Trainer's Toolkit

A Holistic Approach to Human-Wildlife Conflict Mitigation

For Community-Level Primary Response Teams, Panchayats and Other Community-Based Institutions

About the Trainer's Toolkit

The Trainer's Toolkit is useful for faculty members and experts of training institutes of the forest, agricultural and rural departments and Panchayati Raj Institutions, as well as community-based training institutions and NGOs, who are facilitating workshops/training sessions on HWC mitigation and/or One Health for the panchayats, community-level Primary Response Teams and other community-based institutions. This kit contains all the modules, a training handbook, and a trainer's guide
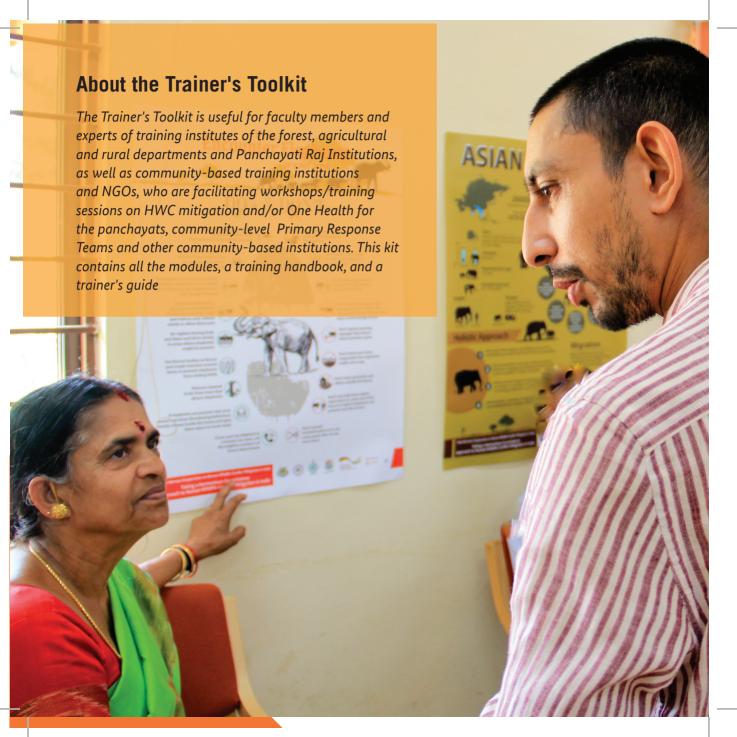
Why develop a curriculum on human-wildlife conflict mitigation for community-level PRTs, panchayats and other community-based institutions?

'HWC mitigation' refers to the interventions carried out to reduce the negative impact of human–wildlife interactions on humans or their resources and on wildlife or habitats. It includes strategies to address the drivers and pressures of conflict, reduce the vulnerability of humans and wildlife and develop institutional capacity.

Local communities are at the direct helm of HWC. Therefore, there is a need to involve local community members/village elders of panchayats through a participatory approach and develop a community-based emergency response system from within an affected village/ward.

The types of response team and their function, roles, composition and competencies-development strategies are being standardised across all the states in the country via the National HWC Mitigation Strategy and Action Plan (HWC-NAP). This is to facilitate effective policy support and for overall assessment and monitoring. The formation and empowerment of community-level Primary Response Teams (Community PRT) in villages/wards or village/ward clusters at HWC hotspots is expected to improve the first response mechanism, support the efforts of the division and range RRTs and especially play a crucial role in crowd management in HWC situations.

Since it is not possible to prevent wildlife and humans from using the same space entirely, the role of response teams in taking timely action to prevent conflicts and to reduce the impacts due to such incidents will remain one of the important foundation blocks of the human-wildlife conflict (HWC) mitigation strategy in India.

Training programmes and workshops conducted for panchayats and members of community-level Primary Response Teams focus on reducing accidental encounters, enhancing the competencies of Community PRT members and reducing their vulnerability to human-wildlife conflict and zoonotic diseases by raising awareness.

Capacity development is the process of developing capacities of individuals and shaping joint learning processes so that the individuals are enabled to achieve sustainable results within their own systems of reference.

Capacity development facilitates change among people in three dimensions: knowledge, skills and values/attitudes. A combination of traditional and innovative capacity development measures is required to achieve the objective.

The process of curriculum development

The project developed a competency framework on the basis of which training needs were identified for key stakeholders of HWC mitigation in India.

Following the first results of the competency framework, pilot testing of the training needs assessment framework was conducted in June 2018. After this, the project facilitated the process of consolidating and prioritising the training needs of key stakeholders during a national workshop on curriculum development held in September 2018. The workshop resulted in a modular curriculum framework for key stakeholders from the forest and veterinary sectors, from the media and from civil society. Three writing workshops were organized, at Haridwar, Kodagu and north Bengal, during November 20–30, 2018 to develop the modularised curriculum further.

There was active participation at the five workshops, with 92 international and national experts. They represented the fields of capacity development, wildlife and veterinary science, media and communications and the social sciences.

The workshops were facilitated using participatory facilitation methods dedicated to receiving inputs from all participants and to reaching joint agreements. The last three workshops also included field visits to selected HWC hotspots for developing a common understanding of the training needs and identifying specific topics/cases/methods for the curriculum through discussions with field-level officers of various departments and agencies, panchayat members and other members of community-based organizations.

Competencies-based curriculum for Community PRTs

The overall framework is based on a competencies-based curriculum with a strong emphasis on hands-on exercises. Participatory methods of training and learning are used. The training material has been developed by a competent team of experts drawn from the forest, wildlife, veterinary, agriculture and media sectors, who bring in a truly cross-sector perspective to the entire process of capacity development.

The use of a competencies-based curriculum is a way of approaching professional training that primarily emphasises facilitating the participants to develop the competencies that are required by them for performing their jobs more efficiently and effectively. It aims to prepare people more effectively for real workplaces.

Pilot Testing and Implementation of the Curriculum

Role of gram panchayats in wildlife conservation and human-wildlife conflict mitigation

A one-day workshop was organised for Gram Panchayat Pradhans of North Bengal, panchayat samitis and other community representatives to bring about a common understanding on the issues of wildlife appreciation, nature conservation and human-wildlife conflict mitigation. The event was organised by the Indo-German project "Human-Wildlife Conflict Mitigation (HWC) in India" – in partnership with the West Bengal Forest Department on 13 September 2019 at Chalsa, North Bengal. Forty-one community leaders from seven gram panchayats and five panchayat samitis, representing 363 villages, participated in the workshop.

Furthr details can be found here:
https://indo-germanbiodiversity.com/project-details-199.html

Training potential members of Community Primary Response Teams in Uttarakhand

To facilitate the process of forming the PRTs and building the understanding and competency of the community response teams, 11 one-day consultations and sensitisation workshops were jointly organised in selected villages of the Haridwar-Rajaji Landscape by GIZ and the Uttarakhand State Forest Department, with support from Centre for Environment Communication (CEC).

Eleven village-level workshops were organised from 10 to 20 September 2021 at the project pilot site.

Further information can be found here:
https://indo-germanbiodiversity.com/project-details-308.html

Training panchayats and potential members of community-level Primary Response Teams at Kodagu

A two-day training programme titled "'Holistic Approach to Human-Wildlife Conflict Mitigation", for gram panchayats and potential members of Community Primary Response Teams (PRTs) was conducted jointly by GIZ, the Karnataka Forest Department, and ICAR-National Academy of Agricultural Research Management (ICAR-NAARM), with support from Kodagu Zilla Panchayat, Rural Development and Panchayat Raj Department, on 7 and 8 April 2022 at the ICAR-Krishi Vigyan Kendra (ICAR-KVK), Gonikoppal, Kodagu, Karnataka, under the Indo-German project.

Further information can be found here: https://indo-germanbiodiversity.com/project-details-321.html

About the curriculum

The training programmes and courses based on this curriculum are intended to create a cadre of community members supporting in the planning, development and implementation of effective and wildlife-friendly HWC mitigation measures.

The curriculum is designed for Community PRTs. Moreover, the curriculum is also suitable for training programmes on HWC mitigation and One Health for panchayat members, members of other community-based institutions, women groups and youth.

The following training sessions have been designed in line with the Supplementary Framework to HWC-NAP on Establishment and Capacity Development of HWC Mitigation Response Teams:

01	02	03	04	05
Basics of wildlife behaviour and measures to avoid accidental encounters with wildlife	Mitigating human–wildlife conflict effectively: Maintenance of the mitigation measures and structures	Preventing zoonotic and other emerging diseases: adopting a One Health approach to HWC mitigation	Adopting HWC–safe livelihoods to reduce the vulnerability to human–wildlife conflicts	Emergency response plan for HWC–related emergencies in the district: Role of Community PRTs

After each session, a reflection exercise should be conducted to discuss the required changes in the curriculum/ training methods/ any other element.

Training impact assessment: The changes in the knowledge, skills and values of the participants should be assessed, at three levels:

A. The changes in their knowledge and skills immediately at the end of the training, as well as after 3/6/12 month

B. The changes in the way they perform their duties after the training, as observed by their supervisors and peers

C. The changes in the way the Community PRTs function after the training programmes, as observed by the community and RRTs. The project will be following up with the participants and other stakeholders to receive the above information in the post-training period.

Possible learning outcomes of the Trainings based on this curriculum

Basics of wildlife behaviour and measures to avoid accidental encounters with wildlife

At the end of the programme, the participants are able to:

- Outline the ecosystem services provided by wildlife in their areas
- Outline the behaviour of key species-in-conflict in their areas
- Demonstrate required safety measures to avoid accidental encounters with wildlife
- Demonstrate willingness to cooperate with/assist institutions working towards human health and safety in the context of HWC mitigation

Mitigating human-wildlife conflict effectively: Maintenance of the mitigation measures and structures (basic)

At the end of the programme, the participants are able to:

- Outline the concepts of HWC in the overall landscape and land-use context
- Illustrate the drivers of conflict, and the responses of people and wildlife in a conflict situation
- Illustrate the legal, economic and social implications of HWC
- Illustrate, with examples, the concept of effective and wildlife-friendly mitigation measures
- Prioritise HWC mitigation measures for their areas
- Outline the management and maintenance regime of mitigation measures prioritised by them
- Be open to cooperating with other stakeholders to ensure that the HWC mitigation measures used by them are effective and wildlife-friendly

Preventing zoonotic and other emerging diseases: Taking a One Health approach to HWC mitigation

At the end of the programme, the participants are able to:

- outline different human-animal-wildlife interface scenarios that can lead to zoonotic and other emerging diseases
- outline the concept and approach of One Health
- demonstrate the basic measures to prevent zoonotic and other emerging diseases in their day-to-day operations
- Be open to supporting the joint cross-sector and inter-agency teams in implementing field measures required for operationalising the One Health approach to HWC mitigation

Adopting HWC-safe livelihoods for reducing the vulnerability to human-wildlife conflicts

At the end of the programme, the participants are able to:

- Outline the concepts of HWC in the overall landscape and land-use context
- Outline the risks from HWC to existing crops and cropping patterns and other livelihood options
- Illustrate the concept of HWC-safe livelihoods
- Outline good practices and success stories related to HWC-safe livelihoods from their areas
- Prioritise crops and other livelihood options that are HWC-safe
- Identify concrete gaps and challenges in adopting new crops/livelihood options
- Outline training and other capacity development needs required for adopting HWC-safe livelihoods
- Outline infrastructure and other support required for adopting HWC-safe livelihoods

Emergency response plan for HWC-related emergencies in the district: Role of Community PRTs

At the end of the programme, the participants are able to:

- Demonstrate information analysis for effective communication to the local community, using specific communication tools
- Demonstrate the competencies for training local community members regarding HWC
- Demonstrate willingness to engage local community members in participatory HWC mitigation
- Demonstrate willingness to cooperate with/assist institutions working towards HWC mitigation

Training approach and methodology

The curriculum is modularised, with modules being delivered using different training methods over required time periods. The modularised structure allows adaptation of contents, methods and durations of different topics on the basis of the training needs of the participants. **Learning outcomes have been formulated for different groups of participants, and so the modules can be used in any combination and over different durations, for specific purposes and to fit specific training schedules.**

A unique feature of the curriculum is that it focuses on HWC using the thematic triangle of driver-prevention–damage reduction.

There are some common modules for all key stakeholders. These cover common issues and the basics of HWC. Specialised modules have been developed to deepen the understanding and skills of different training groups in their respective fields.

The curriculum uses a mix of conceptual and hands-on training sessions, in almost equal proportions, to facilitate the application of conceptual knowledge and skills to field conditions and the appreciation and understanding of the issue of HWC in a larger development context by the participants.

The following are examples of these methods:

- Group work and presentations
- Dialogue and brainstorming
- Knowledge Café
- Role play
- Simulation (case study simulation/video simulation)
- Online games and Mind Maps
- Case study analysis
- Fish Bowl
- Icebreakers, energisers and team-building exercises
- Simulated field exercises
- e-Learning
- Field excursions

An overview of the modularized course

Content Module HWC-01:
An Introduction to Human-Wildlife Conflict Mitigation: Taking a Holistic and Harmonious Coexistence Approach

This module facilitates comprehension of the basic concepts of biodiversity, wildlife and ecosystem services leading to a profound understanding of the fundamentals of human-wildlife conflict (HWC), its drivers and pressures, current state and trends, impacts and current response measures. At the same time, participants will be encouraged to think and discuss a holistic approach to HWC mitigation, i.e., the drivers, prevention and reduction of impacts, traditional and indigenous measures, and the relevant sectors and key stakeholders in India. The first section facilitates the participants in getting a deeper and more comprehensive understanding of the harmonious co-existence approach, holistic approach to mitigating human–wildlife conflict and One Health. Section two of the module provides an HWC profile of selected wildlife species-in-conflict, intended to prevent accidental encounters and to design effective and wildlife-friendly mitigation measures that are aligned with animal behaviour and ecology.

Content Module HWC-02:
The Overall Context: Understanding HWC in a Development Context

This module facilitates the participants in developing an understanding of human-wildlife conflict and its mitigation in the overall development context. The concepts and issues related to the holistic approach to HWC mitigation are presented using the DPSIR approach, i.e., drivers, pressures, state, impact and response. With this module, the participants explore the relevance of corridors and landscape connectivity as one of the HWC mitigation measures while appraising the impact of land-use change on HWC. The module facilitates discussions on the relevance and significance of cross-sector cooperation in addressing the issue of HWC. The training sessions will sensitise and equip the participants in designing holistic HWC mitigation measures, which also address the needs and requirements of the most vulnerable and socially disadvantaged groups.
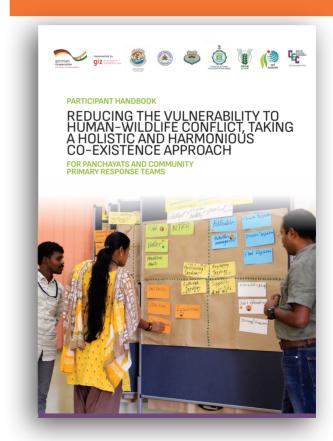
Content Module HWC-03:

Legal, Policy, and Administrative Framework for HWC Mitigation in India

This module facilitates a discussion on the conservation ethos of India in relation to its legal framework. It presents an outline and brief history of international conventions and treaties relevant to the conservation of wildlife and, in particular, to HWC mitigation. The primary aim of this module is to serve as a compendium of key regulations, policies, customary rules, guidelines and SOPs related to HWC mitigation in India. The module also provides an analysis of some relevant HWC cases and specific learning points from these cases. The module thus provides information and guiding questions to facilitate a discussion on the application of current legal provisions to the mitigation of HWC in India.

Participant's Handbook:
Reducing the Vulnerability to Human-Wildlife Conflict, taking a Holistic and Harmonious co-existence Approach for Panchayats and Community Primary Response Teams

PARTICIPANT HANDBOOK

REDUCING THE VULNERABILITY TO HUMAN–WILDLIFE CONFLICT, TAKING A HOLISTIC AND HARMONIOUS CO–EXISTENCE APPROACH

FOR PANCHAYATS AND COMMUNITY PRIMARY RESPONSE TEAMS

Trainer's Guide

A Participatory Approach to Planning and Implementing Training on Human-Wildlife Conflict Mitigation in India

This Trainer's Guide facilitates the trainers and faculty members of training institutions such as those focused on forest-wildlife, agriculture-veterinary, public health, media, rural development and Panchayati Raj. It aims to aid in the planning, implementing and updating of the training on a holistic approach to HWC mitigation effectively through enhanced learning of the participants.

The Trainer's Guide is a comprehensive resource that includes notes on the competency framework, a competencies-based training curriculum for key actors and stakeholders, sample training plans for implementing the curriculum, and a detailed section to help facilitate the use of participatory training methods.

The guide also serves as a compendium of selected participatory training methods that are innovative and have been tested for their effectiveness and are easy to be implemented. The training methods can be customised to suit the learning objectives, audience, time availability, resource availability and other factors. It is also possible to include new case studies, relevant reading material or training activities as they become available.

This guide provides general notes on planning, implementing and evaluating participatory training on the 'holistic approach to HWC mitigation in India', and 'taking a One Health approach to HWC mitigation in India" and specific tools for target-group-specific training for participants from agriculture, media, community-institutions and field response teams.

Structure of the Trainer's Guide:

The Trainer's Guide consists of 10 sections:

Section I: Context and Background

This section provides an overview of the concept of human-wildlife conflict, the holistic and harmonious coexistence approach and the significance of capacity development as per the national HWC Mitigation Strategy and Action Plan of India, and an overview of the competency framework on HWC mitigation.

Section II: Development of the competencies-based curriculum on 'Holistic Approach to Human-Wildlife Conflict Mitigation' and 'Taking a One Health Approach to Human-Wildlife Conflict Mitigation.'

This section details the process that was implemented to develop the curriculum on HWC mitigation based on this competency framework, taking a participatory approach, and process of developing learning content, training approach and its pilot testing for participants from forest-wildlife, agriculture-veterinary, media, rural development and panchayat raj sectors.

Section III: The curriculum, trainer's notes and sample training plans for Implementing trainings focussed on Forest officers

This section provides an overview of the curriculum, including learning outcomes for different actors in the forest-wildlife sector, an overview of the learning content, delivery options, and sample training plans, along with brief notes for trainers.

Section IV: The curriculum, trainer's notes and sample training plans for Implementing training focussed on Rapid Response Teams and other front-line officers

This section provides an overview of the curriculum, including learning outcomes for RRTs and other front-line officers, an overview of the learning content, delivery options and sample training plans, along with brief notes for trainers.

Section – V: The curriculum, trainer's notes and sample training plans for Implementing training focussed on Panchayats and Community PRTs

This section provides an overview of the curriculum, including learning outcomes for community PRTs and members of Panchayats and other community-based institutions, an overview of the learning content, delivery options, and sample training plans, along with brief notes for trainers.

Section – VI: The curriculum, trainer's notes and sample training plans for Implementing trainings for media professionals and students

This section provides an overview of the curriculum, including learning outcomes for media professionals and media students, an overview of the learning content, delivery options and sample training plans, along with brief notes for trainers.

Section – VII: The curriculum, trainer's notes and sample training plans for implementing training for agriculture sector experts and students

This section provides an overview of the curriculum, including learning outcomes for agriculture sector professionals and students, an overview of the learning content, delivery options and sample training plans, along with brief notes for trainers.

Section– VIII:The curriculum, trainer's notes and sample training plans for implementing trainings on One Health

This section provides an overview of the curriculum, including learning outcomes for modules on One Health, and its use for all participants, an overview of the learning content, delivery options, and sample training plans, along with brief notes for trainers.

Section – IX: Trainer's notes for planning, implementing and evaluating training using participatory training methods

This section provides an overview of the concept of capacity development and the philosophy behind developing a guide for facilitating trainers in delivering their training programmes using a participatory approach. This section provides interesting reading on various training and learning concepts that will serve as a quick refresher for the trainers. The purpose of this section is to draw close linkages between the concepts and their practical implications, such as training needs assessment, customising learning outcomes for specialised courses, choosing the participatory training methods and evaluating trainings for their long-term impact.

Section X: A journey through a selection of training methods

This section takes the trainers deeper into the participatory methods and provides a comprehensive list and an overview of various training methods that can be used by the trainers–either in the original form or after adaptation as necessary to suit a specific group of participants. There is an attempt to elaborate on a few selected training methods and approaches in this section. These methods were not only effective in delivering the contents of the HWC mitigation curriculum but also brought in a change of perspective and attitude among the participants. Among these methods are baselining expectations, knowledge café, fish-bowl, simulation games, role play and field expeditions. Sketches, photos from the pilot testing and video clips (in the online version of this guide) will help the trainers simulate the overall training programme.

Our Partners

Indian Council of Agricultural Research-National Academy of Agricultural Research Management (ICAR-NAARM)

ICAR-NAARM was established by the Indian Council of Agricultural Research in 1976 at Hyderabad. The major mandate of the academy is to build capacity in agricultural research, education and extension education systems and provide policy advocacy for the National Agricultural Research and Education System (NARES). To fulfil these mandates, the academy organises various capacity building programmes for researchers, academicians, extension personnel, scholars and other stakeholders in NARES. The academy strives to enhance individual and institutional capacity for innovation in NARES. Considering the strategic importance of agricultural research in the food security and economic growth of the country, leadership, governance and innovation are emerging as requirements for transforming of NARES into a more pluralistic innovation system.

Aaranyak

Aaranyak is a leading non-governmental organisation based in Guwahati that has made a significant contribution to scientific, industrial and environmental research and nature conservation. The organisation is known for its stellar contribution toward nature conservation, natural resource management, climate change and livelihood enhancement of marginalised communities in the eastern Himalayan region.

Centre for Environment Communication (CEC)

CEC is a Delhi-based NGO committed to engaging children, youth and adults proactively to raise awareness on environmental issues, promoting action via activities to give such awareness practical shape, and through consistent and sustained calls for awareness and action, gradually engendering behaviour change among people.

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Content Module HWC-01: An Introduction to Human-Wildlife Conflict Mitigation: Taking a Holistic and Harmonious Coexistence Approach

Content Module HWC-02: The Overall Context: Understanding HWC in a Development Context

Content Module HWC-03: Legal, Policy, and Administrative Framework for HWC Mitigation in India

Content Module HWC-04: Tools and Techniques for Effective and Efficient Human-Wildlife Conflict Mitigation

Content Module HWC-05: Strengthening Community Engagement for Effective and Sustainable Mitigation of Human-Wildlife Conflict

Content Module HWC-06: Operationalising the Holistic and Harmonious coexistence Approach to Mitigate Human-Wildlife Conflict through Cross-sector Cooperation

Content Module OH-01: An introduction to the One Health Approach, Zoonotic and Other Emerging Diseases

Content Module HWC-07: Holistic, Effective and Ethical Communication on Human-Wildlife Conflict Mitigation: Taking a Harmonious Coexistence Approach

Learning Journal for Forest Officers
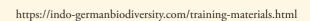
Content Module HWC-08: A Primer on Developing Leadership and other Non-technical Competencies for HWC Mitigation

Trainer's Guide: A Participatory Approach to Planning and Implementing Training on Human-Wildlife Conflict Mitigation in India"

https://indo-germanbiodiversity.com/training-materials.html