

Managing conflict in the workplace

Yesterday, a rhino left the National Park and spent some time in a wheat field, eating part of the crops and destroying a lot while walking around.

The villagers did not manage to make him go away. I just went on site where I took some pictures, GPS points and interviewed the owner who was both upset and very sad; this field is the only thing that he has for living.

Ram Gopal Chaudhary, Awely Red Cap, Bardia, Nepal

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work, conflict assessment is a crucial first step. We need to understand which species are involved. Why and when does conflict arise? Why do people react in the ways they do? Collated data is entered into a conflicts database and then analysed. This approach helps to create the most appropriate solutions (perhaps building a fence or changing crop preferences to one less appealing to problem wildlife), wherever possible ensuring that the victims of HWC are part of the process. The chances of success, for both conflict resolution and conservation in general, is far greater if people are encouraged to give their point of view, share their ideas and learn directly how to protect their belongings in a more effective and efficient way. This is why education about HWC and conservation, through micro-projects, are the next components that we are putting in place.

Thanks to a grant from Save the Rhino, we are currently producing a film that will, once finished, be used as an educational tool for local groups. Shown as part of a road show, it will, with a focus on rhinos, present the origins of HWC, their consequences for both people and wildlife, and suggest mitigation measures. The film will teach farmers how to better protect their fields, so that rhinos will stay away from cultivated land and the safety of all involved will be enhanced.

An important aspect of the Awely philosophy is to take time. Even though the problems are often of an urgent nature, it is vital to develop an understanding of all perspectives and then propose solutions that will have long term effects. While the local communities we work with sometimes greet our arrival with caution, over time they become active participants in the projects. This is achieved by making it clear that it is not our intention to strike hard and fast and then leave, but rather to do what is feasible and stay as long as possible.

Grant

SRI is pleased to have been able to support Awely's Red Caps programme in Bardia National Park, Nepal, with a grant of \$4,841 from core funds.

Above and below: Red Caps Ram Gopal and Pradeshu investigate rhino intrusion into farmland

Right: Observation towers are used during peak conflict seasons to reduce the risk of crop damage

Created in April 2005, Awely is a French NGO leading, in collaboration with partner organisations, seven programmes in five countries in Africa and Asia through its 'Red Caps' and 'Green Caps' models. The Red Caps work on human-wildlife conflict (HWC) mitigation and programmes taking place in Nepal, India, Tanzania and Zambia. The Green Caps come into action where species and biodiversity hotspots are threatened by over-hunting and illegal trade. Green Cap programmes occur in the DRC, for bonobos, and in Nepal, for tigers.

In the Terai region of southern Nepal, at the border of the Bardia National Park, we have been running a Red Caps project since early 2009. In the buffer zone of the Park, where over 120,000 human inhabitants live, spread over an area of 330 km², there are numerous conflicts with not only rhinos but also elephants, leopards, and wild boars. Sometimes these species are killed as a means of retaliation.

In order to get a clear picture of the nature of HWC in the areas where we

