

**CONSERVATION AND MANAGEMENT OF EASTERN ARC
MOUNTAIN FORESTS (CMEAMF)**

**REPORT ON THE ORIENTATION MEETING AND STUDY TOUR FOR
THE COMPONENT LEADERS OF THE CONSERVATION AND
MANAGEMENT OF EASTERN ARC MOUNTAIN FORESTS ON
NATURE RESERVES AND WORLD HERITAGE SITES (22nd –27th May,
2005)**

**Ministry of Natural Resources and Tourism,
Tanzania
Forestry and Beekeeping Division**

June 2005

WORKING PAPER

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STUDYTOUR FOR THE COMPONENT LEADERS
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EASTERN ARC MOUNTAIN FORESTS ON NATURE
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(22nd –27th May, 2005)**

Prepared by:

Luciana E. Mshana - Tanga CFP (Ag. NR & WHS Component Leader)
Sosthenes P. Rwamugira - Morogoro CFP (Gazettment of New FRs Component)
Fabian D.N. Mukome - DSM (FBD) -Coding of Forest Reserves Component
Lema J. Mathias - Tanga CFP (Gazettment of New FRs Component)
John F. Massao - Iringa (Gazettment of New FRs Component)
Julius Mkumbo - Kilimanjaro CFP (Gazettment of New FRs Component)

Edited by: Dr. Neil Burgess – TA -CMEAMF

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Finally, we would also like to thank ANR Management, Mr. L. Mbuya and E. Msoffe in particular for their enlightening information on ANR and a learning tour programme. We recommend a strengthened collaboration.

ABBREVIATIONS

ANR	Amani Nature Reserve
CMEAMF	Conservation and Management of the Eastern Arc Mountain Forests
FBD	Forestry and Beekeeping Division
GN	Government Notice
IUCN	International Union for Conservation of Nature
KINAPA	Kilimanjaro National Park
MNRT	Ministry of Natural Resources and Tourism
MOU	Memorandum of Understanding
NR	Nature Reserve
TANAPA	Tanzania National Parks
TFCG	Tanzania Forest Conservation Group
TOR	Terms Of Reference
UNESCO	United Nations Educational, Scientific and Cultural Organisation
WHS	World Heritage Sites

1. INTRODUCTION

1.1 CMEAMF Project

Conservation and Management of the Eastern Arc Mountain Forests (CMEAMF) is a project of the Government of Tanzania – Forest and Beekeeping Division, of the Ministry of Natural Resources and Tourism. *One of the project outputs aims to improve the protected area status of the Eastern Arc Mountains* through reviewing existing reserve network and relevant international and national designations applied. Based on the above strategy four outputs are expected to be delivered under four identified components working under the CMEAMF. These outputs include declaration of the Eastern Arc World Heritage Site, Coding forests in the Eastern Arc according to international classification of protected areas, establishing new nature reserves and finalizing gazettment of proposed forest reserves within Eastern Arc. This report is an initial work for two components that is declaration of the Eastern Arc World Heritage Site and establishing new nature reserves within Eastern Arc. Eastern Arc Conservation and Management Project aim at fostering declaring the Eastern Arc Mountain world heritage site under Forestry and Beekeeping Division, MNRT. This strategy aims to improve conservation and management of Eastern Arc landscape and to protect cultural and natural features of National and international significance. Declaring an area World Heritage site fulfills International agreements and conventions by respective nations.

Nature reserves are supported by the National Forest Policy (1998) statements No. 16 & 17 and Forest Act (2002) where as the *World Heritage Site is embodied in an international treaty called the Convention concerning the Protection of the World Cultural and Natural Heritage, adopted by UNESCO in 1972.*

1.2 Objectives

The aim of the orientation meeting was to discuss on general overview of the:

- Operation principles for component leaders
- MOU's between CMEAMF and component leaders
- Reporting and funding mechanisms between CMEAMF and component leaders.
- Nature Reserves
- World Heritage Sites

The study tour aimed at experience gaining and exchanging ideas on nature reserves (Amani Nature Reserve) and one of the existing World Heritage Site (TANAPA/KINAPA). Tour participants were expected to learn on:

- procedures used by TANAPA in establishing the KINAPA a World Heritage Site
- involvement of stakeholders
- advantages and disadvantages.
- Legal and management issues under nature reserves and
- To get experience of existing nature reserve.
-

Finally the team could make a remark whether similar procedures could be used for establishing other World Heritage Sites and Nature Reserves in Tanzania. The team comprised of Luciana E. Mshana (Ag. NR & WHS Component Leader), Lema J. Mathias (Gazettment of new FRs Component-Tanga), John F. Massao (Gazettment of new FRs Component-Iringa), Sosthenes P. Rwamugira (Gazettment of new FRs Component-Morogoro), Julius Mkumbo (Gazettment of new FRs Component- Kilimanjaro) and Fabian D. Mukome (Coding of FRs component).

2. ORIENTATION MEETING

2.1 Operational principles

Component leaders were informed that operational principles of CMEAMF set to support officers/offices within FBD identified as component leaders for the work of improving the protected network of the Eastern Arc. Working procedures are as follows:

- Tanzania Government system will be applied in all procedures of implementation of activities including procurement, per diems, extra duty allowance and financial reports. Where possible vehicles will be provided by CMEAMF, against a written request addressed to the Project Coordinator. If CMEAMF vehicles are not available then component leaders will be required to hire locally using existing District Council rates in their respective areas/ districts
- Funds will be disbursed to component leaders in form of a quarterly imprest against a detailed budget. Retirement of the funding provided during the previous quarter will permit release of new funds. Allocation of funding will be suspended upon unsatisfactory financial report until an acceptable report is received
- Short text progress reports will be required from component leaders at end of every quarter. Members of CMEAMF and / or the Catchment Forestry Project to evaluate the work undertaken will visit component leaders from time to time.
- The intention of FBD is to double the area of Nature Reserves within the Eastern Arc mountains. A special Nature Reserve meeting will be convened to agree within FBD and with other stakeholders (NGOs) on a list of sites to be tackled from among the proposed list of five potential forests.
- The gazettement of proposed Forest Reserves work has started in Mwanga, Same and Kilolo districts and will also continue to other districts in Muheza, Kilolo and (possibly) Mpwapwa.
- The work on draft TOR for coding the forest reserves as IUCN protected areas has started.

2.2 Nature Reserves

2.2.1 Legal and Management of Nature reserves

Component leaders informed and discussed legal and management issues related to Nature reserves as follows:

- Nature reserves being a forest reserve(s) legally declared for nature conservation of genetic resources and for scientific studies has been an outcome of resolutions of the World Congress on National Parks in Indonesia in 1982 that stated that to meet needs of mankind and nature, each nation needs full range of IUCN categories ranging from I-X, whereby management principles differ from one category to another.
- Internationally it is not possible to have universal rules applicable to all nations. Establishment and management of nature reserves therefore, is a matter for national legislation alone of which legal and management principles are governed by policy
- In Tanzania, Amani Nature Reserve (ANR), the only nature reserve in the country is protected by Forest Ordinance (Cap.389) and guided by Rules and Order (GN. 151 & 152). The National Forest Policy (1998) statements No. 16 & 17 and Forest Act (2002) also supports ANR

- Protected areas be managed to support both biological and cultural diversity.
- Involvement of communities surrounding nature reserve should consider benefit sharing

2.2.2 Difference between Nature reserves and Forest reserves

- Informed and discussed that the difference between nature reserve and forest reserves is mainly on management whereby a forest reserve stands as important water catchment and may serve either for production of timber and other forest produce or protective. Nature reserve is legally declared for nature conservation of genetic resources and for scientific studies; thus of a higher status of conservation.
- They are both controlled by Forest Ordinance, but a nature reserve may have a special legal document with more restrictions in terms of entry and use of forest resources
- NR and FR are both managed by normal funding mechanisms but NR has an added advantage that it can be run under Conservation Fund which open doors for funds from various organizations in terms of receiving conservation donations and undertaking business enterprises (e.g. managing guest houses etc like at Amani).

2.3 World Heritage sites (convention and ratification in Tanzania)

- World Heritage Sites are guided under an international treaty called the *Convention concerning the Protection of the World Cultural and Natural Heritage*, adopted by The United Nations Educational, Scientific and Cultural Organization (UNESCO) in 1972. UNESCO seeks to encourage the identification, protection and preservation of cultural and natural heritage around the world considered to be of outstanding value to humanity.

Tanzania ratified the World Heritage Convention on August 1977.

- Natural heritage sites inscribed on the World Heritage List are Kilimanjaro National Park (1989), Ngorongoro Conservation Area (1979), Serengeti National Park (1981) and Selous Game Reserve (1982). Cultural heritage sites inscribed are: Ruins of Kilwa Kisiwani and Ruins of Songo Mnara (1981) and Stone Town of Zanzibar (2000).
- CMEAMF seeks to establish the Eastern Arc Mountains as a World Heritage Site due to its Universal Global Value. It has been agreed that Director of Antiquities will submit form for FBD to put the Eastern Arc on the 'indicative list' of sites and the form is prepared already in draft.
- Upon successful establishment of Eastern Arc Mountains as a World Heritage Site, it is envisaged that there will be access to some funding from organizations and improvement in conservation status. It was noted however, that it does not bring significant funding, and the process to declare the site involves time consuming paper work and is an involving procedure.

3. FIELD VISITS

3.1 Amani Nature Reserve

3.1.1 ANR Establishment and management (Background history)

- Amani Nature Reserve (ANR) was legally established in 1997 under Rules and Order No. 151 and 152 respectively. ANR block covers a total area of 8,380 ha obtained from

combination of six forest reserves ranging from tall luxurious sub-montane forests and deciduous to semi-deciduous lowland forests

- Purpose of ANR is to protect the unique, biologically important sub-montane forest ecosystem of the East Usambara Mountains, and maintain biodiversity, genetic resources, natural processes and cultural value.
- Among the exceptional conservation values of the ANR are; endemic and threatened flora and fauna where as 3.1% of flora is strictly endemic in the East Usambara Mountains. This area has been included as a threatened community in the IUCN Invertebrate Red Book, is listed as an Important Bird Area (BirdLife) and a Centre of Plant Diversity (WWF/IUCN). Furthermore, ANR acts as a refuge to forest habitats.
- ANR is one of the important water catchment area in the East Usambara and has historical buildings and a botanical garden established since 1902
- Management of ANR is geared towards conservation of biological diversity, involvement of stakeholders in conservation and decision-making, development of cultural tourism and information and educational development.

3.1.2 Information Centre

- Component Leaders visited the ANR Information Centre where a display is set up to represent nature and culture of the East Usambara and ANR in specific in form of informative text, photographs, illustrations and maps. A display includes materials interpreting the ecology of the forest and adjacent cultural and historical features

3.1.3 Butterfly farming (A visit to Shambangeda Demonstration plot)

Butterfly farming project in Amani started in 2001 and is managed by the Tanzania Forest Conservation Group (TFCG). The project has been involving four buffer zone villages i.e. Kwezitu, Shambangeda, IBC Msasa and Kisiwani with a total of 25 groups and 250 farmers (65% of farmers involved are women).

Objective of the project is as follows:

- Poverty eradication
- To Promote environment and biodiversity protection

Butterfly farming in Amani has been among the potential income generating activities that has a positive impact to people's livelihood. It was informed that 65% of revenue collected goes to farmers, 7% for community development and 28% for operational costs.

The project has been designed to promote environment and biodiversity protection and thus be environmental-friendly. On realizing the importance of butterflies and related flora species to the development of this project, farmers have paid more attention to protection of both flora and fauna. Component leaders have, however felt their concern on possible risk of contamination of forest species from species released from the cage. Other related risks reported were ant species that have been attacking the butterflies within the cage. Processing of permit during exporting the butterfly pupa has been another bottleneck. A new permit should be processed every time the project exports. This has sometimes resulted into hatching stage before reaching the market.

3.1.4 Nature trails (Mbomole Hill Nature Trail)

Nature trails offer visitors a chance to see different types of forest species and landscapes of Amani. Some of these nature trails lead to view points like the Mbomole Hill nature trail. Mbomole nature trail is 2 km from ANR head office and is 1050 m above sea level. The viewpoint provides nice view of tea estates, some of the intact forests within East Usambaras and some residential buildings. Mbomole Hill has a picnic site consisting of a table, benches and garbage tins. This trail is wide as it follows old logging track with various interesting plant species ranging from natural to exotics. The trail cuts along Amani Botanical Garden that has got mixed varieties of exotics. Tour participants went through Mbomole nature trail as one of the interesting and important features in Amani Nature Reserve.

3.2 TANAPA/KINAPA

3.2.1 World Heritage establishment history

The Tanzania National Parks (TANAPA) manages two World Heritage Sites, the Kilimanjaro National Park (KINAPA)- (1987) and Serengeti National Park (1981). Establishment history covers the KINAPA, the site visited by component leaders.

Establishment of a site World Heritage can be of either way, a country selling an idea to UNESCO or an idea coming from above (UNESCO/ other organizations). Prior to establishment of KINAPA as a World Heritage Site, the idea came from UNESCO authority. This idea was positively received by TANAPA Authority that prepared a justification paper for inclusion of KINAPA in the World Heritage list.

3.2.2 KINAPA Significance

KINAPA World Heritage Site occupies the upper part of Mount Kilimanjaro, which is an exceptional natural beauty and the largest single free-standing mountain mass in the world with snow-capped summit. KINAPA is habitat of rare and endangered species and a variety of endemic plants and animal species. These are among the significant justification for inclusion in the World Heritage list.

3.2.3 World Heritage establishment process

Inclusion of a site in the World Heritage requires a justification document to UNESCO. The State via its Ministry provides information and documentation included in the format and content of nomination (format requested from UNESCO). The same form approved by the UNESCO Committee is used for submission of nominations of cultural and natural properties. Justification documentation needs to be precise and pointing out unique and exceptional features/ properties. Indicative items are as follows:

Identification of property, justification for inscription, description, management, factors affecting site, monitoring, documentation and signature on behalf of the State Party (details of each item is shown in the attachment –Appendix II).

The process for nominating properties to the World Heritage List is ongoing. Nominations can be submitted at any time during the year, though receipt and processing of nominations to the World Heritage List has been fixed. February 1, of year 1 is a deadline for receipt by the Secretariat of nominations for consideration by the Committee the following year. The Committee brings forward the deadline for submission of nominations to ensure that all working documents are made available to the Bureau and State members of the Committee no later than 6 weeks before start of the sessions of the Bureau and the Committee. Processing may take two years and sometimes UNESCO may send a team to verify documentation.

Legally the World Heritage Sites are guided by the same regulations. Forest Ordinance and other guiding regulations depending on existing management authorities will guide Eastern Arc Mountain Forests for this case.

Awareness creation to stakeholders including politicians on the importance of the area is vital. Politicians may act as catalyst towards development and management processes. Their decisions may have impacts to the site that may lead into disqualification of the site as World Heritage. Communities depend largely on natural resources; therefore relations with communities and their involvement need to be clearly set out. In KINAPA the state of protection of the Park is 'total protection'. This differs from Forestry conservation and management where some activities and collection of some forest produce is allowed.

Cited advantages of an area being a World Heritage Site include:

- Financial support directed to heritage projects e.g. those aiming at finding the best heritage indicators, solving problems facing the area/site.
- Marketing of the area to international organizations is another advantage.
- Some facilities and expertise may be provided

A site under the umbrella of the World Heritage faces some shortcomings as follows:

- Not much funding is given for projects. In case of a project, an organization/ authority concerned will be required to contribute
- Report writing consumes time, expertise/manpower

3.2.4 Lesson learned (KINAPA experience)

Establishment of World Heritage Site could be by the demand from above or from the bottom/sites

4. GENERAL CHALLENGES

One of the World Heritage site establishments prerequisite is that an area should have a definite management authority and specific boundary (Kessy J. presentation 25.5. 05). The latter poses a great challenge because Eastern Arc Mountain Forests is not under one block (with common boundary) and one management authority however, the Eastern Arc World Heritage Site could include only the Forest Reserves under central government and leave out the TANAPA parts. Then it would have one management authority having mandate on an archipelago WH Site made up of many smaller parts. There are examples of this type around the world and Tanzania is pursuing this model for the 'slave route cultural WH site'. The boundary would then be the legal boundaries of the various national Forest Reserves that are regarded as component parts of the WH Site.

5. CONCLUSION AND RECOMMENDATIONS

Conclusion

Establishment of World Heritage Site is very involving process in-terms of time, expertise, financial resources, tools and commitment. Thorough investigation and follow-up is therefore important.

There hasn't been a guideline/model for establishment of nature reserves. ANR (the only nature reserve in Tanzania) cannot stand as holistic example of other nature reserves to be established. There is need therefore for thorough analysis of existing management drawbacks in order to come up with a clear plan to simplify the process for declaring additional sites.

Recommendations

- Nature trails need to have tree species labels along the route and ANR authority to consider the carrying capacity to avoid risks of soil erosion
- To further find out pending issues e.g. World Heritage sites principles from areas other than TANAPA/KINAPA managing World Heritage sites in Tanzania or outside
- World Heritage sites process could be tackled through individual qualified blocks within Eastern Arc Mountain Forests. The best forest reserves within an archipelago WH site can be included.
- Law enforcement ethics should be part and parcel of the management of the World Heritage Sites and provision of reliable resources and follow-ups inclusively.

APPENDIX I

TIMETABLE FOR THE ORIENTATION MEETING AND STUDY TOUR TO TANAPA
22nd - 27th May 2005

DATE	TIME	EVENT	RESPONSIBLE
22.5.2005		Arrival in ANR –Zigi Rest House	ANR Authority
22.5.2005	5:00 –5:30	Brief note on time schedule	Mshana
23.5.2005	7:30- 8:00	BREAK FAST	
	8:00 – 8:45	Logistics & settle bills	Ngaliyaya
	8:45-9:25	Briefing on ANR	Mbuya
	9.25 –10:00	Visit Information centre	Msofe
	10:00 –11:00	Zigi –Amani and ABG orientation and Signing Visitors Book	Mbuya
	11:00 – 12:30	TEA	
	12:30 –1:00	Operational principles and discussion	Dr. Neil
	1:00-1:30	Butterfly farming (demonstration plot at Shebomeza village)	Mbuya/Msofe
	1:30-2:30	L U N C H	
	2:30-3:30	Visit Mbomole Hill Nature Trail	Msofe
	3:30 – 4:00	Tea plantations at Kwamkoro, Experimental plots (Tea & Guatemala)	Mbuya/Msofe
	4:0 – 4:45	Legal and Management of NRs and discussion	Mshana
	4:45 -5: 15	Difference btwn. NR & FR.	Mshana
	5:15 – 5: 45	WH Sites & FRs Coding	Dr. Neil
	5:45- 6:15	Discuss tour themes	Lema
24.5.2005	7:30 –8:30	TEA	
	8:30- 9:00	Checking out/ settle Bills	Rose (ANR)
	9:00.....	Leaving for Arusha	
25.5.2005	9:30.....	Briefing and question answer session at TANAPA HQs and traveling to Kilimanjaro (Moshi)	TANAPA Authority
26.5.2005		Briefing and question and answer session at KINAPA and Compiling draft report format	
27.5.2005		BACK HOME	

APPENDIX II

WORLD HERITAGE SITE NOMINATION PROCEDURE (KINAPA)

Format and content of nominations

The same form approved by the Committee is used for the submission of nominations of cultural and natural properties. Although is recognized that all properties have specific characteristics. State parties are encouraged to provide information and documentation on the following items:

1. Identification of the property

- a. Country (and state party if different)
- b. State province or Region
- c. Name of Property
- d. Exact location on map and indication of geographical co-ordinates to the nearest second.
- e. Maps and/or plans showing boundary of area proposed for inscription and any buffer zone
- f. Area of site proposed for inscription (ha) and proposed buffer zone (ha.) if any

2. Justification for Inscription

- a. Statement of significance
- b. Possible comparative analysis (including state of conservation of similar sites)
- c. Authenticity /Integrity
- d. Criteria under which inscription is proposed (and justification for inscription under these under these criteria)

3. Description

- a. Description of Property
- b. History of Development
- c. Form and date of most recent records of site
- d. Present state of conservation
- e. Policies and programmes related to the presentation and promotion of the property

4. Management

- a. Ownership
- b. Legal status
- c. Protective measures and means of implementing them
- d. Agency /agencies with management authority
- e. Level at which management is exercised (e.g. on site regionally) and name and address of responsible person for contact purposes
- f. Agreed plans related to property (e.g. regional local plan conservation plan tourism development plan)
- g. Sources and level of finance
- h. Sources of expertise and training in conservation and management techniques
- i. Visitor facilities and statistics
- j. Site management plan and statement of objectives (copy to be annexed)
- k. Staffing levels (professional technical maintenance)

5. Factors affecting the site

- a. Development Pressures (e.g. encroachment. Agriculture mining)
- b. Environmental pressures (e.g. pollution climate change)
- c. Natural disasters and preparedness (earthquakes, floods, fire, etc)
- d. Visitor/ tourism pressures

- e. Number of inhabitants within site buffer zone
- f. Other

6. Monitoring

- a. Key indicators for measuring state of conservation
- b. Administrative arrangements for monitoring property
- c. Results of previous reporting exercises

7. Documentation

- a. Photographs slides and where available film/video
- b. Copies of site management plans and extracts of other plans relevant to the site
- c. Bibliography
- d. Address where inventory records and archives are held

8. Signature on behalf of state party

Annex2: **Procedure and timetable for the processing of nomination**

The annual schedule set out below has been fixed for the receipt and processing of nominations to be the World Heritage List. It should be emphasized however that the process of nominating properties to the World Heritage List is an ongoing one. Nominations to the list can be submitted at any time during the year. Those received after 1 February of a given year can only be considered in the second subsequent year. Despite the inconvenience it may cause certain States Parties the Committee has decided to bring forward the deadline for submission of nominations in order to ensure that all working documents can be made available to the Bureau as well as State members of the Committee no later than *6 weeks before the start of the session of the Bureau and the Committee*. This will also enable the Committee at its annual December session to be made aware of the number and nature of nominations to be examined at its next session the following year.

Year 1

1 February

Deadline for receipt by the Secretariat of nominations to be considered by the Committee the following year.

1 February – 1 March

The Secretariat:

1. Registers each nomination and thoroughly verifies its contents and accompanying documentation. In the case of incomplete nominations the Secretariat must immediately request the missing information from State Parties
2. Transmits nominations provided they are complete to the appropriate Advisory Body (ICOMOS.IUCN or both) which:

Immediately examines each nomination to ascertain those cases in which additional information to ascertain those casein in which additional information is required and takes the necessary steps in co-operation with the secretariat to complementary data and

Year1-Year 2

June-February

The Advisory Body undertakes a professional evaluation of each nomination according to the criteria adopted by the Committee. It transmits these evaluations to the Secretariat under three categories:

- c. Properties which are recommended for inscription without reservation
- d. Properties which are recommended for inscription
- e. Properties which are recommended for referral or deferral

During February

The Secretariat checks the evaluations of the Advisory Bodies and ensure that the Bureau receive them 6 weeks in advance the Bureau session with available documentation.

April

The Bureau examines the nomination and makes its recommendations thereon to the Committee under the following categories:

- f. Properties which recommends for inscription without reservation
- g. Properties which it does not recommended for inscription
- h. Properties that need to be referred back to the nominating State for further information or documentation and re – submission to the following Bureau:
- i. Properties whose examination should be deferred on the ground that a more in -depth assessment or study is needed.

April-May

The report of the Bureau is transmitted by the Secretariat as soon as possible to all State Parties members of the Committee as well as to all State Parties concerned the additional information requested on properties under category (c) above and transmits this information to ICOMOS.IUCN and State members of the Committee. If requested information is not obtained by 1 October the nomination will not be eligible for review by the Committee at its regular session in the same year. A nomination assigned to category (c) by the time of the Bureau was factual. Nominations assigned to category (d) will not be examined by the Committee the same year.

June

The Committee examines the nominations on the basis of the Bureau's recommendations together with any additional information provided by the State Parties concerned as well as comments thereon ICOMOS and IUCN. It classifies its decisions on dominated properties in the following four categories:

- j. Properties which it inscribes on the World Heritage List
- k. Properties which it decides not to inscribe on the List
- l. Properties whose consideration is deferred
- m. Properties whose consideration is referred for additional information

July

The Secretariat forwards the report of the June session of the World Heritage Committee that contains all the decision taken by the committee to all state parties.

In the event that a state party wishes to nominate an *extension* to a property already inscribed on the World Heritage List the same documentation should be provided and the same procedure should apply as for new nomination. This provision will not apply for extensions which are simple modifications of these limits of the property in question in this case the request for modification of these limits is submitted directly to the Bureau which will examine in particular the relevant maps and plans .The Bureau can approve such modification or it may consider that the change is sufficiently important to constitute an extension of the property in which case the procedure for new nominations will apply.

The normal deadlines for submission and processing of nominations will not apply in the case of properties which in the opinion of the Bureau after the consultation with the competent international non- governmental organization. Would unquestionably meet the criteria for inclusion in the World Heritage List and which have suffered damage from disaster caused by natural events or by human activities. Such nominations will be processed on an emergency basis.

APPENDIX III

PEOPLE MET/CONTACTED

S/N	NAME	WORKING PLACE	TITLE
1	Lazaro P. Mbuya	Amani Nature Reserve	Ag. Conservator (ANR)
2	Emmanuel Msoffe	Amani Nature Reserve	Information Officer (ANR)
3	Ahmed Mndolwa	Amani/TAFORI experimental plots	Botanist
4	Amiri Saidi	Amani	Project Coordinator (butterfly farming)
6	James Lambeli	TANAPA (Arusha)	Public Relations Manager
7	Joseph M. Kessy	TANAPA (Arusha)	Senior Planner
8	James Wakibara	KINAPA (Moshi)	Ag. Chief Park Warden
9	Bernard Mgina	KINAPA (Moshi)	Park Warden-Tourism
10	Erick S.L. Kimario	KINAPA (Moshi)	Park Warden-Works
11	Ole L.S. Meikasi	KINAPA (Moshi)	Park Warden-Community Conservation Services (CCS)
12	Mwishawa Masana	KINAPA (Moshi)	Park Warden-Protection