

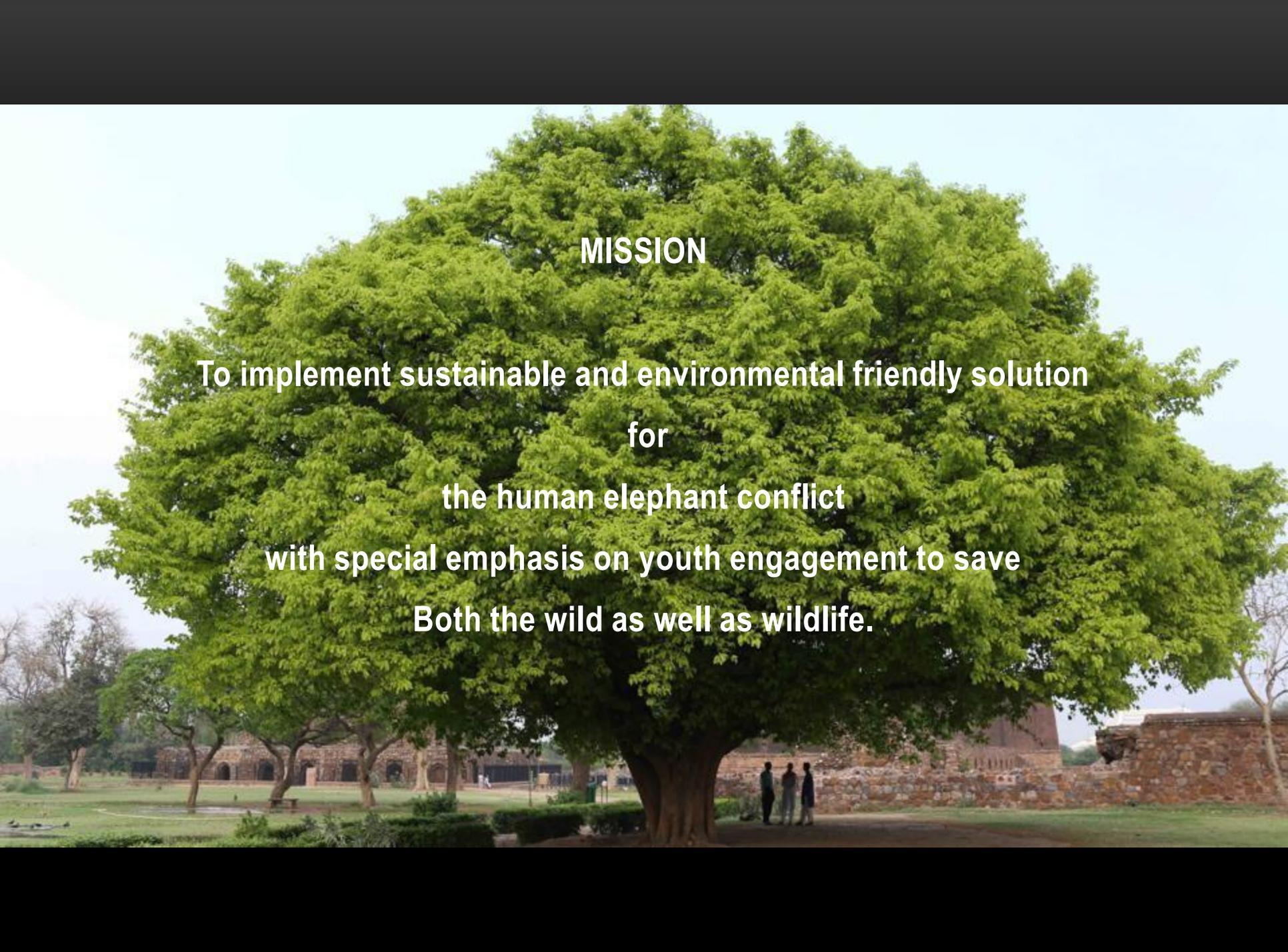
SRI LANKAN PRESENTATION ON  
ELEPHANT AND HUMAN CONFLICT IN  
SRI LANKA

FOR THE  
OSI GENEVA FORUM 2017

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## VISION

To increase the public awareness of the human elephant conflict and to minimize the conflict through awareness programs.

A large, lush green tree with a thick trunk and dense foliage dominates the center of the image. In the background, there are ancient stone ruins, possibly a fort or palace, with several arches. A few people are standing near the base of the tree, providing a sense of scale. The sky is a pale, clear blue.

## MISSION

To implement sustainable and environmental friendly solution  
for  
the human elephant conflict  
with special emphasis on youth engagement to save  
Both the wild as well as wildlife.

PRESENTED BY

P.A SRIYANANDA

DIRECTOR PROJECT

LT.COL. HECTOR MANCHANAYAKA

DIRECTOR ADMINISTRATIVE

LAKSHMAN FONSEKA

DIRECTOR REFORESTRATION

ERANGA WIJESEKARA

DIRECTOR COORDINATING

# INTRODUCTION



1. Elephant is a part of our tradition and they have very close connection with human in the field of construction and many more.
2. The elephants from Sri Lanka are easy to adapt and live in a family group led by oldest female of the group. Elephant mums and also all the members of the group love and protect their calf.
3. Proud-looking part of the elephant's body is the tusks. Tuskers are very proud.
4. Elephants in the agro territories are deaf due to constant use of explosives to chase them away. They can hold grudges for many years with their rivals and revenge upon.
5. Elephants show a remarkable ability to use tools, using their trunks like arms.
6. Elephants raid crops, damage property, and sometimes kill people.
7. Elephants enter farm lands in search of easy and delicious food. The conflict is escalating for years.



LIVE at 7

# EXPERIMENTING NEW STRATEGIES

- Elephants are clever to understand the technique used by the people to block their root for their favorite foods.
- Recent studies reveal that many elephants in the agro territories are deaf due to constant use of explosives to chase them away.
- Elephants show a remarkable ability to use tools, using their trunks like arms.
- Local people help to rescue the elephant in danger they still love and they do respect the giant.



CP  
WILD  
LANKA

# IT IS A ISSUE FOR BOTH

- The issue is pathetic as there are very few employment opportunities for the people and source of income for a family is mainly farming.
- Loss or damage to the cultivation means no income to the farmer and their families for the season.
- Farmers fire gunshots into the air or bursting firecrackers and the government has installed an electric fence to block the identified elephant pathways
- Electrified fences are unsuccessful techniques it is a failure.



# NATURAL BARRIER

- Unfavorable trees to scare elephants and protect them for five years.
- For them to free roam in their own territory as well as for the human in their own.
- Plant barriers instead of the electrified fence - a “Green Guard”.
- A natural measure to safeguard the Green Guard. promote beekeeping as elephants avoid trees with beehives.

# UNFAVORABLE TREES TO SCARE ELEPHANTS AND PROTECT THEM FOR FIVE YEARS.



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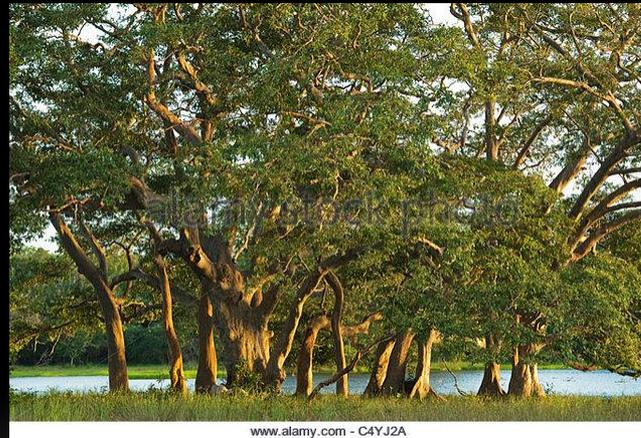
Agave



Beli



Lime



Arjun

## PROMOTE BEEKEEPING



Elephants are afraid of humming sound of the Bees

# PLANTS FOR GREEN GUARD

## Agave

A Plant grow well in hot, dry climates that require very little water to survive. Agave also efficiently capture moisture from rain, condensation and dew. The leaves have sharp, spiked edges it discourage predators from eating or using it as a source of water.

Ancient people used them for sewing needles as fiber is very strong and similar to synthetic nylon fiber.

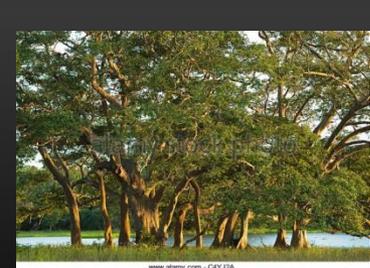
It is traditionally used to make many decorations and ornaments by local people. The industry is now disappearing due to non existence of raw materials - . Agave leaves.

Agaves bloom at a height up to 3 m so that they are far out of reach to animals that might attack them.

Specially elephants don't cross a line of Agave due to its leaves ending with a sharp life-threatening spine.







www.alamy.com - C4YJ2A



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# FIVE PHASES OF THE PROJECT

- 1<sup>ST</sup> PHASE (Approval and the deposit of funds to the project account)
- 2<sup>ND</sup> PHASE ( Initiation of the project in a selected district).
- 3<sup>rd</sup> PHASE ( Implementation of the project to the other districts)
- 4<sup>th</sup> PHASE (Finalize plant growing in the district and introducing Bee hives)
- 5<sup>th</sup> PHASE (Plants to protect 'Bio Fence' and beehives and final progress reports.)

# PLANTS FOR REFORESTATION







Photo from: <http://www.heritage.lk/>



Photo from: <http://www.heritage.lk/>

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# PLANT NURSERIES - THREE CATEGORIES

Nurseries run by the Head office  
Nurseries run by the District office  
Nurseries run by the Farmers.

# SEEDS

- Seeds or Sapling shall be purchased under the supervision of Agro Specialist from the farmers in the area or from the Dept. of Agriculture.

Planting the Seeds (i) in the Nursery bed.  
(Farmers in the area)

Planting the Seeds in (ii) the Nursery bed.  
(Under the supervision of District Office)

Planting the Seeds in (iii) the Nursery bed.  
(Under the supervision of Head Office)

# TIME SCHEDULE TO COMPLETE THE PROJECT

- It is estimated that period of six years to complete the project. Comprehensive report of the schedule is annexed to the report. (Annex A)

# CONSERVATION MEASURES FOR THE PLANTS IN THE BIO- FENCE

- It is the principal and most important issue of the project since its inauguration. Theoretically, there should be a proper equilibrium in both vegetation types, i.e. the plant shield and reforestation. The organization has instructed relevant officials to take immediate measures to replace a plant for a lost or discarded one.

# SECURITY MEASURES FOR THE BIO FENCE

- It is predicted that the vegetation on the Bio Fence shall not grow to its maximum level within the given period of the project. Even though the plants really response to chemical fertilizers' we shall not add an extra dose of chemical fertilizers' as the plants should raise naturally and have to adapt to dry, arid conditions. In our studies, it has demonstrated that it takes at least ten years for these types of plant to grow to a tolerable and sustainable level. Therefore the organization shall be introduced natural measures to safeguard the Bio Fence as given bellow. The elephant naturally dislikes and highly afraid of some trees. We identified, such trees and thought of planting these trees parallel to the electrified fence. Apart from this plant barrier we are also to introduce bee hives or to promote beekeeping in the areas and in the plant line as elephants are known to avoid trees with beehives.

# BEE – KEEPING - (ANNEXED C)

- Mee pane (Bee Honey) is an essential ingredient in various indigenous medicines. Pure Bee Honey is highly valued by Sri Lanka's Ayurvedic medical system as well as many indigenous medical practitioners
- Consequently, extra source of income will also be generated for the farmers as they will be allowed to harvest bee honey. Thus, they will be watchful to the project as it is their own source of income.
- Other than the beehives, equipment required will also be provided, such as protective clothing, a smoker to access to the hive more easily, and a few other tools.

# REFORESTATION

- Reforestation involves the replanting the forest areas where we intend to make the “ Bio Fence” which have been damaged or destroyed for years. We hope to regenerate the forest naturally. Selected varieties of seeds will be dispersed into the areas via villages under the supervision of officer reforestation. However, we felt that areas of forest which have been severely degraded are unlikely to be able to regenerate naturally and need to be replanted by hand using inherent tree species given in this text. As well as parts of the jungle have been destroyed due to china cultivation. In order to provide wild animal with an area to live and shade to relax the areas shall be replanted with selected varieties of plants.

# SERVICE SUPPORT PROCEDING

- **Budget for the Project**
- **Procurement Procedure**
- **Media Relation and Propaganda**
  - Initial Stage
  - Intermediate Stage
  - At the Point of Termination
- **Strategic Media Operations**

# RECRUITMENT PROCEDURE

- Vacancies and recruitment procedure shall be published in local newspapers. Initially head office staff will be recruited and they will be provided with seven days training to make them aware about the project proceeding, and about the mission and vision of the project.

# TRAINING MODULES

- Renown Professionals on the subject will be appointed on a temporary basis to conduct training modules, farmer training or any other significant affairs
- Lectures will be conducted for seven consecutive days on common proceedings of the project. Duty list and responsibilities for each employee will be provided and discussed on the final day
- Socioeconomic revenues and beneficiaries of the project will be explained in detail for each and every employee.
- Comprehensive details of the donor and particulars of other key figures who have engaged in this venture will be explained.
- It is also scheduled to test their perception and knowledge about the project at the end of the training module by a practical assessment.

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# TIME TABLE FOR TRAINING MODULES

0830 hrs - 0930 hrs 1st period
0930 hrs – 1025 hrs 2nd period
1045 hrs - 1140 hrs tea break
1145 hrs - 1240 hrs 3rd period
1340 hrs - 1435 hrs 4th period
1440 hrs - 1535 hrs lunch break
0830 hrs - 0930 hrs 6th period
1535 hrs - 1550 hrs tea break
1550 hrs - 1635 hrs 7th period
1830 hrs -2000 hrs night- module

# VISITING LECTURES

- Ministry of Environmental
  - Key environmental issues and Bio diversity
  - Ministry of and Forest And Wild Life
  - Dept. of Wild Life Conservation
  - Dept. of Forest
  - Ministry of Agriculture
  - Special Lecture on Installation and Supervision of Bee-hive Colonies and pests.
  - Cloning and related issues in modern Agriculture.
  - Special Lecture on First aids, precursory measures and wild animals.
  - Special Lecture on Positive Thinking.
  - Special Lecture on Leadership qualities.
  - Special Lecture on Social networking
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# DISTRIBUTION OF OFFICE AND OTHER EQUIPMENT

1 <sup>st</sup> class 4 office table and 4 chairs	1 Safe
2 <sup>nd</sup> class 4 office table and 4 chairs	Telephone 1 exchange
Office Table 8 Chairs 8	1 set of Intercom
Conference Table 1 Chair 10	8 Land Phones
1 Reception Table 2 Chairs	8 Hand Phones with connection
Normal Chair 10	File cabinet
Computer table 10 Chair 10	Cupboard
2 set of Sofa	File Racks
Other Related Accessories	File and Folders
Tool kits	Other Stationary.
1 set of Cutlery	Fire extinguisher
8 Computer	1 normal Refrigerator
8 Laptops	1 Heavy Duty Refrigerator
Projectors (with all Accessories)	Water Filter
1 Photocopies	Sanitary tools and items
1 scanner	10 Stand fans
1 still camera.	1 video camera.

# OFFICE EQUIPMENT FOR THE DISTRICT OFFICE

1 <sup>st</sup> class office table and chair	1 Safe
2 <sup>nd</sup> class office table and chair	1 set of Intercom
Office Table 4 Chairs 4	3 Land Phones
Conference Table 1 Chair 10	09 Hand Phones with connection
1 Reception Table 2 Chairs	File cabinet
Normal Chair 10	Cupboard
Computer table 03 Chair 03	File Racks
1set of Sofa	File and Folders
Other Related Accessories	Other Stationary
Tool kits	Fire extinguisher
1 set of Cutlery	1 normal Refrigerator
3 Computer	1 Heavy Duty Refrigerator
1 Laptops	Water Filter
1 Photocopies	Sanitary tools and items
1 scanner	5 Stand fans
1 till	1 id

# TOOLS AND OTHER EQUIPMENT

- Agricultural tools such as water pumps and tubes with other related equipment, wheel barrows, mamotees, shovels, knives etc.
- First Aids, Tools and Pain Killers
- Pain killers, Bandages and first boxes and tools. Safety clothing for beekeepers such as heavy-duty jumpsuits usually made of white canvas, knee high rubber boots, thick leather gloves that reach to the elbow, and a helmet with a face veil.

# REMUNERATION

- There are eight salary scales as given below. Remuneration and allowances shall be paid in accordance with the labor law act (no 19 Of 1954 and amendment act no 44 of 1985

		<b>Asst. Agro Specialist.</b>	
		<b>Admin Office.</b>	
1.	<b>Chairman</b>		<b>Field Supervisor</b>
			<b>Personal Assistant</b>
2.	<b>Director (Project)</b>		<b>Assistant accountant.</b>
	<b>Director (Coordination)</b>	6.	<b>Officer GS Division</b>
	<b>Director (Admin)</b>		<b>Chief Security Officer</b>
			<b>Technician</b>
3	<b>Accountant.</b>	7.	<b>Management Assistant.</b>
			<b>Receptionist.</b>
4	<b>Agro Specialist.</b>		<b>Drivers.</b>
	<b>District Officers.</b>	8	<b>Security Guard.</b>
	<b>Reforestation Officer</b>		<b>Office Aids.</b>
			<b>Labor.</b>
			<b>Sanitary labor</b>

# PURCHASING VEHICLES

- Administrative responsibilities of all the vehicles come under the Director Admin. According to the nature of the duty fuel rations will be allocated by the organization. Drivers will be appointed for all the vehicles excluding the vehicle of the Chairman as it will be assigned for personal use.
- Duly filled running chart issued by the Director Admin should carry with the driver/officer and should be provided at any time in case of inquiry or inspection.
- Director Admin is totally responsible to maintenance of the vehicles and he should supervise all the tasks related to management such as, issuing annual license, insurance and registration works.
- Vehicle will be inspected at a short notice at least once for a four month.
- In case of an accident civil rules and regulations shall be applied
- Vehicles rented on short-term basis shall return once the duty is completed.( Eg. Rented Water bowsers during arid environmental condition

# OFFICE HOURS

- Eight working hours excluding lunch hour.
- For Saturdays, five working hours excluding lunch hour.
- Forty five total working hours per week.
- Office hours - 0830h to 1630h.
- The morning session is compulsory for the field officers for their field activities and Wednesday is allocated for Coordination activities and other office related duties.

# TYPES OF VEHICLES

- 01 car - Chairman
- 03 jeeps - Directors
- 05 Double cabs - 3 for DOs , 1FO, 1 Agro Specialist
- 03 JCB - 1 for each districts
- 04 Tractors (MF) - 3 for each districts and 1 reforestation
- 08 Hand Tractors (Kubota) - 02 for each district, 2 for reforestation
- 03 Teller Bowers - 1 for each district
- 01 Commuter Van - Normal transportation Head office
- 01 tree wheel - Head office duty.
- 06 Motor bicycle (250cc) - FOs and Regional Agro officers
- 18 Motor bicycle (Scooty) - GSs officers 06 for each district.

# OTHER BENEFITS

- Insurance Scheme for Employees and Farmers
- Medical Benefits
- Loan Scheme for the Staff
- Holidays
- When an employee dies, his/her salary and benefits will automatically be paid to his/her legal heirs.
- Annual Performance Evaluation

The annual performance evaluation is the analysis, based on documentation from previous stages of the process, of an employee's work record (ACR).

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# SALARY BENEFITS

- Bonus
- Provident Fund
- ETF

# GROUNDWORKS OF THE LAND AND IMPLANTING THE BIO FENCE.

- the project shall initiate just prior to monsoon rain begins.
- Key plants for the Bio Fence will be planted latter in the pits which were pretreated with fertilizer.
- The first pace of planting shall be held as a ceremonial function with the participation of Distinguished Guest.
- As a strategic measure we shall not grow all the plants during the first year of operation.
- The results of the first phase will be utilized to launch the second phase

# SECURITY MEASURES FOR THE BIO FENCE

- It is predicted that the vegetation in the Bio Fence shall not grow to its maximum level within the given period for the project.
- Even though the plants really response for chemical fertilizers' we shall not add extra dose of chemical fertilizers' as the plants should raise naturally and have to adapted to dry, arid conditions
- In our studies it has demonstrated that it take at least ten years for these types of plant to grow to tolerable and sustainable level.
- Therefore the organization shall introduced natural measures to safe guard the Bio Fence

# MEDIA RELATION AND PROPAGANDA

- The Bio Fence will be setup parallel to the electrified fence giving it's a innovative and environmental friendly appearance.
- It is essential to carry out proper propaganda mechanism to educate and make the stakeholders well aware about the project.
- Media propaganda will mainly focus on the important aspects of the project and sustainable solution for the prevailing conflict.
- Other revenues such as environmental conservation, welfare activities such as scholarship scheme for students will also be highlighted. Media propaganda shall also focus on Bee- Hive Colonies and its benefits for the public.

# MEDICAL BENEFITS & LOAN SCHEME FOR THE STAFF AS WELFARE ACTIVITIES.

- All permanent employees will be provided with a special Medical Benefits. The benefits will be depending on the salary scale of the employee. Project fund will be disbursed in The following guidelines have been formulated for the Project staff for obtaining Property/vehicle loans.
- Purchase of a suitable building site to construct a house.
- Construction of a house in a land owned by the applicant.
- Purchase of a flat or a land with a house.
- Effecting improvements and making additions to the house constructed.
- Completion of work of a partially constructed house.

## SALARY BENEFITS ,BONUS, PROVIDENT FUND, COMPENSATION AGAINST ACCIDENT

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- All employees shall receive an annual bonus equal to one month's basic salary. Bonus will be included in the monthly salary payment of the month preceding the festival. Salaries of all employees will be subjected to an annual increment by 8%.
- However, new staff on will not receive any annual bonus until the completion of the six - month probationary period.
- All regular employees are expected to set aside 10% of monthly pay to his/her provident fund. Organization will contribute the same amount on monthly basis. Both the employee's and Organization contributions are deposited in a savings account under the employee's name. The provident fund can only be withdrawn upon the employee's resignation from Organization.

# DONORS VISITS

- It is schedule to invite the donors for observation visits when the project is ongoing.
- When the funds are released before beginning of the project. ( 1st visit )
- During the project is ongoing. ( 2nd visit)
- At the end of the project( 3rd visit)

## PROJECT STAFF

• Chairman	01	• Personal Assistance	01
• Director	03	• Field Officers	06
• Agro Specialist	01	• Asst. Accountant	02
• Accountant	01	• Officer GS Division	18
• District Coordinators	03	• Receptionist.	01
• Reforestation Officer	01	• Management Assistant	07
• Administrative Officer	01	• Drivers.	12
• Asst. Agro Specialist	01	• Office Aids	05
		• Sanitary labor	04
		• Labor	12

**Total**

**79**