



Department
for Environment
Food & Rural Affairs



**UK International
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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: 30th April 2024

Submit to: BCF-Reports@niras.com including your project ref in the subject line

IWT Challenge Fund (IWTCF) Project Information

Project reference	IWTEV018
Project title	Women and IWT: Understanding Gender Dynamics in Pakistan’s Wildlife Trafficking
Country/ies	Pakistan
Lead Partner	WWF UK
Project partner(s)	WWF Pakistan
IWTCF grant value	GBP 69,207
Start/end dates of project	01/05/2023 – 31/10/2024
Reporting period (e.g. April 2023-Mar 2024) and number (e.g. Annual Report 1, 2, 3)	May 2023 – March 2024 Annual Report 1
Project Leader name	<i>Debs [REDACTED] - Grants Specialist, WWF UK</i> <i>Hamera [REDACTED] – WWF Pakistan</i>
Project website/blog/social media	https://www.wwf.org.uk/
Report author(s) and date	Hamera [REDACTED] – WWF Pakistan Clare [REDACTED], Jalal Babu [REDACTED], Debs [REDACTED], WWF-UK 30 April 2024

1. Project summary

Located at a strategic crossroads with multiple open-air, land, and sea ports, Pakistan serves as a significant hub for the illegal wildlife trade (IWT), dealing extensively in wildlife species, including those listed under the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), and their derivatives. This trade contributes to a cascade of adverse effects beyond the direct loss of wildlife, such as diminished ecosystem services, trophic disruptions, spread of zoonotic diseases, and the introduction of invasive species. Critical drivers of IWT in Pakistan include poverty, limited awareness of wildlife importance and the legal consequences of poaching, coupled with the relatively low-risk nature of wildlife trafficking operations.

In regions such as Punjab, Khyber Pakhtunkhwa (KP), Gilgit-Baltistan, and Sindh, IWT is often facilitated by local farming and fishing communities who seek additional income through such activities. Contrary to common perceptions that IWT activities predominantly involve men, women also play substantial and often overlooked roles. Influenced by their distinct access to and control over natural resources, women's involvement in IWT is shaped by cultural and social systems that differ significantly from those of men¹. National and provincial wildlife policies generally fail to consider these gender differences, leading to major gaps in effective IWT mitigation. Women, integral to household and community resource management through activities like farming and livestock raising, often resort to involvement in IWT when excluded from critical decision-making processes.

The involvement of women in IWT is under-documented, with existing data primarily focusing on men^{2 3}. This oversight continues due to the lack of female rangers and the legal complexities involved in investigating women, making it difficult to accurately assess and engage women's roles in IWT. Consequently, there exists a substantial knowledge gap regarding the gender-specific roles and impacts within IWT, which our project aims to address. By conducting Pakistan's first comprehensive assessment of gender dynamics in IWT, this project seeks to uncover the roles women play both in perpetuating and combating wildlife trafficking. We aim to explore the socio-economic drivers and legal constraints affecting their participation, such as vulnerabilities in their livelihoods and the limited representation in wildlife law enforcement.

This initiative will provide a crucial evidence base to develop a gender-responsive strategy for the Wildlife Department, enhance IWT policies and frameworks, and inform the design of targeted interventions for future funding calls by the IWT Challenge Fund. The new strategies will address poverty and livelihood mainstreaming while safeguarding gender-specific economic losses and social and cultural challenges⁴. Such efforts are critical not only for the conservation of key species affected by IWT, like the Indian pangolin (*Manis crassicaudata*), Black Pond Turtle (*Geoclemys hamiltonii*), Indian Softshell Turtle (*Nilssononia gangetica*), and Snow leopards (*Panthera uncia*), but also for empowering the communities involved, particularly enhancing women's roles in sustainable wildlife management practices. Our findings will directly contribute to filling the current policy gaps and ensure that future interventions can effectively address and involve the entire community, thereby fostering more resilient and equitable approaches to combating wildlife trafficking in Pakistan.

Maps of where interviews have taken place are fully documented but are being treated as confidential: they can be shared if need be.

¹ UNEP, UN Women, PBSO and UNDP, 2013. Women and Natural Resources Unlocking the Peacebuilding Potential. [online].

² Noureen, U. and Khan, A., 2019. A Preliminary visit to Dera Ismail Khan to assess the status of freshwater turtles of Pakistan. [online] WWF-Pakistan: [FRESHWATER TURTLES OF PAKISTAN \(wwf.org.pk\)](https://www.wwf.org.pk)

³ Noureen, U., Khan, A. and Arshad, M., 2012. Exploring illegal trade in freshwater turtles of Pakistan. Records Zoological Survey of Pakistan, [online] 21(19-24). [4.pdf \(wwf.org.pk\)](https://www.wwf.org.pk)

⁴ WWF-Pakistan, 2018. National Plan of Action of Combating Poaching and IWT in Pakistan. Unpublished.

2. Project stakeholders/partners

Over the past year, our project has exhibited a strong commitment to collaborative approaches, in line with the requirements of the IWT Challenge Fund. The partnerships established were driven by demands from host countries and local communities, ensuring comprehensive involvement of all partners in the project's planning, monitoring, evaluation, and decision-making processes.

We have significantly strengthened our partnerships with key stakeholders, including relevant wildlife, forest, and fisheries departments across all provinces and territories. Numerous meetings were held to solicit inputs on site selection and facilitate engagement in gender gap assessments and policy review studies. Participants included rangers and senior officials from various departments and the Ministry of Climate Change, engaging in thorough discussions on the gender dynamics within IWT. Formal requests (Annex 5 – Letters to Government Officials) for support in research and data collection were dispatched, reaching nearly 300 staff and officials.

A major accomplishment this year has been the deep engagement with local communities, gathering responses from over 390 individuals from local communities concerning the gender aspects of IWT and from more than 100 individuals regarding the supply chain assessment. The pretesting of our questionnaires, refined with insights from local community-based organisations, was crucial in ensuring the research tools were tailored and effective within the project's context. These interactions have identified key communities and landscapes requiring prioritisation for future livelihood support initiatives.

The gender gap assessment within the ranger workforce within biodiversity sectors is set to provide crucial local-level insights to promote gender diversity, potentially serving as a benchmark for regional conservation efforts. This assessment is planned to be presented at the World Ranger Congress in October 2024, emphasising its global significance.

Alongside formal partners, the project has actively engaged a variety of local stakeholders, including British embassies and high commissions, local communities, public institutions, and technical experts. Initial support from the British Embassy in Pakistan was vital at the project's inception. Moving forward, we plan to maintain engagement with British High Commission staff through consultative sessions and workshops throughout the second year of the project. These sessions will focus on reviewing research findings and developing action plans that incorporate gender-specific elements into wider wildlife crime strategies.

All project activities and achievements are underpinned by robust evidence, collected through meticulous data collection and research. As we progress into the second year, the finalised research reports and action plans will be disseminated among all stakeholders. These documents will act as a strategic roadmap, guiding the integration of our findings into practical, effective, and gender-responsive strategies for addressing wildlife crime.

3. Project progress

3.1 Progress in carrying out project Activities

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

We organised a virtual consultative meeting with the Regional Coordinator of the United Nations Office on Drugs and Crime – World Customs Organisation (UNODC-WCO) Container Control Programme (CCP) based in Pakistan. The objective was to gather inputs and feedback on our project approach and to discuss existing studies or databases related to the engagement of women in poaching and illegal wildlife trade (IWT). UNODC has committed to support WWF-

Pakistan by advising on project methodology and assisting in the evaluation of the gender gap within the ranger workforce. This support will include the incorporation of comparative examples from other law enforcement sectors. Additionally, two meetings were conducted with the Department of Gender Studies and the College of Earth and Environmental Science at the University of the Punjab, to discuss the potential involvement of their students and to explore any prior research on gender engagement in natural resource extraction, with a focus on poaching and IWT.

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 & 1.4 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

Eight meetings were conducted with representatives from the Punjab Wildlife and Parks Department, Sindh Wildlife Department, KP Wildlife Department, and AJ&K Wildlife and Fisheries Department to share the research objectives and secure support for identifying suitable sites and species for the study. These sites are widely known for their involvement in poaching, resource extraction, and illegal trade. In addition to these discussions, we conducted a review of existing literature and engaged in dialogues with subject experts within Pakistan.

We established a set of criteria with the assistance of human rights experts to select candidate sites for inclusion in the project. These criteria focused on the prevalence of poaching and illegal wildlife trade (IWT), giving priority to multi-species sites, the active engagement of women within the site, representation of diversity in terms of culture, dialects, and religions (including Muslims, Hindus, and Christians), the inclusion of sites where women play an active role in poaching, IWT, or anti-IWT efforts, and consideration of logistical accessibility, ensuring it does not serve as a reason to exclude a site but allows for sufficient time allocation, as well as socio-economic dynamics. Consequently, 33 sites across 6 different landscapes and riverscapes in Pakistan were shortlisted for structured community surveys, including riverine habitats of Sindh and Punjab, forest landscapes of KP, AJ&K, Islamabad, and mountain regions of Gilgit-Baltistan.

A consultant team specialising in gender-specific research was engaged to facilitate the socio-economic aspects of the study. Extensive training was provided to five key staff members of the project and the lead consultant to develop a comprehensive understanding of the Global Gender IWT toolkit and its application to the current project scope. Survey tools were developed to cover comprehensive household socio-economic conditions, gender-specific reliance on wildlife, engagement in wildlife crimes, economic drivers of engagement, access to income benefits, and vulnerabilities. These tools underwent three rounds of revision and field testing in Sindh and Punjab before being finalised and translated into Urdu. Data collection was conducted from December 2023 to March 2024, involving over 390 respondents across the targeted sites, thus surpassing our initial target of 300 respondents.

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

A total of 20 focus group discussions with groups of men and women at the target sites have been conducted, engaging gender, social, and IWT experts to capture collective responses of communities on poaching and IWT, financial issues, drivers, and vulnerabilities. The FGDs were kept gender-specific in a trusted environment, and the identity of the participants was kept anonymous with informed consent sought. The FGDs served as a common tool to capture community opinions and gather recommendations for the development of a gender action plan from a gender-specific perspective. Additionally, the FGDs and household surveys were further supported by in-depth Key Informant Interviews (KIIs) with subject experts, representatives of wildlife, forest, and fisheries departments, and WWF staff, capturing key aspects of IWT, poaching, and community engagement (table and details of the respondents attached).

1.5 Determine gender-specific roles in different segments of the supply chain analysis focusing on priority species

Three studies have been initiated to examine gender-specific roles within various segments of the supply chains related to poaching and IWT in selected areas of Pakistan. These studies are employing a mixed method approach including interviews and focused group discussions, market surveys with community members, sellers, wildlife department representatives, and experts.

The preliminary findings from these studies are noted under Output 1 in section 3.2 below.

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

A consultant has been engaged to conduct a comprehensive review of institutional, recruitment, and related policies of wildlife, forest, and fisheries departments in Pakistan. The aim is to determine key gaps limiting gender diversity in the ranger workforce and the representation of women in government sectors dedicated to biodiversity conservation, specifically wildlife, forest, and fisheries. The review process involves developing an understanding of how to design a research methodology, as well as conducting a thorough review of existing policies and frameworks to identify current gaps in policy and support mechanisms. Key elements of the analysis include assessing the gender sensitivity of sector-specific policies. Analysing gender considerations within specific policies, such as those for forests, wildlife, and fisheries, is crucial. Integrating gender perspectives in policy objectives, strategies, and actions ensures that measures are in place to address gender disparities in access to resources, opportunities, and benefits. The review also evaluates the alignment of sector policies with national and international gender equality frameworks and commitments to enhance their effectiveness.

Findings from the policy review and gender mainstreaming are noted under Output 2 below, but more information will be available when the analysis is complete, and the report is written.

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

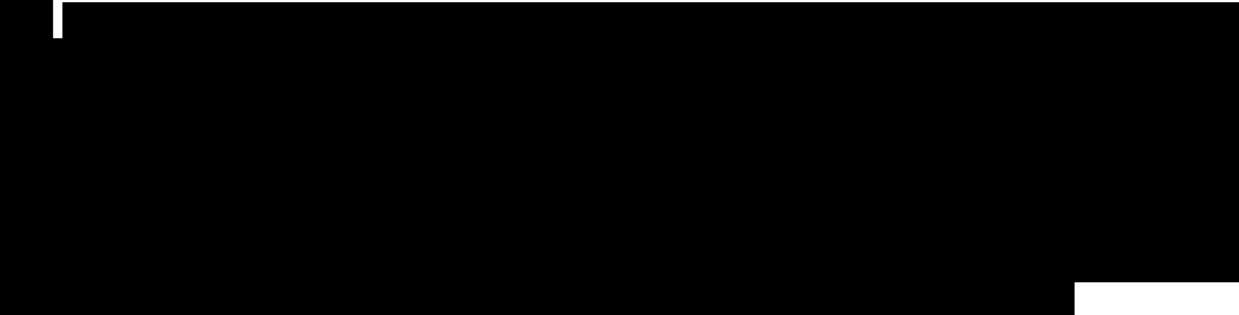
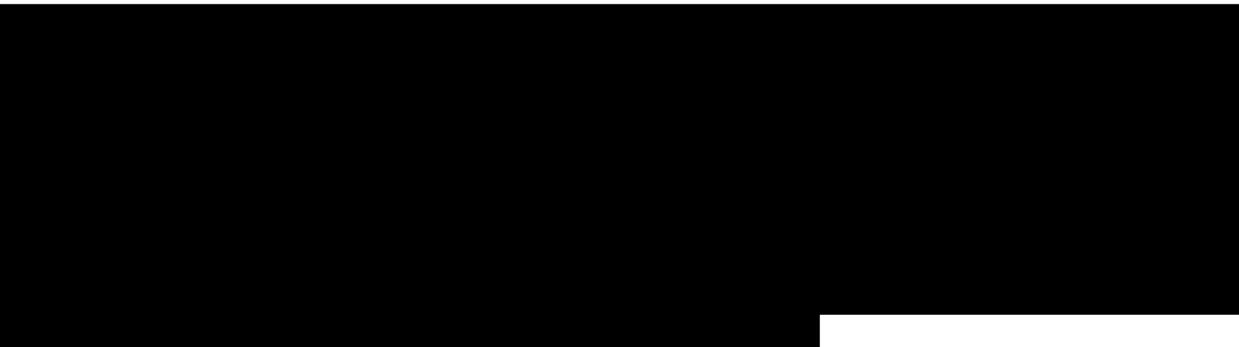
A preliminary assessment was conducted to determine the representation of women as rangers in provincial and territorial wildlife departments in Pakistan. The purpose was to assess the gender gap and understand the nature of job challenges and factors limiting women rangers' participation in the ranger profession in Pakistan during this reporting period. The study utilised a variety of data collection methods, including in-person interviews and virtual interviews via 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. Challenges affecting both male and female rangers include limited resources, inadequate equipment, and a lack of essential training needed to perform their duties effectively. Gender-specific challenges, including stereotypes, cultural barriers, and prevailing male-oriented norms, significantly deter women from entering 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.

Building on this in-depth understanding, a survey was designed to determine the gender gap within all biodiversity sectors, including wildlife, forest, and fisheries departments. The survey included structured anonymous perception surveys, individual interviews, and Focus Group Discussions (tools attached as Annex 7). The anonymous perception survey targeted rangers from the forest, wildlife, and fisheries departments, assessing their aspirations and the challenges they encounter, which could contribute to gender disparities in the sector. The research focused

on conducting in-depth structured perception surveys, individual interviews with rangers and senior officials, and focused group discussions. The responses of 218 rangers, including 48 women and 170 men, have been recorded as part of the perception survey from all over Pakistan, with a tabulated version of the province-wise statistics of the rangers involved in the perception survey mentioned below. Furthermore, individual semi-structured interviews have been conducted with 65 rangers, with a list of the designations of the experts involved in the interviews included as annex. Additionally, 15 Focus Group Discussions have been conducted with rangers at different locations to capture their reflections about the key aspects of gender engagement and their limited representation in the workforce. An in-depth analysis of the collected data is underway, with the comprehensive report and a draft gender-action plan scheduled for completion by May 2024.

	Perception Survey Responses		Key Informant Interviews (KIs)		Focused Group Discussions (FGDs)
	Women	Men	Women	Men	
Azad Jammu and Kashmir (AJK)	6	62	04	05	2
Khyber Pukhtoonkhwa	11	53	02	13	2
Punjab	14	22	11	17	2
Gilgit Baltistan	4	18	01	08	3
Sindh	06	18	03	04	2
Balochistan	04	20	02	05	2

Note: The table presents the number of perception survey responses, key informant interviews, and focused group discussion sessions conducted with male and female rangers across various regions of Pakistan. This data aids in assessing the gender dynamics within the ranger workforce and informs strategies for addressing identified disparities.



3.2 Progress towards project Outputs

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

A series of meetings with key partner institutes, including the Sindh, Punjab, KP, GB, AJ&K Wildlife, Forest, and Fisheries Departments (see Annex 6 List of meetings), were conducted to discuss the scope of the research, identify research sites, and secure their support for conducting gender gap assessments in the biodiversity sectors. Additionally, a virtual consultative meeting was organised with the regional coordinator of the UNODC-WCO Container Control Programme (CCP) based in Pakistan. Two meetings were held with the Department of Gender Studies and the College of Earth and Environmental Science at the University of Punjab to explore any prior research conducted on gender engagement in natural resource extraction, specifically focusing on poaching and illegal wildlife trade (Indicator 1.1).

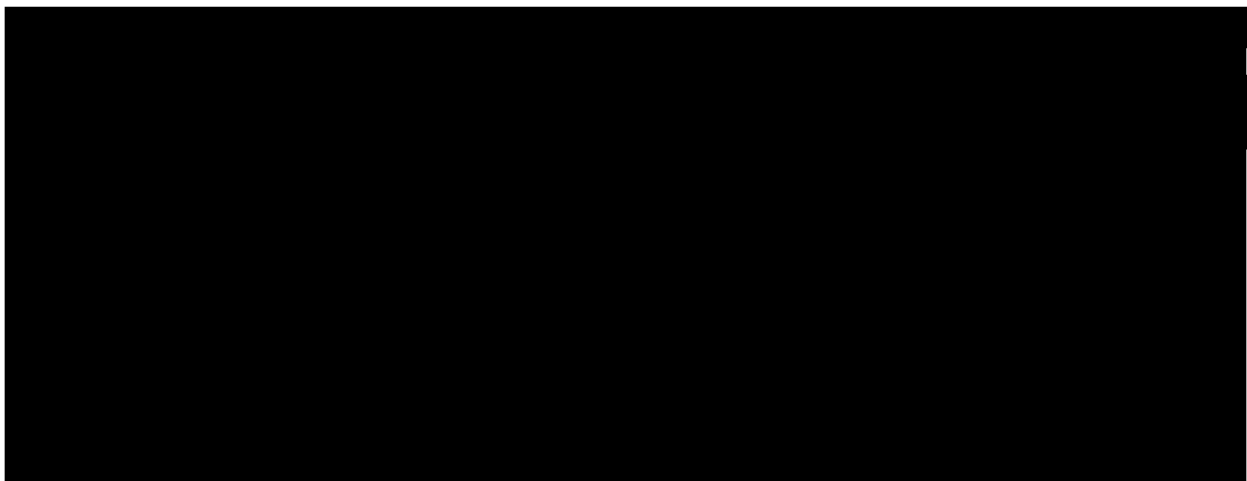
A set of criteria were established with the help of human rights experts to determine candidate sites for inclusion in the project. A total of 33 sites across six landscapes and riverscapes in Pakistan were shortlisted for structured community surveys. These landscapes included Riverine habitats of Sindh and Punjab, forest landscapes of KP, AJ&K, and Islamabad, as well as mountain regions of Gilgit-Baltistan.

A consultant team with expertise in gender-specific research was engaged to facilitate the socio-economic aspects of the work. Training for the core team was arranged, including five key staff members of the Project and the lead consultant, to develop an understanding of the key aspects of the Global Gender IWT toolkit and its integration into the current scope of the research. Survey tools were developed, comprising comprehensive household socio-economic surveys, gender-specific reliance on wildlife, gender-specific engagement in wildlife crimes, economic and other drivers of engagement, access to income benefits, as well as vulnerabilities. The socio-economic and gender-specific surveys were conducted in the same communities as they were both interlinked. Following this, a total of seven virtual and in-person training sessions were conducted for the data collectors. The process of data collection was carried out from December 2023 to March 2024 (Indicator 1.2).

The survey covered 390+ (234 women) respondents in the targeted 33 sites across six landscapes and riverscapes in Pakistan, surpassing the target of 300 respondents. The data are currently being analysed, and the report will be ready during May 2024. Additionally, 26 Focus Group discussions with men and women groups at the target sites have been conducted, engaging gender, social, and IWT experts to capture collective responses of communities on poaching and IWT, financial issues, drivers, and vulnerabilities. (Indicator 1.3)

Data collection for four studies have been completed that examine gender-specific roles within various segments of the supply chains related to poaching and IWT in selected areas of Pakistan. These studies employ a mixed method approach, including interviews and Focused Group Discussions, market surveys with community members, sellers, wildlife department representatives, and experts. (Evidence attached: Annexes 6, 8, 9, 10 and 11) (Indicator 1.4)

While the report (Indicator 1.5) will be ready in May, some preliminary findings are noted below:



[REDACTED]

[REDACTED]

[REDACTED]

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

A comprehensive review of institutional, recruitment, and related policies was conducted across wildlife, forest, and fisheries departments in Pakistan. This aimed to identify key gaps impacting gender diversity and the representation of women in government sectors focused on biodiversity conservation. The review process involves developing an understanding for designing a research methodology and conducting a thorough review of existing policies and frameworks to identify current gaps in policy and support mechanisms. (Evidence: Annexes 14-18) (Indicator 2.2).

Preliminary recommendations are as follows:

- The review of recruitment and hiring policies features a comprehensive checklist that addresses gender-specific recruitment quotas or targets and tackles biases and barriers within selection and promotion criteria. Key components encompass equal employment opportunity (EEO) policies, which consist of anti-discrimination measures, and provide accommodations for employees with caregiving responsibilities.
- It is essential that our training and capacity-building policies provide comprehensive gender sensitivity training and enhance opportunities for professional development, focusing particularly on women. Additionally, the assessment covers workplace

[REDACTED]

environment and culture policies aimed at fostering a respectful and inclusive atmosphere while addressing gender-based harassment and discrimination.

- Policies governing promotion and career development must guarantee transparency and actively reduce biases to ensure fair advancement opportunities. Effective implementation and monitoring of these policies, incorporating intersectionality considerations, ensure they adequately address the unique challenges faced by women, particularly those in marginalised groups.
- The outcomes of these assessments will guide the integration of gender considerations into our gender action plan. We will recommend strategies to boost women's representation in the ranger workforce, crucial for effectively addressing wildlife crimes from a gender-informed perspective. Effective gender mainstreaming is vital, as the lack of women's involvement significantly impairs our capacity to comprehensively assess and respond to these crimes.

A preliminary assessment was also 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 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.

Building on this research, a perception survey was designed to determine the gender gap within all biodiversity sectors, including wildlife, forest, and fisheries departments. The anonymous perception survey focused on rangers working as part of the forest, wildlife, and fisheries department to assess their aspirations and limitations that they face during the course of their work as possible drivers of gender gaps in the sector related to biodiversity conservation in Pakistan. The responses of 218 rangers, including 48 women and 170 men, have been recorded as part of the perception survey from all over Pakistan, with a tabulated version of the province-wise statistics of the rangers involved in the perception survey mentioned below. Furthermore, individual semi-structured interviews have been conducted with 65 rangers. Additionally, 15 Focus Group Discussions have been conducted with rangers at different locations to capture their reflections about the key aspects of gender engagement and their limited representation in the workforce. Data for the report carrying in-depth analysis of the data collected is being analysed, and the report will be ready by June 2024 along with the draft gender-action plan. Preliminary findings of the work indicate that the representation of women, in general, is very low in all the departments, and there is an absence of department-specific legal or institutional instruments promoting women's inclusion. (Indicator 2.1)

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

This tool can only be developed after the analysis and reports are complete: the groundwork is laid for this now. Consultations have been ongoing (Indicator 3.1).

3.3 Progress towards the project Outcome

Outcome: Enhance gender mainstreaming in tackling poaching and IWT in Pakistan through generating an evidence base of gender-disaggregated roles and dynamics linked to transnational organised crime in Pakistan.

We have successfully implemented comprehensive household socio-economic surveys and gender-specific assessments across 33 targeted sites, involving over 380 respondents and exceeding our initial target of 300. These surveys aimed to establish a baseline of evidence for gender-specific engagement and vulnerabilities in poaching and the illegal wildlife trade (IWT).

In addition, we conducted 26 focus group discussions, engaging both gender and social experts, as well as community members, to delve deeper into the dynamics of poaching and IWT. Concurrently, four mixed-method studies are underway, exploring the roles of gender within the

IWT supply chains. Initial findings reveal that women are often not the primary beneficiaries but serve crucial roles as facilitators or caretakers, particularly during enforcement operations.

The data collected from these activities are instrumental in developing gender action plans and policy recommendations, which will be shared with government stakeholders. We plan to integrate these findings into national CITES initiatives and other relevant government efforts by the end of the project. Moreover, our ongoing comprehensive review of policies within wildlife, forest, and fisheries departments aims to identify and address gaps affecting gender diversity in conservation roles. (Indicator O1.2)

Preliminary assessments indicate a critical need for enhanced policy support to promote gender inclusivity. Should current trends suggest potential shortfalls in meeting our goals, we will intensify our advocacy efforts and adjust our engagement strategies to ensure more robust policy integration and effective enforcement by the project's conclusion. (Indicator O1.1). This proactive approach ensures we are not only responsive to current findings but also strategically poised to effect meaningful change within the targeted sector.

3.4 Monitoring of assumptions

Assumption 1: The Ministry of Climate Change and Provincial Wildlife Departments maintain their commitment to the project.

Comments: Through careful discussions with all involved government departments, their commitment to the research has been maintained (see reporting above).

Assumption 2: The local political situation stays stable during the course of the research.

Comments: The political situation has been stable enough to enable us to complete the research - albeit delaying the process somewhat.

Assumption 3: On-ground conditions such as the political and law-enforcement situation in Pakistan support data collection and focus group discussions.

Comments: Output 1 report above shows how carefully we managed the political situation in order to be able to complete data collection and FGD.

Assumption 4: Efforts (including anonymity, single-sex meetings, etc.) are successful in ensuring that communities, especially women, are comfortable in having discussions about poaching and IWT.

Comments: This has held true, due to the strong process followed as outlined in output 1.

Assumption 5: Women rangers are willing to engage in the gender-gap assessment surveys.

Comments: This has held true (see participation figures in output 2 reporting).

Assumption 6: The impacts of Covid-19 on project stakeholders will not affect project delivery

Comments: This has held true.

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

The impact of our project contributes towards broader goals of mitigating the illegal wildlife trade (IWT) and supporting poverty reduction, as expected of all IWT Challenge Fund projects. Our initiative bolsters efforts against IWT by integrating gender equality into anti-poaching and anti-IWT strategies. By analysing gender-specific roles and vulnerabilities, we provide essential insights that assist policymakers and stakeholders in developing more informed and effective interventions.

Additionally, our project addresses the socio-economic drivers behind IWT, delivering critical data on the inequalities that propel individuals towards poaching. Through comprehensive socio-economic surveys, we will identify strategies that not only curb poaching but also promote socio-economic development for marginalised communities. We are committed to enhancing gender

considerations within the ranger workforce by improving recruitment processes, working conditions, and leadership opportunities for female rangers. This endeavour not only combats gender disparity but also amplifies the overall effectiveness of conservation efforts.

The forthcoming report, enriched with data from over 390 respondents collected through surveys conducted across significant landscapes affected by poaching and IWT, will detail our findings and outline a gender-IWT integration framework. This framework aims to support gender-responsive counter-IWT work both within Pakistan and potentially in other regions. By addressing both the ecological and socio-economic facets of IWT, our project is set to make a significant impact on wildlife conservation and community development. The insights gained and strategies developed through this project are expected to contribute significantly to national commitments to gender equality and influence policy-level efforts across the conservation spectrum.

4. Thematic focus

The project aligns with the objectives of the IWT Challenge Fund by addressing key themes that contribute to reducing pressure on wildlife from illegal trade while also aiming to reduce poverty in developing countries, specifically in Pakistan.

Reducing Demand for IWT Products: The project aims to reduce demand for illegal wildlife products by providing evidence of gender-exclusive vulnerabilities and challenges related to poaching and illegal wildlife trade focusing on the poaching and IWT hotspots. The current evidence generated through the surveys comprehensively covers feedback and responses from over 390 community members (over 50% of which are women); as well as 100 + individuals, experts, and representatives of various stakeholders' groups. With the latter, we will support them in defining focused actions and activities critical to address poaching and IWT along with drivers, socioeconomic and cultural factors.

Ensuring Effective Legal Frameworks and Deterrents: Through its research and policy recommendations, the project contributes to strengthening legal frameworks and deterrents against poaching and illegal wildlife trade. By highlighting the gender-specific aspects of these issues, the project helps in designing more effective and inclusive frameworks.

Strengthening Law Enforcement: The project's gender gap assessment within biodiversity law enforcement sectors aims to address the current underrepresentation of women. The project contributes to strengthening law enforcement efforts against illegal wildlife trade.

Developing Sustainable Livelihoods: The project recognizes that women face higher constraints in finding non-IWT livelihoods due to social, religious, and cultural restrictions. The evidence generated would be the first steps to develop targeted actions and gender-sensitive livelihood interventions. The evidence would also serve the basis for us to develop sustainable livelihoods that benefit people directly affected by illegal wildlife trade, especially women.

5. Impact on species in focus

The project focuses on several species impacted by poaching and illegal trade, including freshwater turtles, tortoises, Indian pangolins, local and migratory birds, common and snow leopards, as well as medically important plants and reptiles, all listed in CITES and severely affected by poaching and IWT. It represents the first consolidated effort to provide evidence of gender-exclusive vulnerabilities and challenges related to poaching and illegal wildlife trade in Pakistan, addressing a significant gap in understanding. The project's outcomes aim to minimise gender-blind IWT interventions, ultimately enhancing conservation efforts for these species. Through comprehensive surveys and assessments, the project is gaining insights into the specific challenges faced by marginalised communities, particularly women, engaged in poaching and extraction. These are critical aspects of addressing poaching and IWT species as they continue to pose a serious threat to these species in the absence of targeted actions. For example, in supply chain assessments focusing on species like Parakeets and monkeys, we've observed significant involvement of women in various stages, from trapping to selling. Women are skilled in setting traps and capturing Parakeets, while also dealing with customers in animal markets. In the case of monkeys, women are primarily responsible for feeding and caring for the

animals, often considering them as members of their families. This highlights the complex and varied roles that women play in the illegal wildlife trade. For instance, in nomadic communities near urban areas, women engage in selling birds along roadsides, often avoiding apprehension due to the rarity of law enforcement agencies targeting women. Similarly, in areas where poaching is prevalent, women may be used as shields during enforcement operations, highlighting their unique roles in these activities.

6. Project support for multidimensional poverty reduction

Targeted Engagement with Marginalised Communities: Our project focuses on marginalised communities, especially women, engaged in wildlife poaching and extraction, who often face social and economic challenges. Through household socio-economic surveys and gender-specific engagement assessments, we are gaining insights into the specific challenges faced by these communities. Over 80% of the respondents represent marginalised communities, providing valuable data for targeted interventions. This data helps us understand the complex linkages between communities, women, their lives, livelihoods, and their association with poaching and IWT, which is critical for suggesting targeted future courses of action.

Improving Gender Equity in Conservation: The project aims to foster gender equality and equity by providing evidence of gender-specific vulnerabilities and challenges linked to engagement in poaching and IWT. This includes targeted actions in the form of gender-specific action plans, critical as an integrated specific element in wildlife crime prevention strategies and initiatives. The project also focuses on improving gender equality within the diverse ranger workforce, particularly by increasing the representation of female rangers. This involves providing evidence of issues that limit opportunities for women, with targeted policy actions needed to address these issues and empower women to contribute to biodiversity conservation efforts.

Long-term Impact on Livelihoods: While the project's direct impacts on poverty may not be immediately evident, the evidence generated, along with resultant gender action plans, will inform conservation strategies that support sustainable livelihood opportunities. These are critical elements in developing an understanding of the socioeconomic dynamics driving individuals to engage in poaching and IWT for future planning and strategies that address root causes and promote alternative livelihoods.

7. Gender Equality and Social Inclusion

<p>Please quantify the proportion of women on the Project Board⁵.</p>	<ol style="list-style-type: none"> 1. The project is overseen by the Senior Management Team of WWF-Pakistan (20% female) 2. The project team itself is 67% female, including the manager, the senior research and conservation officer and 3 community and gender specialists. Supporting team includes females in position as safeguard lead, communication lead
<p>Please quantify the proportion of project partners that are led by women, or which have a senior leadership team consisting of at least 50% women⁶.</p>	<p>50% of the partners involved in the project have a senior leadership team which is more than 50% women</p>

⁵ 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.

⁶ 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.

GESI Scale	Description	Put X where you think your project is on the scale
Not yet sensitive	The GESI context may have been considered but the project isn't quite meeting the requirements of a 'sensitive' approach	
Sensitive	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.	
Empowering	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
Transformative	The project has all the characteristics of an 'empowering' approach whilst also addressing unequal power relationships and seeking institutional and societal change	

Our project has embraced the GESI context by integrating equity, inclusivity, and participation across all activities. This was initiated through comprehensive gender and social inclusion assessments, which helped identify the specific needs and challenges faced by different groups affected by poaching and IWT. We partnered with wildlife, forest, and fisheries departments across various provinces to ensure the incorporation of gender gap assessments in biodiversity sectors, demonstrating a high level of institutional engagement and commitment to GESI principles.

Meaningful Participation Ensured Through:

- **Training and Capacity Building:** We held training sessions for our team members and consultants on the Global Gender IWT toolkit, focusing on gender-sensitive research methodologies. This prepared our team to handle data collection and analysis with an acute awareness of gender dynamics.
- **Inclusive Research Methods:** Our household socio-economic surveys and focus group discussions were designed to capture a wide range of perspectives, ensuring that women and marginalised groups were not only participants but also central to our research focus. Over 50% of our survey respondents this year were women, highlighting our effort to engage these often underrepresented voices actively.

Equitability and Impact on Women and Marginalised Groups:

The project directly addresses the constraints that marginalised groups, particularly women, face in accessing non-IWT livelihoods. Our findings have revealed significant social, religious, and cultural barriers that contribute to these disparities. By focusing on these aspects, our project contributes to more equitable strategies for poverty alleviation and economic inclusion, which are responsive to the specific needs of these groups.

Lessons Learned:

- **Recognising Complex Gender Roles in IWT:** One key lesson was the complex role women play in the IWT dynamics, which is often overlooked by conventional approaches.

- **Need for Targeted Interventions:** We learned that gender-neutral poverty alleviation strategies are insufficient. Interventions must be specifically tailored to overcome the unique barriers faced by women in rural areas engaged in or affected by IWT.

Notable Achievements and Changes to Approach:

This year, our project made significant strides in understanding and documenting gender-specific vulnerabilities within the IWT context. The evidence gathered has been pivotal in developing targeted gender action plans and policy recommendations aimed at reducing the engagement of vulnerable groups in IWT through alternative livelihood options. These policy recommendations are being formulated to align with the National Gender Policy framework of Pakistan, ensuring that our efforts are synchronised with national priorities.

Demonstrating Equity:

Although it is challenging to claim that our interventions have already resulted in more equitable conditions, the framework and groundwork laid by our research are steering project efforts towards measurable improvements in gender equity and social inclusion.

In summary, our project has not only adhered to but actively embraced GESI principles, setting a robust foundation for ongoing and future interventions aimed at integrating these critical considerations into the broader context of biodiversity conservation and socio-economic development.

8. Monitoring and evaluation

This year, our project utilised WWF-Pakistan's established M&E protocols to systematically track and evaluate progress. These protocols are designed to ensure that both the data collected and the methodological approaches employed are robust enough to meet our project targets accurately and comprehensively.

Systems Employed:

- **Data Collection:** We gathered data from over 390 individuals regarding gender-specific aspects of the illegal wildlife trade (IWT) and from over 100 individuals for the supply chain assessment. This extensive data collection was underpinned by robust community mobilisation strategies and effective engagement techniques to ensure participant confidence and validity of data.
- **Consent and Engagement:** Integral to our M&E process was the implementation of informed consent forms, which were crucial for ensuring ethical standards and transparency with community participants.
- **Budget and Work Plan Development:** An internal budget and detailed work plan were crucial tools. They included a breakdown of detailed indicators that helped in the systematic collection and collation of key project outputs. These indicators were carefully chosen to reflect both qualitative and quantitative achievements of the project.

Indicator Measurement:

- **Quantitative Measures:** These included datasets which are detailed in the annexes of our reports. Photographic evidence and other quantifiable measures were also used to track progress against stated outputs.
- **Qualitative Measures:** Feedback from communities and stakeholders, gathered through pre-testing questionnaires and ongoing engagements, provided qualitative insights into the effectiveness and relevance of our research methodologies.

Adjustments to the M&E Plan:

- During the reporting period, we made several strategic adjustments to our M&E plan to enhance its effectiveness. These adjustments were primarily based on initial findings from early data analysis, which suggested the need for more nuanced data regarding the gender-specific roles in IWT.

Collaboration and Information Sharing:

- The project not only involves WWF-Pakistan but also partners with relevant government departments and local institutions. The role of M&E is not confined to our organisation alone; rather, it extends to all partners, ensuring that M&E responsibilities and information sharing are well-coordinated amongst all stakeholders.
- In the second year of the project, we are focusing on sharing preliminary results more extensively and seeking further inputs to refine our gender action plan. This approach ensures that dissemination of findings and collaborative efforts are optimised to address the gender-specific dimensions of poaching and IWT effectively.

Overall Suitability and Areas for Improvement:

- The M&E approach employed this year was largely effective in capturing the necessary data to demonstrate how the outputs and activities are contributing towards the intended project outcomes. However, one area identified for improvement is the need for more dynamic tools and methods to capture the evolving challenges in gender-specific engagement in IWT.
- Moving forward, we will explore advanced analytical tools and perhaps introduce more adaptive methodologies that can better capture the complex dynamics of gender roles in conservation efforts.

9. Lessons learnt

What Worked Well:

1. **Engagement with Key Partners:** Our collaborations with provincial wildlife, forest, and fisheries departments were crucial. These partnerships facilitated discussions on research scopes, site selections, and effective ranger engagement for both gender IWT and Ranger Gender Assessments.
2. **Criteria Establishment:** Working with human rights experts to develop the Global Gender IWT toolkit and select project sites ensured a robust and comprehensive approach was maintained throughout the project.
3. **Consultant Engagement:** The involvement of a consultancy team specialising in gender-specific research significantly enhanced the refinement of survey tools and the effective execution of socio-economic surveys.
4. **Training Sessions:** Conducting both virtual and in-person training for data collectors prepared them adequately for their roles, contributing to the project's success in exceeding its survey respondent targets and conducting productive focus group discussions.
5. **In-depth Studies:** Initiating studies to examine gender-specific roles within the IWT supply chains allowed for a deeper understanding of these complex dynamics, enriching our project outcomes.

Challenges Encountered:

1. **Resource Allocation Issues:** Unforeseen deployments of rangers for election duties extended the survey timeline and restricted access, highlighting the need for more flexible scheduling.
2. **Access Limitations:** Certain field sites, especially in South Punjab and Sindh, faced access challenges due to regional unrest, affecting our planned survey schedules.

If Done Again:

- **Enhanced Flexibility in Planning:** Greater contingency planning for unforeseen events would be implemented to ensure smoother project execution.
- **Strengthened Local Partnerships:** We would enhance engagement with local authorities and community leaders to improve access and security arrangements at sensitive field sites.

Recommendations for Similar Projects:

- **Robust Partner Engagement:** Early and continuous engagement with local partners and authorities is crucial to navigating administrative and logistical challenges.
- **Flexible Project Frameworks:** Design project timelines and activities with built-in flexibility to adapt to local conditions and unforeseen circumstances.

Building on Lessons Learned:

- **Future Planning and Implementation:** We will integrate these lessons into the development of the gender action plan and future project strategies. This includes refining data tools for assessing gender roles in poaching and IWT and devising strategies to address wildlife crimes from a gender-specific perspective.
- **Capacity Building:** We plan to expand capacity-building initiatives to enhance the skills and knowledge of all project stakeholders, ensuring their active involvement and ownership of project activities.
- **Continuous Improvement:** These insights will inform ongoing and future projects, ensuring continuous improvement and adaptation to meet project goals effectively.

Changes for Next Year:

- At present, we plan to complete the project according to the approved timeline. However, should the need arise based on our ongoing evaluation, we are prepared to submit a Change Request. This would reflect necessary adjustments in our project plans and budgets to accommodate the lessons learned during this period.

By documenting and acting upon these lessons, we aim to enhance the efficacy and impact of our project, ensuring that it not only meets but exceeds its original objectives.

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

Not applicable.

11. Risk Management

Emergence of New Risks:

Over the past 12 months, there have been no new risks that were not previously accounted for within our project risk management framework. However, several minor challenges emerged that tested our existing risk mitigation strategies, emphasising the dynamic nature of our project environment. The current Risk Register is included in Annex 19.

Adaptive Management Responses to Challenges:

1. **Access Issues Due to Security Concerns:** Some project sites experienced difficulties in accessibility due to law enforcement activities and regional security unrest. To manage this risk, we rescheduled surveys to align with periods of greater team safety and community availability. This ensured that our data collection processes did not compromise the safety of either our staff or the community members involved.
2. **Environmental Conditions Impacting Fieldwork:** Unforeseen harsh weather conditions, including floods and extended winter periods, disrupted our planned survey schedules. We responded by securing change approval from our donor to postpone survey activities at affected sites until conditions improved, ensuring the quality and safety of our data collection efforts.
3. **Impacts of External Commitments on Staff Availability:** The extended election duties assigned to government-employed rangers posed significant challenges to our survey scheduling. This affected the timing of our gender gap assessments and required adjustments in our project timeline to accommodate these new commitments.
4. **Confidentiality and Community Trust Issues:** In some communities, there was a marked reluctance to provide details due to the illicit nature of activities associated with wildlife crimes. To address this, we enhanced our efforts to build a trusting environment, ensuring the complete anonymity of participants in the survey process. This approach helped to alleviate community concerns and facilitated more open and honest participation.

Summary of Adaptations and Future Directions:

While no new major risks were identified, the minor challenges encountered necessitated significant adaptations in project execution. These adaptations were effectively managed through our adaptive management strategy, which allowed us to remain flexible and responsive

to the changing project landscape. Moving forward, we will continue to refine our risk management processes to better anticipate and mitigate potential challenges. This will include:

- **Continued Monitoring:** Regularly updating our risk assessments to identify and address any emerging or evolving risks.
- **Enhanced Communication:** Improving lines of communication with all stakeholders, including community members, project partners, and donors, to ensure timely and effective responses to any issues that may arise.
- **Strengthening Community Engagement:** Further developing trust-building and confidentiality measures to improve community cooperation and data reliability.

These measures will help ensure that the project not only addresses current risks effectively but is also well-prepared to manage future challenges.

12. Sustainability and legacy

Profile and Promotion:

Throughout the year, our project has significantly raised its profile within Pakistan, particularly among conservation circles and government entities. We've actively promoted the project's work through strategic partnerships and robust engagement with key stakeholders. Notable efforts include detailed discussions with wildlife, forest, and fisheries departments across various regions (Sindh, Punjab, KP, GB, AJ&K) to outline the research scope and garner support. Additionally, a pivotal virtual consultative meeting with the regional coordinator of the UNODC-WCO Container Control Programme (CCP) helped strengthen our collaborative efforts. To ensure widespread engagement, we distributed informative letters to nearly 300 staff and officials across various departments, which are documented in the annex provided.

Increasing Interest and Capacity:

The project's focus on gender-specific research has sparked considerable interest and led to enhanced capacity-building initiatives. Our collaborative approach has not only raised curiosity but has also fostered enthusiasm among stakeholders, leading to more collaborative initiatives and increased engagement from various sectors. Notably, the project has attracted attention from other organisations and institutions both within and outside Pakistan, including significant support from the WWF International team, which underscores the global relevance and potential impact of our initiatives.

Open Access and Dissemination:

Aligned with our open access plan, we are committed to disseminating our gender action plan and summary report, which includes the findings and policy briefs, during the second year of the project. These documents will be finalised and shared following a comprehensive consultative process involving government departments, academic institutions, and international organisations. Furthermore, we aim to present our findings at prestigious global forums such as the World Ranger Congress, supported by the British Embassy in Pakistan, to amplify our impact and foster global dialogue on gender-inclusive conservation strategies.

Sustainable Benefits and Future Adjustments:

The project continues to unfold as anticipated, delivering valuable insights that align with our original objectives. However, based on the insights gained and evolving priorities, we may refine our approaches. We are actively developing new concepts and project proposals that leverage the evidence gathered to craft impactful, gender-focused, livelihood-enhancing initiatives. These adjustments will incorporate lessons learned to improve the project's effectiveness and efficiency. Additionally, we plan to publish our work in peer-reviewed journals to extend our reach to the broader research and conservation communities and explore opportunities to replicate our successes in neighbouring countries.

Conclusion:

Our project is not only achieving its current goals but is also laying the groundwork for lasting impacts that extend beyond its original scope. By continuously adapting our strategies and planning for future expansions based on our ongoing learnings, we are ensuring that the project remains dynamic and responsive to the needs of the communities and environments we serve.

13. IWT Challenge Fund identity

Visibility and Branding: Throughout this year of our project, significant efforts were made to enhance the visibility of the IWT Challenge Fund. We incorporated the IWT Challenge Fund logo across all research studies, knowledge products, and gender action plans developed throughout the year. The logo's inclusion on these materials not only reinforces the identity of the Fund but also ensures that its contribution is prominently acknowledged.

Recognition of UK Government's Contribution: The UK Government's support, provided through the IWT Challenge Fund, has been formally acknowledged in all relevant publications produced by the project. Additionally, during presentations and stakeholder meetings aimed at sharing the project's scope and progress, we made sure to highlight the UK Government's pivotal role. This acknowledgment extends to various platforms, ensuring that the Fund's support is clearly and consistently recognised.

Integration and Identity: The IWT Challenge Fund's funding and branding have been treated as a distinct element within our project, rather than merely forming part of a larger programme. This approach has helped in maintaining a clear and independent identity for the Fund's contributions, distinguishing it from other funding sources or initiatives within the project.

Awareness and Understanding within the Host Country: There is a burgeoning awareness and understanding of the IWT Challenge Fund within Pakistan, especially among key stakeholders involved in conservation efforts. Government bodies, non-governmental organisations (NGOs), academic institutions, and community-based organisations that are active in wildlife conservation and anti-trafficking efforts are increasingly familiar with the Fund. This growing recognition is helping to strengthen the Fund's presence and perceived impact within the country.

Digital and Social Media Engagement: The project actively maintains its presence on various social media platforms such as Twitter, Instagram, and YouTube. These channels have been effectively utilised to link back to the Biodiversity Challenge Funds and the IWT Challenge Fund's own social media channels. Through regular updates, posts, and interactive content, we ensure that the project's ties to the IWT Challenge Fund are clearly articulated and visible to our online audience. This digital engagement not only helps in raising awareness about the project's objectives and achievements but also in fostering a broader understanding of the IWT Challenge Fund's mission and global efforts.

In conclusion, our project has made concerted efforts to publicise and underscore the significant role of the IWT Challenge Fund, ensuring that its identity is distinct and well-recognised both within our immediate project activities and the broader conservation community. These efforts are ongoing, with plans to further enhance visibility and engagement as the project progresses.

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?	Yes Neshmiya [REDACTED] - WWF Pakistan
Has the focal point attended any formal training in the last 12 months?	No Neshmiya has attended the monthly Network calls for safeguard leads to stay up to date with developments and informal input related to improving safeguards across the WWF Network. Neshmiya has developed internal

	procedures, processes and guidelines on how to integrate safeguards consideration into the project lifecycle and is developing training materials for the National staff.
What proportion (and number) of project staff have received formal training on Safeguarding?	Past: 100 % [03] Planned: % [03 and 100%]
<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>The project is already ensuring the compliance with internal safeguarding policy of WWF-Pakistan during the course of this project. Our project design and execution have been deliberately focused on women in target areas. We have actively engaged women data collectors and staff members in the field to ensure a gender-sensitive approach to our research. Maintaining anonymity and obtaining informed consent have been paramount throughout our research endeavours, the identity of the respondents have been kept anonymous throughout the research component conducted with the community. Informed consent was sought for their engagement in any of the research components. The project also ensures community engagement and inclusion in the process of gender action-plan finalisation. We have organised separate gatherings for men and women at sites where cultural norms dictate separate spaces. Men and women specific gatherings were arranged at the sites where the cultural aspects were not permitting joint gatherings. In response to external factors such as general elections, we have made necessary adjustments to our timelines to support maximum participation from women rangers and communities. This explicitly women-centred project has demonstrated the value of our safeguards policy in action and will be used as case studies for learning more broadly for WWF</p>	
<p>Does the project have any developments or activities planned around Safeguarding in the coming 12 months? If so please specify.</p> <p>Ongoing staff training</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>No specific safeguards sensitisation has taken place: the process has been to embed safeguards approaches (especially related to human rights, gender and FPIC into the way we have worked</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>No concerns have been raised through the work of the project</p>	

15. Project expenditure

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

The below figures are draft figures, indicative of spend.

Project spend (indicative) since last Annual Report	2023/24 Grant (£)	2023/24 Total actual IWTCF Costs (£) DRAFT	Variance %	Comments (please explain)

				significant variances)
Staff costs (see below)				
Consultancy costs				
Overhead Costs				
Travel and subsistence				
Operating Costs				
Capital items (see below)				
Others (see below)				
TOTAL	36,261	36,261	0%	

A budget revision was submitted and approved in December 2023. This approved a small carry forward to Year 2; although the data collection took place before the end of Year 1, data analysis and report writing was shifted to Year 2.

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 (£)			WWF Pakistan
Total additional finance mobilised for new activities occurring outside of the project, building on evidence, best practices and the project (£)			

16. Other comments on progress not covered elsewhere

There is nothing further to add.

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.

File Type (Image / Video / Graphic)	File Name or File Location	Caption including description, country and credit	Social media accounts and websites to be tagged (leave blank if none)	Consent of subjects received (delete as necessary)
				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>Impact</p> <p>Reduced IWT in Pakistan through stronger gendered approaches in policy supporting national IWT approaches (as suggested in the narrative proposal, noting this as no specific impact statement was required at proposal development)</p>	<p>This will not be achieved through this project but will be addressed in a potential next phase of work (IWT Main application).</p>	
<p>Outcome: Enhance gender mainstreaming in tackling poaching and IWT in Pakistan through generating an evidence base of gender-disaggregated roles and dynamics linked to transnational organised crime in Pakistan</p>		
<p><i>Outcome indicator 0.1:</i> Policy recommendations (a target of 3) to address gender-specific dimensions in poaching and IWT are endorsed by the provincial and territorial Wildlife Departments by the end of the project [IWTCF-B21 Number of policies and frameworks developed or formally contributed to by projects and being implemented by appropriate authorities.]</p>	<p>The research to inform policy recommendations is complete. Studies and data are yet to be analysed and will lead to proposed policy recommendations and their socialisation.</p>	<p>Complete the analysis, develop policy recommendations and initiate discussions with Departments about these areas</p>
<p><i>Outcome indicator 0.2:</i> The framework developed under the project is proposed to be integrated into National CITES and other government initiatives by provincial wildlife departments linked to poaching and IWT by the end of the project [IWTCF-B05 Number of best practice guides and knowledge products (i.e. product identification etc.) published and endorsed]</p>	<p>As above, when the analysis is complete this will be taken forwards</p>	<p>As above.</p>
<p>Output 1: Gender disaggregated roles and dynamics in poaching and IWT determined and shared with stakeholders</p>		

Output indicator 1.1: Key stakeholders from 10 institutions attend project events and provide the required support by the <u>end of the first six months of the project</u>	Over 15 key stakeholders institutions attended project events and provide the required support and inputs towards the tools development process and identification of site through individual meetings. These included meetings with Punjab, Sindh, KP, GB, AJ&K, ICT wildlife and forest departments in-person or virtual discussions.	
Output indicator 1.2: Baseline report reflects gender-disaggregated roles in poaching and IWT to adapt Gender-IWT tool kit by the <u>end of first quarter of year 2.</u>	Data of 390+ community respondents, 100 individuals and experts have collected, the report will finalized during Year 2 of the project. Data tools as an adapted version of the Gender-IWT toolkit have been finalised	Report to be finalised in the coming weeks.
Output indicator 1.3: At least 300 respondents (50 from 6 sites) interviewed to provide information about gendered roles in poaching and IWT <u>after 15 months.</u>	Data from 390+ respondents from six target landscapes and riverscape comprised of 33 locations gathered and collated. The data are currently being analysed to provide information about gendered roles in poaching and IWT after 15 months.	
Output indicator 1.4: Poaching and IWT data from 6 provincial wildlife departments collated by the <u>end of year 1.</u>	Collated poaching and IWT data from 6 provincial wildlife departments collated which currently being cleaned and analysed to include into the evidence reports	
Output indicator 1.5: A report on gender disaggregated roles in poaching and IWT at community level for sharing at final consultative meeting.	Due during the Year 2 of the project	Report to be finalised in the coming weeks.
Output 2. Completed gap analysis of existing wildlife protection policies relating to gender mainstreaming in wildlife and habitat management		
Output indicator 2.1: Factors limiting women’s participation into the wildlife protection forces and legislations identified through desk studies and multiple consultations, used to inform draft recommendations after 15 months of the start of the project [IWTCF-D13 number of other publications produced] .	Data of 218 men (170 men) and women (48 women) rangers’ perceptions have been collected working as part of the biodiversity sector in Pakistan. 65 KIIs have also been conducted along with 15 FGDs. The data would now be analysed to assess the factors limiting women’s participation into the wildlife protection forces and legislations identified during Year 2 of the project	Complete data analysis
Output indicator 2.2: List of at least 5 key recommendations prepared after review of wildlife laws, policies, court cases, and	Planned in Year 2	Develop these recommendations

case studies and shared for input from stakeholders after 15 months of the start of the project		
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		
Output indicator 3.1: Three consultative sessions held with federal and provincial authorities during the course of the project focusing on gendered poaching and IWT policy approaches.		Planned in Year 2
Output indicator 3.2: Publication of the Gender IWT Framework [IWTCF-D13 number of other publications produced]		Planned in Year 2
Output indicator 3.3: Policy briefs on poaching, illegal trade and related themes developed and shared with stakeholders by the end of the project.		Planned in Year 2
Output indicator 3.4: Increased knowledge of CITES management authority and the provincial wildlife departments on the framework developed by the end of the project.		Planned in Year 2

Annex 2: Project’s full current logframe as presented in the application form (unless changes have been agreed)⁷

Project summary	SMART Indicators	Means of verification	Important Assumptions
<p>Impact: Reduced IWT in Pakistan through stronger gendered approaches in policy supporting national IWT approaches <i>(as suggested in the narrative proposal, noting this as no specific impact statement was required at proposal development)</i></p>			
<p>Outcome</p> <p>Enhance gender mainstreaming in tackling poaching and IWT in Pakistan through generating an evidence base of gender-disaggregated roles and dynamics linked to transnational organised crime in Pakistan</p>	<p>O1.1 Policy recommendations (a target of 3) to address gender-specific dimensions in poaching and IWT are endorsed by the provincial and territorial Wildlife Departments by the <u>end of the project</u> [IWTCF-B21 Number of policies and frameworks developed or formally contributed to by projects and being implemented by appropriate authorities.]</p> <p>O1.2 The framework developed under the project is proposed to be integrated into National CITES and other government initiatives by provincial wildlife departments linked to poaching and IWT by the <u>end of the project</u> [IWTCF-B05 Number of best practice guides and knowledge products (i.e. product identification etc.) published and endorsed]</p>	<p>O1.1a Agreed policy recommendations for use by wildlife departments.</p> <p>O1.1b Workshop reports</p> <p>O1.2 Minutes of meetings with provincial wildlife departments where commitments to framework integration into PC-1 are discussed.</p>	<p>The Ministry of Climate Change and Provincial Wildlife Departments maintain their commitment to the project.</p> <p>The local political situation stays stable during the course of the research.</p>
<p>Output 1</p> <p>Gender disaggregated roles and dynamics in poaching and IWT determined and shared with stakeholders</p>	<p>1.1 Key stakeholders from 10 institutions attend project events and provide the required support by the <u>end of the first six months of the project.</u></p> <p>1.2 Baseline report reflects gender-disaggregated roles in poaching and</p>	<p>1.1 Minutes of consultative sessions, event reports</p> <p>1.2a Survey tools and forms and preliminary report about findings</p>	<p>On-ground conditions such as the political and law-enforcement situation in Pakistan support data collection and focus group discussions</p>

⁷ As presented at Half Year Report

Project summary	SMART Indicators	Means of verification	Important Assumptions
	<p>IWT to adapt Gender-IWT tool kit by the <u>end of first quarter of year 2.</u></p> <p>1.3 At least 300 respondents (50 from 6 sites) interviewed to provide information about gendered roles in poaching and IWT <u>after 15 months.</u></p> <p>1.4 Poaching and IWT data from 6 provincial wildlife departments collated by the <u>end of year 1.</u></p> <p>1.5 A report on gender disaggregated roles in poaching and IWT at community level for sharing at final consultative meeting.</p>	<p>1.2b. Adapted Gender-IWT toolkit</p> <p>1.3 Anonymised database of analysed gender disaggregated responses from community interviews.</p> <p>1.4 Analysis (in year 2) of data collected.</p> <p>1.5 Links to the report on community level gender roles in poaching and IWT</p>	<p>Efforts (including anonymity, single-sex meetings, etc.) are successful in ensuring that communities, especially women, are comfortable in having discussions about poaching and IWT.</p> <p>Women rangers are willing to engage in the gender-gap assessment surveys.</p> <p>The impacts of Covid-19 on project stakeholders will not affect project delivery.</p>
<p>Output 2</p> <p>Completed gap analysis of existing wildlife protection policies relating to gender mainstreaming in wildlife and habitat management</p>	<p>2.1 Factors limiting women's participation into the wildlife protection forces and legislations identified through desk studies and multiple consultations, used to inform draft recommendations <u>after 15 months of the start of the project [IWTCF-D13 number of other publications produced].</u></p> <p>2.2 List of at least 5 key recommendations prepared after review of wildlife laws, policies, court cases, and case studies and shared for input from stakeholders <u>after 15 months of the start of the project</u></p>	<p>2.1a Gap analysis report</p> <p>2.1b Gender disaggregated, anonymised interview findings about women working in wildlife departments</p> <p>2.2 List of agreed recommendations pre and post consultation</p>	
<p>Output 3</p>	<p>3.1 Three consultative sessions held with federal and provincial authorities during the course of the project focusing</p>	<p>3.1 Minutes and action plans from each consultation</p>	

Project summary	SMART Indicators	Means of verification	Important Assumptions
<p>A Gender IWT framework developed to act as a guiding tool for gender-disaggregated strategies for addressing poaching and IWT and for gender-mainstreaming</p>	<p>on gendered poaching and IWT policy approaches.</p> <p>3.2 Publication of the Gender IWT Framework [IWTCF-D13 number of other publications produced]</p> <p>3.3 Policy briefs on poaching, illegal trade and related themes developed and shared with stakeholders by the <u>end of the project</u>.</p> <p>3.4 Increased knowledge of CITES management authority and the provincial wildlife departments on the framework developed by the <u>end of the project</u>.</p>	<p>3.2 Website link to published framework.</p> <p>3.3 Policy briefs and gender-action plans, workshop report/minutes of meetings</p> <p>3.4 Post-evaluation learning survey reports.</p>	
<p>Activities (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> <p>Output 1</p> <p>1.1 Conduct consultation sessions engaging relevant international experts and academic partners for seeking recommendations for the development of relevant gender tools</p> <p>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</p> <p>1.3 Conduct Focus Group Discussions (FGDs) with male and female community members from the priority poaching and IWT hotspots in Punjab, Sindh, Khyber Pakhtunkhwa (KP), Azad Jammu and Kashmir (AJK) and Gilgit-Baltistan</p> <p>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</p> <p>1.5 Determine gender-specific roles in different segments of the supply chain analysis focusing on priority species</p> <p>1.6 Analysis and documentation for sharing with key stakeholders, primarily Ministry of Climate Change (MoCC), provincial wildlife departments and community organisations</p> <p>Output 2</p> <p>2.1 Conduct a review of wildlife protection policies and legislations to determine factors limiting gender-mainstreaming in wildlife protection</p> <p>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</p>			

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<p>2.3 Analysis and documentation for sharing with key stakeholders, primarily Ministry of Climate Change (MoCC) and provincial wildlife departments</p> <p>Output 3</p> <p>3.1 Conduct a consultation session with key stakeholders for the development of a framework for gender-mainstreaming in addressing poaching and IWT in Pakistan</p> <p>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</p> <p>3.3 Conduct a national consultation for sharing the policy drafts</p> <p>3.4 Disseminate key findings of the research and framework to the National CITES Management Authority of Pakistan and draft a plan for implementation of project results.</p>			

Annex 3 Standard Indicators

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Table 1 Project Standard Indicators

IWTCF Indicator number	Name of indicator	Units	Disaggregation	Year 1 Total	Year 2 Total	Year 3 Total	Total to date	Total planned during the project
IWTCF-B21	Number of policies and frameworks developed or formally contributed to by projects and being implemented by appropriate authorities	Number	Documents	00	03	-	00	03
IWTCF-B05	Number of best practice guides and knowledge products (i.e. product identification etc.) published and endorsed]	Number	Documents/ publication	00	05	-	00	05
IWTCF-D13	Number of other publications produced].	Number	Paper	00	02	-	00	02

Table 2 Publications

Title	Type (e.g. journals, best practice manual, blog post, online videos, podcasts, CDs)	Detail (authors, year)	Gender of Lead Author	Nationality of Lead Author	Publishers (name, city)	Available from (e.g. weblink or publisher if not available online)
None in Year 1 to report						

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 correct template (checking fund, type of report (i.e. Annual or Final), and year) and deleted the blue guidance text before submission?	Yes
Is the report less than 10MB? If so, please email to BCF-Reports@niras.com putting the project number in the subject line.	
Is your report more than 10MB? If so, please discuss with BCF-Reports@niras.com about the best way to deliver the report, putting the project number in the subject line.	Yes – Supporting evidence sent in multiple emails
Have you included means of verification? You should not submit every project document, but the main outputs and a selection of the others would strengthen the report.	Yes
If you are submitting photos for publicity purposes, do these meet the outlined requirements (see section 17)?	N/a
Have you involved your partners in preparation of the report and named the main contributors	Yes
Have you completed the Project Expenditure table fully?	Yes
Do not include claim forms or other communications with this report.	