



**BIODIVERSITY
CHALLENGE FUNDS**



Biodiversity Challenge Funds Projects Darwin Initiative, Illegal Wildlife Trade Challenge Fund, and Darwin Plus

Half Year Report

It is expected that this report will be a **maximum of 2-3 pages** in length.

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: 31st October 2024

Please note all projects that were active before 1 October 2024 are required to complete a Half Year Report.

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

Project reference	IWTEV018
Project title	Women and IWT: Understanding Gender Dynamics in Pakistan's Wildlife Trafficking
Country(ies)/territory(ies)	Pakistan
Lead Organisation	WWF UK
Partner(s)	WWF Pakistan
Project leader	<i>Debs Mackay – Grants Specialist, WWF UK</i> <i>Hamera Aisha – WWF Pakistan</i>
Report date and number (e.g. HYR1)	31 October 2024 HYR2
Project website/blog/social media	No project specific website. https://www.wwf.org.uk/

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

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

Activities 1.2, 1.3, 1.4, 1.5

The analysis of the data compiled through structured individual interviews, household-based surveys, and focus group discussions has been completed. Given that the data contains confidential and sensitive information related to women's specific roles and engagement in poaching and illegal wildlife trade, the reports are being prepared as follows:

- A general report summarising overall findings (confidential).
- A main summary report with key recommendations for government stakeholders, excluding any sensitive information. This report is currently being edited and will be shared after finalization with key stakeholders, including the Ministry of Climate Change, provincial wildlife, forest, and fisheries departments, academia, and relevant partners.
- Individual chapters examining regional trends and responses at the provincial level are being split for review.
- A research paper highlighting key findings is currently underway, with publication anticipated within this year.

Activity 1.6 Analysis and documentation for sharing with key stakeholders, primarily Ministry of Climate Change (MoCC), provincial wildlife departments and community organisations

A total of three workshops were organized, engaging over 50 representatives from the Ministry of Climate Change (MoCC), provincial Wildlife, Forest, and Fisheries Departments, as well as gender and wildlife experts from academia, including the Department of Gender Studies, the Department of Zoology, and the College of Earth and Environmental Science at the University of the Punjab, Government College University, and the University of Veterinary and Animal Sciences (UVAS).

These workshops aimed to share the findings of our research project on understanding gender dynamics in Pakistan's wildlife trafficking. Key findings were presented to highlight the nuances of gender dynamics within this context. The research results indicate that, although traditionally viewed as a male-dominated field, women play a significant role in the illegal wildlife trade (IWT) as collectors, caretakers, and transporters of wildlife. Poverty serves as a key driver of their engagement in poaching and IWT, yet their involvement is often overlooked by wildlife policies, which exacerbates gaps in IWT mitigation strategies. Women living in areas with high incidents of poaching and illegal wildlife trade frequently experience gender-based violence (GBV), domestic abuse, and the additional burden of unpaid labour. Another important objective of these sessions was to develop a set of recommendations that address wildlife crimes from a gender-specific perspective and to identify the associated vulnerabilities within communities. The consultative sessions facilitated the gathering of expert opinions and feedback, which helped to strengthen our research and inform the drafting of recommendations and policy briefs. These materials will be shared with stakeholders and policymakers to enhance efforts in combating poaching and illegal trade in Pakistan, addressing the key drivers that exacerbate this issue.

The main components of the action plan incorporate feedback and recommendations to address wildlife crime through a gender-specific lens, aiming to integrate women as key stakeholders in wildlife crime policy, including the following elements:

- Development and revision of existing biodiversity-related policies that address wildlife crime, incorporating women-specific interventions, ensuring safeguarding, and addressing gender role-specific vulnerabilities
- Building focused capacities within relevant government departments and partner organizations focused on integrating gender-specific issues into the frameworks and development plans.

- Reducing vulnerabilities by promoting women's leadership at the grassroots level through technical support, providing training in skill development for sustainable and alternative livelihoods, and prompting their roles as guardians of wildlife conservation.
- Strengthening coordination among wildlife Departments and communities to facilitate the monitoring of illegal wildlife trade and reduce conflict.
- Addressing Gender-Based Violence (GBV) through appropriate measures within the context of wildlife crime prevention.
- Integrating Gender and Illegal Wildlife Trade (IWT) analysis and recommendations into projects focused on illegal wildlife trade in local contexts.
- Ensuring technical and financial gender budgeting within annual budgets for Provincial Wildlife, Forestry, and Fisheries Departments to support gender mainstreaming.
- Increasing women's representation in the ranger workforce through enabling policies and a safe environment, including the adoption of a global ranger code of conduct.
- Strengthening trust between wildlife conservation authorities and communities, especially among women, through ranger training.

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

Activity 2.1 Conduct a review of wildlife protection policies and legislations to determine factors limiting gender-mainstreaming in wildlife protection

A thorough review of the existing wildlife, forest, and fisheries policies across different provinces and territories of Pakistan was completed and compiled. The review examined various aspects, such as integrating gender-specific elements, enabling conditions in recruitment rules, and professional and personal development targets. The analysis revealed that existing policies, including quota systems and other gender-focused initiatives, need more effectiveness in promoting women's representation. These policies fail to address deeper structural challenges, such as the absence of gender considerations in policy discussions and language, which perpetuates systemic inequalities and limits opportunities for women's empowerment.

The research highlighted the significant role that cultural norms and attitudes play in perpetuating gender disparities within these sectors. However, there needs to be more literature regarding specific cultural barriers that hinder women's participation. The analysis also indicated the absence of an intersectional approach to gender inequality, neglecting other forms of inequality such as class, ethnicity, and geography. Additionally, grassroots perspectives, particularly those of women working directly in the field, are often missing from policy discussions.

Based on these findings, several recommendations were made to enhance policymakers' and ranger employers' understanding of gender mainstreaming and the challenges women face in biodiversity conservation. This includes revising sectoral laws to specifically address women's roles in conservation activities, community engagement, and rangeland management. Policies should include specific provisions to promote gender equality and women's participation in environmental management. Furthermore, implementing gender budgeting strategies is essential to ensure that provincial environmental and biodiversity budgets allocate resources for programs that promote women's participation and address gender-based disparities. A portion of the provincial departmental budget should also be allocated for training programs designed for women in areas such as sustainable forest management practices, nursery operations, and community forestry initiatives.

Activity 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

The assessment that aimed to determine the representation of women in provincial and territorial wildlife departments in Pakistan was completed. The findings indicated that women make up only 1-2% of the overall ranger workforce within the forest, wildlife, and fisheries departments. This assessment evaluated the gender gap and understanding of the challenges and factors limiting women's participation in the ranger profession in Pakistan during this reporting period. The

survey report drafted during this period highlighted that women's representation is notably low across all departments, with a lack of department-specific legal or institutional instruments promoting their inclusion (Indicator 2.1). Four consultations were held with women rangers and senior officials to draft recommendations for a gender action plan, which will serve as a guiding document for creating a more diverse ranger workforce. A research paper summarizing the key findings is also being drafted, engaging women rangers and representatives from the International Findings of the research indicated that the overall representation of women in the ranger workforce is between 1-3 per cent. Numerous factors contribute to this limited representation in Pakistan, reflecting a complex and multifaceted gender gap that presents significant challenges. One category of challenges includes common barriers faced by both men and women, such as limited access to resources, equipment, and training essential for performing ranger duties. However, these limitations often impact women more severely. The second category involves gender-specific challenges and biases. Gender stereotypes, cultural barriers, and male-dominated norms discourage women from entering the profession, a situation further exacerbated by ineffective and insufficiently supportive policies. Ranger Federation as a case study will be published before the final report. Following are the key recommendations incorporated into the action plans:

- Adoption and implementation of the Global Ranger Code of Conduct, Ranger Welfare and Competence Standards, and other key ranger principles developed by the International Ranger Federation.
- Integration of mandatory gender sensitivity training programmes for the entire workforce leadership, in gender sensitivity training programs to raise awareness of unconscious bias, promote respectful workplace conduct, and equip staff with bystander intervention skills. Cultivating a culture of respect and inclusion is essential for retaining female talent.
- Conduct a thorough review of existing departmental policies and documents to identify and eliminate gender-biased language. Rewrite these policies using gender-neutral, inclusive language to foster a sense of belonging among all staff members.
- Each department should have dedicated focal points or committees on gender and harassment. These committees can champion gender equality initiatives, oversee capacity-building programs, and serve as a point of contact for staff with questions or concerns.
- Strengthen existing anti-harassment policies by clearly defining harassment, outlining a fair and transparent investigation process, and emphasising the department's zero-tolerance stance.
- Revise recruitment and selection procedures to ensure fairness, transparency, and gender neutrality. Clearly defined criteria and a transparent selection process will build trust and encourage more women to participate in biodiversity conservation-related sectors and departments.
- Sufficient budgetary resources should be allocated to support gender equality initiatives, including funding for training programs, awareness campaigns, development of gender-inclusive facilities, and capacity-building programs.
- Although resources may be limited, it is essential to allocate funds to create gender-sensitive infrastructure, such as separate toilets, prayer rooms, rest areas, and similar facilities. This infrastructure ensures that women can work with dignity and comfort.

Activity 2.3 Analysis and documentation for sharing with key stakeholders, primarily Ministry of Climate Change (MoCC) and provincial wildlife departments

A summary report detailing the findings of the research conducted under Activities 2.1 and 2.2 will be shared during two workshops: the first with women rangers and the second with the Ministry of Climate Change, senior officials from the wildlife forest and fisheries department, ranger employers, etc.

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

Activity 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

A total of four workshops were conducted, engaging representatives from the Sindh, Punjab, KP wildlife, forest, and fisheries departments, as well as academia, research institutes, individual experts, and women from the community. These workshops captured key elements for integration into the action plan. The key findings from the gender and IWT (Illegal Wildlife Trade) surveys were presented, and each session included personal reflections on women's engagement in wildlife crime prevention. This led to the development of targeted actions, addressing policy and legislation, livelihoods, awareness, capacity building, empowerment, and creating a more gender-diverse ranger workforce. These elements were then incorporated into the proposed action plan. The draft action plan was developed by an advisory team consisting of two women rangers, two academic experts, subject matter specialists, and the project manager. The final version, along with the executive summary of the report, will be presented to senior officials during a national knowledge-sharing workshop planned for the last week of October 2024.

Activity 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

Three policy briefs have been developed to address key components of the framework for gender mainstreaming in the Illegal Wildlife Trade (IWT), which will be integrated into relevant policies and implementation frameworks. These briefs aim to provide a clear and concise understanding of the issues, along with actionable policy recommendations for the relevant government authorities:

- Policy Brief 1: Understanding Gender Roles and Illegal Wildlife Trade in Pakistan
- Policy Brief 2: Wildlife Crime, Gender Diversity, and the Ranger Workforce – A Missing Dimension
- Policy Brief 3: A Roadmap to Address Gender Roles and Illegal Wildlife Trade in Pakistan

These policy briefs are currently undergoing design and editorial review. The final versions will be shared with policymakers during the project's closing knowledge-sharing workshop.

Activities 3.3Conduct a national consultation for sharing the policy drafts and 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.

The policy briefs, research findings, and draft action plans will be presented during the national workshop and meetings with the National CITES Authority, scheduled for October 2024.

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.

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: *If you submitted a financial Change Request, you can find the reference in the email from NIRAS confirming the outcome*

4a. Please confirm your actual spend in this financial year to date (i.e. from 1 April 2024 – 30 September 2024)

Actual spend:

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 2025)?

Yes ☐ No ☒ Estimated underspend:

4c. If you expect and underspend, then you should 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 to your project 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?

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6. Please use this section to respond to any feedback provided when your project was confirmed, or from your most recent annual report. If your project was subject to an Overseas Security and Justice Assistance assessment please use this space to comment on any changes to international human rights risks, and to address any additional mitigations outlined in your offer letters. Please provide the comment and then your response. If you have already provided a response, please confirm when.

Following the feedback from our latest Annual Report Review, we've taken the following steps to address the main recommendations:

1. **Strengthening Attribution and Impact Evidence:** To enhance the clarity of our project's impact, we updated our Monitoring & Evaluation (M&E) framework, ensuring more direct attribution of project outcomes, specifically in our policy recommendations and community engagement activities.
2. **Livelihood Alternatives and Poverty Mitigation:** In response to feedback on community reliance on illegal wildlife trade, we initiated three skills training programs focused on eco-tourism, sustainable agriculture, and handicrafts, aimed at providing alternative income sources for vulnerable women.
3. **Improved GESI and Safeguarding Integration:** We appointed a Gender Equality and Social Inclusion (GESI) specialist and expanded safeguarding protocols including engagement of women in the research and data collection component in women-

exclusive settings while ensuring complete anonymity of the respondents to ensure enhanced GBV prevention measures, in response to recommendations on project safety and inclusivity.

4. **Human Rights Risk Monitoring:** Although no new human rights risks have emerged, we continue to monitor and update our security protocols regularly, aligning with WWF Pakistan's safety guidelines.
5. **Gender-Focused Wildlife Policy Recommendations:** We developed and presented specific policy recommendations for gender-responsive wildlife crime prevention and workforce diversification to stakeholders in recent workshops. These recommendations are aimed at addressing structural gaps in current wildlife policies and addressing stark gender gaps in the workforce.

All feedback has been incorporated into project activities, with ongoing adjustments to ensure alignment with guidance.

Checklist for submission

For New Projects (i.e. starting after 1 st April 2024)	
Have you responded to any additional feedback (other than caveats) received in the letter you received to say your application was successful which requested response at HYR (including safeguarding points)? You should respond in section 6, annexes other requested materials as appropriate.	n/a
If not already submitted, have you attached your risk register ?	n/a
For Existing Projects (i.e. started before 1 st April 2024)	
Have you responded to feedback from your latest Annual Report Review ? You should respond in section 6, annexes other requested materials as appropriate.	Yes
For All Projects	
Include your project reference in the subject line of submission email.	Yes
Submit to BCFs-Report@niras.com .	Yes
Have you clearly highlighted any confidential information within the report that you do not wish to be shared on our website?	Yes - highlighted
Have you reported against the most up to date information for your project ?	Yes
Please ensure claim forms and other communications for your project are not included with this report.	Yes