



## Illegal Wildlife Trade (IWT) Challenge Fund Evidence Annual Report

To be completed with reference to the “Project Reporting Information Note”:  
(<https://iwt.challengefund.org.uk/resources/information-notes/>)

It is expected that this report will be a **maximum of 20 pages** in length, excluding annexes)

**Submission Deadline: 30<sup>th</sup> April 2024**

Submit to: [BCF-Reports@niras.com](mailto:BCF-Reports@niras.com) including your project ref in the subject line

- **IWT Challenge Fund (IWTCF) Project Information**

Project reference	IWTEV015
Project title	Closing the Evidence Gap on the Role of Community Rangers
Country/ies	Kenya & Tanzania
Lead Partner	WWF UK
Project partner(s)	WWF Kenya; WWF Tanzania; Kenya Wildlife Conservancies Association (KWCA);
IWTCF grant value	£99,970
Start/end dates of project	01/04/2023 to 30/09/2024
Reporting period (e.g. April 2023-Mar 2024) and number (e.g. Annual Report 1, 2, 3)	April 2023-Mar 2024 Annual Report 1
Project Leader name	Dervla [REDACTED]
Project website/blog/social media	n/a
Report author(s) and date	Dervla [REDACTED] & Drew [REDACTED] 30 <sup>th</sup> April 2024

### 1. Project summary

The project was developed as although several studies had already been conducted on the challenges faced by government rangers, little information was known about the informal community ranger sector. As such, the project set out to understand and then build on contributions made by community rangers, often local community members themselves of conservation areas, to highlight their experiences and challenges, including how gender may play a role in the challenges faced. It also set out to examine their crucial role as environmental human rights defenders (EHRDs) in deterring illegal wildlife trade (IWT). From this newly gained knowledge, efforts could then be made to inform and design strengthened community-centred IWT interventions across East Africa.

By closing this evidence gap, we hope to better ensure future increased effectiveness of Other Effective area-based Conservation Measures (OECMs) in preventing IWT of

elephants, hippopotamuses and buffaloes, amongst other wildlife, regionally across East Africa. The information will be valuable to other practitioners working on IWT globally by acknowledging the important role played by community rangers. Understanding the key challenges for community rangers is the first step towards being able to address them and support their crucial contribution to wildlife protection. Only by improving on this can we ensure a sustained impact on tackling IWT. The results will be shared with wildlife protection agencies including relevant national governments to subsequently identify future work areas that support community rangers, resulting in more effective tackling of IWT across the region. A map is provided in Annex 4 (i) of the region, showing survey sites.

## 2. Project stakeholders/partners

The project is being implemented through a partnership of 3 WWF Offices (Kenya, Tanzania and UK) with two OECM organisations: Kenya Wildlife Conservancy Association (KWCA) and Tanzania's Community Wildlife Management Areas Consortium (CWMAC). In both countries, their government ranger counterparts have already conducted a similar survey (in 2018/2019), results of which are now being used to inform decision-making regarding the work and welfare of government rangers. In light of this, it became quickly apparent through the on-going work in Kenya and Tanzania that a similar approach needed to be developed for Community Rangers. From this WWF, KWCA, and CWMAC agreed to work together and find the means to work together on these key issues. (NB. Due to limited availability during project development, CWMAC were consulted but could not join at design phase as a project partner. For project implementation, they have been fully engaged from the start).

For the initial community ranger survey, it was agreed that KWCA and CWMAC would take the lead in the planning, coordination and facilitation, ensuring access to sites and access to their community rangers, while WWF focused on the development of the survey and methodology with University of Florida researchers. All partners reviewed and approved the final survey before interviews took place.

Following an inception workshop with all project partners, a follow up meeting was held during which the team reviewed the objectives, timeline and activities. They also identified the OECMs to survey within Kenya and Tanzania, and also proposed the enumerators who could conduct the data collection. The group of enumerators were selected to represent various geographical regions, local communities and indigenous communities. This meeting led to the adaptation of the sample size and the original number of survey sites. Lastly, lengthy discussion with the enumerators during their training raised various challenges faced by female rangers. This information was then used to inform the design of the gender workshops.

## 3. Project progress

### 3.1 Progress in carrying out project Activities

***OUTPUT 1. By end of Q3Y1, a survey is designed to gather findings on the views and experiences of male and female community rangers across 2 countries (Kenya & Tanzania).***

1.1 Review survey and data collection tool: As described in our first half year report, the Implementing Project Lead, Drew McVey - Technical Advisor for Wildlife Crime in the East Africa Wildlife Crime Hub (EAWCH), has led the development and review of the

survey design and data collection tools (Activity 1.1) with experts at the University of Florida (led by Dr. William Moreto), who have designed and analysed similar surveys with WWF before (e.g. The 2019 global ranger survey - Life on the Frontline). While there were some initial delays in completing the design and the data collection tool, due to slower than foreseen sign-off and approvals processes with our partners, this activity was fully completed in December 2023. At the same time, the project team mapped out the survey sites and secured the necessary approvals from the relevant local authorities. A total of 80 sites were chosen in order to try and cover as many different geographies, types of conservancies or wildlife management areas, etc – essentially to try and get as much representative data as feasible for Kenya and Tanzania. The final survey questionnaire (see Annex 4 (ii)) was also translated into Kiswahili for use in Tanzania.

1.2 Develop agenda and key questions for focal group activities on gender review: As reported at the half year mark, the team had already begun this activity. This was led by Tamara Leger (WWF Human Rights and Gender Expert). It was further informed through discussions with the enumerators (see Activity 2.1 for further details). The overview of the planned gender discussions, agenda and guiding questions are shown in Annex 4 (iii).

1.3 Pilot tools at 1 site: In December 2024, the tools were piloted in Maanzoni Conservancy, which was done by the enumerators during the data collection training workshop.

***OUTPUT 2. By end of Q4Y1, at least 600 community rangers in Kenya and Tanzania are surveyed, providing an evaluation of their well-being, level of welfare, motivation and attitudes towards their conservation efforts.***

2.1 Recruit survey leads to undertake surveys in two countries: A total of 29 enumerators (Annex 4 (iv)) were hired and trained to conduct the survey. The training was held over three days and covered a variety of topics such as introduction to the survey, how to conduct community surveys and to ensure all had a common understanding of the tool and a chance to ensure questions were clear and locally relevant. During the enumerator training, two sessions on raising awareness of gender issues and exploring perceptions of impacts of gender in the ranger workforce were conducted. These discussions were important to cover aspects of selective bias and also raised key issues regarding gender barriers which subsequently informed the design of the gender focused consultations (See Activity 2.3). The training was vital to ensure that all the enumerators had the necessary skills and capacity to undertake the survey.

2.2 Conduct surveys on at least 600 community rangers: The surveys were conducted between January and February 2024. In total, the team managed to survey 570 rangers across 78 OECMs in Kenya and Tanzania, comprised of 438 rangers across 65 OECMs in Kenya and 125 rangers across 13 OECMs in Tanzania. (NB. Survey effort was lower in Tanzania as the overall number of Community Rangers, also known as Village Game Scouts, is much lower than in Kenya).

2.3 Hold consultations on barriers to female community ranger participation: Due to the sensitivity of the issues at hand, we request that results from the workshop presented below are not communicated externally by the donor or project partners for the time being. In March 2024, a workshop was held in Kenya, organised by the KWCA to

explore the barriers to female community ranger participation. In total, 20 female rangers from 9 conservancy landscapes took part. First and foremost, through the discussion, it also became clear that most conservancies have fewer female rangers as compared to male rangers (e.g. KWCA estimates only 6% of community rangers in Kenya are female) and that there are several factors and existing barriers that cause this low rate of female rangers in the ranger profession. The discussions centred on prepared questions (See Annex 4(iii)) in order to try and understand the challenges and subsequently identify interventions that can be offered to female rangers. The discussions revealed various challenges faced by female rangers, including cultural barriers (i.e. traditionally, protection roles are assigned to men in society), lack of recognition, sexual advancements, inadequate equipment and housing, and unfavourable employment conditions. Furthermore, the group noted the barriers surrounding the recruitment processes, where recruiters have perceptions that female rangers are unable to compete in the physical tests during recruitment; and the preconceived notions from society that women's tolerance is low to difficult and risky situations associated with the work of community rangers. Some participants did note however, that some employers have made deliberate actions to recruit female community rangers, as it is often dictated by donor funding who are supporting associated conservation projects. In contrast however, this can cause female rangers to feel inferior to their male counterparts as they are made to feel as though they are only part of the team to fulfil donor requirements. Further, the female community rangers expressed that working conditions at their stations, both on-posts and outposts, are not conducive to executing their duties. They cited a lack of basic amenities such as clean drinking water, suitable shelters to accommodate their children or families, and inadequate sanitary facilities like toilets and that these conditions pose a significant risk of stress and hygiene-related diseases. Lastly, some respondents expressed that many times they have had to use their own money/wage (which is below minimum wage) to purchase food and water while carrying out their duties at ranger posts, outposts and on patrols.

Key suggestions from the participants included improved training, better employment terms, provision of adequate equipment, and adherence to labour laws. Additionally, they highlighted the need for improved housing facilities, and awareness of operational policies. A full report is available upon request. Given the sensitive nature of some of the discussion and results, we request that no external communication be made about this topic before the full report and policy brief are made public.

2.4 Conduct data analysis on survey data: Data analysis of the Community Ranger survey is currently underway, led by the University of Florida, with support from project partners and will be completed by Q2Y2.

2.5 Prepare and write a full report on survey completed: This will be completed in the coming months as per the project implementation timetable.

***OUTPUT 3. By end Q2Y2, legal review of legislation pertaining to community rangers in Kenya, Tanzania is undertaken and published.***

3.1 Develop TORs for consultants for legal review: As described in our Half Year Report, the terms of reference for the legal review were developed. The review focuses on the legal status of rangers, their rights and standards and how they fit into wider law enforcement structures.

- 3.2 Recruit consultant to conduct legal review: As mentioned in the Half Year Report, after careful consideration, this work was delegated to the WWF Kenya Legal Team.
- 3.3 Undertake desktop study on legal review: This is currently underway. So far, in both countries it was observed that there are no standards for community rangers or village games scouts despite the fact that they can deputise for the wildlife authorities. In Tanzania there is the provision for the scouts to be registered with the wildlife authorities, though it appears that this has not been done for a number of years. Kenya does not appear to have any regulation on registering community rangers. The review will be completed in the next quarter and we request that the summary provided here is not shared publicly until the report is published.
- 3.4 Develop legal review report: This will be completed in the coming months as per the project implementation timetable.

***OUTPUT 4. By end of Q2Y2, the survey findings, legislation review, and overall recommendations are presented to 10 organisations in Kenya, Tanzania and Uganda, and are used for future planning for IWT community ranger engagement (6 national organisations, 3 WWF offices, and other partners)***

As reported in our Half Year Report, the project kicked off with an inception workshop (Activity 4.1) just outside Nairobi between the 9th and 10th of May 2023. The meeting was attended by project partners from WWF Kenya, WWF Tanzania, WWF UK (the Project Leader - Dervla Dowd), Kenya Wildlife Conservancies Association (KWCA), and Tanzania's Community Wildlife Management Areas Consortium (CWMAC). Over the course of the workshop, the participants: reviewed the proposed project (objectives, outputs, timeline, etc), drafted M&E framework, and developed a risk matrix; reviewed donor requirements; and were presented with examples of similar studies. KWCA and CWMAC, the national organisations responsible for community managed areas, also provided an overview of their organisations and how they operate; while a session was also held to discuss the gender angle and how best to approach this research. Lastly, the group discussed specific context issues, logistics and next steps to implement the project.

All other activities under this output are planned for Year 2 of the project, as per the project implementation timetable.

### **3.2 Progress towards project Outputs**

***OUTPUT 1. By end of Q3Y1, a survey is designed to gather findings on the views and experiences of male and female community rangers across 2 countries (Kenya & Tanzania).***

We have completed the necessary activities and achieved this output. At the start of the project, there was no existing questionnaire or protocol. We now have a full questionnaire and protocol (Indicator 1.1) which was reviewed for gender sensitivity (Indicator 1.2). For the latter, we also designed the gender focused open discussions with female rangers. The questionnaire and protocol are the means of verification for this output (see - annex 4(ii)).

***OUTPUT 2. By end of Q4Y1, at least 600 community rangers in Kenya and Tanzania are surveyed, providing an evaluation of their well-being, level of welfare, motivation and attitudes towards their conservation efforts.***

We are progressing well in achieving Output 2. At the start of the project, 0 rangers had been surveyed. By the end of the survey, we had interviewed 570 community rangers (Indicator 2.1) (14% of which were female - thereby exceeding our target) but could not reach 600 in total due to complications due to one region in Kenya pulling out of the survey last (NB. No reason was provided). The 570 respondents were selected from 78 OECMs in total. Specifically, this comprised 445 community rangers in 65 conservancies in Kenya and 125 village scouts in 13 WMAs in Tanzania. Despite the smaller than foreseen sample size, the 570 respondents represent around 10% of the workforce and therefore remains a representative sample.

We have also uploaded all the data collected on Smartphones by the enumerators to one database (Indicator 2.2) which did not exist at the start of the project. However, we have not yet been able to hand it over to the National Ranger Associations, as further funding is needed to train them in developing their own databases and maintaining them in the future. We have also conducted 1 gender workshop in Kenya (Indicator 2.3) with 20 female rangers (see Annex 4 (iii)). The Tanzanian gender workshop will be conducted in the second week of May, which was later than initially planned. This is due to other commitments with CWMAC delaying the activity.

Using all the information gathered under indicators 2.1, 2.2, and 2.3, in Year 2, we will begin work on the reports (Indicator 2.4). The means of verification for this output is the database and the gender workshop report.

***OUTPUT 3. By end Q2Y2, Legal review of legislation pertaining to community rangers in Kenya, Tanzania and Uganda is undertaken and published.***

We are also progressing well in achieving Output 3. A desk-based legal review was conducted (Indicator 3.1), resulting thus far in a draft legal review document (Indicator 3.2) and shared with stakeholders for review and input. Key observations and recommendations will be used by the team to inform the Policy Briefs (Indicator 3.3). It will further be used to feed into the upcoming review of the Wildlife Act in Kenya and Tanzania, using the national data and PowerPoint presentations to be developed in Year 2 (Indicator 3.4).

***OUTPUT 4. By end of Q2Y2, the survey findings, legislation review, and overall recommendations are presented to 10 organisations in Kenya, Tanzania and Uganda, and are used for future planning for IWT community ranger engagement (6 national organisations, 3 WWF offices, and other partners)***

We will begin to conduct most of the activities needed to achieve output 4 in year 2 of the project. So far we have only conducted the inception workshop as reported under the activities section. Current baselines remain the same:

- Indicator 4.1 - 0 workshops conducted to share survey findings
- Indicator 4.2 - 0 action plans for Community Ranger engagement in tackling IWT in Kenya and Tanzania
- Indicator 4.3 - 0 scientific articles submitted to a peer-reviewed journal
- Indicator 4.4. 0 presentations made at a Congress (NB. our presentation has been accepted to be presented at the World Ranger Conference in October 2024 after the end of the project).

### 3.3 Progress towards the project Outcome

***OUTCOME: Closure of the evidence gap on barriers, perceptions, attitudes and roles of community rangers in East Africa is used to deliver recommendations for strengthened national and regional strategy plans.***

We are progressing well in achieving the outcome set out at the start of the project and are still on track to achieve it by the end of the project. However, since some workshops and data analysis still need to be completed under some of the expected outputs, we have not yet completed any of the outcome indicators. However, we foresaw that these indicators would not be achieved until the end of Quarter 2 Year 2 and therefore, based on the progress of the outputs described, we are still on track. The indicators are still adequate for tracking progress and the baselines for the outcome indicators remain the same and are as follows:

- Indicator 0.1 - 0 reports published on ranger surveys
- Indicator 0.2 - 0 policy briefs on community rangers
- Indicator 0.3 - 0 recommendations made regarding community rangers
- Indicator 0.4 - 0 regional plans in place for community rangers.

### 3.4 Monitoring of assumptions

During the project design phase, we identified 5 key assumptions. These are listed below, alongside updates relevant to each assumption.

*Assumption 1. Local community rangers will feel confident to complete the survey openly and honestly:* This held true during the survey stage with no evidence to suggest rangers did not openly and honestly respond to the survey. We ensured a safe environment and assured respondents that data would be kept confidential. Site level data will not be shared externally so as to limit any potential identification of respondents.

*Assumption 2. Survey data on community rangers will be different to data already collected on government rangers:* From the initial analysis conducted, this holds somewhat true. Initial analysis highlights a number of differences, but also highlights some similar data to that of the government rangers survey.

*Assumption 3. Results will be useful to protected area managers and at least two associations to improve law enforcement effectiveness:* Thus far, this holds true with the key partners fully engaged in the process and keen to see the results to better inform their decision-making to tackle IWT. Initial feedback from regional associations in Kenya suggest that there are key areas which managers felt useful, particularly regarding compliance and training. There are, however, concerns on how to balance welfare standards with limited budgets going forward.

*Assumption 4. COVID or other diseases will not prevent surveys from being conducted:* This holds true, with thankfully no other pandemics have occurred during the project period.

*Assumption 5. Number of female community rangers in conservancies is similar to the proportion of women in government ranger forces:* From the information gathered, this holds somewhat true, though is slightly lower than estimates for government rangers.

Finally, from the work conducted thus far for the project, we feel that the pathway to change identified during the project design holds true. The survey data collected, providing the empirical information required, alongside the legal review, will close the current evidence gap that is currently hindering informed decision-making regarding interventions to strengthen institutions employing and representing community rangers. By the end of the project, we will have the policy briefs and recommendations which will be shared with key stakeholders to be used as a tool to create enabling conditions for more professional and effective community rangers, leading to longer-term improved conservation and development outcomes.

### **3.5 Impact: achievement of positive impact on illegal wildlife trade and poverty reduction**

Following the proposal format submitted to the IWT Challenge Fund, we did not provide an overall impact statement, focusing more on the expected outcome of the project. Nonetheless, in the Pathway to Change, we explained that: *Longer term impacts include strengthening the effectiveness of community conservancies and OECMs helping to contribute towards better conservation and development outcomes.* By the end of the project, the policy briefs and action plans will form the basis for relevant stakeholders and decisions-makers to make informed changes to the welfare and working conditions of community rangers, including specific actions on removing barriers for female community rangers, which will allow for the development of a stronger and more effective community ranger workforce to focus efforts on deterring the illegal wildlife trade. By advocating for better welfare, fairer wages and improved training, our efforts will lead to improved conditions for thousands of community rangers across the region. In turn this will help develop and strengthen a more than adequate area-based workforce, without which conservation cannot be achieved. And moreover, with 78% of East Africa's rural population dependent on natural resources, sustainable management of these resources is vital to sustaining existing livelihoods of indirect project beneficiaries.

## **4. Thematic focus**

Our project aligns with three of the IWT Challenge Fund's themes. These are:

- (2) Ensuring effective legal frameworks and deterrents
- (3) Strengthening law enforcement
- (4) Developing sustainable livelihoods to benefit people directly affected by IWT

Overall, the project is closing the evidence gap that currently exists on the role, barriers and issues for Community Rangers in Kenya and Tanzania. Once all data has been analysed and brought together, the team, working with stakeholders, will produce recommendations that will include:

- aspects to improve legal frameworks that cover the role of Community Rangers
- proposed approaches to strengthen the role of Community Rangers and how they best can contribute to strengthening law enforcement to deter IWT
- proposed actions to ensure more than the minimum living wage for community rangers, to ensure their salaries and benefits match the level of work and risk they all take in tackling IWT.



## **5. Impact on species in focus**

The project is highlighting the limited capacity community rangers currently have to prevent the illegal killing of the project target species (elephants, hippopotamuses and buffalos) in the region's conservancies and wildlife management areas. The prevention of killing for bushmeat and illegal trophy hunting and illegal killing of wildlife due to retaliation killing in response to human wildlife conflict still remain key issues within OECMs. In the long term, once recommendations from this research are developed and implemented, the community ranger workforce will be strengthened and have improved recognition, conditions and capacity to prevent the illegal killing of the project's target species.

## **6. Project support for multidimensional poverty reduction**

The main beneficiaries of the project are the community rangers, the majority (85%) of which come from the local communities affected by the IWT challenges this project is delivering towards addressing in the long run. This Community Ranger workforce encompasses salaried and voluntary individuals and/or indigenous peoples; working in government owned or privately owned areas. Their work includes protection, conservation, monitoring, visitor services, fire management, law enforcement, education, community support and regulation of sustainable use, and more. In 2022, the International Ranger Federation (IRF), the Universal Ranger Support Alliance (URSA) and other partners issued a policy note calling for the Global Biodiversity Framework to recognise rangers as 'essential planetary health workers'. Following the Kunming-Montreal agreement, this document outlines how that can be achieved, through a commitment by countries, agencies, managers, NGOs and donors to ensuring that a diverse ranger workforce is able to deliver what has been agreed in a professional, responsible and accountable way. Thus far, in Kenya and Tanzania, community rangers have been identified as key workers to sustain local livelihoods and as such are supported by the national governments to receive support for their employment as a result of previous advocacy.

The premise of the project is based on the need to recognise the contribution of these community rangers and identify their needs in order to improve their welfare (be it access to adequate sleeping quarters and sanitary facilities while working; or the provision of adequate tools to do their work; or ensuring that their safety is at the forefront of their ways of working; or even advocating for improved compensation for the work they do as Environmental Human Rights Defenders), in order to simultaneously achieve biodiversity conservation targets. The survey has identified key barriers in the sector affecting the livelihoods of the >5000 strong workforce. The draft results (still under analysis and therefore we request that this information is not shared publicly) highlight that many rangers are living in poverty with limited access to water, unsuitable accommodation and poor salaries which in some cases are below the minimum wages of the country. Only by closing the evidence gap, and really understanding the realities of the work they do, can we propose recommendations and develop the necessary policy briefs to advocate for changes which in the future should deliver direct benefits towards poverty reduction of workers in this sector.

## 7. Gender Equality and Social Inclusion

Please quantify the proportion of women on the Project Board <sup>1</sup> .	50%
Please quantify the proportion of project partners that are led by women, or which have a senior leadership team consisting of at least 50% women <sup>2</sup> .	33%

GESI Scale	Description	Put X where you think your project is on the scale
<b>Not yet sensitive</b>	The GESI context may have been considered but the project isn't quite meeting the requirements of a 'sensitive' approach	
<b>Sensitive</b>	The GESI context has been considered and project activities take this into account in their design and implementation. The project addresses basic needs and vulnerabilities of women and marginalised groups and the project will not contribute to or create further inequalities.	
<b>Empowering</b>	The project has all the characteristics of a 'sensitive' approach whilst also increasing equal access to assets, resources and capabilities for women and marginalised groups	x
<b>Transformative</b>	The project has all the characteristics of an 'empowering' approach whilst also addressing unequal power relationships and seeking institutional and societal change	

Incorporating Gender Equality and Social Inclusion (GESI) considerations was part of the initial project design as previous studies in 2019 had already highlighted issues with GESI across the ranger workforce in government institutions. Therefore, the project design team made a conscious decision to continue these efforts to focus on better understanding the GESI barriers and to focus on how to address this. Some of the key issues being addressed are around the lack of gender balance in the workforce amongst other issues. The project has engaged WWF and partners' gender and human rights experts to address these aspects. This included planning the timing of meetings and location to best accommodate participants, ensuring gender bias in site selection., etc. In the final phase of the project, the team will be collating all the GESI relevant information gathered from the ranger survey and gender focused workshops and developing policy briefs and recommendations to tackle GESI related issues within the Community Ranger workforce. In the long-term, this should lead to an improved understanding and sensitivity

<sup>1</sup> A Project Board has overall authority for the project, is accountable for its success or failure, and supports the senior project manager to successfully deliver the project.

<sup>2</sup> Partners that have formal governance role in the project, and a formal relationship with the project that may involve staff costs and/or budget management responsibilities.

of GESI related issues across the sector and actions to improve equality and safety for women working in this field.

## **8. Monitoring and evaluation**

From the outset of the project, we jointly planned our M & E approach. At the inception meeting in May 2023, we reviewed the project plan and developed an M&E framework to ensure we tracked progress and results effectively. This included strengthening of the proposed indicators, including BCF standard indicators where possible, reviewing baselines and means of verification, and developing relevant milestones, etc. WWF UK takes the role to ensure that M&E is being tracked and actively updated in collaboration with the lead implementing partner.

WWF UK and WWF Kenya have monthly meetings to review progress, and troubleshoot as needed. In turn, the in-country lead implementer has regular meetings with counterparts in Kenya and Tanzania, as well as project partners (i.e. the community ranger associations) to track progress, plan, and adapt as needed. Most of the indicators of the project are tracking the deliverables from the project (e.g. Survey conducted; report published; etc) and as such the M&E framework is updated once those milestones are achieved.

## **9. Lessons learnt**

Several lessons learned have been shared by the project team, some of which have been used as part of our adaptive management processes. These include:

- The team recognise the need to better plan inception periods to projects to allow for administrative delays when starting a project. For example, the agreements with some of the partners took longer than expected to finalise which caused significant delays in starting data collection.
- Using local enumerators was useful to gain local insights into issues and ensure effective translation into local languages and increase the effectiveness of data collection. However training was required to ensure a common understanding of the subject matter and understanding of the questions.
- We underestimated the time needed to project manage a cross regional project, albeit a relatively small project. In future projects, we would recommend that project management and financial management support is better resourced.

## **10. Actions taken in response to previous reviews (if applicable)**

This is not applicable as this is our first annual report, although initial feedback from the reviewers was reported on in the Half Year Report.

## **11. Risk Management**

During the ranger survey, we identified a new risk: “Insecurity threat to enumerators due to cattle rustling occurring in Samburu (a survey site)”. Enumerators were asked to avoid Samburu area to ensure their safety and to reassess the situation in 1 month (at the end of Feb) to see if security situation had improved and if so, for the survey to then be conducted. At the same time, the team evaluated if another site could be identified instead. Ultimately, another representative conservancy was surveyed instead, to ensure that activities could continue, while ensuring the safety of the team. Related to this,

enumerators travelled in white vehicles as these are generally recognised as NGO vehicles and not confused as police or other law enforcing agencies by communities, to avoid further conflict. The updated risk register is provided ad annex 4 (v) and is provided as an attachment to the email.

## 12. Sustainability and legacy

Overall, the project has garnered significant interest from various stakeholders across Kenya and Tanzania – in particular the National Community Ranger Associations, the national government ranger agencies, conservancies, and other conservation actors. Moreover, the project is of particular interest to the Universal Ranger Support Alliance (URSA) and the IUCN’s protected and conserved area working group, who are global leaders in strengthening the recognition, rights, welfare and training of rangers worldwide.

As intended at the project outset, the expected outputs will deliver towards our intended outcome and in the long term will lead to sustained changes for the benefit of wildlife populations through a strengthened community ranger network. The deliverables from the project will be used in the future to further generate interest from key actors across the region, through for example, the East African Community (EAC) and can be used as guidance for increasing capacity community rangers across the region.

## 13. IWT Challenge Fund identity

At the start of this project in its design and inception phase the British High Commissions in Kenya and Tanzania were engaged through the Deputy Permanent Representative to the UN & Illegal Wildlife Trade Lead in Kenya and the Regional Coordinator Serious & Organised Crime Network South & East Africa in Tanzania. The representatives were able to share experiences from wider sectors in building institutional capacity for law enforcement officers. As for host country Governments, both Kenya and Tanzania are familiar with the IWT Challenge fund, as, through WWF and other partners, they have both benefited from previous and other current support. Through project meetings, awareness has been raised more specifically on the current project.

Given this is a stand-alone evidence project consisting mainly of data and information gathering, little promotion of the project has been conducted. Logos have been used for project presentations and t-shirts for enumerators, though no formal communications have taken place due to the sensitive nature of the project – for example we do not want to share images of respondents to ensure they are not identifiable. The reports and policy briefs to be published in Year 2 will bear the logo of the IWT Challenge Fund.

## 14. Safeguarding

Has your Safeguarding Policy been updated in the past 12 months?	No
Have any concerns been reported in the past 12 months	No
Does your project have a Safeguarding focal point?	<b>Yes</b> <i>Peter</i> [REDACTED]

Has the focal point attended any formal training in the last 12 months?	No
What proportion (and number) of project staff have received formal training on Safeguarding?	Past: 100 % Planned: 0%
<p>Has there been any lessons learnt or challenges on Safeguarding in the past 12 months? Please ensure no sensitive data is included within responses.</p> <p>n/a – although the project will support improved safeguarding for community rangers in the future.</p>	
<p>Does the project have any developments or activities planned around Safeguarding in the coming 12 months? If so please specify.</p> <p>n/a – this is not formally part of the project plan, but results from the survey, workshops and legal review will help to improve safeguarding through awareness raising over the rights of rangers in the future.</p>	
<p>Please describe any community sensitisation that has taken place over the past 12 months; include topics covered and number of participants.</p> <p>n/a – no community sensitisation was conducted as this does not form part of the project plan.</p>	
<p>Have there been any concerns around Health, Safety and Security of your project over the past year? If yes, please outline how this was resolved.</p> <p>n/a</p>	

## 15. Project expenditure

NB. Figures in Table 1 below are indicative figures only.

**Table 1: Project expenditure during the reporting period (April 2023-March 2024)**

Project spend (indicative) since last Annual Report	2023/24 Grant (£)	2023/24 Total actual IWTCF Costs (£)	Variance %	Comments (please explain significant variances)
		<i>Note: these are DRAFT indicative figures</i>		
Staff costs				
Consultancy costs				
Overhead Costs				
Travel and subsistence				
Operating Costs				<i>Due to accounting procedures, some operating costs are currently covered in Travel and Subsistence and as such it appears as though there is an underspend.</i>
Capital items (see below)				<i>Purchase of handheld devices for data collection has cost more than had been expected</i>
Others (see below)				
<b>TOTAL</b>	<b>£66,909</b>	<b>£66.909</b>		

NB. We are now anticipating some variances of >10% on some budget lines. We will review budget line allocations of costs with partners in case of miscoding. As highlighted above, the expenditures are indicative only as we are still in the process of finalising reports from partners.

**Table 2: Project mobilised or matched funding during the reporting period (1 April 2023 – 31 March 2024)**

The figure in the first column of Table 2 below (secured to date) is an indicative figure only. We are still in the process of finalising the financial reports from partners

	Secured to date	Expected by end of project	Sources
Matched funding leveraged by the partners to deliver the project (£)			<i>WWF Kenya (through funds provided by WWF supporting offices: UK and Finland)</i>

Total additional finance mobilised for new activities occurring outside of the project, building on evidence, best practices and the project (£)	0	0	n/a
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**16. Other comments on progress not covered elsewhere**

It is worth noting that the drought and subsequent flooding has affected unforeseen inability to access some rangers during the survey. Nonetheless, mitigation plans were put in place to address this.

The next phase of the project is to develop standards and an action plan to ensure the long-term success of this project and then, to subsequently ensure recommendations are put into action. This will require further funding and WWF is exploring avenues with partners to ensure the project legacy is achieved.

Lastly, as mentioned above, we request that any information shared on the results of the survey and gender workshop are redacted and not communicated on externally for the time being, given the level of sensitivity. Once the reports are published, we can confirm what can be made public. We also request that the list of enumerators is also redacted.

**17. OPTIONAL: Outstanding achievements or progress of your project so far (300-400 words maximum). This section may be used for publicity purposes.**

N/a – by the end of the project we will have deliverables, images and achievements to share.

<b>File Type (Image / Video / Graphic)</b>	<b>File Name or File Location</b>	<b>Caption including description, country and credit</b>	<b>Social media accounts and websites to be tagged (leave blank if none)</b>	<b>Consent of subjects received (delete as necessary)</b>
				Yes / No
				Yes / No
				Yes / No
				Yes / No
				Yes / No



● **Annex 1: Report of progress and achievements against logframe for Financial Year 2023-2024**

Project summary	Progress and Achievements April 2023 - March 2024	Actions required/planned for next period
<p><b>Impact</b></p> <p><i>No formal impact statement as this was not requested at proposal stage. Our pathway to change states that longer term impacts include strengthening the effectiveness of community conservancies and OECMs helping to contribute towards better conservation and development outcomes.</i></p>	<p>Project data collected with analysis ongoing.</p>	
<p><b>Outcome</b> Closure of the evidence gap on barriers, perceptions, attitudes and roles of community rangers in East Africa is used to deliver recommendations for strengthened national and regional strategy plans.</p>		
<p>Outcome indicator 0.1: By end of Q2Y2, 2 reports are developed and published showcasing the survey findings and recommendations [IWTFCB05]</p>	<p>Baseline data/information has been collected and is currently being analysed.</p>	<p>Complete data analysis, prepare reports and publish</p>
<p>Outcome indicator 0.2: By end of Q2Y2, 3 policy briefs (1 per country &amp; 1 regional for East Africa) are developed and published based on the survey findings and recommendations</p>	<p>Work will commence in Year 2 of the project, using the information from Outcome indicator 0.1.</p>	<p>Complete work under outcome indicator 0.1, and then develop briefs with recommendations.</p>
<p>Outcome indicator 0.3: By Q2Y2, findings and recommendations shared with at least 10 organisations in Kenya, Tanzania and supporting future planning for IWT [IWTFCF D21]</p>	<p>This will be conducted in Year 2 of the project, using the information from Outcome indicator 0.1 and 0.2</p>	<p>Complete work under outcome indicator 0.1 and 0.2 and then hold relevant meetings to share findings and recommendations</p>
<p>Outcome indicator 0.4: By Q2Y2, survey findings and recommendations are used for adaptive management of at least 2 national / regional plans</p>	<p>This will be conducted in Year 2 of the project, using the information from Outcome indicator 0.1, 0.2, 0.3.</p>	<p>Complete work under outcome indicator 0.1, 0.2 and 0.3 and then work with partners and stakeholders to draft adapted actions plans.</p>
<p><b>Output 1</b> By end of Q3Y1, a survey is designed to gather findings on the views and experiences of male and female community ranger across 2 countries (Kenya &amp; Tanzania).</p>		

Output indicator 1.1 By end of Q3 Y1, 1 Survey questionnaire and protocol designed by the University of Central Florida in partnership with WWF	The questionnaire and protocol were designed and approved by all partners	n/a
Output indicator 1.2, By end of Q 3 Y1, 1 Survey questionnaire and protocol reviewed for gender sensitivity	The questionnaire and protocol were designed and approved by Gender experts at WWF.	n/a
<b>Output 2.</b> By end of Q4Y1, at least 600 community rangers in Kenya and Tanzania are surveyed, providing an evaluation of their well-being, level of welfare, motivation and attitudes towards their conservation efforts.		
Output indicator 2.1. By end of Q4Y1, at least 600 community rangers surveyed (approx. 90% male / 10% female) which reflects the current estimated proportion of male/female community rangers.	A total of 570 Community rangers were surveyed, 14% were women.	n/a
Output indicator 2.2. By end of Q4Y1, 1 database of community ranger survey data established and held/owned by the 2 National Ranger Associations, housing the digitally recorded survey data from SMART phones/ tablets [IWTCF D23]	A database has been set up and holds all the data. The data currently sits on WWF's server with access by partners. Partners do have copies of raw and summarised data to ensure transparency. Due to capacity issues, the data will remain on the WWF server until national associations have the long term funding needed to build and maintain their own databases.	n/a
Output indicator 2.3. By end of Q4Y1, 2 gender workshops (1 per country) held with at least 20 attendees including community rangers (80% female, 20% male) to explore the experiences of female community rangers.	1 gender workshop held in Kenya with 20 female community rangers from 6 conservancy landscapes in Kenya.	Hold the 2 <sup>nd</sup> Gender workshop with Tanzania.
Output indicator 2.4 By end of Q1Y2, 3 reports (1 per country and 1 regional) accepted and published [IWTCF B05]	To be conducted in Year 2.	Finalise data analysis and collect information gathered from workshops; write reports and share/publish.
<b>Output 3.</b> By end Q2Y2, Legal review of legislation pertaining to community rangers in Kenya, Tanzania and Uganda is undertaken and published.		

Output indicator 3.1. By end Q4Y1, 1 Desk-based legal review undertaken by expert and report submitted to WWF team for review	The draft legal review has been completed and is currently being reviewed by partners.	
Output indicator 3.2. By end of Q1Y2, 1 legal review finalised, approved and published [IWTCF B05]	To be conducted in Year 2.	Publish report and share with all stakeholders.
Output indicator 3.3 By end of Q2Y2, 3 Policy briefs (2 national briefs and 1 regional brief) shared and signed off by national umbrella (KWCA, CMWAC) organisations and national wildlife authorities (KWS, TAWA) [IWTCF B05]	To be conducted in Year 2.	Collate all data and evidence from surveys, workshops and legal review and develop the policy briefs.
Output indicator 3.4 By end of Q2Y2, 2 National data and PowerPoint presentations developed with and provided to national umbrella organisations [IWTCF B05]	To be conducted in Year 2.	Based in policy briefs and recommendations, develop presentations
<b>Output 4.</b> By end of Q2Y2, the survey findings, legislation review, and overall recommendations are presented to 10 organisations in Kenya, Tanzania and Uganda , and are used for future planning for IWT community ranger engagement (6 national organisations, 3 WWF offices, and other partners)		
Output indicator 4.1. By end of Q2Y2, at least 10 national and regional organisations participate in the workshop on survey findings	To be conducted in Year 2.	Plan and hold the workshop once all reports, policy briefs etc and finalised
Output indicator 4.2. By end of Q2Y2, 2 national action plans for Community Ranger engagement in tackling IWT in Kenya and Tanzania are developed and published	To be conducted in Year 2.	Use information from all reports to developed the national plans with partners
Output indicator 4.3By end of Q2Y2 , 1 scientific article submitted to a peer-reviewed journal [IWTCF-D11]	To be conducted in Year 2.	Work with researchers to develop a scientific article to be submitted in 2024/2025

Output indicator 4.4 By end of Q2Y2, 1 proposed presentation submitted to the 10 <sup>th</sup> World Ranger Congress to be presented after the end of the project in October 2024	To be conducted in Year 2 – though our presentation has already been accepted as part of the program.	Prepare presentation for after the project.

• **Annex 2: Project's full current logframe as presented in the application form (unless changes have been agreed)**

Project summary	SMART Indicators	Means of verification	Important Assumptions
<b>Impact:</b>			
n/a - was not part original application as we used the Indicators of Success format provided in the Evidence format.			
<b>Outcome:</b>  Closure of the evidence gap on barriers, perceptions, attitudes and roles of community rangers in East Africa is used to deliver recommendations for strengthened national and regional strategy plans.	<p>0.1 By end of Q2Y2, 2 reports are developed and published showcasing the survey findings and recommendations [IWTCFB05]</p> <p>0.2 By end of Q2Y2, 3 policy briefs (1 per country &amp; 1 regional for East Africa) are developed and published based on the survey findings and recommendations [IWTCFB05]</p> <p>0.3 By Q2Y2, findings and recommendations shared with at least 10 organisations in Kenya, Tanzania and supporting future planning for IWT [IWTCF D21]</p>	<p>0.1.1 Community Ranger Survey Report</p> <p>0.1.2 Legal Review Report</p> <p>0.2.1 Policy Briefs</p> <p>0.3.1 Workshop proceedings</p>	Survey data on community rangers will be different to data already collected on government rangers

Project summary	SMART Indicators	Means of verification	Important Assumptions
	0.4 By Q2Y2, survey findings and recommendations are used for adaptive management of at least 2 national / regional plans	0.4.1 Action plan updates	
<p><b>Output 1</b></p> <p>By end of Q3Y1, a survey is designed to gather findings on the views and experiences of male and female community ranger across 2 countries (Kenya &amp; Tanzania).</p>	<p>1.1 By end of Q 3 Y1, 1 Survey questionnaire and protocol designed by the University of Central Florida in partnership with WWF.</p> <p>1.2 By end of Q 3 Y1, 1 Survey questionnaire and protocol reviewed for gender sensitivity .</p>	<p>1.1.1 Survey handbook</p> <p>1.1.2 Survey ‘app’ developed to support field data collection.</p> <p>1.1.3. List of Enumerators trained in survey method.</p> <p>1.2.1 Survey handbook</p>	
<p><b>Output 2</b></p> <p>By end of Q4Y1, at least 600 community rangers in Kenya and Tanzania are surveyed, providing an evaluation of their well-being, level of welfare, motivation and attitudes towards their conservation efforts.</p>	<p>2.1 By end of Q 4Y1, at least 600 community rangers surveyed (approx. 90% male / 10% female) which reflects the current estimated proportion of male/female community rangers.</p> <p>2.2 By end of Q4Y1, 1 database of community ranger survey data established and held/owned by the 2 National Ranger Associations, housing the digitally recorded survey data</p>	<p>2.1.1. Survey database.</p> <p>2.2.1. Survey database.</p>	<p>Local community rangers will feel confident to complete the survey openly and honestly.</p> <p>COVID or other diseases will not prevent surveys from being conducted.</p> <p>Number of female community rangers in conservancies is similar to the proportion of women in government ranger forces.</p>

Project summary	SMART Indicators	Means of verification	Important Assumptions
	<p>from SMART phones/ tablets [IWTCF D23]</p> <p>2.3 By end of Q4Y1, 2 gender workshops (1 per country) held with at least 20 attendees including community rangers (80% female, 20% male) to explore the experiences of female community rangers.</p> <p>2.4 By end of Q1Y2, 3 reports (1 per country and 1 regional) accepted and published [IWTCF B05]</p>	<p>2.3.1 Gender consultations report</p> <p>2.4.1. Community ranger Reports</p>	
<p><b>Output 3</b> By end Q2Y2, Legal review of legislation pertaining to community rangers in Kenya, Tanzania and Uganda is undertaken and published.</p>	<p>3.1 By end Q4Y1, 1 Desk-based legal review undertaken by expert and report submitted to WWF team for review.</p> <p>3.2 By end of Q1Y2, 1 legal review r finalised, approved and published [IWTCF B05]</p> <p>3.3 By end of Q2Y2, 3 Policy briefs (2 national briefs and 1 regional brief) shared and signed off by national umbrella (KWCA, CMWAC) organisations and national wildlife authorities (KWS, TAWA) [IWTCF B05]</p>	<p>3.1.1 TOR and contract</p> <p>3.2.1 Legal review report</p> <p>3.3.1 Workshop report.</p> <p>3.3.2 3 Policy Briefs</p> <p>3.4.1 Presentations</p>	

Project summary	SMART Indicators	Means of verification	Important Assumptions
	<p>3.4 By end of Q2Y2, 2 National data and PowerPoint presentations developed with and provided to national umbrella organisations [IWTCF B05]</p>		
<p><b>Output 4:</b></p> <p>By end of Q2Y2, the survey findings, legislation review, and overall recommendations are presented to 10 organisations in Kenya, Tanzania and Uganda, and are used for future planning for IWT community ranger engagement (6 national organisations, 3 WWF offices, and other partners)</p>	<p>4.1 By end of Q2Y2, at least 10 national and regional organisations participate in the workshop on survey findings</p> <p>4.2 By end of Q2Y2, 2 national action plans for Community Ranger engagement in tackling IWT in Kenya and Tanzania are developed and published [IWTCF B05]</p> <p>4.3 By end of Q2Y2, 1 scientific article submitted to a peer-reviewed journal [IWTCF-D11]</p> <p>4.4 By end of Q2Y2, 1 proposed presentation submitted to the 10<sup>th</sup> World Ranger Congress to be presented after the end of the project in October 2024</p>	<p>4.1.1 Workshop proceedings and attendance list</p> <p>4.2.1 National action plans; WWF and partner action plans</p> <p>4.3.1 Scientific article</p> <p>4.4.1 Draft congress presentation</p>	<p>Results will be useful to protected area managers and at least two associations to improve law enforcement effectiveness.</p>

Project summary	SMART Indicators	Means of verification	Important Assumptions
<p><b>Activities</b> (each activity is numbered according to the output that it will contribute towards, for example 1.1, 1.2 and 1.3 are contributing to Output 1)</p> <ul style="list-style-type: none"> <li>1.1 Review survey and data collection tools.</li> <li>1.2 Develop agenda and key questions for focal group activities on gender review.</li> <li>1.3 Pilot tools at 1 site</li>   <li>2.1 Recruit survey leads to undertake surveys in two countries.</li> <li>2.2 Conduct surveys on at least 1,000 community rangers</li> <li>2.3 Hold consultations on barriers to female community ranger participation.</li> <li>2.4 Conduct data analysis on survey data</li> <li>2.5 Prepare and write full report on survey completed.</li>   <li>3.1 Develop TORs for consultants for legal review.</li> <li>3.2 Recruit consultant to conduct legal review</li> <li>3.3 Undertake desktop study on legal review</li> <li>3.4 Develop legal review report</li>   <li>4.1 Project inception workshop</li> <li>4.2 Hold validation workshops and action plan development in two countries</li> <li>4.3 Development of policy briefs</li> </ul>			



25	Baraka L. Mollel	Tanzania	Removed for Data protection	Removed for Data protection
26	Nyangu M Sochora	Tanzania	Removed for Data protection	Removed for Data protection
27	Fredrick Lucas	Tanzania	Removed for Data protection	Removed for Data protection
28	Emanuel Sebutian	Tanzania	Removed for Data protection	Removed for Data protection
29	Mapambano Nganyunga	Tanzania	Removed for Data protection	Removed for Data protection

**(v) Risk Register – provided as an attachment**

● **Checklist for submission**

	Check
Different reporting templates have different questions, and it is important you use the correct one. Have you checked you have used the <b>correct template</b> (checking fund, type of report (i.e. Annual or Final), and year) and <b>deleted the blue guidance text</b> before submission?	
<b>Is the report less than 10MB?</b> If so, please email to <a href="mailto:BCF-Reports@niras.com">BCF-Reports@niras.com</a> putting the project number in the subject line.	
<b>Is your report more than 10MB?</b> If so, please discuss with <a href="mailto:BCF-Reports@niras.com">BCF-Reports@niras.com</a> about the best way to deliver the report, putting the project number in the subject line.	
<b>Have you included means of verification?</b> You should not submit every project document, but the main outputs and a selection of the others would strengthen the report.	
If you are submitting photos for publicity purposes, do these meet the outlined requirements (see section 17)?	
Have you involved your partners in preparation of the report and named the main contributors	
Have you completed the Project Expenditure table fully?	
Do not include claim forms or other communications with this report.	