

## Biodiversity Challenge Funds Projects Darwin Initiative, Illegal Wildlife Trade Challenge Fund, and Darwin Plus Half Year Report

*Note: If there is any confidential information within the report that you do not wish to be shared on our website, please ensure you clearly highlight this.*

**Submission Deadline: 31<sup>st</sup> October 2023**

<b>Project reference</b>	IWTEV018
<b>Project title</b>	Women and IWT: Understanding Gender Dynamics in Pakistan's Wildlife Trafficking
<b>Country(ies)/territory(ies)</b>	Pakistan
<b>Lead partner</b>	WWF UK
<b>Partner(s)</b>	WWF Pakistan
<b>Project leader</b>	<i>Debs Mackay – Grants Specialist, WWF UK</i> <i>Hamera Aisha – WWF Pakistan</i>
<b>Report date and number (e.g. HYR1)</b>	<i>31 October 2023</i> <i>HYR1</i>
<b>Project website/blog/social media</b>	<a href="https://www.wwf.org.uk/">https://www.wwf.org.uk/</a>

**Outline progress over the last 6 months (April – Sept) against the agreed project implementation timetable (if your project has started less than 6 months ago, please report on the period since start up to end September).**

Although we are not looking for specific reporting against your indicators, please use this opportunity to consider the appropriateness of your M&E systems (are your indicators still relevant, can you report against any Standard Indicators, do your assumptions still hold true?). The guidance can be found on the resources page of the relevant fund website.

Progress since the start of the project, in May 2024, has been as follows:

**Output 1: Gender disaggregated roles and dynamics in poaching and IWT determined and shared with stakeholders.**

**Activity 1.1**

A virtual consultative meeting was organised with the regional coordinator of the UNODC-WCO Container Control Programme (CCP) based in Pakistan to seek inputs and feedback on the project approach. The discussion also encompassed any prior studies or databases in the Pakistani context that may have assessed the engagement of women in poaching and illegal wildlife trade (IWT). UNODC expressed their commitment to supporting WWF-Pakistan in the project, particularly by providing advice and assistance with the project methodology and reviewing the report. Furthermore, they will also assist in evaluating the gender gap within the ranger workforce, potentially incorporating comparative examples from other law enforcement sectors.

A meeting was held with the Department of Gender Studies at the University of the Punjab to discuss the potential involvement of their students. The meeting primarily aimed to explore any prior research conducted on gender engagement in natural resource extraction, with a specific

focus on poaching and illegal wildlife trade. Research students from the department will be actively involved in the data collection process.

### **Activities 1.2, 1.3 & 1.4**

A total of eight meetings with the representative of provincial wildlife departments were held for sharing the scope and the research objectives of the projects. The purpose of these meetings was to seek support in the identification of sites and/or species that should be the candidate of inclusion into the study as the communities from those sites have been widely known to be engaged in poaching, extraction of natural resources and illegal trade as well. The key departments which were approached during the process included Punjab Wildlife and Parks Department, Sindh Wildlife Department, KP Wildlife Department, AJ&K Wildlife and Fisheries Department, etc.

A set of criteria were established with the assistance of a human rights expert to determine candidate sites for inclusion in the project. These criteria encompassed:

- Prevalence of poaching and illegal wildlife trade (IWT), giving priority to multi-species sites.
- Presence and active engagement of women within the site.
- Representation of diversity in terms of culture, dialects, and religions (including Muslims, Hindus, and Christians).
- Inclusion of sites where women play an active role in poaching, IWT, or anti-IWT efforts, in contrast to those where women are primarily impacted by IWT or its responses.
- Consideration of logistical accessibility, ensuring that it does not serve as a reason to exclude a site but allows for sufficient time allocation.

The survey tool using the gender illegal wildlife trade tool kit is currently being finalised and modified for field testing and internal ESSF team reviews.

The Terms of Reference (ToRs), which outline the specific responsibilities and objectives for a consultant tasked with conducting the Gender Illegal Wildlife Trade (IWT) assessment, have been thoroughly developed and officially published. These documents serve as a comprehensive guide, detailing the scope of work, expected outcomes, and key deliverables for the consultant. The process of hiring the expert is currently in its final stages. This includes activities such as candidate evaluation, interviews, and finalising contractual arrangements. Once this process is complete, the selected consultant will be formally engaged to commence the assessment.

The field research and in-depth data collection phase are scheduled to kick off towards the latter part of October 2023. During this phase, the consultant will venture into the designated sites to gather first-hand information, engage with relevant stakeholders, and employ various research methodologies to compile a comprehensive gender-focused assessment of the illegal wildlife trade. This crucial phase will involve close collaboration with local communities, wildlife departments, etc.

### **Output 2: Completed gap analysis of existing wildlife protection policies relating to gender mainstreaming in wildlife and habitat management.**

#### **Activity 2.1**

The Terms of Reference (ToRs) for a consultant who will be engaged in conducting an assessment focused on evaluating the representation of women in government sectors dedicated to biodiversity conservation (specifically wildlife, forest, and fisheries) have been meticulously crafted. In addition to assessing representation, the consultant will undertake the crucial task of identifying any underlying challenges that may impede the nature conservation field from becoming an inclusive profession for individuals of all genders. Furthermore, the consultant will be responsible for designing a research methodology and conducting a thorough review of existing policies and frameworks to identify current gaps in policy and support mechanisms. Additionally, the consultant will play a pivotal role in identifying opportunities for the sector to become more gender-inclusive. This involves not only recognizing areas for improvement but also cultivating a deeper understanding of the dynamics at play within the conservation field. The consultant is also expected to conduct interviews and facilitate focused group discussions with relevant staff and experts. This hands-on approach is crucial in ensuring

that our assessment captures diverse perspectives and experiences within the sector. The consultant's role is pivotal in driving our commitment towards fostering a more inclusive and gender-balanced conservation sector. Their expertise will be instrumental in shaping policies and practices that pave the way for a more equitable and diverse workforce dedicated to the preservation of our natural heritage.

**Activity 2.2**

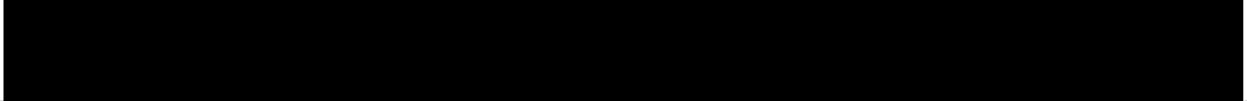
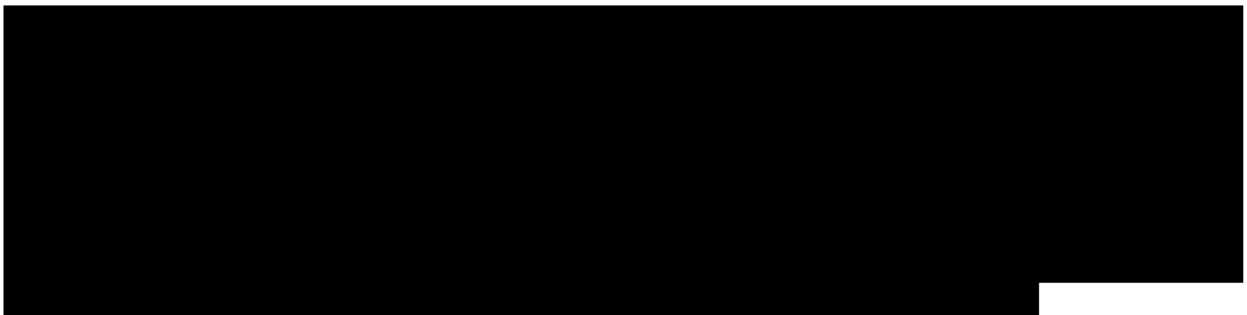
A preliminary assessment was conducted to determine the representation of women in provincial and territorial wildlife departments in Pakistan. The purpose was to assess the gender gap and understand the nature of job challenges and factors limiting women rangers' participation in the ranger profession in Pakistan during this reporting period. The study employed various methods for data collection, including in-person interviews, Zoom, and WhatsApp. A total of 23 individual interviews were conducted with both male and female rangers, senior officials, and wildlife and gender experts to capture different aspects of their professional lives. Additionally, in-depth focus group discussions were held with small groups of women rangers at the provincial level, and a national-level consultation was organised to bring together women rangers from various wildlife departments.

The findings from the surveys and in-depth discussions indicated that the overall representation of women is less than one percent of the total ranger workforce. There are numerous factors contributing to the limited representation of women in the ranger workforce in Pakistan. The reasons behind this gender gap are complex and multi-faceted, making it a challenging issue to address. One category of challenges includes common barriers experienced by both male and female rangers, such as limited resources, equipment, and critical training necessary for performing their duties. Gender-specific challenges and biases, such as gender stereotypes, cultural barriers, and male-specific norms, contribute to discouraging women from joining this profession. Unnoticed biases, deliberate exclusion, limited opportunities for growth, and career progression further discourage women rangers from considering this as a long-term career in this profession. The research has been instrumental in comprehensively understanding these challenges and has provided invaluable insights for formulating the Terms of Reference (ToRs) for an in-depth gender-gap assessment in the forest, fisheries, and wildlife sectors. This assessment will also encompass a review of relevant policies and is currently underway with the engagement of a consultant.

**Output 3: A Gender IWT framework developed to act as a guiding tool for gender-disaggregated strategies for addressing poaching and IWT and for gender-mainstreaming**

The activities under this output (related to sharing the results and outcomes with stakeholders) are planned to start in year 2.

**2. Give details of any notable problems or unexpected developments/lessons learnt that the project has encountered over the last 6 months. Explain what impact these could have on the project and whether the changes will affect the budget and timetable of project activities.**



[REDACTED]

[REDACTED]

3. Have any of these issues been discussed with NIRAS and if so, have changes been made to the original agreement?

Discussed with NIRAS: No

Formal Change Request submitted: No

Received confirmation of change acceptance No

Change request reference if known:

*Change requests submitted to date: CR22-167 (change to the start date) and CR23-029 (correction to budget presentational error).*

4a. Please confirm your actual spend in this financial year to date (i.e. from 1 April 2023 – 30 September 2023)

Actual spend: £ [REDACTED]

4b. Do you currently expect to have any significant (e.g. more than £5,000) underspend in your budget for this financial year (ending 31 March 2024)?

Yes  No  Estimated underspend: £0

4c. If yes, then you need to consider your project budget needs carefully. Please remember that any funds agreed for this financial year are only available to the project in this financial year.

If you anticipate a significant underspend because of justifiable changes within the project, please submit a re-budget Change Request as soon as possible. There is no guarantee that Defra will agree a re-budget so please ensure you have enough time to make appropriate changes if necessary. **Please DO NOT send these in the same email as your report.**

**NB:** if you expect an underspend, do not claim anything more than you expect to spend this financial year.

5. Are there any other issues you wish to raise relating to the project or to BCF management, monitoring, or financial procedures?

Although expenditure to date is lower than foreseen (9% of the Year 1 budget has been spent by the end of September), the project team is confident that they will spend a significant proportion of the planned Year 1 budget in the second half of the year. Consultants costs will be incurred for example which will increase expenditures incurred for Year 1. However, we will be reviewing the Year 1 budget in Quarter3 with WWF Pakistan to ensure that forecasting is realistic.

As a new project this year, we also attach the following documents to this report:

1. Logframe - which maps indicators against BCF standard indicators.
2. Risk Framework
3. Response to the feedback letter received at contracting.

**If you are a new project and you received feedback comments that requested a response, or if your Annual Report Review asked you to provide a response with your next half year report, please attach your response to this document.**

**All new projects (excluding Darwin Plus Fellowships and IWT Challenge Fund Evidence projects) should submit their Risk Register with this report if they have not already done so.**

**Please note: Any planned modifications to your project schedule/workplan can be discussed in this report but **should also** be raised with NIRAS through a Change Request. **Please DO NOT send these in the same email.****

Please send your **completed report by email** to [BCF-Reports@niras.com](mailto:BCF-Reports@niras.com). The report should be between 2-3 pages maximum. **Please state your project reference number, followed by the specific fund in the header of your email message e.g. Subject: 29-001 Darwin Initiative Half Year Report**