

Applicant: **Thomlinson, Alan**
Organisation: **WWF - UK**
Funding Sought: **£69,207.00**

IWTEVR9S2\1001

Women and IWT: Understanding Gender Dynamics in Pakistan's Wildlife Trafficking

The project seeks to conduct Pakistan's first assessment to determine gender dynamics in illegal wildlife trade (IWT). It will explore women's roles in IWT and combatting IWT, and the drivers influencing their participation, including vulnerable livelihoods or law-enforcement constraints such as limited representation of women in the wildlife ranger workforce. The new evidence base will support development of a gender-responsive strategy for the Wildlife Department, improved IWT policies and frameworks, and the design of full applications to future IWT-CF calls.

PRIMARY APPLICANT DETAILS

Title Mr
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IWTEVR9S2\1001

Women and IWT: Understanding Gender Dynamics in Pakistan's Wildlife Trafficking

Section 1 - Contact Details

PRIMARY APPLICANT DETAILS

| | |
|-----------------------|------------|
| Title | Mr |
| Name | Alan |
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GMS ORGANISATION

| Type | Organisation |
|---------------------|--------------|
| Name | WWF - UK |
| Phone (Work) | [REDACTED] |
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Section 2 - Objectives, Species & Summary

Q3. Title:

Women and IWT: Understanding Gender Dynamics in Pakistan's Wildlife Trafficking

What was your Stage 1 reference number? e.g. IWTEVR9S1\1001

Q4. Which of the four key IWT Challenge Fund objectives will your project address?

Please tick all that apply. Note that projects supporting more than one will not achieve a higher score, and ticking objectives that your project does not address may negatively affect project scores.

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

Q5. Species project is focusing on

Please include both the common name and scientific name.

Indian pangolin *Manis crassicaudata*

Black Pond Turtle *Geoclemys hamiltonii*

Indian Softshell Turtle *Nilssonina gangetica*

Snow leopards *Panthera uncia*

Do you require more fields?

No

Q6. Summary of project

Please provide a brief summary of your project, its aims, and the key activities you plan on undertaking. Please note that if you are successful, this wording may be used by Defra in communications e.g. as a short description of the project on the website.

Please write this summary for a non-technical audience.

The project seeks to conduct Pakistan's first assessment to determine gender dynamics in illegal wildlife trade (IWT). It will explore women's roles in IWT and combatting IWT, and the drivers influencing their participation, including vulnerable livelihoods or law-enforcement constraints such as limited representation of women in the wildlife ranger workforce. The new evidence base will support development of a gender-responsive strategy for the Wildlife Department, improved IWT policies and frameworks, and the design of full applications to future IWT-CF calls.

Section 3 - Title, Dates & Budget Summary

Q7. Country(ies)

Which eligible host country(ies) will your project be working in? Where there are more than four countries that your project will be working in, please add more boxes using the selection option below.

| | | | |
|------------------|-------------|------------------|-------------|
| Country 1 | Pakistan | Country 2 | No Response |
| Country 3 | No Response | Country 4 | No Response |

Do you require more fields?

No

Q8. Project dates

| | | |
|--------------------|-------------------|---|
| Start date: | End date: | Duration (e.g. 2 years, 3 months): |
| 01 April 2023 | 30 September 2024 | 1 year, 6 months |

Q9. Budget summary

| Year: | 2023/2024 | 2024/25 | Total Request |
|----------------|------------|------------|---------------|
| Amount: | £49,685.00 | £19,522.00 | 69,207.00 |

Q10. Proportion of IWT Challenge Fund budget expected to be expended in eligible countries: %



Q11a. Do you have matched funding arrangements?

Yes

What matched funding arrangements are proposed?

WWF-Pakistan has secured matched funding through the following sources:

- Technical resources contributed from WWF-Cambodia, specifically WWF's Crime Prevention and Gender IWT Toolkit development teams
- WWF Pakistan staff contributing time to the project
- WWF-Italy supported project on the assessment of scale of wildlife crime related threats in selected snow leopard landscapes on the application of SMART

Q11b. Total confirmed & unconfirmed matched funding (£)



Q11c. If you have a significant amount of unconfirmed matched funding, please clarify how you fund the project if you don't manage to secure this?

N/A

Section 4 - Problem statement & Gap in existing approaches

Q12. Problem the project is trying to address

Please describe the problem your project is trying to address in terms of illegal wildlife trade and its relationship with poverty. What is the need, challenge or opportunity?

Please describe the level of threat to the species concerned. You should also explain which communities are affected by this issue, and how this aspect of the illegal trade in wildlife relates to poverty or efforts of people and/or states to reduce poverty.

Please cite the evidence you are using to support your assessment of the problem (references can be listed in your additional attached PDF document) and outline whether there have been any specific requests for this work.

With a strategic geographic location and multiple open air, land and sea ports for trade, Pakistan is a major source for wildlife species, including CITES listed species, and their parts, products and derivatives(1). IWT impacts go beyond the loss of wildlife, contributing to loss of ecosystem function and services, trophic cascading effects, zoonotic diseases and invasive species. IWT drivers in Pakistan range from poverty, lack of awareness on importance of wildlife and legal implications of poaching, and the relatively low-risk nature of wildlife trafficking in the country. In particular, wildlife in Punjab, Khyber Pakhtunkhwa, Gilgit-Baltistan and Sindh are targeted by farming and fishing communities who facilitate poaching for additional income(2, 3).

A common misconception related to IWT in Pakistan is that men are primarily responsible, leading to imprudent, gender-biased mitigation plans that overlook the roles of, and impacts on, women. In Pakistan, men and women have different controls and access to resources influenced by cultural and social systems. National and provincial wildlife policies are generally inconsiderate of these differences, especially in IWT, leaving major gaps in effective mitigation. Women of all ages play critical roles in natural resource management through farming and livestock raising to meet household needs(4). When excluded from decision-making which affects their livelihoods, many resort to illegal alternatives, including IWT. Wildlife departments and WWF Pakistan have reported women collecting and trafficking species including freshwater turtles and pangolins(5, 6). Existing empirical evidence of poacher-demographics is limited; available data mainly highlights men as poachers. In the absence of female rangers, a legal requirement to arrest or investigate women in Pakistan, the engagement of women in IWT is difficult to determine.

Limited data on gender-exclusive vulnerabilities and challenges is an obstacle to assessing and monitoring gender equality, as recognised in the National Gender Policy framework in Pakistan. The draft National Plan of Action IWT recognises the need for addressing key drivers and gender-inclusive approaches. At present, there are significant gaps in knowledge on the gender-differentiated role in poaching and IWT for almost all species in Pakistan. This has resulted in development of gender-neutral initiatives that address poverty and livelihood mainstreaming without safeguarding gender-specific economic losses, or social and cultural challenges. Women face higher constraints in finding non-IWT livelihoods than men due to social, religious and cultural restrictions but the lack of understanding of their role in IWT means that responses that could address female-rural poverty cannot be appropriately designed. Women in Pakistan make-up over half the population and their effective engagement offers huge potential to tackle drivers and risk of IWT, and protect and manage natural resources(7).

We have a unique opportunity to explore the role of women and this project will gather evidence on the gender-disaggregated roles of men and women in IWT and poaching, and the responses to it. Understanding the significance of associated drivers and vulnerabilities is essential to developing gender-responsive and gender-inclusive strategies and policies to address the conservation and socio-economic development implications of the role of women in IWT.

Q13. Gap in existing approaches

What gap does your project fill in existing approaches? Evidence projects should describe how the improved evidence base will be used to design an intervention and the gap the intervention will fill.

Traditional IWT interventions focus on generalised, whole community, disincentivization of poaching and/or incentivisation of community stewardship. Lack of understanding womens' roles as poachers and stewards, means interventions are untargeted. These interventions focus on capacitating wildlife rangers (skills and resources), or policy measures that ultimately focus on men. But with increasing incidences of women-led IWT and gender-centred norms and cultural restrictions preventing male rangers from investigating women involved in poaching and IWT (7, 8). In Pakistan, the role of women in wildlife trafficking remains unknown and has limited reflection in wildlife protection policies (9). Although limited to personal observations and press reports, some evidence exists related to the convergence of IWT, women and other transnational crimes in Pakistan.

Previous interventions have also shown that the impact of IWT is disproportionate for women. These initiatives potentially exacerbate gender differences and inequalities, for example by removing women's sole sources of income, and cultural norms mean IWT has wide-reaching social consequences on women, which we aim to understand. By including women, both the quality and the practical application of wildlife crime policies can be enhanced and better aligned with local contexts.

Section 5 - Objectives & Commitments

Q14. Which national and international objectives and commitments does this project contribute towards?

Consider national plans such as NBSAPs and commitments such as London Conference Declarations and the Kasane and Hanoi Statements. Please provide the number(s) of the relevant commitments and some brief information on how your project will contribute to them. There is no need to include the text from the relevant commitment.

The outcomes of the project align with global and national priorities. The project directly compliments Pakistan's National Biodiversity Strategy and Action Plan (NBSAP) targets which relate to protection of endemic, threatened and endangered species affected by poaching and IWT (target 6.Gender, Poverty, and Biodiversity Nexus, 8.Terrestrial Ecosystems, Habitats, and Species,13.Sustainable Production and Consumption).

The project focuses on both CITES-listed and other IWT-impacted species; hence a better understanding of the gender-specific drivers of their overexploitation will support Pakistan to achieve its CITES obligations made in 1976.

The project also supplements targets to combat IWT set out by other global and regional collaborations such as the South Asian Wildlife Enforcement Network (SAWEN), Global Snow Leopard and Ecosystem Partnership (GSLEP), Species Conservation and Management Plans. The project outcomes also align with strategic priorities set-out in Pakistan's National Gender Policy Framework (4.1. governance, 4.3. Employment and Economic Opportunity, 4.4. Agency, Political Participation & Meaningful Engagement).

This will also provide credible evidence and policy recommendations necessary for alignment of gender mainstreaming into anti-poaching and wildlife protection efforts and complement the commitment of major conservation and multilateral environmental agreements and entities that have committed to gender mainstreaming including UNEP, GEF, IPBES, CBD, UNCCD, and UNFCCC.

Lastly, project outputs contribute to Sustainable Development Goals (SDGs) including SDG 1 (No Poverty), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities), SDG 14 (Life Below Water), SDG 15 (Life on Land) and SDG 16 (Peace, Justice and Strong Institutions).

Section 6 - Method, Change Expected, Gender & Post Project Sustainability

Q15. Methodology

Describe the methods and approach you will use to achieve your intended Outcome and contribute towards your Impact. Provide information on:

- How you have reflected on and incorporated evidence and lessons learnt from past and present activities and projects in the design of this project.
- The specific approach you are using, supported by evidence that it will be effective and justifying why you expect it will be successful in this context.
- How you will undertake the work (activities, materials and methods).
- What will be the main activities and where will these take place?
- The specific approach you are using, supported by evidence that it will be effective and justifying why you expect it will be successful in this context.
- How you will manage the work (governance, roles and responsibilities, project management tools, risks etc.).

Existing research in Pakistan has not assessed gender-exclusive engagement in poaching and IWT. The intended outcome of the proposed project is to enhance gender-mainstreaming in tackling poaching and IWT in Pakistan by generating an evidence base of gender-disaggregated roles and dynamics linked to IWT.

Under Output 1, our focus is on surveys and data collection, targeting community stakeholders in various regions along the Indus River. At the onset, our gender research expert (based in Pakistan) and global Crime Prevention and IWT teams will design a comprehensive research methodology and work plan. This will include identifying target beneficiaries/stakeholders, and formulating research questions and survey tools using our Gender IWT Toolkit (11) and other resources. The Gender IWT Tool Kit will be used as the basis to further develop and refine the tool for data collection for the gender-specific engagement into IWT and poaching. Once finalised, we will initiate structured surveys, socio-economic surveys, and focus group discussions at poaching hotspots in the provinces of Punjab, Sindh, Khyber Pakhtunkhwa (KP), Azad Jammu and Kashmir (AJK) and Gilgit-Baltistan (GB). The socio-economic and in-depth gender assessment will help in the identification of drivers and gender mainstreaming requirements within the domains of poaching and IWT. The survey data collection tool will use structured questionnaire survey forms, focus group discussions, and individual interviews arranged for men and women in separate sessions. Local staff specialising in sociology-related research studies will be engaged in supporting the data collection process. The data collection approach will ensure complete anonymity on the respondent's identity in all the selected landscapes and riverscapes included in the study. Data collection tools will be translated into the national language, Urdu, and other local languages, if needed. Interviews with experts will supplement the information collected during the evidence-collection process together with a comprehensive review of the available policies and initiatives. The project seeks to compile a maximum number of responses but at least 50 respondents per site will be engaged during the course of this research. Data on the quantitative representation of gender in previous poaching and IWT related cases will be collected where possible from the provincial wildlife department, the data collection tool would only include collection of gender-specific demographics on the offenders and would not include any identities or personal information.

While Output 1 focuses on communities, under Output 2, we will assess provincial and territorial wildlife departments, specifically the implications of limited representation of women in the wildlife ranger workforces, and how this may act as a barrier to understanding the gender-specific aspects of IWT and associated law enforcement. This will include consultations (facilitated by our gender and IWT experts) with male and female rangers at different levels of wildlife protection and management. Timings, women-exclusive gathering structures and engagement of male and female staff in data collection will ensure that women can participate in the sessions. Individual interview sessions will also be conducted to ensure secrecy and privacy of the respondents where required. A review of the existing wildlife related policies will also be undertaken to identify and evaluate the extent to which gendered dynamics are included and the factors that prevent women's inclusion or may affect women's participation and capacity strengthening in these departments.

To ensure the findings from the research are formulated into a comprehensive policy guide for decision makers and stakeholders to design gender-inclusive IWT initiatives, Output 3 will entail the drafting of a Gender IWT Framework with supporting policy briefs and recommendations. Three consultative sessions will be held at the national level with federal and provincial wildlife authorities to highlight research findings and present the framework to decision makers to effectively mainstream women-inclusive policies. Sessions will advocate for the development of gender-disaggregated strategies by statutory government bodies to address poaching and IWT, highlighting the critical roles women play. In addition, the resultant framework and policy briefs would be presented to National CITES Management Authority seeking a further course of action for their inclusion in policies and implementation plans related to addressing poaching and IWT in Pakistan.

Q16. Capability and Capacity

How will you support the strengthening of capability and capacity in the project countries at organisational or individual levels, please provide details of what form this will take and the post-project value to the country.

Our project adopts a stakeholder inclusive strategy throughout its implementation. This includes engagement and consultation with relevant wildlife departments, the federal Ministry of Climate Change, and academic experts in research design, data collection, and analysis. This collaborative approach will support opportunities for learning and information exchange on poaching and IWT and promote gender-specific considerations in policy development and prevention frameworks. Consideration of gender-specific roles is a lesser-known dimension of combating wildlife crimes in Pakistan, hence increased awareness and enhanced capacities at the government level will provide the basis of addressing this crime effectively with an enhanced understanding of gender-specific drivers and vulnerabilities. This will be achieved through a range of tools including development of action plans with policy recommendations, policy briefs, and information-sharing sessions at different project stages.

The project will develop a set of relevant and adaptable tools for assessing gender-specific engagement in wildlife resource extraction. The methodology will be shared with the wider research and conservation communities through webinars and awareness sessions. The project engages academic collaborators from local universities working on conservation and gender to build their capacity in the integration of gender-specific dimensions in wildlife crimes. This work is critical for building in-country and organisation-wide capacity and understanding to better address gender-blind IWT interventions.

Research on the limited representation of women in the ranger workforce will bring learning and awareness-raising opportunities for wildlife departments and national ministries working on gender empowerment and inclusion.

Addressing gender gaps in the male-dominated ranger workforce will be a new horizon for institutions to learn and integrate successful models to female participation in this profession in Pakistan. The project will also ensure that findings are shared at global forums such as the International Ranger Federation (IRF) for broader outreach and to provide a case for replication in other countries.

Q17. Gender equality

All applicants must consider whether and how their project will contribute to reducing inequality between persons of different gender. Explain how your understanding of gender equality within the context your project, and how is it reflected in your plans.

The role of men and women in poaching and IWT differs significantly, from their motivations to purpose to overall economic and social gains attached to it. They also have different levels of knowledge, motivations and priorities for conservation (10). This often leads to extreme economic gaps which are further exacerbated by social inequalities that exist in Pakistan's societal structure which offers limited options to women, especially in communities that rely on wildlife harvest and poaching. The proposed project will be a first-of-its-kind attempt focused on providing an evidence-based consideration of gender equality in tackling poaching and IWT in Pakistan's context. The study will provide the basis to leverage national commitments towards gender equality and initiate policy-level efforts to integrate gender considerations in anti-poaching and anti-IWT initiatives. It will help to determine the economic, social and cultural inequalities that act as drivers of poaching and IWT. The project will also contribute a strong evidence base on the gender-differentiated vulnerabilities of women which may inform the effectiveness of gender diversification within the ranger workforce depending on the research findings. The collected evidence and suggested policy recommendations will serve as the basis to incorporate gender-specific inclusive conservation, livelihood interventions and deterrent mechanisms.

The evidence generated and policy recommendations will also serve as the basis for lobbying to improve diversity, equity, equality, and women empowerment within the wildlife ranger workforce in Pakistan. The project will also set a benchmark on consideration of values critical for ensuring women's representation in the ranger workforce. By supporting a more diverse and gender-equal workforce, this project will support an increase in the number of female rangers across the world, improve their working conditions, and help them achieve leadership positions in this area of work within the environmental sector.

Q18. Change expected

Detail the expected changes to both illegal wildlife trade and poverty reduction this work will deliver. You should identify what evidence will be gathered and how it might be used to inform future interventions. Please include who will benefit from these interventions, considering both people and species of focus a) in the short-term (i.e. during the life of the project) and b) in the long-term (after the project has ended) and the potential scalability of the approach.

When talking about how people will benefit, please remember to give details of who will benefit, differences in benefits by gender or other layers of diversity within stakeholders, and the number of beneficiaries expected. The number of communities is insufficient detail – number of households should be the largest unit used. Demand reduction projects should demonstrate their indirect links to poverty reduction.

Short-term gains:

-The proposed project will create evidence and baselines of gender disaggregated roles in poaching and IWT with associated factors and vulnerabilities critical to addressing wildlife crimes in Pakistan. Better

recognition and integration of women engagement and gender equality will also improve wildlife conservation outcomes and community stewardship while supporting social development opportunities. -The proposed project will provide a set of tools for wildlife conservation practitioners and policy makers to use in future research focused on poaching and IWT

Long-term gains:

- The project would help to bridge the existing gaps in global knowledge and understanding of poaching, IWT activities, processes and opportunities for interventions (12)
- The outcomes of this project will support the minimisation of gender-blind IWT interventions which would ultimately lead to enhanced conservation of species impacted by poaching and IWT. This will be a critical contribution given that men and women interact with natural resources and wildlife extraction differently and have different motivations, environmental knowledge and experience
- Robust understanding on the role of women engaged in poaching and IWT as main actors necessary for informed policy making
- Development of targeted initiatives to develop more women-specific livelihood engagement plans to break the poaching and IWT supply chain
- Address visible gender-gaps in wildlife protection forces responsible to tackle wildlife crimes
- The research carried out as part of the project will provide the basis to shift counter-IWT work into a gender-responsive domain in Pakistan and also in other regions

Potential for scalability:

- The project will serve as a baseline study and provide dimensions for critical research to tackle poaching and IWT in Pakistan especially from the perspective of livelihoods and communities, and providing a basis for similar and more gender-aware IWT interventions across the WWF network.
- The availability of gender tools and methods will support the national government to adapt and utilise these tools in future initiatives related to livelihoods
- The project will support integration of strong gender considerations into the livelihood engagement and zero-poaching plans proposed to be developed as part of combating IWT in Pakistan under funding consideration for GEF-VII funding
- The gender-IWT integration framework developed as part of the project will leverage support from the federal Ministry of Climate Change (MoCC) to integrate gender into poaching and IWT related initiatives in Pakistan

Q19. Pathway to change

Please outline your project's expected pathway to change. This should be an overview of the overall project logic and outline why and how you expect your Outputs to contribute towards your overall Outcome and, longer term, your expected Impact.

To achieve the long-term Impact of reducing IWT in Pakistan, an understanding of the role women play in poaching and trafficking (as participants, enablers or beneficiaries) and as anti-IWT actors is critical (Outcome), considering women's roles in livelihoods related to natural resources, increasing incidences of women traffickers and limited capacity of female Wildlife Officers to protect wildlife.

By further examining the drivers influencing women's participation in and influence by IWT in communities (Output 1), the project will identify and share these factors with relevant stakeholders to create appropriate, gender-sensitive mitigation measures to counter IWT. These findings will be used to develop wildlife management policies at national and provincial levels (Output 2), including advocating for gender-inclusive interventions, supporting both female Wildlife Officers and women-centric local livelihoods.

In order to consolidate the outcomes of this extensive research into a central guide for local wildlife departments and communities (Output 3), the project will develop a Gender IWT Toolkit in consultation with departments, communities and sector experts that will establish a technical framework on countering IWT in Pakistan.

Finally, the proposed research project will set the foundation for WWF and other entities to develop future IWT projects in Pakistan and beyond.

Q20. Post project sustainability

How will the project reach a sustainable point and continue to deliver benefits post-funding? How will the required knowledge and skills remain available to sustain the benefits? How will your approach, if proven, be scaled?


The project's sustainability plan focuses on future applications of evidence generated by this research. The tool generated for evidence collection will be made available in local languages for use at national and provincial levels. The project will bridge the critical knowledge gap related to gender-specific engagement in poaching and IWT in Pakistan. Evidence collected will form the basis of incorporating gender-specific inclusive conservation, livelihood interventions and deterrent mechanisms related to IWT. Knowledge sharing and awareness workshops will ensure that road-maps and mechanisms developed in the project are incorporated into federal and provincial wildlife department planning tools. Findings will also be presented to the National CITES Management Authority, senior management of provincial wildlife departments and focal points of Government of Pakistan's Ten Billion Tree Tsunami Project to leverage the opportunity to scale-out implementation of recommendations as part of wildlife crime prevention development plans and strategies.


Furthermore, scalability of the research in assessing gender-disaggregated engagement in poaching and illegal extraction of affected faunal species is an important dimension. The outcomes and methodologies developed will provide the basis for developing actions and projects focused on curbing IWT to better address entrenched gender differences and inequalities. This will bring significant value simultaneously reducing IWT and enhancing gender equality. The research carried out will provide the basis to shift counter-IWT work into a gender-responsive domain in Pakistan and also in other regions.


Additionally, the work on the limited representation of women in the ranger workforce will help international and national level lobbying for policy reforms and for addressing the challenges limiting representative workforces. Evidence collected will support development of a network of women rangers in Pakistan, providing them with a platform to share their achievements and highlight their challenges to their employers, relevant government authorities, and global forums like IRF working for ranger welfare.

If necessary, please provide supporting documentation e.g. maps, diagrams, references etc., as a PDF using the File Upload below:

 [Implementation Timetable.docx](#)

 19/12/2022

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Section 7 - Implementation Timetable


Q21. Provide a project implementation timetable that shows the key milestones in project activities


Provide a project implementation timetable that shows the key milestones in project activities. Complete the Word template as appropriate to describe the intended workplan for your project.

Please add/remove columns to reflect the length of your project. For each activity (add/remove rows as appropriate) indicate the number of months it will last, and fill/shade only the quarters in which an activity will be carried out. The workplan can span multiple pages if necessary.

 [Implementation Timetable.docx](#)

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Section 8 - Monitoring and Evaluation

Q22. Monitoring and evaluation (M&E)

Describe how the progress of the project will be monitored and evaluated, making reference to who is responsible for the project's M&E.

IWT Challenge Fund projects are expected to be adaptive and you should detail how the monitoring and evaluation will feed into the delivery of the project including its management. M&E is expected to be built into the project and not an 'add' on. It is as important to measure for negative impacts as it is for positive impact. Additionally, please indicate an approximate budget and level of effort (person days) to be spent on M&E (see [Finance Guidance](#)).

As with all WWF projects, the team will develop a comprehensive log frame and monitoring framework during the inception phase of the proposed project. A clear monitoring plan will be developed from the log frame, assigning responsibility for indicator measurement and timelines for deliverables.

Data will be regularly collected to inform project decision-making and regular adaptive management. The project's methodological approaches may vary between landscapes, sites and villages depending on the cultural and social circumstances, hence, adaptive management will be crucial for effective community and other stakeholder engagement.

The M&E manager and the Project Implementation lead will oversee M&E activities and support the analysis of the results and development of lessons and recommendations. The M&E team will collect data on the various aspects of the project using several approaches such as review of the criteria used for the selection of communities in the research studies, effective stakeholder engagement strategy, etc.

Projects and Programmes Management Standards (PPMS) are the standards of practice for designing, implementing and monitoring conservation projects and programmes in the WWF Network. The M&E unit will ensure alignment with PPMS by analysing the data, results and assumptions, and operational and financial performance during the project delivery and adapting the work plan as necessary based on findings.

Total project budget for M&E in GBP (this may include Staff, Travel and Subsistence costs)



Percentage of total project budget set aside for M&E (%)

█

Number of days planned for M&E

54

Section 9 - Indicators of success

Q23. Indicators of success

Please outline the Outcome and Outputs of the project and how will you show that they have been achieved by using SMART indicators and milestones.

See the Monitoring, Evaluation and Learning Guidance for advice on selecting SMART indicators and milestones.

Please note that the number of participants in training is not an output, please consider how to measure the success of the training rather than participation in training.

In the table below please outline your Outcome and between 1-4 Outputs. Each statement should have between 2-3 SMART indicators and end target (figure/state/quality) including how you would evidence achievement – i.e. “Means of Verification”.

| | SMART Indicator | Means of Verification |
|--|---|---|
| Outcome Enhance gender-mainstreaming in tackling poaching and IWT in Pakistan through generating an evidence base of gender-disaggregated roles and dynamics linked to this transnational organised crime in Pakistan. | Policy recommendations to address gender-specific dimensions in poaching and IWT are endorsed by the provincial and territorial Wildlife Departments by the end of the project. | Endorsement letters. |
| | The framework developed under the project is integrated into the initiatives linked to poaching and IWT by the end of the project. | Revised poaching and IWT initiatives. |
| Output 1 Gender disaggregated roles and dynamics in poaching and IWT determined and shared with stakeholders. | Baseline report reflects gender-disaggregated roles in poaching and IWT to adapt Gender-IWT tool kit by the end of year one of the project. | List of recommendations, workshop report. |
| | Key stakeholders attend project events and provide the required support by the end of the first six months of the project. | Gap analysis report. |

| | | | |
|-----------------|--|---|---|
| Output 2 | Completed gap analysis of existing wildlife protection policies relating to gender mainstreaming in wildlife and habitat management | List of recommendations prepared after review of wildlife laws, policies, court cases, and case studies and shared with stakeholders by the end of year-one of the project. | List of recommendations, workshop report. |
| | | Factors limiting women's participation into the wildlife protection forces and legislations identified and shared with policy makers by the end of the project . | Gap analysis report. |
| Output 3 | A framework developed to act as a guiding tool for gender-disaggregated strategies for addressing poaching and IWT and for gender-mainstreaming. | Policy briefs on poaching, illegal trade and related themes developed and shared with stakeholders by the end of the project. | Copies of policy briefs and gender-action plans, workshop report/minutes of meetings. |
| | | Increased knowledge of CITES management authority and the provincial wildlife departments on the framework developed by the end of project. | Post training evaluation reports. |
| Output 4 | <i>No Response</i> | <i>No Response</i> | <i>No Response</i> |

Activities

Each activity is numbered according to the Output that it will contribute towards, for example, 1.1, 1.2, 1.3 are contributing to Output 1.

Each activity should start on a new line and be no more than approximately 25 words.

Output 1

- 1.1 Conduct consultation sessions engaging relevant international experts and academic partners for seeking recommendations for the development of relevant gender tools
- 1.2 Conduct a structured survey to collect gender-disaggregated data from the priority poaching and IWT hotspots in Punjab, Sindh, Khyber Pakhtunkhwa (KP), Azad Jammu and Kashmir (AJK) and Gilgit-Baltistan
- 1.3 Conduct Focus Group Discussions (FGDs) with men and women community members from the priority poaching and IWT hotspots in Punjab, Sindh, Khyber Pakhtunkhwa (KP), Azad Jammu and Kashmir (AJK) and Gilgit-Baltistan
- 1.4 Conduct socio-economic and in-depth gender assessment to identify gender mainstreaming requirements within poaching and IWT domains focusing on the five priority poaching and IWT hotspots
- 1.5 Determine gender-specific roles in different segments of the supply chain analysis focusing on priority species

Output 2

- 2.1 Conduct a review of wildlife protection policies and legislations to determine factors limiting gender-mainstreaming in wildlife protection
- 2.2 Conduct a perception survey engaging male and female rangers to develop an in-depth understanding of factors limiting women's participation in the wildlife protection forces

Output 3

- 3.1 Conduct a consultation session for the development of a framework for gender-mainstreaming in addressing poaching and IWT in Pakistan
- 3.2 Develop policy briefs for the Federal and Provincial Wildlife Authorities carrying key components of the framework for IWT-gender-mainstreaming which will be incorporated into policies and implementation frameworks
- 3.3 Conduct a national consultation for sharing the policy drafts
- 3.4 Present key findings of the research and framework to the National CITES Management Authority of Pakistan

Important Assumptions

Please describe up to 6 key assumptions that, if held true, will enable you to deliver you Outputs and Outcome.

- On-ground conditions such as the political and law-enforcement situation in Pakistan support data collection and focus group discussions
- Efforts (including anonymity, single-sex meetings, etc.) are successful in ensuring that communities, especially women, are comfortable in having discussions about poaching and IWT
- Women rangers are willing to engage in the gender-gap assessment surveys
- The local political situation stays stable during the course of the research
- The Ministry of Climate Change and Wildlife Departments maintain their commitment to the project
- The impacts of Covid-19 on project stakeholders will not affect project delivery

Section 10 - Budget and Funding

Q24. Budget

Please complete the appropriate Excel spreadsheet, which provides the Budget for this application. Some of the questions earlier and below refer to the information in this spreadsheet.





[Budget spreadsheet](#)

Note that there are different templates for projects requesting under £100,000 and over £100,000 but all Evidence projects should use the under £100,000 form. Please refer to the Finance Guidance for more information.

Please ensure you include any co-financing figures in the Budget spreadsheet to clarify the full budget required to deliver this project.

N.B.: Please state all costs by financial year (1 April to 31 March) and in GBP. The IWT Challenge Fund cannot agree any increase in grants once awarded.

Please upload evidence of the Lead Partner's financial capacity at the certification page at the end of the application form.

 [BCF-Budget-under-£100K-MASTER-Apr22-\(Pakistan 19 Dec 2022\) \(2\)](#)
 19/12/2022
 16:50:22
 xlsx 69.87 KB

Q25. Funding

Q25a. Is this a new initiative or does it build on existing work (delivered by anyone and funded through any source)?

New Initiative

Please provide details:

This is a new initiative, however, previous WWF-Pakistan projects have indicated that the role of women in IWT, and the impact of IWT on female-poverty is underexplored. The proposed project will build on the relationships that have been developed with communities to address this unexamined aspect of IWT in Pakistan.

Q25b. Are you aware of any current or future plans for similar work to the proposed project?

No

Q26. Capital items

If you plan to purchase capital items with IWTCF funding, please indicate what you anticipate will happen to the items following project end. If you are requesting more than 10% capital costs, please provide your justification here.

One laptop will be purchased for use by the conservation officer hired under this project. At the conclusion of the project, this will continue to be used for the purpose of conservation and work on IWT, including a subsequent IWT Main application which will build on the results of this Evidence application.

Q27. Value for Money

Please describe why you consider your application to be good value for money including justification of why the measures you will adopt will secure value for money.

WWF is committed to running all operations cost-effectively to maximise our impact and apply donors' funds according to the highest standards of accountability. WWF demonstrates value for money (VfM) through the 4E framework (economy, efficiency, effectiveness and equity). These principles are embedded in the WWF Network Operational Manual and programme and organisational level tools are designed to assess and improve VfM.

Economy and Efficiency is ensured through WWF's Finance and Operations Standards and programme management systems, which were used to develop this project's budget, based on detailed estimates of

costs required to implement each activity.

Effectiveness is demonstrated through project design based on (i) learning from pilots and partner knowledge; (ii) application of good monitoring systems to evidence results and guide adaptive management. We use proven methods, selected after consideration of alternatives. Our partnerships leverage technical skills and experience, local knowledge, and additional resources (match-funding from WWF-Pakistan), strengthening local and national institutions, systems and policies to deliver project results. Our selection of the research consultant will be based on experience in several dimensions of gender mainstreaming into national and provincial policies and workstream.

Equity ensures (i) interventions are community owned, through collaborative design and delivery approaches; (ii) resources are managed for future generations. Equity is put into practice in embedding WWF's social, gender & indigenous peoples policies. We engage with communities from the consultation phase to design and delivery of project interventions which ensures equity.

Working with the M&E lead, technical and financial staff will ensure VfM throughout the project.

Section 11 - Risk Management

Q28. Risk Management

Please outline the 6 key risks to achievement of your Project Outcome and how these risks will be managed and mitigated, referring to the Risk Guidance. This should include at least one Fiduciary, one Safeguarding Risk, and one Delivery Chain Risk.

Projects should also draft their initial risk register, using the [Risk Assessment template](#), and be prepared to submit this when requested if they are recommended for funding. Do not attach this to your application.

| Risk Description | Impact | Prob. | Gross Risk | Mitigation | Residual Risk |
|---|--------|-------|------------|--|---------------|
| Fiduciary Funds not accounted for through mishandling or fraud, or not spent as per agreed budget. Multiple partner organisations receiving funds adds to the complexity of financial management. Any fraud or misuse of money could lead to failure to complete agreed project activities, reputational risk and donor withdrawal. | major | rare | moderate | procurement, sub-granting and financial management processes across all of its offices and zero tolerance on fraud and corruption. WWF-country offices conduct proper due diligence of partners. There will be quarterly financial reporting in place for all partners with evidence of procurement and transaction lists, and annual audits | minor |

Safeguarding

A potential safeguarding risk that could arise is in the context of conducting community sessions, especially with women, and the standard on “stakeholder engagement” could be triggered. Certain communities are very conservative and do not allow women to interact or engage with outsiders which could impact the collection of data

medium likeley moderate

WWF-Pakistan will seek to involve local women, community members, or women who have been actively working in the area to aid in this activity.

minor

Delivery Chain

Lack of engagement and response from communities, especially women, during surveys and focus group discussions

Medium Likely Moderate

WWF adopts an inclusive and participatory approach to project design and implementation. Efforts will be made to ensure that communities, especially women, are comfortable by ensuring anonymity and conducting single-sex meetings.

minor

Risk 4

Delays in planning and coordination with relevant Government departments

Medium Likley Moderate

Continuous sensitization of policy makers and ensuring participation of Government departments for planning and coordination.

Minor

Risk 5

Project activities impacted due to political instability/unrest

Medium Likely MOderate

WWF will plan travel related to project activities and data collection visits around political events that could potentially cause unrest in the country.

Minor

Risk 6

Project activities impacted due to extreme climate events such as flooding

Medium Likely Moderate

Contingency plan will be developed and there will be constant coordination with Disaster Management Authorities and district administration for information regarding extreme climate events.

Minor

Section 12 - Safeguarding and Ethics

Q29. Safeguarding

Projects funded through the IWT Challenge Fund must fully protect vulnerable people all of the time, wherever they work.

In order to provide assurance of this, projects are required to have appropriate safeguarding policies in place for all people impacted by the project.

Please confirm the Lead Partner has the following policies in place and that these can be available on request:

| | |
|--|---------|
| We have a safeguarding policy, which includes a statement of our commitment to safeguarding and a zero tolerance statement on human rights abuses, bullying, harassment and sexual exploitation. | Checked |
| We have attached a copy of our safeguarding policy to this application (file upload on certification page) | Checked |
| We keep a detailed register of safeguarding issues raised and how they were dealt with | Checked |
| We have clear investigation and disciplinary procedures to use when allegations and complaints are made, and have clear processes in place for when a disclosure is made | Checked |
| We share our safeguarding policy with all partners | Checked |
| We have a whistle-blowing policy which protects whistle blowers from reprisals and includes clear processes for dealing with concerns raised | Checked |
| We have a Code of Conduct for staff and volunteers that sets out clear expectations of behaviours - inside and outside the work place - and make clear what will happen in the event of non-compliance or breach of these standards | Checked |

Please outline how you will implement your safeguarding policies in practice and ensure that all partners apply the same standards as the Lead Partner.

If your project involves data collection and/or analysis which identifies individuals (e.g. biometric data, intelligence data), please explain the measures which are in place and/or will be taken to ensure the proper control and use of the data. Please explain the experience of the organisations involved in managing this information in your project.

WWF has published social and safeguarding policies (13) applied through an Environmental & Social Safeguards Framework (ESSF). As a first step, a project screening will be undertaken to determine the risk category (Low, Medium, or High) associated with the project. The project screening tool will help identify the potential risks and also provide proposed mitigation strategies. The ESSF Lead will issue a Project Level Mitigation Plan once the detailed project screening is completed. To ensure compliance and review progress against the mitigation plan, 12 site visits tied with the M&E visits will be conducted by the ESSF Lead. A Grievance Resolution Mechanism (GRM) will also be set up at the relevant project sites so that local communities and any stakeholders, who may be directly or indirectly impacted by the project

activities, can raise their concerns or complaints directly with the respective WWF Head Office. This will integrate another layer of oversight and accountability with respect to compliance not only with the Project Level Mitigation Plan but with the ESSF and corresponding Social Policies and Safeguard Standards. WWF will also ensure confidentiality and data protection by removing personal identifiers from study documents and adherence to internal data management protocol.

Q30. Ethics

Outline your approach to meeting the key ethical principles, as outlined in the guidance.

WWF is committed to managing safeguarding and ethical issues to a high standard. All data collection will be conducted within a robust ethics framework which will be led by the ESSF focal person and signed off by the senior management at WWF-Pakistan. The data collection approach will be sensitive and respectful of local and cultural norms and we will ensure that communities are engaged by using the principles of free, prior, and informed consent.

Furthermore, the involvement of academic researchers will ensure that the stringent ethical review processes of academic institutes are built into the project. The academic institute's ethical review committee and WWF-Pakistan's Social Development/M&E expert will review all the survey tools developed with the engagement of the gender and IWT expert.

Section 13 - FCDO Notifications

Q31. FCDO Notifications

Please state whether there are sensitivities that the Foreign Commonwealth and Development Office will need to be aware of should they want to publicise the project's success in the IWT Challenge Fund in any country.


No


Please indicate whether you have contacted FCDO Embassy or High Commission to discuss the project and attach details of any advice you have received from them.


Yes

Please attach evidence of request or advice if received.

 [FCDO Endorsement Letter](#)

 19/12/2022

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Section 14 - Project Staff

Q32. Project staff

Please identify the core staff (identified in the budget), their role and what % of their time they will be working on the project.

Please provide 1-page CVs or job description, further information on who is considered core staff can

be found in the Finance Guidance.

| Name (First name, Surname) | Role | % time on project | 1 page CV or job description attached? |
|----------------------------|--|-------------------|--|
| Sheemah Khan | Project Leader | 5 | Checked |
| To be hired | Senior Conservation Officer WWF Pakistan | 100 | Checked |
| Hamera Aisha | WWF Pakistan project lead | 20 | Checked |
| Sajjad Ali Shah | Senior Manager Monitoring and Evaluation | 16 | Checked |


Do you require more fields?

Yes


| Name (First name, Surname) | Role | % time on project | 1 page CV or job description attached? |
|----------------------------|---|-------------------|--|
| Muhammad Imran Malik | Community Engagement and Mobilization Officer | 20 | Checked |
| Neshmiya A. Khan | ESSF Lead | 8 | Checked |
| <i>No Response</i> | <i>No Response</i> | 0 | Unchecked |
| <i>No Response</i> | <i>No Response</i> | 0 | Unchecked |
| <i>No Response</i> | <i>No Response</i> | 0 | Unchecked |
| <i>No Response</i> | <i>No Response</i> | 0 | Unchecked |
| <i>No Response</i> | <i>No Response</i> | 0 | Unchecked |
| <i>No Response</i> | <i>No Response</i> | 0 | Unchecked |


Please provide 1 page CVs (or job description if yet to be recruited) for the project staff listed above as a combined PDF.

Ensure the file is named clearly, consistent with the named individual and role above.

 [WWF UK Stage 2 Pakistan IWT CVs](#)

 19/12/2022

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 pdf 495.73 KB

Have you attached all project staff CVs?

Yes

Section 15 - Project Partners

Q33. Project partners


Please list all the Project Partners (including the Lead Partner), clearly setting out their roles and responsibilities in the project including the extent of their engagement so far and planned.

This section should demonstrate the capability and capacity of the Project Partners to successfully deliver the project. Please provide Letters of Support for all project partners or explain why this has not been included.

The partners listed here should correspond to the Delivery Chain Risk Map (within the Risk Register template) which you will be asked to submit if your project is recommended for funding.

| | |
|---|--|
| Lead partner name: | WWF-UK |
| Website address: | www.wwf.org.uk |
| Why is this organisation the Lead Partner, and what value do they bring to the project? (including roles, responsibilities and capabilities and capacity): | <p>In 2019, WWF-UK made a commitment to the UK Government to lead all grant proposals from the global WWF Network, taking on responsibility for overall programme oversight, financial and quality assurance, monitoring and evaluation, and safeguarding.</p> <p>WWF-UK has worked in close collaboration with project partners to develop this proposal and will continue to work in close partnership throughout implementation to ensure effective & sustainable impact.</p> <p>WWF-UK is responsible for maintaining strong collaborative relationships with partners, the co-development of a Partnership Agreement, organising regular virtual team meetings, issuing grant agreements and payments to WWF in-country offices and partners, expertise on M&E and tools for baseline data collection, oversight of safeguarding and risk management, sharing best practice and learnings, support to external project communications, facilitating the contract for evaluation.</p> <p>WWF-UK will be accountable for use of IWT Challenge funds and will ensure compliance with the terms and conditions of funding and will provide all reporting (using input from partners).</p> <p>WWF-UK are providing the expertise of a Grants Specialist and Programme Finance Analyst who have relevant expertise including leading on UK government grants (FCDO UK Aid Match; DEFRA IWT-CF; DEFRA Darwin).</p> |

International/ In-country Partner International

Allocated budget (proportion or value): 

Representation on the Project Board (or other management structure): Yes

Have you included a Letter of Support from this organisation? Yes

Have you provided a cover letter to address your Stage 1 feedback? Yes

Do you have partners involved in the Project?

Yes

1. Partner Name: World Wide Fund for Nature – Pakistan (WWF-Pakistan)

Website address: www.wwfpak.org

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):

WWF-Pakistan is part of the global WWF network. Founded in 1970, it is the largest nature conservation NGO in Pakistan with over 1,100 employees in 42 offices nationwide. WWF-Pakistan works under six main thematic areas: Forests, Freshwater, Food Security, Climate & Energy, Wildlife and Oceans, with three cross-cutting themes: Markets, Finance and Governance.

WWF-Pakistan works with the government, private sector and civil society to tackle a range of local environmental issues, undertake conservation actions in unique ecological areas and enable transformative changes in the use of natural resources and economic development.

WWF-Pakistan is currently implementing over 30 projects, with an annual budget of about USD 6 million – including work on wildlife management and conservation, nature-based solutions, urban water, climate change, forests, freshwater, species, marine and coastal areas, education and awareness, poverty-environment linkages, and policy research and advocacy.

WWF-Pakistan is the in-country partner that will be responsible for building linkages with relevant stakeholders and leading on-ground implementation of the proposed activities.

International/ In-country Partner In-country

Allocated budget (proportion or value): ████████

Representation on the Project Board (or other management structure): Yes

Have you included a Letter of Support from this organisation? Yes

2. Partner Name: *No Response*

Website address: *No Response*

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity): *No Response*

International/ In-country Partner *No Response*

Allocated budget (proportion or value): £0.00

Representation on the Project Board (or other management structure): Yes No

Have you included a Letter of Support from this organisation? Yes No

3. Partner Name: *No Response*

Website address: *No Response*

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity): *No Response*

International/ In-country Partner *No Response*

Allocated budget (proportion or value): £0.00

Representation on the Project Board (or other management structure): Yes No

Have you included a Letter of Support from this organisation? Yes No

4. Partner Name: *No Response*

Website address: *No Response*

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity): *No Response*

International/ In-country Partner *No Response*

Allocated budget (proportion or value): £0.00

Representation on the Project Board (or other management structure): Yes No

Have you included a Letter of Support from this organisation? Yes No

5. Partner Name: *No Response*

Website address: *No Response*

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity): *No Response*

International/ In-country Partner *No Response*

Allocated budget (proportion or value): £0.00

Representation on the Project Board (or other management structure): Yes No

Have you included a Letter of Support from this organisation? Yes No

6. Partner Name: *No Response*

Website address: *No Response*

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity): *No Response*

**International/
In-country Partner** *No Response*

**Allocated budget
(proportion or
value):** £0.00





**Representation on
the Project Board
(or other
management
structure):** Yes
 No





**Have you included
a Letter of Support
from this
organisation?** Yes
 No





If you require more space to enter details regarding Partners involved in the project, please use the text field below.

No Response

Please provide a cover letter responding to feedback received at Stage 1 if applicable and a combined PDF of all letters of support.

 [WWF UK IWT Pakistan Stage 2 References](#)
 19/12/2022
 11:30:22
 pdf 81.19 KB

 [WWF UK Pakistan stage 2 IWT response letter](#)
 19/12/2022
 11:29:10
 pdf 114.96 KB

 [WWF-Pakistan Letter of Support](#)
 19/12/2022
 11:05:23
 pdf 270.29 KB

Section 16 - Lead Partner Capability and Capacity

Q34. Lead Partner Capability and Capacity

Has your organisation been awarded IWT Challenge Fund, Darwin Initiative, or Darwin Plus funding before (for the purposes of this question, being a partner does not count)?

Yes

If yes, please provide details of the most recent awards (up to 6 examples).

| Reference No | Project Leader | Title |
|--------------|----------------|-------|
|--------------|----------------|-------|

| | | |
|----------------|--------|--|
| IWT106 | WWF-UK | IWT-CF: Reducing IWT through community-led conservation in a transboundary landscape |
| 29-0 22 | WWF-UK | Darwin Initiative:Community-led fisheries management in the Mara Wetlands, Tanzania |
| DARNV008 | WWF-UK | Sound Of Safety: Testing Pingers for River Dolphins and Fishers |
| Darwin - 14013 | WWF-UK | Community Management of NTFPs in Kangchenjunga Conservation Area, Nepal |
| Darwin - 14020 | WWF-UK | Network of Locally Managed Marine Protected Areas in Solomon Islands |
| Darwin - 13012 | WWF-UK | Integrated River Basin Management (IRBM) in the Sepik River |

Have you provided the requested signed audited/independently examined accounts?

If yes, please upload these on the certification page. Note that this is not required from Government Agencies.

Yes

Section 17 - Certification

Certification

On behalf of the

Trustees

of

WWF UK

I apply for a grant of


[REDACTED]

I certify that, to the best of our knowledge and belief, the statements made by us in this application are true and the information provided is correct. I am aware that this application form will form the basis of the project schedule should this application be successful.









(This form should be signed by an individual authorised by the applicant institution to submit applications and sign contracts on their behalf.)

- I have enclosed CVs for key project personnel, a cover letter, letters of support, a budget, logframe, safeguarding policy and project implementation timetable
- Evidence of our financial capacity (see Finance Guidance) is also enclosed.









Checked

| | |
|--|---|
| Name | Kate Akhtar |
| Position in the organisation | PSP Director |
| Signature (please upload e-signature) |  Kakhtar_signature  14/12/2022  14:37:07  jpg 18.43 KB |
| Date | 19 December 2022 |

Please attach the requested signed audited/independently examined accounts.

| | |
|---|--|
|  WWF-UK Annual Report and Financial Statements 2020-21_web  14/12/2022  14:36:19  pdf 2 MB |  WWF-UK Annual Report and Financial Statements 2019-20  14/12/2022  14:36:19  pdf 1.55 MB |
|---|--|

Please upload the Lead Partner's Safeguarding Policy as a PDF

| | |
|---|---|
|  WWF UK Safeguarding Policy September 2022 - internal  14/12/2022  14:36:40  pdf 223.57 KB |  WWF UK Safeguarding Code of Conduct - September 2022  14/12/2022  14:36:40  pdf 110.03 KB |
|---|---|

Section 18 - Submission Checklist

Checklist for submission

| | Check |
|--|--------------|
| I have read the Guidance, including the "IWT Challenge Fund Guidance", "Monitoring Evaluation and Learning Guidance", "Risk Guidance" and "Financial Guidance". | Checked |
| I have read, and can meet, the current Terms and Conditions for this fund. | Checked |
| I have provided actual start and end dates for the project. | Checked |
| I have provided my budget based on UK government financial years i.e. 1 April - 31 March and in GBP. | Checked |
| I have checked that our budget is complete, correctly adds up and I have included the correct final total at the start of the application. | Checked |

| | |
|--|---------|
| The application been signed by a suitably authorised individual (clear electronic or scanned signatures are acceptable). | Checked |
| I have attached my completed logframe as a PDF using the template provided | Checked |
| (If copying and pasting into Flexi-Grant) I have checked that all my responses have been successfully copied into the online application form. | Checked |
| I have included a 1 page CV or job description for all the Project Staff identified at Question 32, including the Project Leader, or provided an explanation of why not. | Checked |
| I have included a letter of support from the Lead Partner and partner(s) identified at Question 33, or an explanation of why not. | Checked |
| I have included a cover letter from the Lead Partner, outlining how any feedback received at Stage 1 has been addressed where relevant. | Checked |
| I have included a copy of the Lead Partner's safeguarding policy, which covers the criteria listed in Question 29. | Checked |
| I have been in contact with the FCDO in the project country/ies and have included any evidence of this. If not, I have provided an explanation of why not. | Checked |
| I have included a signed copy of the last 2 annual report and accounts for the Lead Partner, or other evidence of financial capacity as set out in the Financial Guidance, or provided an explanation if not. | Checked |
| I have checked the IWT Challenge Fund website immediately prior to submission to ensure there are no late updates. | Checked |
| I have read and understood the Privacy Notice on the IWT Challenge Fund website. | Checked |

We would like to keep in touch!

Please check this box if you would be happy for the lead applicant (Flexi-Grant Account Holder) and project leader (if different) to be added to our mailing list. Through our mailing list we share updates on upcoming and current application rounds under the IWT Challenge Fund and our sister grant scheme, the Darwin Initiative. We also provide occasional updates on other UK Government activities related to biodiversity conservation and share our quarterly project newsletter. You are free to unsubscribe at any time.

Checked

Data protection and use of personal data

Information supplied in the application form, including personal data, will be used by Defra as set out in the **Privacy Notice**, available from the [Forms and Guidance Portal](#).

This **Privacy Notice must be provided to all individuals** whose personal data is supplied in the application form. Some information may be used when publicising the Darwin Initiative including project details (usually title, lead partner, project leader, location, and total grant value).

Project Title: Women and IWT: Understanding Gender Dynamics in Pakistan’s Wildlife Trafficking

| | Activity | No. of months | Year 1 (23/24) | | | | Year 2 (24/25) | | | |
|-----------------|--|---------------|----------------|----|----|----|----------------|----|----|----|
| | | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| Output 1 | Gender disaggregated roles and dynamics in poaching and IWT determined and shared with stakeholders | | | | | | | | | |
| 1.1 | Conduct consultation sessions engaging relevant international experts and academic partners for seeking recommendations for the development of relevant gender tools | 03 | | | | | | | | |
| 1.2 | Conduct a structured survey to collect gender-disaggregated data from the priority poaching and IWT hotspots in Punjab, Sindh, Khyber Pakhtunkhwa (KP), Azad Jammu and Kashmir (AJK) and Gilgit-Baltistan | 07 | | | | | | | | |
| 1.3 | Conduct Focus Group Discussions (FGDs) with men and women community members from the priority poaching and IWT hotspots in Punjab, Sindh, Khyber Pakhtunkhwa (KP), Azad Jammu and Kashmir (AJK) and Gilgit-Baltistan | 07 | | | | | | | | |
| 1.4 | Conduct socio-economic and in-depth gender assessment to identify gender mainstreaming requirements within poaching and IWT domains focusing on the five priority poaching and IWT hotspots | 07 | | | | | | | | |
| 1.5 | Determine gender-specific roles in different segments of the supply chain analysis focusing on priority species | 07 | | | | | | | | |
| Output 2 | Completed gap analysis of existing wildlife protection policies relating to gender mainstreaming in wildlife and habitat management | | | | | | | | | |
| 2.1 | Conduct a review of wildlife protection policies and legislations to determine factors limiting gender-mainstreaming in wildlife protection | 06 | | | | | | | | |
| 2.2 | Conduct a perception survey engaging male and female rangers to develop an in-depth understanding of factors limiting women’s participation in the wildlife protection forces | 06 | | | | | | | | |
| Output 3 | A framework developed to act as a guiding tool for gender-disaggregated strategies for addressing poaching and IWT and for gender-mainstreaming | | | | | | | | | |
| 3.1 | Conduct a consultation session for the development of a framework for gender-mainstreaming in addressing poaching and IWT in Pakistan | 1 | | | | | | | | |

Project Title: Women and IWT: Understanding Gender Dynamics in Pakistan’s Wildlife Trafficking

| | Activity | No. of months | Year 1 (23/24) | | | | Year 2 (24/25) | | | |
|-----|--|---------------|----------------|----|----|----|----------------|----|----|----|
| | | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| 3.2 | Develop policy briefs for the Federal and Provincial Wildlife Authorities carrying key components of the framework for IWT-gender-mainstreaming which will be incorporated into policies and implementation frameworks | 3 | | | | | | | | |
| 3.3 | Conduct a national consultation for sharing the policy drafts | 1 | | | | | | | | |
| 3.4 | Present key findings of the research and framework to the National CITES Management Authority of Pakistan | 2 | | | | | | | | |

Project Title: Women and IWT: Understanding Gender Dynamics in Pakistan’s Wildlife Trafficking

| | Activity | No. of months | Year 1 (23/24) | | | | Year 2 (24/25) | | | |
|-----------------|--|---------------|----------------|----|----|----|----------------|----|----|----|
| | | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| Output 1 | Gender disaggregated roles and dynamics in poaching and IWT determined and shared with stakeholders | | | | | | | | | |
| 1.1 | Conduct consultation sessions engaging relevant international experts and academic partners for seeking recommendations for the development of relevant gender tools | 03 | | | | | | | | |
| 1.2 | Conduct a structured survey to collect gender-disaggregated data from the priority poaching and IWT hotspots in Punjab, Sindh, Khyber Pakhtunkhwa (KP), Azad Jammu and Kashmir (AJK) and Gilgit-Baltistan | 07 | | | | | | | | |
| 1.3 | Conduct Focus Group Discussions (FGDs) with men and women community members from the priority poaching and IWT hotspots in Punjab, Sindh, Khyber Pakhtunkhwa (KP), Azad Jammu and Kashmir (AJK) and Gilgit-Baltistan | 07 | | | | | | | | |
| 1.4 | Conduct socio-economic and in-depth gender assessment to identify gender mainstreaming requirements within poaching and IWT domains focusing on the five priority poaching and IWT hotspots | 07 | | | | | | | | |
| 1.5 | Determine gender-specific roles in different segments of the supply chain analysis focusing on priority species | 07 | | | | | | | | |
| Output 2 | Completed gap analysis of existing wildlife protection policies relating to gender mainstreaming in wildlife and habitat management | | | | | | | | | |
| 2.1 | Conduct a review of wildlife protection policies and legislations to determine factors limiting gender-mainstreaming in wildlife protection | 06 | | | | | | | | |
| 2.2 | Conduct a perception survey engaging male and female rangers to develop an in-depth understanding of factors limiting women’s participation in the wildlife protection forces | 06 | | | | | | | | |
| Output 3 | A framework developed to act as a guiding tool for gender-disaggregated strategies for addressing poaching and IWT and for gender-mainstreaming | | | | | | | | | |
| 3.1 | Conduct a consultation session for the development of a framework for gender-mainstreaming in addressing poaching and IWT in Pakistan | 1 | | | | | | | | |

Project Title: Women and IWT: Understanding Gender Dynamics in Pakistan’s Wildlife Trafficking

| | Activity | No. of months | Year 1 (23/24) | | | | Year 2 (24/25) | | | |
|-----|--|---------------|----------------|----|----|----|----------------|----|----|----|
| | | | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| 3.2 | Develop policy briefs for the Federal and Provincial Wildlife Authorities carrying key components of the framework for IWT-gender-mainstreaming which will be incorporated into policies and implementation frameworks | 3 | | | | | | | | |
| 3.3 | Conduct a national consultation for sharing the policy drafts | 1 | | | | | | | | |
| 3.4 | Present key findings of the research and framework to the National CITES Management Authority of Pakistan | 2 | | | | | | | | |