

Applicant: **Zahler, Peter**
Organisation: **Commonwealth Zoological Corporation D/B/A Zoo New England**
Funding Sought: **£796,685.00**

DIR31S2\1036

Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

This project will help at least 50 communities in Gilgit-Baltistan, Pakistan build and strengthen their natural resource governance institutions to help save threatened wildlife and forests. This initiative has previously been shown to be extremely effective in recovering key species of wildlife, building multi-community management structures that safeguard traditional rights and cultural values while increasing the voice of marginalized community members, and helping to alleviate poverty through the fair and equitable sharing of benefits arising from the utilization of biodiversity.

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Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

Section 1 - Contact Details

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GMS ORGANISATION

Type	Organisation
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Section 2 - Title, Ecosystems, Approaches & Summary

Q3. Project title

Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

Please upload a cover letter as a PDF document.

 [Two Page ZNE Darwin Cover Letter Final](#)

 26/11/2024

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What was your Stage 1 reference number? e.g. DIR31S1\1123

Ref DIR31S1\1384

Q4. Response to Stage 1 feedback

You must explicitly set out how and where you have addressed all the comments/feedback in the application form: briefly restating the feedback point, then clearly setting out how you have responded to it in the application.

- while this project builds on some great past work, it seems unlikely that over a million people are going to be empowered through a five-year project in a politically volatile region: would a phased programme be more credible?

While the total population of the area under consideration for this project is roughly one million people, there are a few areas the project will not cover, and there are a number of larger towns where the project impact will be negligible, as the focus is on rural people who are directly accessing and managing natural resources. Therefore, an appropriate estimate for the number of people who will be directly empowered through the project is approximately 400,000. Revised throughout.

- how is licensed markhor hunting controlled?

Only four hunting permits are allowed each year for Gilgit-Baltistan (GB), for a markhor population currently believed to be over 2,000 animals (from a low of ~1,000 and rapidly decreasing in the 1990s). Permits are assigned to regions by the Federal Government, and the four permits in GB are managed by the GB Parks and Wildlife Department. Permits are issued on rotational basis among the 20 markhor conservancies and after

consent of the CITES Management Authority Pakistan and GB Wildlife Management Board. Permits are auctioned off internationally (a recent permit went for over [REDACTED]). Of these fees, 80% goes to the local communities for conservation and development initiatives, with the government holding 20%. In coordination with the government, the Office Holders of the respective CBOs establish a conservation fund by opening a joint bank account in local banks and all hunting proceeds generated from markhor hunts are placed in this fund. The concerned communities then utilize these funds for managing wildlife populations and social development initiatives under close monitoring and audit mechanism, and as per government approved Conservation and Development Plans and Terms of Partnerships, which require utilizing 30% on conservation, 40% on local development, 10% on livestock insurance/vaccination schemes and 20% on management costs and capacity building of the respective CBOs and communities. The permit number for GB (four) has been consistent for decades. Because of the enormous financial incentive, communities will not allow poaching on their lands. Thus each year a maximum of four adult male markhor are taken from the entire GB population (sometimes fewer as not all hunts are successful). Trophy hunting may also provide further financial incentives as local people are often hired as porters and guides.

there is a concern about sustainability of this work and the associated exit strategy, and more detail is needed on markets and livelihoods impacts.

See Q20a for more detail. As described there, the sudden WCS pull-out has served as an important experiment showing that the focus of this work needs to change from delivery and efficiency to long-term, independent sustainability. Therefore the project will focus on building capacity through integrated trainings, workshops, and the development of key documents (bylaws, action plans, etc.) among the community institutions that provide clear guidance on rules, regulations, and expectations going forward, and linking and integrating them strongly with government agencies to ensure that any support beyond this project will come from there. See above (trophy hunting) and below (NTFPs) for more on markets and livelihoods.

- there is no indication that the Non-Timber Forest Products (NTFP) markets are reliable, or even viable, for newly created 'women's co-operatives'.

NTFPs are a major financial supplement to many of the people of GB. The Government of Pakistan has recently started the £138,000 second-stage project, "Production, Sustainable Harvesting and Marketing of Non-Timber Forest Products (NTFPs) in Gilgit-Baltistan: Phase 2" that will work in close coordination with this initiative. That document states that for some rural families, NTFPs make up 20-60% of income. Chilgoza pine (*Pinus gerardiana*) is a major tree in the region and produces large, 'bird' nuts similar to Italian stone and pinyon pines. There is an enormous market for these nuts in Pakistan and elsewhere, and they sell for £16-22/kg in Pakistan markets. Morel mushrooms are a common understory fungus, and sell for £1-3/kg in Pakistan. Numerous other food and medicinal plants are found here (over 50 medicinal plants identified, see Shedayi et al., 2014, J. Med. Plant Research), and with limited medical dispensaries in the region due to isolation and poverty, these plants are an important part of local medical markets and practice. Our project will focus on empowering women to take a major role in these pre-existing markets, and this is what is new regarding the proposed activities. We will also help women learn to manage nursery tree plantations for fruit, timber, and native conifer trees, working in coordination with the GB Department of Forestry to help them achieve their goals.

- how will the conservancies be self-sustaining? They appear to have dissolved when WCS funds stopped in 2020 (it is unclear why WCS pulled out and what the real impact was on local institutions and associated trust).

Many of the conservancies are still functional. Others are struggling, while a few have gone quiescent. As described under Q20a, the focus of this project is now long-term sustainability – getting all conservancies up and on the same level playing field and fully operational, where they can continue without external support (outside of their government partners).

WCS pulled out of Pakistan shortly after the program's supervisor and advocate for two decades departed the

organization. Simultaneously, the focus of the WCS Global Program was shifting to mainly supporting work in tropical regions, especially the Congo and Amazon basins, as well as SE Asia. Despite this, recent visits by PET highlighted the high regard with which Dr. Khan is held in the region, with comments about he is looked upon with ‘immense admiration and regard.’ WCDS is its own local NGO and is not affiliated with WCS.

- at Stage 2 the risk analysis and mitigation (as far as is possible) must be convincing.

See Risk Analysis section.

- the Outcome indicators should be made timebound.

Outcome indicators are now timebound.

Q5. Key Ecosystems, Approaches and Threats

Select up to 3 biomes that are of focus, up to 3 conservation actions that characterise your approach, and up to 3 threats to biodiversity you intend to address, from dropdown lists.

Biome 1

Temperate-boreal forests & woodlands

Biome 2

Polar-alpine

Biome 3

Savannas and grasslands

Conservation Action 1

Institutional Development

Conservation Action2

Land / Water Management

Conservation Action 3

Species Management

Threat 1

Biological resource use (hunting, gathering, logging, fishing)

Threat 2

Natural system modifications (fires, dams)

Threat 3

Climate change & severe weather

Q6. Summary of project

Please provide a brief non-technical summary of your project: the problem/need it is trying to address, its aims, and the key activities you plan on undertaking.

This project will help at least 50 communities in Gilgit-Baltistan, Pakistan build and strengthen their natural resource governance institutions to help save threatened wildlife and forests. This initiative has previously been shown to be extremely effective in recovering key species of wildlife, building multi-community management structures that safeguard traditional rights and cultural values while increasing the voice of marginalized community members, and helping to alleviate poverty through the fair and equitable sharing of benefits arising from the utilization of biodiversity.

Section 3 - Countries, Dates & Budget Summary

Q7. Country(ies)

Which eligible host country(ies) will your project be working in?

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

Do you require more fields?

☒ No

If you are proposing to work in an Upper Middle Income Country (see Annex A), please demonstrate your case for support with reference to one or more of the criteria in Section 2.8.

N/A

Q8. Project dates

Start date:	End date:	Duration (e.g. 2 years, 3 months):
01 April 2025	31 March 2029	Four years

Q9. Budget summary

Year:	2025/26	2026/27	2027/28	2028/29	2029/30	Total request £
Amount:	£215,489.00	£191,515.00	£182,901.00	£206,780.00	£0.00	£ 796,685.00

Q10. Do you have matched funding arrangements?

☒ Yes

Please ensure you clearly outline your matched funding arrangement in the budget.

Q11. If you have a significant amount of unconfirmed matched funding, please clarify how you will deliver the project if you don't manage to secure this?

PET funding is confirmed for 2025-26 and plans are underway to secure institutional support from repeat donors and grants to secure future funding. PET's annual budget is 1.6 million. They are confident they will continue to raise funds based on a long history and stable donors. Staff costs and overheads are the only two budget lines with unconfirmed matched funding. If unable to secure funding, the team will reduce overhead costs as well as minimize team time and request some volunteer time. While not anticipated, project delivery will not be impacted even if the unconfirmed matched funding is not raised.

Q12. Have you received, applied for, or plan to apply for any other UK Government funding for your proposed project or similar project?

☒ No

Section 4 - Problem statement

Q13. Problem the project is trying to address

Please describe the problem your project is trying to address in terms of biodiversity and its relationship with multi-dimensional poverty.

Gilgit-Baltistan Province (GB) covers 72,496 km², and it is extraordinarily steep and mountainous. It is the convergence of the Himalayas, the Hindu Kush, and the Karakoram Mountain ranges, and it also contains the largest glaciers outside of the polar regions. GB is not just geographically but also politically isolated. It borders Wakhan Province of Afghanistan to the north, Xingjian Province of China to the northeast, and Indian administered Jammu and Kashmir to the southeast.

Much of the region is extremely arid. Roughly 86 percent of the population lives in rural areas, scraping small farms off rocky mountainsides and moving livestock up and down based on the season. Historic enmity among some of the varied groups (see Social Inclusion) has periodically made movement and trade difficult. Governance is complicated by limited government capacity. Literacy rates are low – in Diamer District it is estimated to be about 50% for males, 11% for females.

Southern GB also contains a significant amount of the remaining natural conifer forest in the province (and of the ~4% native forest remaining in the country). This is a Global 200 Eco-Region – Western Himalayan Temperate Forest, with a conservation status of Critical or Endangered. Unfortunately, these forests were being clear cut rapidly by outside interests (colloquially termed the “timber mafia” who bought rights to cut the trees from naïve communities). The results have been severe, as communities lost a critical resource that provided timber for construction and fuelwood, and non-timber forest products (pine nuts, morel mushrooms and medicinal plants). There was also evidence that erosion was affecting grazing areas and even water sources. At the same time significant over-hunting, exacerbated by the influx of high-powered weapons from regional conflicts, was negatively affecting wildlife populations. For example, markhor and Ladakh urial, two ungulate species that are also key prey for snow leopards, were declining rapidly, with markhor found in small and fragmented populations and urial believed to have been entirely extirpated from the region.

The collapse of the international tourist industry due to regional conflict in the late 1990s and early 2000s, upon which a large section of GB's economy depended, was a devastating problem for the region. Transformative flooding, such as in 2010, destroyed trade routes (including blocking the Karakoram Highway through the region). Combined with the dramatic isolation in this rugged landscape, complicated governance, and a lack of

platforms for communities to highlight their needs to government, poverty is higher in GB than the average in the country (a World Bank/Asian Development Bank report states that GB's per capita income levels are lower than the national average, and GB's incidence of poverty was substantially higher than the average recorded for the rest of Pakistan). These rural communities need to strengthen institutional structures that enable them to sustainably manage the resources upon which they depend, while providing a voice to the government to build relations and engender support for their needs.

Section 5 - Darwin Objectives and Conventions

Q14. Biodiversity Conventions, Treaties and Agreements

Q14a. Your project must support the commitments of one or more of the agreements listed below. Please indicate which agreement(s) will be supported.

- ☒ Convention on Biological Diversity (CBD)
- ☒ Convention on International Trade in Endangered Species (CITES)
- ☒ Convention on the Conservation of Migratory Species of Wild Animals (CMS)
- ☒ United Nations Framework Convention on Climate Change (UNFCCC)
- ☒ Global Goals for Sustainable Development (SDGs)

Q14b. National and International Policy Alignment

Using evidence where available, please detail how your project will contribute to national policy (including NBSAPs, NDCs, NAP etc.) and in turn international biodiversity and development conventions, treaties and agreements that the country is a signatory of.

Pakistan was one of the first countries to adopt the SDGs into its "Sustainable Development Goals (SDGs) National Framework-2018" and also adopted them in "Pakistan Vision 2025". This project targets SDG 13 (Climate Action), SDG 15 (Life on Land), and SDG 1 (Ending Poverty). Building on Pakistan's existing National Adaptation Plan 2023, the National Biodiversity and Action Plan, and aligned with the Convention on Biological Diversity and Aichi Biodiversity Targets, the project promotes an inclusive and collaborative approach for community-led conservation and uplift. The project contributes to the global target of protecting 30% of the planet by 2030 ("30x30") within the Kunming-Montreal Global Biodiversity Framework (KMGBF) by creating the equivalent of 10,000 sq. km of community-managed lands (i.e., IUCN Category VI Protected Areas). It will map core habitats for threatened and endangered species and restore and conserve populations. In addition to contributions made to Targets 1, 2, & 3, the project supports the achievement of Target 22 of KMGBF by ensuring equitable, inclusive, and gender-responsive representation and participation in decision-making and access to justice and biodiversity-related information.

Gilgit Baltistan is identified as receiving inadequate representation under Pakistan's National Biodiversity Strategy and Action Plan (<https://www.cbd.int/doc/world/pk/pk-nbsap-v2-en.pdf>). Species of conservation concern to be recovered under NBSAP include the snow leopard and woolly flying squirrel. The project contributes to NBSAP's targets 1, 5, 11, 14, 15, 16, 18, and 19. It provides significant support to NBSAP's overall vision of making "available the benefits of biodiversity and ecosystem services to all segments of society, in particular, the marginalized, poor, and vulnerable and future generations by restoring and conserving the rich natural biodiversity heritage of Pakistan, and rendering its use sustainable based on the principles of equitable sharing of benefits."

Community-managed protected areas are now recognized as an important way to implement successful landscape-level conservation. Examples include their acceptance by IUCN and CBD and the rapid increase in support for OECMs (other effective area-based conservation measures) and IPCAs (Indigenous protected and conserved areas). To quote from the IUCN WCPA Information Note for CBD COP 16 (October 2024), "Area-based conservation, through the establishment and management of "protected and conserved" areas—protected areas and other effective area-based conservation measures (OECMs), and "recognizing indigenous and traditional

territories, where applicable”—is a critical part of the Kunming Montreal Global Biodiversity Framework (GBF). Achieving Target 3 (and related GBF targets 1, 2 and 8) in less than six years will require an unprecedented effort to establish, restore, and effectively manage such a global network. Protected areas and OECMs also have an increasingly recognized role in climate mitigation and adaptation options as nature-based solutions to meet targets of the UN Framework Convention on Climate Change (UNFCCC). Addressing drivers of biodiversity loss and habitat degradation, including through well-managed PCAs that protect and restore ecological integrity, can reduce spillover risk to protect human and wildlife health.”

This project, through its development and strengthening of community natural resource institutions and multi-community conservancies, will be doing exactly what is described in the GBF.

Section 6 - Method, Change Expected, GESI & Exit Strategy

Q15. Methodology

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

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

This project addresses the key conservation goal of building and strengthening just, equitable, and sustainable conservation governance. Sustainable conservation requires that local communities lead in the design and implementation of conservation activities. This ensures that those communities take direct responsibility for managing the very resources that they depend upon for their survival and livelihoods, while also ensuring just and equitable resource management for these historically underserved communities.

However, the time it takes to build an enabling environment to ensure an equitable, effective, and durable conservation program can be extensive. Building trust, aligning values, understanding benefits from conservation, developing formal authority and technical capacity to manage resources, and ensuring appropriate governing mechanisms for decision-making take many years to build.

In GB, these enabling factors already exist. A slow-growing, 20-year conservation initiative has built trust, aligned values, helped create new natural resource governance institutions, trained local communities, connected those communities with government agencies, and provided proof of concept that truly effective conservation of wildlife and forests can occur in this region, while simultaneously providing significant improvements in improving livelihoods and community assets through equitable sharing of benefits. This initiative covered 15,000 sq km of mountain landscape, with 65 previously disparate communities from multiple tribal groups coming together to save their environment and improve their livelihoods. As further proof of concept, focused efforts aimed at protecting markhor led to recovery from rapidly decreasing to doubling in number in twenty years, helping to lead to the species being double-downlisted by IUCN from Endangered past Vulnerable to Near Threatened.

This project will focus on building, restoring, and strengthening up to 50 community natural resource management institutions across a broad swath of Gilgit-Baltistan – the community-level Wildlife Conservation and Social Development Organizations (WCSDOs) and Conservancies. We will also restore and strengthen 25 multiple-community Conservancies, which provide a better system for equitable sharing of benefits from natural

resource use.

The project will build and strengthen these institutions, including bylaws on hunting, tree cutting, and other resource uses, and a full Conservation Action Plan for each conservancy that is linked to national policies in coordination with local government departments. These will provide direct benefits such as recovering and protecting threatened species, sustainably managing native forests, reducing poverty and improving livelihoods, directly linking communities and government departments, and increasing gender inclusion into local resource management.

The project will train institution members in both organizational management and natural resource management, help arrange formal government approval and recognition for these institutions, and help build relationships between the institutions and government agencies such that community voices will be heard, government services can be provided to previously isolated communities, and co-designed projects can be developed.

This project will also help build and strengthen community institutions to ensure that they become stewards for sustainable wildlife and forest management, especially through the traditional zaitoo system (traditional committees responsible for forests and grazing land management). Community rangers and zaitoo members will be trained to collect information on key wildlife species as well as forest type, cover, and loss. Data will be analysed and processed to accurately assess forest cover protection and loss in the landscape, and a 'forest atlas' will be created to help manage the remaining forested region of GB.

Finally, this project will significantly enhance livelihoods and help alleviate poverty in one of the poorest parts of Pakistan through two initiatives. One is via the multi-community Conservancies, which will become a platform for the provision of the 80% of funds from the sale of markhor trophy hunting permits (roughly £75,000-100,000 each, four per year). The Conservancies provide a system for equitable sharing of profits and decision-making on how these funds will be used. The project will also work with community members to improve non-timber forest product (NTFP) marketing and forest nursery development and management, especially focusing on women via our gender specialist partner, Himalayan Grassroots Women's Natural Resource Management Association, to help them have a larger voice and role in the economy and community life.

A project steering committee will be established from all three consortium partners. The committee will meet at project inception and at six-month intervals or as needed to review project progress. The committee will take responsibility for all strategic and planning decisions related to planning, work allocation among partners, financial allocation, reviewing of M&E and other reports, and risk mitigation. Day-to-day execution of activities will be done by the organization allocated with the responsibility of said activity and each partner will report on their program in the committee review meetings.

Q16. Capability and Capacity

How will the project support the strengthening of capability and capacity of identified local and national partners, and stakeholders during its lifetime at organisational or individual levels? Please provide details of what form this will take, who will benefit (noting GESI considerations), and the post-project value to the country.

This project is specifically designed to build the capacity of numerous segments of society to ensure long-term, independent sustainability. It is focused on building community capacity to manage resources sustainably by supporting governance institutions around resource management (building and refining bylaws and action plans as well as best practice management systems), and providing training to monitor and manage those resources. It is also aimed at building government capacity, both to build best-practice methodologies (e.g., modern survey methods for markhor) into workplans and to build government-community partnerships to better manage those resources together (e.g., surveys involving both government and community rangers). This will ensure that a considerable swath of the country's landscape will have long-term sustainable management as part of its

practices, helping communities to better achieve improved livelihoods off the land while also helping the country to meet its own and international obligations.

Although parts of the project landscape have gender inequality as part of its conservative religious-cultural milieu, focused efforts to improve women's roles in management decision-making and employment within particular communities is expected to encourage more intransigent communities to consider including such activities in the future. Working through our gender specialist partner organization Himalayan Grassroots Women's Natural Resource Management Association, and with the Forest and Wildlife and Agriculture Departments, we will work in the more forward-thinking conservancies of Gilgit, Diamer, Astore, Skardu, Ghizer and Hunza to build women's cooperatives around NTFPs and tree farming through existing government initiatives in these sectors. We do not expect a significant change in perspective across the entire project landscape over the life of this project, but as with the original resource governance effort (from 23 communities to 65 in only a few years), we have seen that the region can embrace change once it is seen to be non-threatening and beneficial.

Q17. Gender Equality and Social Inclusion (GESI)

All applicants must consider whether and how their project will contribute to promoting equality between persons of different gender and social characteristics. Please include reference to the GESI context in which your project seeks to work. Explain your understanding of how individuals may be disadvantaged or excluded from equal participation within the context of your project, and how you seek to address this. You should consider how your project will proactively contribute to ensuring individuals achieve equitable outcomes and how you will ensure meaningful participation for all those engaged.

Gilgit-Baltistan's diverse population include Sunni, Shi'ite, and Ismaili sects, and tribes such as Shin, Yashkun, Gujar, Kamin, Kohistani, Soniwall, Shinaki, Burushaski, Wakhi, Syed, Kashmiri, and Pathan. Many of these have had long histories of conflict. Despite this, communities recently joined forces into multi-community governance systems (conservancies) with more equitable decision-making and sharing of incentives while safeguarding traditional rights and values. These systems also provide a voice for previously marginalized people under the previous system, where only a few male elders made decisions for the entire community and there was often little contact with provincial authorities.

Pakistan ranks 145th of 146 countries in the global gender gap index and 143rd in economic participation and opportunity. Consultations with organizations in GB showed frequent resistance to the inclusion of women, particularly in decision-making bodies. Mobility restrictions also prevent women from participation.

The project believes that mainstreaming gender in conservation practices is critical. Thus, through our gender specialist partner, Himalayan Grassroots Women's Natural Resource Management Association, the project will engage women in discussions on biodiversity conservation wherever possible while sensitizing community governance institutions to include women in resource management. Furthermore, the project will train women in selected communities on NTFP plant harvesting and marketing, and tree nursery management (including fruit, timber, and native conifer plantations). The project will connect women-run nurseries with government departments seeking to meet their reforestation and climate change mitigation goals, a win-win for both women's livelihoods and national environmental objectives. HGWNRMA has extensive experience in GB, and both the Secretary Forest and Wildlife GB and the Chief Conservator Forest GB have offered their support. At the same time, the communities where we implement these initiatives will act as models where we expect other communities will come forward to participate once they understand that risk is low and reward is high.

Q18. Change expected

Detail the expected changes and benefits to both biodiversity and multi-dimensional poverty reduction, and links between them, that this work will deliver. You should identify what will change and who exactly will benefit a) in the short-term (i.e. during the life of the project) and b) in the long-term (after the project

has ended).

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

In order to achieve successful and sustainable conservation outcomes in this largely tribal region, where ownership of most resources is local, communities must take responsibility for wildlife and other resources. Previously well-functioning community institutions in GB can be easily resurrected to re-start the process of sustainable conservation across the region.

With support and training, at the end of this project we expect that at least 50 community WCSDOs and 25 multi-community conservancies (see map) will be fully operational, and all of them will be formally approved and recognized by the GB Government. This will facilitate collaborative co-management of natural resources, and ensure equitable benefit-sharing. Each of the 50 WCSDOs will have natural resource management bylaws around hunting, tree felling, and other resource use, and each Conservancy will have a completed and government-approved Conservation Action Plan that delineates sustainable management of both fauna and flora in their landscape. Perhaps of greatest importance, we expect that the focused training and support means that these institutions will function efficiently and sustainably into the future with minimal support, outside of their own government partners.

We expect to see significant increase in livelihoods and improvement in public services through periodic large surges of revenue into Conservancies from trophy hunting profits (e.g., over £60,000, potentially over £100,000, to four conservancies each year as the 80% disbursement for permits). We also expect to see improvement in livelihoods for at least 400 women who participate in NTFP collection and marketing as well as tree nursery plantations.

We expect to continue to see the population of markhor increase substantially through the life of this project. We also expect to see the small (previously thought locally extinct) subpopulations of Ladakh urial be fully protected and grow substantially with full community protections in place. We expect forests (roughly 70% of GB's native conifer forests) to be sustainably managed with regular monitoring and management plans in place, including 'protected forest stands' identified as crucial for the survival of the Endangered woolly flying squirrel (previously thought globally extinct). We expect to build an understanding of the snow leopard population across a previously un-surveyed region (a 'blank hole' in the IUCN range map), and local herders will avoid loss of livestock and conflict with this big cat through specific mitigation measures such as predator-proof corrals.

Finally, we expect that the focused training, intensive support to community institutions, strengthened linkages to government departments, and increased motivation among community members to maintain and improve on these positive changes will lead to long-term sustainable management systems that will continue to function well after the life of the project.

Q19. Pathway to change

Please outline your project's expected pathway to change.

This project has the rare opportunity to circumvent the often multi-decadal steps of achieving trust, aligning values, understanding benefits from conservation, developing formal authority and technical capacity to manage resources, and ensuring appropriate governing mechanisms for decision-making. Instead, this project will step into the five-year gap that has occurred where no guidance or support was provided to community natural resource governance structures and where a number of the existing institutions, both WCSDOs and Conservancies, became quiescent or struggled to maintain themselves. The project will re-invigorate these institutions, review and revise by-laws and other resource statutes, help them with re-registration under new government rules, re-train rangers and other community members in best-practice survey methodology, data

collection, resource management, institutional management, and other necessary skills. Staff will help connect these community institutions with relevant government agencies and help build trust and plans for co-managing resources. The project will encourage new WCSDOs and Conservancies to join the initiative, and it will begin the process of encouraging women's participation in natural resource management through NTFP collection and marketing and tree plantations. Clear links between livelihood improvements as incentives for sustainable resource management will create the positive feedback to ensure change.

Q20. Sustainable benefits and scaling potential

Q20a. How will the project reach a point where benefits can be sustained post-funding? How will the required knowledge and skills remain available to sustain the benefits? How will you ensure your data and evidence will be accessible to others?

The primary goal of this project is to ensure long-term sustainability. The sudden departure of WCS from Pakistan without an exit strategy highlighted the need to alter the focus of this work from delivery and effectiveness to stand-alone sustainability. Once all Conservancies are fully operational, government-approved Conservation and Development Plans and Terms of Partnerships allow utilizing 30% of permit funds for conservation, 40% for local development, 10% for livestock insurance/vaccination schemes and 20% for management costs and capacity building. This is the foundation for sustainability.

Even after the end of the project, WCDS will continue to operate in GB and be available for any further guidance, training, and support that might be needed.

Data and evidence will be shared and published in a wide variety of venues, from government reports to popular press and social media to peer review journals and other media outlets (e.g., book chapters, etc.).

Q20b. If your approach works, what potential is there for scaling the approach further? Refer to Scalable Approaches (Landscape, Replication, System Change, Capacitation) in the guidance. What might prevent scaling, and how could this be addressed?

There is enormous potential to scale this approach. The program tripled in size and geographic expanse during its initial phase, and could continue to do so throughout Gilgit-Baltistan Province. It can also be easily replicated in neighboring Khyber-Pakhtunkhwa Province, which has a similar ecology and culture; and likely elsewhere in Pakistan, with some tweaks and revisions for local politics and customs. The basics were already scaled into parts of rural Afghanistan in a successful program beginning in 2006, leading to new community resource institutions and the creation of the first two formal protected areas in that country, Band-e-Amir and Wakhan National Parks, both largely community managed (a program that the PI also designed and supervised). While the Central Asian states are quite different politically and culturally, there are examples suggesting it can also be effectively scaled into parts of those countries as well.

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

 [Darwin ZNE Pakistan Ancillary Materials](#)

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Section 7 - Risk Management

Q21. Risk Management

Please outline the 7 key risks to achievement of your Project Outcome and how these risks will be managed and mitigated, referring to the Risk Guidance. This should include at least one Fiduciary, two Safeguarding, and one Delivery Chain Risk.

Risk Description	Impact	Prob.	Gross Risk	Mitigation Header	Residual Risk
Fiduciary (financial): funds not used for intended purposes or not accounted for (fraud, corruption, mishandling or misappropriated). Funds not used for intended purposes or not accounted for.	Medium	Rare	Low	Funds will be managed with strict accountability measures, including detailed budgeting, regular audits, and transparent reporting. Funds will be disbursed based on approved project milestones, with oversight by a dedicated compliance team. Fraud and corruption will be mitigated through thorough vetting of recipients, whistleblower mechanisms, and adherence to anti-fraud policies.	Low
Safeguarding: risk of sexual exploitation abuse and harassment (SEAH), or unintended harm to beneficiaries, the public, implementing partners, and staff. Efforts to work with women receives pushback, causing problems for both program staff and women in the communities.	Medium	Unlikely	Low	We will only work with communities that are open to women's participation and only after extensive communication around plans and expectations. We will deliver an SEAH training to all staff, and require signing a commitment document. Our focal point will ensure all staff implement CAPSEAH minimum actions.	Low
Safeguarding: risks to health, safety and security (HSS) of beneficiaries, the public. Implementing partners, and staff. Women or children face abuse or harassment from staff.	High	Rare	Low	Trained women facilitators will be the only project staff to interact with women in the communities for gender-focused aspects. Finally, abuse or harassment directed toward community members would result in immediate and harsh retribution, so is extremely unlikely.	Low

Delivery Chain: the overall risk associated with your delivery model Communities disinterested or unwilling to take on responsibility for management of resources.				All communities have shown previous high interest in joining process (and requested involvement), and most have already participated to an extensive degree. WCDS will work closely and continuously with all communities to assuage concerns and solve problems.	Low
Risk 5 Sectarian strife erupts in the province, causing a shut-down of movement and the program's ability to deliver.				A rare but periodic problem, experience shows that shut-downs only last a few days or a few weeks at most before a return to normalcy. Risk to staff is minimal, they are from the area and are aware of potential conflict and can shelter at home until matters calm down.	Low
Risk 6 Weather related incidents (heavy snows, monsoon rains, flooding, landslides) create physical barriers to accessing valleys in the project area.				WCDS staff live in GB, and have a lifetime of experience with weather events. Work may halt for a few days, but even the most egregious incidents should only affect access for a week or two. If communities are hugely impacted, staff may shift to providing relief for short periods.	Low
Risk 7 Government corruption occurs and impacts delivery of funds from trophy permits to communities.				No previous problems have been identified in this multi-decadal program. PET is well-placed to monitor central government role in fund transfer, while WCDS is well-placed and well-connected to monitor local fund disbursement and ensure effective and equitable compliance.	Low

Q22. Project sensitivities

Please indicate whether there are sensitivities associated with this project that need to be considered if details are published (detailed species location data that would increase threats, political sensitivities, prosecutions for illegal activities, security of staff etc.).

☒ No

Section 8 - Workplan

Q23. Workplan

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

 [ZNE Darwin Pakistan Workplan Final](#)

 26/11/2024

 18:32:45

 pdf 226.42 KB

Section 9 - Monitoring and Evaluation

Q24. Monitoring and evaluation (M&E)

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

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

The monitoring and Evaluation (M&E) model for this project aims to foster continuous learning and improvement. A participatory approach will be followed and the local communities will be involved to ensure that their perspectives are considered and their knowledge and experience is valued and included.

Progress indicators that capture both the ecological and social aspects of the project will be set via community consultation to reflect goals and values of the community. The project will establish mechanisms for regular feedback and dialogue between project team, CBOs, rangers, salajit collectors, community members and other stakeholders.

Project M&E plans and tools will be co-developed by all three consortium partners. PET will be responsible for M&E management and will be responsible for finalizing and sharing standard M&E frameworks and tools with the WCDS monitoring team as well as conduct separate field and site visits. ZNE financial team and auditor will manage project financial monitoring.

As part of the M&E process, there will be regular 6-month progress reports from WCDS. Every report shall provide an accurate account of implementation of the activities, difficulties encountered, changes introduced, as well as the degree of achievement of its results. At the end of each year ZNE, PET, WCDS, and the GB Wildlife Department will meet to discuss these reports and consider any adaptation to ongoing and planned activities. PET will also conduct a mid-project evaluation and organize an external end-project evaluation.

Effectiveness of formal capacity building trainings will be assessed at the individual training level with pre- and post-assessments conducted based on session learning objectives and after-session feedback.

For biodiversity conservation monitoring, regular surveys of markhor and urial will be conducted by community rangers and government staff after training from project staff. Forest cover will also be assessed both remotely and by ground truthing. Trained salajit collectors will assess the population of the endangered woolly flying squirrel, while snow leopard camera trapping will provide an estimate of population in the region. This will be done with input from the project's quantitative ecologist and under the supervision of relevant experts from WCDS and the government departments. Before the start of field surveys, the survey team will be trained or re-briefed on survey tools and protocol and at the end they will submit a formal report as well as take part in a debrief session.

At project inception, baselines will be done to collect gender disaggregated data in project sites on demographic,

socio-economic and ecological factors, available natural resources and its uses, livelihoods and household incomes, livestock holdings, its production and grazing patterns, attitude/perceptions and local behaviour towards predators, wild ungulates and environmental threats, climate change and its relation to livelihoods, and natural disaster occurrence during the last three years. A baseline assessment will be done for the CBOs and the conservancies to be strengthened in the project including their technical know-how, gender sensitivity, and their organizational and financial management and record keeping. Capacity building will be tailored to their needs.

Total project budget for M&E (£)	
(this may include Staff and Travel and Subsistence Costs)	
Total project budget for M&E (%)	
(this may include Staff and Travel and Subsistence Costs)	
Number of days planned for M&E	2,016

Section 10 - Logical Framework & Standard Indicators

Q25a. Logical Framework (logframe)

Darwin Initiative projects will be required to monitor and report against their progress towards their Outputs and Outcome. This section sets out the expected Outputs and Outcome of your project, how you will measure progress against these and how we can verify this.

-  [Darwin ZNE Logframe Pakistan](#)
-  26/11/2024
-  18:24:40
-  pdf 183.83 KB

Impact:

A resilient natural-resource community governance system established, empowering underserved communities to take ownership of their threatened forests and wildlife and manage them sustainably, while helping to alleviate poverty.

Outcome:

Functional community governance systems supporting approximately 400,000 people over 15,000 sq km are effectively managing forests, wildlife, and other resources while improving livelihoods and alleviating poverty through sustainable use revenue.

Project Outputs

Output 1:

500 community men are provided with a governance framework comprising community Wildlife Conservation and Social Development Organizations (WCSDOs) and multi-community Conservancies to sustainably manage and govern their natural resources.

Output 2:

Heavily threatened conifer and other native forests spanning 1,000 square km in GB are protected and sustainably managed by local communities in partnership with the provincial government.

Output 3:

To alleviate poverty: equitable and fair distribution of income derived from official markhor trophy hunting program is ensured; women are empowered to sustainably harvest and sell Non-Timber Forest Products (NTFPs) and support tree nurseries.

Output 4:

Populations of four key species of threatened wildlife – markhor (NT), urial (VU), snow leopard (VU), and woolly flying squirrel (EN) – are protected by local communities and recovering across the landscape.

Output 5:

No Response

Do you require more Output fields?

☒ No

Activities

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

- 1.1 Reestablish and register 40 WCSDOs with District Conservation Committees.
- 1.2 Mobilize and formally register 10 additional community WCSDOs with DCCs.
- 1.3 Reestablish and re-register 22 multi-community conservancies with Wildlife Department GB.
- 1.4 Mobilize and formally register 3 additional Conservancies with the Wildlife Department GB.
- 1.5 Help 50 WCSDOs develop legally binding bylaws and plans to acquire authority for the protection and management of forests and wildlife.
- 1.6 Help 25 multi-community Conservancies complete their Conservation Action Plans and get them approved by the Wildlife Department GB.
- 1.7 Outreach and training sessions with at least 50 communities on sustainable conservation management, office and financial management, record keeping and reporting, and community and stakeholder engagement.
- 2.1 1,000 square km of forests patrolled and protected by 8 Traditional Forest Management Committees (zaitoos).
- 2.2 Train 500 community members (rangers, zaitoo and WCSDO members, along with government staff) to sustainably manage forests; zaitoos establish 3 permanent check posts.
- 2.3 Update WCSDO bylaws and 8 Conservancy Conservation Action Plans to improve forest management and governance practices.
- 2.4 Develop a comprehensive forest atlas in collaboration with GB Forest Department and incorporate it into

planning by government, WCSDOs, and conservancies.

3.1 Train multi-community Conservancies on fund disbursement and management, and register them with government as recipients for 80% of cost for each of four trophy permits annually.

3.2 Train 400 women on medicinal harvesting and marketing of non-timber forest products (NTFPs) and support tree nurseries.

4.1 Outreach to make at least 3,000 community men aware of the importance of biodiversity conservation, specifically protection of endangered species and threatened habitats.

4.2 Outreach to help 600 community women become engaged and sensitized on participation in environment and wildlife protection.

4.3 Help 50 communities identify and train two rangers each (100 total) for wildlife surveys and patrolling.

4.4 Arrange for 100 trained rangers to monitor markhor populations across 5 districts (Gilgit, Astore, Diamir, Nagar and Skardu) every other month; conduct annual population surveys in collaboration with GB Wildlife Department to record % increase over project timeline.

4.5 Train and help subset of 25 rangers monitor urial populations monthly across 3 districts (Astore, Diamir and Shigar); help implement annual population surveys in collaboration with Wildlife department to record % urial increase over project timeline.

4.6 Help create urial 'hotspot' map depicting distribution of herds; use this to form the basis of a comprehensive Urial Recovery Plan with communities in partnership with the Wildlife Department.

4.7 Snow leopard sign information collected (with special focus on 'empty hole' in Diamer and Gilgit) by 25 select trained rangers by Year 2. Data analyzed.

4.8 Create best practice survey plans using PAWS methodology including site occupancy and spatial capture/recapture modelling; PAWS surveys implemented in designated regions of the landscape.

4.9 Hold regular meetings on conflict hotspot identification among GB Forest and Wildlife Department, District Administration, and Office Holders of the WCSDOs to encourage collaboration with communities on conflict mitigation measures such as predator-proof corrals.

4.10 Publish and share snow leopard updated distribution and diet information with IUCN and GSLEP.

4.11 Train 30 salajit harvesters and have them monitor the woolly flying squirrel population in 2 districts (Diamir and Gilgit) and identify core habitats for protection.

4.12 Complete woolly Flying Squirrel Recovery/Action Plan for conservation of squirrel and its habitat and submit to Forest & Wildlife Department and District Administration (DCC) for 'protected forest stands.'

Q25b. Standard Indicators

Standard Indicator Ref & Wording	Project Output or Outcome this links to	Target number by project end	Provide disaggregated targets here
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DI-A01: Number of people in eligible countries who have completed structured and relevant training	Output indicators 1.7, 2.2, 3.1, 3.2	900	500 women, 400 men
DI-A03: Number of local or national organisations with enhanced capability and capacity	Output 1 (Output indicators 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7	75	50 WCSDOs, 25 Conservancies
DI-B01: Number of new or improved habitat management plans available and endorsed	Output indicator 1.6	25	Each of 25 Conservancy Conservation Action Plans
DI-B02: Number of new or improved species management plans available and endorsed	Output indicators 4.6, 4.12	1	Woolly Flying Squirrel Recovery/Action Plan
DI-B03: Number of new or improved community management plans available and endorsed	Output indicator 1.6	25	25 Conservancy Conservation Action Plans
DI-C02: Number of new conservation or species stock assessments published	Output indicators 2.4, 4.4, 4.6, 4.8, 4.12	5	Markhor, Urial, Snow Leopard, Woolly Flying Squirrel, Native Conifer Forests
DI-D01: Area of land or sea under ecological management	Output 1	15,000	Square Kilometers
DI-D03: Number of people with enhanced livelihoods	Output indicator 3.2	400	400 Women
DI-D07: Number of threatened species with improving conservation status	Output indicators 4.4, 4.6, 4.8, 4.12	4	Markhor, Urial, Snow Leopard, Woolly Flying Squirrel
No Response	No Response	No Response	No Response
No Response	No Response	No Response	No Response
No Response	No Response	No Response	No Response
No Response	No Response	No Response	No Response
No Response	No Response	No Response	No Response

If you cannot identify three Standard Indicators you can report against, please justify this here.

Section 11 - Budget and Funding

Q26. Budget

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

 [Darwin ZNE PET WCDS Pakistan Project Budget](#)

 02/12/2024

 18:22:16

 xlsx 97.81 KB

Q27. Alignment with other funding and activities

This question aims to help us understand how familiar you are with other work in the geographic/thematic area, and how this proposed project will build on or align with this to avoid any risks of duplicating or conflicting activities.

Q27a. Is this new work or does it build on existing/past activities (delivered by anyone and funded through any source)?

- ☒ Development of existing/past activities

Please provide details:

This project builds on 21 years of work done by the WCS Pakistan Program, beginning in 1997. After roughly three years of 'radical listening' the program embarked on helping 23 communities build new governance institutions (WCSDOs, or Wildlife Conservation and Social Development Organizations) with bylaws around hunting, tree felling, and other natural resource use. The program was so well received that many other communities clamored to join, and the program grew from 23 communities to cover 65 communities, each with their own WCSDO. Once markhor trophy hunting revenue began to flow, the program helped create over 20 markhor conservancies, each with their own rules and action plans, consisting of multiple communities to ensure more equitable sharing of revenue. WCS closed the Pakistan Program in 2018, and the local staff, all from Gilgit-Baltistan, created WCDS (Wildlife Conservation and Development Society), but it does not yet have the capacity to operate across 75 communities.

Currently PET-WCDS have two one-year (2024-2025) projects that include an urial survey initiative (IUCN/Segre funded) and a woolly flying squirrel survey initiative (MBZ funded), both of which can be considered 'proof of concept' and starting points for those parts of the larger Darwin project going forward.

Q27b. Are you aware of any current or future plans for work in the geographic/thematic area to the proposed project that may duplicate or cut across this proposed project?

- ☒ No

Q28. Value for Money

Please demonstrate why your project is good value for money in terms of impact and cost-effectiveness of each pound spend (economy, efficiency, effectiveness and equity). Why is it the best feasible project for the amount of money to be spent?

This project will provide an extremely high value for money given the many important outcomes that will occur.

- The project will ensure the protection and recovery of a suite of threatened species, including (but not limited to) the markhor, urial, snow leopard, and woolly flying squirrel.
- The project will vastly improve natural resource management through the re-building and support of resource governance institutions covering roughly 15,000 sq km, empowering local communities to take manage their lands and resources sustainably.
- The project will support the sustainable management of forests that are key for the local economy via timber, firewood, NTFPs, and the maintenance of functional watersheds; and that are also key for numerous species of wildlife, from birds and insects to various mammals and important understory plants.
- The maintenance of these forests are critical for increasing the resilience of the region to climate change, as the forests slow erosion and increase water uptake, lowering the impact of flooding both locally and nationally (especially regarding the Indus River that runs through the program landscape) – flooding has taken thousands of lives and caused millions of dollars in damage and repercussions across the economy of the region each year.
- Finally, the project will create a platform for equitable sharing of revenues from markhor trophy hunting (multi-community conservancies), creating a huge financial incentive for conservation while providing an enormous amount of funding to some of the poorest communities in Pakistan, itself one of the lowest-income countries in the world.

Q29. Capital items

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

Post project capital items will be handled in this fashion:

WCDS, as a young NGO working in an enormous and extremely steep landscape, will maintain ownership of the vehicle. After four years of near-constant use in this rugged environment, it is unlikely to maintain much in the way of cost recovery.

Camera traps will be co-owned by WCDS, Conservancies, and the Provincial Wildlife Department based on an MOU to be developed.

Computer items will be maintained by WCDS; again, after four years it is unlikely they will be worth re-selling.

Survey equipment will be shared by WCDS, the Conservancies, and the Wildlife Department based on an MOU to be developed.

Forest check-posts will be co-managed by the local communities and the Forest Department, again based on an MOU to be developed.

Section 12 - Safeguarding and Ethics

Q30. Safeguarding

All projects funded under the Biodiversity Challenge Funds must ensure proactive action is taken to promote the welfare and protect all individuals involved in the project (staff, implementing partners, the public and beneficiaries) from harm. In order to provide assurance of this, projects are required to have specific procedures and policies in operation.

Please outline how your project will ensure:

(a) beneficiaries, the public, implementing partners, and staff are made aware of your safeguarding commitment and how they can confidentially raise a concern,

(b) safeguarding issues are investigated, recorded and what disciplinary procedures are in place when allegations and complaints are upheld,

(c) you will ensure project partners also meet these standards and policies.

Indicate which minimum standard protocol your project follows and how you meet those minimum standards, i.e. CAPSEAH, CHS, IASC MOS-PSEA. If your approach is currently limited or in the early stages of development, please clearly set out your plans to address this.

Consortium partners believe that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation, or ethnic origin has the right to be protected from all forms of harm, abuse, neglect, and exploitation. The consortium partners will not tolerate abuse and exploitation by staff or associated personnel.

The consortium partners have dedicated and comprehensive policies for Safeguarding Vulnerable beneficiaries, Anti- Sexual Harassment and Grievance redressal. For the purposes of the project we will be using the ZNE policy. We will ensure that the project team and associated field team, community engagement partners are oriented on the policies at project inception and later on an annual basis. Project team and partners will be asked to sign a written commitment on SEAH. Communities will be made aware through community orientations where the team shares project objectives, safeguarding policies and contact information of appropriate forums within the organization for complaints. To ensure compliance we will also check for this during M&E visits where feedback on the project team's role, team's behaviours, and complaints will be actively sought.

A focal point for safeguarding will be appointed in the PET team who will be responsible for dealing with safeguarding complaints and maintaining a record of safeguarding issues raised and the measures taken. This will be submitted as with annual project reports.

Defra recommend you appoint a safeguarding focal point to ensure the project's PSEAH work is taken forward. This can be a separate member of staff or a current member of staff who spends a proportionate amount of time for safeguarding and PSEAH activities. Please name this individual here - this person should also be included in your overall staff list at Q33 and in your budget.

[REDACTED]

Q31. Ethics

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

The project being proposed is designed to meet the key principles of good ethical practice. It meets all legal and ethical obligations for Pakistan, and is designed to ensure that access and benefit sharing is clearly and transparently ensured across the program area. It pulls together local communities, often historically neglected by the government, and helps build a platform for sharing and collaboration to improve wellbeing. It builds on traditional knowledge through historic community practices that are encouraged as part of sustainable resource management, while providing international best practice methods to improve those management practices. All activities occur only with free, prior informed consent and therefore will respect the rights, privacy, and safety of the people involved.

Section 13 - British Embassy or High Commission Engagement

Q32. British embassy or high commission engagement

It is important for UK Government representatives to understand if UK funding might be spent in the project country/ies.

Please indicate if you have contacted the relevant British embassy or high commission to discuss the project and attach details of any advice you have received from them. Please note that some embassies or high commissions may not be able to respond to you but your project will not be penalised for a lack of response.

☒ Yes

Please attach evidence of request or advice if received.

-  [British Embassy acknowledgement of Darwin Pa](#)
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-  25/11/2024
-  16:28:38
-  pdf 110.18 KB

Section 14 - Project Staff

Q33. Project staff

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

Name (First name, Surname)	Role	% time on project	1 page CV or job description attached?
Peter Zahler	Project Leader	20	Checked
Rabbya Shoaib	PET Project Lead	60	Checked
Ameena Rahman	M&E, Gender and Safeguarding Specialist	30	Checked
Muhammad Awais	Project Manager	65	Checked

Do you require more fields?

☒ Yes

Name (First name, Surname)	Role	% time on project	1 page CV or job description attached?
Mayoor Khan	WCDS Project Lead	100	Checked
Ejaz Hussain	Community Coordinator	100	Checked

Farasat Ali	Conservation Officer	100	Checked
Nazakat Din	Research Officer	100	Checked
Muhammad Salis	Finance Officer	100	Checked
Sosan Azis	Gender Specialist	40	Checked
Shannon Katchel	Quantitative Ecologist	5	Checked
No Response	No Response	No Response	Unchecked

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

 ZNE PET WCDS CVs for Darwin Pakistan Proposa

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Have you attached all project staff CVs?

☒ Yes

Section 15 - Project Partners

Q34. Project Partners

Please list all the Project Partners (including the Lead Organisation who will administer the grant and coordinate delivery of the project), clearly setting out their roles and responsibilities in the project including the extent of their engagement so far.

This section should demonstrate the capability and capacity of the Project Partners to successfully deliver the project. Please provide Letters of Support for all project partners or explain why this has not been included. The order of the letters must be the same as the order they are presented in below.

Lead Organisation name: Zoo New England

Website address: <https://www.zoonewengland.org/>

Why is this organisation the Lead Organisation, and what value to they bring to the project? (including roles, responsibilities and capabilities and capacity):

Zoo New England, established in 1912, supports over 30 wildlife conservation projects around the globe, saving species ranging from lions and jaguars to gorillas and gibbons. We also partner on a graduate scholarship program for young conservation leaders from lower-income countries and run the Sabin Snow Leopard Grants Program, both aimed at building local capacity for conservation leadership. Locally ZNE works to save threatened reptiles, amphibians, pollinators, and plants across the New England region, with dramatic success recovering a number of threatened populations. Conservation initiatives are led by Peter Zahler, with 30 years of experience in Gilgit-Baltistan, Pakistan, first as a research biologist, then as the WCS Pakistan Program Director, and then supervising the program. He has also helped design, start, and lead successful country programs in Afghanistan (modelled on Pakistan), Mongolia, and Arctic Beringia, while supervising numerous other programs (China, Russia, Fiji, PNG) and running smaller projects in the Central Asian states. Zahler also serves on the IUCN Cat, Caprinae, and Small Mammal Specialist Groups, and has previously (and is currently) a committee member for IUCN Snow Leopard Red List Assessment. ZNE will be responsible for project design, grants management, supervision and oversight of project activities, and reporting.

International/In-country Partner: ☒ International

Allocated budget (proportion or value):



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

Have you included a Letter of Support from the Lead Organisation? ☒ Yes

Do you have partners involved in the Project?

☒ Yes

1. Partner Name: Pakistan Environment Trust

Website address: <https://pakenvironment.org/>

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):	Pakistan Environment Trust-UK is a registered non-profit under Charity Commission UK that aims to foster the conservation and restoration of nature, leveraging the power of sustainable finance. It has established 3 flagships programmes to achieve this ambition; 1) Net Zero Pakistan 2) CarbonPathways and 3) Re-wild Indus, which aims to restore the Indus Corridor for the regeneration of endangered wildlife species. Renowned partners of Rewild Indus include The Aspinall Foundation, International Rhino Foundation, National Trust for Nature Conservation, and Panthera. In 2023, PET managed an annual portfolio of ~\$ 1.5 million across the 3 programmes. PET-UK operates through its partner organization based in Pakistan, PET Environmental Services and their in-country network which includes the KP and Gilgit Baltistan government. Re-wild Indus currently has two active projects in GB in partnership with WCDS for the conservation of the Ladakh urial (supported by IUCN/Segre) and woolly flying squirrel (supported by MBZ).
International/In-country Partner:	☒ In-country
Allocated budget:	
Representation on the Project Board (or other management structure):	☒ Yes
Have you included a Letter of Support from this partner?	☒ Yes
2. Partner Name:	Wildlife Conservation and Development Society
Website address:	No Response

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):	WCDS, founded by former WCS employees who are all native of Gilgit-Baltistan (GB) and respected by the community and relevant government departments, is led by Dr. Mayo Khan, previously in charge of the WCS Pakistan Program. WCDS is a registered NGO under Societies Act for conservation of natural resources and improving local livelihoods and sustainable development in the mountain landscape of Northern Pakistan through participatory approaches. In recognition of the conservation experience and on-the-ground social contacts of WCDS, the GB Government has signed an MoU with WCDS for integrated natural resource management and continuity of the conservation achievements in the region. In addition, the government also has granted memberships to WCDS in provincial and federal level forums, including CITES Management Authority Pakistan and Provincial Wildlife Management Board. WCDS will lead field activities including grass roots community mobilization and revival of the natural resource governance infrastructure in GB. Based on years of experience in implementing donor-funded projects and instituting community-based conservation programmes with significant achievements in biodiversity conservation, it is expected that the WCDS will successfully implement this project by building a strong partnership among the communities, government, and NGOs for co-management of resources and livelihood improvement in the region.
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International/In-country Partner:	☒ In-country
Allocated budget:	
Representation on the Project Board (or other management structure):	☒ Yes
Have you included a Letter of Support from this partner?	☒ Yes

3. Partner Name:	No Response
Website address:	No Response
What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):	No Response
International/In-country Partner:	☐ International ☐ In-country
Allocated budget:	No Response

Representation on the Project Board (or other management structure)	☐ Yes ☐ No
Have you included a Letter of Support from this partner?	☐ Yes ☐ No

4. Partner Name:	<i>No Response</i>
Website address:	<i>No Response</i>
What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):	<i>No Response</i>
International/In-country Partner:	☐ International ☐ In-country
Allocated budget:	<i>No Response</i>
Representation on the Project Board (or other management structure):	☐ Yes ☐ No
Have you included a Letter of Support from this partner?	☐ Yes ☐ No

5. Partner Name:	<i>No Response</i>
Website address:	<i>No Response</i>
What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):	<i>No Response</i>
International/In-country Partner:	☐ International ☐ In-country
Allocated budget:	<i>No Response</i>
Representation on the Project Board (or other management structure):	☐ Yes ☐ No
Have you included a Letter of Support from this partner?	☐ Yes ☐ No

6. Partner Name:	<i>No Response</i>
Website address:	<i>No Response</i>

What value does this Partner bring to the project? (including roles, responsibilities and capabilities and capacity):	No Response
International/In-country Partner:	☐ International ☐ In-country
Allocated budget:	No Response
Representation on the Project Board (or other management structure):	☐ Yes ☐ No
Have you included a Letter of Support from this partner?	☐ Yes ☐ No

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

No Response

Please provide a **combined PDF** of all letters of support.

 [Letters of Support Combined](#)

 30/11/2024

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 pdf 4.52 MB

Section 16 - Lead Partner Capability and Capacity

Q35. Lead Organisation Capability and Capacity

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

☒ No

If no, please provide the below information on the Lead Organisation.

What year was your organisation established/ incorporated/ registered?	01 January 1912
What is the legal status of your organisation?	☒ NGO

How is your organisation currently funded?

ZNE (re-incorporated as Commonwealth Zoological Corporation D/B/A Zoo New England in 1991) is funded through a robust network of funding sources united by a shared commitment to biodiversity and environmental preservation. Funding streams include:

- Grants, cooperative agreements, and contracts from the Commonwealth of Massachusetts, the City of Boston, and the United States government;
- Grants from numerous dedicated foundations;
- Major gifts from generous individual donors;
- Corporate sponsorships;
- Revenue generated through entry tickets and merchandise sales.

Together, these funding sources enable ZNE to make a lasting difference in protecting wildlife in New England and worldwide.

Describe briefly the aims, activities and achievements of your organisation. Large organisations please note that this should describe your unit or department.

Aims

Zoo New England is committed to being a comprehensive, integrated conservation organization. We believe that effective, just, and equitable conservation must be led by local communities, and they should benefit from conservation initiatives. Our projects protect wildlife and landscapes and recover threatened species, and we inspire others to join us.

Activities

The Conservation Department has over 30 cutting-edge programs, including One Health work in Madagascar, jaguar conservation in northern Mexico, lion and painted dog conservation in Tanzania, and endangered amphibian conservation in Panama, as well as numerous regional projects recovering and protecting threatened species in New England.

Achievements

Most recently, ZNE received the prestigious international Grand Jet d'Or de Genève Prize from the Geneva Health Forum for its One Health Program in Madagascar. ZNE's Hatchling and Turtle Conservation through Headstarting (HATCH) Program won the Best Field Program in North America Conservation Award at the 2023 AZA Annual Conference.

Provide details of 3 contracts/projects held by the lead partner that demonstrate your credibility as an organisation and provide track record relevant to the project proposed.

These contracts/awards should have been held in the last 5 years and be of a similar size to the grant requested in your application.

Contract/Project 1 Title Zoo New England Solar Array Project

Contract Value/Project budget
(include currency)

[REDACTED]

Duration (e.g. 2 years 3
months)

2.5 years

Role of organisation in project	Zoo New England was the lead organization and sole recipient of this award. We oversaw all aspects of the project, successfully managing project personnel and subcontractors to deliver project milestones on time. We handled all aspects of grant compliance and accountability measures.
Brief summary of the aims, objectives and outcomes of the project	The objective of the solar array project was to establish a sustainable and renewable energy source to deliver approximately 90% of the Stone Zoo's electricity demands. This ambitious project aimed to reduce the zoo's carbon footprint significantly, cut energy costs, and serve as an educational tool for visitors about the importance of renewable energy. By installing a large-scale solar array on-site, the zoo was able to transition away from reliance on non-renewable energy sources, promoting environmental responsibility and conservation. The outcomes of the project were not only financial savings through lowered energy bills but also increased environmental awareness among visitors.
Client/independent reference contact details (Name, e-mail)	Commonwealth of Massachusetts Spencer Gurley-Green, CFO Executive Office of Economic Development [REDACTED]
Contract/Project 2 Title	Center for Zoonomics: Health Genetics Initiative
Contract Value/Project budget (include currency)	[REDACTED]
Duration (e.g. 2 years, 3 months)	3 years
Role of organisation in project	Oversee all aspects of project and grant management, including managing grant reporting and ensuring award compliance. Managing all project partners, activities, logistics, and implementation, including data management.
Brief summary of the aims, objectives and outcomes of the project	The overall aim is to build the capacity for zoos to use genetics research to study and improve the health of animal populations. To study the genetic causes of disease, improved efforts for coordinated collection of biospecimens, and standardized metadata are needed. The project will bring together veterinarians, pathologists, population managers, geneticists, and software experts to develop health data standards, protocols, and training for uniform biospecimen collections. Learnings from this effort will be shared to scale the process to benefit the health of all zoo animal populations suffering from disease.
Client/independent reference contact details (Name, e-mail)	Institute of Museum and Library Services National Leadership Grant Mark Isaksen, [REDACTED]
Contract/Project 3 Title	Zoo New England Annual Operating Grant
Contract Value/Project budget (include currency)	[REDACTED]

Duration (e.g. 2 years, 3 months)	1 year
Role of organisation in project	Zoo New England is the lead organization and sole recipient of this annual award. We oversee all aspects of the grant award, ensuring appropriate spending and fund management, grant compliance, and providing accountability measures.
Brief summary of the aims, objectives and outcomes of the project	This substantial grant enables the organization to maintain and improve the operational infrastructure at Franklin Park Zoo and Stone Zoo, ensuring that both zoos serve as vital resources for wildlife conservation, community engagement, and public education. With this funding, Zoo New England advances its mission to protect and support endangered species, create immersive learning experiences for visitors, and expand community outreach programs that inspire conservation awareness. The grant reflects the Commonwealth's recognition of Zoo New England's commitment to environmental stewardship and public service, allowing the organization to elevate its role as a leader in local and global conservation efforts.
Client/independent reference contact details (Name, e-mail)	Commonwealth of Massachusetts Senator Jason Lewis [REDACTED]

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

☒ Yes

Section 17 - Certification

Certification

If this section is incomplete the entire application will be rejected.

Please note if you do not upload the relevant materials below your application may be made ineligible.

On behalf of the

Trustees

of

Zoo New England

I apply for a grant of

£796,685.00

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

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

- I have enclosed CVs for key project personnel, cover letter, letters of support, a budget, logframe, Safeguarding and associated policies, and project workplan.
- Our last two sets of signed audited/independently verified accounts and annual report (covering three years) are also enclosed.

Checked

Name	John Linehan
Position in the organisation	President and CEO
Signature (please upload e-signature)	 John Linehan CEO ZNE Signature  24/11/2024  18:49:04  pdf 35.32 KB
Date	24 November 2024

Please attach the requested signed audited/independently examined accounts.

 ZNE - Final Audit Report FY23  25/11/2024  20:11:29  pdf 850.45 KB	 ZNE - Final Audit Report FY24  25/11/2024  20:11:18  pdf 954.88 KB
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Please upload the Lead Partner's Safeguarding Policy, Whistleblowing Policy and Code of Conduct as a PDF. Optionally you can also upload your Health, Safety and/or Security policy or Security Plan here.

 [ZNE Combined Policies2](#)

 27/11/2024

 15:04:16

 pdf 7.55 MB

Section 18 - Submission Checklist

Checklist for submission

	Check
I have read the Guidance, including the "Darwin Initiative Guidance", "Monitoring Evaluation and Learning Guidance", "Standard Indicator Guidance", "Risk Guidance", and "Finance Guidance".	Checked
I have read, and can meet, the current Terms and Conditions for this fund.	Checked
I have provided actual start and end dates for the project.	Checked
I have provided the budget based on UK government financial years i.e. 1 April – 31 March and in GBP.	Checked
I have checked that our budget is complete, correctly adds up and I have included the correct final total at the start of the application.	Checked
The application been signed by a suitably authorised individual (clear electronic or scanned signatures are acceptable).	Checked
I have attached the below documents to my application: • a cover letter from the Lead Organisation	Checked

• a completed logframe as a PDF using the template provided and using “Monitoring Evaluation and Learning Guidance” and “Standard Indicator Guidance”.	Checked
• a budget (which meets the requirements above) using the template provided.	Checked
• a signed copy of the last 2 annual report and accounts (covering three years) for the Lead Organisation, or provided an explanation if not.	Checked
• a completed workplan as a PDF using the template provided.	Checked
• a copy of the Lead Organisation’s Safeguarding Policy, Whistleblowing Policy and Code of Conduct (Question 30).	Checked
• a copy of the Lead Organisation’s Health, Safety and/or Security policy or Security Plan (Question 30)	Checked
• 1 page CV or job description for all the Project Staff identified at Question 33, including the Project Leader, or provided an explanation of why not, combined into a single PDF.	Checked
• a letter of support from the Lead Organisation and partner(s) identified at Question 34, or an explanation of why not, as a single PDF.	Checked
I have been in contact with the FCDO in the project country/ies and have included any evidence of this. If not, I have provided an explanation of why not.	Checked
The additional supporting evidence is in line with the requested evidence, amounts to a maximum of 5 sides of A4, and is combined as a single PDF.	Checked
(If copying and pasting into Flexi-Grant) I have checked that all my responses have been successfully copied into the online application form.	Checked
I have checked the Darwin Initiative website immediately prior to submission to ensure there are no late updates.	Checked
I have read and understood the Privacy Notice on the Darwin Initiative website.	Checked

We would like to keep in touch!

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

Checked

Data protection and use of personal data

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

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

Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

Project Summary	SMART Indicators (including disaggregated targets)	Means of Verification	Important Assumptions
Impact: A resilient natural-resource community governance system established, empowering underserved communities to take ownership of their threatened forests and wildlife and manage them sustainably, while helping to alleviate poverty.			
Outcome: Functional community governance systems supporting approximately 400,000 people over 15,000 sq km are effectively managing forests, wildlife, and other resources while improving livelihoods and alleviating poverty through sustainable use revenue.	Indicators: 1. 50 registered CBOs and 25 multi-community conservancies effectively and sustainably managing their forests and wildlife by end of Year 3. 2. Community members successfully and sustainably managing 1,000 sq km of forests; comprehensive forest atlas incorporated into effective management planning by end of year 4. 3. 80% of funds from four permits annually reaching conservancies and being equitably disbursed to improve management and livelihoods; 400 women	Verification: 1. Workshop reports, registration documents, terms of partnerships, government endorsement letters, bylaws, action plans, etc. 2. Meeting and training reports, bylaws, survey reports, forest atlas. 3. Meeting and training reports, survey reports, certifications, govt endorsements, registration and permits, Pre-post training assessment; number of women reported participating in NTFP/tree plantation	Assumptions: Communities continue to be willing to engage in and commit to WCSDO and Conservancy management institutions. Government continues to be willing to approve bylaws and management plans (and Terms of partnerships) and develop co-designed resource management projects. Communities continue to be willing to partner with each other and co-manage their combined resources within the structure of multi-community conservancies. Government and communities willing to support forest management practices that are not wholly focused on maximizing profits. Community rangers and members of zaitoo committees are trained appropriately to collect

Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

	actively harvesting and marketing NTFPs and/or involved in tree plantations by end of year 3. 4. Communities actively managing and protecting populations of markhor, urial, snow leopard, and woolly flying squirrel; snow leopard conflict mitigation methods stop losses of livestock and retaliatory killing of big cats by end of year 4.	activities via baseline and endline surveys. 4. Training reports and assessments; survey reports; publications; urial hotspot map; woolly flying squirrel action plan with 'protected forest stands' identified.	accurate data that are comparable across sites and across time to assess populations and trends.
Outputs: 1. 500 community men are provided with a governance framework comprising community Wildlife Conservation and Social Development Organizations (WCSDOs) and multi-community Conservancies to sustainably manage and govern their natural resources.	Indicators: 1.1 40 local CBOs (Wildlife Conservation and Social Development Organizations or WCSDOs) reestablished and registered with District Conservation Committees (DCCs) by end of Year 2. 1.2 10 additional community WCSDOs mobilized and formally registered with DCCs by end of Year 2. 1.3 22 multi-community conservancies reestablished and re-registered with	Verification: 1.1.1 Registration documents of CBOs. 1.1.2 Operational documents of the CBO i.e., articles of association, operations manual. 1.2.1 Registration documents of CBOs. 1.2.2 Operational documents of the CBO, i.e. articles of association, operations manual.	Assumptions: Communities continue to be willing to engage in and commit to WCSDO and conservancy management institutions. Non-participating communities are eager to join in the WCSDO model to manage their resources. Government continues to be willing to approve bylaws and management plans (and Terms of partnerships) for WCSDOs and develop co-designed resource management projects. Communities continue to be willing to partner with each other and co-manage their combined resources within the structure of multi-community conservancies.

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	Wildlife Department GB by end of Year 2. 1.4 3 additional Conservancies mobilized and formally registered with the Wildlife Department GB by end of Year 3. 1.5 50 WCSDOs acquire authority for the protection and management of forests and wildlife through the introduction of legally binding bylaws and plans by Year 3. 1.6 25 multi-community Conservancies protect forests and wildlife ranging at least 15,000 square km of land through officially approved 25 CAPs (Conservation Action Plans) by end of Year 3. 1.7 200 office holders of the WCSDOs become effective agents of conservation through enhanced capacities on sustainable conservation management, office and financial management, record keeping and reporting, and	1.3.1 Resolutions, Management Plans, Terms of Partnerships/ MoUs, Endorsement from DCCs (District Conservation Commissions) and WLMBs, notifications, etc of Conservancies. 1.4.1 Management Plans, Terms of Partnerships/ MoUs, Endorsement from DCCs and WLMBs, notifications, etc. 1.5.1 By-laws of 50 WCDs, registration certificates, etc. 1.5.2 Meeting minutes, pictures and attendance sheets. 1.6.1 25 Conservation Action Plans. 1.6.2 Planning meeting minutes, pictures and attendance sheets.	Communities previously unaligned with each other as conservancies are willing to join forces to co-manage their resources. Government continues to be willing to approve bylaws, management plans, and terms of partnerships for conservancies and develop co-designed resource management projects to support sustainable resource management, provide essential services, and help alleviate poverty.
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Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

	community and stakeholder engagement by end of Year 3.	1.7.1 Workshop, training or consultative session reports, pictures, attendance and feedback forms. 1.7.2 Pre-post workshop assessment.	
2. Heavily threatened conifer and other native forests spanning 1,000 sq km in GB (roughly 70% of native forest in the province) are protected and sustainably managed by local communities in partnership with the provincial government.	2.1 1,000 sq km of forests patrolled and protected by 8 Traditional Forest Management Committees (zaitoos) by Year 4. 2.2 500 community members (rangers, zaitoo and WCSDO members, along with government staff) trained to sustainably manage forests by end of Year 3; zaitoos establish 3 permanent check posts by end of Year 4. 2.3 Forest management and governance practices improved through updated WCSDO bylaws and 8 Conservation Action Plans (CAPs) by end of Year 3. 2.4 A comprehensive forest atlas developed in	2.1.1 Meeting reports, pictures and attendance sheets. 2.1.2 Actions reported taken by zaitoo members and reported in quarterly feedback meeting; meeting reports, pictures and attendance sheets. 2.2.1 Training report, pictures and attendance sheets; feedback forms. 2.2.2. Pre-post training assessment. 2.3.1 Bylaws developed and amendments made. 2.3.2 CAP documents.	Zaitoo members are willing and able to alter their historic ways of managing forests to focus on truly sustainable systems. Communities reject opportunities to engage in corruption around forestry practices. Government (and communities) willing to support forest management practices that are not wholly focused on maximizing profits. Rangers and zaitoo members effectively trained and able to accurately collect data on forest cover. Remote sensing data accurate enough to assess forest cover (and forest cover loss over time) in steep mountainous terrain. Data gathered and recorded by zaitoos and rangers across 4 districts with enough quality to create 'comprehensive forest atlas.'

Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

	collaboration with GB Forest Department and incorporated into planning by government agencies, WCSOs, and conservancies by end of Year 4.	2.4.1 10 forest surveys conducted (2 per year). 2.4.2 Remote sensing forest cover reports. 2.4.3 Forest Atlas created.	
3. To alleviate poverty: equitable and fair distribution of income derived from official markhor trophy hunting program is ensured; women are empowered to sustainably harvest and sell Non-Timber Forest Products (NTFPs) and tree nursery management.	3.1 Multi-community conservancies trained on fund disbursement and management, registered with government and approved as recipient for 80% of cost for each of four permits annually (often over £ 100,000 each) by end of Year 4. 3.2 400 women trained on medicinal harvesting and marketing of non-timber forest products (NTFPs) as well as in tree nursery management for fruit, timber, and native conifer trees by Year 3.	3.1.1 Training report, pictures and attendance sheets. 3.1.2 Biannual population survey reports. 3.1.3 Registration and permit documents. 3.2.1 Training report, pictures and attendance. 3.2.2 Pre-post training assessment 3.2.3 Two PRA/public consultation reports, pictures and attendance sheets.	Communities continue to be willing and able to identify and convince members to act as community rangers for their lands. Persons who have been hunters (shikaris) convinced to participate in conservation program as a ranger. Rangers and members of zaitoo committees are trained appropriately to collect accurate data that are comparable across sites and across time to assess populations and trends. Trophy hunting program continues at current low level of four permits a year for trophy male markhor (out of a population of approximately 2,000 animals). Funds (80% of permit costs) continue to reach local communities (i.e., corruption does not occur). The new conservancies are able to tap into and deploy funds.

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		3.2.4 2 PRA/public consultation analysis report WCSDOs. 3.2.5. Women's testimonies from CAP planning meetings. 3.2.6 Number of women reported participating in NTFP and tree nursery activities via baseline and endline surveys.	Communities can amicably agree through the conservancy system on how to spend funds to improve conditions of community needs as well as improvements in wildlife populations and habitat. Women are empowered to take on a greater role in NTFP collection, processing, and sales and establishment of NTFPs through skill management trainings and building linkages with the concerned agencies. Forest, Parks & Wildlife and Agriculture Departments, and concerned CBOs are open to effectively marketing identified NTFPs harvesting. Community Business Plans for NTFPs and social forestry models provides a long-term basis for revenue enhancement and poverty alleviation.
4. Populations of four key species of threatened wildlife – markhor (NT, previously EN), urial (VU), snow leopard (VU), and woolly flying squirrel (EN) – are protected by local communities and recovering across the landscape.	4.1 At least 3,000 community men directly made aware of the importance of biodiversity conservation specifically protection of endangered species and threatened habitats by Year 2. 4.2 At least 600 community women engaged and sensitized on participation in environment and wildlife protection by Year 3.	4.1.1 Community awareness sessions reports; including community testimonies. 4.2.1 Community awareness sessions reports; including community testimonies.	Rangers and zaitoos are trained appropriately to collect accurate data that are comparable across sites and across time to assess populations and trends. Communities around the three urial subpopulations willing to commit time and energy (e.g., community rangers) to the protection of urial. Ranger and zaitoo activities and conservation outreach efforts effectively stops poaching of markhor and urial.

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	4.3 50 communities with at least two trained rangers (100 total) for wildlife surveys and patrolling by end of Year 2. <u>4.4 Markhor:</u> Markhor population monitored and recorded across 5 districts (Gilgit, Astore, Diamir, Nagar and Skardu) by 100 trained rangers every other month; % increase recorded over project timeline through annual population surveys conducted in collaboration with GB Wildlife Department by end of Year 2 and Year 4. <u>4.5 Ladakh Urial:</u> Urial population monitored and recorded across 3 districts (Astore, Diamir and Shigar) by trained subset of 25 rangers; % urial increase recorded over project timeline through monthly and annual population surveys conducted in collaboration with Wildlife Department at the end of each year. 4.6 Urial 'hotspot' map depicting distribution of	4.3.1 Monthly and biennial survey methodologies designed. 4.3.2 Bi-monthly and biennial survey reports. 4.3.3 Training report, pictures and attendance sheets. 4.3.4 Training pre-post assessments 4.3.5 Peer reviewed article published. 4.4.1 Ranger lists. 4.4.2 Training report, pictures and attendance sheets. 4.4.3 Monthly survey reports. 4.5.1 Urial hotspot map. 4.5.2 Support meeting reports, pictures and attendance sheets. 4.5.3 Recovery Plan for Ladakh urial.	Rangers and zaitoos can be effectively trained to identify sign and collect scat for snow leopards. Shepherds willing to take on mitigation practices (e.g., predator-proof corrals, etc.) that can protect their livestock from snow leopard predation. Combination of mitigation efforts and conservation outreach is effective in halting both poaching and retaliatory killing of snow leopards. The income from the project is motivating for salajit harvesters (salajit is an indurated matrix of squirrel urine and feces collected from cliff caves for medicinal purposes) to participate. Salajit collectors able to be trained to be effective in data collection. Zaitoos and rangers are effective in marking zones that are key squirrel habitats to establish forest stands. Communities willing to set aside protected forest stands to protect habitat of endangered species including the woolly flying squirrel. (Pertinent to note that the particular habitat is home to other species such as endangered Asiatic black bear, musk deer, threatened pheasant species, and a wide range of other wildlife.)
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Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

	herds forms substantive basis of a comprehensive Urial Recovery Plan developed by communities in partnership with the Wildlife Department by end of Year 4. <u>4.7 Snow Leopard</u>: Sign information collected (with special focus on 'empty hole' in Diامر and Gilgit) by 25 select trained rangers by Year 2. Data analyzed by Year 4. 4.8 Best practice survey plans created using PAWS methodology including site occupancy and spatial capture/recapture modeling by Year 3. Execute PAWS surveys in designated regions of the landscape by Year 4. 4.9 Conflict hotspot identification discussions incorporated into regular meetings among GB Forest and Wildlife Department, District Administration, and Office Holders of the WCSDOs to encourage collaboration with communities on conflict mitigation measures such as	4.6.1 Training report, pictures attendance sheets. 4.6.2 Annual reports of surveys. 4.6.3 IUCN and GSLEP notification. 4.6.4 Published distribution and diet information. 4.7.1 Survey tools and plan. 4.7.2 PAWS survey reports. 4.8.1 Meeting reports and community testimonies on mitigation effectiveness. 4.9.1 Training reports, pictures and attendance sheets. 4.9.2 Biennial woolly flying squirrel population survey reports.	
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Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

	predator-proof corrals, by Year 4. 4.10 Snow leopard updated distribution and other information published and shared with IUCN and GSLEP by Year 4. <u>4.11 Woolly Flying Squirrel:</u> Woolly flying squirrel population monitored in 2 districts (Diamir and Gilgit) and core habitats identified for protection by 30 trained salajit harvesters by end of Year 3. 4.12 Woolly Flying Squirrel Recovery/Action Plan for conservation of squirrel and its habitat completed and submitted to Forest & Wildlife Department and District Administration (DCC) for 'protected forest stands' by Year 4.	4.9.3 Site identification reports. 4.10.1 Woolly Flying Squirrel Recovery/Action Plan.	
Activities: 1.1 Reestablish and register 40 WCSDOs with District Conservation Committees. 1.2 Mobilize and formally register 10 additional community WCSDOs with DCCs. 1.3 Reestablish and re-register 22 multi-community conservancies with Wildlife Department GB.			

Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

- 1.4 Mobilize and formally register 3 additional Conservancies with the Wildlife Department GB.
- 1.5 Help 50 WCSDOs develop legally binding bylaws and plans to acquire authority for the protection and management of forests and wildlife.
- 1.6 Help 25 multi-community Conservancies complete their Conservation Action Plans and get them approved by the Wildlife Department GB.
- 1.7 Outreach and training sessions with at least 50 communities on sustainable conservation management, office and financial management, record keeping and reporting, and community and stakeholder engagement.
- 2.1 1,000 square km of forests patrolled and protected by 8 Traditional Forest Management Committees (zaitoos).
- 2.2 Train 500 community members (rangers, zaitoo and WCSDO members, along with government staff) to sustainably manage forests; zaitoos establish 3 permanent check posts.
- 2.3 Update WCSDO bylaws and 8 Conservancy Conservation Action Plans to improve forest management and governance practices.
- 2.4 Develop a comprehensive forest atlas in collaboration with GB Forest Department and incorporate it into planning by government, WCSDOs, and conservancies.
- 3.1 Train multi-community Conservancies on fund disbursement and management, and register them with government as recipients for 80% of cost for each of four trophy permits annually.
- 3.2 Train 400 women on medicinal harvesting and marketing of non-timber forest products (NTFPs) and support tree nurseries.
- 4.1 Outreach to make at least 3,000 community men aware of the importance of biodiversity conservation, specifically protection of endangered species and threatened habitats.
- 4.2 Outreach to help 600 community women become engaged and sensitized on participation in environment and wildlife protection.
- 4.3 Help 50 communities identify and train two rangers each (100 total) for wildlife surveys and patrolling.
- 4.4 Arrange for 100 trained rangers to monitor markhor populations across 5 districts (Gilgit, Astore, Diamir, Nagar and Skardu) every other month; conduct annual population surveys in collaboration with GB Wildlife Department to record % increase over project timeline.
- 4.5 Train and help subset of 25 rangers monitor urial populations monthly across 3 districts (Astore, Diamir and Shigar); help implement annual population surveys in collaboration with Wildlife department to record % urial increase over project timeline.
- 4.6 Help create urial 'hotspot' map depicting distribution of herds; use this to form the basis of a comprehensive Urial Recovery Plan with communities in partnership with the Wildlife Department.
- 4.7 Snow leopard sign information collected (with special focus on 'empty hole' in Diamir and Gilgit) by 25 select trained rangers by Year 2. Data analyzed.
- 4.8 Create best practice survey plans using PAWS methodology including site occupancy and spatial capture/recapture modelling; PAWS surveys implemented in designated regions of the landscape.

Recovering Wildlife, Protecting Forests, and Alleviating Poverty through Community Governance

- 4.9 Hold regular meetings on conflict hotspot identification among GB Forest and Wildlife Department, District Administration, and Office Holders of the WCSDOs to encourage collaboration with communities on conflict mitigation measures such as predator-proof corrals.
- 4.10 Publish and share snow leopard updated distribution and diet information with IUCN and GSLEP.
- 4.11 Train 30 salajit harvesters and have them monitor the woolly flying squirrel population in 2 districts (Diamir and Gilgit) and identify core habitats for protection.
- 4.12 Complete woolly Flying Squirrel Recovery/Action Plan for conservation of squirrel and its habitat and submit to Forest & Wildlife Department and District Administration (DCC) for 'protected forest stands.'