



Human–Wildlife Conflict Management

Conflict to Coexistence (C2C) Strategy for
Nangkor Gewog, Zhemgang (2026–2030)

Divisional Forest Office–Zhemgang
Department of Forests and Park Services
Ministry of Energy and Natural Resources



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Prepared by:

Jangchu Wangdi, Dy. Chief Forestry Officer, DFO Zhemgang
Tenzin Wangmo, Forestry Officer, DFO Zhemgang

Contributors:

1. Tashi Wangchuk, CFO, DFO Wangdue
2. Sithup Lhendup, CFO, DFO Zhemgang
3. Om Nath Raika, Sr. FR II, DFO Zhemgang
4. Rinzin Tshomo, FR I, DFO Zhemgang
5. Thinley, FR I, Zhemgang Range
6. Sangay Wangmo, Zhemgang Range
7. Kelzang Wangchuk, FR II, Zhemgang Range
8. Sonam Phuntsho, FR I, WFMU
9. Thinley Tshering, Sr. FR III, Bermoo BG
10. Gom Raj Rai, FR II, Buli BO
11. Chakman Monger, FR I, Buli BO
12. Indra Kumar Bhujel, Fr II, Buli BO

Reviewers:

1. Kinley Dem, Chief Forestry Officer, FMID, DoFPS
2. Tashi Norbu Waiba, Principal Forestry Officer, FRPMD, DoFPS
3. Rinchen Namgay, Dy. Chief Forestry Officer, UWIFoRT, DoFPS
4. Kinga Norbu, Dy. Chief Forestry Officer, FMID, DoFPS
5. Tshering Zam, Dy. Chief Forestry Officer, NCD, DoFPS
6. Phub Dorji, Sr. Forestry Officer, NCD, DoFPS

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Abbreviations

BDBL	Bhutan Development Bank Limited
BO	Beat Office
BPCL	Bhutan Power Corporation Limited
C2C	Conflict to Coexistence
CDCL	Construction Development Corporation Limited
CF	Community Forest
CFMG	Community Forest Management Group
CIC	Community Information Center
CPS	Community Primary School
DAO	Dzongkhag Agriculture Office
DFO	Divisional Forest Office
DHyEL	Druk Hydro Energy Limited
DLO	Dzongkhag Livestock Office
FCB	Food Corporation of Bhutan
GTCT	Gewog Tiger Conservation Tshogpa
HQ	Head Quarter
HWC	Huma-Wildlife Conflict
IKI	International Climate Initiative
LG	Local Government
NGO	Non-governmental Organization
NRDCL	Natural Resources Development Corporation Limited
NWFP	Non-wood Forest Product
ORC	Outreach Clinic
PCU	Project Coordination Unit
PF	Private Forest
PHC	Primary Health Centre
PS	Primary School
RBP	Royal Bhutan Police
RNR-EC	Renewable Natural Resource- Extension Center
RO	Range Office
WFMU	Wangdigang Forest Management Unit
WWF	World Wildlife Fund



ནགས་ཚལ་དང་གླིང་ཀ་ཞབས་ཏྲོག་ལས་ཁུངས་།

Royal Government of Bhutan
Ministry of Energy and Natural Resources
Department of Forests and Park Services
Thimphu: Bhutan



Foreword



Human-Wildlife Conflict (HWC) poses a significant challenge to both community livelihoods and wildlife conservation in Bhutan. Nangkor Gewog, identified as a hotspot for such conflicts in Zhemgang, requires strategic and collaborative interventions to foster coexistence. I am pleased that the Divisional Forest Office, Zhemgang, has developed the Human-Wildlife Conflict Coexistence Strategy with support from the IKI Living Landscapes Project.

This strategy emphasizes community engagement, scientific assessment, and practical interventions to mitigate conflict effectively. I extend my sincere appreciation to the DFO Zhemgang for their leadership and dedication throughout the planning and implementation phases. I also thank the local government, community members, and other stakeholders whose active participation has been invaluable in shaping this strategy.

Their collective efforts demonstrate the power of partnership in addressing conservation challenges while protecting community well-being. I commend the IKI Living Landscapes Project for their financial support, which has been critical to this initiative. It is my hope that this strategy will reduce conflicts, enhance awareness, and promote a culture of coexistence between humans and wildlife. I wish all stakeholders success in implementing this strategy and trust that it will contribute meaningfully to sustainable conservation and community resilience.

(Karma Tenzin)
Director

Acknowledgement

The C2C strategy for Nangkor Gewog is the result of a collective and dedicated effort by the staff of the Divisional Forest Office, Zhemgang. The Division sincerely acknowledges the commitment, professionalism, and teamwork demonstrated by all officers and staff who contributed their time, experience, and technical inputs toward the successful formulation of this strategy. Their sustained engagement throughout the process ensured that the document is comprehensive, practical, and grounded in field realities.

The formulation of this strategy was made possible through the unwavering support and guidance of the Department and WWF, Bhutan. The Division is deeply grateful for their strategic direction, technical advice, and continuous encouragement. Further, the Division would also like to express its sincere gratitude to the IKI Project, “Living Landscapes: Securing High Conservation Values in South-Western Bhutan,” for its generous financial support, which enabled the conduct of comprehensive socio-economic and field surveys. The data generated through these assessments formed a critical foundation for evidence-based planning and significantly informed the management interventions contained in this strategy. WWF–Bhutan, together with the Project Coordination Unit, played a pivotal role in facilitating the timely procurement of essential equipment and field gear, and in delivering capacity-building programs. These interventions greatly strengthened the technical capacity of the field teams involved in the assessment.

The Division would like to extend special appreciation to Mr. Jangchu Wangdi of DFO Zhemgang, who played a crucial leadership role in guiding and coordinating the formulation of this strategy. His dedication, technical oversight, and leadership were instrumental in bringing the C2C planning process to completion. Finally, the Division extends its heartfelt thanks to all individuals, institutions, and stakeholders who, in various capacities, contributed to the development of this strategy. Their collective efforts have resulted in a key milestone that will guide Human Wildlife Conflict management and their co-existence in Nangkor Gewog in the years to come.

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1. Introduction

Human-Wildlife Conflict (HWC) is an increasing global concern driven by rapid developmental activities that fragment wildlife habitats. In Bhutan, where the Constitution mandates a minimum of 60% forest cover, the 2023 State of Forest Report shows a remarkable 69.71% forest coverage (2.68 million hectares). Zhemgang Dzongkhag stands out with the highest forest cover at 93.89% (FMID, 2023) and is recognized as a biodiversity hotspot, home to fauna like the tiger, golden langur, red panda, white-bellied heron and endangered such as *Paphiopedilum fairrieanum*, *Paphiopedilum venustum*, and *Saparia himalayana*. The Dzongkhag with rich biodiversity, coupled with widespread forest cover, results in significant overlap between human settlements and wildlife habitats. Scattered communities adjacent to forests and expanding infrastructure, such as roads and power lines, intensify these conflicts by increasing encounters between humans and wildlife and degrading natural habitats.

Bhutan's largely agrarian population, with around 60% relying on forest-based agriculture and livestock, is particularly vulnerable to HWC. In Zhemgang's Nangkor Gewog, where wildlife populations are expected to be growing and resources are becoming scarce, animals are increasingly entering human settlements, escalating tensions. To address this, integrated management strategies involving communities and stakeholders are crucial. Initiatives like the "Conflict to Coexistence" (C2C) strategy in Nangkor Gewog aim to shift the dynamic from conflict to coexistence through collaborative and sustainable approaches.

2. Goals and Objectives

Goal: "To ensure compatible coexistence between wildlife and people through holistic approach".

Objectives:

- Safeguard people and their livelihood/assets alongside wildlife presence.
- Secure wildlife and its habitat to sustain a healthy and resilient wildlife population.

3. Methodology

3.1 Site Description

Nangkor is one of the eight gewogs under Zhemgang Dzongkhag. The gewog center is at Buli, located 56 kilometers from Zhemgang town. Spanning over an area of 543 square kilometers, Nangkor comprises 400 households with a population of 4,973 (Female-2655, Male-2,318) based on the Gewog Census, 2017. The gewog is divided into five sub-blocks known as chiwog. Nangkor gewog has five schools, three Basic Health Unit (BHU), five Outreach Clinics (ORC), eight Lhakhangs (temples), four Dratshangs, one Bhutan Development Bank Limited (BDBL), Community Police Center, NRDC Office, Food Corporation of Bhutan (FCB), Renewable Natural Resources Extension Center (RNR-EC) and Forest Beat Office.

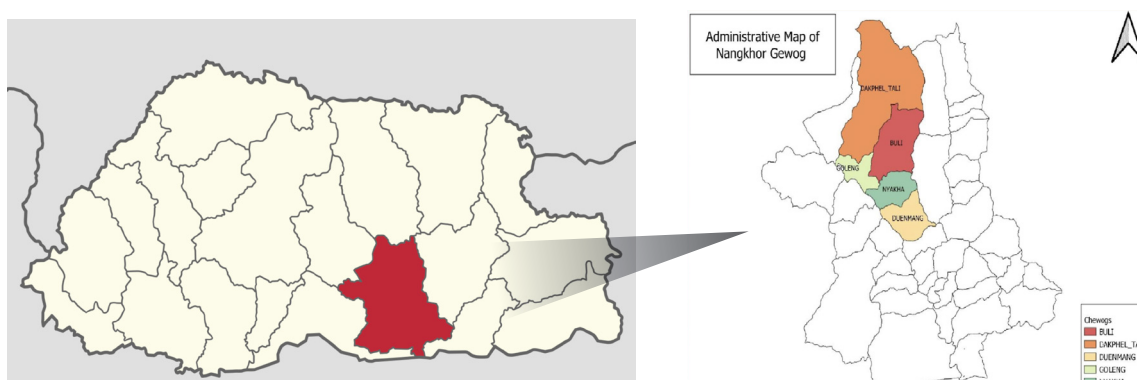


Figure 1. Nangkor gewog with chiwog boundary

3.2 Methods

The C2C approach is an integrated, stepwise approach to enable systematic HWC management planning, implementation, and monitoring. The objectives of the framework and its approach are as follows:

- To provide clear, stepwise guidance for effective management of HWC.
- To facilitate integrated and holistic approaches to HWC management by encouraging long-term solutions coupled with short-term and intermediate results.
- To provide a template for managing HWC effectively with the flexibility to tailor to different scales and contexts across different regions.

The framework of the C2C approach (Figure 2) defines four assumptions for effective HWC management:

1. All four outcomes (Figure 2, inner circle) need to be achieved to manage HWC effectively.
2. The four outcomes are achieved by implementing actions within the context of the six HWC management elements (Figure 2, middle circle), and actions can vary based on context.
3. The six HWC management elements are interconnected, and all of them must be implemented in an integrated way. None can be implemented in isolation; actions and lessons in each element inform and reinforce actions in other elements.
4. The implementation of the six management elements follows defined principles (Figure 2, outer circle).

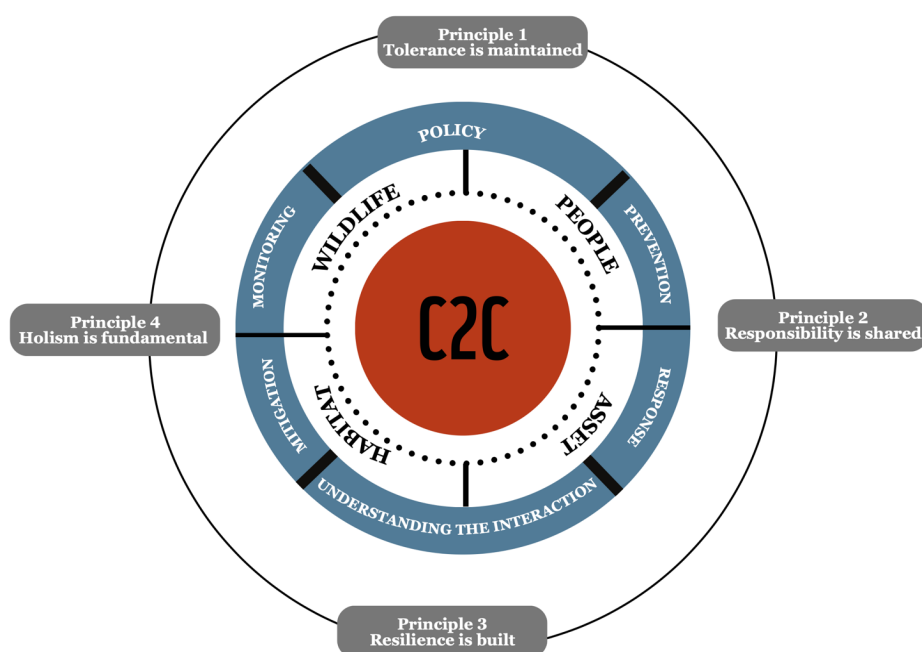


Figure 2. Conflict to Coexistence framework

Effective management of HWC requires taking the needs of people and wildlife into consideration. Therefore, the C2C approach sets out four outcomes that need to be targeted at the same time in landscapes shared by wildlife and people:

- People able and willing to live alongside wildlife
- Wildlife thrives alongside human presence
- Livelihoods/assets secured against presence of wildlife
- Habitat sufficient to maintain viable wildlife population

The stepwise implementation of the C2C approach follows an adaptive management process. Building trust and collaboration among stakeholders is a long-term endeavor. Co-creating the HWC management strategy with

communities and other stakeholders in a participatory and inclusive manner takes time. The C2C Strategy development in Nangkor gewog followed all the steps outlined (Figure.3) in the C2C approach and details of each step are presented below.

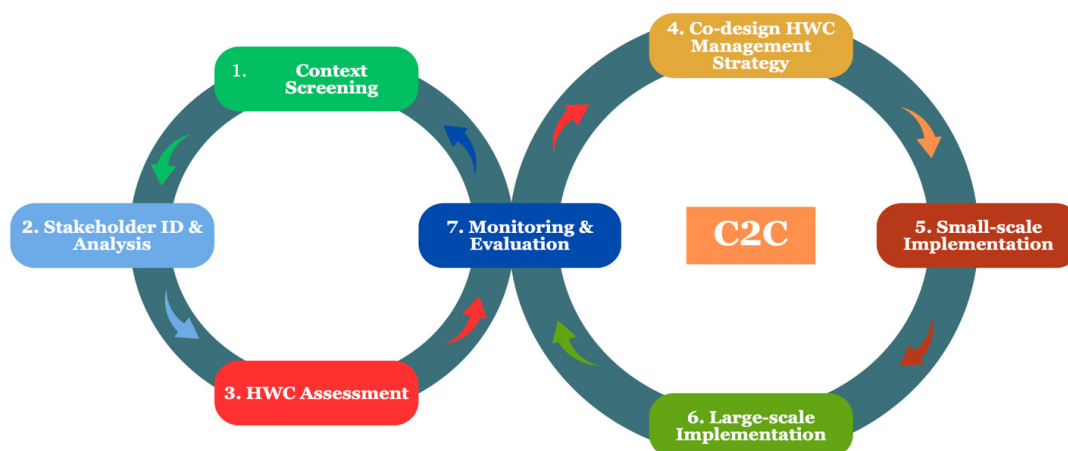


Figure 3. Conflict to Coexistence process

3.2.1 Context Screening

Context screening is the initial phase of the assessment process, aimed at identifying and analyzing the specific characteristics of a landscape and its prevailing HWC dynamics. Before completing this step, the C2C Project Manager gathered all relevant baseline information such as social landscape mapping, government census records, and other pertinent resources, to achieve a comprehensive understanding of the landscape. Context screening was conducted in consultation with forestry colleagues of Zhemgang Range, Beat Offices of Mangdechu, Tali and Buli and stakeholders, including local government officials. This involved detailing the site (e.g., landscape information, human demographics, and livelihoods), trends in HWC (e.g., records of conflict species, frequency/severity and types of conflict, and management interventions), drivers of HWC (both human-induced and natural drivers), wildlife dynamics (trends in conflict and prey species, movement of species through the landscape, and conflict drivers), and relevant policies.

3.2.2 Stakeholder Identification and Analysis

Stakeholders are individuals or groups with an interest or stake in a particular issue. In the context of HWC, stakeholders include local communities group representatives such as CFMG and NWFP Group Chairperson, conservation organizations, government agencies, and others affected by or involved in managing the HWC. Effective stakeholder identification is crucial for

successful human wildlife conflict mitigation and promoting coexistence. Multiple stakeholder groups are typically involved in HWC scenarios. Some are directly impacted by HWC, while others are engaged in its management. Additionally, certain stakeholders, though not directly affected, may have significant influence. For the C2C approach, it is essential to identify and understand the stakeholders involved in HWC and evaluate their potential for collaboration. Therefore, a core team consisting of the C2C Manager, Chief Forestry Officer, Range Officer, local government officials, including Tshogpa from five chiwogs together carried out the stakeholder identification and analysis matrix using the Stakeholder Analysis Matrix (C2C Tool 5), which involves clustering stakeholders (Table 1). This matrix employs a systematic evaluation process by answering a series of questions on a scale of 1 to 5, focusing on the following aspects:

- Stakeholder's interest in HWC and its management in Nangkor gewog
- Their influence on the long-term success of HWC management strategy
- Their availability to participate in the co-design and implementation of the HWC management strategy

As reflected in Table 1, stakeholders are classified into two categories: duty bearers/service providers (indicated in blue) including government institutions and corporation offices and the community members (indicated in green) are chairpersons of the local community groups like CF, NWFP groups, and business entities. A total of 29 duty bearers/service providers and 19 community members were identified. The stakeholder analysis highlights a diverse range of interest, influence, and availability levels among groups involved in the HWC management strategy. As shown in Table 1, stakeholders with high interest, influence, and availability (such as local government office bearers like Gup and Tshogpa, gewog extension officials, relevant RO, and community members) are pivotal to the strategy's success. Those with moderate influence, including the business communities and schools can play important supporting roles in information dissemination and resource management. Conversely, stakeholders with low interest and influence, such as FCB, hospitals, and banks, have minimal direct impact on the initiative.

Table 1. Stakeholder analysis matrix for Nangkor Gewog

Group, organization or individual NAME use colour code for Duty bearer/ Service provider and Community member	INTEREST in HWC and its management in this landscape (1 - 5)	INFLUENCE on long-term success of a HWC management strategy (1 - 5)	AVAILABILITY to participate in the co-design of a HWC management strategy (1 - 5)	Category	Function (Producers/ Consumers/ Regulators/Policy/ Makers/Activists)
Nangkor Gewog Administration	5	5	5	High interest, influence and availability	Policy
Gewog Agriculture Office	5	5	4		Maker
Gewog Livestock Office	5	5	4		Maker
GTCT Nangkor	5	5	4		Consumer
Dakpai Women Association	5	4	5		Consumer
Tshogpa, Tshaidang-Nyakhar	4	5	5		Makers/Policy
Tshogpa, Duenmang-Kamjong	4	5	5		Maker
Tshogpa, Goling-Zhobling	4	5	5		Makers/Policy
Tali Zangtopelri	4	5	4		Maker
Mebar Tagchog Lhakhang	4	5	4		Maker
Buli Dratshang	4	5	4		Maker
Ugyencholing Dratshang	4	5	4		Maker
Tshogpa, Buli	4	4	5		Makers/Policy
Chairman, Tashicholing CFMG	4	4	5		Consumer
Chairman, Rinchen Norbuling CFMG	4	4	5		Consumer
Chairman, Phendey Norbuling CFMG	4	4	5		Consumer
Chairman, Tshaidang CFMG	4	4	5		Consumer
Chairman, Nyakhar Dung CF	4	4	5		Consumer
Tshogpa, Kikhar-Tali	4	4	5		Makers/Policy
Chairman, Yoeselpelri CFMG	4	4	5		Consumer
Chairman, Phuesum Pelri CFMG	4	4	5		Consumer
DHyEL	4	4	4		Maker
Principal, Kamjong CPS	4	3	3	High interest, medium influence and availability	Maker
Principal, Goling PS	4	3	3		Maker
Principal, Kikhar CPS	4	3	3		Maker
RBP	3	4	3	High influence, medium interest and availability	Regulators
Business community	3	4	3		Consumer
Business community1	3	4	3		Consumer
Chairman, Goling NWFP Group	3	3	5	High availability medium interest and influence	Consumer
Chairman, Tshaidang NWFP Group	3	3	5		Consumer
Chairman, Zhobling NWFP Group	3	3	5		Consumer

Business Community-Goling	3	3	3	Medium interest, influence and availability	Consumer
Business community-Duenmang	3	3	3		Maker
Business community-Kamjong	3	3	3		Maker
Business community-Tali	3	3	3		Consumer
Business community-Kikhar	3	3	3		Consumer
PHC, Kamjong	3	3	3		Maker
NRDCL	3	3	3		Maker
BPCL	3	3	3		Maker
CIC Operator	3	3	3		Maker
Principal, Tshaidang PS	3	3	3		Maker
PHC, Tshaidang	3	3	3		Maker
Business community-Tshaidang	3	3	3		Maker
CDCL	3	2	3	Medium interest and availability and low influence	Maker
FCB, Dakpai	3	1	1	Medium interest, low influence and availability	Maker
Buli Central School	2	3	3	Low interest, medium influence and availability	Maker
Buli Hospital	2	3	3		Maker
BDBL	2	3	3		Maker

3.2.3 HWC Assessment

The C2C assessment under Nangkor gewog covering five chiwogs was conducted from 16–25 April 2025, led by a team of 11 enumerators who undertook one on one interviews visiting and interviewing all the sampled households and service providers/duty bearers. The survey included 48 Duty Bearer/Service Provider and 202 community households based on sample size determined by Yamane's (1967) method at 95% Confidence Interval.

Using the formula, $n = \frac{N}{1+Ne^2}$,

Where n = Sample size; N = Total Population/HHs in the gewog; e = level of precision (e.g., margin of error, commonly 5% or 0.05 for 95% confidence level). The total household in the study area from five chiwog is 408 households for Nangkor Gewog (sampling frame). Therefore, the sampling size for the survey was 202 community households for Nangkor Gewog, which was further determined for every chiwog for the survey.

Table 2. Households interviewed as per the chiwog under Nangkor Gewog

Sl.No.	Name of Chiwog	Total HHs	No. of HHs interviewed
1	Dakphel-Tali	93	46
2	Duenmang	57	28
3	Nyakhar-Tshaidang	60	30
4	Buli	127	63
5	Goleng	71	35
Total HHs		408	202

3.2.4 Co-design

Based on the result of the HWC assessment under Nangkor gewog, the co-designing of the HWC management strategy was carried out in five chiwogs. Co-design is often used as an umbrella term for participatory and collaborative development processes. A formal stakeholder engagement process aims to create actions, processes, and environments that are responsive and appropriate to their practical and cultural needs. An effective co-design approach starts with the recognition that community members and other stakeholders are the experts of their lived experiences and know what they need and what they can build on.

The co-design process for developing HWC management strategy for Nangkor gewog adopted a participatory approach, ensuring that the strategies closely reflect the needs and perspectives of the local communities and the stakeholders. The participatory co-designing for Nangkor gewog C2C Strategy commenced from 1st – 6th June, 2025. The process involved systematic co-designing across all five chiwogs with the community members and duty bearers of each chiwog. A total of 268 participants including community members and service providers participated in the co-design. 26 percent of participants were male and 74 percent were female, which indicated the female participants dominated in the co-design process (Table 3). The draft strategy was also presented to service providers and relevant stakeholders after completing the co-designing consultation.

Table 3. Participants from each chiwog during the co-design consultation

Chiwog	Male	Female	Total participants
Duenmang	14	35	49
Nyakhar-Tshaidang	12	38	50
Buli	15	48	63
Goleng	14	31	45
Dakphel-Tali	16	45	61
Grand Total	71	197	268
	26%	74%	

During the co-designing phase, facilitators began by presenting the findings of the C2C assessment to local communities and duty bearers at the gewog and chiwog levels. This report detailed the results of four key outcomes and analyzed how six specific elements contributed to each outcome. Following these presentations, participants were divided into several groups, among duty bearers and community members. Each group was tasked to discuss necessary actions to improve outcomes identified as 'not safe' and to maintain those deemed 'safe' at their current status.

Group leaders then presented their proposed actions, which were opened for discussion among all participants. Suggestions that gained collective acceptance were incorporated into the action plan with action implementation responsibility assigned to respective stakeholders. This collaborative process ensured that the action plan was comprehensive and reflective of the community's insights and the duty bearers' responsibilities. Such participatory approaches are vital for effective local governance and the successful implementation of C2C strategies. This collaborative approach ensured that strategies were both locally appropriate and co-owned by the community. The co-designing process led to the development of comprehensive strategies that will address specific challenges identified by each chiwog.

4. Results and Discussions

4.1 Overall result for Nangkor Gewog

4.1.1 Conflict Species

Wild animals such as Barking Deer, Bear, Birds, Dhole, Golden Langur, Leopard, Macaque, Porcupine, Rodents, Sambar, Snakes, Tiger and Wild Pig are listed as conflict animals in Nangkor gewog. As per the assessment report, both service provider/duty bearers have reported leopard as the most significant conflict animal followed by barking deer for service provider and serow by the communities in Nangkor gewog. Rhodent is the least significant conflict species reported by service providers and snake as the least conflicting species among the community members even though their presence is abundant in the area. The graphical representation of the conflict animals is as shown in Figure 4.

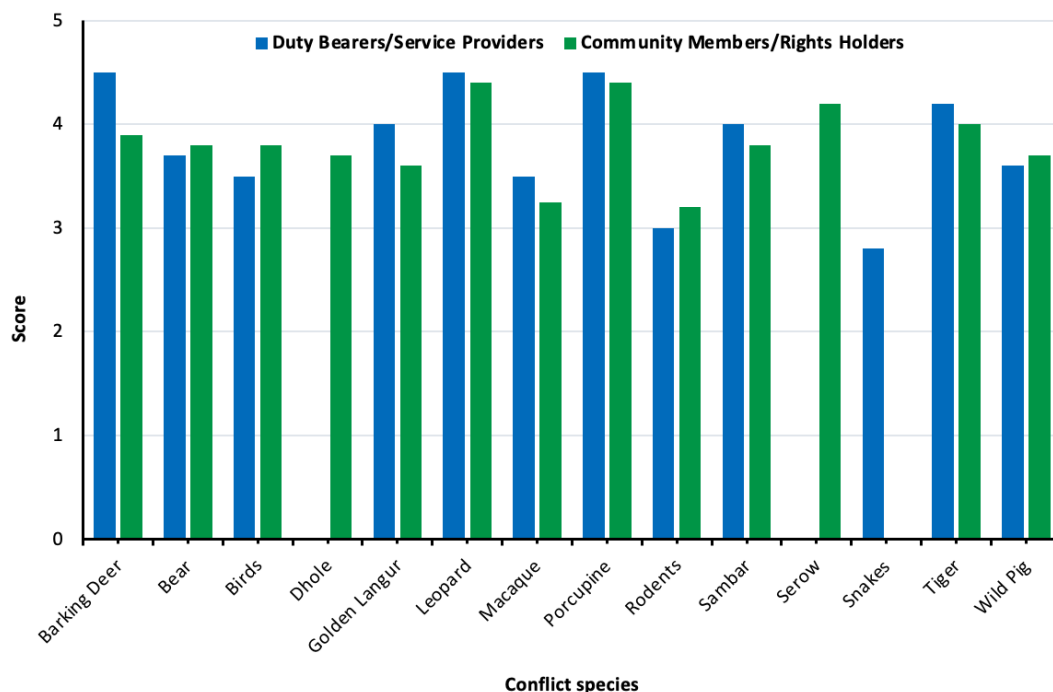


Figure 4. Graphical representation of conflict species

Conflict species perceived by each category:

Service Provider/Duty Bearers: Bear, Dhole, Macaques, Sambar, Tiger, Marten, Golden Langur, Porcupine, Wild Pig/Bushpig/Wild Boar, Barking Deer, Birds, Leopard Cat, common Leopard, Civet, Serow, Birds of Prey, Snakes, Snow Leopard, Bats, Fox, Grey Langur, Wolf.

Community Members: Bear, Dhole, Macaques, Sambar, Tiger, Wild Pig/Bushpig/Wild Boar, Golden Langur, Barking Deer, Porcupine, Capped Langur, Marten, Birds, common Leopard, Leopard Cat, Birds of Prey, Serow, Civet, Grey Langur, and Snakes.

4.1.2 Results by Outcome

Human-wildlife coexistence is achieved when four critical outcomes, safety of people, assets, wildlife, and habitat are secured. Assessing each outcome's status is essential to determine the overall balance of this coexistence. In Nangkor gewog, the current state of human-wildlife coexistence is imbalanced, primarily due to the vulnerability of livelihood assets. Both service providers and community members have reported similar outcomes, indicating that human vulnerability is next to livelihood in Nangkor gewog (Figure 5). This shows that the security and safety of people's lives is more threatened by wildlife than the protection of wildlife and their habitats. Addressing this imbalance is crucial to ensure the well-being of people affected in the communities.

Livelihood assets in Nangkor gewog, including agriculture, livestock, and forest resources, are below safe thresholds, indicating instability in these sectors. This instability is directly linked to interactions with wildlife, leading to increased HWCs. Farmers face challenges such as crop destruction by wild boars and livestock predation by tigers and leopards, resulting in significant economic losses and threatening food security. The imbalance in human-wildlife coexistence in Nangkor gewog underscores the need for effective management strategies to protect livelihood assets. Implementing measures such as community-based initiatives, improved livestock enclosures, and sustainable agricultural practices can help mitigate conflicts and promote a more harmonious relationship between humans and wildlife.

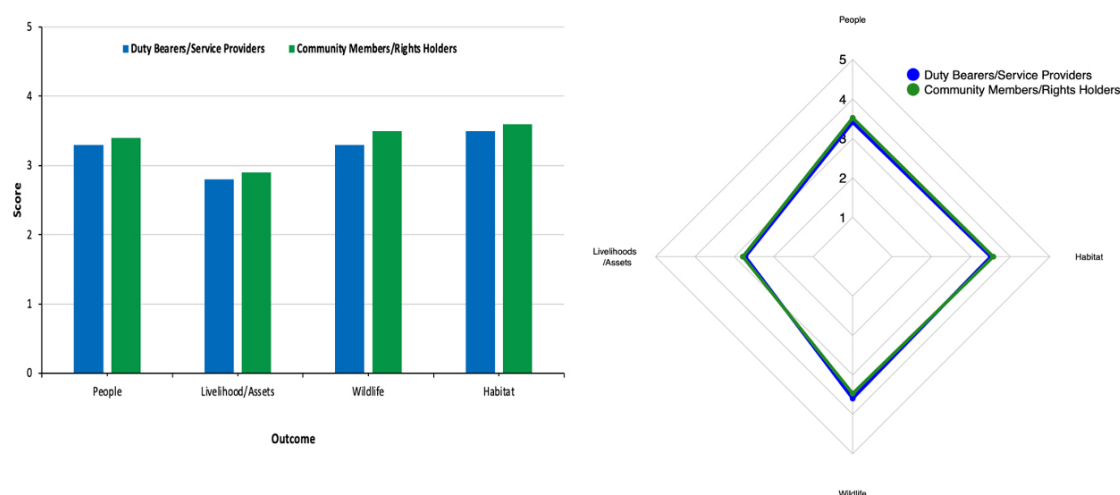


Figure 5. Graphical representation of result by outcome

4.1.3 Results by element contributing to each outcome

There are six key elements considered in the C2C approach to determine the state of four outcomes. The contribution of each element to each outcome within four assumptions for Conflict to co-existence are as follows;

I. People Able and Willing to Live Alongside Wildlife:

Human-wildlife Conflict poses significant threats to both human livelihoods and wildlife conservation efforts. Current mitigation measures have often been inadequate in ensuring human safety. This inadequacy underscores the urgent need to develop and implement more effective strategies that safeguard communities from wildlife-related dangers. Such strategies may include the erection of physical barriers, community education programs, and improved land-use planning to reduce human-wildlife interactions.

II. Livelihoods/Assets Secured Against the Presence of Wildlife:

Livelihood or the assets of the local communities are more vulnerable among the four outcomes and all the six elements are at very weak contribution. Contributions of elements such as prevention and monitoring are at similar quantities with slightly higher contribution and least from mitigation understanding conflict and mitigation measures. This indicates that it is crucial to design mitigation measures to uplift the safety of assets, awareness policy, understanding of conflict and response to the conflict.

III. Wildlife Thrives Alongside People:

The wildlife in Nangkor gewog is also currently in a favorable and secure condition, with effective policies, understanding of human-wildlife interactions, prevention, response and monitoring. However, there is least mitigation measure and it is essential to strengthen the mitigation measures to prevent poaching of wild animals and retaliatory killing.

IV. Habitat Sufficient to Ensure Sustainable Wildlife Populations:

The wildlife habitat in Nangkor gewog is currently in a favorable and secure condition, with effective policies and understanding of human-wildlife interactions with the local communities and service providers. To maintain and further enhance this status, it is essential to strengthen preventive measures across key elements including regular patrolling to prevent illegal destruction of pristine wildlife habitat.

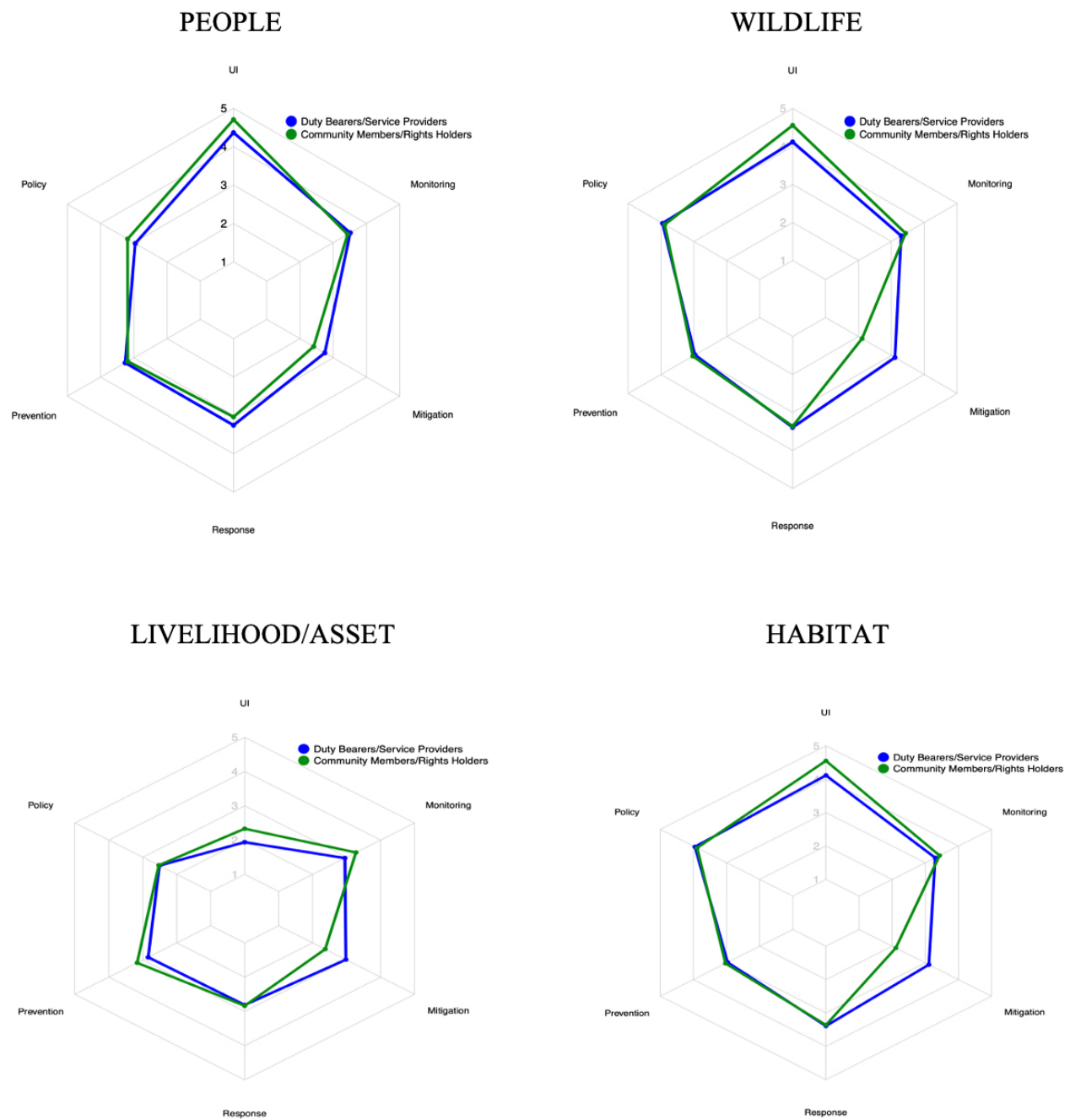


Figure 6. Graphical presentation of results by element to each outcome

4.2 Chiwog-wise Results

The chiwog wise results by outcome, element and conflict species are as follows;

4.2.1 Nyakhar-Tshaidang chiwog

Livelihood and assets are the most significantly impacted outcomes as a result of negative human-wildlife interactions, as reported by both duty bearers and

community members (Figure 7) This impact is primarily attributed to crop damage caused by wildlife species such as sambar, wild pig, barking deer, golden langur, porcupine and macaque with livestock kill by tiger, leopard, bear, dhole and marten. The intervention to reduce the human wildlife conflict and enhance coexistence shall prioritize under livelihood/assets outcome.

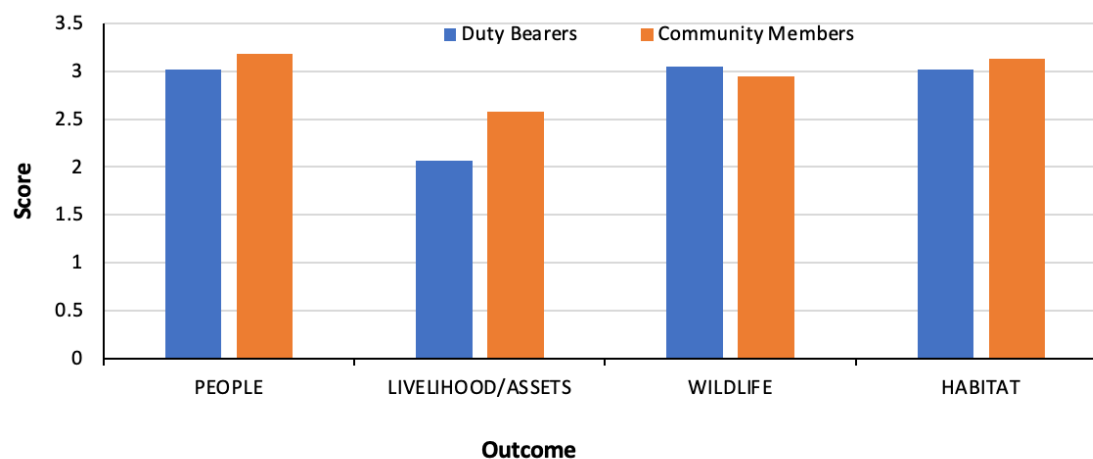


Figure 7. Result by outcome for Nyakhar-Tshaidang Chiwog

As illustrated in Figure 8 the community members assigned the lowest scores to mitigation under outcome people and livelihood/assets while the lowest scores for wildlife and habitat attributed to response and prevention. To achieve the outcome people able and willingness to live alongside wildlife and secure livelihood/assets it's important to prioritize mitigation measures. In order to ensure wildlife thrives alongside people need immediate response mechanism in place and preventive measures to ensure the habitat sufficient for wildlife populations to sustain wildlife populations.

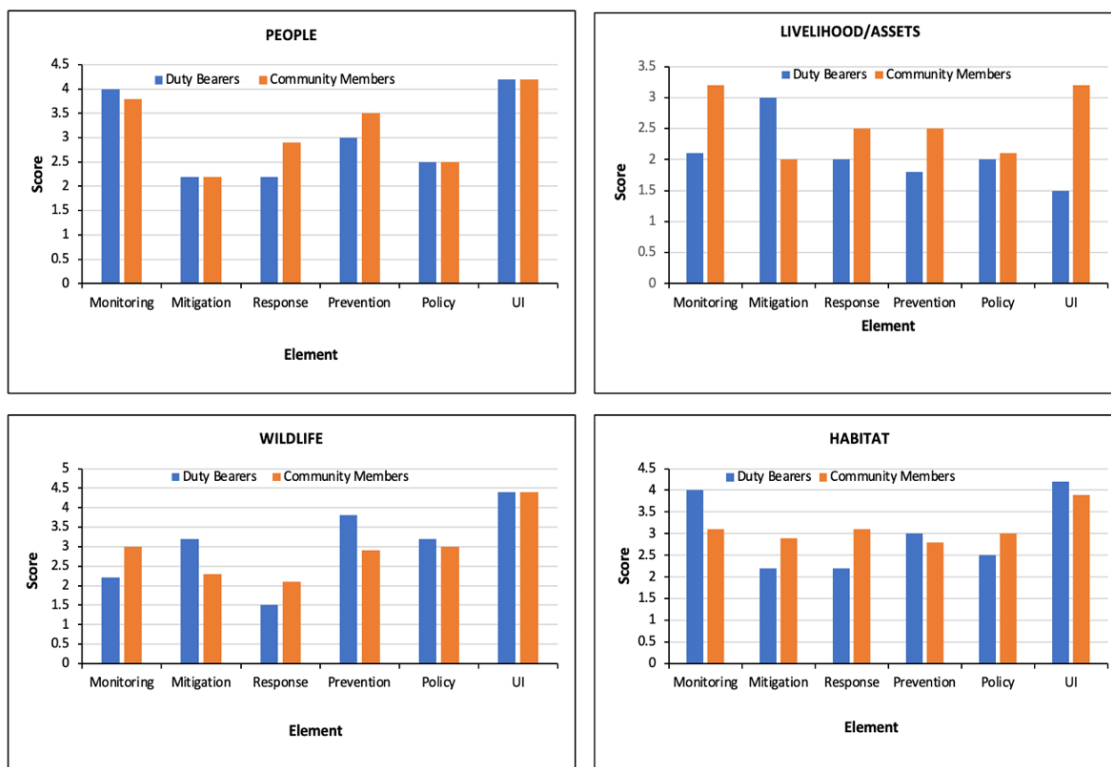


Figure 8. Results by elements for Nyakhar-Tshaidang chiwog

In Nyakhar-Tshaidang chiwog, HWC is primarily driven by sambar, wild pig, barking deer, golden langur, bear, porcupine and macaque. These animals cause extensive damage to crops. The tiger, bear and the leopard are the main animal species killing and affecting the livelihood of the communities in the chiwog.

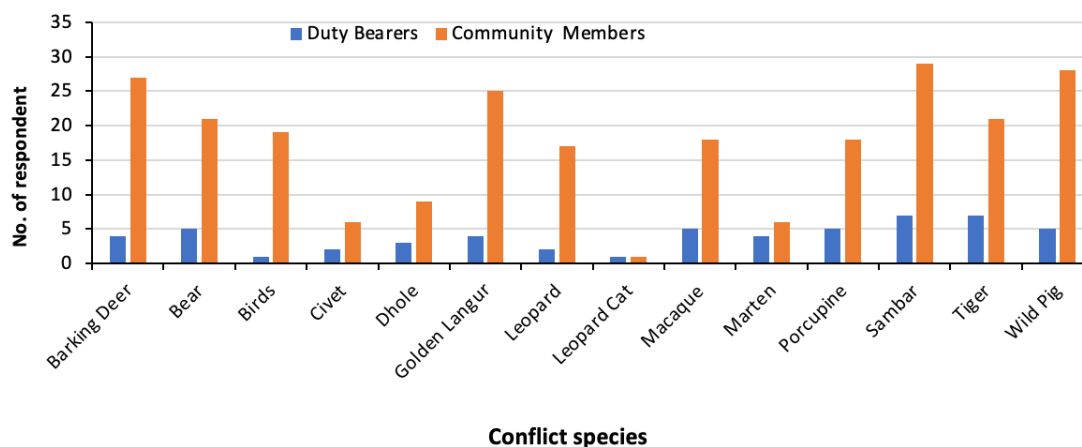
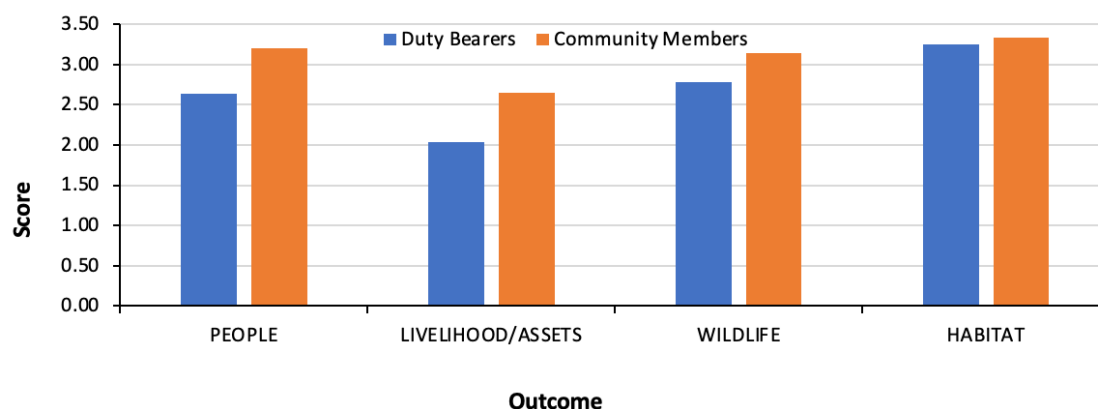


Figure 9. Conflict species in Nyakhar-Tshaidang chiwog

4.2.2 Duenmang chiwog

In Duenmang chiwog, the livelihood and assets outcome were rated the

lowest by both duty bearers and community members compared to other assessed outcomes. This indicates that human-wildlife conflict has a significant negative impact on people's sources of income and essential resources. The interventions to reduce human-wildlife conflict and foster peaceful coexistence should give priority to addressing challenges under the



livelihood and assets outcome.

Figure 10. Result by outcome for Duenmang chiwog

According to the results disaggregated by elements as depicted in Figure 11, the Human-Wildlife Conflict to coexistence, the community members rated mitigation the lowest across all four outcome areas. This indicates a critical gap in the current approaches to preventing or minimizing the impact of HWC at the community level.

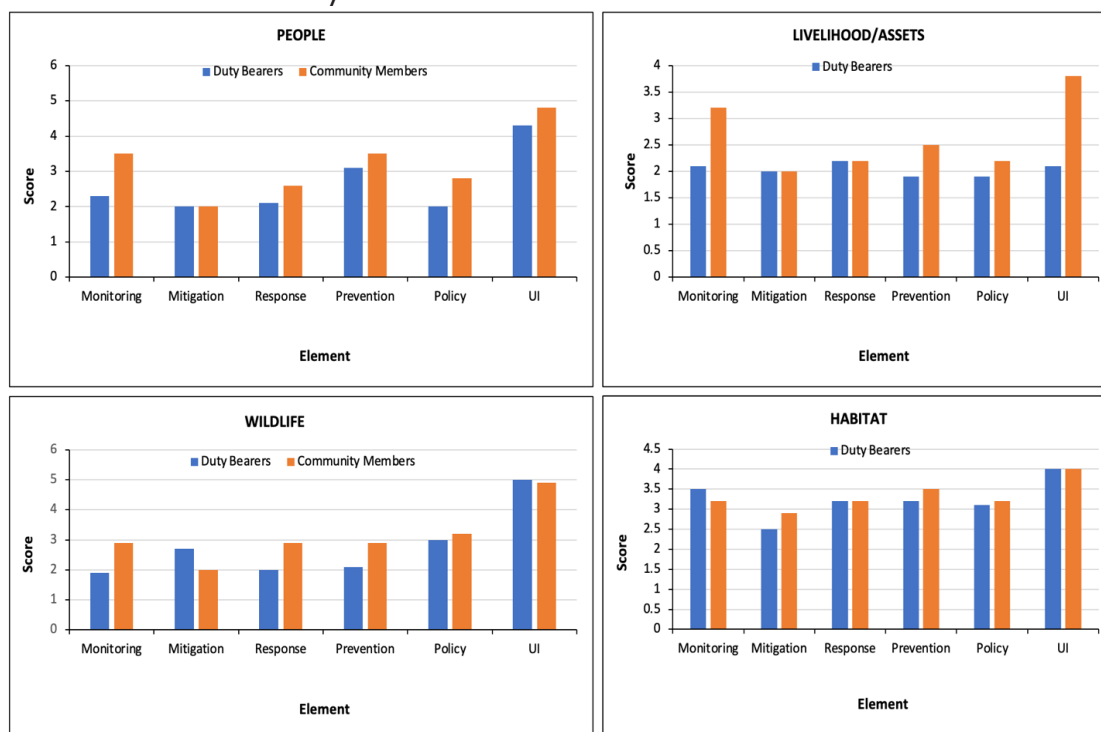


Figure 11. Results by elements for Duenmang chiwog

In Duenmang chiwog, golden langur and wild pig are identified as the most problematic wildlife species causing significant damage to agricultural crops. They are followed by barking deer, sambar, bears, macaques, birds, and porcupines. In terms of livestock depredation, tigers are reported as the primary conflict species, followed by common leopards, dholes, and clouded leopards.



Figure 12. Conflict species in Duenmang chiwog

Mitigation measures to reduce the negative impacts caused by these conflict species should be carefully considered and integrated during the planning of intervention activities.

4.2.3 Dakphel-Tali chiwog

Similar to other chiwogs, livelihood/assets received the lowest scores from both duty bearers and community members in Dakphel-Tali chiwog. Therefore, interventions aimed at reducing human-wildlife conflict and strengthening coexistence should be prioritized under the livelihood/assets outcome.

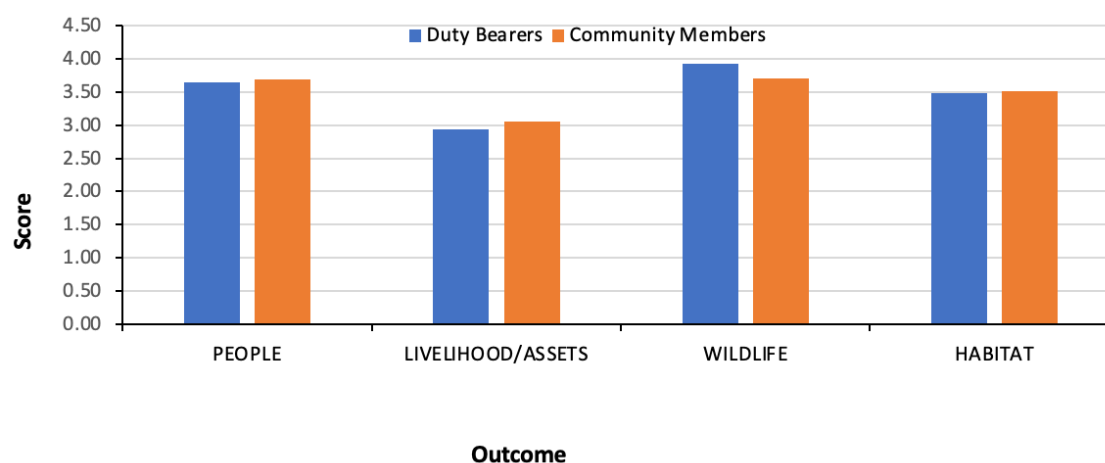


Figure 13. Result by outcome for Duenmang chiwog

In Dakphel-Tali chiwog, the mitigation and prevention element have the lowest score under people, wildlife and habitat outcome with lowest in understanding interaction under livelihood/assets outcome. This indicates a pressing need to enhance mitigation and prevention measures to people willing and able to live alongside of wildlife which has sufficient habitat to thrives the wildlife alongside people.

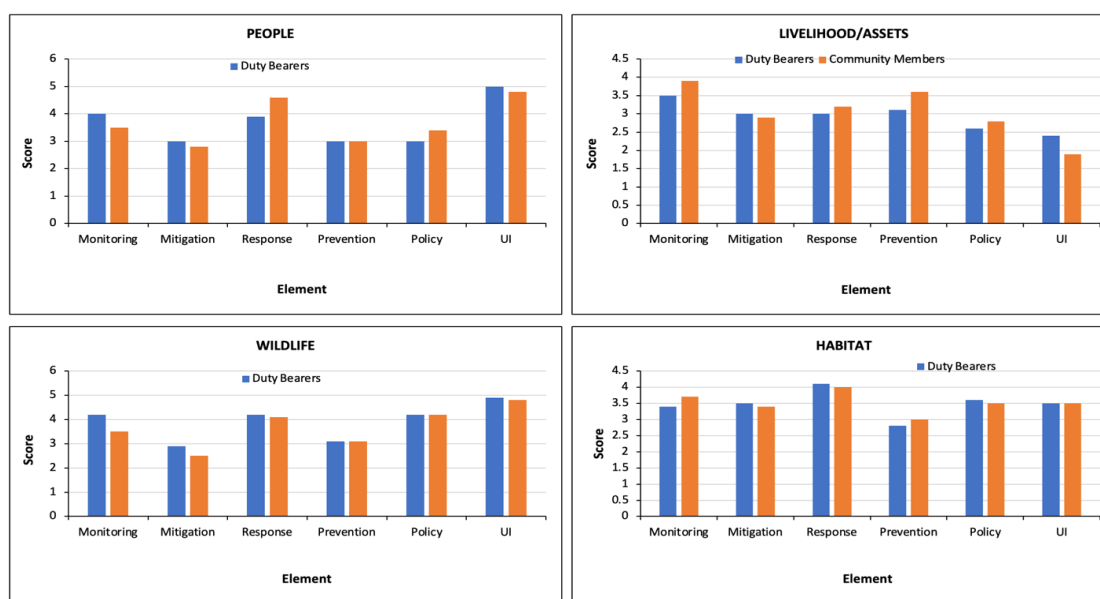


Figure 14. Results by elements for Duenmang chiwog

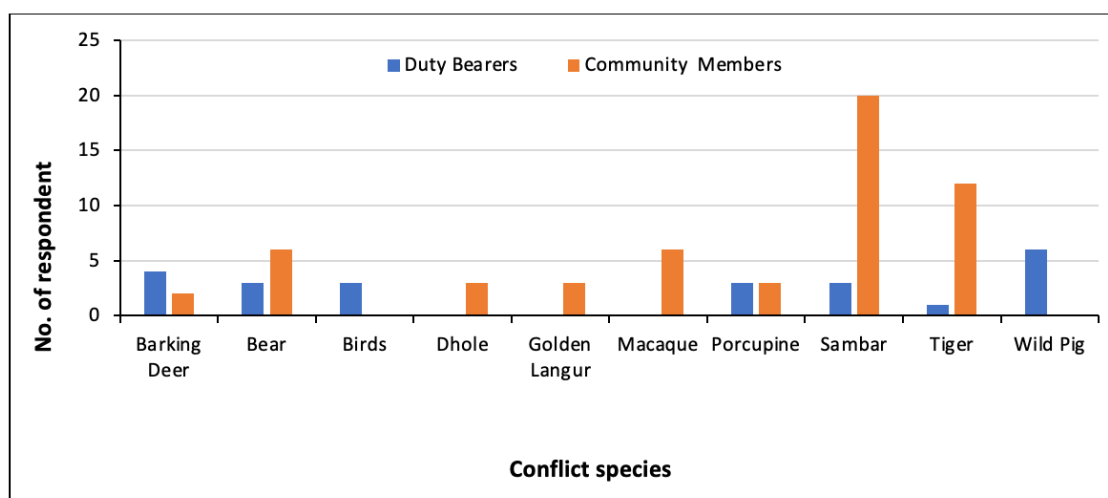


Figure 15. Conflict species in Dakhpel-Tali chiwog

The Figure 15 indicates that the sambar is the most conflicting species responded by the communities followed by tiger and macaque, golden langur, porcupine and barking deer damaging the agriculture and horticulture crops. While tiger is the most conflicting species followed by bear and dhole

in terms of livestock depredations. The duty bearers responded the wild pig as most conflicting species.

4.2.4 Goleng chiwog

The livelihood/assets have the lowest score compared to other outcomes provided both duty bearers and community members for the whole Goleng chiwog as shown in the Figure 16. The

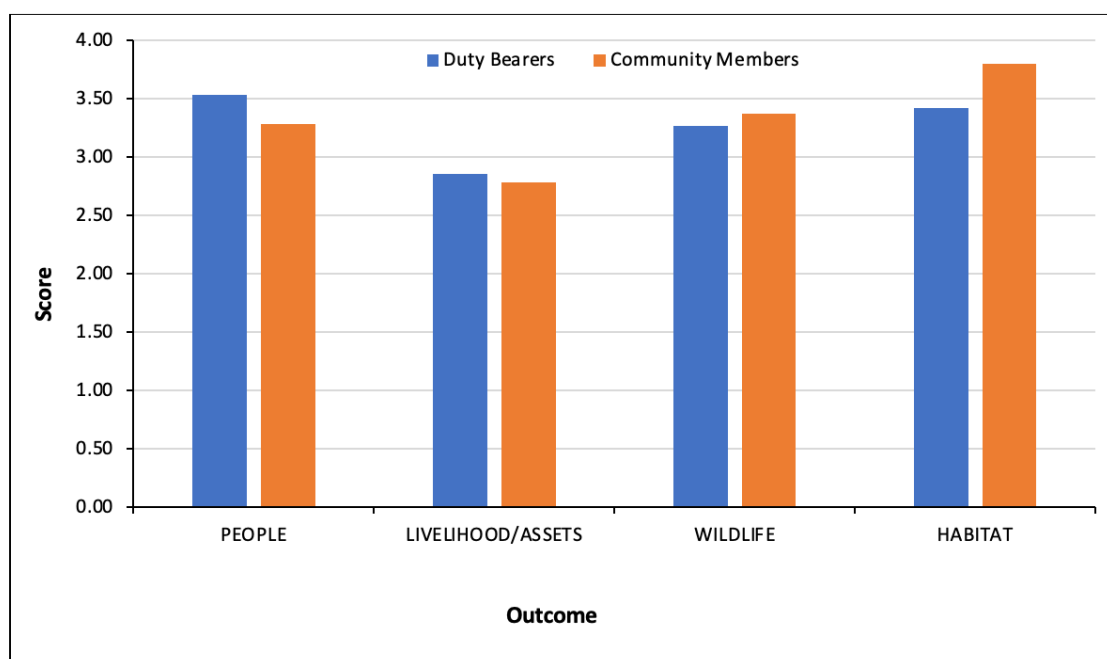


Figure 16. Result by outcome for Goleng chiwog

interventions to reduce the human wildlife conflict and to enhance the coexistence shall be prioritized under livelihood/assets outcome compare to other three outcomes.

In Goleng chiwog, the most pressing concern is the lack of effective mitigation measures to safeguard both people and wildlife. Additionally, there is deficit in prevention measures to protect habitat and poor understanding of interaction of HWC. Addressing these gaps requires targeted improvements in mitigation and prevention efforts and understanding of interaction through advocacy programs to the communities.

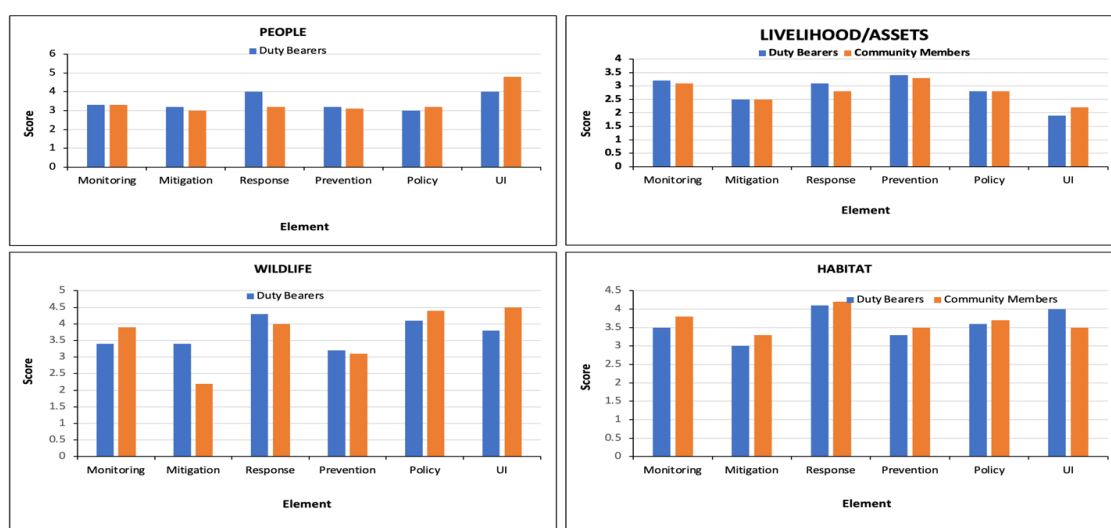


Figure 17. Results by elements for Goleng chiwog

In Goleng chiwog, ungulates such as sambar, barking deer, wild pig and porcupine are the most conflicting species damaging the agriculture crops. Common Leopard and dhole are the most conflicting species in term of livestock kills. The intervention to mitigate these conflicting species should be keep in mind when planning the intervention activities.

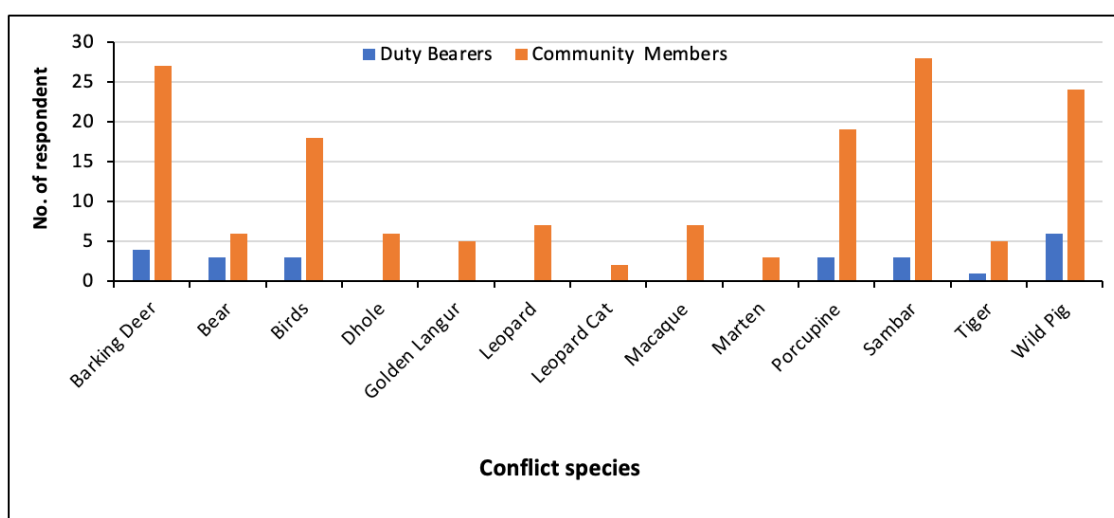


Figure 18. Conflict species in Goleng chiwog

4.2.5 Buli chiwog

Similar to other four chiwogs under Nangkor gewog, the livelihood/assets have the lowest score compared to other three outcomes provided by both the duty bearers and community members indicating the intervention to enhance the human wildlife conflict to coexistence interventions shall be focus under this outcome.

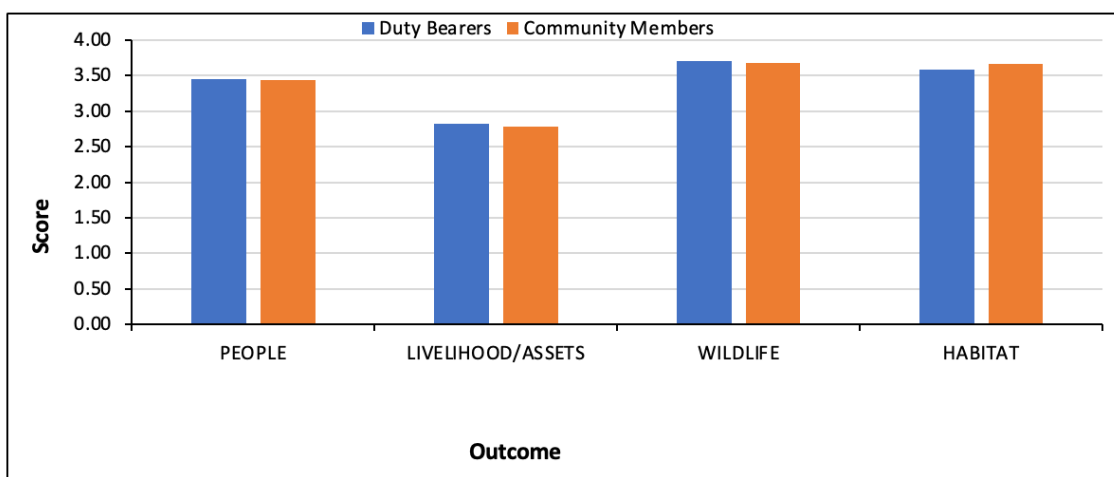


Figure 19. Result by outcome for Buli chiwog

The Figure 20 indicates that, in Buli chiwog all the elements have more or less similar scores except the mitigation measures wildlife outcome. These gap highlights the need to enhance the mitigation measures under Buli chiwog to enhance the coexistence between people and wildlife.

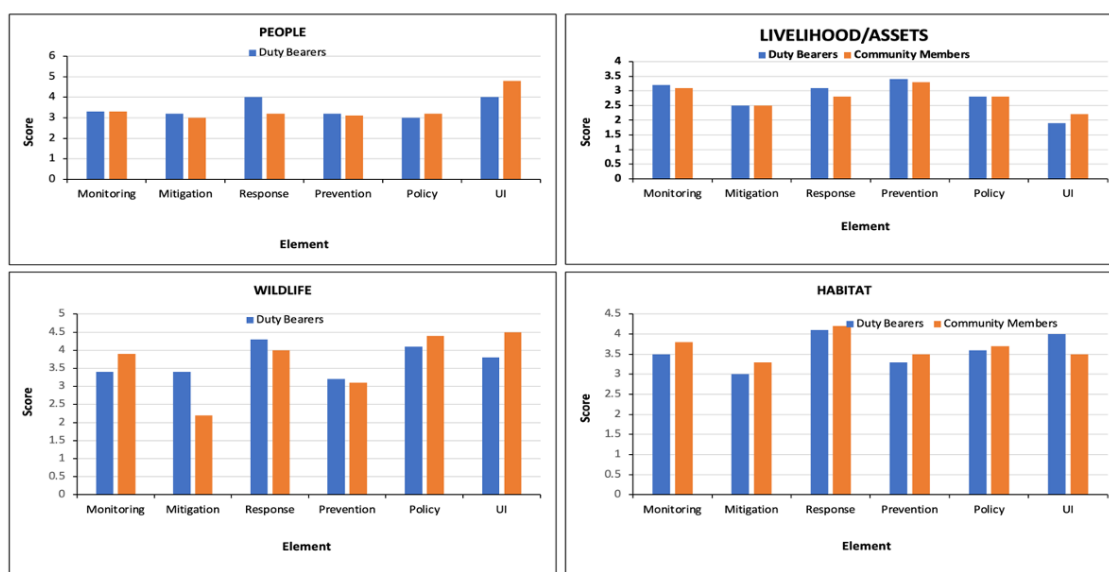


Figure 20. Results by elements for Buli chiwog

In Buli chiwog, wild pig and sambar are the most conflicting species damaging the agriculture crops which impacts the livelihood of the communities. Compare to other four chiwogs, Buli chiwog has the minimal livestock depredation cases.

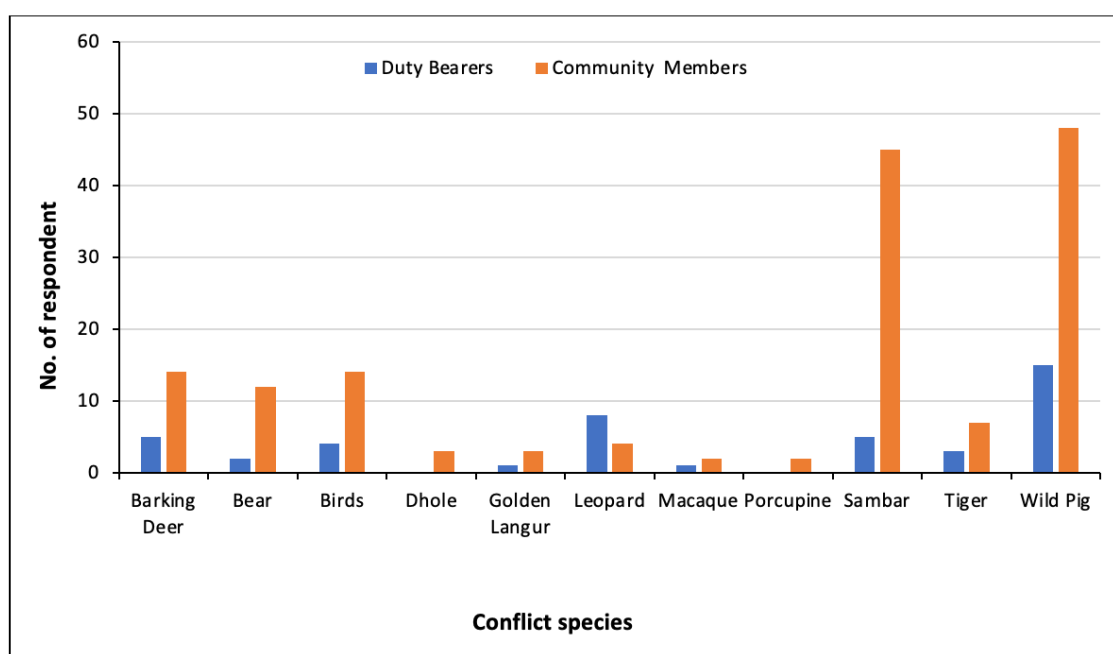


Figure 21. Conflict species in Buli chiwog

5. Conflict to Coexistence Strategy

The C2C Strategies and actions for Nangkor gewog aim to transform human-wildlife conflict into a model of coexistence by addressing the root causes of conflict, enhancing community resilience, and promoting sustainable management practices. Based on the results from HWC assessment results, and chiwog consultation for co-design, the strategy prioritizes addressing the most conflicting species identified by both community members and service providers, such as wild pig, sambar, barking deer, porcupine, golden langur, macaque, bear, birds, tiger, common leopard, dhole and yellow throated marten.

Interventions will focus on safeguarding livelihood/assets by strengthening crop production, crop protection, increase of improving livestock management, and promoting alternative livelihoods. Community engagement is central, with programs designed to empower local communities to manage wildlife interactions and implement stewardship programs. Effective mitigation and prevention measures, such as physical barriers, schemes, early warning systems, and sustainable agricultural and livestock practices, will reduce the impact of wildlife on community livelihoods.

Policy integration will support the creation and enforcement of wildlife conservation and conflict resolution, while regular monitoring will track the effectiveness of interventions. Habitat management will reduce human-wildlife encounters, and collaboration between communities, service

providers, government agencies, and NGOs will ensure long-term success. This adaptive, integrated approach aims to create a sustainable coexistence between wildlife and communities, fostering a harmonious balance for both.

This section presents the strategic recommendations to address the Conflict to Coexistence (C2C) challenges and issues faced by the communities under Nangkor gewog. Through consultative co-designing, 38 actions with 25 short term, 7 long term and 6 short/long terms were derived and adopted for implementation. There are:

- Seventeen actions/activities under livelihood/assets with budget outlay of Nu. 30.55 million
- Eight actions/activities under people with budget outlay of Nu. 11.00 million
- Six actions/activities under wildlife with budget outlay of Nu. 5.10 million
- Seven actions/activities under habitat with budget outlay of Nu. 3.70 million

The total budget outlay for five years C2C Strategy (2026-2030) for Nangkor gewog is projected at Nu. 50.35 million with Nu.15.10 million for short term, Nu. 27.15 million for long term and Nu. 8.10 million for short/long term interventions. The funding shall be sought from potential conservation donors and Royal Government of Bhutan.

Table 4. Implementation Plan and Financial Outlay

Sl.No.	Outcome	Action/Activities	Location	Category	Responsibility		Budget estimate (Nu. in million)	Timeline
					Lead	Collaborator		
1	Livelihood/Assets	Corral or solar electric fencing for agriculture fields and orchards	Duenmang, Kamjong, Dakphel-Buptaygang	Short term	DF0	DAO	4.00	2026, 2027
2	Livelihood/Assets	Supply of Jersey breeding bull	Kamjong, Duenmang, Goleng	Short term	DLO	DF0	0.20	2026
3	Livelihood/Assets	Supply of Cardamom rhizomes	Duenmang, Kamjong, Nyakhar, Tshaidang, Buli, Goleng, Shopling, Kikhar, Tali, Dakphel	Short term	DAO	DF0	1.00	2026, 2027
4	Livelihood/Assets	Supply of coffee seedlings	Tshaidang, Nyakhar, Goleng, Dakphel	Short term	DAO	DF0	1.00	2026, 2027
5	Livelihood/Assets	Supply of Avocado seedlings	Nyakhar, Tshaidang, Dakphel, Tali, Kikhar	Short term	DAO	DF0	0.60	2027
6	Livelihood/Assets	Supply of Tea seedlings	Tali, Tshaidang	Short term	DAO	DF0	0.20	2026
7	Livelihood/Assets	Install light and sound (Bio-acoustic) mechanism to deter wild animals	Five chiwogs	Short term	DF0	LG	0.30	2026
8	Livelihood/Assets	Support artificial insemination (AI) facilities at Nangkor Gewog RNR-EC (Training of farmers and GLED)	Nangkor	Long term	DLO	DF0	0.30	2029
9	Livelihood/Assets	Capacity building of communities on raising of seedlings of Cardamom, Orange, Green tea, Avocado	Five chiwogs	Short term	DAO	DF0	0.30	2026, 2027
10	Livelihood/Assets	Provide support in procurement and set up of oil expeller machine	Kikhar	Long term	DAO	DF0/LG	0.2	2029
11	Livelihood/Assets	Capacity building on Orchard management	Five chiwogs	Short term	DAO	DF0	0.30	2027

12	Livelihood/Assets	Support orchard management tools	Five chiwogs	Short term	DAO	DF0	0.30	2026
13	Livelihood/Assets	Improvement of watering facilities for Cymbidium nursery/Cymbidium enterprise under CFNG	Yoesel Pelri CF	Short term	DF0	CFMG	0.25	2027
14	Livelihood/Assets	Provide integrated chain-link fencing to the communities	Duenmang, Kamjong, Kikhar, Tali, Dakphel, Tshaidang, Nyakhar	Long term	DF0	DAO	20.00	2030
15	Livelihood/Assets	Conduct a community exchange program within the country	Five chiwogs	Short term	DF0	LG	0.50	2027
16	Livelihood/Assets	Support the existing farmer's group (Dakphel Women's Group) in procurement of packaging materials	Dakphel	Short term	DF0	DAO	0.10	2028
17	Livelihood/Assets	Supply improved cattle breed Jersey (Cost sharing)	Five chiwogs	Short term	DLO	DF0	1.00	2028
18	People	Chain link fencing	Tali Shedra	Long term	DF0	Dratshang	4.00	2029
19	People	Raise awareness on livestock diseases and its preventive measures	Five chiwogs	Short term	DLO	DF0	0.20	2026
20	People	Development of amenities at Babdhug Menchu with modern facilities	Buli	Short term/Long term	LG	DF0	2.00	2029
21	People	Improvement of trails, railing, butter lamp offering shed for Khandro Tashi Khewdrul Nye	Kikhar	Short term	LG	DF0	1.00	2027

22	People	Improvement of trail from Kamjong to Duenmang Tshachu	Kamjong	Long term	DF0	LG	0.50	2029
23	People	Support CFNG Annual Meeting	Nangkor	Short term/Long term	CFNG	DF0	1.00	2026, 2027, 2028, 2029, 2030
24	People	Awareness on sustainable harvesting of NWFPs	Five chiwogs	Short term	DF0	LG	0.30	2026
25	People	Maintenance of Buli Beat Office and enhancement of the office compound	Buli	Long term	DF0	BO/RO	2.00	2028
26	Wildlife	Enhance SMART Patrolling	Five chiwogs	Short term/ Long term	DF0	RO/RO	2.50	2026, 2027, 2028, 2029, 2030
27	Wildlife	Advocacy program on policies, rules, regulations, wildlife	Five chiwogs	Short term/ Long term	DF0	RO/BO	0.60	2027, 2029
28	Wildlife	Capacity building on Basic wildlife rescue and rehabilitation to forestry, livestock and agriculture extension officials	Nangkor	Short term	DF0	DAQ/DLO/RO	0.50	2026
29	Wildlife	Construction of semi-permanent structure (Local materials) along the patrolling route to enhance SMART Patrolling	Phagolung	Short term	DF0	RO/WFMU	0.50	2026, 2027
30	Wildlife	Procurement of AI powered trail guard Camera trap	DF0	Short term	DF0		1.00	2027

31	Habitat	Provide tree seedlings to Community Forests and private forests	Phuensum Pelri, Yoesle Pelri, Rinchen Norbuling, Phendey Norbuling, Nyakhar Dung, Tshaidang, Tashicholing CFs	Short term/Long term	DFO	CF/PF	1.00	2026, 2027, 2028, 2029, 2030
32	Habitat	Enrich wildlife habitat through management of grass land	Tashiling, Malaya, Phagolung	Short term	DFO	RO/BO	0.50	2026
33	Habitat	Improvement and protection of waterholes	Malaya, Kikhar, Tashiling, Phaga, Obe Tsho	Short term	DFO	RO/BO	0.50	2027
34	Habitat	Awareness program on prevention of forest fire	Five chiwogs	Short term	DFO	RO	0.50	2028
35	Habitat	Revision of Community Forest Management Plan (CFMP)	Yoesle Pelri (2027), Phuensum Pelri and Tashicholing (2028), Phendy Norbuling, Rinchen Norbuling & Nyakhar Dung (2029)	Short term/Long term	DFO	CFMG	1.00	2027, 2028, 2029
36	Habitat	Mid-term Review of CFMP	Tshaidang (2028)	Short term	DFO	CFMG	0.05	2028
37	Habitat	Mid-term review of NWFP Group Management Plan	Tshaidang, Goleng, Shopling (2030)	Long term	DFO	NWFP Group	0.15	2030
Total							50.35	

6. Monitoring and Evaluation

Timely monitoring and evaluation of planned programs are essential to ensure the effective delivery of intended outcomes. This section outlines the approach to monitoring and evaluating the implementation of the strategy actions/activities. A comprehensive Monitoring and Evaluation (M&E) plan, detailed in Table 5: Monitoring & Evaluation Framework, has been developed to align seamlessly with the Implementation Framework. The plan includes specific indicators to measure the performance of the strategy, providing a clear basis for assessing progress. Output indicators will primarily track the achievements of the actions identified ensuring accountability and fostering continuous improvement throughout the implementation process.

6.1 Monitoring

Monitoring is an ongoing assessment process aimed at providing stakeholders with timely and detailed updates on the progress or delays of activities, ensuring transparency and clarity regarding their implementation status. For the 5-year strategy plan, the Division management team will conduct annual monitoring to evaluate progress, identify challenges, and ensure that the planned actions are on track to achieve the intended outcomes.

6.2 Evaluation

The evaluation of the strategy plan will take place twice during the plan period to ensure its effectiveness and alignment with objectives. A mid-term review will be conducted in the last quarter of the second year, followed by a final review in the last quarter of the fifth year. These evaluations will be carried out by a combined team of internal members from Division and external representatives, including members from functional division ensuring a comprehensive and impartial assessment of the plan's implementation and outcomes.

Table 5. Monitoring and Evaluation Framework

Outcome	Output	Action/Activities	Indicator	Baseline	Unit	Yearly Target				
						2026	2027	2028	2029	2030
Livelihood/ Assets	Secured livelihood/ assets along with presence of wildlife	Corral or solar electric fencing for agriculture fields and orchards	Area of agriculture land fenced	0	Number	1	2	-	-	-
		Supply of Jersey breeding bull	Number of Jersey bulls supplied	0	Number	6	-	-	-	-
		Supply of Cardamom rhizomes	Number of Cardamom rhizomes supplied	0	Number	25000	25000	-	-	-
		Supply of coffee seedlings	Numbers of Coffee seedlings supplied	1000	Number	15000	10000	-	-	-
		Supply of Avocado seedlings to the communities	Number of Avocado seedlings supplied	0	Number	3500	-	-	-	-
		Supply of Tea seedlings	Number of Tea seedlings supplied	3000	Number	6000	-	-	-	-
		Install light and sound (Bio-acoustic) mechanism to deter wild animals	Equipment procured and installed	0	Number	80	-	-	-	-
		Support artificial insemination (AI) facilities at Nangkor Gewog RNR-EC (Training of farmers and GLEO)	Equipment procured and supplied	0	Number	-	-	-	1	-
		Capacity building of communities on raising of seedlings of Cardamom, Orange, Green tea, Avocado	Training provided to the communities	0	Number	3	2	-	-	-
		Provide support in procurement and set up of oil expeller machine	Number of oil expeller procured and installed	1	Number	-	-	-	2	-
		Capacity building on Orchard management	Capacity build in five chiwogs	0	Number	-	5	-	-	-
		Support orchard management tools	Supplied the tools to household	0	Number	50	-	-	-	-
		Improvement of watering facilities for Cymbidium nursery/Cymbidium enterprise under CFNG	Watering facilities improved	0	Number	-	1	-	-	-
		Provide integrated chain-link fencing to the communities	Area brought under chain link fencing	30	Acres	-	-	-	-	60
		Conduct a community exchange program within the country	Number of people participated	0	Number	-	15	-	-	-
		Support the existing farmer's group (Dakphel Women's Group) in procurement of packaging materials	Number of farmer group supported	1	Number	-	-	1	-	-
		Supply improved cattle breed Jersey (Cost sharing)	Number of Jersey cattle supplied	0	Number	-	-	5	-	-

People	People able to live alongside wildlife	Chain link fencing	Area brought under chain link fencing	0	Acres	-	-	-	5	-
		Raise awareness on livestock diseases and its preventive measures	Awareness program conducted	0	No. of chiwog	5	-	-	-	-
		Development of amenities at Babdhug Menchu with modern facilities	Amenities developed	0	Number	-	-	-	1	-
		Improvement of trails, railing, butter lamp offering shed for Khandro Tashi Khewdrul Nye	Improved the trails and facilities	0	Number	-	1	-	-	-
		Improvement of trail from Kamjong to Duenmang Tshachu	Improved foot trail	0	Km	-	-	-	5	-
		Support CFNG Annual Meeting	No. of Annual meeting conducted	0	Number	1	1	1	1	1
		Awareness on sustainable harvesting of NWFPs	Awareness program conducted	5	No. of chiwog	5	-	-	-	-
		Maintenance of Buli Beat Office and enhancement of the office compound	Infrastructure maintained	0	Number	-	-	3	-	-
Wildlife	Wildlife thrives alongside people	Enhance SMART Patrolling	Long Range patrolling conducted	4	Number	4	4	4	4	4
		Advocacy program on policies, rules, regulations, wildlife	Advocacy program conducted	5	No. of chiwog	-	5	-	5	-
		Capacity building on Basic wildlife rescue and rehabilitation to forestry, livestock and agriculture extension officials	Number of official trained	28	Number	15	-	-	-	-
		Construction of semi-permanent structure (Local materials) along the patrolling route to enhance SMART Patrolling	Number of structures built	0	Number	1	1	-	-	-
		Procurement of AI powered trail guard Camera trap	Camera traps procured	0	Number	-	50	-	-	-

Habitat	Ensured sufficient habitat for wildlife	Provide tree seedlings to Community Forests and private forests	Seedlings supplied	0	Number	1500	1500	1500	1500	1500
		Enrich wildlife habitat through management of grass land	Area of grassland enriched	10	Ha	10	-	-	-	-
		Improvement and protection of waterholes	No. of water holes improved	5	Number	-	5	-	-	-
		Awareness program on prevention of forest fire	Awareness program conducted	5	No. of chiwog	-	-	5	-	-
		Revision of Community Forest Management Plan (CFMP)	Revised CFMP	0	Number	-	1	1	1	-
		Mid-term Review of CFMP	Mid-term review of CF conducted	4	Number	-	-	1	-	-
		Mid-term review of NWFP Group Management Plan	Mid-term review of NWFP Group conducted	2	Number	-	-	-	-	1

7. Conclusion

The C2C Strategy developed for Nangkor gewog represents an inclusive community-driven framework designed to address human-wildlife conflict (HWC) and promote harmonious coexistence. The strategy is the result of extensive consultations, participatory HWC assessments, and co-design consultation meetings involving local communities, government agencies, local government, conservation agencies and other relevant stakeholders. It is structured around four key outcomes viz. People, Livelihoods/Assets, Wildlife, and Habitat and integrate six interrelated elements of Policy, Prevention, Response, Understanding the Conflict, Mitigation, and Monitoring. The C2C Strategy prioritizes the conservation of sufficient habitat to support wildlife populations while safeguarding the livelihoods and assets of the communities. By fostering coexistence through capacity-building initiatives and promoting a sense of stewardship among residents, the approach ensures a thriving environment for wildlife that exists harmoniously alongside human settlements. Additionally, the strategy emphasizes the importance of sustainable development, maintaining a balance between ecological conservation and community welfare.

The successful implementation of the strategy relies on the collective efforts of all stakeholders. Local communities play a key role through active participation and ownership, supported by government organizations and other agencies. The strategy's adaptive management framework and robust monitoring mechanisms ensure that interventions remain effective and responsive to emerging challenges. Ultimately, the C2C Strategy seeks to enhance ecological resilience, secure livelihoods, and promote long-term coexistence between people and wildlife.

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