# Inception report



INTERGRATED LAND USE MANAGEMENT PLAN FOR GHANZI AND KGALAGADI DISTRICTS



March 2021

# Acronyms and abbreviations

| District Fourment         Organisation           CBD         Convention on Biological Diversity           CBO         Community-based organisation           CBNRM         Community-based Natural Resources Management           CTTS         Convention on the International Trade in Endangered<br>Species           CKGR         Central Kalahari Game Reserve           CTA         Chief Technical Advisor           DDC         District Development Committee           DDP         District Development Plan           DEA         Department of Forestry and Range Resources           DLUPU         District Land Use Planning Unit           DTCP         Department of Town and Country Planning           DWNP         Department of Wildlife and National Parks           GDP         Gross domestic product           GIS         Geographic information system           ICT         Information and communications technology           ILUMP         Integrated Land Use Management Plan           IPCC         Integrated water resources management           KGDEP         Kgalagadi and Ghanzi Dryland Ecosystem Project           KTP         Kgalagadi Transfrontier Park           LED         Local Economic Development           MEA         Multilateral Environmental Agreement | BTO    | Botswana Tourism Organisation                  |  |  |  |  |  |
|--|--------|--|--|--|--|--|--|
| CBOCommunity-based organisationCBNRMCommunity-based Natural Resources ManagementCITESConvention on the International Trade in Endangered<br>SpeciesCKGRCentral Kalahari Game ReserveCTAChief Technical AdvisorDDCDistrict Development CommitteeDDPDistrict Development PlanDEADepartment of Environmental AffairsDFRRDepartment of Forestry and Range ResourcesDLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNGONon-governmental organisationNSPNational Development PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Reference GroupTWGTechnical Working GroupUNFCCCUnited Nations Convention on Combatting Desertification <td></td> <td></td>   |        |  |  |  |  |  |  |
| CBNRMCommunity-based Natural Resources ManagementCITESConvention on the International Trade in Endangered<br>SpeciesCKGRCentral Kalahari Game ReserveCTAChief Technical AdvisorDDCDistrict Development CommitteeDDPDistrict Development PlanDEADepartment of Forestry and Range ResourcesDLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUPVIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPPPPublic-private partnershipPSCProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Reference GroupTWGTechnical Working GroupUNFCCCUnited Nations Development ProgrammeUNFCCCUnited Nations D   |        |  |  |  |  |  |  |
| CITESConvention on the International Trade in Endangered<br>SpeciesCKGRCentral Kalahari Game ReserveCTAChief Technical AdvisorDDCDistrict Development CommitteeDDPDistrict Development PlanDEADepartment of Environmental AffairsDFRRDepartment of Forestry and Range ResourcesDLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPPPPublic-private partnershipPSCProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Development ProgrammeUNFCCCUnited Nations Convention on Climate Change   |        |  |  |  |  |  |  |
| SpeciesCKGRCentral Kalahari Game ReserveCTAChief Technical AdvisorDDCDistrict Development CommitteeDDPDistrict Development PlanDEADepartment of Environmental AffairsDFRRDepartment of Forestry and Range ResourcesDLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Development ProgrammeUNFCCCUnited Nations Development Programme  |        |  |  |  |  |  |  |
| CTAChief Technical AdvisorDDCDistrict Development CommitteeDDPDistrict Development PlanDEADepartment of Environmental AffairsDFRRDepartment of Forestry and Range ResourcesDLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Development ProgrammeUNPPCUnited Nations Development Programme   |        | 6  |  |  |  |  |  |
| DDCDistrict Development CommitteeDDPDistrict Development PlanDEADepartment of Environmental AffairsDFRRDepartment of Forestry and Range ResourcesDLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNPCCUnited Nations Development Programme   | CKGR   | Central Kalahari Game Reserve                  |  |  |  |  |  |
| DDPDistrict Development PlanDEADepartment of Environmental AffairsDFRRDepartment of Forestry and Range ResourcesDLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nations Development Programme   | СТА    | Chief Technical Advisor                        |  |  |  |  |  |
| DEADepartment of Environmental AffairsDFRRDepartment of Forestry and Range ResourcesDLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Development ProgrammeUNDPUnited Nations Development Programme  | DDC    | District Development Committee                 |  |  |  |  |  |
| DFRRDepartment of Forestry and Range ResourcesDLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTRGTechnical Working GroupUNCCDUnited Nations Development ProgrammeUNDPUnited Nations Development Programme   | DDP    | District Development Plan                      |  |  |  |  |  |
| DLUPUDistrict Land Use Planning UnitDTCPDepartment of Town and Country PlanningDWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPVations Development ProgrammeUNFCCCUnited Nations Framework Convention on Climate Change   | DEA    | Department of Environmental Affairs            |  |  |  |  |  |
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| DWNPDepartment of Wildlife and National ParksGDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nations Framework Convention on Climate Change   | DLUPU  | District Land Use Planning Unit                |  |  |  |  |  |
| GDPGross domestic productGISGeographic information systemICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Development ProgrammeUNPPUnited Nations Development Programme  | DTCP   | Department of Town and Country Planning        |  |  |  |  |  |
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| ICTInformation and communications technologyILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change  | GDP    | Gross domestic product                         |  |  |  |  |  |
| ILUMPIntegrated Land Use Management PlanIPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Development ProgrammeUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | GIS    | Geographic information system                  |  |  |  |  |  |
| IPCCIntergovernmental Panel on Climate ChangeIWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change  | ICT    |  |  |  |  |  |  |
| IWRMIntegrated water resources managementKGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | ILUMP  | Integrated Land Use Management Plan            |  |  |  |  |  |
| KGDEPKgalagadi and Ghanzi Dryland Ecosystem ProjectKTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Development ProgrammeUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | IPCC   | Intergovernmental Panel on Climate Change      |  |  |  |  |  |
| KTPKgalagadi Transfrontier ParkLEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | IWRM   | Integrated water resources management          |  |  |  |  |  |
| LEDLocal Economic DevelopmentMEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nation Framework Convention on Climate Change  | KGDEP  | Kgalagadi and Ghanzi Dryland Ecosystem Project |  |  |  |  |  |
| MEAMultilateral Environmental AgreementNDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | KTP    | Kgalagadi Transfrontier Park                   |  |  |  |  |  |
| NDPNational Development PlanNGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change  | LED    | Local Economic Development                     |  |  |  |  |  |
| NGONon-governmental organisationNSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change  | MEA    | Multilateral Environmental Agreement           |  |  |  |  |  |
| NSPNational Spatial PlanPMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change  | NDP    | National Development Plan                      |  |  |  |  |  |
| PMUProject Management UnitPPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change  | NGO    | Non-governmental organisation                  |  |  |  |  |  |
| PPPPublic-private partnershipPSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change  | NSP    | National Spatial Plan                          |  |  |  |  |  |
| PSCProject Steering CommitteeSDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | PMU    | Project Management Unit                        |  |  |  |  |  |
| SDGSustainable Development GoalTRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change  | PPP    | Public-private partnership                     |  |  |  |  |  |
| TRGTechnical Reference GroupTWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | PSC    | Project Steering Committee                     |  |  |  |  |  |
| TWGTechnical Working GroupUNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | SDG    |  |  |  |  |  |  |
| UNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | TRG    | Technical Reference Group                      |  |  |  |  |  |
| UNCCDUnited Nations Convention on Combatting DesertificationUNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | TWG    | · · · · · · · · · · · · · · · · · · ·          |  |  |  |  |  |
| UNDPUnited Nations Development ProgrammeUNFCCCUnited Nation Framework Convention on Climate Change   | UNCCD  |  |  |  |  |  |  |
| UNFCCC United Nation Framework Convention on Climate Change  | UNDP   |  |  |  |  |  |  |
| 0  | UNFCCC |  |  |  |  |  |  |
|  | WMA    | Wildlife management area                       |  |  |  |  |  |

#### INTRODUCTION

The Government of Botswana, with the support of the United Nations Development Programme (UNDP), is developing an Integrated Land Use Management Plan (ILUMP) for the Kgalagadi and Ghanzi districts. This is undertaken through the GEF-financed project entitled "Managing the human-wildlife interface to sustain the flow of agroecosystem services and prevent illegal wildlife trafficking in the Kgalagadi and Ghanzi Drylands".

This inception report provides processes, steps, methodologies and workplans to be undertaken towards the development of the ILUMP. It also provides information on stakeholders to be consulted as well as the timelines to be considered in the development of the plan.

The development of the plan will be undertaken through a project working group led by the Department of Town and Country Planning (DTCP) and assisted by the Department of Environmental Affairs (DEA), who will work closely with KGDEP's Chief Technical Advisor (CTA), who will be playing a technical coordination role. Selected experts from government departments will form part of the project working group. Where necessary, experts will be brought in to assist with studies and analysis that require specific expertise that is not available within the core team.

#### **OBJECTIVES**

The main objective of the assignment is to develop an ILUMP for the Kgalagadi and Ghanzi Districts to address the intense competition and conflict between the numerous land uses within the landscape and their associated stakeholders. The ILMP will importantly provide a framework for maintaining wildlife migratory corridors between the Kgalagadi Transfrontier Park (KTP) and the Central Kalahari Game Reserve (CKGR). This requires that the entire wilderness zone is taken into account during the planning process. Additionally, the ILUMP is intended to increase the land area under community management, subsequently increasing the participation of local communities in natural resource management (NRM) and direct benefits received by these communities. This will include assisting communities: i) in developing/revising and implementing WMA management plans to ensure that use of their land is in line with conservation requirements; ii) to obtain formal gazettement of WMAs to link up the Kgalagadi Transfrontier Park and the Central Kalahari Game Reserve, with a goal of securing habitat for wildlife populations that migrate between the two protected areas and which use the Schwelle as a wet season calving area — contributing to the maintenance of wildlife migratory corridors. Of fundamental importance is that relevant stakeholders are provided with a forum to have a dialogue on land use, to negotiate trade-offs, and to ultimately agree on the overarching principles for how the entire wilderness landscape should be managed. Sub-objectives of the plan include inter alia:

- Integrated natural resources management;
- Domestication of sustainable development goals;
- Localisation of Vision 2036;

- Sustainable natural resource-based livelihoods that contribute to biodiversity conservation; and
- Local economic development focusing on the promotion of a wildlife-based economy.

## Study area

The project focusses on Kgalagadi and Ghanzi Districts (Figure 1).

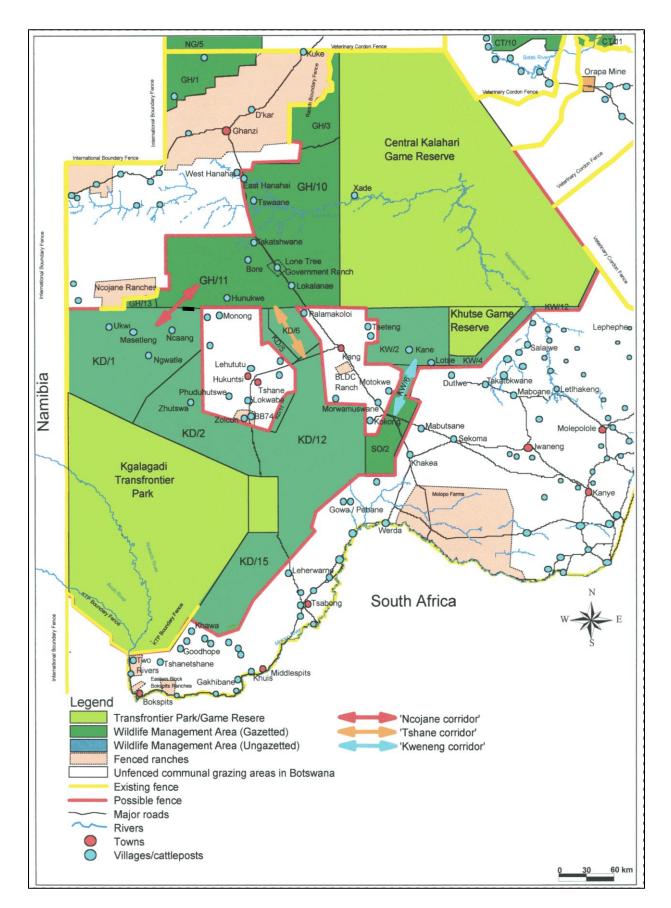


Figure 1: Map of the landscape to be covered by the ILUMP.

## Approach

Process:

1.Inception

- Inception meeting
- Consultations with district leadership and structures
- Consultation and approval of draft inception by Steering committee and Technical Reference Group (TRG)
- Final Inception report
- 2.Desktop reviews of essential components
- 3.Stakeholder consultations

Qualitative data collection (interviews, presentations, questionnaires etc.) 4.Site Visits (continuous process)

Quantitative data collection

- 5.Situational Analysis Report
- 6.Landscape analysis report
- 7.Further Stakeholder consultation (DLUPU, DDC, kgotla meetings etc.)
- 8.Further data collection and analysis
- 9.DRAFT plan
- 10.FINAL plan
- 11.Approval and gazettement

## Methodology

**Overview:** This section presents the systematic and theoretical analysis of methods that will be applied during the development of the KGDEP ILUMP. It presents methods to be utilised in each component of the ILUMP.

## Landscape connectivity analysis

A landscape connectivity analysis will be undertaken to inform the development of the ILUMP by providing an accurate understanding of the present state of the Kgalagadi ecosystem in terms of functional landscape connectivity for multiple wildlife species, and the spatial factors which influence such connectivity, in order to inform land use planning. Through state-of-the-art quantitative spatial modelling, the analysis will provide science-based descriptions and predictions that will guide land use planning to achieve the conservation goal of securing wildlife habitat connectivity between KTP and CKGR for long-term population persistence of Kgalagadi wildlife.

The analysis will encompass the free-ranging (unfenced) Kalahari ecosystem including Protected Areas (KTP, CKGR), Wildlife Management Areas (KD1, KD2, KD5, KD6, KD11, KD12, KD15, GH10, GH11, GH13, KW2, KW6, SO2), and Communal Grazing Areas (KD3, KD7, KD13, KD20, KD27, GH6, GH9, KW1, KW5, KW7, SO1).

Although being conducted in parallel, the landscape connectivity analysis, will inform the situational analysis. As relevant information is generated through the landscape connectivity analysis, it will be integrated into the relevant component chapters of the situational analysis (see below).

Methodology

## Data collection

<u>Environmental layers:</u> Spatially accurate environmental geographic layers for will be developed for the target area, including vegetation, soils, roads, settlements, fences, and borehole-cattlepost (livestock waterpoint) locations. In particular, existing spatial datasets for borehole-cattlepost locations are incomplete, inaccurate and outdated. Consequently, an accurate layer will be developed using resources such as high-resolution satellite imagery.

<u>Wildlife data:</u> Existing comprehensive Kalahari wildlife species occurrence and abundance field data relevant to the areas listed above will be utilised. Comprehensive implies all mammalian wildlife species with 0.2 kg body mass and larger, including all large and small herbivores, carnivores, and insectivores. These data will span a 10-year period (2008 – 2018) and will be representative of adequate temporal (wet/dry seasons) and spatial replication of disturbance gradients in the Schwelle, with sample coverage that includes all potential corridor areas between KTP and CKGR.

## Spatial analysis:

The above data will be analysed within the UNICOR species connectivity and corridor network simulator to quantitatively assess landscape connectivity for Kgalagadi wildlife species. UNICOR "provides invaluable ability to quantitatively compare spatially explicit conservation and restoration scenarios and prioritize actions to have the largest cumulative effects on population connectivity." It is computationally intensive and requires high-performance computing.

## Deliverables

Deliverables of the landscape connectivity analysis are listed below.

Initial (Phase 1) Landscape Connectivity Analysis Report, including:

- 1. Assessment of the current state of the comprehensive multi-species free-ranging Kalahari wildlife landscape (from data-based multi-scale modelling of distribution and abundance), including the identification of core areas and existing connectivity between KTP and CKGR.
- 2. Identification of the key environmental driver(s) of wildlife species spatial use in the Kalahari landscape, including quantification of spatially explicit response gradients of wildlife species occurrence and abundance in relation to those key environmental driver(s)
- 3. Identification of the subset of most disturbance-sensitive species for further analysis.

Final (Phase 2) Landscape Connectivity Analysis Report, including:

- 1. Predictions in high resolution spatial detail (mapping) of the existing species-specific wildlife connectivity landscape including the remaining core areas and functional corridors linking KTP and CKGR.
- 2. Spatial prioritization and assessment of value of each management unit and ranking of core areas and corridors for importance for key individual species and all species jointly.
- 3. Evaluation of the impact of a limited set of future scenarios (e.g., expansion of boreholes-cattleposts within 20 km WMA village development radii) on core area and corridor integrity.
- 4. Application of the UNICOR modelling and scenario planning to provide guidance on:
  - a. the spatial limits of tolerable encroachment beyond which each corridor likely ceases to function;
  - b. prioritized restoration actions (e.g. particular borehole deactivation/repurposing) that will maximize wildlife corridor and core area integrity;
  - c. potential areas where industrial/agricultural development might occur without negatively impacting wildlife corridor and core area integrity; and
  - d. potential areas where industrial/agricultural development expansion might occur without negatively impacting wildlife corridor and core area integrity.

## Situational analysis

This section provides a description of the approach to the development each component chapter of the situational analysis which will be used to inform the development of the ILUMP. Data collection methodologies and stakeholders relevant to each component chapter are also presented. As mentioned above, the situational analysis will be conducted in parallel with and be informed by the landscape connectivity analysis.

The overall objective is to collect data and organise it into a geodatabase for analysis in order to understand the existing situation and the land use trends in the target landscape.

Teams consisting of government officers will be tasked with preparing each component chapter under the guidance of the ILUMP technical and national coordinators. More details on roles and responsibilities are

**COMPONENT 1: Kalahari ecosystem and its People** (*Stakeholders*; Kgalagadi and Ghanzi District (Population officers, Lands officers, physical planners, Social and community development, District officer development, economic planners), Gender Affairs Department, Tribal Administration, Statistics Botswana, Department of Wildlife and National Parks, Department of Forestry and Range Resources, Department of Environmental Affairs)

| Ac | tivities  | Responsibility |
|----|---|----------------|
| 1. | Discuss the region's boundaries and its size, and settlement    |                |
|    | distribution, including the development of maps                 |                |
| 2. | Elaborate on the biophysical aspects of the area                |                |
| 3. | Desktop review of existing infrastructural footprint including  |                |
|    | road networks, ICT, powerlines etc.                             |                |
| 4. | Discuss the status and dynamics of population; history of       |                |
|    | the people and their way of life, cultural norms, household     |                |
|    | patterns, population structure                                  |                |
| 5. | Discuss the socio economic issues; GDP, schools, health         |                |
|    | facilities; administration authorities, infrastructure          |                |
|    | developments, livelihoods, unemployment levels, literacy        |                |
|    | levels, poverty levels and eradication etc, keeping in mind the |                |
|    | 3 regional areas as per National Spatial Plan (NSP)             |                |
|    | recommendations, super impose the proposed development          |                |
|    | initiatives and population dynamics (including the proposed     |                |
|    | Trans Kalahari railway, desalination plants, Ncojane wellfield  |                |
|    | – water-reticulation for Ghanzi and Kgalagadi, the Hukuntsi-    |                |
|    | Tsabong road via Mabuasehube)                                   |                |
| 6. | Discuss the socio economic and environmental issues and         |                |
|    | challenges  |                |
| 7. | Identification of gaps for further data gathering               |                |
| 8. | Carry out stakeholder validation                                |                |

**COMPONENT 2: Policy and related legislative frameworks** (*Stakeholders;* Kgalagadi and Ghanzi council (Population officers, Lands officers, physical planners, Social and community development, District officer development, economic planners), Botswana Police, Department of Wildlife and National Parks, Department of Forestry and Range Resources, Department of Environmental Affairs)

| Activities  | Responsibility |
|---|----------------|
| 1. Discuss the governance and institutions relevant to the targeted landscape               |                |
| 2. Outline and discuss the existing legislative frameworks relevant to the target landscape |                |
| 3. Identify relevant policy gaps, issues and challenges                                     |                |
| 4. Identify gaps for further data gathering   |                |
| 5. Undertake stakeholder validation   |                |

**COMPONENT 3: Water Resources Management** (Stakeholders; Department of Water and Sanitation, Water Utilities, Botswana Geological Institute, Department of Meteorological services)

| Act | ivities  | Responsibility |
|-----|--|----------------|
| 1.  | Desktop analysis water situation in the targeted landscape   |                |
| 2.  | Compile geological and hydro (geo-) logical information to define drylands characteristics   |                |
| 3.  | <ul> <li>Assess all hydro geological data/ information</li> <li>determine different water balance components<br/>and</li> <li>develop hydrological distribution models</li> </ul>  |                |
| 4.  | <ul> <li>Study and document water resources (based on available information and data)</li> <li>up-date of water point surveys</li> <li>groundwater potential</li> <li>wastewater (consider the opportunities provided for food security and job creation)</li> </ul> |                |
| 5.  | Identify threats to available water resources taking<br>into consideration the scenario for planned<br>developments  |                |
| 6.  | Undertake a comparative study on sectoral water<br>efficiencies for agriculture, tourism, mining,<br>wildlife, livelihoods   |                |
| 7.  | Following the recommendations of the IPCC on<br>climate model for Botswana as well as other recent<br>studies, integrate how it will influence the<br>hydrological model   |                |
| 8.  | Determine the different water uses and options and<br>develop alternative water resource strategies (using<br>IWRM approach)   |                |
| 9.  | Identify gaps for further data gathering and how this will be done   |                |
| 10. | Undertake stakeholder validation   |                |

**COMPONENT 4: Flora and Fauna** (Stakeholders; Dept. of Wildlife and National Parks, Dept. of Environmental Affairs, Department of Forestry and Range Resources, relevant NGOs, Department of Lands, Independent researchers, academia, Community Based Organisations)

| Ac | tivities  | Responsibility |
|----|---|----------------|
| 1. | Desktop review of the existing literature (maps, borehole |                |
|    | distribution, management plans for protected area,        |                |
|    | WMAs, other areas of biodiversity significance, emerging  |                |
|    | issues, value chain business plan developed under the     |                |

|    | Access and Benefit Sharing Project) relevant management plans and legislations) |  |
|----|---|--|
| 0  | Review and update inventories   |  |
| 4. | - Fauna and Flora inventories   |  |
|    | <ul> <li>Fauna and Flora inventories</li> <li>Forest inventories</li> </ul>     |  |
|    |   |  |
|    | - Invasive species  |  |
|    | - Wildfires   |  |
|    | - Degradation   |  |
| 3. | Review and align inventory of different land use maps                           |  |
|    | (especially National Spatial Plan)  |  |
|    | - Protected areas maps (KTP, CKGR) and WMA's                                    |  |
|    | - Agricultural land use maps  |  |
|    | - Settlement maps etc.  |  |
|    | Review the status and trends of human wildlife conflict                         |  |
| 5. | Review existing conflict mitigation measures and design                         |  |
|    | additional ones to preserve essential wildlife corridors                        |  |
| 6. | Integration of national strategy on endangered and/or                           |  |
|    | valuable species into the ILUMP   |  |
| 7. | Identify existing projects for CBNRM  |  |
| 8. | Discuss and identify gaps in the implementation of WMA                          |  |
|    | management plans in the targeted landscape                                      |  |
| 9. | Develop Park and People Strategy for the KTP and CKGR                           |  |
|    | in line with Park Management Plans  |  |
| 10 | . Study methods of increasing economic and development                          |  |
|    | benefits from the drylands ecosystem, especially the local                      |  |
|    | benefits  |  |
| 11 | . Study impact of ranches on wildlife and livelihoods                           |  |
| 12 | Assess how the International Panel on Climate Change                            |  |
|    | model (IPCC) will influence the proposed green belt                             |  |
|    | (recommended in the National Spatial Plan), the                                 |  |
|    | distribution of species, and the pattern of wildfires                           |  |
| 13 | . Based on the findings of the protected area fee review                        |  |
|    | exercise under the Financing Biodiversity Project, review                       |  |
|    | feasibility of different Park management models for the                         |  |
|    | KTP and CKGR (e.g. private sector, PPP)   |  |
| 14 | . Identify gaps for further data gathering                                      |  |
|    | . Review transboundary legislation and management plans                         |  |

**COMPONENT 5: Tourism and heritage development** (Stakeholders; Department of Tourism, Department of National Museum and Monuments, Botswana Tourism Organisation and relevant NGOs)

| Ac | tivities  | Responsibility |
|----|---|----------------|
| 1. | Carry out a desktop review of existing and<br>potential tourism ventures (including heritage<br>sites) in the targeted landscape and verification<br>(LED Strategy, NSP, Tourism development Plan,<br>Ecotourism strategy, tourism masterplan,<br>Kalahari tourism heritage trail map, value chain<br>analysis and economic feasibility study with its<br>associated business plans and existing DDP's<br>and relevant policies and legislations) |                |
| 2. | Explore feasibility of public-private sector<br>partnerships for Park management for KTP and<br>CKGR  |                |

| 2  | Assess feasibility and viability of community-   |  |
|----|--|--|
| 5. | 5 5 5  |  |
|    | private sector partnerships in business          |  |
|    | development (SWOT Analysis)                      |  |
| 4. | Assess constraints and opportunities to          |  |
|    | enhance local participation and benefits of      |  |
|    | tourism including the CBNRM model                |  |
| 5. | Confirm and identify tourism nodal points in the |  |
|    | Kalahari ecosystem, and the tourism trail        |  |
|    | identified in the NSP and incorporate the sites  |  |
|    | identified under the 100 monuments               |  |
|    | development plan                                 |  |
| 6. | Identify gaps for further data gathering         |  |
| 7. | Undertake stakeholder validation                 |  |
| 8. | Review transboundary legislation and             |  |
|    | management plans                                 |  |

**COMPONENT 6: Land management** (Stakeholders; Department of Town and Country Planning, Land boards, Department of Lands)

| Ac  | tivities   | Responsibility |
|-----|--|----------------|
| 1.  | Conduct a desktop review of existing land use<br>plans (National Spatial Plan, regional plans,<br>structural, layouts, development plans,<br>relevant policies and legislations for the<br>targeted landscape) |                |
| 2.  | Undertake a survey of critical areas (ground truthing)   |                |
| 3.  | Produce a report for the survey of land uses (includes region wide consultation).  |                |
| 4.  | Overlay the proposed activities from all the sectors   |                |
| 5.  | Identify conflicts, hotspots, opportunities for synergies using LUCIS  |                |
| 6.  | Scenario development for different options, taking into consideration the IPCC model.  |                |
| 7.  | Review of current land use plans to identify opportunities for integrated planning   |                |
|     | Establish a system to track land use changes<br>e of remote sensing techniques including GIS   |                |
| 9.  | Consolidate district settlement plans  |                |
| -   | Identify gaps for further data gathering   |                |
| 11. | Undertake stakeholder validation   |                |

**COMPONENT 7: Agriculture Development** (Stakeholders; Ministry of Agriculture and Food Security, Department of crop production, Department of Animal Production, Department of Veterinary Services, Agribusiness promotion, Department of Agricultural Research, Natural Agricultural Research and Development, Land Boards, Department of Wildlife and National Parks, Department of Forestry and Range Resources)

| Ac | tivities  |        |    |      | Responsibility |          |  |
|----|-----------|--------|----|------|----------------|----------|--|
| 1. | Desktop   | review | of | the  | baseline       | existing |  |
|    | agricultu | ral la | nd | (geo | o-specific     | review)  |  |

| r  |   | 1 |
|----|---|---|
| 1  | including but not limited to game and livestock |   |
|    | farms, communal grazing land, arable, veldt     |   |
|    | products in the food value chain and pastoral   |   |
|    | land, map of planned expansion of the same)     |   |
| 2. | Discuss the population status and trends for    |   |
|    | domestic animals and privately owned wildlife   |   |
|    | in the targeted landscape (disaggregated into   |   |
|    | gender, youth, marginalized groups,             |   |
|    | ownership)                                      |   |
| 3. | Assess the current status of arable farming in  |   |
|    | the targeted landscape and discuss              |   |
|    | opportunities for diversification taking into   |   |
|    | account the peculiarities of the dryland system |   |
| 4. | Assess the interface between the current        |   |
|    | stocking rate and carrying capacity stipulated  |   |
|    | for the grazing areas                           |   |
| 5. | Assessment of the veldt products stocks that    |   |
|    | goes into value chain for food and medicine     |   |
| 6. | Outline and discuss issues and challenges of    |   |
|    | agricultural land use (market access, human     |   |
|    | wildlife conflict, degraded land, carrying      |   |
| 1  | capacity, arable and pastoral farming)          |   |
| 7. | Assess how the IPCC Model will influence the    |   |
| 1  | agricultural aspect of the landscape            |   |
| 8. | Identify gaps for further data gathering and    |   |
| 1  | undertake stakeholder validation                |   |
| L  |   | L |

**COMPONENT 8: Mining** (Stakeholders; Department of Mines and Botswana Geological Institute)

| Ac | tivities   | Responsibility |
|----|--|----------------|
| 1. | Desktop review of existing mining policies and     |                |
|    | management plans in the targeted landscape         |                |
| 2. | Map existing mining activities (ongoing,           |                |
|    | prospecting and those issued with prospecting      |                |
|    | licenses) in the targeted landscape                |                |
| 3. | Identify and discuss upstream and downstream       |                |
|    | activities associated with mining concessions in   |                |
|    | the targeted landscape                             |                |
| 4. | Discuss the issues and challenges with regards to  |                |
|    | mining in the targeted landscape                   |                |
| 5. | Overlay the prospects with other prevailing and    |                |
|    | proposed land uses                                 |                |
| 6. | Assess potential cumulative impacts and            |                |
|    | opportunities for synergies                        |                |
| 7. | Asses how they relate with other cross cutting     |                |
|    | issues such as climate change, gender, health etc. |                |
| 8. | Identify gaps for further data gathering and       |                |
|    | undertake stakeholder validation                   |                |

**COMPONENT 9: Waste management** (Stakeholders; Department of Waste Management and Pollution Control, Department of Environmental Health)

| Ac | tivities                                       | Responsibility |
|----|--|----------------|
| 1. | Desktop review of existing waste management    |                |
|    | policies and management plans in the targeted  |                |
|    | landscape                                      |                |
| 2. | Discuss the proportion and distribution of     |                |
|    | population with access proper toilets and      |                |
|    | waste collection                               |                |
| 3. | Map the waste collection infrastructure        |                |
|    | available in the targeted landscape            |                |
| 4. | Assess and discuss the implementation of the   |                |
|    | Reduce, Reuse and Recycle principle in the     |                |
|    | targeted landscape (Identify the waste streams |                |
|    | and disaggregate into recyclables and how      |                |
|    | much is going into value chain)                |                |
| 5. | Discuss the issues and challenges in relation  |                |
|    | to waste management in the targeted            |                |
|    | landscape                                      |                |
| 6. | Identify gaps for further data gathering and   |                |
|    | undertake stakeholder validation               |                |

#### ILUMP development structure

The details on the roles and responsibilities, as well as the expected time commitment, of relevant members of the ILUMP development team are provided below.

#### 1. KGDEP Project Management Unit

The Kgalagadi and Ghanzi Dryland Ecosystems (KGDEP) Project Management Unit (PMU) will provide secretarial services to the development of the ILUMP and play an administration role to ensure an efficient development process.

#### 2. ILUMP Coordinator

Tlamelo Tshamekang, Ministry of Land Management, Water and Sanitation Services-Department of Town and Country Planning.

#### Duties and responsibilities

In collaboration with the CTA, Assistant Coordinator and PMU, the Coordinator will manage and oversee the development processes of the ILUMP through performance of the following:

- Supervise and coordinate the production of ILUMP outputs, as per the ILUMP workplan.
- Mobilize all processes of the ILUMP in accordance with set procedures for the plan development.
- Liaise with stakeholders and partners in the performance of all work related to the ILUMP and supervise ILUMP attaches, consultants and sub-contractors.
- In collaboration with relevant ILUMP structures and partners/implementing partners, oversee the recruitment and selection of experts/consultants and other personnel as might be required/necessary.
- Work closely with different ILUMP Teams in preparation and delivery of ILUMP outputs and revise ILUMP related, as required by MLWS, MENT, UNDP and ILUMP oversight structures.
- Ensure that all crosscutting issues including gender are mainstreamed accordingly into ILUMP processes and plans, as maybe necessary.
- Liaise relevant donor organizations, NGOs and other Agencies for support in the delivery of the ILUMP.
- Provide administrative support to experts and activities under the ILUMP.
- Oversee and ensure timely submission of ILUMP Reports, and updates to relevant structures are maybe required.
- With relevant partners and structures, review technical and other reports, as may be required for the ILUMP delivery.
- Disseminate ILUMP reports and respond to queries from concerned stakeholders.
- Report progress of ILUMP development to the ILUMP oversight structures and ensure the fulfilment of their directives.
- Ensure timely communication of key outputs, recommendations and deliverables etc at all stages of the plan development to relevant structures for decision making and guidance.
- Ensure the timely and effective implementation of all components of the ILUMP.
- Expected time commitment: 30-40 hours per week during plan development (this will vary depending on the stage of plan development).

#### 3. Assistant Coordinator

Mosimanegape Nthaka, Ministry of Environment, Natural Resources Conservation and Tourism-Department of Environmental Affairs.

The Assistant Coordinator will work under the supervision of, and assist the Coordinator with, the implementation of the duties and responsibilities described above. Expected time commitment: 30-40 hours per week during plan development (this will vary depending on the stage of plan development).

#### 4. ILUMP Teams

The team below is responsible for contributing to the overall objectives of the ILUMP with the team leaders coordinating the undertaking of the tasks. Their role is to successfully perform the tasks and activities stipulated in the scope of work. They will also report progress and collaborate with other team members. The team members will work directly under and report to the ILUMP Coordinator and Assistant Coordinator. Proposed team leaders and members are presented in Annex 4.

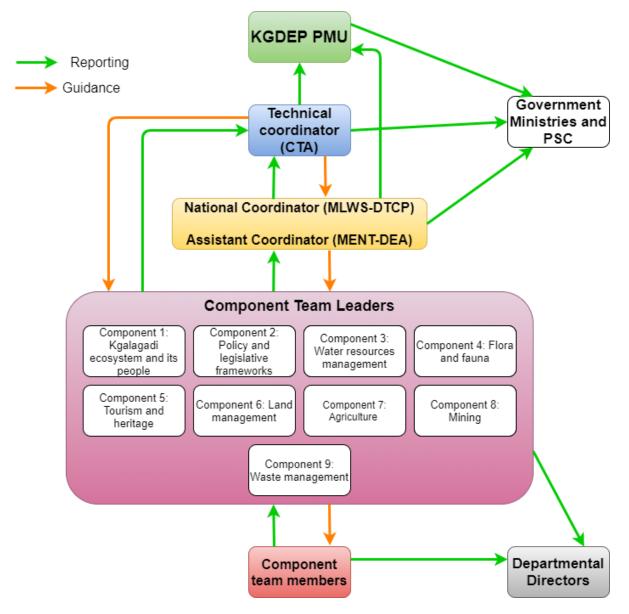
Team leader roles and responsibilities:

- Oversee the development of the respective component chapter.
- Coordinate the work of their respective team members, ensuring that the activities required to develop the relevant component chapters are implemented.
- Develop monthly progress reports on component chapter development.
- Conduct site visits and consultations with relevant team members as required.
- Work directly under and report to ILUMP Coordinator and Assistant Coordinator.
- Expected time commitment: 10-20 hours per week during plan development (this will vary depending on the stage of plan development; some weeks may be more intensive than others).

Team member roles and responsibilities:

- Work directly under the guidance of and report to the component chapter team leader on relevant tasks.
- Work with other team members to ensure timely delivery of relevant tasks.
- Prepare outputs related to his/her tasks.
- Conduct site visits and consultations with relevant team leaders and members as required.
- Expected time commitment: 5–10 hours per week during plan development (this will vary depending on the stage of plan development and relevant activities; some weeks may be more intensive than others).
- A list of proposed Team Members per component is presented in Annex XX

#### ILUMP development reporting structure



## Reporting frequency

- Team members report on progress to team leaders every two weeks.
- A simple report structure report structure will be used for ease of reporting (see example below).
- A monthly meeting (online) will be arranged (by the team leader) for each component team to ensure coordination.

**Component: Agriculture** 

Date: 2 March 2021

Name and position: Tumisang Mongae, Officer – Department of Animal Production Task/s and deadlines: Review of population status and trends of domestic animals, 20 February 2021 Progress (work done): Desktop research complete

Challenges encountered: Limited information available online

**Next steps:** Meet with local stakeholders in February to gather livestock population information and write up review

Figure 2. Reporting template example.

- Team leaders will report on progress to the coordinator, assistant coordinator and technical coordinator every two weeks.
- The report will be an overview of progress under the entire component, based on the reports received from the team members.
- Areas where technical guidance and troubleshooting are needed will also be presented.
- The workplan for the relevant component will also be presented in the progress report to indicate progress towards deliverables.
- A monthly meeting (in person or online) will be arranged for with coordinators and team leaders to discuss overall progress and issues.
- **Coordinators** will report on progress to **PMU/UNDP/GoB** every two weeks.
- This will include the consolidation of feedback received from team leaders.
- Coordinators, CTA and PMU will have biweekly planning and progress meetings.
- Feedback will then be provided to the team leaders after their biweekly meetings.

## Key considerations when developing the ILUMP:

The ILUMP development team will take into account several considerations that must inform the development of an effective management plan for the Kgalagadi and Gantsi dryland ecosystem, such as:

Ensuring consistency with the National Spatial Plan: Botswana developed a twentyyear National Spatial Plan (2016–2036, NSP), which was approved by Cabinet for implementation. The NSP provides a long-term strategy for the spatial development of Botswana that will promote a better quality of life, sustainable economic growth and a high-quality environment for all. The intention of the NSP, *inter alia*, is to serve as an overarching framework to guide policies, programmes and investment. Resultantly, it is of necessity that the ILUMP aligns with and builds from the NSP.

<u>Aligning with Vision 2036, national and district development plans</u>: The alignment of the ILUMP with existing development plans that guide development at both national and district levels will be ensured during the ILUMP development process. For the ILUMP to be adopted and implemented by districts authorities, or to be accepted by local communities with development hopes, or to be financed, it must be aligned with existing development plans and national priorities. Therefore, the ILUMP should be anchored on the already existing development frameworks and national priority documents.

Integrating linkages with National Framework Strategy for sustainable development: the ILUMP will support and respond to Botswana's sustainable development objectives. It will be an instrument through which Sustainable Development Goals (SDGs) will be localised for the Ghanzi an Kgalagadi districts. The ILUMP will discuss and demonstrate ways in which the districts will contribute to the realisation of the sustainable development goals.

<u>Aligning with national legislative and policy instruments:</u> Botswana has a number of legislative and policy instruments that are relevant to the ILUMP and will be considered in the development of the ILUMP. This includes legislative and policy framework from sectors of agriculture, water, land, wildlife, forestry, mining, finance, trade, and national governance. This will form a key part of the ILUMP.

<u>Supporting Botswana's compliance with its international commitments:</u> Botswana is signatory to a number of multi-lateral environmental agreements (MEAs), including: i) United Nations Convention on Combating Desertification (UNCCD); ii) United Nations Convention on Biological Diversity (CBD); iii) United Nations Convention on Persistent Organic Pollutants; iv) United Nations Framework Convention on Climate Change (UNFCCC); v) Basel Convention on the Transboundary Movement of Hazardous Wastes and other Wastes; and vi) Convention on the International Trade in Endangered Species (CITES). The ILUMP will be developed with due consideration to Botswana's obligations to multi-lateral environmental agreements.

<u>Engagement with a broad spectrum of stakeholders:</u> A plan of this nature must integrate the views, knowledge, advices, and recommendations from relevant

stakeholders. By identifying and engaging extensively with the relevant stakeholder groups and appropriate institutions during the development process, buy-in and ownership of the ILUMP will be facilitated. Therefore, the project will have a strong stakeholder consultations aspect in order to ensure that its objectives are fully realised.

Capturing the link between management plan development and socio-economic development: Central to the development process of the ILUMP is the socio-economic development of communities that reside in the targeted landscape. The ILUMP will be developed in a way that will not disadvantage the developmental needs of communities. It will be developed with a deliberate approach to improve livelihoods. The natural resources/wildlife management objectives of the ILUMP will not be placed higher than those of communities in the target landscape require targeted strategies and interventions. Therefore, the ILUMP will include recommendations on how communities can be developed, from a socio-economic perspective.

## LEGISLATIVE AND POLICY INSTRUMENTS RELEVANT TO THE DEVELOPMENT OF THE ILUMP

**Overview:** There is no comprehensive management plan for the Kgalagadi landscape, hence the ILUMP. A major issue here is the diverse and multiple number of policies, programmes and legislation/regulations that guide the use of land, economic development and natural resource systems. Despite this diversity and multiplicity, there is some degree of coordination that takes place through the national and district development planning processes implemented in the targeted landscape by the District Development Committees for Ghanzi and Kgalagadi.

The actual responsibility for these policies, regulations and programmes is spread across a number of institutions. The ILUMP will, somehow, be affected by these policies, regulations and programmes. This will be during the development of the ILUMP, and at its implementation. The following, therefore, is a brief of policies, regulations and programmes that are relevant to the ILUMP. They will be utilised to inform components of the ILUMP, this is mainly because there is a need to align ILUMP to other key national plans, polies and programmes. Relevant legislative and policy instruments are presented in Annex 2.

## STAKEHOLDER CONSULTATIONS

**Overview:** The ILUMP will be developed through a participatory approach in which all relevant stakeholders will be engaged. This is in line with Botswana's principles of ensuring that all developmental projects and programmes are undertaken with the input/views of stakeholders. It must be noted that, consultation is not a once-off activity rather, it will be a continuous process throughout the development of the ILUMP.

This section presents the list of stakeholders to be consulted and the methodology which was applied to inform the selection process. Appropriate consultation tools and platforms are also discussed. The objectives of the stakeholder consultation process are to:

- To inform stakeholders for purposes of obtaining buy-in and ownership
- To solicit stakeholder views and inputs
- To acquire data and information for the ILUMP development process
- To enhance the scope of the ILUMP

## STAKEHOLDER SELECTION CRITERIA

In the selection of stakeholders to be consulted, a purposive sampling method was applied. The technical task team adopted a participatory approach to avoid bias. The approach was based on selecting stakeholders in terms of their level of importance and their expected influence on the development of the ILUMP at national, regional and local levels.

The methods that will be used consult and solicit stakeholder inputs are as follows:

- Structured interviews
- Virtual and physical meetings (in the form of kgotla meetings; workshops; focussed group discussions)
- Questionnaires

Botswana has been affected by the outbreak of the COVID-19 pandemic and continues to register new cases. As such, the country has put in place restrictions to curb the spread of the disease. It is anticipated that these restrictions will affect the development process of the ILUMP, especially the stakeholder consultation aspect. For instance, travelling across zones for meetings is restricted. This may delay progress as ILUMP teams may not meet regularly. In addition, the consultation process may not reach out to the desired target number of community members due to COVID 19 protocols (e.g. gatherings of <50 and adhering to two-hour duration for meetings).

To address the above, methods which require less physical meetings will be applied for example, visual platforms such as zoom meetings, and online administration of questionnaires will be utilised. Similar lesser physical interactive platforms will be utilised in facilitating the drafting process by the technical task team. For community meetings, consultations will be not longer than 2 hours with 30-minute breaks.

## STAKEHOLDER CONSULTATIONS MATRIX

In the process of developing a stakeholder consultation matrix, the following 4 quadrants were adopted to evaluate the level of influence and importance of each stakeholder:

| No. | Level      |         |      | Relevance (i.e. are they linked to a site or activity/why do they need to be consulted/what aspects do they need to be engaged on etc.) |  |  |  |
|-----|------------|---------|------|---|--|--|--|
| 1.  | 0          | ience / | Very | 1. Involved in the Plan development   |  |  |  |
|     | Important  |         |      | 2. Provide Critical Information   |  |  |  |
|     |            |         |      | 3. Approval of Plan   |  |  |  |
| 2.  | Low Influ  | ence /  | Low  | 1. Considered but not involved in the plan  |  |  |  |
|     | Importance |         |      | development.  |  |  |  |
| 3.  | High Influ | aence / | Low  | 1. Involved in the data collection Process.   |  |  |  |
|     | Importance |         |      | 2. Not involved in the plan development.  |  |  |  |
| 4.  | Low Influ  | ence /  | Very | 1. Directly affected by the project and must be   |  |  |  |
|     | Important  | ,       | 5    | consulted.  |  |  |  |
|     | _          |         |      | 2. Important in providing information and for   |  |  |  |
|     |            |         |      | buy-in purposes.  |  |  |  |

Below is the stakeholder consultation matrix, developed through a participatory process during the inception period.

#### Stakeholder Consultation Matrix

| Private Researchers<br>Academia<br>Media   | DEA Political leaders<br>DTCP Ministry of Agriculture<br>DFRR District Administration  |
|--|--|
| CSOs (Trust, NGOs etc.)  | DWG     Department of Rural Development (RDC       WUC     DSM       BPC     Department of Mines       BTO     TAC       DOT     DLUPU       DWNP     DWMPC       DWSS     MLWS       Land boards       Councils |
| Transport and Communication<br>Gender Affairs<br>MYSC<br>SEZA<br>MITI<br>Ministry of Education<br>Tour Operators | Farmers associations<br>Communities<br>Community leaders<br>VDC<br>DMS<br>Department of Roads<br>Department of Lands<br>Mining Entities<br>Geoscience Institute<br>Stats Botswana<br>Ministry of Health          |

Influence

Importance

≻

## **Expected outputs and deliverables**

The ILUMP development process, which will include a participatory approach, is expected to deliver the following outputs:

- 1. Inception Report
- 2. Situational Analysis report
- 3. Landscape Connectivity Analysis Report
- 4. First Draft Integrated Land Use Management Plan
- 5. Final Draft Integrated Land Use Management Plan, including (among others):
  - Communication plan;
  - Capacity development plan;
  - Resource mobilisation plan;
  - Biodiversity/wildlife economy and livelihoods development plan; and
  - Costed implementation plan.

The above listed outputs will be submitted to the KGDEP governance structures (TRG and PSC) for approval and decision making. TRG and PSC meetings will be convened in line with the workplan for the same.

## WORKPLAN

| Year   | 2020 |   | 2021 |   |   |   |   |   | 2022 |   |   |   |   |   |   |   |   |   |
|--|------|---|------|---|---|---|---|---|------|---|---|---|---|---|---|---|---|---|
| Tasks  | D    | J | F    | М | Α | Μ | J | J | Α    | S | 0 | Ν | D | J | F | М | Α | Μ |
| Project initiation meeting   |      |   |      |   |   |   |   |   |      |   |   |   |   |   |   |   |   |   |
| Inception Report Development   |      |   |      |   |   |   |   |   |      |   |   |   |   |   |   |   |   |   |
| Inception Report presentation to TRG   |      |   |      |   |   |   |   |   |      |   |   |   |   |   |   |   |   |   |
| Incorporation of comments (CTA reviews, revises and validates the inception report)  |      |   |      |   |   |   |   |   |      |   |   |   |   |   |   |   |   |   |
| Literature review for the situational analysis<br>(collection of data from literature in line with<br>activities per component/chapter)  |      |   |      |   |   |   |   |   |      |   |   |   |   |   |   |   |   |   |
| Collection of primary data (consultative<br>platforms, questionnaires, surveys, mapping) in<br>line with activities per component chapter of<br>the situational analysis. Focus group<br>discussions, stakeholder consultative<br>workshops, field visits etc. |      |   |      |   |   |   |   |   |      |   |   |   |   |   |   |   |   |   |
| Landscape Connectivity Analysis  |      |   |      |   |   |   |   |   |      |   |   |   |   |   |   |   |   |   |
| Data transcribing and drafting of the situational analysis report  |      |   |      |   |   |   |   |   |      |   |   |   |   |   |   |   |   |   |
| Presentation of the Situational Analysis report to TRG   |      |   |      |   |   |   |   |   |      |   |   |   |   |   |   |   |   |   |

| Incorporation of comments into the Situational                                   |  |  |      |              |          |  |  |  |  |
|--|--|--|------|--------------|----------|--|--|--|--|
| Analysis report (CTA reviews and validates the report)                           |  |  |      |              |          |  |  |  |  |
| Presentation of Situational Analysis Report to<br>PSC                            |  |  |      |              |          |  |  |  |  |
| Analysis and development of draft ILUMP plan in line with each component/chapter |  |  |      |              |          |  |  |  |  |
| Stakeholder/Experts consultative platform to strengthen the draft report         |  |  |      |              |          |  |  |  |  |
| Presentation of the draft ILUMP report to the TRG                                |  |  |      |              |          |  |  |  |  |
| Incorporation of comments (CTA reviews and validates the plan)                   |  |  |      |              |          |  |  |  |  |
| Presentation of the draft ILUMP to the PSC                                       |  |  |      |              |          |  |  |  |  |
| Development of the final draft ILUMP   |  |  |      |              |          |  |  |  |  |
| Presentation of the final draft ILUMP to the TRG                                 |  |  |      |              |          |  |  |  |  |
| Incorporation of comments (CTA inputs and validates the report)                  |  |  | <br> | <br><u> </u> | <u> </u> |  |  |  |  |
| Validation by the PSC  |  |  |      |              |          |  |  |  |  |
| Presentation of Final Report to stakeholders<br>(Launch)                         |  |  | <br> |              |          |  |  |  |  |

NB: Progress on the ILUMP to be presented to Rural Development Council for strategic endorsement

Detailed workplans for the development of the situational and landscape connectivity analyses are presented in Annex 3.

ANNEXURE 1: Proposed Structure of the Integrated Landscape Management Plan

- 1. Executive Summary
- 2. Synthesis Report
- **3. Introduction**
- 4. Situational Analysis
- 4.1 People and Socio-economic
- 4.2 Policy and Related Legislative instruments
- 4.3 Land Management
- 4.4 Tourism Development
- 4.5 Agricultural Development
- 4.6 Flora and Fauna Management
- 4.7 Waste Management
- 4.8 Water Resources Management
- 5. Landscape Connectivity Analysis
- 6. Costed ILUMP Implementation Plan
- 7. Annexes

# Annexure 2: Policy Instruments Relevant to the ILUMP

| POLICIES/PLANS/LAWS  | DESCRIPTION OF THE LEGAL FRAMEWORK  |
|--|---|
| POLICIES   |   |
| Community-Based National<br>Resource Management<br>Policy, 2008                | Aims to contribute to poverty reduction through employment<br>creation, income generation and the provision of social<br>services, while promoting biodiversity conservation and<br>sustainable resource use. |
| Game Ranching Policy, 2002   | Supports economic diversification in rural areas and<br>increases economic returns from wildlife resources outside<br>protected areas.  |
| -  | The objective of the policy is to support sustainable agricultural development  |
| National Policy on Forestry,<br>2011   | The policy is focussed on sustainable forest management.  |
| National Policy on Natural<br>Resources Conservation and<br>Development (1990) | Calls for sustainable utilisation of natural resources,<br>strengthening of governance systems and for mainstreaming<br>of environment into development, to foster sustainable<br>development.                |
| e e  | Ensures effectiveness in the use and management of natural resources.   |
| Revised National Policy for<br>Rural Development, 2002                         | The aim of the policy is to reduce poverty by providing<br>opportunities for income generation and increasing<br>involvement in economic activities.  |
| Tourism Policy, 2009   | Promotes low-volume, high value tourism that benefits the country.  |
| Wastewater and Sanitation<br>Management Policy, 2003                           | Assess the status of sanitation and waste water in Botswana and propose improved management.  |
| Wildlife Policy, 2013  | Provides a framework for the conservation and sustainable utilisation of wildlife.  |
| PLANS  |   |
| National Development Plan<br>11  | NDP 11 implements six national priorities, including developing diversified sources of economic growth and the sustainable use of national resources.   |
| Integrated Water Resources<br>Management (IWRM) Plan of<br>2012                | Coordinates the development and management of water, land<br>and related resources to maximise economic and social<br>welfare without compromising the sustainability of<br>ecosystems and the environment.   |

| National Master Plan for<br>Arable Agriculture and Dairy<br>Development, 2002 | Improve and ensure the sustainable performance of the agriculture sector.   |  |  |  |  |  |
|---|---|--|--|--|--|--|
|   | Demonstrates the necessary planning and direction for the country's water supply.   |  |  |  |  |  |
| National Water Master Plan,<br>2006   | Determines the optimum water resources development<br>programmes and policies, and identifies the associated<br>financial, institutional and legal requirements, as well as the<br>likely social and environmental impacts.   |  |  |  |  |  |
| Water Efficiency Plan   | Discusses appropriate and efficient water resources<br>management, their development and utilisation to elevate<br>agricultural production and food security as well as the<br>expansion of access to potable water and proper sanitation<br>and improvement of water delivery services.  |  |  |  |  |  |
| National Spatial Plan, 2017   | Botswana's National Spatial Plan provides a holistic guidance<br>for the country in terms of the best spatial development<br>options. It was developed based on the principles of<br>sustainable development, and through a participatory<br>approach.  |  |  |  |  |  |
| PROGRAMMES  |   |  |  |  |  |  |
| Programme for Arable  | Addresses the challenges faced by farmers on arable land. It<br>includes provision of draught power, potable water, seeds,<br>fertilizers and herbicides, facilitation of access to credit and<br>fencing and the establishment of agricultural service centres.  |  |  |  |  |  |
| Livestock Management and<br>Infrastructure Development<br>Programme, 2010     | The objective of the programme is to promote food security<br>through improved productivity of cattle and small stock, to<br>improve livestock management, to improve range resource<br>utilization and conservation, to eliminate destitution by<br>providing resources to the poor and to provide infrastructure<br>for safe and hygienic processing of farm produce. |  |  |  |  |  |
| National Monuments<br>Development programme                                   | The programme focusses on identifying and developing<br>national monuments and heritage sites. This are important<br>for supporting tourism and economic development.   |  |  |  |  |  |
| LAW / STRATEGIES / GUIDELINES   |   |  |  |  |  |  |
| Eco-tourism Guidelines,<br>2013   | Used under the Botswana Tourism Organisation (BTO) to<br>provide ecotourism guidelines /criteria that contribute to<br>environmentally responsible tourism operations.  |  |  |  |  |  |
| Environmental Assessment<br>Act, 2011   | An Act to provide for the strategic environmental assessment<br>to be used to assess the potential effects of planned<br>developmental activities. The Act aims to determine and to<br>provide mitigation measures for effects of such activities as  |  |  |  |  |  |

well as to put in place a monitoring process and evaluation of the environmental impacts of implemented activities.

| National Biodiversity<br>Strategy and Action Plan                         | The vision of the plan is "by 2025, ecosystem, species and<br>genetic diversity is valued, protected, and used sustainably<br>and equitably, through the involvement of all sectors of society<br>and the provision of sufficient resources for its sound<br>management."        |
|---|--|
| National Ecotourism<br>Strategy 2002                                      | The goal of the National Ecotourism Strategy is to create an<br>environment in which all elements of tourism development,<br>planning and management, promote and reward adherence to<br>the key 'principles' of ecotourism by all of those involved in<br>the tourism industry. |
| United Nations Convention   | The plan calls for sustainable and inclusive measures to<br>combat desertification, management of forest resources and<br>realise land degradation neutrality.   |
| National Strategy for<br>Sustainable Development                          | Seeks to integrate the short and long term economic, social and environmental objectives of Batswana.  |
| National Vision 2036  | Vision 2036 aims to transform Botswana from an upper<br>middle-income country to a high-income country by 2036 and<br>sets out four pillars to guide in the realisation of this vision.  |
| Strategy for Economic<br>Diversification and<br>Sustainable Growth (2008) | Sets out the strategy to diversify the economy.  |
| Waste Management Act 1998   | It makes provision for the planning, facilitation and<br>implementation of systems for regulating the management of<br>waste in order to prevent harm to human, animal and plant<br>life   |

The above policy instruments are aligned with the overall ILUMP objective of realising sustainable livelihoods and natural resource management, while conserving functional wildlife corridors. It should also be noted that ILUMP is a development instrument that is primarily guided and informed by the National Spatial Plan 2036, amongst others.

## Situational Analysis Workplans

## Landscape Connectivity Analysis Workplan

- 1. Month 0
  - Environmental GIS layers finalization, data preparation
- 2. Months 1-5
  - Phase 1 Analysis
  - Multiscale statistical predictive modelling of comprehensive wildlife occurrence and abundance in relation to environmental layers
  - Phase 1 reporting (preliminary multi-species landscape connectivity report)
- 3. Months 6-10:
  - Phase 2 Analysis
  - UNICOR analysis of core areas and connectivity corridors for subset of species most sensitive to land use
- 4. Months 11-12:
  - Final stage discussions and adjustments regarding scenario planning as may be needed, presentations/knowledge transfer workshops
- 5. Phase 2 reporting (final synthesized landscape connectivity report)

| Position                 | Name                                       | Affiliation   |
|--------------------------|--|---|
| Group 1 – Kgala          | gadi and its People                        |   |
| Team Leader              | Oritijua Setekia                           | DOD - GH  |
| Assistant<br>Team Leader | Masego Pitso                               | DOD - KG  |
| Team member              | Thatayaone Maithamako                      | District POP Officer - GH                           |
|                          | Gaopotlake Masuntlha                       | M&E officer - KG                                    |
|                          | Gaseediwe Marakalala                       | M&E officer - GH                                    |
|                          | Bonang Timile                              | Environmental Coordinator -<br>KG                   |
|                          | Mogametsi Kootshwaetse                     | Economic Planner - GH                               |
|                          | Tumelo Setshogo                            | Economic Planner – KG (N)                           |
|                          | Chedza Aobakwe Ngwigwa                     | Poverty Eradication Coordinator<br>(assistant) - KG |
|                          | Dominic Botshelo (currently not in office) | Poverty Era. Coordinator - GH                       |
|                          | Joyce Bosele                               | Community Development<br>Officer - GH               |
|                          | David K. Tsietso                           | Community Development<br>Officer – KG (S)           |
|                          | Tsholofetso Kombani                        | Gender Affairs - KG                                 |
|                          | Tony Ramaretlwa                            | Gender Affairs - KG                                 |
| Group 2 - Flora          | and fauna                                  |   |
| Team Leader              | Banele Jongi`Lizwe                         | DWNP - KG   |
| Assistant<br>Team Leader | Keletso Seabo                              | DFFR - GH   |
| Team Member              | Modiegi Bakane                             | DWNP - GH   |
|                          | Motshidisi Moshoeshoe                      | DFFR - KG   |
|                          | Keneilwe Mathaba                           | ССВ   |
|                          | Gaolaolwe Mapeu                            | DEA - GH  |
|                          | Phindi Rampete                             | Dept of Lands - National                            |
|                          | Julius Rakose                              | DWNP - GH   |

Annex 4: List of proposed team members

|                          | Nsununguli. Maja                         | DWNP - KG   |
|--------------------------|--|---|
|                          | UB<br>(Gab)/BUIST(Palapye)/BUAN<br>(Gab) | Academia - Gab  |
|                          | Researchers                              | Kgalagadi Research and<br>conservation, BirdLife, Raptors<br>Botswana |
|                          | Tshepo White                             | DWNP-HQ CITES   |
| Group 3 – Land           | management                               |   |
| Team Leader              | Masego Thebe                             | Physical Planning - KG  |
| Assistant<br>Team Leader | Karabo Masita                            | Land Officer - KG   |
| Team Member              | Tshegofatso Tebogo                       | Land Officer - KG   |
|                          | Mandy Ntereke                            | Physical Planning - KG  |
|                          | Pindi Rampete                            | DOL - HQ  |
|                          | Ikageng Seoleseng                        | Lands Officer - GH  |
|                          | Taboka Mabayani                          | DTCP - HQ   |
|                          | Kutlwano Motlotlegi (HO)                 | Physical Planning - GH  |
|                          | Thebeethata Serame                       | Land Surveyors - KG   |
|                          | Ookeditse Ramasokola                     | Land Surveyors - KG   |
|                          | Thebeethata Serame                       | Land Surveyors - KG   |
|                          | Ernest Orapeleng                         | Land Surveyors - GH   |
|                          | Kenneth Selape                           | Beef and Range Officer - GH   |
|                          | Oemeleng Mochanang                       | Beef and Range Officer - KG   |
|                          | Bokani Moloi                             | Physical Planning - KG  |
| Group 4 - Water          | r management                             |   |
| Team Leader              | Golekanye Ranthoyakgale                  | DWS - KG  |
| Assistant<br>Team Leader | Seitsang Sabone                          | DWS - GH  |
| Team Member              | Elija Makwana                            | DWS - KG  |
|                          | Keabetswe Kebabonye                      | DWS - GH  |
|                          | Mr Machete                               | WUC - KG  |
|                          | Gosalamang Ramabe                        | WUC - GH  |

|                                | TBD   | DMS - KG  |
|--------------------------------|---|---|
|                                | O.Monyatsi  | DMS - GH  |
|                                | Galetogelwe Kegomoditswe  | Irrigation officer - GH/KG  |
|                                | TBD   | BGI - Lobatse   |
| Group 5 - Touri                | sm and Heritage Development   |   |
| Team Leader                    | Maureen Tshebo  | DOT - GH  |
| Assistant<br>Team Leader       | Annah Masetla   | DOT - KG  |
| Team Member                    | Tlhokomelo Phuthego   | BTO - GH  |
|                                | Claudia Zuze  | BTO - KG  |
|                                | TBD   | DNMM - HQ   |
|                                | HATAB, Business Botswana,<br>BOGA   | NGO   |
|                                | Omphile Tawanda Malefho   | DWNP - HQ Estate  |
|                                | Researchers   | UB and ORI  |
| Group 6 - Agric                | ultural Development   |   |
| Team Leader                    | Kenneth Selape  | DAP-GH  |
| Assistant<br>Team Leader       | Motsumi Mafokate  | DCP-KG  |
| Team Member                    | Mittah Beason   | DAP-KG  |
|                                | Kerekileng Kelebileng   | DCP-GH  |
|                                | TBD   | Agric Reseach - GH  |
|                                |   | Agric Reseach - Off   |
|                                | Oitse Monei   | Agric Reseach - KG  |
|                                |   |   |
|                                | Oitse Monei   | Agric Reseach - KG  |
|                                | Oitse Monei<br>Dr Olefile Phalaagae   | Agric Reseach - KG<br>DVS KG  |
|                                | Oitse Monei<br>Dr Olefile Phalaagae<br>Theresa Camm   | Agric Reseach - KG<br>DVS KG<br>DVS GH  |
|                                | Oitse Monei<br>Dr Olefile Phalaagae<br>Theresa Camm<br>Tlotlego Tlotlego                                    | Agric Reseach - KG<br>DVS KG<br>DVS GH<br>Lands Officer-AGRIC GH                            |
|                                | Oitse Monei<br>Dr Olefile Phalaagae<br>Theresa Camm<br>Tlotlego Tlotlego<br>Oemeleng Mochanang              | Agric Reseach - KG<br>DVS KG<br>DVS GH<br>Lands Officer-AGRIC GH<br>Lands Officer-AGRIC KG  |
| Group 7 - Waste                | Oitse MoneiDr Olefile PhalaagaeTheresa CammTlotlego TlotlegoOemeleng MochanangKesegotse MonyameLebang Nkele | Agric Reseach - KGDVS KGDVS GHLands Officer-AGRIC GHLands Officer-AGRIC KGAgri business -GH |
| Group 7 - Waste<br>Team Leader | Oitse MoneiDr Olefile PhalaagaeTheresa CammTlotlego TlotlegoOemeleng MochanangKesegotse MonyameLebang Nkele | Agric Reseach - KGDVS KGDVS GHLands Officer-AGRIC GHLands Officer-AGRIC KGAgri business -GH |

| Assistant       | Golekanye Ranthoyakgale | DWS - KG     |
|-----------------|-------------------------|--------------|
| Team Leader     |                         |              |
| Team Member     | Kebabonye               | DWS - GH     |
|                 | David Ntshole           | DEH - KG     |
|                 | Mr Letsotle             | DWMPC - Maun |
| Group 7 - Minin | Ig                      |              |
| Team Leader     | Kebannetse Keatlhotswe  | DM - HQ      |
| Assistant       | TBD                     | BGI          |
| Team Leader     |                         |              |
| Team Member     | Researchers             | UB           |