in at least	Improved habitat quality, strengthened ecological connectivity, and reduced HWC as	Researchers NGOs	DWNP	2026 Q1

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	restoration measures in all protected areas, key wildlife habitats, and prioritised corridors to enhance ecosystem resilience	80% of protected areas and 3 priority wildlife corridors, focusing on vegetation recovery, water point rehabilitation, and removal of invasive species	wildlife access natural resources within protected zones rather than venturing into human settlements			
	3. Implement targeted restoration initiatives to enhance ecological integrity in and around Protected Areas to ensure sustainable wildlife habitats	At least 5 targeted ecological restoration projects completed around Protected Areas focusing on degraded buffer zones, transitional habitats, and edge ecosystems	Healthier and more functional ecosystems surrounding protected areas, leading to more predictable wildlife movements and lower incidence of encroachment into agricultural or residential land	Researchers DEP NGOs	DWNP	2026 Q1
Goal 10: Adopt targeted barriers and deterrents such as electric fences where possible in areas where conflict is severe	1. Establish long-term research collaborations between the DWNP and academic institutions to monitor key wildlife species' behaviour and	At least 3 formal Memoranda of Understanding (MoUs) signed between DWNP and universities; long-term research protocols developed and deployed in at least 5 high-conflict landscapes	Enhanced predictive understanding of movement patterns and conflict behaviour of elephants, lions, and other priority species, leading to targeted and adaptive mitigation strategies	Researchers	DWNP	2027 Q1

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	identify effective mitigation mechanisms					
	2. Implement effective barriers and deterrent systems in HWC hotspots to achieve separation between domestic animals and wildlife	At least 100 km of electric fencing, beehive fences, and/or chili deterrents installed in 5 priority HWC zones identified through risk mapping: systems maintained with local community engagement	Significant reduction in livestock depredation, crop raiding, and zoonotic disease risks in targeted zones, resulting in improved food security, income stability, and public tolerance for wildlife conservation	Researchers MLA	DWNP	2027 Q1
Goal 11: Multi-disciplinary Wildlife research and monitoring at DWNP in collaboration with universities (e.g. UB, BUAN & BUIST) in addressing HWC mitigation	1. Establish a national research funding framework that prioritises multi-disciplinary studies on HWC mitigation, supported by relevant ministries and agencies	National HWC Research Grant Framework operationalised by Q1 2027, with at least 5 priority research themes identified and a call for proposals issued	Increased generation of evidence-based, multi-disciplinary knowledge to inform national HWC mitigation strategies, policy formulation, and innovation	Researchers	DWNP	2027 Q1
	2. Establish a district-level support mechanism within DWNP to	Functional research facilitation mechanisms instituted in all DWNP district offices by Q1 2027, including	Stronger alignment of research with on-the-ground HWC realities, fostering collaboration between researchers and managers, and	Researchers	DWNP	2027 Q1

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	facilitate interdisciplinary and transdisciplinary research on priority HWC mitigation topics	streamlined research permissions and local coordination platforms	translating findings into field-level solutions			
	3. Strengthen in-house research facilities at DWNP regional offices to conduct basic research and monitoring on HWC in collaboration with local universities and institutions	Minimum of 3 regional DWNP offices equipped with research kits, trained technical personnel, and collaborative research protocols with UB, BUAN, and BUIST	Enhanced local capacity for routine HWC data collection and analysis; consistent input into the national database; improved responsiveness of HWC mitigation teams based on real-time evidence	Researchers	DWNP	2027 Q1
Goal 12: Design and implement effective, wildlife-friendly and evidence-based HWC mitigation measures that are customised	1. Adopt a nationally standardised assessment framework to assess the effectiveness and wildlife-friendliness of	A nationally validated HWC Mitigation Effectiveness Assessment Framework developed and formally adopted, including indicators for ecological, social and economic impacts	Improved consistency and objectivity in evaluating HWC mitigation measures, promoting adaptive management and ensuring measures are both effective in reducing conflict and ecologically sound	Researchers CBOs NGOs	DWNP	2027 Q2

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
for site-specific needs	HWC mitigation measures					
	2. Ensure that all planned and implemented HWC mitigation measures are annually assessed by DWNP and relevant agencies using the framework	100% of mitigation interventions implemented by DWNP and collaborating agencies are annually reviewed using the national assessment framework, with findings documented and reported	Continuous performance improvement of HWC mitigation interventions through evidence-based decision-making and iterative refinement of strategies	Researchers CBOs NGOs	DWNP	2027 Q2
	3. Establish a systematic feedback mechanism for DWNP and relevant departments to review and refine HWC mitigation measures at the landscape level, with findings consolidated nationally	A formal feedback system operational, with at least 3 regional review sessions per year feeding into a national synthesis report on HWC mitigation performance and lessons	Enhanced optimisation of mitigation measures through multi-level learning, stakeholder feedback, and integration of local knowledge and scientific data	MLA CBOs	DWNP	2027 Q3
Goal 13: Establish a national database to facilitate	1. Establish a national HWC database - using	A fully functional national HWC database launched by Q1 2026, integrated with GIS	Improved consistency, accessibility, and spatial representation of HWC data,	Researchers	DWNP	2026 Q1

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
assessment and monitoring of HWC situation and formulation of most effective HWC mitigation measures	a holistic approach – on a GIS-supported platform, providing a common template to all actors in regions and districts for collecting HWC-related data in the country	tools and operationalised with a standardised national data collection template accessible to all district and regional HWC actors	enabling real-time tracking, hotspot mapping, and evidence-based formulation of mitigation strategies			
	2. Facilitate capacity development measures within DWNP to ensure regular and complete data submission to the national HWC database	At least 80 DWNP staff across all districts trained in data collection, verification, and submission protocols; refresher training integrated into annual performance cycles	Enhanced data quality and timeliness, leading to more reliable national monitoring of HWC trends and improved forecasting, planning, and resource allocation	Researchers	DWNP	2026 Q1
Goal 14: Ensure that Government and stakeholders systematically share information, experiences and knowledge to co-create long-term	1. Develop and operationalise a web-based national knowledge platform on HWC mitigation, accessible to stakeholders for	A fully functional national HWC mitigation knowledge platform launched by Q4 2025, with active participation from at least 50% of identified stakeholder groups and updated content uploaded quarterly.	Improved multi-stakeholder collaboration, timely knowledge exchange, and widespread access to HWC data and mitigation tools, enabling better-informed decisions across sectors.	NGOs CBOs Researchers	DWNP	2025 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
solutions on HWC mitigation	information sharing and decision-making					
	2. Ensure the knowledge platform facilitates regular discussions and dialogues on critical HWC mitigation issues, contributing to the review and revision of the National HWC Action Plan (NHWC-SAP)	At least four virtual or in-person stakeholder dialogues facilitated annually via the platform, with key recommendations incorporated into the NHWC-SAP review process	A responsive, evolving national HWC strategy continuously refined through stakeholder input, emerging data, and shared field experiences	NGOs CBOs Researchers	DWNP	2025 Q4
	3. Integrate traditional and local knowledge into the development and implementation of innovative, context-specific HWC mitigation measures	A national guidance note produced by Q4 2025 synthesising local and traditional HWC knowledge, with at least three community-informed mitigation pilot projects implemented	Improved cultural relevance, legitimacy, and community ownership of HWC mitigation efforts, increasing local participation and reducing resistance to interventions	NGOs CBOs Researchers	DWNP	2025 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
Goal 15: Reduced vulnerability of humans to conflicts	1. Conduct HWC vulnerability mapping exercise to identify key issues and benchmarks in hotspot areas	National HWC Vulnerability Map produced and validated by Q4 2026, identifying at least 15 high-risk zones with associated benchmarks and conflict types	Data-driven targeting of interventions, improved risk profiling, and prioritised allocation of HWC mitigation resources	CBOS Researchers	DWNP	2026 Q4
	2. Facilitate farmers, via agricultural institutions, to adopt sustainable, climate-smart and wildlife-smart agricultural practices	At least 300 farmers in HWC hotspots supported with training and inputs to implement at least two wildlife-smart practices per farm (e.g., crop selection, fencing, or agroecological methods)	Reduced crop losses, improved farmer resilience to climate stressors, and strengthened coexistence with wildlife	MLA Universities NGOs	DWNP	2026 Q4
	3. Introduce and implement digital technologies (e.g. mobile applications) to speed up compensation payments for damages	Operational digital platform launched by Q2 2028 for real-time damage reporting and compensation tracking; at least 70% of eligible claims processed within 30 days	Improved community trust in HWC redress systems, increased transparency, and reduced delays in compensation, lowering socio-economic vulnerability	CBOs Insurance Companies	DWNP	2028 Q2
	4. Develop and implement joint	interagency guidelines endorsed and operational in	Enhanced response readiness, reduced fatalities or injuries, and	MOH	DWNP	2027 Q1

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	guidelines and coordination mechanisms for DWNP, health, police, and hospitals to manage HWC emergencies	at least five high-conflict districts; joint patrolling and emergency protocols tested and refined	improved institutional coordination in conflict-prone areas			
Goal 16: Reduced vulnerability and enhanced occupational health and safety of field teams responsible for HWC mitigation	1. Develop and implement Occupational Health & Safety Guidelines for personnel managing HWC situations.	National Occupational Health & Safety (OHS) Guidelines for HWC mitigation developed, approved by MOH, and implemented by DWNP across all regions	Enhanced safety and well-being of field personnel, ensuring standardised, risk-informed procedures during HWC mitigation	MOH	DWNP	2027 Q3
	2. Conduct mandatory occupational health and safety trainings and provide protective gear and other equipment to all members of response teams and other staff engaged in HWC mitigation	All HWC response team personnel trained and equipped with personal protective equipment (PPE) and operational tools in each region, with training completion rate reaching 100%	Improved safety, operational readiness, and reduced incidence of injury or exposure to health hazards during HWC operations	MOH	DWNP	2027 Q3

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	3. Conduct quarterly mock drills in HWC hotspots and bi-annual or annual drills in other areas to evaluate the preparedness of response teams	Four mock drills per year conducted in each identified HWC hotspot; two national-level or regional drills conducted annually to simulate emergency HWC scenarios	Strengthened institutional preparedness and adaptive learning through routine simulation exercises, improving field-level response capacity	MOH	DWNP	2027 Q3
	4. Provide health and life insurance coverage for all field staff involved in HWC mitigation efforts, including response team members	Health and life insurance policies secured and active for 100% of HWC field staff and response teams, with premiums paid up and benefits accessible	Increased job security and peace of mind for field personnel, supporting long-term retention and reducing vulnerability to occupational health risks	MOH Insurance	DWNP	2027 Q3
Goal 17: Reduced vulnerability of wild animals from HWC through animal welfare measures	1. Sensitise community response teams and key relevant departments and agencies to wildlife values and animal welfare issues so that they	At least 10 awareness and sensitisation sessions conducted nationwide by Q3 2025, targeting community response teams and departmental staff; materials include ethical wildlife handling guidelines	Reduced injury and mortality of wildlife during HWC incidents due to improved awareness and humane responses by first responders and officials	CBOs Researchers	CBNRM Unit	2025 Q3

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	minimise risks to wildlife					
	2. DWNP officials, staff and members of rapid response teams should be proficient in ethical, humane operations, and scientific handling and management of animals in conflict	At least 200 DWNP officials and rapid response team members trained and certified in humane wildlife management protocols	Strengthened institutional capacity for ethical and effective HWC response, reducing animal suffering and enhancing public trust in wildlife management	CBOs	DWNP	2025 Q3
	3. Develop and strengthen veterinary expertise and capacities at the national, regional and district level.	A national training programme established and operational; at least 30 district-level veterinary officers trained in wildlife first aid, capture, and rehabilitation	Increased availability and responsiveness of veterinary services for injured or distressed wildlife, improving animal survival rates and humane treatment in HWC events	MLA DVS	DWNP	2025 Q5
Goal 18: Ensure that vulnerable sections of the society such as youth and women should participate in	1. Conduct stakeholder analysis for HWC mitigation and update annually	Stakeholder analysis reports completed for all DWNP regional offices by Q4 2025 and updated every five years, capturing gender,	Improved stakeholder mapping and inclusivity, leading to tailored and locally appropriate HWC mitigation strategies	Government NGOs CBOs Pvt Sector	DWNP Stakeholders	2025Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
planning, development and implementation of HWC mitigation measures	at each regional DWNP office	age, livelihood group, and community representation				
	2. Involve women, youth and rural poor in stakeholder participation in HWC mitigation actions	Participation of women, youth, and rural poor documented in at least 70% of HWC mitigation activities (e.g. planning sessions, community patrols, dialogues)	Broader ownership of mitigation strategies, increased social legitimacy, and empowerment of marginalised groups in decision-making processes	Women Groups Youth	DWNP	2026 Q4
	3. Strengthen and mainstream community engagement in HWC via Community PRTs	At least 20 Community Problem-animal Response Teams (PRTs) formed or revitalised, with community representation (including women and youth) and formal links to district HWC response mechanisms	Improved local-level response, faster resolution of conflict incidents, and strengthened community capacity to manage coexistence challenges	CBOs NGOs	CBNRM Unit	2026 Q6
Goal 19: Establish a sustainable wildlife economy and wildlife value-chain that includes both the sustainable consumptive and non-consumptive uses of wildlife and by-products.	1. Develop and promote wildlife tourism activities such as safaris and wildlife watching to attract visitors	At least 10 new or improved community-based wildlife tourism products (e.g., guided safaris, birdwatching, photographic hides) launched in priority areas, supported by tailored marketing and visitor management plans	Increased tourism revenue, job creation, and community ownership in conservation, reinforcing wildlife as an economic asset	CBOs, NGOs Pvt Sector Dev Partners Financial Int.	CBNRM Unit	2027 Q1
	2. Develop and implement sustainable	Minimum of 5 regulated harvesting initiatives piloted, including wildlife	Balanced consumptive use of wildlife that supports conservation targets and	CBOs NGOs Pvt Sector	CBNRM Unit	2027 Q1

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	harvesting projects for hunting, fishing, and wildlife by-products	quotas, traceability protocols, and community benefit-sharing mechanisms	strengthens local economic resilience	Dev Partners Financial Int.		
	3. Assess the feasibility and implications of reducing elephant populations and establishing elephant abattoirs near protected areas	Feasibility study and environmental-social-economic impact assessment completed for potential elephant abattoirs in Maun, Nata, and Kasane	Informed and responsible decision-making on elephant population management and by-product utilisation aligned with biodiversity, economic, and cultural considerations	CBOs NGOs Pvt Sector Dev Partners Financial Int. DWNP	CBNRM Unit	2028 Q2
	4. Develop and promote markets for sustainable wildlife products such as game meat and handicrafts	Functional value chains and domestic and export market linkages established for at least 3 wildlife product categories (e.g., game meat, horns, hides), with regulatory oversight	Local entrepreneurship and community enterprises strengthened, with increased household incomes from legal and sustainable wildlife product trade	CBOs NGOs, MOE Pvt Sector Dev Partners Financial Int.	CBNRM Unit	2027 Q1
	5. Support the use of wildlife by-products for local crafts, including artisanal goods	At least 200 artisans supported through training, market access, and input supply chains to sustainably produce value-added wildlife-based crafts	Diversified rural livelihoods that reduce pressure on wildlife and enhance cultural heritage-based value creation	CBOs NGOs, MOE Pvt Sector Dev Partners Financial Int.	CBNRM Unit	2027 Q1

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	like jewellery and textiles					
Goal 20: Enhance wildlife beneficiation to communities through CBNRM projects etc.	1. Identify and develop community-based wildlife projects such as game ranches and farms	At least five community wildlife projects (e.g. game ranches or farms) identified, feasibly assessed, and operationalised under CBOs with documented business plans and land-use agreements	Increased community ownership and participation in wildlife conservation, leading to diversified income streams and improved local stewardship	CBOs, NGOs Pvt Sector Dev Partners Financial Int.	CBNRM Unit	2028 Q1
	2. Support CBOs in developing cultural heritage tourism projects that incorporate Indigenous Technical Knowledge	A minimum of three cultural heritage tourism projects launched by Q3 2025, each integrating Indigenous Technical Knowledge (ITK) and developed with community-led planning frameworks.	Strengthened cultural identity and intergenerational knowledge transfer, while creating new, community-owned tourism revenue sources	CBOs, NGOs Pvt Sector Dev Partners Financial Int.	CBNRM Unit	2025 Q3
	3. Support communities in diversifying income sources through sustainable income-generating activities	At least 10 new non-wildlife-based income-generating initiatives supported (e.g. crafts, eco-enterprises, agri-processing) across CBNRM areas, backed by technical training and market linkage plans	Improved household economic resilience and reduced overdependence on consumptive wildlife use, promoting sustainability and reducing HWC risk	CBOs, NGOs Pvt Sector Dev Partners Financial Int.	CBNRM Unit	2025 Q3
	4. Improve community	At least three financing mechanisms (grants,	Enhanced financial preparedness and adaptive capacity at	CBOs, NGOs Pvt Sector	CBNRM Unit	2026 Q3

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	access to funds, loans, and financial services to enhance CBOs' ability to prepare for, adapt to, and recover from HWC impacts	revolving funds, microloans) established or linked to CBOs in high HWC zones, with financial literacy training provided to at least 500 households	household and CBO level, enabling quicker recovery from HWC-related shocks	Dev Partners Financial Int. DC MLGTA		
Goal 21: Enhance community resilience through an effective and timely compensation mechanism	1. Develop transparent and well-defined HWC Compensation Policy that outlines eligibility criteria, processes, and timelines for claims related to human-wildlife conflict or other losses.	National HWC Compensation Policy developed, endorsed, and publicly disseminated, including eligibility criteria, claims process, appeal procedures, and processing timelines	Improved fairness, efficiency, and trust in the compensation system, ensuring affected communities receive timely and predictable support	CBOs Insurance Co. Dev. Partners Financial Inst.	DWNP	2026 Q4
	2. Establish a Wildlife Replacement Scheme and a Human-Wildlife Conflict and Ex-	Legally established and operational Fund and Scheme by Q4 2026, with disbursement guidelines, district-level mechanisms,	Faster and more effective financial relief to victims of HWC, reducing the economic burden and reinforcing community resilience	CBOs Insurance Co. Dev. Partners Financial Inst.	DWNP	2026 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	Gratia Fund with swift disbursement mechanisms at national and district levels	and annual allocations published				
	3. Adopt a HWC Levy from park fees paid by photographic and trophy tourists and other wildlife-based operators	HWC Levy framework gazetted by Q4 2026, implemented through tourism licenses and park entrance systems	Sustainable and predictable domestic financing for compensation schemes and community support in HWC hotspots	CBOs Insurance Co. Dev. Partners Financial Inst.	DWNP	2026 Q4
	4. Introduce a Crop Damage Insurance scheme to compensate farmers for wildlife-related crop losses	Crop Damage Insurance pilot tested in 3 high-risk districts and scaled nationally with actuarial design, enrolment systems, and claim process guidelines	Increased financial security for subsistence and commercial farmers, encouraging peaceful coexistence with wildlife	CBOs Insurance Co. Dev. Partners Fin Inst. MOLA	DWNP	2025
	5. Introduce a Livestock Protection Insurance scheme: Covers losses from	Livestock Protection Insurance operational in pastoral districts, with at least 50% uptake among registered farmers in pilot areas	Enhanced risk management for pastoralists, leading to a reduction in retaliatory wildlife killings	CBOs Insurance Co. Dev. Partners Financial Inst.	DWNP	2026 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	predation by wildlife.					
	6. Introduce a Property Damage Insurance Scheme to support repairs of homes and infrastructure damaged by wildlife	Property Damage Insurance scheme established with claims processing timelines, eligibility checklist, and district-level implementation teams	Improved coping capacity and economic recovery for affected households, fostering tolerance toward wildlife	CBOs Insurance Co. Dev. Partners Financial Inst. MOLA	DWNP	2026 Q4
	7. Establish a life cover insurance programme for communities in wildlife hotspot areas	Life Cover Insurance product designed and launched, with optional enrolment and sensitisation campaigns conducted in hotspot districts	Enhanced financial preparedness for families in high-risk zones, reducing vulnerability and improving social safety nets	CBOs Insurance Co. Dev. Partners Financial Inst.	DWNP	2026 Q4
	8. Establish an Insurance Scheme to support dependents of a breadwinner who dies due to wildlife attack	Dependents' Insurance Scheme operational, covering long-term education support for children until age of majority and basic family livelihood support	Reduced intergenerational poverty and economic instability among HWC-affected families, enhancing long-term resilience	CBOs Insurance Co. Dev. Partners Financial Inst.	DWNP	2026 Q4
	9. Establish an Insurance Scheme to support	Disability Insurance Scheme launched, with benefits covering medical costs,	Strengthened social protection and dignity for victims of wildlife-related disability, increasing	CBOs Insurance Co. Dev. Partners Financial Inst.	DWNP	2026 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	permanently disabled individuals whose disability was caused by wildlife	livelihood support, and assistive devices	community trust in national HWC management frameworks			
Goal 22: Ensure that institutional capacities especially at DWNP and associated sectors are strengthened for the effective implementation of HWC mitigation in wildlife areas	1. Establish a HWC Coordination Office with all the needed staff	HWC Coordination Office fully operational, with a minimum of 25 full-time technical staff, budgetary allocation, and designated mandate for national and sub-national coordination	Improved institutional coordination and efficiency in implementing HWC mitigation strategies across affected regions	DWNP	DWNP	2026 Q4
	2. Develop and operationalise the national capacity development strategy to provide guidance and necessary frameworks towards human resources development on HWC mitigation at national and regional level	National HWC Capacity Development Strategy developed, validated, and launched by Q3 2026, with implementation plans and M&E mechanisms in place	Strengthened institutional capacity, better-trained staff, and structured human resource development across wildlife and conservation institutions	DWNP	DWNP	2026 Q4
	3. Establish a National Working	National Working Group on Capacity Development	Improved collaboration, innovation, and cross-institutional	CBOs NGOs	DWNP	2026 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	Group on Capacity Development to facilitate the institutional capacity development and networking and to achieve continuous innovation	established and meeting quarterly, with membership from public, private, academic, and NGO sectors	learning supporting adaptive capacity development in HWC mitigation			
	4. Deliver training and capacity development measures on HWC mitigation with wildlife training institutions at national and regional level, with high degree of efficiency and effectiveness	At least 6 training sessions delivered annually in collaboration with wildlife training institutions, with at least 150 personnel trained and certified	Enhanced field-level capacity for HWC mitigation, leading to quicker, more effective responses and reduced escalation of conflict events	CBOs NGOs	DWNP	2026 Q4
	5. Deliver training and other capacity development measures on HWC mitigation by key training	At least 5 sector-specific training sessions conducted by Q4 2026, reaching a minimum of 100 professionals across	Strengthened multi-sectoral understanding and coordination in HWC response, ensuring broader institutional resilience to conflict dynamics	CBOs NGOs	DWNP	2026 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	institutions from rural development, agriculture, veterinary, police, and public health	agriculture, veterinary, police, and health sectors				
Goal 23: Ensure that capacity building and individual competences at DWNP and associated sectors should be undertaken to achieve HWC management and mitigation.	1. Develop a competency framework on HWC mitigation and identify training institutions to implement capacity development measures	A nationally validated Competency Framework for HWC mitigation developed by Q2 2027, including occupational profiles, skill sets, and required qualifications for various job roles; and a directory of at least three accredited training institutions identified	Standardised competencies and professional benchmarks established, leading to coordinated and effective training across DWNP and allied sectors	CBOs NGOs	DWNP	2027 Q4
	2. Provide a pool of wildlife experts within the DWNP to work in HWC hotspots in Botswana	A functional roster of at least 30 wildlife officers trained and deployed to priority HWC hotspots by Q3 2027, with performance monitoring tools in place	Strengthened field-level capacity for HWC prevention, timely response, and resolution, improving human safety and wildlife conservation in conflict-prone areas	CBOs NGOs	DWNP	2027 Q4
	3. Establish a Community Escort Guides (CEG) training programme within BWTI to	A structured, modular training programme in Setswana and English established at BWTI by Q2 2027, with at least 50 CEGs	Increased availability of competent CEGs who can support frontline HWC mitigation efforts, promote local stewardship, and serve as community liaisons	CBOs NGOs	DWNP	2027 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	train CEGs, using structured training, based on a standardised curriculum	trained annually using a DWNP-approved curriculum				
Goal 24: Ensure that HWC Mitigation Strategy and Action Plans (NHWC-SAP) is developed, implemented and regularly updated taking a landscape approach.	1. Development and update the countrywide HWC-SAP, in line with the approach of NHWC-SAP and within the existing legal provisions	Develop and regularly update the countrywide HWC Strategic Action Plan (HWC-SAP) in alignment with the National HWC Action Plan (NHWC-SAP) and legal frameworks	A well-coordinated, legally compliant, and adaptive strategy for managing HWC effectively across the country.	CBOs NGOs	DWNP	2025 Q3
	2. Each region and district should establish a HWC Mitigation Forum, and Regional-level Coordination Committee	Establish HWC Mitigation Forums at district level &Regional Coordination Committees to oversee & coordinate HWC management efforts	Improved regional and district-level collaboration, ensuring localized, effective, and timely responses to HWC challenges	CBOs, NGOs MLA, MLGTA	DWNP	2025 Q3
	3. Provide monitoring and updating of the HWC Strategy and Action plans annually	Implement a structured process for monitoring and updating the HWC Strategy and Action Plans	Adaptive and data-driven HWC management, ensuring strategies remain effective, relevant, and aligned with emerging challenges and opportunities	CBOs NGOs	DWNP	2025 Q3

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	4. Jointly develop and implement Regional HWC management plans for wide-ranging species such as elephant.	Regional HWC Management Plans for wide-ranging species e.g. elephants	Enhanced cross-regional coordination and effective management of species that move across large landscapes, reducing conflicts and promoting coexistence.	MLA CBOs NGOs Researchers	DWNP	2025 Q3
	5. Integrate HWC mitigation concerns into the regional level plans of key relevant sectors.	Incorporate HWC mitigation strategies into the regional development plans of sectors such as agriculture, tourism etc	Improved cross-sectoral collaboration, ensuring HWC considerations are mainstreamed into broader regional planning and decision-making processes	MLA CBOs NGOs DC	DWNP	2025 Q4
Goal 25: Develop, implement and regularly update the HWC Management Action Plans (NHWC-SAP) of Botswana	1. Adopt NHWC-SAP taking a landscape approach. These should be developed, implemented and updated	Adopt and implement the National HWC Action Plan (NHWC-SAP) using a landscape approach, ensuring it is regularly updated	Holistic and adaptive HWC management that considers ecological, social, and economic factors across entire landscapes.	Government Dev. Planners Researchers	DWNP	2025 Q4
	2. Integrate HWC mitigation and adapt a landscape approach at regional level in line with the	Implement HWC mitigation using a landscape approach at the regional level, aligning with the provisions of the HWC Action Plan (HWC-SAP)	More effective and ecosystem-based HWC management, ensuring sustainable coexistence between people and wildlife across regions.	Government Dev. Planners Researchers	DWNP	2025 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	provisions made in the HWC-SAP					
	3. Establish a multi-stakeholder forum at district level to steer integration of HWC mitigation	Create a multi-stakeholder forum at the district level to coordinate and guide the integration of HWC mitigation efforts	Strengthened collaboration and more effective, locally driven solutions for human-wildlife conflict management.	Stakeholders Dev. Planners Researchers	DWNP	2025 Q4
	4. Integrate HWC mitigation, in line with the NHWC-SAPs at District level planning	Incorporate HWC mitigation strategies into district planning ensuring alignment with the National HWC Action Plan (NHWC-SAP)	More effective and locally tailored HWC management, fostering sustainable coexistence between communities and wildlife	Stakeholders NGOs CBOs MLGTA, DC	DWNP	2025 Q4
Goal 26: Ensure that resources (e.g. Finance, infrastructure and equipment) are available for implementing national HWC Strategy at national, regional and district levels	1. Provide financial resources by CBOs, private sector and agencies other than DWNP when dealing with HWC mitigation	Mobilize financial resources from CBOs, the private sector, and other agencies to support HWC mitigation efforts.	Diversified and sustainable funding, reducing dependence on DWNP and enhancing the effectiveness of HWC management initiatives.	Pvt Sector Government Financial Inst.	CBOs CBNRM Unit Financial Institutions	2026 Q3
	2. Provide training on HWC mitigation training simulation labs,	Establish HWC mitigation training simulation lab to provide hands-on training on key mitigation and operational processes.	Enhanced practical skills and preparedness of personnel, leading to more effective and efficient HWC management.	DWNP	DWNP	2026 Q3

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	for hands-on training on key mitigation and operational processes by training institutions					
	3. Establish functional HWC Mitigation Unit and well-equipped RRTs at HWC hotspots.	Set up a fully functional HWC Mitigation Division and deploy well-equipped Rapid Response Teams (RRTs) in HWC hotspots	Faster and more effective response to HWC incidents, reducing conflicts and improving human-wildlife coexistence.	CBOs CBNRM Unit NGOs	DWNP	2026 Q3
Goal 27: Create Effective measures fostering partnerships between key stakeholders to achieve sustainability and greater outreach in HWC mitigation efforts	1. Implement Stakeholder Engagement Plan accompanying this Strategy	Execute the Stakeholder Engagement Plan to support the implementation of the HWC mitigation strategy	Strengthened collaboration and inclusive participation, ensuring more effective and sustainable HWC management	CBOs NGOs Pvt Sector Government	CBNRM Unit	2025 Q4
	2. Adopt a National HWC Mitigation Pitso or Forum to identify topics and issues of common interest by key stakeholders	Establish a National HWC Mitigation Pitso or Forum to facilitate dialogue on key issues and priorities among stakeholders	Improved stakeholder coordination, knowledge sharing, and collaborative decision-making for effective HWC mitigation.	CBOs NGOs Pvt Sector Government	DWNP	2025 Q4

Goal /Objective	Activities	Targets/Output	Expected Outcomes	Stakeholders	Responsible Party	Timeline
	3. Establish a system of providing technical support to private sector, for adopting wildlife-friendly HWC mitigation measures	Develop a technical support system to assist the private sector in adopting wildlife-friendly HWC mitigation measures	Increased private sector involvement in sustainable HWC management, reducing conflicts while promoting conservation-friendly practices.	Pvt Sector	DWNP Private Sector	2026Q4
	4. Engage and involve civil society organizations in implementing the interventions	Strengthen the involvement of civil society organizations (CSOs) in implementing HWC mitigation interventions.	Enhanced community engagement, advocacy, and resource mobilization for more effective and inclusive HWC management.	CBOs Civil Society NGOs Stakeholders	MET DWNP	2026 Q4

Chapter 7. MONITORING & EVALUATION FRAMEWORK

To support the implementation of the NHWC-SAP, a robust monitoring and evaluation (M&E) system must be established. This M&E system will provide the institutional framework, tools, and processes needed to track progress, promote accountability, and facilitate adaptive management. Within this system, a dedicated M&E plan will serve as a practical guide for tracking inputs, activities, outputs, outcomes, and impacts. The M&E plan will adopt a holistic and participatory approach, using clearly defined indicators to assess progress at national, district, and local levels. By generating timely and relevant data, the system will support evidence-based decision-making, enable course correction where needed and ensure that the NHWC-SAP remains responsive to evolving realities. Over time, the system will also help refine indicators, strengthen the capacity of DWNP HWCM Division and its partners, enhance data management systems, and inform national policy and budgeting allocations. In this way, monitoring and evaluation will not only track implementation but also actively contribute to learning, accountability, and improved human-wildlife coexistence in Botswana.

7.1. RESPONSE INDICATORS

The monitoring and evaluation of the NHWC-SAP, response indicators must be identified. In this Plan the identified Indicators are meant to provide a process of measurement of progress in the implementation of the Action Plan. As already indicated, the Driver-Pressure-State-Impact-Response (DPSIR) framework was used in the identifying indicators. The National HWCM Division at the MET should be established, along with the Working Groups by the last quarter of 2025. This Division should thus coordinate and collect data and the necessary information on indicators. The support of stakeholders, implementing agencies and officers is required when implementing a HWC Strategy. Table 7-1 to Table 7-7 below provide a guide in terms of implementation and monitoring of indicators.

Table 7-1: Monitoring Plan for the NHWC-SAP - Priority Area 1 – Addressing key drivers of HWC.

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
Goal 1: HWC mitigation is integrated into overall development planning as well as programmes, plans, policies and legislation of key relevant sectors	1. Human-Wildlife Conflict (HWC) Policy adopted	Adoption of the HWC Policy	• Stakeholder Consultations/Workshops Reports • Key Informant Interviews • Document Review e.g. Government Gazette	• Official Government Gazette/Publications • Policy Document • Stakeholder Engagement Reports	Annually	MET
	2. Human-Wildlife Conflict (HWC) Division established	Establishment of the HWC Division at DWNP	• Document Review • Key Informant Interviews • Site Visits/Observations	• Official Government Reports confirming establishment & Structure of Division • Organizational Structure Document • Budget Allocation Reports	Annually	DWNP
	3. National HWC Mitigation Forum and specialized Working Groups established	Number of functional national HWC Mitigation Forums and specialized Working Groups established and meeting regularly	• Document Review • Key Informant Interviews • Observations of Forum Meetings	• Official records of forum and working group establishment • Meeting minutes and attendance records • Reports or work plans • Forum Terms of Reference (ToR) and Action Plans	Quarterly Biannually Annually	DWNP
	4. HWC Regional & District Coordination Committees established in all identified HWC hotspots.	Number of inter-ministerial consultations on HWC mitigation	• Document Review • Key Informant Interviews • Site Visits/Observations	• Committee Establishment Reports • Progress Reports or Summaries from Participating Ministries and attendance Register	Quarterly Biannually Annually	MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
				• Terms of Reference (ToR) and Work Plans		
	5. Integration of HWC mitigation strategies into national and sectoral development plans, policies, and programs.	National functioning HWC Coordination Committee	• Document Review • Key Informant Interviews • Stakeholder Consultations/Workshops Reports	• Revised National and Sectoral Plans • Policy Statements and Program Reports • Budget Allocations and Implementation Plans	Annual Biannually As needed, particularly after major incidents or events.	DWNP
	6. Establish a comprehensive monitoring system to assess the extent, magnitude, and root causes HWC in key landscapes and districts.	Proportion of regions/districts with functional HWC Coordination Committees	• Field Surveys and Incident Reporting • Remote Sensing and GIS Mapping • Stakeholder Consultations and Reports	• HWC Database and Incident Reports • GIS Maps and Spatial Data Reports • Monitoring System Guidelines and Reports	Monthly Quarterly Annually	DWNP
	7. Implement at least five multi-sectoral collaborative initiatives involving all stakeholders.	# of implemented multi-sectoral collaborative HWC initiatives involving at least three sectors	• Project Reports and Documentation Review • Key Informant Interviews • Field Observations and Site Visits	• Project Implementation Reports • Stakeholder Meeting Minutes and Agreements • Financial and Progress Reports	Quarterly Biannually Annually	MET
	8. Initiate cross-sectoral dialogue on the post-Strategic SEA appraisal of key plans, policies, and programs	# of Districts publishing the 'District of HWC report'	• Document Review • Key Informant Interviews • Online and Physical Publication Tracking	• Published 'District HWC Reports' • District Wildlife Office Records • Meeting Minutes and Correspondence	Quarterly Annually As needed, particularly after major incidents or events.	MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
Goal 2: All development activities are sensitive to potential human wildlife conflicts	1. Document impact pathways and mechanisms of change on how development projects influence HWC and formulate evidence-based recommendations for mitigation.	# of projects where HWC incidents reduced post-intervention	• Case Study Analysis to review projects • Stakeholder Interviews and Focus Group Discussions • Spatial and Ecological Monitoring	• Impact Assessment Reports • Policy Briefs and Recommendations • Wildlife and Land-Use Change Maps	Biannually Annually As needed	MET
	2. Compile and disseminate a comprehensive report on best practices and lessons learned from EIA in mitigating HWC.	# of cases where HWC was addressed in EIA report where development projects are implemented	• Document Review • Key Informant Interviews • Stakeholder Workshops and Consultations	• Compiled Best Practices Report • Case Study Documentation • Dissemination Records (Meetings, Conferences, Digital Platforms)	Annually Biannually As needed	DWNP
	3. Ensure that development project proposals and appraisal reports include a dedicated section on HWC mitigation measures.	# of new conflict hotspots because of development projects	• Document Review • Key Informant Interviews • Stakeholder Consultations and Policy Analysis	• Approved Project Proposals and Appraisal Reports • Environmental Impact Assessment (EIA) Reports • Government and Regulatory Guidelines	Quarterly Annually As needed, particularly after major incidents or events.	DWNP
Goal 3: Comprehensive and integrated land use planning ensures that wildlife habitats are protected	1. Conduct a comprehensive land-use and land-cover change analysis in all identified HWC hotspots.	Trend of change in land-use/land cover	• Remote Sensing and GIS Mapping • Field Surveys and Ground-Truthing • Stakeholder Consultations and Historical Data Review	• GIS Maps and Spatial Data Reports • Scientific and Technical Reports • Stakeholder Meeting Minutes and Policy Recommendations	Annually Biannually As needed, particularly after major incidents or events.	MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
from loss, fragmentation and degradation	2. Conduct carrying-capacity assessments in key wildlife habitats, integrating climate change impact models.	# of protected areas integrating climate change models into carrying capacity assessments	• Ecological Surveys and Field Assessments • Remote Sensing and GIS Analysis • Climate Change Impact Modelling	• Carrying-Capacity Assessment Reports • Climate Impact Projection Models • Stakeholder Consultation Records	Annually Biannually As needed, particularly after major incidents or events.	DWNP
	3. Conduct a comprehensive review of existing land-use planning frameworks to integrate HWC and climate change.	# of land use plans that integrate HWC and Climate change	• Document Review • Key Informant Interviews • Stakeholder Workshops and Policy Dialogues	• Land-Use Planning Review Report • Policy Briefs and Recommendations • Workshop Reports and Stakeholder Endorsements	Annually Biannually As needed, particularly after major incidents or events.	DWNP
Goal 4: Communities in wildlife areas should achieve improved tolerance and enabling co-existence with wildlife in the same landscape.	1. A multi-tiered communication strategy developed at national, regional, and district levels to disseminate HWC information.	% of targeted districts with operational HWC communication plans aligned to the national strategy	• Stakeholder Consultations and Needs Assessments • Media and Content Analysis • Surveys and Focus Group Discussions	• Approved HWC Communication Strategy Document • Communication Materials and Media Coverage • Stakeholder Engagement Reports and Feedback Surveys	Quarterly Biannually Annually	MET
	2. Integrate wildlife behaviour and ecosystem services education into the national curriculum at primary, secondary and tertiary levels.	# of educational institutions with 'holistic approach to HWC mitigation' integrated as part of their curriculum	• Curriculum Review and Policy Analysis • Stakeholder Consultations • Pilot Programs and Feedback Collection	• Revised National Curriculum Documents • Training and Workshop Reports • Educational Materials and Student Assessments	Annually Biannually As needed, particularly after major	MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
					incidents or events.	
	3. Establish and operationalize well-functioning helplines in all identified HWC hotspots to facilitate real-time reporting of animal movements and provide emergency response support.	Proportion of HWC hotspots with functional HWC helplines	• Stakeholder Consultations • System Testing and Field Trials • User Feedback Surveys	• Helpline Implementation Reports • Call Logs and Response Records • Public Awareness and Outreach Materials	Monthly Quarterly Annually	DWNP
	4. Establish regular engagement forums between media and wildlife managers to enhance accurate reporting and awareness on HWC issues and mitigation strategies.	# of news articles covering HWC as a subject matter. # of media briefing sessions held between media houses and DWNP on HWC.	• Stakeholder Consultations e.g. media houses • Media Content Analysis • Workshop and Forum Evaluations	• Meeting Minutes and Attendance Records • Media Reports and Publications • Training and Awareness Workshop Reports	Quarterly Biannually Annually	MET
	5. Revise the CBNRM model to ensure equitable distribution of benefits down to a household level in communities affected by HWC.	Proportion of affected households reporting increased equitable benefits from CBNRM	• Policy and Document Review on CBNRM • Household Surveys and Socioeconomic Assessments (data on benefit distribution, income levels, and challenges) • Stakeholder Consultations and Participatory Workshops	• Revised CBNRM Policy Documents • Community Benefit Distribution Reports • Stakeholder Meeting Minutes and Agreements	Biannually Annually Ad hoc	CBNRM Unit

Table 7-2: Monitoring Plan for the NHWC-SAP - Priority Area 2 – Reducing direct pressures that lead to HWC.

Goal/Objective	Target /Output	Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
Goal 5: Critical wildlife corridors, migratory routes, and movement paths of key wildlife species-in-conflict are identified, assessed and secured	1. Demarcated wildlife corridors for key long-ranging species using a GIS-based platform integrated with the national database	% of mapped corridors incorporated into national spatial planning systems and assigned management responsibility	• Remote Sensing and GIS Mapping • Wildlife Movement Tracking • Stakeholder Consultations	• GIS-Based Wildlife Corridor Maps • Wildlife Tracking Data Reports • Government and Policy Documents	Quarterly Annually Ad hoc	DWNP
	2. Legally gazetted critical wildlife corridors in key wildlife areas.	# of wildlife corridors formally gazetted under national legislation. Total land area secured through gazettement	• Policy and Legislative Review e.g. land use policies • GIS Mapping and Wildlife Movement Analysis • Stakeholder Consultations and Public Hearings	• Official Government Gazette Notices • Corridor Management and Zoning Plans • Stakeholder Agreements and Consultation Reports	Quarterly Annually Ad hoc	MLA
	3. Implementation of a system for regular monitoring and reporting on the status of wildlife corridors, using remote sensing, community observations, and field assessments.	# of monitoring reports on the status of wildlife corridors using remote sensing, community observation and field assessments	• Remote Sensing and GIS Mapping • Community-Based Reporting Systems • Field Assessments and Camera Traps	• Wildlife Corridor Monitoring Reports • GIS Maps and Remote Sensing Data • Community Observation Logs and Incident Reports	Monthly Quarterly Annually	DWNP
	4. Develop and pilot conservation easements, land-use	# of functional conservation easements and land-use agreements	• Case studies of implementation.	• Signed Conservation Easements and Land-Use Agreements	Quarterly Annually	DWNP

Goal/Objective	Target /Output	Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	incentive schemes, and community agreements in at least three priority corridors.	signed with local stakeholders and operationalised. # of land-use incentive disbursements	• Stakeholder consultation processes. • Incentive application and monitoring forms	• Records of Land-Use Incentives Disbursed • Stakeholder Meeting Minutes and Endorsements	Ad hoc	
	5. Implementation of eco-friendly mitigation measures for linear infrastructure projects, such as wildlife overpasses, underpasses, and fencing, to reduce HWC.	# of infrastructure projects in wildlife areas adopting at least one wildlife-sensitive mitigation design	• Infrastructure and Environmental Impact Assessments (EIA) • Wildlife Movement Tracking and GIS Analysis • Stakeholder Consultations and Expert Reviews	• Implementation Reports and Project Documents • Wildlife Monitoring Data and Incident Reports • Stakeholder Endorsements and Community Feedback Reports • Pre- and post-construction wildlife movement data	Quarterly Annually Ad hoc	DWNP
Goal 6: Human settlements and land use within wildlife corridors are aligned with conflict-sensitive planning and sustainable livelihoods to	1. Established inter-departmental coordination mechanisms to support communities in adopting HWC-safe livelihood options, such as beekeeping, eco-tourism, and climate-smart agriculture.	% of households in corridor communities adopting at least one HWC-safe livelihood practice, disaggregated by gender.	• Stakeholder Consultations and Policy Review • Community Needs Assessments and Surveys • Pilot Projects and Case Study Analysis	• Inter-Departmental Agreements and MOUs • Reports on Community Livelihood Initiatives • Training and Workshop Records	Quarterly Annually Ad hoc	DWNP

Goal/Objective	Target /Output	Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
reduce human-wildlife conflict.	2. Established cooperation between communities in wildlife areas and rural development training institutions to build the capacity of women and youth in HWC hotspots for alternative, HWC-safe livelihood options.	# of MOUs or agreements made between DWNP and CBOs # of Training programmes provided to CBOs and women	• Stakeholder Consultations • Community Needs Assessments and Baseline Surveys • Training Impact Evaluations	• Signed Cooperation Agreements or MOUs • Training Program Reports • Livelihood Impact Assessments	Quarterly Biannually Annually	DWNP
	3. Established and maintain community-based HWC mitigation measures, such as predator-proof kraals, beehive fences, and early warning systems, in high-risk areas.	# of communities in high-risk areas with functional HWC mitigation systems (predator-proof kraals, beehive fences, and early warning systems, etc.), actively maintained.	• Community Surveys and Risk Assessments • Field Inspections and Monitoring Visits • Stakeholder Engagement and Feedback Mechanisms	• HWC Mitigation Implementation Reports • Incident Reports and Wildlife Attack Data • Community Participation and Training Records	Monthly Quarterly Annually	DWNP
Goal 7: Incidences of wild animals entering or occurring in human settlements significantly reduced through early	1. Conduct population estimation and regular monitoring of key wildlife species involved in HWC at the landscape level in all identified HWC hotspots.	Proportion (%) of regional and district DWNP offices in identified HWC hotspots submitting biannual reports on population dynamics (abundance, distribution, movement trends) of key conflict species to the National Database.	• Aerial and Ground Surveys • Camera Traps and GPS Tracking • Community and Ranger-Based Reporting	• Wildlife Population Estimation Reports • GIS and Remote Sensing Data • Human-Wildlife Interaction Records	Biannually Quarterly Annually	DWNP

Goal/Objective	Target /Output	Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
detection systems, preventive infrastructure, and targeted species-specific interventions.	2. Establish, monitor, and regularly update Early Warning Systems (EWS) in each DWNP regional office within HWC hotspots.	% of DWNP regional offices in HWC hotspots with operational early warning systems supported by trained personnel and functional alert protocols.	• GIS and Remote Sensing Technology • Community-Based Reporting and Incident Logging • Sensor-Based Monitoring (Camera Traps & Motion Sensors)	• EWS System Reports • Incident and Alert Logs • Training and Awareness Materials	Monthly Quarterly Annually	DWNP
	3. Develop, field-test, and implement species-specific and issue-specific guidelines and implementer's toolkits for HWC mitigation through a participatory approach.	# of species-specific and issue specific HWC guidelines developed, field tested, updated in participatory manner adopted by at least one DWNP regional team or community.	• Expert Consultations and Literature Review • Community-Based Participatory Research • Pilot Testing and Field Trials	• Published HWC Mitigation Guidelines and Toolkits • Field-Test Reports and Feedback Documentation • Training and Capacity-Building Reports	Quarterly Biannually Annually	DWNP
Goal 8: Functional and community-supported HWC response teams are established in all high-conflict village (located in a HWC hotspot) to ensure timely, coordinated,	1. Establish fully equipped and funded HWC response teams with dedicated staff in all high-risk areas to manage and mitigate HWC effectively.	% of HWC hotspot districts with fully equipped and functional Rapid Response Teams (RRTs), Community Problem-animal Response Teams (PRTs), and coordination hubs.	• Needs Assessments and Gap Analysis • Field Reports and Incident Logs • Stakeholder Consultations	• HWC Response Team Deployment Reports • Incident and Intervention Logs • Budget and Funding Reports	Monthly Quarterly Annually	DWNP, MET
	2. All Rapid Response Teams (RRTs) in identified high-conflict villages receive	Proportion (%) of trained Rapid Response Teams (RRTs) in high-conflict villages meeting national	• Training Needs Assessment • Training Session Evaluations	• Training Attendance and Certification Records	Quarterly Biannually Annually	DWNP

Goal/Objective	Target /Output	Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
and effective responses to conflict incidents.	certified competency-based training in HWC mitigation and emergency response protocols.	competency standards as verified through post-training assessments and field evaluations.	• Field Performance Monitoring	• Training Curriculum and Manuals • Performance Review Reports		
	3. All relevant district-level departments actively participate in the establishment and operationalisation of Rapid Response Teams (RRTs) and Community Problem-animal Response Teams (PRTs) in each high-conflict village located within HWC hotspots.	% of high-conflict villages with functional RRTs and PRTs that include representation from at least three relevant district departments, membership including women and youth.	• Stakeholder Consultations and Meetings • Participation and Commitment Surveys • Field Monitoring and Observations	• Signed Agreements or MOUs • Meeting Minutes and Attendance Records • Operational Reports on RRT and PRT Activities	Quarterly Biannually Annually	DWNP
	4. Achieve a measurable reduction in human fatalities, injuries, and crop/property damage caused by wildlife through improved effectiveness of RRTs.	% reduction in reported HWC-related human fatalities, injuries, and crop/property damage caused by wildlife compared to a 2023 baseline.	• Incident Reporting and Response Logs • Community Surveys and Feedback • Remote Sensing and Field Inspections	• HWC Incident Data and Trend Analysis Reports • RRT Performance and Response Reports • Community Testimonies and Stakeholder Feedback Reports	Monthly Quarterly Annually	
Goal 9: Ecological integrity and functionality of habitats within protected areas	1. Ensure that all Protected Area Management Plans incorporate scientific assessments analysing the roles and impacts	% of PAs management Plans revised to include evidence-based habitat assessments for conflict-prone species.	• Ecological and Habitat Assessments • Wildlife Population Monitoring	• Updated Protected Area Management Plans • Scientific Reports on Habitat-Wildlife Interactions	Biannually Annually Ad hoc	DWNP

Goal/Objective	Target /Output	Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
are restored maintained to reduce HWC by separating wildlife and human populations.	of habitat elements on population sizes and structures of key conflict-prone species.		• Protected Area Management Plan Reviews	• GIS Maps and Monitoring Data		
	2. Identify and implement ecological restoration measures in all protected areas, key wildlife habitats, and prioritised corridors to enhance ecosystem resilience.	Total area (ha) of degraded habitats restored in and around HWC hotspots, verified via satellite imagery and field inspections.	• Ecological Assessments and Habitat Degradation Surveys • Biodiversity Monitoring • Community and Stakeholder Consultations	• Ecological Restoration Plans and Project Reports • Remote Sensing and GIS Data • Wildlife Monitoring Data	Quarterly Biannually Annually	DWNP
	3. Implement targeted restoration initiatives to enhance ecological integrity in/and around PAs ensure sustainable wildlife habitats.	Area (ha) restored ecologically in HWC hotspots	• Habitat Condition Assessments • Wildlife Population and Movement Monitoring • Soil and Vegetation Surveys	• Restoration Project Reports • GIS and Remote Sensing Data • Wildlife Monitoring Reports	Quarterly Biannually Annually	DWNP
Goal 10: Targeted barriers and deterrents such as electric fences are adopted in high-conflict zones (hotspots) to	1. Establish long-term research collaborations between the DWNP and academic institutions to monitor key wildlife species' behaviour and identify effective mitigation mechanisms.	# of monitoring reports arising from collaboration between DWNP and academic institutions	• Formal Research Partnerships and MOUs • Field Studies and Wildlife Behaviour Monitoring • Community and Stakeholder Interviews	• Signed Research Collaboration Agreements • Published Research Reports and Scientific Papers • Wildlife Monitoring Data and GIS Mapping	Quarterly Biannually Annually	DWNP

Goal/Objective	Target /Output	Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
physically separate wildlife from people and assets.	2. Implement effective barriers and deterrent systems in HWC hotspots to achieve separation between domestic animals and wildlife.	# and length (km) of functional and community-supported barriers and deterrents such electric fences installed and actively maintained in HWC hotspots.	• Site Assessments and Conflict Mapping • Pilot Testing of Barriers and Deterrents • Incident Reports and Community Feedback	• Installation and Maintenance Reports • HWC Incident Reduction Data • Community and Stakeholder Feedback Reports	Monthly Quarterly Annually	DWNP, MET

Table 7-3: Monitoring Plan for the NHWC-SAP - Priority Area 3 - Making HWC information and data available to decision makers and field response teams.

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
Goal 11: Multi-disciplinary research and monitoring units are developed at DWNP and key universities (e.g. UB, BUAN & BUIST) to generate locally grounded, evidence-based solutions for HWC mitigation	1. Establish a national research funding framework that prioritises multi-disciplinary studies on HWC mitigation, supported by relevant ministries and agencies.	Annual value (BWP) of funds allocated by Government and other actors for HWC related research, disaggregated by source of fund.	• DWNP Research Division Progress Reports • DWNP Annual Budget Reports. • Stakeholder Consultations and Policy Reviews • Funding Needs Assessments • Benchmarking Against Global Best Practices	• Established National Research Funding Framework Document • Memorandums of Understanding (MOUs) with Ministries and Agencies • Funding Allocation and Research Grant Reports	Quarterly Biannually Annually	MET
	2. Establish a district-level support mechanism within the DWNP to facilitate interdisciplinary and transdisciplinary research on priority HWC mitigation topics.	# of interdisciplinary HWC research projects initiated and supported annually at district level.	• Stakeholder Consultations and Workshops • Research Needs Assessments • Pilot Research Collaborations	• Operational District Research Support Mechanism Reports • MOUs and Collaboration Agreement • Research Project Reports and Findings	Quarterly Biannually Annually	MET
	3. Strengthen in-house research facilities at DWNP regional offices to conduct basic research and monitoring on HWC in collaboration with	• # of DWNP regional offices with operational Research Facilities and Equipment meeting minimum	• Infrastructure and Equipment Assessments • Stakeholder Engagement and Partnership Development	• Inventory Reports on Research Facilities and Equipment • MOUs and Collaboration Agreements	Quarterly Biannually Annually	DWNP

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	local universities and institutions.	functionality standards. • # of joint HWC research publications or reports produced with local universities. • # of HWC Research and Monitoring Reports	• Baseline Research and Pilot Studies	• HWC Research and Monitoring Reports		
Goal 12: Nationally coordinated wildlife-friendly and site-specific evidence-based HWC mitigation measures are developed and applied based on evidence and regular effectiveness evaluations	1. A nationally standardised assessment framework for evaluating the effectiveness and wildlife-friendliness of HWC mitigation measures is developed, adopted, and applied across all identified HWC hotspots.	Existence and use of a national HWC mitigation effectiveness index, with ≥75% of interventions assessed in priority areas.	• Stakeholder Consultations and Expert Workshops • Field Surveys and Case Studies • Comparative Analysis of HWC Trends	• National HWC Assessment Framework Document • HWC Monitoring and Evaluation Reports • GIS Maps and Conflict Data Dashboards	Quarterly Biannually Annually	DWNP
	2. Ensure that all planned and implemented HWC mitigation measures are annually assessed for their effectiveness by DWNP and relevant	# of HWC mitigation sites assessed annually using a national framework. % of assessed sites showing at least 30%	• Field Monitoring and Site Inspections • Stakeholder Surveys and Community Feedback	• Annual HWC Mitigation Assessment Reports • GIS and Remote Sensing Data	Quarterly Annually Ad hoc	DWNP

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	agencies, using the nationally standardised assessment framework.	reduction in conflict incidents.	• Comparative Data Analysis	• Stakeholder Workshop Minutes and Policy Briefs		
	3. A systematic, national-level feedback mechanism is established and operational, enabling DWNP and relevant departments to review, refine, and update site-specific HWC mitigation measures at the landscape level, with consolidated findings shared through a national knowledge platform.	Proportion (%) of identified HWC landscapes where mitigation measures are reviewed and updated at least annually based on feedback reports submitted to the national HWC knowledge platform.	• Stakeholder Consultations and Feedback Workshops • Real-Time Data Collection and Reporting • Comparative Case Studies and Best Practice Reviews	• Established National Knowledge Platform • Quarterly and Annual HWC Review Reports • Meeting Minutes and Action Plans	Quarterly Biannually Annually	DWNP
Goal 13: A national GIS-enabled database is established and regularly updated to support real-time assessment and monitoring of HWC situation, planning and HWC mitigation country-wide.	1. Establish a fully functional national HWC database using a holistic, GIS-supported platform with a standardised data collection template for all regional and district-level stakeholders.	% of regional and district submissions to the national HWC database that meet quality standards (timeliness, completeness, accuracy).	• Standardised Digital Reporting Tools • Real-Time GIS Mapping and Remote Sensing • Community-Based Monitoring and Incident Reporting	• Operational National HWC Database • Standardised Data Collection Templates • GIS Maps and Analytical Reports • Data quality audit reports	Daily Quarterly Annually	DWNP
	2. Implement capacity development programs within DWNP to ensure	% of trained DWNP staff who regularly upload standardized data into	• Training Workshops and Hands-On Sessions	• Training Reports and Attendance Records	Monthly Quarterly	DWNP

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	regular and accurate data entry into the national HWC database, following standardised reporting protocols.	the HWC database within reporting deadlines.	• Periodic Data Audits and Quality Checks • Field Supervision and Mentorship Programs	• Data Accuracy and Completeness Audits • Standardised Reporting Protocols and Guidelines	Annually	
Goal 14: Government and stakeholders systematically share information, experiences and knowledge to co-create long-term solutions on HWC mitigation through a national knowledge platform and inclusive dialogue structures.	1. A web-based national knowledge platform on HWC mitigation is developed, launched, and fully operational for stakeholder access, information sharing, and decision-making	% of key stakeholder institutions (e.g. DWNP, MLA, MET, NGOs, CBOs) actively accessing and uploading HWC-related resources to the national knowledge platform at least once per quarter.	• Stakeholder Needs Assessment Surveys • Review of Existing Digital Platforms • Pilot Testing and User Feedback	• Operational Web-Based Knowledge Platform • User Engagement and Access Logs • Published HWC Reports and Resources • Knowledge Platform Analytics Dashboard	Monthly Quarterly Annually	DWNP
	2. Ensure the national knowledge platform facilitates regular discussions and dialogues on critical HWC mitigation issues, contributing to the review and revision of the National HWC Action Plan (NHWC-SAP).	# of HWC mitigation fora held per annum at national and district levels with participation from civil society and community institutions.	• Virtual Forums and Webinars • User Feedback and Discussion Analytics • Case Study Submissions and Research Contributions	• Archived Discussion Logs and Reports • Updated National HWC Action Plan (NHWC-SAP) Version • Engagement Metrics and Participation Reports • Attendance Register of the Forum with stakeholder type and gender.	Monthly Biannually Annually	MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	3. Integrate traditional and local knowledge into the development and implementation of innovative, context-specific HWC mitigation measures.	# of national HWC policies or mitigation projects explicitly integrating traditional or local knowledge systems	• Community Consultations and Participatory Workshops • Ethnographic Studies and Oral History Documentation • Pilot Testing and Validation of Traditional Practice	• Documented Traditional Knowledge Database • Community-Led HWC Mitigation Projects • Integration of Local Knowledge in National Policies	Quarterly Biannually Annually	DWNP

Table 7-4: Monitoring Plan for the NHWC-SAP - Priority Area 4 - Reducing negative impacts of HWC on people and wildlife.

Goal/objective	Target/output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
Goal 15: Reduced vulnerability of humans to HWC	1. Complete identification and spatial mapping of high-risk HWC hotspots across all regions.	% of known HWC hotspots mapped and validated through stakeholder consultations.	• Field Surveys and Incident Reporting • GIS and Remote Sensing Analysis • Community Consultations and Stakeholder Engagement	• HWC Hotspot Mapping Reports • Incident Reports and Data Records • Stakeholder Meeting Minutes and Agreements	Quarterly Biannually Annually	Ministry of Lands & Agriculture
	2. At least 60% of farmers in identified HWC hotspots adopt wildlife-friendly agricultural practices by 2027.	% of farmers implementing verified wildlife-friendly practices (as per set guidelines).	• Farmer Surveys and Interviews • Demonstration Farms and Pilot Projects • Stakeholder Workshops and Capacity-Building Programs	• Adoption Rate Reports • Farm-Based HWC Reduction Assessments • Training and Outreach Records	Quarterly Biannually Annually	Researchers Ministry of Lands & Agriculture
	3. Develop, pilot, and operationalise a mobile-based HWC compensation system covering 100% of eligible claims within 60 days of submission.	• Average processing time for verified compensation claims • User satisfaction rate of the system.	• User Needs Assessments and Stakeholder Consultations • Pilot Testing of Mobile Applications • Incident Reporting and Claim Tracking	• Operational Digital Compensation System • Processing Time Reports • User Engagement and Feedback Reports	Monthly Quarterly Annually	DWNP Insurance Companies
	4. Operationalize interagency coordination guidelines with at least 3 joint patrols and 2 inter-ministerial coordination meetings per region annually.	# of joint actions implemented across sectors. # of active agreements and MOUs between DWNP & other ministries and departments	• Interviews & Surveys • Field Observations & Reports • Review of Official Records & Reports	• Meeting Minutes & Attendance Records • Joint Patrol Reports • Policy & Guideline Documents	Quarterly Bi-Annual (Every 6 Months) Annually	DWNP
Goal 16: Reduced vulnerability	1. By 2025, all HWC Response Teams to operate under	% of HWC Response Teams with certified OHS compliance.	• Workplace Risk Assessments & Inspections	• Approved OHS Guidelines & Policies	Monthly Quarterly Annually	Ministry of Health

Goal/objective	Target/output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
and enhanced occupational health and safety of field teams responsible for HWC mitigation	approved Occupational Health & Safety Guidelines.		• Stakeholder Consultations & Surveys • Review of Incident Reports & Medical Records	• Training Attendance & Certification Records • Incident & Accident Reports		
	2. Achieve 100% coverage of trained personnel with proper PPE and OHS certification annually.	% of field team members trained and equipped per standard	• Training Attendance Records & Evaluations • Equipment Distribution Logs • Field Observations & Compliance Checks	• Training Reports & Certificates • Inventory & Distribution Records • Compliance & Inspection Reports	Quarterly Bi-Annual (Every 6 Months) Annually	Ministry of Health
	3. Conduct quarterly mock drills in HWC hotspots and bi-annual or annual drills in other areas to evaluate the preparedness of response teams.	% of teams passing mock drill evaluations based on standardized criteria.	• Field Observations & Performance Assessments • Pre- and Post-Drill Surveys & Interviews • Review of Drill Reports & Incident Simulations	• Mock Drill Reports & Evaluation Forms • Attendance & Participation Records • Emergency Response Assessment Reports	Quarterly Bi-Annual or Annua After Each Drill	DWNP
	4. 100% health and life insurance coverage for all field staff involved in HWC mitigation efforts, including response team members by 2025.	% of staff covered under valid health/life insurance; average claim settlement time.	• Review of Insurance Policies & Coverage Document • Staff Surveys & Interviews • Review of Claims & Compensation Records	• Signed Insurance Policies & Coverage Lists • Insurance Claims & Compensation Reports • Staff Beneficiary & Enrolment Records	Quarterly Bi-Annual (Every 6 Months) Annually	DWNP Insurance Companies
Goal 17: Reduced vulnerability of wild animals through animal welfare measures	1. Achieve a 30% reduction in retaliatory harm to wildlife in HWC areas through targeted awareness by 2027.	Change in # of retaliatory incidents per year in sensitized areas.	• Pre- and Post-Training Surveys & Interviews • Training & Workshop Attendance Records • Field Observations & Compliance Checks	• Training Reports & Materials • Attendance & Participation Logs • Incident & Compliance Reports	Annual	DWNP
	2. By 2026, 100% of DWNP officials, staff, and rapid response teams are trained	% of conflict cases resolved using non-lethal, welfare-	• Training Attendance Records & Pre/Post-Training Assessments	• Training Reports & Certification Records	Quarterly	DWNP

Goal/objective	Target/output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	in ethical, humane, and scientifically sound handling of animals in conflict situations	sensitive interventions.	• Field Observations & Performance Evaluations • Review of Incident Reports & Case Studies	• Field Monitoring & Compliance Reports • HWC Incident Handling Records	Bi-Annual (Every 6 Months) Annually	
	3. Deploy fulltime wildlife veterinary officers in 100% of priority HWC hotspots by 2027.	# of HWC hotspots with a full-time wildlife veterinary officer.	• Skills & Capacity Assessments • Training & Workshop Attendance Records • Field Reports and Case Studies	• Training Reports and Certification Records • Wildlife Health Intervention Reports • Personnel Deployment Records	Quarterly Biannually Annually	DWNP
Goal 18: Ensure that the vulnerable sections of the society such as economically weaker groups, youth and women participate in planning, development and implementation of HWC mitigation measures	1. Conduct and update a stakeholder analysis for HWC mitigation at each regional DWNP office, including disaggregated data on women, youth, and vulnerable groups.	Proportion of regional offices with updated inclusive stakeholder databases	• Stakeholder Surveys and Questionnaires • Workshops and Focus Group Discussions (FGDs) • Document Review and Mapping	• Updated Stakeholder Database/Registry • Stakeholder Analysis Reports • Meeting and Workshop Records	Biennially (Every Two Years) Annual Reviews	DWNP
	2. Increase active representation of women, youth, and in HWC mitigation teams to at least 40% by 2026.	Proportion of leadership roles in HWC teams held by women and youth.	• Community Surveys and Questionnaires • Focus Group Discussions (FGDs) and Stakeholder Meetings • Participation Tracking in Training and Decision-Making Platforms	• Attendance Records and Participation Reports • Case Studies and Success Stories • Project Implementation Reports	Quarterly Annually Every 2-3 Years	DWNP
	3. Operationalise Community Problem-animal Response Teams (PRTs) in 80% of HWC hotspots, with at least 50% resolution success rate.	• # of active PRTs established and operational • % of HWC incidents resolved by PRTs • Community participation rate in PRT activities	• Meeting and Activity Reports • Surveys and Interviews with Community Members • Case Studies and Incident Reports	• PRT Meeting Minutes and Attendance Records • Community Feedback Reports • Incident Resolution Reports	Quarterly Annually Every 3-5 Years	DWNP

Goal/objective	Target/output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
		• Response time of PRTs to HWC incidents • Reduction in human-wildlife conflict incidents in areas with PRTs				

Table 7-5: Monitoring Plan for the NHWC-SAP - Priority Area 5 - Sustainable wildlife economy and wildlife value-chain.

Goal/Objective	Target/Outcome	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
Goal 19: Establish a sustainable wildlife economy and wildlife value-chain that includes both the sustainable consumptive and non-consumptive uses of wildlife and by-products.	1. Develop and implement at least 3 new wildlife tourism products (e.g., guided safaris, wildlife watching routes, or community-based ecotourism experiences) in priority conservation areas to increase visitor engagement and economic benefits.	# of new wildlife tourism products operational and generating visitor data in priority conservation areas	• Surveys & Interviews • Tourism Data & Revenue Records • Field Observations & Activity Logs	• visitor statistics reports • Financial records from tourism operators and government agencies • Tourist feedback reports and surveys	Quarterly (every 3 months) Annually	CBNRM Unit, MET
	2. Develop and implement at least three sustainable harvesting projects focused on hunting, fishing, and wildlife by-products in priority HWC hotspots by 2028.	# of sustainable wildlife harvesting projects (hunting, fishing, wildlife by-products) implemented in priority HWC hotspots that meet national ecological sustainability and benefit-sharing criteria	• Community & Stakeholder Surveys • Field Monitoring & Compliance Checks • Harvest & Trade Records	• Inspection and enforcement reports on sustainable harvesting compliance • CBNRM programme records Government reports on permits and harvest quotas records •	Monthly Quarterly Annually	CBNRM Unit

Goal/Objective	Target/Outcome	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	3. Conduct a comprehensive feasibility study on the ecological, economic, social, and policy implications of reducing elephant populations and establishing regulated elephant abattoirs in wildlife areas such as Maun, Nata, and Kasane.	Feasibility study report on elephant population control and abattoirs completed, peer-reviewed, and submitted to the relevant authorities, including recommendations on viability, legal framework, and stakeholder impacts	• Ecological Surveys & Population Assessments • Socioeconomic & Stakeholder Consultations • Market & Economic Feasibility Studies	• Wildlife population census reports • Community and stakeholder consultation reports • Feasibility study documents on elephant abattoirs and associated markets	Annually Quarterly One-time or Periodic	CBNRM Unit
	4. Develop and promote national and regional markets for sustainably sourced wildlife products (e.g. handicrafts, game meat, and wildlife by-products) to enhance community livelihoods and support conservation efforts.	Proportion (%) of targeted districts with at least one functional market platform (e.g. fairs, certified outlets, online sales channels) for sustainably sourced wildlife products established and promoted through national or local initiatives.	• Market Surveys & Consumer Research • Sales & Trade Data Analysis • Stakeholder Consultations e.g. artisans, traders, local businesses	• Sales and revenue reports from wildlife product markets and cooperatives • Government and NGO reports on wildlife product regulations and trade • Consumer feedback and market analysis reports	Monthly Quarterly Annually	CBNRM Unit, MET

Goal/Objective	Target/Outcome	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	5. Facilitate and institutionalize the sustainable use of wildlife by-products in the production of local crafts, including jewellery and textiles, in at least 5 community-based enterprises by 2028.	• # of key trade enablers assessed in a national baseline survey on wildlife by-products trade (e.g., licensing, CITES, disease control, infrastructure, skills gaps, product quality standards, market access). • # of identified trade enablers that are fully operationalised or under implementation (e.g. training programs launched, processing centres built, licensing frameworks amended, CITES protocols adopted, veterinary controls in place). • Annual financial turnover (BWP) • Volume (kg/units) of sustainably traded wildlife by-products (e.g., hides, bones, feathers, horns, plant products) in local and export markets.	• Artisan & Producer Surveys • Sales & Trade Data Analysis • Field Observations & Compliance Monitoring	• Sales and export records from craft markets, cooperatives, and trade associations • Government and NGO reports on sustainable wildlife product use and compliance • Artisan cooperative membership and production reports	Monthly Quarterly Annually	CBNRM Unit, MET
Goal 20: Enhance wildlife beneficiation to communities by introducing	1. Facilitate the establishment and operationalization of community-based wildlife enterprises such as game	• # of cultural tourism initiatives integrating ITK established and licensed.	• Community & Stakeholder Surveys • Project Progress & Compliance Reports	• Government and NGO reports on established community wildlife projects	Quarterly Annually	CBNRM Unit, MET

Goal/Objective	Target/Outcome	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
wildlife abattoirs, CBNRM projects etc	ranches and wildlife farms.	• % of participating CBOs with documented ITK in their tourism product offerings. • # of community members trained in ITK-based guiding, storytelling, or handicrafts for tourism.	• Economic & Environmental Impact Assessments	• Business and financial records from game ranches and farms • Environmental impact assessment reports and compliance documentation		
	2. Enable the development of cultural heritage tourism enterprises by CBOs that integrate Indigenous Technical Knowledge (ITK).	• # of sustainable income-generating projects initiated through CBOs or local entrepreneurs. • % of beneficiary households with two or more income sources from diversified activities. • Average monthly profit (BWP) per operational initiative after 6 months.	• Stakeholder Consultations & Surveys • Tourism & Visitor Data Analysis • Field Monitoring & Project Progress Reports	• Reports from CBOs on cultural tourism project development and activities • Visitor statistics and revenue records from heritage tourism sites • Documentation of Indigenous Technical Knowledge (e.g., traditional practices, crafts, and storytelling) integrated into tourism experiences	Quarterly Annually	CBNRM Unit, MET
	3. Establish diverse, sustainable income-generating initiatives for communities beyond wildlife harvesting or tourism.	• # of sustainable income-generating projects initiated through CBOs or local entrepreneurs. • % of beneficiary households with two or more income sources from diversified activities.	• Household & Community Surveys • Business & Trade Data Collection • Project Monitoring & Field Assessments	• Business registration records and financial reports from supported community enterprises • Government and NGO reports on community economic development programs • Household income surveys and employment statistics	Quarterly Annually	CBNRM Unit, MET

Goal/Objective	Target/Outcome	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
		• Average monthly profit (BWP) per operational initiative after 6 months.				
	4. Improve community access to finance by facilitating linkages to credit, grants, and risk financing tailored to wildlife and HWC resilience.	• # of CBOs or enterprises accessing loans or grants through wildlife or HWC-related financing schemes. • % of submitted proposals by CBOs that received funding under public or donor schemes. • # of financial institutions offering HWC-adaptive loan or insurance products in target districts.	• Financial Access & Utilization Surveys • Banking & Microfinance Institution Reports • Project Monitoring & Case Studies	• Loan and grant disbursement records from banks, government programs, and NGOs • Financial literacy training reports and attendance records • Community business and resilience project financial statements	Quarterly Annually	CBNRM Unit

Table 7-6: Monitoring Plan for the NHWC-SAP - Priority Area 6 - Enhancing community resilience through timely compensation.

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Paty
Goal 21: Create a Botswana Human-Wildlife Conflict (HWC) Insurance Scheme to offer compensation for damages to crops, livestock, and property caused by wildlife, based on market value. Additionally, establish an HWC Fund to support the Insurance Scheme, ensuring compensation for individuals injured by wildlife and providing financial assistance to dependents of deceased wildlife victims until they reach adulthood. Provide insurance	1. Adoption of a clear and transparent HWC Compensation Policy that defines eligibility criteria, claim processes, and timelines	• % of key stakeholder institutions that have endorsed the HWC Compensation Policy. • Date of official gazetting of the HWC Compensation Policy. • % of sampled HWC claimants aware of the policy, eligibility criteria, and process (from perception survey). •	• Policy Review & Analysis • Stakeholder Consultations & Surveys • Compensation Claim & Payment Data Analysis	• Official HWC Compensation Policy documents and amendments • Compensation claims and payment records from relevant government agencies • Community and stakeholder feedback reports on policy implementation	Quarterly Annually	MET
	2. Adoption of a HWC Mitigation Fund to ensure the swift distribution of financial resources at both national and district levels	• Date of establishment of the HWC Mitigation Fund (gazette or government financial framework). • % of HWC compensation claims	• Financial Tracking & Audit Reports • Stakeholder Consultations & Surveys • Impact Assessments & Case Studies	• Official records of fund establishment, policies, and operational guidelines • Financial disbursement reports from national and district authorities	Quarterly Annually	Ministry of Finance MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Paty
life coverage to people in hotspots.		disbursed within defined policy timelines. • % of districts with budget lines for HWC mitigation through the Fund.		• Community reports and case studies on fund utilization and effectiveness		
	3. Adoption of a Human-Wildlife Conflict (HWC) Levy collected from park fees paid by photographic tourists, trophy hunters, and other wildlife-based tourism operators	• % increase in tourism revenue allocated to the HWC Fund via the HWC Levy mechanism. • # of operators remitting HWC levies as per legal requirement. • Existence and approval of a statutory instrument or regulation establishing the levy.	• Revenue Collection & Financial Reports • Stakeholder Consultations & Surveys • Fund Allocation & Utilization Monitoring	• Official records of HWC Levy legislation, policies, and collection mechanisms • Financial reports on levy collection and disbursement from government and tourism agencies • Community and stakeholder reports on the impact of the levy on HWC mitigation efforts	Quarterly Annually	Ministry of Finance MET
	4. Adoption of a Crop Damage Insurance scheme to compensate farmers for losses caused by wildlife.	• # and proportion (%) of registered crop farmers in HWC hotspots covered by the insurance scheme.	• Farmer Surveys & Stakeholder Consultations • Insurance Claim & Payout Data Analysis	• Official insurance policy documents outlining coverage, eligibility, and claim processes • Insurance company and government reports on claim processing and payouts	Quarterly Annually	Ministry of Finance MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Paty
		• Average compensation (Pula) disbursed per farmer per season. • % of reported crop damage claims successfully processed and paid	• Field Assessments & Damage Verification	• Farmer feedback reports on scheme effectiveness and accessibility		
	5. Adoption of a Livestock Protection Insurance Scheme to compensate pastoralists for losses due to wildlife predation	• # and proportion (%) of livestock farmers covered under the scheme. • % change in claims for predation losses compared to pre-insurance baseline. • Average claim turnaround time (days).	• Pastoralist Surveys & Stakeholder Consultations • Insurance Claim & Payout Data Analysis • Field Assessments & Predation Verification	• Official insurance policy documents outlining coverage, claim procedures, and eligibility criteria • Insurance company and government reports on claim processing and payouts • Pastoralist feedback reports on scheme effectiveness and impact on livelihoods	Quarterly Annually	Ministry of Finance MET
	6. Adoption of a Property Damage Insurance Scheme to provide financial assistance for wildlife-related damage to homes and infrastructure	• % of households in HWC-prone areas with property damage cover. • % of submitted claims resolved within 60 days.	• Community Surveys & Stakeholder Consultations • Insurance Claim & Payout Data Analysis • Damage Assessments & Field Inspections	• Official insurance policy documents outlining coverage, claim procedures, and eligibility criteria • Insurance company and government reports on claims processing and payouts	Quarterly Annually	Ministry of Finance MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Paty
		• Total value (Pula) of compensation disbursed under the scheme.		• Community feedback reports on scheme effectiveness and accessibility		
	7. Adoption a life cover insurance scheme for communities residing in wildlife hotspot areas	• % of eligible households in HWC hotspots enrolled in the life cover scheme. • # of wildlife-related fatalities with verified life insurance claims paid. • % awareness of life insurance cover among target populations.	• Community Surveys & Stakeholder Consultations • Insurance Enrolment & Claim Data Analysis • Incident Reports & Risk Assessments	• Official life insurance policy documents detailing eligibility, premiums, and benefits • Insurance company and government reports on claims processing and payouts • Community feedback and impact assessment reports on financial security and support for affected families	Quarterly Annually	Ministry of Finance MET
	8. Adoption of a dependents insurance scheme to support dependents of a breadwinner who dies from a wildlife attack.	• % of deceased HWC victims with registered dependents receiving ongoing support. • Average duration (months/years) of financial assistance	• Community Surveys & Stakeholder Consultations • Insurance Enrolment & Claim Data Analysis • Incident Reports & Verification Assessments	• Official insurance policy documents outlining eligibility, benefits, and payout structures • Insurance company and government reports on claims processing and dependents' financial support	Quarterly Annually	Ministry of Finance MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Paty
		provided per dependent. • # of districts with operational dependents support frameworks.		• Community and family feedback reports on the effectiveness of the scheme		
	9. Develop a disability insurance scheme for people permanently disabled by wildlife-related incidents.	• % of permanently disabled HWC victims enrolled in the disability support scheme. • Average medical and financial compensation per beneficiary (Pula). • Availability of rehabilitation or psychosocial services linked to scheme.	• Community Surveys & Stakeholder Consultations • Insurance Enrolment & Claim Data Analysis • Medical & Rehabilitation Assessments	• Official insurance policy documents outlining eligibility, benefits, and payout structures • Insurance company and government reports on claim processing and disbursement of financial/medical support • Medical and rehabilitation progress reports for beneficiaries	Quarterly Annually	Ministry of Finance MET
	10. International Donor funding towards human wildlife conflict	• Total amount (USD/Pula) of donor funding secured annually for the HWC Insurance and Compensation system.	• Donor Reports & Funding Agreements Analysis • Project Implementation & Impact Assessments	• Official donor agreements and funding commitment reports • Financial reports on disbursement and utilization of donor funds • HWC project impact reports funded by international donors	Quarterly Annually	Ministry of Finance MET

Goal/Objective	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Paty
		• # of MoUs or grant agreements signed with development partners. • # of international donors actively contributing to the Fund.	• Stakeholder Consultations & Grant Applications			

Table 7-7: Monitoring Plan for the NHWC-SAP - Priority Area 7.

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
Goal 22: Ensure that institutional capacities especially at DWNP and associated sectors are strengthened for the effective implementation of HWC mitigation	1. Establish a dedicated HWC Coordination Office/Division with adequate staffing and resources	• Proportion (%) of approved staff positions for the HWC Division that are filled with qualified personnel • Operational budget (BWP) allocated and disbursed annually to the HWC Division • Date of official gazette or government memo establishing the HWC Division within DWNP • % of core HWC coordination functions performed by the Division as per its mandate (measured via institutional audit)	• Organizational Assessments & Staffing Reports • Budget & Resource Allocation Reviews • Stakeholder Consultations & Performance Evaluations	• Official government records on the establishment of the HWC Coordination Office • Budgetary reports on allocated funding, staffing levels, and resource distribution • Performance reports and stakeholder feedback on the effectiveness of the office in addressing HWC issues	Quarterly Annually	MET, DWNP
	2. Develop and implement a National Capacity Development Strategy to guide human resource development for HWC mitigation at national and regional levels	• Existence of an officially endorsed National Capacity Development Strategy for HWC mitigation. • # of capacity needs assessments completed across DWNP and key sectors • Proportion (%) of annual training priorities implemented from the	• Training Needs Assessments & Surveys • Training & Workshop Monitoring Reports • Performance Evaluations & Field Assessments	• Official National Capacity Development Strategy document and implementation plans • Training records, attendance reports, and participant evaluations from capacity-building programs • Performance reports on trained personnel and institutional strengthening efforts	Quarterly Annually	MET

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
		Capacity Development Strategy • % of DWNP regional offices with personnel receiving training aligned with the strategy				
	3. Establish a National Working Group on Capacity Development to enhance institutional capacity, networking, and continuous innovation in HWC mitigation	• Date of formal establishment of the National Working Group on Capacity Development • # of meetings held by the Working Group per year • # of collaborative initiatives (e.g., joint training programmes, research partnerships) initiated through the Working Group • % of recommendations from the Working Group adopted into institutional plans or training programs	• Meeting Reports & Stakeholder Engagement Records • Institutional Capacity Assessments • Monitoring of Knowledge Sharing & Innovation Initiatives	• Official documentation on the establishment of the National Working Group on Capacity Development • Meeting minutes, resolutions, and progress reports from working group activities • Reports on institutional improvements, capacity-building initiatives, and innovation projects in HWC mitigation	Quarterly Annually	DWNP
	4. Provide structured training and capacity-building programs on HWC mitigation in collaboration with key wildlife training institutions at national and regional levels	• # of structured HWC training programs developed with accredited training institutions • % of trainees reporting improved competencies (based on pre/post training assessments) • # and type of training modules covering key themes such as conflict prevention, species-	• Training Needs Assessments & Surveys • Training Attendance & Completion Records • Post-Training Evaluations & Impact Assessments	• Official training program curricula, materials, and schedules developed with wildlife training institutions • Attendance and certification records from training programs at national and regional levels • Reports on post-training outcomes, including application of skills in the field and improvements in HWC mitigation strategies	Quarterly Annually	DWNP

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
		specific interventions, and data management • % of DWNP and partner institution staff trained through accredited training programs annually				
	5. Conduct HWC mitigation training and capacity development programs through key institutions in rural development, agriculture, veterinary services, police, and public health	• # of cross-sectoral training sessions conducted per year involving at least three non-DWNP sectors • % of trained personnel from non-wildlife sectors who apply HWC mitigation knowledge in their field operations (measured via follow-up assessments or case reports) • # of institutions integrating HWC modules into their in-service or pre-service training curriculum • Proportion (%) of districts with at least one trained focal point on HWC mitigation across all five sectors listed	• Training Needs Assessments & Surveys • Training Attendance & Certification Records • Post-Training Evaluations & Field Assessments	• Training manuals, curricula, and schedules developed in collaboration with key institutions • Attendance and certification records from training programs • Reports on practical application of training, including case studies of improved HWC response and mitigation strategies in rural communities	Quarterly Annually	DWNP
Goal 23: Ensure that capacity building for DWNP and associated sectors staff is achieved in HWC	1. Develop a competency framework for HWC mitigation to guide training institutions in capacity-building efforts for DWNP and other sector professionals	• Completion and official adoption of the national HWC mitigation competency framework by relevant government bodies. • % of training institutions using the adopted HWC	• Stakeholder Consultations & Expert Workshops • Review of Existing Training Programs & Best Practices	• Official Competency Framework document outlining knowledge, skills, and proficiency levels for different roles in HWC mitigation • Training institution curricula and guidelines adapted to align with the framework	Quarterly Annually	DWNP

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
management and mitigation.		competency framework in their curriculum within 12 months of adoption. • # of sector-specific training modules aligned with the HWC competency framework developed and accredited.	• Field Assessments & Performance Evaluations	• Performance assessment reports evaluating how the framework improves HWC response effectiveness		
	2. Establish a dedicated pool of wildlife experts within DWNP to be deployed in HWC hotspots across Botswana	• # of DWNP wildlife officers trained and certified as HWC mitigation experts based on national competency standards. • % of identified HWC hotspots with at least one certified HWC wildlife expert deployed. • Retention rate (%) of certified HWC mitigation experts within DWNP after 24 months of deployment.	• Staff Recruitment & Deployment Reports • Incident Response & Field Reports • Stakeholder & Community Feedback Surveys	• Official records of recruitment, training, and deployment of wildlife experts • Incident response reports detailing expert interventions in HWC hotspots • Community feedback and performance evaluation reports on expert-led mitigation efforts	Quarterly Annually	DWNP
	3. Establish a Community Escort Guides (CSG) training facility at BWTI, offering structured training in local languages based on a standardised curriculum	• Operationalization of the CSG training facility at BWTI (measured by facility readiness, staff recruitment, and training calendar established). • # of CSGs trained annually using the standardised HWC curriculum. • % of training modules delivered in local languages.	• Training Needs Assessments & Stakeholder Consultations • Training Enrolment & Certification Records • Post-Training Evaluations & Field Assessments	• Official records of training facility establishment at BWTI, including infrastructure, trainers, and curricula • Standardised training curriculum developed in local languages • Attendance, certification, and deployment records of trained CSGs	Quarterly Annually	DWNP

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
		• % of trained CSGs deployed in community HWC mitigation roles within 6 months of course completion.				
Goal 24: Ensure that HWC Strategy and Action Plans (NHWC-SAP) is implemented and regularly updated aligned with existing national policies, legal frameworks, and sectoral strategies.	1. Regularly update the countrywide HWC Strategic Action Plan (HWC-SAP) in alignment with the National existing policy and legal frameworks	• % of planned NHWC-SAP implementation activities completed annually. • Frequency of NHWC-SAP reviews and updates conducted within specified timelines. • % of stakeholders reporting satisfaction with alignment of NHWC-SAP to their sectoral priorities (via survey/interviews).	• Policy & Legal Framework Reviews • Stakeholder Consultations & Expert Workshops • Monitoring & Evaluation Reports	• Official HWC Strategic Action Plan (HWC-SAP) document, including periodic updates and revisions • Government and stakeholder meeting minutes outlining discussions and decisions related to HWC-SAP updates • Implementation reports evaluating the effectiveness of HWC-SAP in mitigating human-wildlife conflict	Quarterly Annually	DWNP
	2. Establish HWC Mitigation Forums at district level &Regional Coordination Committees to oversee & coordinate HWC management efforts	• % of identified districts with fully operational HWC Mitigation Forums holding regular (e.g. quarterly) meetings. • % of regions with active HWC Coordination Committees implementing joint activities. • # of joint decisions or actions implemented because of Forum or Committee recommendations. • % of Forum/Committee members trained in	• Meeting Reports & Attendance Records • Stakeholder Engagement & Surveys • Incident Reports & Response Evaluations	• Official records of the establishment of HWC Mitigation Forums & Regional Coordination Committees • Meeting minutes, resolutions, and activity reports from district and regional forums • HWC response and implementation reports assessing the effectiveness of coordinated mitigation efforts	Quarterly Annually	DWNP

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
		collaborative planning and conflict resolution				
	3. Implement a structured process for monitoring and updating the HWC Strategy and Action Plans	• % of NHWC-SAP indicators with updated data submitted to the national database within the reporting cycle. • Existence of a national HWC MEL framework, with defined roles, responsibilities, and feedback loops. • % of recommendations from MEL reviews incorporated into subsequent versions of the NHWC-SAP. • # of learning or reflection events held annually with stakeholders at local, regional, and national levels.	• Periodic Policy & Strategy Reviews • Stakeholder Consultations & Workshops • Performance Monitoring & Impact Assessments	• Updated versions of the HWC Strategy and Action Plans, including records of revisions and justifications for changes. • Meeting minutes, stakeholder engagement reports, and expert review documents detailing feedback and recommendations. • Performance and impact reports tracking the effectiveness of HWC strategies in mitigating human-wildlife conflicts.	Quarterly Annually	DWNP
	4. Facilitate the joint development and implementation of Regional HWC Management Plans for wide-ranging species like elephants	• % of transboundary or regional HWC landscapes with agreed-upon and implemented HWC Management Plans. • # of joint cross-regional interventions (e.g. patrols, corridors, infrastructure) addressing species-specific HWC.	• Stakeholder Consultations & Regional Workshops • Wildlife Movement & Conflict Data Analysis • Implementation & Progress Reports	• Official Regional HWC Management Plan document developed and endorsed by relevant stakeholders. • Wildlife monitoring and incident reports detailing HWC trends and responses in affected regions. • Meeting minutes and agreements from regional coordination forums,	Quarterly Annually	DWNP

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
		• % of target wide-ranging species landscapes where HWC incidents are reduced post-plan implementation. • # of regional workshops or consultative processes held to co-develop these plans.		highlighting commitments and progress.		
	5. Incorporate HWC mitigation strategies into the regional development plans of sectors such as agriculture, tourism etc	• % of district or regional development plans (agriculture, tourism, land) that incorporate explicit HWC mitigation measures. • # of inter-sectoral meetings held to align sectoral plans with the NHWC-SAP. • # of training sessions or technical support visits provided to sectoral planning teams on integrating HWC mitigation. • % of budget allocations in sectoral plans dedicated to HWC mitigation activities.	• Policy & Development Plan Reviews • Stakeholder Consultations & Sectoral Workshops • Monitoring & Impact Assessments	• Revised regional development plans that include HWC mitigation strategies. • Meeting minutes and policy briefs from inter-sectoral discussions and planning sessions. • Implementation reports and performance evaluations showing the impact of integrated HWC strategies on agriculture, tourism, and other sectors.	Quarterly Annually	DWNP
Goal 25: Develop, implement and regularly update the HWC Management Action Plans	1. Adopt and implement the National HWC Action Plan (NHWC-SAP) using a landscape approach, ensuring it is regularly updated	• Existence of an officially adopted NHWC-SAP document incorporating landscape-level planning principles	• Policy & Strategy Reviews • Stakeholder Consultations & Multi-Sectoral Meetings	• Official adoption documents and implementation plans for the NHWC-SAP. • Meeting minutes, stakeholder reports, and recommendations from national and regional HWC coordination forums.	Quarterly Annually	DWNP

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
(NHWC-SAP) of Botswana		• % of NHWC-SAP activities implemented as per annual work plans • Frequency of NHWC-SAP revisions based on new data, stakeholder feedback, or evaluations (e.g., biennial) • % of districts applying the NHWC-SAP landscape classification system in their planning and interventions	• Monitoring & Evaluation (M&E) Reports	• Annual performance and progress reports on HWC mitigation efforts under the NHWC-SAP.		
	2. Implement HWC mitigation using a landscape approach at the regional level, aligning with the provisions of the HWC Action Plan (HWC-SAP)	• % of HWC hotspots with active mitigation projects aligned to regional landscape zones defined in NHWC-SAP • # of regional HWC implementation plans developed based on NHWC-SAP landscape approach • % of mitigation interventions implemented with inter-agency coordination (e.g., DWNP, local councils, agricultural officers) • Reduction in HWC incidents (by species, region, or conflict type) in at least 70% of project intervention zones	• Geospatial & Wildlife Movement Monitoring • Stakeholder Engagement & Community Feedback Surveys • M&E Reports & Regional Progress Reviews	• Official regional HWC mitigation implementation reports documenting progress and challenges. • Wildlife tracking data and conflict incident reports showing the effectiveness of landscape-based mitigation measures. • Stakeholder meeting minutes, agreements, and feedback reports on collaborative HWC interventions.	Quarterly Annually	DWNP

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	3. Create a multi-stakeholder forum at the district level to coordinate and guide the integration of HWC mitigation efforts	• # of functional district-level HWC multi-stakeholder forums established (with ToRs, leadership, and scheduled meetings) • % of districts holding at least 3 coordination meetings per year with documented outputs/actions • % of HWC cases handled via multi-stakeholder resolution channels versus ad hoc approaches • % of forum members trained on the NHWC-SAP and collaborative mitigation planning	• Stakeholder Engagement & Participation Records • Meeting Reports & Decision Logs • Progress & Impact Assessments	• Official records of forum establishment, including terms of reference and membership lists. • Minutes from stakeholder meetings, resolutions, and progress reports. • Reports on HWC mitigation actions implemented because of forum coordination	Quarterly Annually	DWNP
	4. Incorporate HWC mitigation strategies into district planning ensuring alignment with the National HWC Action Plan (NHWC-SAP)	• % of district development plans with specific HWC mitigation sections aligned to NHWC-SAP priorities • # of technical planning guidelines/toolkits developed to support integration of HWC mitigation into local planning • % of district planning officers oriented on HWC landscape typologies and mitigation strategies	• Policy & District Development Plan Reviews • Stakeholder Consultations & Workshops • Monitoring & Evaluation (M&E) Reports	• Updated district development plans reflecting integrated HWC mitigation strategies. • Meeting minutes, stakeholder resolutions, and planning documents demonstrating alignment with NHWC-SAP. • District-level implementation reports showing progress and effectiveness of mitigation efforts.	Quarterly Annually	DWNP

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
		• # of funding proposals or budgets incorporating HWC mitigation submitted at the district level				
Goal 26: Ensure that resources (e.g. Finance, infrastructure and equipment) are available for implementing national HWC Strategy at National and district level	1. Mobilize financial resources from CBOs, the private sector, and other agencies to support HWC mitigation efforts.	• Amount of financial resources mobilized (in BWP/USD) per annum from non-government sources (CBOs, private sector, donors). • % of total HWC mitigation budget financed through non-government contributions. • # of funding agreements/MoUs signed with external partners for HWC mitigation. • # of HWC mitigation initiatives co-financed by private sector or CBOs.	• Funding Proposal & Grant Tracking Reports • Stakeholder Engagement & Partnership Records • Financial Monitoring & Impact Assessments	• Financial reports and audited statements showing funds mobilized and allocated to HWC mitigation. • Memorandums of Understanding (MOUs) and partnership agreements with CBOs, private sector entities, and donors. • Project implementation reports detailing how financial resources have contributed to HWC mitigation efforts.	Quarterly Annually	MET
	2. Establish HWC mitigation training simulation lab to provide hands-on training on key mitigation and operational processes.	• Completion status (%) of HWC simulation lab infrastructure and equipment setup. • # of training sessions conducted annually at the simulation lab. • # of personnel (by gender, institution, and district) trained in HWC mitigation using simulation-based methods.	• Infrastructure & Equipment Assessment Reports • Training Enrolment & Completion Records • Post-Training Evaluations & Field Assessments	• Official records of the establishment of the simulation lab, including equipment lists and training materials. • Training program curricula, attendance records, and certification reports for participants. • Impact assessment reports showing improvements in HWC mitigation efforts due to hands-on training.	Quarterly Annually	MET

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
		• % of trained personnel demonstrating improved competency (based on pre/post-training assessments).		• Pre/post-test evaluation reports		
Goal 27: Create Effective Measures fostering partnerships between key stakeholders to achieve sustainability and greater outreach in HWC mitigation efforts	1. Implement the national Stakeholder Engagement Plan to ensure inclusive and coordinated participation of all relevant actors in the rollout of the HWC Mitigation Strategy.	• % of planned stakeholder engagement activities implemented annually • Proportion (%) of key stakeholder categories (e.g., govt, CBOs, private sector) engaged in at least two activities per year • Stakeholder satisfaction score (%) with the quality and inclusivity of engagement processes (based on annual survey)	• Stakeholder Meeting Reports & Attendance Records • Surveys & Feedback Mechanisms • Monitoring & Evaluation (M&E) Reports	• Official Stakeholder Engagement Plan document with timelines and action points. • Meeting minutes, agreements, and resolutions outlining stakeholder roles and commitments. • Progress reports on stakeholder-supported HWC mitigation activities and their effectiveness.	Quarterly Annually	MET
	2. Operationalize a National HWC Mitigation Pitso/Forum as a recurring, inclusive platform for stakeholder dialogue, knowledge exchange, and policy coherence.	• # of national forums convened per year with documented proceedings and action points. • % of invited stakeholder groups represented at each national forum. • # of policy or programmatic decisions influenced by resolutions or recommendations from the forum.	• Stakeholder Meeting Reports & Attendance Records • Discussion & Resolution Logs • Feedback Surveys & Impact Assessments	• Official records of the establishment of the HWC Mitigation Pitso/Forum, including terms of reference and objectives. • Meeting minutes, communiqués, and policy recommendations from forum discussions. • Reports on action items implemented because of the forum's resolutions.	Biannually Annually	MET
	3. Establish and operationalize a technical support framework	• # of private sector enterprises receiving technical assistance or advisory services annually	• Needs Assessments & Surveys	• Guidelines, toolkits, and technical manuals developed for wildlife-friendly HWC mitigation.	Quarterly Annually	

Goal (Target)	Target/Output	Key Performance Indicator (KPI)	Data Collection Methods	Method of Verification (MOV)	Monitoring Frequency	Responsible Party
	(guidelines, training, advisory services) that enables private sector actors to implement wildlife-compatible HWC mitigation practices.	• % of assisted enterprises that adopt at least one wildlife-friendly HWC mitigation practice • # of sector-specific technical guidelines or toolkits developed and disseminated	• Technical Assistance & Training Records • Implementation Monitoring & Compliance Reports	• Training session records, attendance lists, and private sector participation reports in technical assistance programs. • Reports on adoption of wildlife-friendly measures, including case studies and impact assessments.		
	4. Enhance the capacity and participation of civil society organizations in designing, delivering, and monitoring HWC mitigation actions at community and regional levels.	• % increase in CSOs actively implementing or co-delivering HWC mitigation projects (from a defined baseline) • # of CSOs receiving training, capacity building, or funding to support HWC mitigation • Proportion (%) of HWC interventions co-implemented with or led by CSOs	• Stakeholder Mapping & Engagement Reports • CSO Activity & Implementation Tracking • Community Feedback & Impact Assessments	• Memorandums of Understanding (MOUs) and partnership agreements between the government, private sector, and CSOs. • Reports on CSO-led HWC mitigation initiatives, including project evaluations and success stories. • Meeting minutes, funding records, and collaboration reports showing CSO contributions to HWC mitigation.	Quarterly Annually	BOCONGO NGOs

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