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Darwin Initiative Capability & Capacity: Annual Report

To be completed with reference to the "Project Reporting Information Note":

(<https://www.darwininitiative.org.uk/resources/information-notes/>).

It is expected that this report will be a **maximum of 20 pages** in length, excluding annexes)

Submission Deadline: 30th April 2025

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

• Darwin Initiative Project Information

Project reference	DARCC043
Project title	Living with snow-leopards: enhancing capacity for ethical conservation and livelihoods
Country/ies	12 Snow Leopard Range Countries of Asia, with a focus on Mongolia, Kyrgyzstan, and Nepal
Lead Organisation	The International Snow Leopard Trust
Project partner(s)	Snow Leopard Foundation - Kyrgyzstan, Snow Leopard Conservation Foundation (Mongolia), Global Snow Leopard Ecosystem Protection Program
Darwin Initiative grant value	£ 200,000
Start/end dates of project	April 1, 2024 to March 31, 2026
Reporting period (e.g. Apr 2024 – Mar 2025) and number (e.g. Annual Report 1, 2, 3)	April 1, 2024 to March 31, 2025; Annual Report 1
Project Leader name	Dr. Charudutt Mishra
Project website/blog/social media	www.snowleopard.org
Report author(s) and date	Dylan Hannafious, April 30, 2025

1. Project summary

As the world grapples with environmental challenges, the imperative to work collaboratively with Indigenous peoples and local communities has never been more evident. Conservation initiatives that neglect the involvement of these communities risk being ineffective, unsustainable, and even counterproductive. Therefore, building capacity in these areas is a strategic investment in the future of our planet. Yet, conservation practitioners rarely receive training in how to engage ethically and effectively with Indigenous peoples and local communities for conservation.

In 2017, at an intergovernmental Snow Leopard Summit, Environment Ministers of the 12 snow leopard range countries approved a policy brief that expressed the need to train at least 500 conservation practitioners, local leaders and frontline staff in PARTNERS Principles for community-based conservation.

The PARTNERS Principles training program, which emerged from a previous Darwin grant (Project Reference: 22-004), has significantly improved the quality and impact of conservation efforts across multiple countries around the world, including in the snow leopard range. These principles emphasise the importance of working alongside local communities, respecting their

knowledge and traditions, and fostering genuine partnerships. The training program underscores the need for adaptive management and a nuanced understanding of socio-cultural contexts. The PARTNERS Principles were recognized as 'Outstanding Conservation Practice' at the 15th Conference of Parties to the Convention on Biological Diversity, and, more recently, as a paper having 'real world impact on practice and policy' by the British Ecological Society's Journal of Applied Ecology for its 60th anniversary celebrations.

Our project has two main aspects. Training in ethical and effective community-embedded conservation through PARTNERS Principles delivered to at least 15 future trainers from at least 9 snow leopard range countries, and in collaboration with them, training a total of at least 85 conservation practitioners from 4 or more of these countries. The other aspect involves developing toolkits and policy briefs addressing some key conservation challenges and needs, which would also have relevance beyond the snow leopard range countries.

To address these goals, in addition to our partner organizations, we are able to work with the newly formed Ethical Conservation Alliance (ECA), that currently includes conservation and Indigenous leaders from 36 countries, who have come together to create a worldwide movement and strengthen the existing capacity for ethical and effective community engagement for conservation. Thus, while our project's activities largely occur in Mongolia, Nepal, and Kyrgyzstan, and the training support is available to practitioners from 10 of the 12 snow leopard range countries in Asia, our impact reaches beyond these 3 and 12 countries, since the new toolkits being created under this project will have global relevance.

Although the PARTNERS Principles and associated training programs have made significant strides, there remains a notable gap: the lack of specific toolkits for conservation-linked conflict management, sustainable economic development, valuation of ecosystem services, and local entrepreneurship and participatory monitoring and evaluation. Building the capacity of local communities to engage in sustainable economic activities that align with conservation goals is essential for the long-term success of conservation initiatives. Training toolkits could provide guidance on developing eco-friendly businesses, ecotourism ventures, and other enterprises that rely on as well as contribute to conservation of nature.

A vital need is building capacity in conflict management. Wildlife-caused damage, such as livestock and crop depredation, pose significant challenges to conservationists and local communities. Capacity-building initiatives must focus on effective conflict resolution strategies that minimise harm to wildlife and address the concerns of affected communities. Conservationists need to be better sensitised towards not just the economic and ecological aspects of such damage, but also the emotional trauma that affected families might experience. Furthermore, developing capacity-building resources for compensation and insurance programs can play a crucial role in mitigating the economic impact of conservation efforts on local communities. Ensuring these programs are fair, transparent, and accessible is essential for building trust and cooperation. Finally, participatory monitoring and evaluation are fundamental components of ethical conservation. However, many conservation practitioners and agencies lack expertise in this area.

Training toolkits and policy briefs focused on the aforementioned themes can empower practitioners and government agencies to design and implement bespoke conservation initiatives sensitively, and improve them through participatory monitoring and evaluation. These resources can provide guidance on data collection, community engagement, and adaptive management based on real-world experiences.

2. Project stakeholders/ partners

At an international snow leopard summit held in 2017, that brought together governments and national and international organizations, a strong need was expressed through a policy brief for improving the capacity of conservation practitioners in all snow leopard range countries to work ethically and effectively with Indigenous peoples and local communities. The summit was hosted under the aegis of the intergovernmental Global Snow Leopard and Ecosystem Protection Program (GSLEP). The Secretariat of the GSLEP program, which the Snow Leopard Trust

supports, is tasked with ensuring the implementation of the goals of this intergovernmental alliance, and therefore is a natural partner in this project. The Snow Leopard Foundation in Kyrgyzstan is a national NGO, and is the lead partner organization implementing community conservation initiatives using practices that are guided by the PARTNERS Principles. Both the GSLEP and SLFK are also members of the Ethical Conservation Alliance (ECA), and they were closely involved in the project planning, monitoring and decision-making. We also relied on the support of the Snow Leopard Network (SLN) to disseminate project information and opportunities. SLN is an international network of more than 700 individuals and organizations working on snow leopard research and conservation.

The calls for applications for the three training-of-trainers workshops were shared widely using the contact networks of GSLEP, ECA and the SLN, all multi-organizational or multi-governmental alliances. Even though the training funds under the project were available for candidates from 9 (snow leopard range) countries, we received 132 applications from 34 countries. Participants for the workshop were chosen by three evaluators including the Executive Director, Science and Conservation Director, and Regional Program Manager of SLT, who also play key leadership roles in ECA, GSLEP, and SLN, respectively. Trainees were selected based on the applicants' experience, suitability, potential to further deliver trainings to others in their countries and regions, and ensuring diversity, gender, and social (whether applicants themselves belonged to Indigenous communities) inclusion, and geographical coverage. While our funding was restricted to applicants from the 10 snow leopard range countries, we opened two of our three training workshops to two candidates each from the alumni of the Whitley Awards, whose participation was funded directly by the UK-based Whitley Fund for Nature. Additionally, we welcomed 2 trainees supported by Leopards without Borders.

We exceeded the number of snow leopard range countries that we had hoped to include in the training-of-trainers, with participants from 10 out of 12 snow leopard range countries (Afghanistan, Bhutan, India, Kazakhstan, Kyrgyzstan, Mongolia, Nepal, Pakistan, Tajikistan, and Uzbekistan). In total, 25 conservationists participated in our workshops, amongst them 19 senior conservationists (including 12 women) from snow leopard range countries, who have been trained as future trainers. Additionally, in collaboration with our trained trainers, we have so far been able to conduct training sessions for 52 frontline conservationists (31 women), students and university faculty.

We saw significant participation from the British Embassies in all the three countries where we held the training-of-trainers workshops (Kyrgyzstan, Mongolia and Nepal). In each of the countries, the respective UK Ambassador joined us in discussions with the participants, some also participating in workshop sessions, and felicitated the participants. We found it very encouraging that the ambassadors devoted time to participate in at least one session of each workshop, sharing their experiences and getting acquainted with the importance and challenges of community conservation.

At the Conference of Parties to the Convention on Biological Diversity in December 2024, Environment Ministers from four snow leopard range countries (Bhutan, Kyrgyzstan, Tajikistan, and Pakistan) participated in a session on ethical and inclusive nature conservation approaches that we held in collaboration with the ECA. We expect Ministers and bureaucrats from all 12 snow leopard range countries to participate in the upcoming steering committee meeting of the GSLEP program, where we will hold a workshop on ethical nature conservation.

The work so far was made possible with support and input of local NGOs and institutions that facilitated the logistics of the project activities. This included the Red Panda Network in Nepal, the Snow Leopard Conservation Foundation in Mongolia, the Snow Leopard Foundation in Kyrgyzstan and the GSLEP Secretariat. The ongoing and upcoming training workshops being delivered by the senior conservationists trained as trainers have been supported by National University of Mongolia, Nature Conservation Foundation (India), Snow Leopard Foundation in Kyrgyzstan, Wildlife Conservation Society (Mongolia), Nature Conservation Division under the Department of Forests and Park Services of Bhutan, and the State Committee on Ecology of the Republic of Uzbekistan on Ecology and Environment Protection.

Our team has considerable experience in working collaboratively, and given our role in having catalyzed the creation of alliances such as the intergovernmental GSLEP, ECA and the SLN, we

did not face any significant challenges. One important practice we are following is to open up the involvement of all interested members of the ECA to help improve the draft toolkits we are developing, and to share credit with the ECA for the trainings. ECA members have played an important role in helping improve the PARTNERS Principles training toolkit. We believe that such collaboration and inclusion helps magnify the conservation impact of the project.

3. Project progress

3.1 Progress in carrying out project Activities

Activities 1.1, 1.2:

Activities 1.1 and 1.2 are on track to be successfully completed according to the planned timeframe. We are working with our audio-visual partner Evanescence Studio (India) to create training toolkits on sustainable economies and livelihoods, conflict management, participatory monitoring and evaluation, and valuation of ecosystem services. Training videos on conflict management have been filmed and are currently being edited by Evanescence, while the drafted supporting document is undergoing a review and getting contributions from the members of the Ethical Conservation Alliance. The video on ecosystem services has also been recorded, while first drafts of the supporting documents for ecosystem services as well as participatory monitoring and evaluation have been created, pending review and conversion into an online training module. We hope to complete the filming before the end of September 2025 in line with the project timeline. Once the audio-visual toolkits are finalized and published, we will be on track to disseminate the materials through the Ethical Conservation Alliance website and other relevant channels of communication and publication by the March 2026 project timeline. A draft of the audio-visual toolkit material is available in Annex 4.

Activity 2.1

Activity 2.1 is on track to be successfully completed in line with the planned project timeframe. Applications for becoming trainers were invited through online application forms (see Annex 4) which were disseminated through the Ethical Conservation Alliance, Snow Leopard Network, and through some of our conservation partners such as the Whitley Fund for Nature in July 2024 (for the first workshop in Kyrgyzstan, conducted in September 2024), December 2024 (for the second workshop Mongolia, conducted in February 2025), and finally, January 2025 (for the third workshop in Nepal, conducted in March 2025). It generated considerable interest, and 132 applications from senior conservation practitioners were received from 31 countries. From these, selections were made based on their experience and role, gender and social inclusion, and wide country representation.

Activity 2.2

Activity 2.2 has been successfully completed in line with the planned project timeframe. Nine participants (4 men and 5 women) from 7 countries were invited for the training-of-trainers workshop held in Issyk-Kul, Kyrgyzstan from September 12-15, 2024; among them, 7 participants from snow leopard range countries were supported through this project, while the Whitley Fund for Nature also supported two Whitley Awards Alumni (one each from Mongolia and Indonesia) to participate. The training workshop, delivered by our senior staff, was attended by the UK Ambassador to Kyrgyzstan, Excellency Nicholas Bowler who addressed the participants and presented them with certificates of completion. Trainees were from India, Uzbekistan, Bhutan, Mongolia, Kyrgyzstan, UK, and Indonesia. The trainees included two of our Conservation Scientists who joined our team recently. Each of them, one conservation biologist and the other a social scientist, have since supported our senior staff in delivering subsequent training-of-trainers (one each in Mongolia and Nepal).

Similarly, eight participants (2 men and 6 women) from 6 countries participated in the second training-of-trainers held in Mongolia's Hustai National Park from February 3-7 2025. In addition to the trainees, British ambassador to Mongolia, Excellency Fiona Blythe, attended the

workshop for half a day and shared insight where she remarked, “Just as snow leopards have no borders, it is amazing that we have representatives from so many different and important countries in this conservation effort.” Participants in the Mongolia workshop included senior conservationists from Kyrgyzstan, Tajikistan, Pakistan, Iraq’s autonomous Kurdistan region (self-funded), Nepal, and Afghanistan, whose conservation efforts in their home countries focus on snow leopards (*Panthera uncia*), Persian leopards (*Panthera pardus tulliana*), brown bears (*Ursus arctos*), and ungulates such as the Bukhara deer (*Cervus hanglu bactrianus*) and markhor (*Capra falconeri*).

The third training-of-trainers workshop was held in Kathmandu, Nepal from April 4-8, 2025, with 8 participants (4 men and 4 women) from 5 countries- India, Nepal, Sri Lanka, Iran and Kazakhstan (attendance by the participant from Iran was self-funded while the one from Sri Lanka was funded by the Whitley Fund for Nature). The British Ambassador, Excellency Rob Fenn, joined us to hand out the certificates of participation to the trainees, and participated in a full workshop session.

We surpassed our goal of training 15 senior conservationists from snow leopard range countries. In total, we were able to train 25 senior conservationists from 15 countries as trainers, of whom 19 were from snow leopard range countries. Conservationists hailed from Afghanistan, Bhutan, India, Indonesia, Iran, Iraq, Kazakhstan, Kyrgyzstan, Mongolia, Nepal, Pakistan, Sri Lanka, Tajikistan, UK and Uzbekistan.

Photographs from each training, a sample trainee certificate, and a list of participants is available and linked in Annex 4.

Activities 3.1, 3.2, 3.3, 3.4, 3.5:

All activities under Output 3 are on track for the planned timeline. We are now supporting the trainees in delivering PARTNERS Principles workshops to other practitioners in their countries and regions. Two such workshops have already been conducted by our trainees. One of our Mongolian participants from the first Issyk-kul (Kyrgyzstan) training has conducted a workshop on PARTNERS Principles for 19 students (5 men, 13 women) of the National University of Mongolia, and she’s in discussion with the university to have PARTNERS Principles integrated into their conservation biology course. Another training workshop by our Kyrgyz participant from the Issyk-kul training was recently held in Bishkek for 18 academic staff members from 14 universities across Kyrgyzstan (5 men 13 women). We are in the process of reviewing and selecting the other workshops to be held by our trainees and funded under this project.

We have also opened a call for applications to our successful trainees for three small grants for community-embedded conservation initiatives in snow leopard range countries to be funded under this project. The grant opportunity is open to the pool of our 25 training-of-trainers workshop participants and will provide the selected candidates an opportunity to apply their learnings from the training workshops for real-world conservation. We expect these grants to be awarded beginning in the summer of 2025.

We will establish and maintain an open medium of shared communication for trainee discussion of challenges and solutions - and SLT support thereof - in line with the project workplan.

Links to the application forms for Small Grant Awards and Training Support, as well as lists of training participants in the trainings described are included in Annex 4.

Activities 4.1, 4.2:

Activities 4.1 and 4.2 are on track to be completed in line with the planned time frame. In addition to the important work in expanding the reach of PARTNERS Principles training, under this project, we are developing a session for government officials for the 9th Global Snow Leopard and Ecosystem Protection Program (GSLEP) Steering Committee Meeting, scheduled

on 5th and 6th of June, 2025, on identifying gaps and opportunities to build capacity within the government towards engaging communities ethically and responsibly for nature conservation. During the session we will share updates and lessons from the training programs and seek inputs towards developing policy advisory(ies) linking livelihoods, sustainable economies, conflict management, ecosystem services, and participatory monitoring and evaluation. The GSLEP Steering Committee Meetings are attended by Ministers, senior bureaucrats, and other representatives from the 12 snow leopard range countries to guide implementation, review progress, and maintain a strong commitment to the 2013 Bishkek Declaration for Snow Leopard Conservation that these countries had jointly issued. Although our planned activities are on schedule, we will be unable to complete and present the planned policy briefs to the Governments, since the Steering Committee Meeting of the GSLEP program has been moved up to the first half of the year unlike October in most other years. The advisories will be ready by the time of our next reporting cycle, and their dissemination will be planned either at the IUCN World Conservation Congress in Abu Dhabi or the subsequent GSLEP steering committee meeting in 2026.

A provisional agenda for the upcoming GSLEP Steering Committee Meeting is available in Annex 4.

3.2 Progress towards project Outputs

Output 1: Audio-visual training toolkit is strengthened by adding four thematic resources covering various aspects of livelihoods and sustainable economies, conflict management, ecosystem services and participatory monitoring and evaluation.

As discussed above, we are on track to finalize and publish the audiovisual toolkit by September 30, 2025, and following that publication, we expect the toolkit will be accessible and accessed at least 100 times by the March 31, 2026 target date. We will track the download record for evidence of this indicator.

Output 2: 15 Senior conservationists from snow leopard range countries are trained as trainers to provide training on the PARTNERS Principles for ethical and effective community and livelihood engagement.

We have exceeded our target, as 25 senior conservationists have received training to conduct PARTNERS Principles trainings, including 12 women and 7 men from snow leopard range countries. As discussed above, some of our trainees have already started delivering training programs, well before the timeline, and we expect others to begin by the summer of 2025 and will meet or exceed the minimum target of 4 further trainings by September 2025. Fatima Mannapbekova from Uzbekistan shared her experience of the training on the ECA website in an article titled 'Impressions from ECA's Community Engagement Training-of-Trainers'. Indigenous leader from India Tanzin Thinley, who was trained as a trainer prior to this project and subsequently supported a later training, wrote about his experience on the ECA website in 'Community-Engagement Training delivered by Indigenous leader'. These articles are available in Table 2 of Annex 3.

Output 3: Frontline conservationists from multiple countries are trained and supported in ethically co-creating projects for conservation, livelihood improvement and wildlife conflict management.

Three trainings have been conducted by the trained trainers, and the project PI and co-PI in Mongolia, Kyrgyzstan and India respectively, reaching 52 conservation practitioners (31 women and 21 men). Based on our communication with the trained trainers, we expect to meet the target of at least 85 conservation practitioners receiving training from trained trainers by 31-March, 2026.

The call for applications has already been issued to the 25 trained trainers, and we expect to close the applications soon and begin the process of review and final selection. We expect to start supporting three community-embedded conservation projects over the next few weeks, and for them to be completed by the March 31, 2026

project timeframe. We will maintain communication with the selected applicants to determine if conservation contracts (i.e., formal agreements with community representatives of mutual commitment to conservation goals) have been drafted or signed.

We will send out a post-training survey to participants to determine if at least 50% of them are applying new knowledge or capabilities by 31-March, 2026. A platform has been set up for trainees to request 'solve-my-problem' sessions (<https://www.ethicalconservation.org/contact/>).

Output 4: Policy advisories on participatory monitoring and evaluation, valuation of provisional ecosystem services, sustainable economies and entrepreneurship, and management of wildlife damage conflicts developed and shared with conservation practitioners and governments.

Policy advisories and guidance documents (including videos and reading material) addressing ethical and respectful community engagement for conservation, in line with the four key themes will be prepared as a follow up to the training material and videos. In the upcoming GSLEP Steering Committee meeting in June 2025, a discussion session with at least 9 Environment Ministers and/or their representatives will be used to identify the specific needs towards building capacity among government officials for ethical nature conservation practices. Policy advisories will be presented to the Governments at a later event or the GSLEP Steering Committee meeting of 2026.

3.3 Progress towards the project Outcome

Outcome: Enhance the knowledge and capacity of conservation practitioners from 9 snow leopard countries in engaging effectively and ethically with local and indigenous communities for conservation and livelihood improvement.

We are on track to achieve the designed project outcome and meet the underlying indicators. At the upcoming GSLEP Steering Committee Meeting, we confidently expect to enhance the awareness and understanding of government representatives from 9 snow leopard range countries on ethical conservation practices. Additionally, we have already trained 25 conservationists as trainers, including representatives from 9 snow leopard range countries.

Outcome indicator 0.1: By 31-March 2026, Government representatives from 9 snow leopard range countries have enhanced awareness and understanding of ethical conservation practices (baseline = 0)

In collaboration with the Ethical Conservation Alliance, we organized a dedicated session on ethical nature conservation and leveraging it for countries to achieve the Kunming Montreal Global Biodiversity Framework through Other Effective Conservation Measures at the Convention for Biological Diversity Conference of Parties in Colombia. This saw participation from government officials from Bhutan, Kyrgyzstan, Tajikistan and Pakistan. Additionally, an official of the Nature Conservation Division of the Department of Forests and Park Services of the Government of Bhutan attended our training-of-trainers workshop, and is finalizing plans to organize training for frontline rangers in his country.

Outcome indicator 0.2: By 31-March 2026, at least 15 conservation organisations within the 9 snow leopard range countries have one or more personnel trained in the PARTNERS Principles (baseline = 0)

To date, 18 conservation organizations from 10 snow leopard range countries (Afghanistan, Bhutan, India, Kazakhstan, Kyrgyzstan, Mongolia, Nepal, Pakistan, Tajikistan, and Uzbekistan) have one or more personnel trained as trainers in the PARTNERS Principles through this project. The organizations include: Association for the Conservation of Biodiversity (Kazakhstan), Bek-Tosot Community-Based Conservancy Kyrgyzstan, Government Degree College Kargil (India), Ilbirs Foundation (Kyrgyzstan), Initiative for Conservation and Sustainable Development (Mongolia),

Institute of Forestry Pokhara (Nepal), It's all Folk (India), Karakoram International University (Pakistan), Nature Conservation Division (Bhutan), Nature Conservation Foundation (India), Rupani Foundation (Afghanistan), Small Mammals Conservation and Research Foundation (Nepal), Snow Leopard Conservation Foundation (Mongolia), Snow Leopard Foundation in Kyrgyzstan, Tajikistan Nature Foundation, Teka Nepal, Upper Karnali Landscape Initiatives (Nepal) and Wildlife Conservation Society (Mongolia). The project is on track to meet this outcome indicator by 31-March 2026.

3.4 Monitoring of assumptions

Assumption 1: Participants are motivated and in a position to take forward community-based conservation and training activities with peers.

Comments: We have found that on average, our training participants are highly motivated and aligned with the designed outcome for the trainings. This is partly due to the self-selection of participants, but we believe it also reflects the benefits of the workshops for the trainees and the downstream effects of their training.

Assumption 2: All trainees have a working knowledge of English, Nepali, Russian, Hindi, or Urdu that our training staff are collectively proficient or familiar with.

Comments: All trainees have had the requisite language skills.

Assumption 3: Conservationists are available and have time for the training sessions.

Comments: As evidenced by the robust interest reflected in the number of applications we received; the level of participation in the three trainings that have been held to-date; their continued interactions with us over email, messengers and other means, and the fact that eight since applied for and were selected as members of the Ethical Conservation Alliance shows both enthusiasm as well as the time that participants are devoting towards this initiative.

Assumption 4: At least 3 trained conservationists (including at least 1 woman) will be ready to initiate community-based conservation project with local communities.

Comments: Our call for applications is out and we have already received three project proposals. We can provide more concrete substantiation of this assumption once the initiatives are selected, planned, and executed.

Assumption 5: Environment Ministers or their representatives from at least 9 snow leopard range countries are able to attend the annual inter-governmental Steering Committee Meetings for GSLEP.

Comments: We expect Ministers and their representatives from most snow leopard range countries to attend the upcoming Steering Committee Meeting in June 2025. To-date, we have received confirmation of attendance by representative officials from six of these countries: Afghanistan, Kyrgyzstan, Nepal, Pakistan, Tajikistan, and Uzbekistan and we expect several others to confirm their participation. However, there are ongoing geopolitical frictions in South Asia, and if these escalate, we might need to postpone the meeting dates.

3.5 Achievement of positive impact on biodiversity and multidimensional poverty reduction

The project design planned to expand the reach of the PARTNERS Principles by training 15 senior conservationists, who will then train at least 85 additional frontline conservationists. We have exceeded the expected number of senior conservationist trainees (25), and we expect this might also expand the number of frontline conservationists reached by future trainings conducted by these senior conservationist trainees. Through a ripple effect, the impact of expanded capacity of ethical conservation will continue to grow, and self-perpetuate. Many of

our trainees have also successfully applied and become members of the Ethical Conservation Alliance, which will create further synergies for conservation worldwide.

In addition to the expanded capacity for ethical conservation represented by these trainees (and their trainees), we plan to directly support (financially and logistically) at least three new community-embedded conservation initiatives, that will each be expected to reach between 30-100 households for a total of at least 150 households. Through the toolkits we are developing, which include conflict management and sustainable economies, we expect conservationists from snow leopard range countries, and worldwide through the Ethical Conservation Alliance, to benefit in implementing bespoke conservation and livelihood initiatives. Finally, through the intergovernmental GSLEP platform, we hope that the sensitization of Ministers and bureaucrats through in-person sessions and policy advisories will enhance their interest and ability to support stronger community-embedded initiatives in their countries through policy and funding.

4. Project support to the Conventions, Treaties or Agreements

The project is being delivered in close partnership with GSLEP, allowing engagement of governments, including ministers and senior officials from across the 12 snow leopard range countries. This allows an opportunity to scale up successfully implemented plans and develop policy advisories which can then be imbibed in national policies. For instance, in the Samarkand Resolution 2024 of the GSLEP program, endorsed by snow leopard range countries, governments agreed to explore means to improve community-focused conservation approaches and foster ecological connectivity. Although at its early stage, the need and opportunity to improve capacity of conservationists and officials in ethical nature conservation has already been recommended in the NBSAP in one country (Kyrgyzstan), and will be discussed in the upcoming Steering Committee Meeting in June 2025. Additionally, a dedicated session on ethical nature conservation and leveraging it for countries to achieve the Kunming Montreal Global Biodiversity Framework through Other Effective Conservation Measures was organized at the Convention for Biological Diversity Conference of Parties in Colombia.

5. Gender Equality and Social Inclusion (GESI)

GESI Scale	Description	Put X where you think your project is on the scale
Not yet sensitive	The GESI context may have been considered but the project isn't quite meeting the requirements of a 'sensitive' approach	
Sensitive	The GESI context has been considered and project activities take this into account in their design and implementation. The project addresses basic needs and vulnerabilities of women and marginalised groups and the project will not contribute to or create further inequalities.	
Empowering	The project has all the characteristics of a 'sensitive' approach whilst also increasing equal access to assets, resources and capabilities for women and marginalised groups	X
Transformative	The project has all the characteristics of an 'empowering' approach whilst also addressing unequal power relationships and seeking institutional and societal change	

We rate the project in its current state as gender empowering. The participants in our PARTNERS Principles training-of-trainers included 15 women, including 12 women from snow

leopard range countries (this exceeded our initial target). The participants for each workshop were carefully selected to ensure gender representation from across the snow leopard range countries. The workshops included a detailed session on gender sensitivity and inclusion, where gender roles in conservation were highlighted through discussions and activities. This provided participants with the opportunity to discuss gender-related issues they have faced in their conservation careers. This was well received by participants. We received positive post-workshop participant feedback particularly on the inclusive and safe environment created by the trainers to enable discussion on sensitive issues. Our training-of-trainers participants included six Indigenous community members, 3 of whom were women.

The training workshops have set the foundation for implementing the rest of the project in a GESI empowering manner. The workshop participants are now in the process of delivering their own training workshops (Output 3). The new trainers will be reaching a wide range of groups in numerous countries across the snow leopard range and beyond. This will include women, Indigenous community members and those from marginalized groups. When reviewing and selecting the grant applications for the 3 projects to support livelihood improvement and/or wildlife conflict management, GESI considerations will form an important set of criteria that the applicants are reviewed against. This will ensure that the selected projects work towards increasing equal access to assets, resources and capabilities for women and marginalized groups.

6. Monitoring and evaluation

The project's M&E is the responsibility of SLT. The project has been closely monitored and evaluated through a series of internal systems and processes designed to ensure efficiency and effectiveness. An M&E tracker has been developed by our M&E Specialist to record progress against the SMART indicators, quarterly meetings with the whole project team have been held to provide updates on the activities completed for each indicator and identify steps needed to meet the Outcomes.

A mix of qualitative and quantitative success indicators are being used. For Output 2, a database of workshop participants has been developed which lists information about their nationality, gender and whether they have conducted any further training workshops. This allows us to quantify the number of people (disaggregated by gender) reached by our trainers. Certificates were given to each workshop participant as a record of their attendance and a feedback survey conducted. The survey obtained feedback from the participants as to whether the workshop had improved their capability and capacity in ethical engagement with communities for conservation. 92% of participants felt that the agenda and activities were highly effective or effective whereas 8% felt that it was quite effective. Participants commented positively on the safe atmosphere and inclusive nature of the workshop with one reporting “[the workshop] provided a very conducive environment for reflection, building perspective and gathering collective knowledge. It helped me tremendously to understand my own thoughts on several issues.”

Eleven participants reported that they felt more confident in being able to address issues pertaining to community engagement after attending the workshop.

The trainee feedback was used to improve the subsequent workshops. Based on feedback from the first workshop in Kyrgyzstan, the gender inclusion session was strengthened and an activity was added to the agenda to help highlight how genders differ in their ability to access conservation programs and resources. We also made minor changes to the agenda during each workshop to allow for more time to discuss issues and/or topics that arose directly from the participants, and used mood-meters at the end of each day to evaluate participant enthusiasm and understand the topics that they deemed important. A summary report based on the feedback form is available in the attachments to this report.

7. Lessons learnt

Overall, we are satisfied with the progress and results of the project to-date. We collected feedback from workshop participants after each of the three training-of-trainers workshops held in the first year of the project, which worked well to inform our training workshops both during this project and in the future. One consistent piece of feedback was the value in holding the trainings outdoors or near nature. We were able to hold two of the three trainings (Issyk Kul, Kyrgyzstan and Hustai, Mongolia) completely in natural surroundings and outdoors, and the third in Kathmandu, Nepal, partially outdoors. We would strongly recommend this spatial connection to nature and the outdoors for anyone undertaking similar projects. At this point, have no plans to change the project design or submit a change request moving forward.

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

Not applicable at this time.

9. Risk Management

We have not faced any new risks or challenges in the first year of the project, and accordingly the project design remains the same. However, since the GSLEP Steering Committee Meeting has moved up by a few months into June 2025 based on the convenience of Government partners, the dissemination of the policy advisories may either be planned during the upcoming IUCN World Conservation Congress in Abu Dhabi, or the Steering Committee meeting of the GSLEP program in 2026. At the same time, we are mindful of the increasing geopolitical hostility in South Asia, which could force us to postpone the Steering Committee meeting.

10. Scalability and durability

Periodic communications have been shared with the contact list of Global Snow Leopard and Ecosystem Protection Program Secretariat, Ethical Conservation Alliance, Snow Leopard Network and Whitley Fund for Nature alumni via emails and their respective newsletters. It has also been publicized via social media through posts that received reasonable engagement. The overwhelming interest in the project is evident in the significant number of applications received, specifically 132, indicating a strong initial attraction for potential adopters. This high demand suggests that the perceived benefits likely outweigh the anticipated costs for many. Furthermore, the continued communication and enthusiasm demonstrated by a majority of trainees points to sustained engagement and satisfaction with the experience, where at least 4 have already conducted follow up workshops, 3 have planned a workshop within the next month. The fact that 8 trainees have subsequently joined the Ethical Conservation Alliance provides evidence of the activity's lasting positive impact and the value adopters place on its principles and outcomes. This affiliation likely offers ongoing benefits such as networking, shared development and ownership of conservation resources, and enhanced credibility, further solidifying the attractiveness of the initial project or activity.

We have aligned incentives for key organizations by actively involving them in the development of project outputs, such as the improvement of the PARTNERS Principles training toolkit and manual. By inviting ECA members to provide inputs into tools like the conflict management toolkit (which has already received contributions from members globally), we foster a sense of ownership and ensure the tools are relevant and practical for diverse contexts. This direct contribution incentivizes initial engagement as organizations see their expertise being valued and incorporated. Ongoing engagement is encouraged through the continued opportunity to shape future toolkits and policy advisories, ensuring the resources remain aligned with their evolving needs and priorities, ultimately enhancing their capacity and impact.

Although it is early in terms of positive policy change, we see great potential in this project. Countries develop National Biodiversity Strategies and Action Plans (NBSAPs) to implement the Convention on Biological Diversity and now the Kunming-Montreal Global Biodiversity Framework. The training's strong resonance with Targets 1, 3, 5, 8, 10, 11, and 20-23 means

its principles and methodologies could be directly incorporated into the activities and strategies outlined in a country's NBSAP. For example, a government revising its NBSAP can adopt the training's approach to participatory management (Target 1) or equitable governance of protected areas (Target 3) as key strategies. For countries working towards Target 3 (protected areas), the training's emphasis on equitable governance, recognition of traditional rights and territories, and sustainable use within protected areas offers a framework for revising management plans to be more inclusive and rights-based. Government agencies responsible for managing protected areas could adopt the training's ethical conflict management approaches (Target 5) to address issues within and around these areas. We hope that the upcoming session at the GSLEP Steering Committee on June 5-6 2025, followed by a systematic revision and update of the National Snow Leopard and Ecosystem Priorities (official government conservation plans for snow leopards) will allow us the opportunity to develop and release policy advisories towards ethical and inclusive nature conservation, participatory monitoring and evaluation, valuation of provisional ecosystem services, sustainable economies and entrepreneurship, and management of wildlife damage conflicts.

It is still early, but it appears that our trainings have been thought provoking and transformational for the participants with one reporting, "I particularly enjoyed listening to the experiences of other participants, as it provided invaluable insights and perspectives that I hadn't considered before. Hearing real-world examples of how others navigate challenges in community-based conservation was both helpful and inspiring. These discussions offered practical solutions and diverse approaches that can be applied to my own work, making the training even more relevant and enriching".

We have observed some trainees who came with interest but some scepticism about the value (and nuances, and, indeed, hard work) of ethical community engagement for conservation. As trainers, we noticed the transformational positive effect on them by the conclusion of the workshops, which is also evident in the feedback received from all participants. All participants expressed desire to conduct further trainings and many have begun planning or delivering them. Where participants are engaging with universities and other learning institutions, this will start to impact the values and knowledge of early career conservationists. This willingness to share their learnings and best practices for ethical conservation will have a ripple effect and we believe will have a large impact on the way in which community conservation is conducted.

We will strategically focus on ensuring the project's lasting impact through two key mechanisms: AV toolkits for perpetual access to knowledge and resources, and training programs to continue building local capacity for continued knowledge dissemination. These efforts will be further reinforced by leveraging the ongoing support and strategic priorities of the Ethical Conservation Alliance and the Snow Leopard Trust, providing institutional anchors for long-term visibility, integration, and sustained impact beyond the project's direct implementation. We are continuing to provide support and mentorship to our trainees.

The toolkits being developed under this project will continue to receive input from ECA members worldwide. The participation of these ECA members in the development of the project toolkits reflects clear progress in the cornerstone principle of the durability and sustainability of project initiatives: growth and empowerment of a worldwide community of conservationists (both within and beyond the ECA) focused on ethical and effective conservation. These toolkits will be accessible to conservation organizations worldwide, and as our cadre of trained trainers conducts their own trainings, the project will create a ripple of impact radiating from each participating conservationist who adopts the principles and incorporates them into their work. This direct contribution incentivizes initial engagement as organizations see their expertise being valued and incorporated. Ongoing engagement is encouraged through the continued opportunity to shape future toolkits and policy advisories, ensuring the resources remain aligned with their evolving needs and priorities, ultimately enhancing their capacity and impact. Drafts of the toolkits and a summary of feedback for the training of trainers workshops are attached as annexures. We are involving ECA members to provide inputs to the toolkits to ensure future ownership, use and dissemination.

The session at the upcoming GSLEP Steering Committee Meeting will offer government officials and other organizations opportunities to provide inputs in the development of policy advisories towards ethical and respectful community engagement for conservation, as well as

guidance on the specific themes of participatory monitoring and evaluation, valuation of provisional ecosystem services, sustainable economies and entrepreneurship, and management of wildlife damage conflicts.

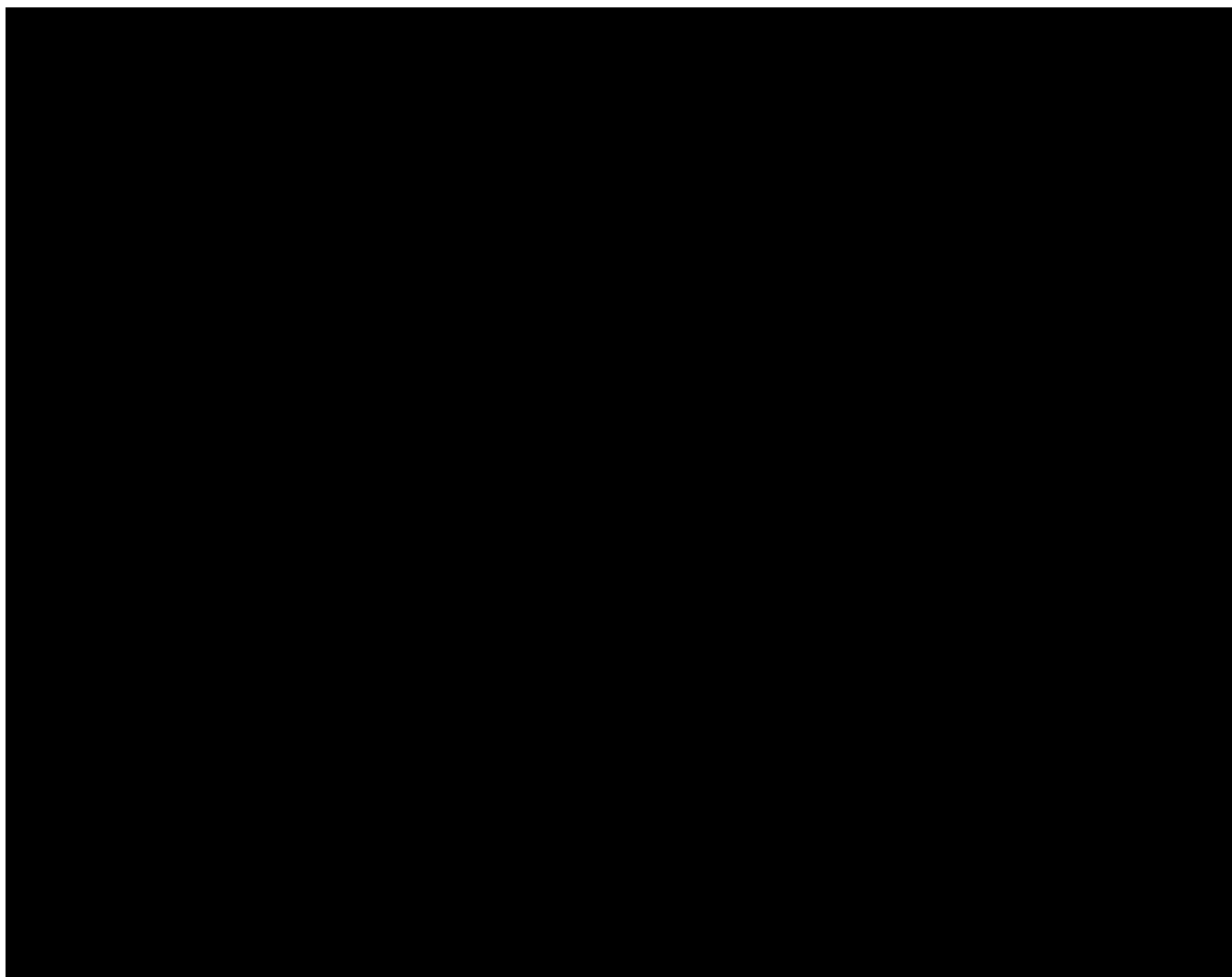
11. Darwin Initiative identity

All training announcements, documents, agendas, and other official documents include the requisite Darwin Initiative branding materials, and acknowledge the Darwin Initiative and/or the UK government for supporting the project. The UK government's support is also recognized by enabling the participation of the respective UK Ambassadors in each of the three countries trainings have been held so far, where we also thanked the Ambassadors formally for the support received from their government.

This project and its funding are recognized as a distinct project supported by the Darwin Initiative, and it is also connected and woven into other, related initiatives such as the Ethical Conservation Alliance and the Global Snow Leopard and Ecosystem Protection Program. This interweaving acts to multiply the reach and benefit of these related initiatives.

Teams from Ethical Conservation Alliance, Snow Leopard Trust and Snow Leopard Network made 35 posts on Instagram and Facebook to share announcements and updates about the training workshops. Cumulatively, these produced 2350 impressions on LinkedIn, 590 views on X, 53,000 views on Facebook and 40,100 views on Instagram. Most of the posts on social media have linked back to Darwin Initiative via their respective social media channels.

12. Safeguarding



13. Project expenditure

Table 1: Project expenditure during the reporting period (1 April 2024 – 31 March 2025)

Project spend (indicative) since last Annual Report	2024/25 Grant (£)	2024/25 Total Darwin Initiative Costs (£)	Variance %	Comments (please explain significant variances)
Staff costs (see below)				
Consultancy costs				
Overhead Costs				
Travel and subsistence				
Operating Costs				
Capital items (see below)				
Others (see below)				
TOTAL	£107,886	£107,886		

Table 2: Project mobilised or matched funding during the reporting period (1 April 2024 – 31 March 2025)

	Secured to date	Expected by end of project	Sources
Matched funding leveraged by the partners to deliver the project (£)			The International Snow Leopard Trust, Whitley Fund for Nature, United Kingdom Department for Environment, Food & Rural Affairs (International Wildlife Trade Challenge)

			Fund), Private Foundation
Total additional finance mobilised for new activities occurring outside of the project, building on evidence, best practices and the project (£)			Fred Foundation, Private Foundation

14. Other comments on progress not covered elsewhere

None at this time.

15. OPTIONAL: Outstanding achievements or progress of your project so far (300-400 words maximum). This section may be used for publicity purposes.

I agree for the Biodiversity Challenge Funds to edit and use the following for various promotional purposes (please leave this line in to indicate your agreement to use any material you provide here).

In this section you have the chance to let us know about outstanding achievements for your project or significant strides towards attaining a particular goal so far that you consider worth sharing with the wider BCFs community.

We are highly encouraged by several early project developments. Our trainees are working to potentially integrate training materials and content used in this project with formal university courses. We also expect to see contributions to poverty alleviation and gender inclusion, as well as the integration of our policy advisories into national and international policy.

We are also excited by the volume of interest in the project from prospective trainees, having received 132 applications from around the world, including applicants from 20 countries not in the snow leopard range.

Please see the photo galleries included in Annex 4.

File Type (Image / Video / Graphic)	File Name or File Location	Caption including description, country and credit	Social media accounts and websites to be tagged (leave blank if none)	Consent of subjects received (delete as necessary)
				Yes / No
				Yes / No
				Yes / No
				Yes / No
				Yes / No

• **Annex 1: Report of progress and achievements against Indicators of Success for Financial Year 2024-2025**

Project summary	Progress and Achievements April 2024 - March 2025	Actions required/planned for next period
Outcome Enhance the knowledge and capacity of conservation practitioners from 9 snow leopard range countries in engaging effectively and ethically with local and indigenous communities for conservation and livelihood improvement.		
<p>Outcome indicator 0.1</p> <p>By 31-March 2026, Government representatives from 9 snow leopard range countries have enhanced awareness and understanding of ethical conservation practices (baseline = 0) [Standard Indicator DI-A07]</p>	<p>We will have the materials ready to be presented to government representatives of snow leopard range countries either at the IUCN World Congress or the next GSLEP Steering Committee meeting in 2026. However, a session on ethical conservation practices towards developing policy advisories and guidance will be organized in the upcoming meeting on 5-6 June, 2025. At the Convention for Biological Diversity Conference of Parties in Colombia, we collaborated with the Ethical Conservation Alliance to organize a dedicated session. Government officials from Bhutan, Tajikistan, Kyrgyzstan and Pakistan attended the session focused on ethical nature conservation and its potential for countries to achieve the Kunming-Montreal Global Biodiversity Framework through Other Effective Area-based Conservation Measures (OECMs). Additionally, one government official from Bhutan has participated in the training as trainers' workshop.</p>	<p>Host presentation on ethical conservation practices at the upcoming GSLEP Steering Committee Meeting</p>
<p>Outcome indicator 0.2</p> <p>By 31-March 2026, at least 15 conservation organisations within the 9 snow leopard range countries have one or more personnel trained in the PARTNERS Principles (baseline = 0) [Standard Indicator DI-A07]</p>	<p>19 conservationists from 18 organizations including 12 women representing 10 snow leopard range countries have participated in training-of-trainers workshop. Additionally, 6 conservationists from 5 different organizations were supported through funding by partners outside the project budget.</p>	<p>Support trainings and workshops held by trainers trained in the first year of the project.</p>
Output 1 Audiovisual training toolkit is strengthened by adding four thematic resources covering various aspects of livelihoods, sustainable economies, conflict management, and monitoring and evaluation.		
<p>Output indicator 1.1</p> <p>By 30-September, 2025, Audiovisual training resources on four topics (participatory monitoring and evaluation, economic and non-economic valuation of provisional ecosystem services, sustainable economies and entrepreneurship among local and indigenous communities, and management of wildlife damage conflicts) developed and endorsed by the Ethical Conservation Alliance (baseline = 0) [Core Indicator DI-C01]</p>	<p>Training videos on conflict management have been filmed and are currently being edited. The draft supporting document is undergoing a review and getting contributions from the members of the Ethical Conservation Alliance, including Indigenous leaders and conservation practitioners from around the world. The video on ecosystem services has also been recorded, while first drafts of the supporting</p>	<p>Finalize the underlying supporting documents for the A/V resources</p> <p>Finalize filming and editing of A/V resources</p>

	documents for ecosystem services as well as participatory monitoring and evaluation have been created.	Publication and dissemination of A/V resources through ECA website and network
Output indicator 1.2 By 31-March 2026, Audiovisual tools accessed via the Ethical Conservation Alliance website at least 100 times (baseline = 0) [Standard Indicator DI-C11]	Once completed, we will publish the A/V materials on the website and monitor website traffic.	Publication and dissemination of A/V resources through ECA website and network Monitoring website traffic and instances of access to the A/V resources
Output 2. 15 Senior conservationists from snow leopard range countries are trained as trainers to provide training on the PARTNERS Principles for ethical and effective community and livelihood engagement.		
Output indicator 2.1. By 30-April, 2025, at least 15 senior conservationists (at least 7 women) from 9 of the snow leopard range countries complete the week-long training as trainers (baseline = 0 conservationists and 0 countries) . [Core Indicator DI-A01]	19 senior conservationists (including 12 women) from 10 snow leopard range countries (and six non-range countries including 3 women) have completed the trainer's training workshops held in three countries.	Although this portion is complete, we will support this trainees as they go out to hold their own trainings Ongoing support through follow-up interactions
Output indicator 2.2. By 30-April, 2025, 15 conservation practitioners from 9 snow leopard range countries, including at least 7 women, have improved capability and capacity as a result of the project (baseline = 0) [Core Indicator DI-A03]	19 senior conservationists (including 12 women) from 10 snow leopard range countries (and six from non-range countries including 3 women) have attended the trainer's training workshop , which we understand to have improved their capability and capacity.	Ongoing support through follow-up interactions Some may also receive financial support if their application is accepted under either Activities 3.1 and 3.2
Output indicator 2.3 By 30-September, 2025, At least 4 trained trainers (including at least one woman) have delivered further training by the end of the project (baseline = 0) [Core Indicator DI-A05]	We have received 6 applications for support for further trainings out of which 3 have already been delivered (1 in Mongolia led by two women trainers, and 1 in Kyrgyzstan led by 1 woman and a man trainer, and 1 in India led by project PI and co-PI). We are in the process of reviewing and approving support for the other three.	Finalize review of applications for further training support Provide logistical, financial, and substantive support for these trainings
Output 3. Frontline conservationists from multiple countries are trained and supported in ethically co-creating projects for conservation, livelihood improvement and wildlife conflict management.		
Output indicator 3.1. By 31-March, 2026, At least 85 conservation practitioners (at least 30 women) from 4 to 9 countries receive training from the trained trainers (baseline = 0 practitioners and 0 countries) [Core Indicator DI-A01]	So far 52 practitioners (including 32 women) have already received training. This includes 15 (including 12 women) in Mongolia, 18 (including 13 women) in Kyrgyzstan, and 19 (including 6 women) in India.	Finalize review of applications for further training support Provide logistical, financial, and substantive support for these trainings

<p>Output indicator 3.2.</p> <p>By 31-March, 2026, at least 3 communities have new/improved plans for livelihood or wildlife conflict management [Core Indicator DI-B04]</p>	<p>We have received and are processing applications for financial and technical support for conversation programs in any snow leopard range country.</p>	<p>Review, finalize, offer, and support award of funding for conservation initiatives</p>
<p>Output indicator 3.3</p> <p>By 31-March, 2026, at least 50% of the trained conservationists report that they are applying new knowledge or capabilities 6 or more months after training (baseline = 0) [Core Indicator DI-A04]</p>	<p>It is too close to the original training workshops to get these retrospective perspectives, therefore we will distribute and analyse surveys of the trained conservationist's knowledge and capabilities within the next year.</p>	<p>Distribute and analyse survey from trained conservationists six months from their training date</p>
<p>Output indicator 3.4</p> <p>By 31-March 2026, a 'solve-my-problem' platform is set up and at least three sessions held with trainees in need of guidance with their community-based work. (baseline = 0) [Custom Indicator]</p>	<p>Based on the needs expressed by our trainees, two in-person Help Solve My sessions have been organized so far, focused on (i) conflict management involving large carnivores , and (ii) how does a conservationist decide the balance between conservation vs development.</p>	<p>Establish formal forum or platform of ongoing support for trainees</p>
<p>Output 4. Policy advisories on participatory monitoring and evaluation, valuation of provisional ecosystem services, sustainable economies and entrepreneurship, and management of wildlife damage conflicts developed and shared with conservation practitioners and governments.</p>		
<p>Output indicator 4.1.</p> <p>By 31-March, 2026 four policy advisories (participatory monitoring and evaluation, economic and non-economic valuation of provisional ecosystem services, sustainable economies and entrepreneurship among local and indigenous communities, and management of wildlife damage conflicts) developed, reviewed and endorsed by the GSLEP Steering Committee (baseline = 0) [Core Indicator DI-C01]</p>	<p>We are in process of developing policy advisories.</p>	<p>Present policy advisories for endorsement at the upcoming GSLEP Steering Committee Meeting</p>
<p>Output indicator 4.2.</p> <p>By 31-March, 2026 at least 9 Environment Ministers and/or their representatives attend the Inter-governmental GSLEP Steering Committee meeting (baseline = 0) [DI-C14]</p>	<p>We have formally invited all snow leopard range countries to attend through representatives and expect at least 10 countries to attend.</p>	<p>Hosting GSLEP Steering Committee Meeting and inviting all range countries to attend</p>
<p>Output indicator 4.3</p> <p>By 31-March, 2026, all policy documents are translated into at least 3 languages (Russian, Mongolian, Nepali) and provided to the range country governments for further dissemination. (baseline = 0) [Custom Indicator]</p>	<p>Our team will translate all policy documents into Russian, Mongolian, and Nepali for provision to and dissemination by range country governments.</p>	<p>Translate all policy documents into Russian, Mongolian and Nepali</p>

• **Annex 2: Project's full current Indicators of Success as presented in the application form (unless changes have been agreed)**

Project summary	SMART Indicators	Means of verification
Outcome: Enhance the knowledge and capacity of conservation practitioners from 9 snow leopard range countries in engaging effectively and ethically with local and indigenous communities for conservation and livelihood improvement.	<p>By 31-March 2026, Government representatives from 9 snow leopard range countries have enhanced awareness and understanding of ethical conservation practices (baseline = 0) [Standard Indicator DI-A07]</p> <p>By 31-March 2026, at least 15 conservation organisations within the 9 snow leopard range countries have one or more personnel trained in the PARTNERS Principles (baseline = 0) [Standard Indicator DI-A07]</p>	<p>Copies of communications with and between government agencies regarding dissemination of policy advisories</p> <p>Minutes and documents produced at GSLEP Steering Committee Meeting</p> <p>List of GSLEP Steering Committee Government representatives and their nationalities</p> <p>List of audiovisual resources and policy advisories produced and the latter translated in state languages from multiple snow leopard range countries</p> <p>List of training participants with their nationalities and organisations</p>
Output 1 Audiovisual training toolkit is strengthened by adding four thematic resources covering various aspects of livelihoods, sustainable economies, conflict management, and monitoring and evaluation.	<p>By 30-September, 2025, Audiovisual training resources on four topics (participatory monitoring and evaluation, economic and non-economic valuation of provisional ecosystem services, sustainable economies and entrepreneurship among local and indigenous communities, and management of wildlife damage conflicts) developed and endorsed by the Ethical Conservation Alliance (baseline = 0) [Core Indicator DI-C01]</p> <p>By 31-March 2026, Audiovisual tools accessed via the Ethical Conservation Alliance website at least 100 times (baseline = 0) [Standard Indicator DI-C11]</p>	<p>Copies of the audiovisual resources posted on the Ethical Conservation Alliance website</p> <p>Website visitation metrics</p>
Output 2 15 Senior conservationists from snow leopard range countries are trained as trainers to provide training on the PARTNERS Principles for ethical and effective community and livelihood engagement.	<p>By 30-April, 2025, at least 15 senior conservationists (at least 7 women) from 9 of the snow leopard range countries complete the week-long training as trainers (baseline = 0 conservationists and 0 countries) . [Core Indicator DI-A01]</p> <p>By 30-April, 2025, 15 conservation practitioners from 9 snow leopard range countries, including at least 7 women, have improved capability and capacity as a result of the project (baseline = 0) [Core Indicator DI-A03]</p>	<p>List of training participants and their nationalities</p> <p>Certificates issued by the ECA committee to the trainers</p> <p>Post-training survey responses</p>

	By 30-September, 2025, At least 4 trained trainers (including at least one woman) have delivered further training by the end of the project (baseline = 0) [Core Indicator DI-A05]	
Output 3 Frontline conservationists from multiple countries are trained and supported in ethically co-creating projects for conservation, livelihood improvement and wildlife conflict management.	By 31-March, 2026, At least 85 conservation practitioners (at least 30 women) from 4 to 9 countries receive training from the trained trainers (baseline = 0 practitioners and 0 countries) [Core Indicator DI-A01] By 31-March, 2026, at least 3 communities have new/improved plans for livelihood or wildlife conflict management [Core Indicator DI-B04] By 31-March, 2026, at least 50% of the trained conservationists report that they are applying new knowledge or capabilities 6 or more months after training (baseline = 0) [Core Indicator DI-A04] By 31-March 2026, a 'solve-my-problem' platform is set up and at least three sessions held with trainees in need of guidance with their community-based work. (baseline = 0) [Custom Indicator]	List of participants in each country-specific training Certificates issued by the ECA committee, co-signed by the trainers and host organisations/institutions Risk and feasibility assessments for community-based conservation initiatives Post-training survey responses Conservation Contracts drafted or signed with 3 communities
Output 4 Policy advisories on participatory monitoring and evaluation, valuation of provisional ecosystem services, sustainable economies and entrepreneurship, and management of wildlife damage conflicts developed and shared with conservation practitioners and governments.	By 31-March, 2026 four policy advisories (participatory monitoring and evaluation, economic and non-economic valuation of provisional ecosystem services, sustainable economies and entrepreneurship among local and indigenous communities, and management of wildlife damage conflicts) developed, reviewed and endorsed by the GSLEP Steering Committee (baseline = 0) [Core Indicator DI-C01] By 31-March, 2026 at least 9 Environment Ministers and/or their representatives attend the Inter-governmental GSLEP Steering Committee meeting (baseline = 0) [DI-C14] By 31-March, 2026, all policy documents are translated into at least 3 languages (Russian, Mongolian, Nepali)	Official communication from range countries governments disseminating advisories within the country and various divisions Copies of policy advisories Minutes of meeting, Resolution, and report of the GSLEP Steering Committee Translated copies of the policy advisories available on the GSLEP website List of GSLEP Steering Committee meeting attendees and their roles/nationalities

	and provided to the range country governments for further dissemination. (baseline = 0) [Custom Indicator]	
Activities <p>1.1 Prepare, review and revise the audiovisual resources for the four themes</p> <p>1.2 Upload the resources on publicly accessible website of the Ethical Conservation Alliance and share information about it via ECA newsletter and social media handles for wide dissemination</p> <p>2.1 Conduct a survey to identify participants to be potentially trained as trainers to deliver the PARTNERS Principles' training.</p> <p>2.2 Organise training of trainers in 3 countries (Kyrgyzstan, Nepal and Mongolia) to facilitate maximum participation from the snow leopard range countries</p> <p>2.3 Maintain contact by organising follow-up interactions, and supporting further trainings in person</p> <p>3.1 Identify organisations to host the in-country training for frontline conservationists</p> <p>3.2 Provide support to the trained trainers to deliver PARTNERS Principles' training to the participants</p> <p>3.3 Organise in-person and virtual trainings.</p> <p>3.4 Identify three conservation programs based on risk and feasibility assessment in any of the nine range countries (Bhutan, India, Nepal, Pakistan, Kyrgyzstan, Kazakhstan, Tajikistan, Mongolia and Uzbekistan) to be supported financially and technically to initiate a community-based conservation program</p> <p>3.5 Provide and maintain a "help solve my problem" hotline for trainees to discuss any roadblocks or challenges in community engagement</p> <p>4.1 Collaboratively write, review and produce policy advisories to be endorsed and released at the Inter-governmental Steering Committee Meetings.</p> <p>4.2 Organise dedicated sessions at the Inter-governmental Steering Committee Meetings on the specific themes to discuss and deliberate on the four themes</p>		
Important Assumptions <ul style="list-style-type: none"> • Participants are motivated and in a position to take forward community-based conservation and training activities with peers. • All trainees have a working knowledge of English, Nepali, Russian, Hindi or Urdu that our training staff are collectively proficient in or familiar with. • Conservationists are available and have time for the training sessions. • At least 3 trained conservationists (including at least 1 woman) will be ready to initiate community-based conservation projects with local communities • Environment Ministers or their representatives from at least 9 snow leopard range countries are able to attend the annual Inter-governmental Steering Committee Meetings for GSLEP 		

■ **Table 1 Project Standard Indicators**

Please see the Standard Indicator guidance for more information on how to report in this section, including appropriate disaggregation.

DI Indicator number	Name of indicator	If this links directly to a project indicator(s), please note the indicator number here	Units	Disaggregation	Year 1 Total	Year 2 Total	Total to date	Total planned during the project
DI-A07	By 31-March 2026, Government representatives from 9 snow leopard range countries have enhanced awareness and understanding of ethical conservation practices (baseline = 0)	0.1	Number	n/a	5 (2 from Bhutan, 1 each from Kyrgyzstan, Pakistan, Tajikistan)		0	9
DI-A07	By 31-March 2026, at least 15 conservation organisations within the 9 snow leopard range countries have one or more personnel trained in the PARTNERS Principles (baseline = 0)	0.1	Number	n/a	19 participants from 18 organizations (10 snow leopard range countries) in addition to 6 participants from other countries representing 6 other organizations		19	15
DI-C01	By 30-September, 2025, Audiovisual training resources on four topics (participatory monitoring and evaluation, economic and non-economic valuation of provisional ecosystem services, sustainable economies and entrepreneurship among local and	1.1	Number	n/a	0		0	4

DI Indicator number	Name of indicator	If this links directly to a project indicator(s), please note the indicator number here	Units	Disaggregation	Year 1 Total	Year 2 Total	Total to date	Total planned during the project
	indigenous communities, and management of wildlife damage conflicts) developed and endorsed by the Ethical Conservation Alliance (baseline = 0)							
DI-C11	By 31-March 2026, Audiovisual tools accessed via the Ethical Conservation Alliance website at least 100 times (baseline = 0)	1.2	Number	n/a	0		0	100
DI-A01	By 30-April, 2025, at least 15 senior conservationists (at least 7 women) from 9 of the snow leopard range countries complete the week-long training as trainers (baseline = 0 conservationists and 0 countries) .	2.1	People	gender, country	19 (12 women) (10 snow leopard countries)		25 (12 women) (11 snow leopard countries)	15 (7 women) (representing 9 countries)
DI-A03	By 30-April, 2025, 15 conservation practitioners from 9 snow leopard range countries, including at least 7 women, have improved capability and capacity as a result of the project (baseline = 0)	2.2	People	gender, country	19 (including 12 women from 10 snow leopard countries)		19 (including 12 women from 10 snow leopard countries)	15 (7 women) (representing 9 countries)
DI-A05	By 30-September, 2025, At least 4 trained trainers (including at least one woman) have delivered further training by the end of the project (baseline = 0)	2.3	People	gender	0		0	4 (1 woman)
DI-A01	By 31-March, 2026, At least 85 conservation practitioners (at least 30 women) from 4 to 9 countries receive training from the trained trainers (baseline = 0 practitioners and 0 countries)	3.1	People	gender	52 (including 31 women from 3 countries)		52 (including 31 women from 3 countries)	85 (30 women)

DI Indicator number	Name of indicator	If this links directly to a project indicator(s), please note the indicator number here	Units	Disaggregation	Year 1 Total	Year 2 Total	Total to date	Total planned during the project
DI-B04	By 31-March, 2026, at least 3 communities have new/improved plans for livelihood or wildlife conflict management	3.2	Number		0		0	3
DI-A04	By 31-March, 2026, at least 50% of the trained conservationists report that they are applying new knowledge or capabilities 6 or more months after training (baseline = 0)	3.3	Percent of respondents		0		0	50% or greater
DI-C01	By 31-March, 2026 four policy advisories (participatory monitoring and evaluation, economic and non-economic valuation of provisional ecosystem services, sustainable economies and entrepreneurship among local and indigenous communities, and management of wildlife damage conflicts) developed, reviewed and endorsed by the GSLEP Steering Committee (baseline = 0)	4.1	Number		0		0	4
DI-C14	By 31-March, 2026 at least 9 Environment Ministers and/or their representatives attend the Inter-governmental GSLEP Steering Committee meeting (baseline = 0)	4.2	Number		0		0	9

■ **Table 2 Publications**

Title	Type (e.g. journals, best practice manual, blog post, online videos, podcasts, CDs)	Detail (authors, year)	Gender of Lead Author	Nationality of Lead Author	Publishers (name, city)	Available from (e.g. weblink or publisher if not available online)
Ethical Conservation Alliance Newsletter Edition 02	Online Newsletter	ECA, 2024	n/a	n/a	self-published (ECA)	https://www.ethicalconservation.org/partner-stories-guide/ethical-conservation-alliance-newsletter-02/

Title	Type (e.g. journals, best practice manual, blog post, online videos, podcasts, CDs)	Detail (authors, year)	Gender of Lead Author	Nationality of Lead Author	Publishers (name, city)	Available from (e.g. weblink or publisher if not available online)
Ethical Conservation Alliance Newsletter Edition 03	Online Newsletter	ECA, 2025	n/a	n/a	self-published (ECA)	https://www.ethicalconservation.org/partner-stories-guide/ethical-conservation-alliance-newsletter-03/
"Impressions from ECA's Community Engagement Training-of-Trainers"	Online Article	Fatima Mannapbekova, 2025	female	Uzbeki	ECA	https://www.ethicalconservation.org/resource-guide/impressions-from-ecas-community-engagement-training-of-trainers/
"Community-Engagement Training delivered by Indigenous leader"	Online Article	Tanzin Thinley, 2025	male	Indian	ECA	https://www.ethicalconservation.org/resource-guide/community-engagement-training-delivered-by-indigenous-leader/

- **Checklist for submission**

	Check
Different reporting templates have different questions, and it is important you use the correct one. Have you checked you have used the correct template (checking fund, scheme, type of report (i.e. Annual or Final), and year) and deleted the blue guidance text before submission?	x
Is the report less than 10MB? If so, please consider the best way to submit. One zipped file, or a download option is recommended. We can work with most online options and will be in touch if we have a problem accessing material. If unsure, please email to BCF-Reports@niras.com putting the project number in the Subject line.	x
Is your report more than 10MB? If so, please discuss with BCF-Reports@niras.com about the best way to deliver the report, putting the project number in the Subject line.	x
Have you included means of verification? You should not submit every project document, but the main outputs and a selection of the others would strengthen the report.	x
Have you provided an updated risk register? If you have an existing risk register you should provide an updated version alongside your report. If your project was funded prior to this being a requirement, you are encouraged to develop a risk register.	x
If you are submitting photos for publicity purposes, do these meet the outlined requirements (see section 15)?	x
Have you involved your partners in preparation of the report and named the main contributors	x
Have you completed the Project Expenditure table fully?	x
Do not include claim forms or other communications with this report.	