

DIR30CC\1234

Small but mighty: Empowering Tajik conservation organisations through capacity building

Civil Society Organizations (CSOs) in Tajikistan play a vital role in preserving biodiversity and fostering sustainable development for marginalized communities and landscapes. The recent introduction of government regulations further compounds the challenges faced by these organizations in an already demanding environment.

This initiative is designed to strengthen and connect three Tajik CSOs by offering customized training, mentorship, and the opportunity to connect with other stakeholders within civil society and government agencies to create and fund high-impact people-centred conservation approaches.

DIR30CC\1234

Small but mighty: Empowering Tajik conservation organisations through capacity building

Section 1 - Contact Details

PRIMARY APPLICANT DETAILS

Title Ms
Name Isabel
Surname Vique
Website (Work) [REDACTED]
Tel (Work) [REDACTED]
Email (Work) [REDACTED]
Address [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

CONTACT DETAILS

Title Mr
Name Ubayd
Surname Gulamadshoev
Tel (Work) [REDACTED]
Email [REDACTED]
Address [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

GMS ORGANISATION


Type	Organisation
Name	Fauna & Flora International
Phone (Work)	[REDACTED]
Email (Work)	[REDACTED]
Website (Work)	[REDACTED]
Address	[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]


Section 2 - Title & Summary


Q3. Title:


Small but mighty: Empowering Tajik conservation organisations through capacity building

Please attach a cover letter as a PDF document.

 [Cover letter of UG](#)

 18/10/2023

 11:08:07

 pdf 776.04 KB

Q4a. Is this a resubmission of a previously unsuccessful application?

No

Q5. Summary of project

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

Civil Society Organizations (CSOs) in Tajikistan play a vital role in preserving biodiversity and fostering sustainable development for marginalized communities and landscapes. The recent introduction of government regulations further compounds the challenges faced by these organizations in an already demanding environment.

This initiative is designed to strengthen and connect three Tajik CSOs by offering customized training, mentorship, and the opportunity to connect with other stakeholders within civil society and government agencies to create and fund high-impact people-centred conservation approaches.

Section 3 - Title, Dates & Budget Summary

Q6. Country(ies)

Which eligible country(ies) will your project be working in? Where there are more than 4 countries that your project will be working in, please add more boxes using the selection option below.

Country 1	Tajikistan	Country 2	No Response
Country 3	No Response	Country 4	No Response

Do you require more fields?

No

Q7. Project dates

Start date:

01 April 2024

End date:

31 March 2026

Duration (e.g. 1 years, 8 months):

2 years

Q8. Budget summary

Year:	2024/25	2025/26	Total request
Amount:	£102,046.00	£97,867.00	£199,913.00

Q9. Do you have proposed matched funding arrangements?

Yes

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

Q10. If you have a significant amount of unconfirmed matched funding, please clarify how you will fund the project if you don't manage to secure this?

n/a

Section 4 - Project need

Q12. The need that the project is trying to address

Please describe evidence of the **capability and capacity** need your project is trying to address with reference to **biodiversity conservation and poverty reduction challenges and opportunities**.

For example, how have you identified the need? Why should the need be addressed or what will be the value to the country? Please **cite the evidence** you are using to support your assessment of the need.

Tajikistan, within the Central Asia Mountains Hotspot, is a globally significant region for biodiversity conservation(Ref.1). The country's rugged terrain encompasses a wide array of landscapes, ranging from semi-desert foothills to alpine meadows, all intertwined with characteristic mountain forests. Tajikistan's unique geographic location, bridging Central and Northern Europe, Central Asia, the Middle East, and North Africa, has endowed it with a remarkable wealth of biodiversity, boasting over 23,000 species, approximately 1,900 of which are found nowhere else on Earth. The mountainous landscapes of Tajikistan alone harbour 0.66% of the world's animal diversity and 1.8% of its plant diversity(Ref.2).

Despite its ecological richness, Tajikistan grapples with economic challenges and is considered the poorest among the former USSR countries. Recent events, such as the Covid-19 pandemic and the Russian invasion of Ukraine, have increased uncertainties and risks for Tajikistan. The mobilisation of Russia in 2022 led to a decline in migration, subsequently affecting the country's remittances, which are crucial for its economy(Ref.3).

Unsustainable exploitation of species and habitats has created a vicious cycle where impoverished communities depend on natural resources for survival, yet the deteriorating state of these resources and a lack of capacity hinder the development of sustainable livelihoods. Many rare and valuable ecosystems have nearly vanished, with forest cover decreasing by over 50% in the last five decades, placing numerous species at risk of extinction. The primary threats to biodiversity in Tajikistan include the conversion of natural habitats for agriculture and infrastructure, unregulated deforestation for fuelwood and timber, overgrazing by domestic livestock leading to degraded pastures, uncontrolled fires in arid desert areas, and illegal poaching(Ref.2;4).

Civil Society Organisations (CSOs) play a pivotal role in addressing various societal challenges within Tajikistan, encompassing the promotion of human rights, fostering rural development, sustainable livelihoods, and encouraging citizen engagement(Ref.5). In 2016, the government implemented regulations on humanitarian aid, mandating groups receiving foreign funding to notify the Ministry of Justice within ten days and register on a Registry of Humanitarian Aid. More recently, non-governmental organisations (NGOs) have been forced to close due to new requirements for each NGO to have active project funds at least every two years. These and similar restrictions have created a challenging operational environment for CSOs. Additionally, a recent banking and cash crisis has further hindered financing for local groups. While there are approximately 3,000 CSOs in Tajikistan, only 50 of them focus on environmental issues or possess significant expertise in conservation(Ref.6), and with more CSOs being forced to close, this group continues to narrow. Additionally, they often lack the necessary ongoing funding and resources to fulfil their mandates or support rural communities.

In light of these challenges, there is an urgent need to empower and connect CSOs involved in conservation and sustainable development with each other and with government agencies to lead conservation work across Tajikistan. To do so, they require skills and processes that allow them to initiate, obtain and successfully manage implementation of people-centred conservation projects that enhance both biodiversity and community wellbeing.

Section 5 - Darwin Objectives and Conventions

Q13. Biodiversity Conventions, Treaties and Agreements

Q13a. 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)
- United Nations Framework Convention on Climate Change (UNFCCC)
- Global Goals for Sustainable Development (SDGs)

Q13b. National and International Policy Alignment

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

This project's dual focus on biodiversity conservation and people-centric approaches will play a vital role in fulfilling Global Biodiversity Framework (GBF) targets 3, 4, 5, 9, 19, 22, and 23. Its central focus on the sustainable use of natural resources aligns with the SDGs, particularly Target 15.1.

The bolstered capacity of three CSOs will enable engagement in national and global policy discussions about

conservation and sustainable development, providing a voice for local communities. Enhanced community outreach and advocacy capabilities will enable CSOs to raise awareness of sustainable land management, contributing to Tajikistan's National Action Programme to Combat Desertification.

With improved fundraising skills, three CSOs will be better positioned to access and leverage international climate financing mechanisms, thereby supporting Tajikistan's climate change mitigation and adaptation goals, outlined in their Nationally Determined Contributions (NDCs).

Enhancing CSOs' ability to monitor biodiversity will enhance data collection and reporting, aligning with Tajikistan's commitments under the CBD, particularly related to monitoring and indicator reporting. Strengthening the capabilities of the Center for the Support of Specially Protected Natural Areas in Tajikistan (CSSPNAT) to carry out species conservation and forest management activities in national reserves and parks will directly advance Tajikistan's National Biodiversity Strategy and Action Plan (NBSAP), expected to be finalised by 2024

The training programmes focused on gender approaches will empower CSOs to align with national gender policies, including Tajikistan's National Action Plan on Gender Equality and the Forest Sector Development Strategy. Partner Tourist of Mountain Maschoh (ToMM), prioritising engaging young women, will find this particularly helpful, and it will provide substantial support to enhance the impact of the Youth Group on Protection of the Environment (YOPE) in working with collectives facing a heightened risk of discrimination or limited access to the benefits of sustainable natural resource utilisation, with a particular focus on young girls.

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

Q14. Methodology

Describe the methods and approach you will use to achieve your intended capability and capacity 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 the **main activities** will be and where these will take place.
- how you will **manage the work** (governance, roles and responsibilities, project management tools, risks etc.).
- what practical elements will be included to embed new capabilities.

This project to enhance CSO Capacity and Capability in Tajikistan is designed with a systematic approach encompassing training, mentorship, networking and peer-to-peer learning.

Output 1: The project will create and implement customised Capacity and Capability development plans as the foundation for tailored comprehensive training and mentorship schemes for three Tajik CSOs involved in protecting different threatened species, through sustainable development (CSSPNAT), responsible tourism (ToMM) and youth empowerment (YOPE). The needs assessment will understand and prioritise training based on CSOs' own self-identified organisational development needs, as organisational buy-in is critical for training to have long-lasting impact.

Despite a well-established development sector in Tajikistan, CSOs within the conservation sector need support in effectively integrating and implementing critical people-centred approaches. These include participatory

methods, social safeguards, gender equality, and sustainable livelihoods. The complex nature of the threats facing Tajikistan's biodiversity and their strong connection to poverty necessitates that CSOs adopt best practices to uphold human rights, avoid harming vulnerable populations, promote social equity, and reduce poverty. As a post-Soviet country, Tajikistan's highly centralised government and strict oversight of civil society activity add challenges to promoting human rights-based approaches to conservation.

The project allows for staff time to adapt training materials to the specific priorities and needs of individual CSOs and the Tajikistan context. These materials will be tested to ensure their suitability and effectiveness.

A Training-of-Trainers (ToT) approach has been incorporated, to further refine and adapt the training content for the Tajikistan context, with particular attention to translation and interpretation. Embracing ToT allows UK-based FFI specialists to provide training to eight participants from the selected CSOs and the FFI Tajikistan team, who are better positioned to engage in meaningful discussions in Tajik languages. YOPE will have two participants invited to the ToT, as training delivery is core to their own work. These individuals can then train other staff within their organisations under Activity 1.7. Training workshops will include practical outputs for each topic, to support participants in planning specific actions to make use of training content. ToT equips CSOs with the capability to continue sharing this content among themselves and with other NGOs and partners.

Output 2: Training and mentoring in assessing and developing small grant opportunities will allow three CSOs to sustain their activities and increase their impact. They will craft proposals for, implement, and report on pilot projects, funded by small grants under this project, with FFI's guidance and mentorship throughout the process. A workshop will facilitate discussions on challenges faced and lessons learned. The networking opportunities will create a platform for sharing ToMM's responsible tourism expertise, with the sustainable development expertise of CSSPNAT and YOPE to consider future conservation enterprise joint ventures.

The networking and learning exchange event under Activity 2.12 is an opportunity for the CSOs to connect with others across Tajikistan, including five CSOs from a complementary FFI project. The networking event will focus on identifying opportunities to collaborate on red-listed species conservation with the overall goal of establishing an informal network—a community of biodiversity CSOs operating in Tajikistan capable of providing peer-to-peer learning and mutual support. Evidence shows that peer networks contribute to participants applying training content in practice(Ref.7) and networking is crucial for leaders to access information and relationships for greater impact toward their own goals(Ref.8).

Output 3: Three conservation CSOs will enhance their institutional capacities and ensure compliance with government regulations, allowing them to operate effectively in Tajikistan and foster collaboration with government agencies. They will receive specialised training in communication skills and participate in a workshop dedicated to compliance with government reporting requirements and checks, enabling them to meet the new criteria set by the Tajikistan government for organisations receiving foreign funding.

These workshops are aimed at addressing a pressing issue, as the government's oversight of the NGO sector becomes more stringent. Supporting CSOs to comply with relevant legal requirements and communicate effectively with varied stakeholders will enable a foundation for them to remain operational and continue to put into practice learning from Outputs 1 and 2.

Two Forest Service Units' (FSU) staff will also be invited to the training sessions under Output 1. FSUs are charged with managing specific areas of protected forests, so are critical stakeholders for on-the-ground forest conservation. By broadening participants to include government actors with whom CSOs can build working relationships, this project will strengthen the potential for CSOs' impactful, collaborative conservation work into the future and promote complementary experience-sharing and networking opportunities across sectors and geographies.

All activities will be implemented in Tajikistan or on an online platform.

Q15. How will you identify participants?

How did/will you identify and select the participants (individuals and/or organisations) to directly benefit from the capability and capacity building activities? What makes these the most suitable participants? How will you ensure that the selection process is unbiased, fair and transparent? How have you incorporated GESI considerations in identifying participants?

The project selected three CSOs:

CSSPNAT: a national CSO focused on the conservation of plants and forests, specifically working with national reserves and parks in specially protected natural areas of Tajikistan.

ToMM: a regional CSO focused on ecological tourism, raising environmental awareness and public health, with a special focus on young girls/women.

YOPE: a regional CSO focused on eco-education events for different audiences within the communities where it works.

These were chosen through a combination of desk research and recommendations from our in-country partners using the following criteria:

- Working within the biodiversity sector with technical experience in delivering conservation projects but lacking in experience in international funding application and management;
- Enthusiasm for engagement with our project, whether the proposed capacity-building topics will be pertinent to their needs and if they were already receiving support on these issues from other sources;
- Their status (national/regional) and project implementation geography;
- Their relationship with the government;
- Their ability to involve local communities in their initiatives.

This initial scoping and selection indicated the CSOs' suitability for the project, and we anticipate that the primary capacity-building areas will encompass project design and proposal writing, prioritisation and work planning, fundraising and grant management, people-centred conservation approaches, including considerations such as gender equity, participatory methods, and social safeguards. However, the training will be informed by thorough assessments of their specific capacity needs under Output 1.

Our project also includes two government FSUs responsible for biodiversity management as participants in CSO training as additional beneficiaries, to enhance networking and experience-sharing.

We expect this project to create a snowball effect, with the new trainers building the capacity of not only their organisations but other partner organisations. All the materials of this training course will be available for trainers to use in the future with a limited demand for resources.

Q16. Gender equality and social inclusion

All applicants must consider whether and how their project will contribute to promoting equality between persons of different gender and social characteristics. Explain your understanding of how individuals may be 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 engage participants in a meaningful way.

FFI endeavours to ensure that all projects integrate gender, that women and men have equal access to project resources and information, equal influence and participation, equal opportunities to benefit from project activities, and that our work supports systems that promote gender equality. This includes considering gender in all stages of the project cycle, including assessment, planning and design, implementation, and MEL through the collection of sex-disaggregated data to monitor gender-differentiated impacts and adjust where necessary to promote gender equity and reduce inequality. We will seek to address the barriers to female participation by ensuring the timing, location and format of activities are tailored to their needs.

Two participating CSOs, YOPE and C SSPNAT have strong female leadership already in place with a 100% and a 50% female permanent staff, respectively. This project will seek to build on that strength by highlighting their leadership skills. In particular, YOPE already has expertise in eco-education training, so these staff will be invited to have visible leadership at training workshops with the other CSOs and FSUs. By shining the limelight on these women leaders who are already challenging stereotypes, e.g. by taking roles like Senior Community Ranger, this project aims to amplify their example and support them in ongoing leadership into the future. ToMM has an all-male staff team but has young women-specific programmes on sustainable tourism with the aim of including more women in the field. The three CSOs work with community members, with a particular focus on including women and youth.

This project includes capacity-building the capacity on people-centred approaches, such as gender equity and participation, so participating CSOs will be encouraged and supported to consider gender issues within their own projects. The small grant activity (Objective 2) will ensure these gender-sensitive approaches are incorporated into CSOs' planning and implementation.

Q17. Change expected

Detail the expected changes 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 – including capability and capacity building benefits) and b) the potential changes 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 the short term:

The capacity of key individuals from three conservation organisations in Tajikistan, including at least 50% women, has significantly improved in understanding and applying people-centred approaches to biodiversity conservation compared to the baseline.

The fundraising and grant management capabilities of three CSOs in Tajikistan, with a minimum of 50% women representation, have notably increased compared to the baseline.

Three conservation organisations in Tajikistan have acquired the ability to effectively manage conservation projects that prioritise both people and livelihoods in their respective regions.

Three CSOs in Tajikistan have achieved compliance with the government's reporting and procedural requirements.

Three conservation organisations in Tajikistan (and 5 additional participants in a complementary funding project) have established new connections and fostered a collaborative network among themselves.

In the long term:

Biodiversity threats in Tajikistan are being systematically addressed through conservation management initiatives led by the three organisations participating in this project. These organisations have built resilience to financial and political challenges, ensuring sustained conservation efforts.

The conservation network initiated by Tajikistan's conservation organisations through this project remains active and continues to expand. At least eight organisations are actively engaged, fostering ongoing communication and collaboration among Tajikistan's organisations across all four regions to tackle conservation challenges collectively.

Three CSOs have diversified and expanded their funding portfolios, enhancing their financial sustainability and enabling a broader range of conservation activities.

Three CSOs have established transparent, trusting, and productive relationships with the government. This has not only ensured the continued authorization for CSO operations but has also facilitated increased collaboration between CSOs and the government in biodiversity conservation efforts.

Three CSOs implement equitable and effective conservation projects that result in positive outcomes for biodiversity and communities.

Q18. Sustainable benefits and scaling potential

How will the project reach a point where the benefits of strengthened capability and capacity can be sustained post-funding?

How will the capability and capacity be retained and remain available to deliver benefits in-country after the project? Is there potential for the new capability and capacity to renew itself or deliver additional capability and capacity, for example by building future environmental leaders beyond the project?





Our objective is to empower three CSOs to enhance their capabilities for planning and resourcing their people-centred conservation work in line with best practices. We foresee that these CSOs will be notably better positioned to sustain their conservation impact due to improved skills for securing and efficiently utilising grant funding beyond the Darwin project and are more likely to persist and continue to grow their impact. Furthermore, they will be equipped to maintain their operations effectively over the long term, having embraced new knowledge and strategies necessary for compliance with government regulations and requirements.

To ensure accessibility and longevity, the project's training materials are being translated into local languages, and a minimum of eight individuals from Tajikistan will receive ToT. This approach aims to retain essential skills within the country and foster a culture of continuous learning. The trainees will become trainers by the end of the project, training other members of their own organisations and partner organisations, scaling up the impact of this project.

Under activity 2.13, we will promote networking among CSOs in Tajikistan, to create a sustainable mechanism for peer-to-peer support beyond the project's duration. By catalysing new connections and relationships across the sector, we anticipate a lasting impact through ongoing collaborations, with opportunities for CSOs to scale up by working together. By building bridges for ongoing strategic peer networks, participant CSOs can sustainably support each other into the future.

Our local FFI staff will maintain close connections with and provide ongoing guidance to the CSOs involved in this project, as they have successfully done with several other NGOs and government agencies in Tajikistan in recent years. FFI has demonstrated the power of approaches to capacity building including training, mentorship and network building, e.g., the Coastal Communities Network, facilitated by FFI in Scotland.

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

-  [Tajikistan CandC Acronyms References Map](#)
-  20/10/2023
-  14:49:46
-  pdf 831.99 KB

Section 7 - Risk Management

Q19. Risk Management

Please outline the 6 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, one Safeguarding, and one Delivery Chain Risk.

Risk Description	Impact	Prob.	Gross Risk	Mitigation	Residual Risk
<p>Fiduciary (financial)</p> <p>Funds will be sub-granted to implementation partners to undertake activities. There is a risk that these funds could intentionally (fraud) or unintentionally (e.g., misunderstanding of grant requirements) be misused or misreported, leading to loss of project funds and risk to project reputation.</p>	Moderate	Unlikely	Moderate	FFI's close accompaniment of the partners receiving sub-grants will ensure careful attention to fund use and reporting. Partner financial staff will be trained on fund management and grant-specific requirements. FFI finance staff will undertake regular monitoring and spot checks.	Minor

Safeguarding	Projects being implemented by the organisations could lead to changes in natural resource management.	Moderate	Unlikely	Moderate	FFI will implement established Policies and Procedures to avoid/avoid enabling the impacts of gender-based/other inequities and elite capture. Enhancing conservation actors' understanding of people-centred approaches to conservation will ensure marginalised community members have equal access to project resources, equal participation in decision-making, and equal opportunities to benefit from project activities.	Minor
---------------------	---	----------	----------	----------	---	-------

Delivery Chain	Partner governments' debts near or exceed national gross domestic products, putting them at risk of bankruptcy. Bankruptcy would severely curtail the amount of financial, technical, and human government resources available for nature conservation activities.	Severe	Possible	Severe	Monitor government fiscal health closely. If needed, seek to raise private funding and capital to support civil society in conducting conservation activities on public land, endorsed by government.	Major
-----------------------	--	--------	----------	--------	---	-------

Risk 4	Staff and community partners will travel long distances by (often mountainous) roads, which are sometimes inaccessible due to weather, and which experience high rates of collisions causing bodily harm.	Moderate	Unlikely	Moderate	Ensure that vehicles are serviced, in good condition and outfitted with serviceable and sufficient safety equipment (seatbelts, lifejackets, etc.). Access daily weather conditions reports prior to embarkation; avoid travel during severe weather warnings. Use appropriately trained and licensed vehicle operators. Avoid vehicle travel at night whenever possible.	Minor
---------------	---	----------	----------	----------	---	-------

Risk 5	Tajikistan has a latent conflict with Kyrgyzstan at the moment due to a border dispute that has increased the tension between the two countries and within the region.	Moderate	Unlikely	Moderate	Monitor border conflict closely. If escalated, FFI will put together a safety plan for staff members and members of partner organisations.	Moderate
---------------	--	----------	----------	----------	--	----------

Risk 6

Earthquakes, floods, drought, avalanches, landslides and mudslides and/or other extreme weather events disrupt communications and access to project sites.

Moderate

Likely

Moderate

Strictly adhere to the guidance provided by national governments at all times in the event of an extreme weather event and its aftermath.

Moderate

Q20. 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.).

Yes


Please provide brief details.


We are aware that civil society organisations are facing acute challenges in Tajikistan and across Central Asia, with new laws and requirements impacting their ability to operate; our project is helping CSOs to navigate this complex and ever-changing environment and ensure they can raise the necessary funding to flourish. Given the increased scrutiny that CSOs are facing, it is particularly important to ensure that information or new stories published on their work does not indicate or give the impression that they are working against government interests as this could jeopardise their license to operate.


Section 8 - Workplan


Q21. Workplan

Provide a project workplan that shows the key milestones in project activities.

 [BCF-Workplan-Small but Mighty](#)

 20/10/2023

 11:32:50

 pdf 556.38 KB

Section 9 - Monitoring and Evaluation

Q22. Monitoring and evaluation (M&E)

Describe how the progress 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 improved 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 (see Finance Guidance).

The Project Steering Committee, comprised of representatives from Fauna & Flora, and our three main CSO partners will be responsible for monitoring the project's output indicators. This committee will convene at least every six months to assess project progress, which includes tracking the development of organisational development plans, training modules, the number of trained national trainers, and the count of course participants, among other factors. To ensure the quality of the outputs, pre-and post-training assessments will be conducted with all participants for each training workshop and the networking session, and committee members will also attend select training sessions.

In terms of achieving the overarching project objective, we will evaluate whether conservation professionals are effectively applying their newly acquired skills to enhance their performance and impact. This assessment will involve conducting follow-up questionnaires or interviews with course participants six months after the course's completion. Additionally, whenever possible, we will conduct interviews with employers, such as the CSO directors and the Directors of the FSUs, to gauge the training's impact from their perspective.

During the final Project Steering Committee meeting, the committee will use Fauna & Flora's standard good practice Action Learning Review in order to reflect on learning beyond pre-identified indicators. This learning will support Fauna & Flora in shaping ongoing CSO accompaniment after this project closes.

Total project budget for M&E (£):	£ [REDACTED]
(this may include Staff and Travel and Subsistence Costs)	
Total project budget for M&E (%):	[REDACTED]
(this may include Staff and Travel and Subsistence Costs)	
Number of days planned for M&E	30

Section 10 - Indicators of Success

Q23. Indicators of success

Please outline the Outcome and Outputs of the project and how you will show that they have been achieved by using SMART indicators and milestones.

SMART Indicator	Means of Verification
-----------------	-----------------------

Outcome	0.1 Three Tajik organisations with improved capability and capacity to secure funding for their programming as a result of project. [DI-A03]	0.1 Three new people-centred biodiversity conservation initiatives designed and implemented by Tajik CSOs the end of the project.
By the end of the project, three Tajik CSOs will have the institutional and technical capacity to create, implement and sustain biodiversity conservation initiatives.	0.2 Three Tajik organisations with enhanced awareness and understanding of biodiversity and associated poverty issues.	0.2 Pre and post-training capacity self-assessment.
	0.3 At least eight people reporting that they are applying new capabilities (skills and knowledge) 6 (or more) months after training-of-trainers by training others. [DI-A04]	0.3 Training-of-trainers participant follow up surveys, results disaggregated by sex, age group, nationality, location and type of knowledge/skills.
Output 1	1.1 Three Tajik CSOs complete an organisational self-assessment and prioritisation for an individualised development plan.	1.1.1 MoUs signed between FFI and the local organisations. 1.1.2 Capacity assessment report for 3 CSOs, including baseline Organisational Resilience Check for each group, undertaken twice (baseline and endline).
Three Tajik biodiversity conservation CSOs build their institutional capacity through a tailored training programme.	1.2 Twelve people from key national and local stakeholders completing structured and relevant training on institutional and technical capacity for biodiversity conservation. [DI-A01]	1.2.1 Adapted training materials for training. 1.2.2 Report on training-of-trainers workshop for eight people, including: date; location; agenda; participant list; presentation materials, and pre- and post-training assessments.
	1.3 Two FSU government departments with enhanced awareness and understanding of biodiversity and associated poverty issues. [DI-A07]	1.2.3 Report on trainings with the three organisations, including: dates; locations; participant lists; agendas; materials presented; pre- and post-training knowledge assessments, and CSO post-training plans (Aug 2024).
	1.3 Eight trainers trained reporting they have delivered training by the end of the project. [DI-A04]	1.3 Training-of-trainers participant follow up surveys, results disaggregated by sex, age group, nationality, location and type of knowledge/skills.

Output 2	Three Tajik conservation organisations and at least six CSO staff demonstrate increased capacity to fundraise for biodiversity conservation projects.	<p>2.1 Six people from key national and local stakeholders completing structured and relevant training on project fundraising. [DI-A01]</p> <p>2.2 Three local/national organisations with improved capability and capacity on project fundraising as a result of project. [DI-A03]</p> <p>2.3 Eight trainers trained reporting to have delivered further training by the end of the project. [DI-A04,A05]</p> <p>2.4 Eight CSOs with additional connections to other conservation CSOs and specific plans for collaboration. [DI-B05]</p>	<p>2.1 Technical and financial proposals for small grant projects completed by each of the three organisations.</p> <p>2.2 Final small grant technical and financial completion reports completed by each organisation in Tajik or Russian, supplemented by FFI site visit reports.</p> <p>2.3 Training-of-trainers participant follow up surveys, results disaggregated by sex, age group, nationality, location and type of knowledge/skills.</p> <p>2.4 Report on 1-day networking and learning exchange workshop on red listed species collaboration opportunities, for eight CSOs including: participant list; dates; location; agenda; materials, and next steps.</p>
Output 3	Three conservation CSOs strengthen their institutional capacity and comply with government regulations to operate in Tajikistan and collaborate with government agencies.	<p>3.1 Six people from key national and local stakeholders completing structured and relevant training on government stakeholder engagement and compliance. [DI-A07]</p> <p>3.2 Three local/national organisations with improved capability and capacity on government stakeholder engagement and compliance as a result of project. [DI-A03]</p>	<p>3.1 Report on 1-day communications and media skills training workshop, for eight people from three CSOs, including: dates; location; participant list; agenda; materials presented; pre- and post-training capacity assessments, and next steps.</p> <p>3.2 Report on 1-day government compliance training, for eight people from three CSOs, including: dates; location; participant list; agenda; materials presented; pre and post-training capacity assessments; next steps, and CSO completion certificates.</p>
Output 4	<i>No Response</i>	<i>No Response</i>	<i>No Response</i>

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.

Output 1:

1.1 Sign MoUs with three CSOs.

1.2 Obtain formal permissions for project activities and cooperation with the Committee of Environmental Protection, National Academy of Science, and Agency for Forestry, from the Ministry of Foreign Affairs.

1.3 Complete a baseline Organisational Resilience Check (ORC) and SWOT analysis with each of the three CSOs.

1.4 Using data gathered under 1.3, establish baselines of skills and knowledge of three organisations and collaboratively establishing an individualised Capability and Capacity development plan.

1.5 Write report establishing training needs for each organisation.

1.6 Create training modules adapted to the organisation's needs (topics subject to ORC, but likely project design, prioritisation and work planning, proposal writing, good grant management, social safeguards, role of national regulation and multilateral environmental agreements in conservation) and to the Tajikistan context and based on 1.2.

1.7 Organise and deliver training-of-trainers for eight local organisation staff on the organisational management modules developed under 1.6.

1.8 Organise and deliver a 3-day training module on topic 1 (e.g., Project Design and Proposal Writing), for 12 people from three CSOs and 2 FSUs. Training will be focused on CSOs, and two FSUs will be invited to participate to strengthen networking and sharing among conservation actors.

1.9 Organise and deliver a 3-day training module on topic 2 (e.g., Good Grant Management), for 12 people from three CSOs and 2 FSUs. Training will be focused on CSOs, and two FSUs will be invited to participate to strengthen networking and sharing among conservation actors.

1.10 Organise and deliver a 3-day training module on People-centered Approaches to Conservation, for 12 people from three CSOs and 2 FSUs. Training will be focused on CSOs, and two FSUs will be invited to participate to strengthen networking and sharing among conservation actors

1.11 Write report for each of the three CSOs, documenting training and providing an assessment of capacity gained and next steps.

1.12 Facilitate completion of endline ORCs with each of the three CSOs.

Output 2:

2.1 Meet with the three organisations to set expectations and provide guidance on small grant opportunities (e.g., Rufford, MBZ, PBNF, etc.), including roles and responsibilities under Activity 2.3.

2.2 Provide mentoring support to each of the three CSOs to develop funding proposals for the internal small grant opportunity under this project.

2.3 Three CSOs develop funding proposals for allocation of funding under this project (up to ██████ per CSO), for specific activities relating to one aspect of their programs.

2.4 Three CSOs implement specific activities planned under their small grants.

2.5 Provide mentoring support to CSOs during grant implementation, through meetings and feedback.

2.6 Organise and conduct three site visits to each organisation's working site where activities are being implemented under the small grants.

2.7 Grantees prepare and submit short narrative and expenditure reports to FFI, on completion of activities under their small grants.

2.8 Provide feedback on CSO grantee reports, through meetings and written feedback .

2.9 Grantees prepare final versions of their reports, following FFI feedback under 2.9.

2.10 Organise and deliver a networking workshop focused on species conservation for the eight CSOs, including five CSOs engaged with FFI capacity building work through complementary funding.

Output 3:

3.1 Organise and deliver a one-day training module on project communications skills and approaches, for eight people from four organisations.

3.2 Design, organise and deliver a 1-day training workshop on proper procedure and documentation for government reporting and checks, for five people from 2 CSOs.

Important Assumptions:

Please describe up to 6 key assumptions that, if held true, will enable you to deliver your Outputs and Outcome.

The current political and social stability in Tajikistan allows for safe travel within the country and the successful delivery of training sessions.

Organisations in Tajikistan continue to express a strong interest in enhancing their capabilities in biodiversity conservation and organizational development.


Government agencies are making staff and staff time available for active participation in formal training initiatives.


High passion and willingness of organisations in Tajikistan to take prevention measures/actions for mitigation any threats to biodiversity conservation.


Section 11 - Budget and Funding


Q24. Budget

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

 [Budget Small but Mighty FFI](#)

 20/10/2023

 14:18:40

 xlsx 96.71 KB

Q25. 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.

Q25a. 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:

In 2023, FFI secured funding from the Critical Ecosystem Partnership Fund (CEPF) to initiate a pilot phase for this project involving five identified Tajik Civil Society Organizations (CSOs). The activities carried out under the CEPF funding will serve as a test run for the project, offering valuable insights and experience that will greatly benefit its overall success. Furthermore, we expect that the training materials developed for the CEPF project will closely align with the training priorities outlined for this project.

To foster stronger connections and enhance collaboration and learning opportunities, the CSOs from both initiatives will come together for two distinct networking events—one financially supported by CEPF and the other under this project. This approach will facilitate more frequent interactions, consolidating relationships and enabling further collaboration and knowledge exchange.

We have already commenced work on establishing Memoranda of Understanding (MoUs) and identifying capacity gaps within these organizations. The valuable insights gained from this process will inform and improve the implementation of the proposed work in this project.

Q25b. Are you aware of any current or future plans for work in the geographic/thematic area to the proposed project?

No

Q26. 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 harnesses the collective skills, equipment, staff resources, and other assets of our project partners, enabling us to achieve an extensive reach and work at a scale that offers exceptional value for money. The knowledge and expertise provided by our trainers will have a significant multiplier effect.

This project makes use of match funding from complementary programming taking place with a separate group

of five CSOs. These activities offer a pilot from which this project will be able to apply learning, e.g., engaging Tajik CSOs in organisational needs assessments and key adaptations for training effectiveness in the Tajik context.

By bringing together the CSO participants from this project and the complementary funding project at the networking workshop (Activity 2.11), FFI leverages connections for more varied and resilient networking opportunities, providing greater potential for peer support and collaboration after this project ends.

FFI has the staff and infrastructure to execute the project efficiently, minimising initial capital outlays and start-up expenses. Our budget was estimated using FFI's extensive experience working in Tajikistan, knowledge of prevailing market prices, and established supplier relationships. FFI maintains a robust operational and financial system to ensure cost-effectiveness, transparency, and efficiency in expenditures. This includes rigorous procurement measures to manage costs and optimise value for money.

We use our in-house expertise, prioritise virtual formats when feasible, and collaborate with local partners to reduce international travel.

We will leverage established networks and virtual platforms to facilitate widespread and effective dissemination of project insights and training materials internationally.

Q27. Capital items

If you plan to purchase capital items with Darwin 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.

The project is acquiring a computer to support its operations. After the project concludes, the computer will be stationed at the FFI office in Dushanbe and utilized for subsequent conservation endeavours.

Section 12 - Safeguarding and Ethics

Q28. 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 place.

Please upload the following required policies:

- **Safeguarding Policy**: including a statement of commitment to safeguarding and a zero tolerance statement on bullying, harassment and sexual exploitation and abuse.
- **Whistleblowing Policy**: which details a clear process for dealing with concerns raised and protects whistle blowers from reprisals.
- **Code of Conduct**: which sets out clear expectations of behaviours – inside and outside the workplace – for all involved in the project and makes clear what will happen in the event of non-compliance or breach of these standards, including compliance with IASC 6 Principles.

If any of these policies are integrated into a broader policy document or handbook, please upload just the relevant or equivalent sub-sections to the above policies, with (unofficial) English translations where needed.

Please outline how (a) beneficiaries, the public, implementing partners, and staff are made aware of your safeguarding commitment and how to 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 uphold these policies.

If your approach is currently limited or in the early stages of development, please clearly set out your plans address this.

FFI seeks to ensure our activities do not disadvantage poor, vulnerable or marginalised, natural resource-dependent women and men, and wherever possible to conserve biodiversity in ways that enhance human wellbeing and social equity.

FFI has committed to respect human rights, promote their protection and realisation within our conservation programmes, and support the governance systems that can secure those rights.

To uphold our commitment to human rights, we have developed institutional positions for social safeguards, livelihoods and governance, displacement and resource access restrictions, FPIC, gender in conservation, rangers and human rights, and stakeholder engagement. We provide guidance and templates for the creation, use, and management of safeguards mechanisms and associated planning and compliance processes.

FFI also has a suite of policies and procedures concerning core values and ethical behaviour, including safeguarding, anti-harassment and whistleblowing, as well as an employee handbook. As appropriate, these will be shared downstream to consultants and partners as contractual obligations in subgrant and consultancy contracts. All staff and partners sign and adhere to the Code of Conduct to ensure that they understand what is deemed a violation of rules and values of FFI.

Section 13 - British Embassy or High Commission Engagement


Q29. 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.

Yes

Please attach evidence of request or advice if received.

 [RE meeting with Fauna Flora in Tajikistan](#)

 20/10/2023

 11:58:45

exe 217 KB

Section 14 - Project Staff

Q30. 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?
Ubayd Gulamadshoev	Project Leader	14	Checked
Solimshoh Akbarsho	Safeguarding Officer	19	Checked
Tbd	Programme Officer	14	Checked
Nasiba Khudonazarova	Project Assistant	19	Checked


Do you require more fields?


Yes


Name (First name, Surname)	Role	% time on project	1 page CV or job description attached?
Bulbul Oshurbekov	Accountant	52	Checked
Martha Kimmel	Capacity Building Specialist	7	Checked
Timur Jack-Kadioğlu	Gender Specialist	2	Checked
Jarkyn Samanchina	Leadership trainer	2	Checked
Lindsay Jones	Fundraising trainer	2	Checked
<i>No Response</i>	<i>No Response</i>	0	Unchecked
<i>No Response</i>	<i>No Response</i>	0	Unchecked
<i>No Response</i>	<i>No Response</i>	0	Unchecked

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

 [Combined CVs](#)

 20/10/2023

 14:04:47

 pdf 814.76 KB

Have you attached all project staff CVs?

Yes

Section 15 - Project Partners

Q31. Project Partners

Please list all the Project Partners (including the Lead Partner 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.

Lead Partner name: Fauna & Flora International (FFI)

Website address: <https://www.fauna-flora.org/>

As project lead, FFI will be responsible for project management, overall and partner coordination, organising training and technical support, financial management and oversight, and reporting.

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

FFI stands out as the sole collaborator in this endeavour equipped with the capacity and expertise necessary to effectively oversee a project of this magnitude. Our robust financial systems and extensive track record in handling projects of such scale are poised to significantly enhance the prospects of success for this initiative.

Nonetheless, it's crucial to emphasise that the primary objective of this project is to empower small, local organisations, enabling them to assume leadership roles in similar future projects.

International/In-country Partner International

Allocated budget (proportion or value):

£ [REDACTED]

Represented on the Project Board (or other management structure) Yes

Have you included a Letter of Support from this partner? Yes

Do you have partners involved in the Project?

Yes

1. Partner Name: Center for the Support of Specially Protected Natural Areas of Tajikistan (CSSPNAT)

Website address: N/A

CSSPNAT is dedicated to addressing environmental concerns, safeguarding nature, enhancing societal well-being, providing humanitarian aid, and enriching the cultural and ecological aspects of the community. Since 2016, CSSPNAT has actively engaged in multiple projects aimed at tackling issues like the preservation of medicinal and edible plants, reforestation efforts, ecological equilibrium maintenance, fostering a harmonious human-nature relationship, and safeguarding Tajikistan's specially protected natural areas.

What value does this Partner bring to the project?

(including roles, responsibilities and capabilities and capacity):

Collaborating closely with experts from Nature Reserves and National Parks across various regions of Tajikistan, CSSPNAT actively promotes biodiversity initiatives and disseminates information about its assistance and methodological support. Drawing from global expertise, they engage with the local population and visitors to natural landmarks within the state forest fund and specially protected natural areas.

CSSPNAT's team will play a proactive role in training activities under Outputs 1 and 3, based on their assessment of training priorities. They will apply their newfound knowledge to fortify their processes and structures. Furthermore, they will assume leadership in activities outlined in Output 2, including the design, execution, and reporting of small grants.

Additionally, one of the Center's staff members will actively participate in the Project Steering Committee, facilitating regular knowledge sharing, learning, and adaptation of plans.

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: Tourist of Mountain Maschoh (ToMM)

Website address: N/A

What value does this Partner bring to the project?

ToMM is dedicated to fostering sustainable societal and national development through the creation and execution of programmes centred on tourism, culture, education, and youth engagement, particularly focusing on young women. Its primary mission involves promoting Tajikistan as a tourist destination with a strong emphasis on ecotourism. They are committed to raising environmental awareness, conserving nature, and improving public health, with a special focus on young women. They work to provide clean drinking water to the local population and stimulate tourism development. Their efforts encompass programme preparation, event organisation, and seminars on topics such as biodiversity, water purity, plant conservation, pollution prevention, and the responsible use of natural resources, targeting school children, teenagers, and youth.

(including roles, responsibilities and capabilities and capacity):

ToMM has a specific interest in promoting tourism around Dushanbe, an area where 19 vulnerable tulip species are found. With its dedicated focus on sustainable tourism, ToMM has the potential to lead conservation initiatives that simultaneously enhance local livelihoods.

ToMM will actively engage in training under Outputs 1 and 3 and assume leadership roles in activities detailed in Output 2, which includes designing, implementing, and reporting on small grants.

ToMM appoints one staff member as an active participant in the Project Steering Committee.

International/In-country Partner In-country

Allocated budget: £ [REDACTED]

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

Have you included a Letter of Support from this partner? Yes

3. Partner Name: Youth Group on Protection of Environment (YOPE)

Website address: N/A

YOPE is dedicated to delivering biodiversity conservation training in Tajikistan's Sughd region. With a track record of seven years organising eco-education events for various community members, the organisation stands as a shining example of female leadership in conservation efforts, with three women at the helm.

Members of YOPE actively engage in training activities as part of Outputs 1 and 3, taking into account their own assessment of training priorities and applying their newfound knowledge to reinforce the organisation's processes and structures. Given the organisation's primary focus on training, they are also invited to include additional participants in the Training of Trainers (ToT) activities outlined in Output 1. Furthermore, they take the lead in activities detailed in Output 2, including the design, implementation, and reporting of small grants.

In addition to their active involvement in project activities, the YOPE designates one of their staff members to participate actively in the Project Steering Committee. This role is vital for the regular exchange of knowledge, learning, and the adaptation of project plans.

International/In-country Partner	<input checked="" type="radio"/> In-country
Allocated budget:	£ [REDACTED]
Representation on the Project Board (or other management structure)	<input checked="" type="radio"/> Yes
Have you included a Letter of Support from this partner?	<input checked="" type="radio"/> Yes

4. Partner Name: *No Response*

Website address: *No Response*

What value does this Partner bring to the project?
No Response

(including roles, responsibilities and capabilities and capacity):

International/In-country Partner	<input type="radio"/> International <input type="radio"/> In-country
Allocated budget:	£0.00
Representation on the Project Board (or other management structure)	<input type="radio"/> Yes <input type="radio"/> No
Have you included a Letter of Support from this partner?	<input type="radio"/> Yes <input type="radio"/> No

5. Partner Name: *No Response*

Website address: *No Response*

What value does this Partner bring to the project?

No Response

(including roles, responsibilities and capabilities and capacity):

International/In-country Partner International
 In-country

Allocated budget: £0.00

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: *No Response*

Website address: *No Response*

What value does this Partner bring to the project?

No Response

(including roles, responsibilities and capabilities and capacity):

International/In-country Partner International
 In-country

Allocated budget: £0.00


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.

 [Combined LoS Tajikistan](#)

 20/10/2023

 15:37:28

 pdf 1.43 MB

Section 16 - Lead Partner Capability and Capacity

Q32. Lead Partner 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)?

Yes

If yes, please provide details of the most recent awards (up to 6 examples).

Reference No	Project Leader	Title
DARNV016	Helen Anthem	Promoting equitable gender norms to strengthen conservation governance and impact
DAREX006	Serah Munguti	Increasing ecological and socio-economic resilience of Upper-Ewaso Ng'iro North Ecosystem
30-010	Fardi Ali Syahdar	Securing Spermonde's seascape through community-based coral reef fisheries management
30-009	Adams Toussaint	Developing sustainable sea moss farming methods in Saint Lucia
30-002	Ngwe Lwin	Sustainable Wetland Management in the Central Ayeyarwady River Basin
DARNV001	Hazel Akester	Incentivising responsible fisheries in Central America: testing novel intermediary models

Have you provided the requested signed audited/independently examined accounts (or other financial evidence as indicated in the Finance Guidance)?

Yes

Section 17 - Certification

Q30. 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

Fauna & Flora International

I apply for a grant of

£199,913.00

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, a cover letter, letters of support, a budget, logframe, theory of change, Safeguarding and associated policies, and project workplan.
- Our last two sets of signed audited/independently verified accounts and annual report (or other financial evidence – see Finance Guidance) are also enclosed.

Checked









Name Paul Hotham

Position in the organisation Senior Conservation Director





Signature (please upload e-signature)  [PH signature](#)
 20/10/2023
 17:38:22
 pdf 13.67 KB

Date 20 October 2023

Please attach the requested signed audited/independently examined accounts or other financial evidence (see Finance Guidance)

 FFI 2021 Accounts	 Annual Accounts 2022
 20/10/2023	 20/10/2023
 12:21:06	 12:21:06
 pdf 568.93 KB	 pdf 1.19 MB

Please upload the Lead Partner's Safeguarding Policy, Whistleblowing Policy and Code of Conduct as a PDF

 [Combined PDF Safeguarding Whistleblowing Code of Conduct](#)
 20/10/2023
 12:20:58
 pdf 394.66 KB

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 my 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:	
<ul style="list-style-type: none"> • a cover letter from the Lead Partner, outlining how any feedback received at has been addressed where relevant, as a single PDF. 	Checked
<ul style="list-style-type: none"> • my budget (which meets the requirements above) using the template provided. 	Checked
<ul style="list-style-type: none"> • a signed copy of the last 2 annual report and accounts for the Lead Partner (or other financial evidence – see Finance Guidance, or provided an explanation if not 	Checked
<ul style="list-style-type: none"> • My completed workplan as a PDF using the template provided. 	Checked
<ul style="list-style-type: none"> • a copy of the Lead Partner’s Safeguarding Policy, Whistleblowing Policy and Code of Conduct (Question 27). 	Checked
<ul style="list-style-type: none"> • 1 page CV or job description for all the Project Staff identified at Question 29, including the Project Leader, or provided an explanation of why not, combined into a single PDF. 	Checked
<ul style="list-style-type: none"> • A letter of support from the Lead Partner and partner(s) identified at Question 30, 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
My 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 Darwin Initiative and our sister grant scheme, the IWT Challenge

Fund. We also provide occasional updates on other UK Government activities related to biodiversity conservation and share our quarterly project 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 partner, project leader, location, and total grant value).

Project Title: Small but mighty: Empowering Tajik conservation organisations through capacity building

Guidance – please delete before submitting

Provide a **Workplan** that shows the key milestones in project activities. Complete the following table as appropriate to describe the intended workplan for your project. Quarters are based on UK FYs (**1 April – 31 March** - Q1 therefore starts April 2024).

Please add/remove columns to reflect the length of your project. For each activity (add/remove rows as appropriate) indicate the number of months it will last, and shade only the quarters in which an activity will be carried out. The activity numbers should correspond to the activities in your logical framework (logframe). The workplan can span multiple pages if necessary.

This template covers multiple Biodiversity Challenge Funds schemes, so ensure you check the eligible dates/project length for the scheme you are applying to and feel free to delete later years if not applicable for your project.

	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)				Year 4 (27/28)				Year 5 (28/29)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Output 1	Three Tajik biodiversity conservation CSOs build their institutional capacity through a tailored training programme																					
1.1	Sign MoUs with three CSOs	1																				
1.2	Obtain formal permissions for project activities and cooperation with the Committee of Environmental Protection, National Academy of Science, and Agency for Forestry, from the Ministry of Foreign Affairs	1																				
1.3	Complete a baseline Organisational Resilience Check (ORC) and SWOT analysis with each of the three CSOs	2																				
1.4	Using data gathered under 1.3, establish baselines of skills and	2																				

Project Title: Small but mighty: Empowering Tajik conservation organisations through capacity building

	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)				Year 4 (27/28)				Year 5 (28/29)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	knowledge of three organisations and collaboratively establishing an individualised Capability and Capacity development plan																					
1.5	Write report establishing training needs for each organisation	1																				
1.6	Create training modules adapted to the organisation needs (topics subject to ORC, but likely project design, prioritisation and work planning, proposal writing, good grant management, social safeguards, role of national regulation and multilateral environmental agreements in conservation) and to the Tajikistan context and based on 1.2.	2																				
1.7	Organise and deliver training-of-trainers for eight local organisation staff on the organisational management modules developed under 1.6	3																				
1.8	Organise and deliver a 3-day training module on topic 1 (e.g., Project Design and Proposal Writing), for 12 people from three CSOs and 2 FSUs. Training will be focused on CSOs, and two FSUs will be invited to participate to strengthen networking and sharing among conservation actors	3																				

Project Title: Small but mighty: Empowering Tajik conservation organisations through capacity building

	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)				Year 4 (27/28)				Year 5 (28/29)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1.9	Organise and deliver a 3-day training module on topic 2 (e.g., Good Grant Management), for 12 people from three CSOs and 2 FSUs. Training will be focused on CSOs, and two FSUs will be invited to participate to strengthen networking and sharing among conservation actors	3																				
1.10	Organise and deliver a 3-day training module on People-centered Approaches to Conservation, for 12 people from three CSOs and 2 FSUs. Training will be focused on CSOs, and two FSUs will be invited to participate to strengthen networking and sharing among conservation actors	3																				
1.11	Write report for each of three CSOs, documenting training and providing assessment of capacity gained and next steps	1																				
1.12	Facilitate completion of endline ORCs with each of the three CSOs	1																				
Output 2	Three Tajik conservation organisations and at least six CSO staff demonstrate increased capacity to fundraise for biodiversity conservation projects																					
2.1	Meet with the three organisations to set expectations and provide	1																				

Project Title: Small but mighty: Empowering Tajik conservation organisations through capacity building

	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)				Year 4 (27/28)				Year 5 (28/29)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	guidance on small grant opportunities (e.g., Rufford, MBZ, PBNF, etc.), including roles and responsibilities under Activity 2.3																					
2.2	Provide mentoring support to each of the three CSOs to develop funding proposals for the internal small grant opportunity under this project	6																				
2.3	Three CSOs develop funding proposals for allocation of funding under this project (up to £3,300 per CSO), for specific activities relating to one aspect of their programs	1																				
2.4	Three CSOs implement specific activities planned under their small grants	6																				
2.5	Provide mentoring support to CSOs during grant implementation, through meetings and feedback	9																				
2.6	Organise and conduct three site visits to each organisation working site where activities are being implemented under the small grants	2																				
2.7	Grantees prepare and submit short narrative and expenditure	1																				

Project Title: Small but mighty: Empowering Tajik conservation organisations through capacity building

	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)				Year 4 (27/28)				Year 5 (28/29)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	reports to FFI, on completion of activities under their small grants																					
2.8	Provide feedback on CSO grantee reports, through meetings and written feedback	1																				
2.9	Grantees prepare final versions of their reports, following FFI feedback under 2.9	1																				
2.10	Organise and deliver networking workshop focused on species conservation for the eight CSOs, including five CSOs engaged with FFI capacity building work through complementary funding	1																				
Output 3	Three conservation CSOs strengthen their institutional capacity and comply with government regulations to operate in Tajikistan and collaborate with government agencies																					
3.1	Organise and deliver a one-day training module on project communications skills and approaches, for eight people from four organisations	2																				
3.2	Design, organise and deliver a 1-day training workshop on proper procedure and documentation for	1																				

Project Title: Small but mighty: Empowering Tajik conservation organisations through capacity building

	Activity	No. of months	Year 1 (24/25)				Year 2 (25/26)				Year 3 (26/27)				Year 4 (27/28)				Year 5 (28/29)			
			Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	government reporting and checks, for five people from 2 CSOs																					