



National Synthesis Report

REDD+ Gender Action Plans

for the

Government of Pakistan, Ministry of Climate Change

and

Readiness Fund for Forest Carbon Partnership Facility

**Women Organizing for Change in Agriculture and Natural
Resource Management (WOCAN)**

January 2021

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Executive Summary

The rural population of Pakistan represents 64.1 percent of the total population, with women representing 31.5 percent of the rural population.¹ They are mainly engaged in agriculture that contributes 21 percent of the Gross Domestic Product (GDP). It is estimated that approximately 75 percent of women and girls age 10 years and older constitute the labor force in the agriculture sector. They are mostly unpaid or low wage family workers with an average labor input of 34 hours per week.

Women are an integral part of forest-dwelling communities in Pakistan, contributing to the wellbeing of their families and also partaking in a multitude of activities for livelihoods including grazing of livestock, grass cutting, collection of Non-Timber Forest Products (NTFPs), fuelwood collection, fetching water and other related household chores.

For achieving sustainable forest management and effective implementation of REDD+ processes, inclusive and equitable stakeholder engagement with a particular emphasis on gender issues is imperative. The consideration of gender is essential to addressing and respecting social safeguards as well as achieving the long-term objectives of sustainable forest management and climate change mitigation. More specifically, the Cancun Agreements of UNFCCC have emphasized the need for countries to address gender considerations in their national strategies and action plans.

With these overarching considerations in view, the formulation of provincial REDD+ Gender Action Plan is aimed at supporting gender mainstreaming in REDD+ implementation in Pakistan.

The assignment has two objectives: 1) to conduct an assessment of gender mainstreaming within the forestry sector and REDD+ in particular, resulting in Gender Action Plans and 2) to conduct outreach activities to generate support and build capacities of those implementing the REDD+ Program.

This synthesis report is a summary of the key findings of the gender assessments that were conducted, and which form the basis for the development of six Gender Action Plans, and a set of recommended actions for the REDD+ Program in the wider, national context.

The results of the gender assessments can be summarized according to the three areas of gender mainstreaming that affect women's participation in sustainable forestry management program activities.

¹Pakistan Census Report 2017, Azad Jammu & Kashmir at a Glance 2019 and Gilgit Baltistan at a Glance 2020

(i) Gender expertise

There is an absence of gender expertise in all the forest departments of the sub national units. More specifically, there is an absence of skills in the following categories: Gender analysis; gender integrated planning; and a general lack of awareness for integrating gender in program design

This contributes significantly to gender-blind programming, that typically views women as a monolithic group, and overlooks considerable constraints to women's participation in program planning and implementation

(ii) Organizational commitment for gender

There is weak organizational commitment for gender in the sub national units. The key organizational structures such as monitoring and evaluation systems, specific terms of reference for key staff, coordinators, and budget allocations are gender-blind in all six sub national units.

The absence of organizational commitment for gender manifests most significantly in the lack of institutionalization, where gender integration is limited to projects; and the critical under representation of women professionals in the forest departments.

(iii) Gender policy

The Forest Departments in all six sub national units do not have a specific gender policy or strategic guidelines for gender integration into programs. This stands in contrast to the majority of provincial governments that have adopted specific policies for gender and women's empowerment.

This synthesis report contains five sections:

- **Section 1:** contains the objectives of the overall project, and specific goals of the report.
- **Section 2:** provides an overview of the gender status in Pakistan, by situating the aims of the REDD+ Strategy within the larger context of the forestry sector and the status of rural women in the country.
- **Section 3:** describes the key gender gaps in three areas of gender mainstreaming: gender expertise; organizational commitment to gender; and gender policy implementation at the sub national units. This is followed by an outline of opportunities.

- **Section 4:** provides a summary of the six Gender Action Plans that were developed through context-specific consultations with the sub national units.
- **Section 5:** contains the recommended actions for the REDD+ Program to coordinate and support the sub national units to effectively implement their individual Gender Action Plans.

1. INTRODUCTION

1.1 Objective of the Synthesis Report

The overall aim of the report is to provide a synthesis of gender mainstreaming in forestry / REDD+ across six provinces and administrative areas of Pakistan in order to ensure that gender is integrated in the design, and implementation of REDD+ mechanisms and that women's participation and benefit sharing are in line with the national/sub national REDD+ Strategy.

This understanding was to inform the production of six sub-national Gender Action Plans (GAPs) and one national level GAP that outlines activities, indicators and roadmaps for a gender-responsive REDD+ national program.

The specific objectives were as follows:

- a) To assess current policies, practices and institutional frameworks for gender mainstreaming in context of forestry management / REDD+ at the Sub national levels;
- b) To conduct province wise consultations and synthesize the specific issues pertaining to gender in the forest dwelling communities
- c) To identify social, economic and cultural barriers that prevent gender mainstreaming in each sub national unit;
- d) Develop appropriate measures to support a rights-based and gender-responsive design and implementation of REDD+, through use of appropriate tools
- e) Develop Gender Action Plan (GAP) for gender mainstreaming to ensure that voices of men and women, and marginalized groups do not go unheard and ensure effective participation of women in REDD+ initiatives and benefit sharing in line with National / Sub national REDD+ Strategy
- f) As part of GAP, develop appropriate monitoring frameworks and indicators to measure gender responsive results and impact on ground
- g) To ensure alignment of REDD+ activities with gender related safeguards.

1.2 Analytical Framework of the Synthesis Report

The organizing framework for the synthesis report is comprised of assessments and recommended actions in three discrete, but interrelated components of gender mainstreaming:

- Gender capacity / expertise
- Organizational commitment to gender integration
- Gender policy environment

Table 1: Organizational framework of synthesis report

| GENDER MAINSTREAMING COMPONENTS | ASSESSMENT RESULTS | RECOMMENDED ACTIONS | |
|---|-----------------------|---------------------|----------|
| Gender capacity / expertise | Gaps / opportunities? | Activities | Outcomes |
| Organizational commitment to gender integration | Gaps / opportunities? | Activities | Outcomes |
| Gender policy environment | Gaps / opportunities? | Activities | Outcomes |

1.3 Methodology and Approach

The methodological framework was based on gender analysis methods to generate data at two levels: the forest departments and local communities.

- The Nine-box Framework for Organizational Analysis was employed to assess forest department policies, programs and practices and institutional arrangements for gender mainstreaming, followed by a one -day consultation workshop with the aim to introduce tools for gender-integrated planning to forest department officials (see Annex 2).
- Gender analysis tools that included a specially designed, gender-responsive livelihood survey, complemented by activity profiles, access and control profiles, mobility mapping and transit walks to generate data at the community level (see Annex 1).

Approach

A four-step approach was adopted in the data gathering and analysis process. This included consultations with key stakeholders at the federal level, followed by consultations with forestry departments and selected communities in the four provinces and two administrative areas.

Step 1- Federal consultations: The team held consultations with all relevant stakeholders identified by the REDD+ office Islamabad and WOCAN during the inception phase. The REDD+ stakeholders at the federal level included the Ministry of Climate Change (MoCC), the Ministry of Planning Development & Special Initiatives, United Nations Development Programme (UNDP), the International Union for Conservation of Nature (IUCN), HELVETAS-Pakistan and the Pakistan Poverty Alleviation Fund (PPAF).

Step 2-Provincial consultations: In each sub national unit, separate consultations were conducted with key members of the forest departments, which included the Chief Conservators, Divisional Forest Officers and the REDD+ focal points. A post-field consultation with REDD+ coordinators and forestry officials was conducted to share lessons from the field, and mobilize input into the Gender Action Plans through a capacity development workshop on Gender-integrated Planning.

Step 3-Community consultations: Consultations were held with forest- proximate communities through focus group discussions (FGDs). The methods adopted in the FGDs included a livelihood survey to understand the general roles of women and men in forestry activities and the differential access / control of resources and opportunities between women and men. The survey method was complemented by the use of participatory methods such as transit walks, daily activity charts and mobility mapping to understand women’s work burdens and time availability, and how these challenges affect their ability to participate more effectively in forest management programming interventions.

Step 4-Data analysis and Development of Gender Action Plans: Data from the provincial and community consultations were analyzed through a gap and opportunity analysis. This was followed by the development of six Gender Action Plans.

1.4 Stakeholder consultations

The total number of stakeholders for the consultations was 475: of which 25 were from the Federal level; 60 from the sub national units; and 390 from local communities.

Table 2: Total number of interviews and consultations

| Consultations | Female | Male | Total | Organizations/FGDs |
|--------------------|--------|------|-------|--------------------|
| Federal | 11 | 14 | 25 | 10 |
| Sub-national units | 23 | 37 | 60 | 6 |
| Community | 219 | 171 | 390 | 16 |

2. OVERVIEW OF THE GENDER SITUATION IN PAKISTAN

2.1 Introduction

Gender norms determine the *condition* and *position*² of women in Pakistan, more particularly in rural areas of the country where such norms are more pronounced. Subsequently, any discussion of the status of women in forestry and the REDD+ program cannot be separated from a discussion of women's situation in the larger society.

The following review provides a bird eye view of gender issues in Pakistan, with a particular focus on the situation of rural women, followed by a discussion of women's roles in the forestry and the potential for their effective engagement in forest management and REDD+ program activities.

2.2 Status of Rural Women

The rural population of Pakistan represents 64.1 percent of the total population, with women representing 31.5 percent of the rural population.³ They are mainly engaged in agriculture that contributes 21 percent of the Gross Domestic Product (GDP). It is estimated that approximately 75 percent of women and girls age 10 years and older constitute the labor force in the agriculture sector. They are mostly unpaid or low wage family workers with an average labor input of 34 hours per week⁴.

Despite several international commitments, the country still shows an abysmal record against international development benchmarks such as the UN's Human Development Index (HDI) and Gender Inequality Index (GII). Pakistan stands 154th among 189 countries according to UN's HDI rankings for the year 2020⁵. According to the report, Pakistan is far behind neighboring countries (Nepal 142; Bangladesh 133; India 131; Bhutan 129; Maldives 95 and Sri Lanka 72)⁶.

In Pakistan, the overall literacy rate for both men and women of ten years and above was 58 percent (female 45% and male 71%) for 2017-2018. The literacy rate for rural

² **Condition** refers to the material situation of women; **Position** refers to the social status of women in relation to men

³ Pakistan Census Report 2017, Azad Jammu & Kashmir at a Glance 2019 and Gilgit Baltistan at a Glance 2020

⁴ UN Women 2018: Rural Women in Pakistan: Status Report 2018. Center of Gender and Policy Studies (CGaPS)

⁵ [https://tribune.com.pk/story/2276065/pakistan-ranks-154th-on-uns-human-development-index#:~:text=Pakistan%20was%20ranked%20154th%20among,Index%20\(HDI\)%202020%20rankings](https://tribune.com.pk/story/2276065/pakistan-ranks-154th-on-uns-human-development-index#:~:text=Pakistan%20was%20ranked%20154th%20among,Index%20(HDI)%202020%20rankings). Accessed Jan 12, 2021

⁶ United Nations Development Programme, 2020. *Human Development Report 2020: The Next Frontier: Human Development and the Anthropocene*.

areas was comparatively lower (37%) than the urban average (60%) among women. The highest literacy rate among rural women was in AJ&K (66%) followed by Punjab (45%) and GB (39%)⁷.

2.2.1 Poverty and Wealth Ranking

In Pakistan, 24.3 percent (50 million) of the population still lives below the national poverty line⁸. There is an expected increase of national poverty up to 40% and a negative impact on 50-60 million people,⁹ mainly amongst daily wage earners and the self-employed¹⁰ due to the recent pandemic and lack of a national protection program.

According to the wealth quintiles index for 2018, an average of 25.4 percent of the households fall in the category of the poorest households followed by 25.2 percent poor and 21.7 percent middle class households.¹¹ This shows that the large majority of households in the country are vulnerable to socio-economic shocks and natural calamities. There is no official data available for the average number of poor women within a household in rural areas.

The poverty situation has prompted the government of Pakistan to commit to the reduction of poverty by 19% by 2023, through investments in poverty alleviation programs, especially for women, children and people with disabilities.

2.2.2 Labour Division, Decision Making and Employment

Several factors determine gender roles in rural Pakistan, including education, age and social and economic status of women. However, gender roles are not limited to these factors alone, but need to include a more nuanced view that includes socialization processes that normalize and reproduce gender asymmetries in the way women and men's social roles are constructed and maintained over time. All these factors combine to influence and determine gender roles, decision making and employment of rural women.

Women's roles combine reproductive (care) and productive work. It is estimated that an individual woman spends an average of 85 hours per week on household chores,

⁷Pakistan Social and Living Standards Measurement Survey (PSLM-2018-19, AJ&K: Labour Force Survey 2017-2018: Azad Jammu and Kashmir and GB: Gilgit-Baltistan: Multiple Indicator Cluster Survey 2016-17.

⁸ Poverty & Equity Brief Pakistan South Asia April 2020:

https://databank.worldbank.org/data/download/poverty/33EF03BB-9722-4AE2-ABC7-AA2972D68AFE/Global_POVEQ_PAK.pdf (Accessed Feb 7, 2021).

⁹ Pakistan Economic Survey 2019-2020

¹⁰<https://www.theigc.org/blog/poverty-reduction-in-pakistan-past-present-and-future/> (Accessed Feb 7, 2021)

¹¹Pakistan National Nutrition Survey 2018

while engaged significantly in agriculture production (73 % of rural women contribute to agriculture production¹².)

Household decision making processes are context specific and generally, are difficult to identify with any certainty. For instance, the Pakistan Demographic and Health Survey (2017-2018) shows that rural women make joint decisions with their husbands on decisions over health care, major household purchases and visiting family. However, the survey is largely silent on areas of women's independent decisions, perhaps bowing to the strong influence of patriarchal system in household governance.

2.2.3 Women's Rights to Inheritance and Land Ownership

Both the religion and Constitution guarantee a woman's right to property and inheritance. Article 25 of the Constitution guarantees equality of rights to all citizens irrespective of sex, race, and class and empowers the Government to take affirmative action to protect and promote women's rights.

There are similarly significant legislative acts such as the Punjab Land Revenue Act (2015)¹³, the Enforcement of Women's Property Rights Act 2020¹⁴ and Pakistan's obligation to international commitments on women's rights to land¹⁵.

However, the Muslim Family Law does not grant equal inheritance rights to women, and customary laws on land rights are silent on women's right to land inheritance¹⁶.

The Pakistan Demographic and Health Survey 2017-2018 shows that 97.7 percent of rural women aged 15-49 in rural Pakistan are without inheritance of land or house. A small 1.2 percent of rural women own agricultural land, while 0.3 percent are relegated to ownership of non- agricultural land and 0.8 percent to residential plots and houses. Only a marginal 1.2 percent of rural women are sole owners of land.

2.2.4 Women's Access to ICT Material

Pakistan ranked 148th out of 176 countries in 2017 in the ICT Development Index¹⁷. Women's access to media has increased over the five years¹⁸. As of 2018, 33.3 percent

¹²The World Bank, 2017. *Employment in agriculture, female (% of female employment) (modeled ILO estimate)*. <https://data.worldbank.org/indicator/SL.AGR.EMPL.FE.ZS?view=chart> (accessed Feb 3, 2021)

¹³Meinzen-Dick, R; Agnes Quisumbing, et al. 2017. Women's land rights as a pathway to poverty reduction. Framework and review of available evidence. Agricultural Systems, 2017.

¹⁴<https://pakistanlawyer.com/2020/11/25/enforcement-of-womens-property-rights-act-2020/> Accessed Jan 16, 2021. The ICT Development Index (IDI) 2019: Methodology, indicators and definitions (as of February 2019) ICT Data and Statistics Division Telecommunication Development Bureau International Telecommunication Union

¹⁵<https://nation.com.pk/15-Sep-2020/finally-new-law-comes-out-to-secure-women-s-inheritance> (Accessed Jan 16, 2021)

¹⁶UN Women 2018: Rural Women in Pakistan: Status Report 2018. Center of Gender and Policy Studies (CGaPS).

¹⁷<https://www.itu.int/en/ITU-D/Statistics/Documents/statistics/ITU%20ICT%20Development%20Index.pdf> (Accessed Feb 06, 2021)

rural women of age 15-49 owned mobile phones with 6.3% of rural women using mobile phones for financial transactions.

The use of the internet by rural women age 15-49 years however, is quite low; only 5.8 percent of rural women have ever used the internet, while 5.4 percent women have used the internet in the past twelve months. Around 51 percent women in Pakistan have access to television.

Regarding exposure to specific mass media, it is reported that 5.7 percent women aged 15-24 read a newspaper, 15.2 percent women listen to radio and 33.4 percent watch television once a week. But 27.7 percent of women have not used any of the mentioned media more than once a week. The general trend though seems to show a gradual penetration of media into both rural and urban areas.

2.2.5 Women's Health and Nutrition

Rural poverty in Pakistan is still a major issue. The recent national nutrition survey shows an average of 39.3 percent of the households faced a situation of food insecurity and lacked access to adequate quantity of food. The food insecurity data has further been disaggregated into households that suffer severe food insecurity (21.2%), households with moderate food insecurity (7.5%) and households with mild food insecurity (10.6%) respectively.

Malnutrition is prominent among rural women of reproductive age with problems like wasting through micronutrient deficiency. The NNS 2018 highlights the prevalence of under-weight (15.3%), over-weight (21.7%), and obesity (9.8%) amongst women of reproductive age (15-49 years).

2.2.6 Women in Community-based Institutions

There are ten Rural Support Programs (RSPs) working for the socio-economic development of rural communities. The first RSP-the Aga Khan Rural Support Program (AKRSP)- was established in 1982 in GB and Chitral with the goal of poverty alleviation in the remote mountain regions of Pakistan.

Based on the tremendous success of this program, other RSPs were initiated in other provinces and regions of Pakistan. From their inception, these RSPs have made women's empowerment and gender mainstreaming their major development agenda.

Under the umbrella of the Rural Support Program Network (RSPN), RSPs have strongly advocated for women's empowerment at the grassroots level. They have mobilized and

¹⁸ Pakistan Demographic and Health Survey 2017-2018

organized 4.07 million¹⁹ women at *mohallah* (street), village and union council levels by promoting rural women's leadership through continuous and sustained capacity building initiatives. Over a period of four decades, the RSPs have promoted 271,899 women-led community-based institutions including 250,847 Community Organizations (COs), 20,161 Women Village Organizations (VOs) and 892 women's Local Support Organizations (LSOs)²⁰ across four provinces, AJ&K and GB. These grass-roots institutions have come a long way in promoting awareness of gender-based violence, health, education, NRM, civil/women rights, environment and climate change.

2.3 Gender in Forestry

2.3.1 Forestry in Pakistan

According to the Survey of Pakistan (SOP), the total land area of the country is 796,096 sq. km. of which 4.478 million hectares (5.4 percent) is covered by forests. The forest area is stretched over nine ecological zones. Major forest types include dry temperate forests; sub-tropical broadleaved scrub; moist temperate; chir pine; riverine; irrigated plantations; thorn; mangroves and sub-alpine forests²¹.

These forests are managed by public (Forest Department) and private entities (community). Each province and region has autonomous government forest departments. The management of forests, rangelands and watersheds rests with the provincial/regional forest departments that are reflected in their work plans while the forest trees on farm land and *Mazroas* (the areas falling outside demarcated forests) are privately owned. Local people have some rights and concessions in protected forests for timber for house construction, grazing, grass cutting, collection of dry wood, etc.

The yearly forest depletion rate in Pakistan was estimated at 11,000 hectares for the period 2004-2012, with an increased trend of 17,000 hectares observed for the period 2008 – 2012. Most of the area affected by deforestation between 2004-2012 consisted of riverine (34%), scrub (20%), dry temperate forests (19%), pine (13%) and thorn forests (9%). The mean annual emissions from the deforestation were up to 1.0 million tons of CO₂-e between 2004 – 2012. Based on the above, the National Forest Emissions Level (FREL) has been assessed at 946,653 Tonnes CO₂e²².

The key drivers of deforestation and degradation are commercial agricultural expansion, infrastructure development, encroachment, mining, unsustainable timber and wood extraction, small-scale agriculture practices, overgrazing, forest fires and reduced fresh water for riverine and mangrove forests²³.

¹⁹ Rural Support Program Network (RSPN) 2018 Annual Report

²⁰ RSPN 2019 Annual Report

²¹ FAO 2020. 2019: Forestry Sector Review: Pakistan. Islamabad

²² <https://www.redd-pakistan.org/wp-content/uploads/2021/06/Forest-Reference-Emission-Levels-Pakistan.pdf>.

²³ <https://www.redd-pakistan.org/wp-content/uploads/2021/10/National-REDD-Strategy-For-Pakistan.pdf>.

2.3.2 The Role of Women in NTFPs

Women have extensive knowledge of the extent and existence of NTFPs within forests, which they harvest for home consumption or for sale to local shop keepers and traders and contractors²⁴. Non-Forest Timber Products (NTFPs) are a great source of livelihoods for forest -dependent communities especially women and children in Pakistan. Women and children collect NTFPs from rangelands, high pastures and grazing lands, with some women and children spending long hours in collection (10-12 hours a day)²⁵ while working in dangerous and unfavorable mountain terrains. Typically, they harvest medicinal plants, mushrooms, honey, *mazri* palm and pine nuts, along with fuel wood for household cooking needs, and grasses for livestock.

2.3.3 Women's Role in Forest Management

There have been some innovative practices in the forestry sector to engage local communities in forest management. An important example is the development of Joint Forest Management Committees by the government of Khyber Pakhtunkhwa through "*The North West Frontier Province Forest Ordinance, 2002*" with the aim to organize local communities to protect, conserve and manage forest resources.

The Khyber Pakhtunkhwa Joint Forest Management (Community Participation) Rules (2004) clearly defined the roles, duties and powers of Women's Organizations in forest management, while also mandating the recruitment of female forestry extension workers to provide support ²⁶.

In reality however, there were only three female forestry extension workers in Swat and Chitral districts charged with the responsibility for social mobilization and sensitization of the local communities, and to form women-led JFMCs. A later study found no evidence of women-led JFMCs in Swat, Dir Upper and Chitral in contrast to 73 men-led JFMCs that had been established²⁷.

2.3.4 Women's Role in Farm Forestry/Fuelwood/Grazing

²⁴ Local contractors prefer to engage women and non-school going boys and girls as they are less likely to demand better wages in payment for services.

²⁵Zubair.M. et al September 2019: Non-Timber Forest Products Collection Affects Education of Children in Forest Proximate Communities in Northeastern Pakistan. MPDI, Forests 2019, 10, pp. 813.

²⁶ Khyber Pakhtunkhwa Joint Forest Management (Community Participation) Rules, 2004.

²⁷ Badshah Muhammad and Johar Ali 2018

Farm forestry has long been practiced in Pakistan and is an important source of fuel wood for cooking²⁸. However, since only a small 21.7 percent of rural areas have access to clean fuels and technologies²⁹. Women and children are disproportionately affected by pollution caused by the incomplete combustion of solid fuels while cooking, and suffer from respiratory illness, tuberculosis, asthma, cataracts, and low birth weight³⁰.

Women in Pakistan are also engaged in livestock management practices such as grazing and fodder collection from forests.

For instance, in AJ&K, 7 out of 10 women are engaged in grazing animals and fodder collection. In Balochistan, fodder collection responsibilities from rangelands is equally distributed among men, women and children while grazing is purely men's job. Around 78 percent of women in GB are involved in all activities of livestock. Sixty-eight percent women in KP are involved in grazing animals. In Punjab, fodder production is the responsibility of men, and fodder collection and stall feeding is carried out by women alone. In Sindh, 59 percent of women are engaged intensively in cattle grazing, with 31 percent engaged occasionally³¹.

2.3.5 Women's Participation in Forestry Projects

A variety of conservation and development programs and projects have been implemented across the country by government and non-governmental organizations. Using participatory development approaches, forestry projects have engaged communities through the establishment of new community-based organizations or strengthening existing ones for sustainable use of forest resources and forest protection. Under this initiative, certain forestry enterprises such as Backyard Forest and medicinal plant nurseries, apiculture, and sericulture were established (see Annex 2 for a list of forestry projects implemented with multi-donor support).

2.3.6 Female Staff Representation in Forestry and Environmental Organizations

The human resource data available for all technical organizations working on forestry, environment and women's development mentioned below have negligible female professional staff representation both at national and provincial/regional level. The available data shows that majority of decision-making positions are held by men professionals. The following presents details of female professionals in different organizations:

²⁸Multi-Indicator Cluster Surveys (MICSs) Punjab 2017-2018, GB 2016-2017, KP 2016-2017 Sindh 2014, Balochistan 2010 and AJ&K 2007-2008

²⁹Electricity/Biogás, Liquefied Petroleum Gas (LPG) and Piped natural gas

³⁰FAO 2019: Gender Assessment. PF 108: Transforming the Indus Basin with climate resilient agriculture and water management, Pakistan | FAO |B.23/10.

³¹ FAO 2015: Women in Agriculture in Pakistan

i. Ministry of Climate Change and Environmental Protection Agencies

The Ministry of Climate Change has six female professionals among the cadre of thirty-seven staff at the national level. Female staff includes the Minister of State for Climate Change and the secretary, parliamentary secretary, deputy secretary-administration, assistant secretary wildlife and section officer³².

The six Environmental and Protection Agencies (EPAs) at the provincial/regional levels have a slightly higher number of women professionals. The EPA-Punjab has the highest number of female staff at the provincial level. There are eighteen female professionals working at different positions (five Deputy Directors, twelve Assistant Directors and one District Officer) against a total number of seventy-six staff based at provincial headquarter and thirty-six district offices³³. AJ&K has three women Assistant Directors among twelve staff³⁴ and GB has one female scientific officer among an eight -member team³⁵. The remaining EPAs of Sindh, KPK and Balochistan have no female staff employed³⁶.

ii. Pakistan REDD+ Program

The program team at the REDD+ Program office Islamabad is comprised of twelve individuals, with the female Secretary³⁷ of the MoCC serving as the National Project Director of the REDD+ Program. Additionally, there are two female research associates in the Program³⁸.

iii. Provincial Forest Departments

Initial data obtained from websites of provincial forest departments and the FAO's Forestry Sector Review (2019) shows a total of 17,300 staff members, with only Punjab reporting four female staff serving as deputy secretaries³⁹, one director of research and one sub-divisional forest officer in the department⁴⁰. The rest of the provinces/regions have no mention of female staff representation in any level.

³²<http://www.mocc.gov.pk/Detail/NTNjYzVINzYtNmE2NS00OTZiLWl0OGUtYTlhNWYzZjkzNjcw> and <http://www.mocc.gov.pk/Detail/Zjk0OGQ2NTgtZGVlZi00NmFiLWFiNzgtNDg5YThkOTQ0OWU0> (Accessed January 27,2021)

³³http://epd.punjab.gov.pk/contactus_contact_directory_epa (Accessed February 2,2021)

³⁴<http://www.epaajk.gov.pk/ajkepaofficerprofile.php> (Accessed February 2,2021)

³⁵<http://www.gbepa.gog.pk/contact-us> and [http://www.gbepa.gog.pk/Admin and lab/](http://www.gbepa.gog.pk/Admin%20and%20lab/) (Accessed February 2,2021)

³⁶ Sindh: <http://epasindh.gov.pk/html/contactus.html>. KPK: <https://epakp.gov.pk/> .

Balochistan <https://bepa.gob.pk/contact-us/> (Accessed February 2,2021)

³⁷ Recently replaced by a male Secretary of the MOCC

³⁸<https://www.redd-pakistan.org/staff/> (Accessed Jan 16, 2021)

³⁹https://fwf.punjab.gov.pk/our_secretaries and https://fwf.punjab.gov.pk/divisional_offices (Accessed Jan 10, 2021)

⁴⁰Data gathered through Whats App Group: Female Foresters

However, the existing data has been further reviewed and the FAO data source has been considerably updated to reflect changes in the original data, particularly for the other provinces / regions (see Table 6 in Section 3 of this report).

iv. *Pakistan Forest Institute*

Two female and 13 male professionals constitute the cadre at Pakistan Forest Institute (PFI)-Peshawar. PFI is the pioneer academic institute providing education in different disciplines of forestry. There is one women director of education among six other directors⁴¹. PFI has provided professional degrees (M.Sc. and B.Sc. Forestry) to women since the 1980s. The Institute has trained many women foresters/professionals; however, these women professionals have largely opted to work in non-governmental organizations and Rural Environment Projects (REPs) rather than the forest departments.

v. *Forestry Extension Services*

An initial review through a website search found very limited gender disaggregated data available for the forestry extension services, though there is fairly extensive coverage of their activities. The Punjab Forest Department outlined their engagement in spring and monsoon plantations through farmer community involvement and engaging youth from schools and colleges. Other activities include awareness- raising campaigns through radio/TV talk shows, films and lectures. Similarly, there is a mention of formulation of Community-Based Organizations (CBOs) and Participatory Rural Appraisals (PRAs) for local community in wildlife extension services⁴². No report or gender disaggregated data is available for further analysis.

Encouragingly, more recent data made available from the KPK Forest Department shows that there are 20 female extension staff, and 44 females in positions ranging from community development officers, administrative staff, forest guards, research and development personnel service staff⁴³.

2.3.7 Gender in REDD+

The REDD+ Strategy (2021)⁴⁴ highlights the role of women in forestry while acknowledging their lack of participation in forestry projects. The Strategy points to the gender gap in the lack of female professional staff in forest departments, and the absence of community outreach programs.

⁴¹<https://www.pfi.gov.pk/faculty.php>, https://www.pfi.gov.pk/divisions_branches.php and https://www.pfi.gov.pk/divisions_branches.php (Accessed Jan 12, 2021)

⁴²https://fwf.punjab.gov.pk/extservices_forests (Accessed Jan 28, 2021)

⁴³ Data of female extension staff has not been accessible/made available for other forest departments at the date of this report preparation.

⁴⁴ <https://www.redd-pakistan.org/wp-content/uploads/2021/10/National-REDD-Strategy-For-Pakistan.pdf>

Some important lessons have been captured in terms of opportunities and challenges for gender integration, namely in the final design of REDD+ Payment for Environmental Services in Mangrove Ecosystems of Sindh and Balochistan and a draft Final Report, *REDD+ PES Design Document for Temperate Forest Ecosystem Kaghan Valley*.

In response to the gender gaps, the Strategy anticipates the need for adopting community-driven participatory model of forest management, while pointing to the need for structural improvements by recommending funds that are targeted for women's development in programs to meet the Sustainable Development Goals (SDGs).

The operationalization of the REDD+ Strategy will, however, have to work with challenges that are embedded in a context of institutional 'gender blindness', manifested in weak forestry sector policy, legal and institutional reforms to target women in REDD+ programming, the limited number of female professionals and an absence of community outreach.

3. FINDINGS OF THE GENDER ASSESSMENTS

3.1 Introduction

The gender analysis and the development of Gender Action Plans draw on two discrete but inter-related principles of gender analysis. They are:

- i: Condition, which refers to the material situation of women, prompting the question: *what are the material or practical needs of women?*; and
- ii: Position, which refers to the social status of women in relation to men, and prompts the question: *what are the strategic needs or interests of women?*

The two concepts are applied at two levels of analysis:

- i)** at an institutional level to examine the policy environment, structures such as the monitoring and evaluation system, work practices of the forest departments to assess the degree of gender equity that is applied in programming and the work place;
- ii)** at the level of women from forest-proximate communities, to examine several key challenges that exist in the intersection between their material needs and their social status, and the extent to which such challenges are systemic and critically inhibit women's agency and ability to participate in sustainable forestry management programs and activities.

This section outlines key gender gaps that emerged from the findings of the gender assessments. The three gender gaps are:

- The first is the absence of gender expertise within the forest departments, which leads to ‘gender-blind’ programming and implementation.
- The second is the weak organizational commitment for integrating gender considerations into the structures of the forest departments, which results in sub national forest departments isolating gender integration efforts to donor-supported projects without a focus on institutionalization.
- The third is the absence of specific gender policies in forest departments of sub national units, though gender and women’s empowerment have been adopted by their provincial governments.

This is followed by a brief outline of the opportunities that exist for enhancing women’s participation in sustainable forestry management program activities.

3.2 Absence of Gender Expertise

There is an absence of gender expertise in all the forest departments of the sub national units. More specifically, there is an absence of skills in gender analysis and gender integrated planning, and a general lack of awareness for the need to integrate gender in program design.

The findings from the assessments were compatible with the observations of national-level REDD+ project stakeholders, who concluded that there is a critical lack of gender expertise in organizations working in natural resource management (NRM) at both and national and provincial levels. This, they concluded, was compounded by insufficient coordination among NRM departments at the federal and provincial levels to work towards adoption of multi-disciplinary approaches towards engaging women in particular, and community development in general.

Table 3: Status of gender expertise in sub national units⁴⁵

| SKILLS | KPK | AJ&K | Sindh | Punjab | Balochistan | GB |
|---|------------|-----------------|--------------|---------------|--------------------|------------|
| Gender analysis methods | Negligible | Negligible | Negligible | Negligible | Negligible | Negligible |
| Gender integrated planning methods | Negligible | Negligible | Negligible | Negligible | Negligible | Negligible |
| Methods to link programming approaches with local communities | Negligible | Negligible | Negligible | Negligible | Negligible | Negligible |

⁴⁵ Source: Interviews conducted during provincial consultations 2021

| | | | | | | |
|---|----------|----------|----------|----------|----------|----------|
| Understanding of women's needs, interests, strengths | Moderate | Moderate | Moderate | Moderate | Moderate | Moderate |
| Expressed need for gender expertise | High | High | High | High | High | High |
| Source: Interviews conducted during provincial consultations August, 2021 | | | | | | |

3.2.1 Gender-blind program planning

The absence of gender expertise results in gender-blind program planning of forest departments, characterized by programs that view women and men as monolithic categories, while overlooking women-specific constraints that critically limit their participation in forestry program activities.

3.2.1.1 The implicit view of women as a monolithic category in programming

Access to services and benefits is determined by inter-gender relations between women and men, and compounded by intra-gender relations amongst women (or men) themselves, based on local constructions of difference⁴⁶. The analysis of interview responses during FDGs in GB for instance shows how access to forestry services is as much a function of gender relations between men and women as it is an added function of difference amongst women themselves.

Men who are wealthy and possess political influence exercise the most privilege to membership and decision-making within local groups established for local development. They are followed by second category of men who are poor, may lack education and political influence, but precede women in gaining access to group membership and decision-making.

Women's access to membership and decision-making is distinguished by two categories of women: those that are from relatively wealthier families and are educated and those who are poor, lack education, have little or no access/ownership to family land, who are widowed, or suffer from disabilities⁴⁷

⁴⁶ This type of gender analysis is usually referred to as Intersectional Analysis, and it involves analytical attention beyond simple gender differences of male and female, to bring attention to degrees of disadvantage within groups of women or men, and the potential for their inclusion/exclusion in program planning.

⁴⁷ See Table 7, GB Gender Action Plan

Table 4: Access determined by intersection of gender and class

| Categories of privilege/hierarchy | Degree of access to forest and development information, services and opportunities |
|---|---|
| Local elite men – literate and politically and economically networked. | Key decision makers and first point of contact for all external interventions including all forestry related interactions. |
| Poor local men – usually illiterate and lack political and economic networks (landless, usually with no or one son, with disability) | Excluded from decision making in groups; with limited access to forest and development related information, services and opportunities. |
| Local elite/educated women from families that are economically and politically networked | Have access to information, services and opportunities relating to forestry and development. Key recipients and members of women-specific/targeted natural resource management and development activities/interventions and group and; have decision-making power in such groups |
| Local poor women – economically disadvantaged, with no political connections (usually illiterate, landless, widowed, with disability, or with no male off-spring) | Limited or no access to forest and development related information, services and opportunities. Usually are members of women- specific target groups and committees formed by the external agencies/projects. Have no decision-making power in such groups. |

Poor women, who are economically disadvantaged, lack political influence, are widowed or suffering from a disability are disproportionately affected when they lack access to decision-making in group activities.

A specific example in Gurujaglot village in Gilgit demonstrates how gender and class hierarchies inherently determine poor women’s lack of *access* to participation and decision making, disproportionately affecting them more than others.

Box 1: Women’s lack of access to decision making

The Forest Department conducted community consultations to jointly decide on the need to impose restrictions on forest resources to protect and regenerate forests. However, the consultations only included men, with women being excluded from the decision- making process. As a result, women were negatively impacted, as they are the primary users of forest resources. Moreover, “poor” women (those that were landless, single and without male offspring) were the most impacted by this decision, as their dependence on forest resources for livelihoods was critically compromised. Subsequently, this category of “poor” women sought to supplement their daily livelihood through loans from other women, or began assuming greater risks by illegally harvesting fuel wood from the forest.

3.2.1.2 Overlooking constraints to women's participation in program planning

A gender-blind and top-down approach to project planning and implementation also does not adequately address the challenges to women's ability to participate more effectively in sustainable forest management practices. The participation of women in forestry program implementation is strongly inhibited by three intersecting challenges:

- Limited mobility
- Security concerns when in public spaces without male or other forms of guardianship
- Limited access / ownership of resources such as land, livestock services and opportunities

i: Limitations on women's mobility

Perhaps the most significant challenge for women is the restriction on their mobility. Strict social and cultural norms and practices determine the extent of women's travel outside the 'safety' of their home, and in turn the limits the degree to which they can engaged in sustainable forest management program and activities.

Women's ability to move in public spaces requires guardianship, either of other women or male members of the family. Women's mobility tends to vary according to social norms and practices in each province. For instance, in Punjab and Baltistan there are seemingly less restrictions on women's mobility, while restrictions are more consistently applied in provinces such as Khyber Pakhtunkwha and Balochistan.

However, as a general rule, travel for productive work such as fetching water from nearby streams, grass cutting and animal grazing in nearby forests requires limited or no companionship of other women, or male guardianship. But more extensive travel away from home requires guardian ship, resulting as much from security concerns for women as it does with male anxiety of breaking social taboos. As reported by a male in AJK.

| |
|---|
| Women cannot travel independently and freely without being accompanied by another female or male family member. Men feel insecure about letting women go out independently either due to security concerns or social and cultural taboos for women. |
|---|

ii: Women's security concerns in public spaces

Women's movement in public spaces is strictly governed by fear of social stigma, unwanted contact with unrelated males, and the looming threat of harassment of single females alone in public. Any travel outside their homes or immediate community confines involves guardianship or male family members or other females. As a result,

women are generally unable to freely participate in public events that may require travel away from their homes.

iii: Limited access to information, services and opportunities

Women have limited access to opportunities and services, either from forestry or other development-related program interventions in general⁴⁸.

As the particular example from Keti Bandar in Sindh province shows, women’s access to forestry sector services is limited to equipment for plantations and materials for building nursery shed. They have no access to trainings, information materials about forestry services/rules, loans and seedlings, all of which could considerably contribute to their income generating potential⁴⁹.

3.3 Weak Organizational Commitment for Gender

There is weak organizational commitment for gender in the sub national forest departments. There is an unquestioned adoption of gender-blind structural features, combined with isolating gender-integration to projects without an emphasis on institutionalization. This is underscored with a critical under representation of women in the professional work force of departments in particular, and the forest sector in general.

3.3.1 Gender-blind organizational structures and policies

As shown in the table below, the forest departments do not have the following organizational structures in place: gender coordination positions to ensure participation of women and men at equitable levels and examining the results on power relationships between men and women; gender indicators in the monitoring and evaluation system; gender terms of reference; and gender budgets.

Table 5: Organizational elements for gender institutionalization⁵⁰

| | KPK | AJ&K | Sindh | Punjab | Balochistan | GB |
|----------------------------------|------|------|-------|--------|-------------|------|
| Gender indicators in Program M&E | None | None | None | None | None | None |

⁴⁸ It needs noting that despite legal protection and regulatory reforms at the national and provincial level, not much has been done on the ground to provide legal protection in terms of resource ownership especially land, livestock, house, etc.

⁴⁹ See Table 12, Gender Action Plan Sindh

⁵⁰ Source: Interviews conducted during provincial consultations August, 2021

| | | | | | | |
|--|------|------|------|------|------|------|
| Specific gender terms of reference for staff | None | None | None | None | None | None |
| Assigned gender coordinator | None | None | None | None | None | None |
| Budget targeted for gender | None | None | None | None | None | None |

3.3.2 Limiting gender - integration to the project level

Projects with a gender component in forestry have been largely limited to project level interventions. Different conservation and development programs and projects have been implemented both by government and non-governmental organizations across the country. The extent of women’s involvement in forestry projects is nominal in all of these.

Using participatory development approaches, forestry projects have engaged communities through the establishment of new community-based organizations, or through the strengthening of existing ones for the sustainable use and protection of forest resources. Under this arrangement, certain forestry enterprises were also initiated for women, including the establishment of backyard forest nurseries, apiculture, sericulture and medicinal plants (see Annex 3).⁵¹

Box 2: Limitations of a project-focused approach for gender integration

- Lessons and best practices are limited to the project cycle
- Projects are usually dependent on external support and hence, innovations driven by the adoption of gender-sensitive methodologies are limited to the life of the project cycle
- Perpetuation of a ‘gender-blind’ organizational culture; a project focus for gender-integration compounds ‘business-as-usual’, ‘top down’ approaches adopted by forestry institutions when it comes to community engagement practices. Moreover, some of the underlying norms and values that reproduce hierarchy and patriarchy within forestry institutions become ‘normalized’ and go unchallenged.

3.3.3 Underrepresentation of Women

Women are critically underrepresented in the workforce of the forestry sector. From a combined workforce of 17,324, there are 127 women across the six forest departments: of which 14 are based in department headquarters, six in management positions, and 107 in ‘others’ category (see Table 6 below).

⁵¹ Annex 3 contains a detailed list of forestry related projects that have a gender focus

Table 6: Female staff in Provincial Forest Departments⁵²

| Province/ Region | HQ | | | Mgmt | | | Others | | | Total | | |
|---------------------|-----------|-----------|-----------|----------|------------|------------|------------|--------------|--------------|------------|--------------|---------------|
| | F | M | Total | F | M | Total | F | M | Total | F | M | Total |
| Punjab | 3 | 14 | 17 | 1 | 71 | 72 | 40 | 6,753 | 6,793 | 44 | 6,838 | 6,882 |
| Sindh | 8 | 11 | 19 | 0 | 57 | 57 | 2 | 1,995 | 1,997 | 10 | 2,063 | 2,073 |
| KPK | 1 | 17 | 18 | 2 | 61 | 63 | 41 | 2,522 | 2,563 | 44 | 2,600 | 2,644 |
| FATA | 0 | 0 | 0 | 0 | 9 | 9 | 0 | 598 | 598 | 0 | 607 | 607 |
| Balochistan | 2 | 2 | 4 | 2 | 73 | 75 | 13 | 1,958 | 1,971 | 17 | 2,033 | 2,050 |
| AJ&K | 0 | 4 | 4 | 1 | 43 | 44 | 5 | 2,311 | 2,316 | 6 | 2,358 | 2,364 |
| Gilgit Baltistan | 0 | 1 | 1 | 0 | 22 | 22 | 6 | 782 | 788 | 6 | 805 | 811 |
| Total | 14 | 49 | 63 | 6 | 336 | 342 | 107 | 16919 | 17026 | 127 | 17304 | 17,431 |

The underrepresentation of women is further compounded by an organizational culture that is deeply embedded in views of forestry as a masculine and male occupation. As a consequence, the under representation of women is underscored by the pattern of job assignments that relegate women to administrative or desk-bound research jobs, that are viewed as ‘feminine’ and that do not require travel to the ‘field’.

Technical aspects of forestry on the other hand is associated with ‘professionalism’ and hence, the domain of males. Subsequently, there is little room for upward mobility for women in the sector.

3.4 Absence of Gender Policy in Forest Departments

Forest departments do not have specific gender policies or strategy guidelines for integrating gender into programming decisions.

Table 7: Status of Gender Policy in forest departments of sub national units⁵³

⁵² Sources: FAO 2019: Pakistan Forestry Sector Review 2019

<https://balochistan.gov.pk/departments/forest-and-wildlife/#1560770245651-4e5491e4-781f>
(Accessed Jan 12, 2021)

<https://balochistan.gov.pk/departments/forest-and-wildlife/#1560770282399-0b7b2763-bcb5>
(Accessed Jan 12, 2021)

https://fwf.punjab.gov.pk/our_secretaries (Jan 10, 2021)

https://fwf.punjab.gov.pk/core_team (Jan 10, 2021)

https://fwf.punjab.gov.pk/divisional_offices (Jan 10, 2021)

<https://sindhforests.gov.pk/page-officers-directory> Accessed Jan 10, 2021

KPK, Punjab, Gilgit Baltistan, Sindh, Balochistan and AJK Provincial Consultations August 2021
List of female staff for KP Forest Department shared by National REDD+ Office, Islamabad December, 2021

⁵³ Source: Interviews conducted during provincial consultations, 2021

| | AJK | KP | Sindh | Punjab | Balochistan | GB |
|---|------|------|-------|--------|-------------|--------------------------|
| Forestry Department Gender Policy | None | None | None | None | None | None |
| Provincial / Admin. Area Government ⁵⁴ | Yes | Yes | Yes | Yes | Yes | No, but provision exists |

The absence of a gender policy in forest departments stands in contrast to the adoption of gender policies by their own governments in the province and administrative areas (Box 3).

Box 3: Provincial /Administrative policies and legislation that promote women’s engagement⁵⁵.

- Khyber Pakhtunkhwa: Women’s Empowerment Policy 2017
- Balochistan: Gender Equality and Women’s Empowerment Policy 2020-2024
- Azad Jammu & Kashmir: Policy Framework on Women Empowerment and Gender Equality-Azad Jammu and Kashmir: AJ&K Climate Change Policy 2017:
- Punjab: The Punjab Women Development Policy 2018
- Sindh Adoption of Gender Reform Action Plan (GRAP) in 2004; Gender Equality and Women’s Empowerment Policy for period 2020-2030
- Gilgit Baltistan: GB-Forest Act-2019 has a provision for *Forest Wildlife Funds* that can be utilized for capacity building, extension, awareness and environmental education projects etc. It also has a provision for benefit sharing arrangements in Protected Forests (PF); The Management Plan for Protected Forest and State-owned Plantations in Gilgit Baltistan; Climate Change Strategy and Action Plan 2017.
- REDD + Strategy 2018 that anticipates the need for adopting community-driven participatory models of forest management, while pointing to the need for structural improvements by recommending funds targeted for women’s development in programs to meet the goals of SDGs.

3.5 Summary of Findings of Assessment

⁵⁴ 1: AJ&K Policy Brief #2: Climate Change Center Planning & Development Department Azad Government of the State of Jammu & Kashmir August 2017. 2: Government of Balochistan: Gender Equality & Women’s Empowerment Policy 2020-2024. 3: Khyber Pakhtunkhwa 2017: Women Empowerment Policy. 4: Government of Sindh and UN Women Pakistan. 2019. The Sindh Gender Equality and Women’s Empowerment Policy, 2020-2030. 5: Punjab Women Development Policy 2018, Women Development Department, Government of the Punjab

⁵⁵ 1: AJ&K Policy Brief #2: Climate Change Center Planning & Development Department Azad Government of the State of Jammu & Kashmir August 2017. 2: Government of Balochistan: Gender Equality & Women’s Empowerment Policy 2020-2024. 3: Khyber Pakhtunkhwa 2017: Women Empowerment Policy. 4: Government of Sindh and UN Women Pakistan. 2019. The Sindh Gender Equality and Women’s Empowerment Policy, 2020-2030. 5: Punjab Women Development Policy 2018, Women Development Department, Government of the Punjab (See Annex 2 for more detailed outline of gender related policies of sub national units)

A summary of findings in the three key areas of *gender expertise, organizational commitment to gender, and policy environment for gender* are contained in the table below.

Table 8: Summary of Gaps⁵⁶

| | KPK | AJK | Sindh | Punjab | Balo | GB |
|---|--|----------------------|----------------------|----------------------|----------------------|----------------------|
| Gender Expertise | Negligible | Negligible | Negligible | Negligible | Negligible | Negligible |
| Expressed Interest in Gender Skills | High | High | High | High | High | High |
| Organizational Commitment to Gender | Established directorate CDEGAD ⁵⁷ | Isolated to projects | Isolated to projects | Isolated to projects | Isolated to projects | Isolated to projects |
| Policy for Women's Empowerment / Gender | No | No | No | No | No | No |

3.6 Opportunities

The analysis highlights some opportunities for strengthening the forestry sector in terms of resources and institutional capacity for gender integration, at both the institutional and community levels. While these differ across the provinces, listed here are a few that are common to each:

- **Build on women's local knowledge of NRM.** Women have extensive knowledge of local natural resources, and especially NTFPs, which is an entry point for women's participation in sustainable forestry management programs.
- **Replicate best practices from projects.** There are several donor-driven forestry and NRM projects across the country that employ innovative strategies to enhance women participation in forest management. The development of women's organizations in particular has been a successful strategy to maximize women's decision making in forest management

⁵⁶ Source: Gender Action Plans of six sub national units, 2021.

⁵⁷ The existence of an established Directorate of Community Development Extension and Gender and Development demonstrates a high degree of organizational commitment to gender. However, it should be noted that gender is yet to be institutionalized into policy; M&E; terms of reference for staff; assigned position for gender coordination; and budgeting.

- **Build partnerships with institutions with complementary expertise and resources.** The presence of partner organizations with extensive expertise, experience, and outreach in community-based conservation and forest management can be complemented by building partnerships with them to promote gender and social inclusion.

4: A Summary of Provincial Gender Action Plans

Purpose: The overall purpose statements are closely linked to enhancing forest health and sustainability through adoption of conservation processes that include women’s participation in sustainable forest management.

Objectives: The more specific goals are related to achieving women’s equitable participation in forest- related interventions that offer opportunities for their meaningful participation and enhance their income generation opportunities.

Recommended Actions: Each set of activities have been categorized as to whether they meet practical needs of women, or address longer term strategic interests of women and have been organized into three areas of gender mainstreaming: capacity development; building organizational commitment; and enhancing policy environment.

Table 9: Summary of Activities of the Gender Action Plans

| | Meets practical needs of women | Addresses strategic interests of women |
|--|---------------------------------------|---|
| ADDRESSING GENDER-BLIND PROGRAMMING AND IMPLEMENTATION | | |
| <i>Community</i> | | |
| <ul style="list-style-type: none"> • Mobilize and develop awareness of both women and men from diverse groups on sustainable forest management | | ✓ |
| <ul style="list-style-type: none"> • Develop local organizational capacity of women | | ✓ |
| <ul style="list-style-type: none"> • Form and strengthen forest related inclusive women’s user groups | | ✓ |
| <ul style="list-style-type: none"> • Establish women’s group-led private forest nursery. | ✓ | ✓ |
| <ul style="list-style-type: none"> • Promote and engage women in ecotourism and NTFP development | ✓ | |
| <ul style="list-style-type: none"> • Promote women- friendly clean alternative energy technologies for cooking and micro-enterprise | ✓ | |
| <ul style="list-style-type: none"> • Promote NTFPs in partnership with existing institutions/projects working on agricultural and NTFP value-chains | | ✓ |

| | | |
|---|---|---|
| <i>Forest departments</i> | | |
| • Strengthen capacities of forest department staff on social and gender awareness, gender analysis approaches and methods | | ✓ |
| • Develop training materials | | ✓ |
| • Support the establishment of gender-responsive local level mechanisms for sustainable forest management | | ✓ |
| • Consult women in project planning and decision-making process | | ✓ |
| BUILDING ORGANIZATIONAL COMMITMENT | | |
| <i>Forest departments</i> | | |
| • Develop and implement gender mainstreaming policy / strategy at provincial level | | ✓ |
| • Assign staff with gender mainstreaming role | | ✓ |
| • Develop women-friendly infrastructure mechanisms for women professionals (separate toilets, day care facilities, etc.) | ✓ | |
| ENHANCING POLICY ENVIRONMENT | | |
| <i>Forest departments</i> | | |
| • Develop gender equality and social inclusion guidelines | | ✓ |
| • Develop and implement M&E tools and indicators for collection of gender disaggregated data | | ✓ |
| • Develop coordination mechanisms and linkages with national / international women's groups | | ✓ |

5: Recommended Actions for REDD+ Program

5.1 The Context for Recommended Actions

The REDD+ Strategy (2021) provides an important entry point to the recommended actions that follow for several reasons. The Strategy recognizes women's contribution to forestry activities and acknowledges their lack of participation in forest-related projects. It goes further by pointing to several areas of importance: the gap in women's representation in the forestry work force; the need to adopt community-driven participatory models of forest management; the need for structural improvements that require funds targeted for women's development in programs to meet the UNs Sustainable Development Goals.

5.2 Recommended Actions for the REDD+ Program

The REDD+ Program has a critical role in terms of providing support, coordination and leadership for the effective implementation of the Gender Action Plans by each of the sub-national units. The role of the REDD+ Program can be implemented in three ways:

5.2.1 Support the development of gender expertise

Identify, train and network a cadre of trained women and men from the provinces / administrative areas and national REDD+ project, who are well versed in gender concepts and gender analysis tools, and can function as champions for gender integration into forest management activities. A pool of national resource persons should be identified to train, support and provide mentorship to women and men over a sufficient period of time.

Specific Actions:

- i. Conduct in-depth capacity needs assessment in current level of awareness, knowledge, and skills for gender approaches conducted at the national and sub national units in the forest sector
- ii. Assign Gender Specialist to coordinate the implementation of an action plan for capacity development
- iii. Identify a cadre of potential gender ‘champions’ identified from national REDD+ Project and each of the sub-national units
- iv. Develop a gender training manual)
- v. Conduct 2 trainings for Gender-Integrated Planning
- vi. Conduct 2 training of trainers for selected individuals
- vii. Provide mentoring support to trainees

5.2.2 Support the development of organizational commitment for gender integration in sub national units

It is important to ensure that gender equitable⁵⁸ approaches in program /project planning are adopted both at the national REDD+ program and forest departments at the province and administrative areas.

Specific Actions:

- i. Develop Gender indicators for M&E of project processes to meet information needs of UNFCCC safeguards

⁵⁸ *Gender equity* refers to ensuring that all program design and action take into account the different needs of women and men, cultural barriers and discrimination of the specific group. It may involve the use of temporary special measures to compensate for historical or systemic bias or discrimination, It refers to the differential treatment that is fair and positively addresses a bias or disadvantage that is due to gender roles or norms or differences between the sexes (Adapted from UNICEF, 2017. **Glossary of Terms and Concepts**. UNICEF Regional Office for South Asia, November.

- ii. Build performance of Gender analysis methods into Terms of Reference for key staff
- iii. Screen all proposals and reports by the REDD+ project gender coordinator at national level for including the participation of women and men at equitable levels and examining the impact of results on power relationships between men and women
- iv. Require all reports disaggregate data by sex
- v. Develop and adopt hiring protocols to increase women in the REDD+ workforce at national level.

5.2.3 Support and coordinate the development and dissemination of a gender strategy

A clearly articulated gender strategy for REDD+ in particular, and forestry in general, is an important mechanism to fill the gender gap that exists in large part due to the absence of a specific gender policy that mandates gender integration into all programming decisions in the forestry sector. A gender strategy will also fulfill the important function of providing a guiding framework to more clearly translate existing gender-related policies into a more applicable programming context.

Specific Actions:

- i. Establish a core gender team or equivalent within REDD+ program to provide technical support to sub national units for preparation and implementation of Gender Action Plans
- ii. Draft and present a gender strategy document to MoCC to support gender integration into REDD+ program and forestry planning at national and sub national level or make gender mainstreaming an integral part of National REDD+ Strategy
- iii. Communicate the gender strategy to all provincial and administrative forest departments / projects
- iv. Actively promote the link between social inclusion, gender and poverty alleviation as a critical means to forest protection through a gender strategy.

6. Action Plan for REDD+ Program

| PURPOSE: To mainstream gender into the Forestry Sector and REDD+ programs for improved forest governance | | | | | |
|--|---|--|--|-------------------------------|-------------------------------|
| OBJECTIVE: To provide technical and leadership support for sub national units to implement their Gender Action Plan | | | | | |
| Total Estimated Budget: USD 111,000 | | | | | |
| OUTCOME 1 | INDICATORS | RISKS | MoV | | |
| <u>Outcome 1</u> Trained expertise in gender integrated planning in forestry sector | <ul style="list-style-type: none"> • 30 trained individuals from sub national units in GiP; 15 women and 15 men • Gender Analysis specialist hired in REDD+ program | <ul style="list-style-type: none"> • Improper selection of trainees • Turnover of individuals before completion of full series of training courses • Budget limitations | <ul style="list-style-type: none"> • Training course evaluations • Knowledge surveys conducted for trainees after each series of trainings • Statements of satisfaction of trainees | | |
| Activities for Outcome 1 | | Estimated Budget | Short-Term (Year 1-3) | Medium-Term (Year 4-6) | Long -Term (Year 8-10) |
| Conduct in-depth capacity needs assessment in current levels of awareness, knowledge, and skills for gender approaches at national and sub national units in forest sector | | 20,000 | | | |
| Assign gender specialist in REDD+ program to coordinate and support implementation of action plan for capacity development | | | | | |

| | | | | |
|---|--|--|--|--|
| Identify a cadre of potential gender 'champions' identified from sub national units | | | | |
|---|--|--|--|--|

| OUTCOME 2 | INDICATORS | RISKS | MoV | | |
|--|--|---|--|------------------------|-----------------------|
| Outcome 2 Training support developed | <ul style="list-style-type: none"> At least 20 'trained trainers' for Gender-integrated Planning approaches | <ul style="list-style-type: none"> Budget constraints Poor quality of training manual Training manual under utilized | <ul style="list-style-type: none"> Training materials | | |
| Activities for Outcome 2 | | Estimated Budget | Short-Term (Year 1-3) | Medium-Term (Year 4-6) | Long-Term (Year 7-10) |
| Develop a gender training manual | | 10,000 | | | |
| Conduct trainings for GiP | | 18,000 | | | |
| Conduct training of trainer workshops | | 18,000 | | | |
| Provide mentoring support to trainees | | 15,000 | | | |
| TOTAL | | 61,000 | | | |

| OUTCOME 3 | INDICATORS | RISKS | MoV | | |
|---|---|---|---|-------------------------|-----------------------|
| <p>Outcome 3</p> <p>Gender-equitable approaches for program and workplace equity adopted</p> | <ul style="list-style-type: none"> • Gender included in “terms of reference” for key staff in REDD+ project and forest departments of sub national units • Performance appraisals for key staff in REDD+ project include performance of gender program responsibilities • All reports contain sex disaggregated data • Dedicated budgets for gender integration | <ul style="list-style-type: none"> • Negligible uptake by FDs of sub national units • Implicit gender and disciplinary biases of individuals that produce lack of a serious approach to gender issues | <ul style="list-style-type: none"> • Policy statements • Program planning documents • HR personnel documents | | |
| Activities for Outcome 3 | | Estimated Budget | Short-Term (Year 1-3) | Medium- Term (Year 4-6) | Long-term (Year 7-10) |
| Develop Gender indicators for M&E of project processes to meet needs of UNFCCC safeguards | | NA | | | |
| Build performance of Gender analysis methods into Terms of Reference for key staff | | | | | |
| Develop and adopt hiring protocols to increase women in the forestry sector | | | | | |

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| Screen all proposals and reports by the REDD+ project gender coordinator at national and sub national units for including the participation of women and men at equitable levels and examining the impact of results on power relationships between men and women | | | | |
| Require all reports disaggregate data by sex | | | | |

| OUTCOME 4 | INDICATORS | RISKS | MoV | | |
|--|--|---|------------------------------|-------------------------------|------------------------------|
| Outcome 4 Management / leadership in MoCC actively supports changes in policies, procedures and systems at sub national units to make organizational structures to become gender-responsive | <ul style="list-style-type: none"> • Adoption of gender strategy by MoCC and sub national units • Core gender team established in REDD+ program • Gender coordinator appointed in REDD+ program | <ul style="list-style-type: none"> • Negligible support from MoCC and province level leadership • Budget constraint | Gender strategy | | |
| Activities for Outcome 4 | | Estimated Budget | Short Term (Year 1-3) | Medium Term (Year 4-6) | Long Term (Year 7-10) |
| Establish a core gender team or equivalent within REDD+ program to provide technical support to sub national units for implementation of Gender Action Plans | | 15,000 (support implementation of GAPs) | | | |

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| Draft and present a gender strategy document to MoCC to support gender integration into REDD+ program planning at national and sub national units level | 15,000 (gender learning events for senior MoCC and provincial leadership) | | | |
|---|---|--|--|--|

| OUTCOME 5 | INDICATORS | RISKS | MoV | | |
|---|---|---|---|-------------------------------|------------------------------|
| <u>Outcome 5</u> Actions undertaken by MoCC and sub national units to expand awareness across forestry and NRM sector | Uptake of the view that gender mainstreaming is an essential 'best practice' for good forest governance | 'Business as usual' approach to gender integration by FDs in sub national units | <ul style="list-style-type: none"> • Communication materials • Number of communication events • Increased number of women professionals in FDs | | |
| Activities for Outcome 5 | | Estimated Budget | Short Term (Year 1-3) | Medium Term (Year 4-6) | Long term (Year 8-10) |
| Communicate the gender strategy to all provincial and administrative forest departments / projects | | 10,000 (communications events and materials) | | | |
| Actively promote the link between social inclusion, gender and poverty alleviation as a critical means to forest protection through a gender strategy | | | | | |

Annex 1: Gender Analysis Tools to be used for the community-level data collection

(see accompanying questions below)

➤ *The Activity Profile*

This tool will be used to identify all relevant productive and reproductive tasks and address the question: WHO DOES WHAT?

Specifically, the tool will be used to generate data on the following:

- Gender and age denominations: identifying whether the adult women, adult men, their children, or the elderly carry out an activity;
- Time allocations: specifying what percentage of time is allocated to each activity, and whether it is carried out seasonally or daily;
- Activity locus: specifying where the activity is performed, in order to reveal people's mobility. Is work done at home, in the forest, or elsewhere (within or beyond) the community?

Activities can be grouped into three categories:

Production: This includes the production of goods and services for income or subsistence. It is the work done which is mainly recognized and valued as work by individuals and societies, and which is most commonly included in national economic statistics. Both women and men perform productive work, but not all of this is valued in the same way.

Reproduction: This encompasses the care and maintenance of the household and its members, such as cooking, washing, cleaning, nursing, bearing children and looking after them, building and maintaining shelter. This work is necessary, yet it is rarely considered of the same value as productive work. It is normally unpaid and is not counted in conventional economic statistics. It is mostly done by women.

Community: This included all the community activities that household members engage in. These could include communal labor, attending religious ceremonies, marriages, political meetings, training workshops and so forth.

➤ **The Access and Control Profile – resources and benefits**

This enables users to list what resources people use to carry out the tasks identified in the Activity Profile. It indicates whether women or men have access to resources, who controls their use, and who controls the benefits of a household's (or a community's) use of resources. Access simply means that you are able to use a resource, but this says nothing about whether you have control over it. For example, women may have some access to local political processes but little influence or control over which issues are discussed and the final decisions. The person who controls a resource is the one ultimately able to make decisions about its use, including whether it can be sold.

➤ **Influencing factors**

This allows the charting of factors which influence the difference in the gender division of labor, access, and control as listed in the two profiles above. Identifying past and present influences can give provide an indication of future trends. These factors must also be considered because they present opportunities and constraints to increasing the involvement of women in development projects and programs.

Influencing factors include all those that shape gender relations, and determine different opportunities and constraints for men and women. These factors are far-reaching, broad, and inter-related.

They include:

- Community norms and social hierarchies, such as family/community forms, cultural practices, and religious beliefs
- Demographic conditions
- Institutional structures, including the nature of government bureaucracies, and arrangements for the generation and dissemination of knowledge, skills, and technology
- General economic conditions, such as poverty levels, inflation rates, income distribution, international terms of trade, and infrastructure
- Internal and external political events
- Legal parameters
- Training and education
- Attitude of community to development/assistance workers

The purpose of identifying these influencing factors is to consider which ones affect women's or men's activities or resources, and how they, in turn can affect them. This tool is intended to help identify external constraints and opportunities which can be considered in planning development interventions. It should help in anticipating what inputs will be needed to make the intervention successful from a gender perspective.

Gender Analysis Questions for Forestry

Key issue 1: Non-timber forest products

Questions:

- What forest products are harvested by women and by men?
- How much does it contribute to household food security?
- What forest products are harvested for sale/trade in the markets?
- what are the roles of women and roles of men in marketing NTFPs?

Key issue 2: Community/Village Forest Development Committee

Questions:

- What systems of forest management are applied?
- Are traditional, community management systems given recognition in the present and existing management system?
- Are gender-sensitive participatory approaches used to design the forest management system?

Key issue 3: Forests, natural disasters, and conflicts

Questions:

- What alternative fuel, energy saving, and reforestation initiatives have been undertaken in the vicinity (nearby) temporary human settlements (e.g. displaced, migratory populations)

Key issue 4: Additional questions for situational analysis in Forestry

Questions:

- What forest related tasks are undertaken by men, women, boys and girls?
- Who has access and the power to decide whether and how the resources are used, and how they are to be allocated?
- How is knowledge of the forests and its resources different for women and for men?
- Who has control over output or products from the forest? (e.g. men, women, local bodies, local governments etc.)
- Who has access (women, men, middle men etc.) to which markets and why?

Annex 2: 9 Box Framework for Organizational Analysis

The 9-box Framework for Organizational Analysis is a tool to assess gender issues within an institution. It will be used specifically to assess an organization’s policy, structure and culture by conceptualizing it in three domains and nine elements. (See accompanying questions below)

The three domains and nine elements are as follows:

- i) **Technical Dimension** is the most visible part of an organization and is generally contained in policy manuals and briefs, the organisation’s structural makeup such as tasks and responsibilities assigned to individual members and /or sectors, and the levels of expertise associated with them. The three Elements of Technical Domain can be used to assess the policies and strategies and its effectiveness; in-house capacities and resources for gender analysis and integration, M&E system etc.
- ii) **Socio-political Dimensions** are less easily visible but are important determinants of the elements in the Technical Dimension. This dimension is useful to explore who the key actors are that influence the decisions with regards to integrating gender, the types of formal and informal decision-making mechanisms that influence gender issues, practices; and if there are room for maneuver within the organization for enhancing gender related practices/activities?
- iii) **Cultural Dimension** are most complicated due to their ‘hidden’ nature. At this level, analysis will focus on , what are the norms and values of the organization and do they generate an enabling environment for Diversity issues? Is there sufficient cooperation amongst various individuals and staff members on Diversity issues and practices? What are the attitudes of staff members of the organization for Diversity issues and practice.

| ORGANIZATIONAL DIMENSIONS | ORGANIZATIONAL CHARACTERISTICS | | |
|---------------------------|---|--|--|
| <i>Technical</i> | <u>Mandate/Policy</u> The guiding policy and its operationalization in action plans, | <u>Tasks & Responsibilities</u> The way people are positioned and the | <u>Expertise</u> The number of staff and the requirements |

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|-------------------------------|---|--|--|
| | strategies/approaches, and monitoring and evaluation systems | way tasks and responsibilities are allocated and related to each other through procedures, information and coordinating systems | and conditions to allow them to work, such as job description, appraisal, facilities, training etc. |
| <i>Socio-political</i> | <u><i>Influence</i></u> The way and extent management, people from within the organization and people from outside the organization influence policy and the running of the organization | <u><i>Decision Making</i></u> The patterns of formal and informal decision making processes. The way diversity and conflicts are dealt with | <u><i>Room for maneuver</i></u> . The space and incentives provided to staff to give shape to their work, such as rewards, career possibilities, variety in working styles |
| <i>Cultural</i> | <u><i>Values & Norms</i></u> The symbols, rituals and traditions. The norms and values underlying the running of the organization and the behavior of the staff. The social and economic standards set | <u><i>Cooperation</i></u> The way the work relations between staff and with outsiders are organized, such as working in teams, networking. The norms and values underlying these arrangements | <u><i>Attitudes</i></u> The way staff feels and thinks about their work, the working environment and about other (categories of) employees. The extent to which staff stereotype other staff. The extent to which staff identifies him/herself with the culture of the organization |

Checklist of key items for an organizational analysis

Policies and Actions

- Is gender integrated in policies of the organization? In which ones?
- Is the policy on gender operationalized and not just a piece of paper in a drawer?
- Are activities to address gender issues at organizational and/or at program level part of the action plans of the organization? Are they implemented?
- Is there sufficient budget available and used to implement these activities?
- Are indicators used to measure the outcomes and impacts of the activities related to gender?
- Are data of M&E systems differentiated according to gender? What is done with M&E information on gender?

Tasks and Responsibilities

- How many men and women are employed at what levels (in each department, division, unit, etc.) and in what positions?
- Are there any differences between tasks and responsibilities assigned to men and women? If so, where and in what way?
- Do male and female staff both have access to the same information?
- Does everyone in the organization know about the tasks and responsibilities of staff concerned with gender issues?
- Are information flows about gender issues within the organization and its programs existing and operating?
- Are activities related to gender in various sectors or departments well-coordinated?
- Are procedures and rules supportive to addressing gender issues?

Expertise

- Are staff adequately trained to address gender issues?
- Do job descriptions include reference to gender?
- Are new staff members carefully selected in terms of gender sensitivity and capacity?
- Does there exist an adequate infrastructure to enable both male and female staff to carry out work (safe working environment, transport arrangements, location of office, toilets, etc.). Is there a complaint officer sensitive to or especially concerned with gender issues?
- Are new staff members sufficiently introduced to the way the organization deals with gender issues?
- Is gender a topic which is discussed during performance appraisal interviews?
- Are staff members regularly trained to keep expertise up to standard in the field of gender?
- Are all training facilities accessible to both men and women? Are these opportunities used by both of them?

Policy Influence

- Are bodies of people who have a say in the running of the organization (such as board of directors, management, informal opinion leaders) aware of and supportive to address gender issues?
- Does the management consult others within and outside the organization with regard to gender (e.g. staff, researchers, gender specialists, women's networks)?
- Are the opinions/requirements of external stakeholders taken seriously by the management (e.g. men and women of the target groups, pressure groups, donors, business community, etc.)?

Decision Making

- Which men and women of what positions belong to decision-making bodies?
- Which male and female staff are involved in which decision-making process?
- Are decisions related to gender issues in the work and in the organization dealt with adequately without a male or female bias?
- Are control mechanisms existing in the organization (financial, reporting, quality control, etc.) equally applied towards men or women?

Room for Innovation/Maneuver

- Does the right space exist for both men and women to work to their satisfaction? Is there any difference in the degree to which men and women have to ask permission to undertake certain actions or to deviate from their jobs?
- Are good performances of both men and women staff recognized and rewarded, more particularly in the field of gender?
- Does the right space exist to work towards gender equity? Is there room for discussion and actions?
- Does working in the field of gender have status?
- Are staff who take initiatives for gender equity rewarded or praised?

Organizational symbols

- Does the consideration of gender roles and relations and addressing gender issues fit the image of the organization?
- What is the reputation of the organization according to outsiders – is it considered to be gender sensitive or gender friendly?
- Is there an openness and appreciation to deal with gender issues?
- Is high quality work considered to include attention to gender equity?
- Does the staff share values and norms with regard to gender equity within the organization and in its programs? For instance: is it a shared value that both men and women can perform work according to the same standard? Is it a shared values that both men and women have equal opportunities within the organization? Is it a shared value that male and female staff should be able to pay attention to social and family obligations (illness, etc.), besides commitment to good performance in the working place?

Cooperation and Learning

- Is attention paid to team building involving men and women and is it valued?
- Is work related to gender performed in teams and/or are people responsible to addressing gender issues supported by others?
- Is there a willingness to learn and cope with institutional changes, especially in the field of gender?
- Are new ideas in the field of gender communicated and integrated in the different disciplines/divisions, etc.?
- Is there a willingness to cooperate with institutions/individuals outside the organization on gender issues?

Attitude

- Do individual staff members demonstrate commitment towards gender equity in the organization and in its programs?
- Do individual staff members accept responsibility to address gender issues in the organization and its programs?
- Are individual staff members motivated show readiness, adapt easily to changes related to gender?
- Do individual staff members show positive attitudes towards colleagues expressing concern about gaps in the position and conditions of women relative to men (without stereotyping)?

Annex 3: List of donor-supported forestry projects across Pakistan

The following is a list of forestry projects implemented across Pakistan with multi-donor assistance:

1. Sustainable Forest Management Project
2. Billion Tree Tsunami Project (BTAP)
3. Farm Forestry Support Project (FFSP)
4. Farm Forestry Program (AKRSP)
5. Sindh Forestry Sector Development Project (SFSDP)
6. TarbellaMangla Watershed Management Project
7. Forestry Sector Project (FSP)
8. Integrated Range and Livestock Development Project (IRLDP)
9. Kalam Integrated Development Project (KIDP)
10. Malakand Dir Social Forestry Project (MDSFP)
11. National Rural Support Program (NRSP)
12. SiranKaghan Intensive Forest Management Project (SKIFMP)
13. Integrated Land Management Project in districts Muzaffarabad Bagh and Poonch
14. South Punjab Forestry Company (SPFC)
15. REDD+ Readiness Preparation Proposal Project (R-PP)
16. REDD+ Readiness Preparation Proposal Project (R-PP)
17. Others

Forestry projects implemented by forest departments and NGOs that have focused specifically in engaging women are listed below:

- 1.Sustainable Forest Management Project 2016-Dec 2020
- 2.Billion Tree Tsunami Project (BTAP)
3. Farm Forestry Support Project (FFSP)
4. Farm Forestry Program AKRSP
5. Sindh Forestry Sector Development Project (SFSDP)
6. Others

The Worldwide Fund for Conservation of Nature-Pakistan (WWF-P) implemented a project on Agroforestry in Khanewal and Bahawalpur districts of Punjab-Pakistan with the financial support from the Sustainable Trade Initiative (IDH) and IKEA. The aim was to improve rural women's livelihoods by creating carbon sinks through integration of agro forestry on agricultural lands. The women-focused activities include: skill development of 500 rural women on alternate income generation activities, such as kitchen gardening, establishment of 10 micro-nurseries,

apiculture, and sericulture; and establishment of 15 women's groups around all activities⁵⁹.

The Forestry Planning and Development Project in Taxila involved women in establishing fuel wood and fodder species plantations on their farmlands around their homes. Seven women raised tube and bed nurseries. In 1988, the Pakistan Forest Institute organized two short courses for eleven women field officers from IRDP-KP. In 1991, PFI also trained six women from Afghan Refugee Camps resulting in the production of 100,000 seedlings of forest plants in their courtyard ⁶⁰ .

⁵⁹ <https://www.idhsustainabletrade.com/news/idh-co-funds-agroforestry-project-in-pakistan-to-improve-rural-women-livelihood/> Accessed Feb 10, 2021

⁶⁰MamoonaWali Muhammad, 2000. *The role of gender in community forestry and agroforestry in Pakistan*.

Annex 4: Existing gender-related policies of provincial and administrative area governments

| Province / Admin area | Policy |
|------------------------|--|
| Khyber Pakhtunkhwa | <ul style="list-style-type: none"> • Women’s empowerment policy established in 2014 and updated in 2017 • Khyber Pakhtunkhwa Provincial Assembly passed the “Enforcement of Women’s Property Rights Act 2019⁶¹”. The Act ensures protection of the right of ownership and possession of properties owned by women |
| Balochistan | <ul style="list-style-type: none"> • Gender Equality and Women’s Empowerment Policy established in 2012, and updated for the period 2020 – 2024 |
| Azad Jammu and Kashmir | <ul style="list-style-type: none"> • The AJ&K constitution (Article 4) guarantees equal status of women in the state. In 2014, the government passed AJ&K Commission on the Status of Women Act 2014⁶² and devised a policy framework for Women Empowerment and Gender Equality⁶³ • Climate change policy that encourages and support female and male forestry experts in developing forestry projects, while ensuring the documentation and utilization of indigenous knowledge of both women and men while |

⁶¹ Khyber Pakhtunkhwa Enforcement of Women’s property Right Act 2019:

⁶² AJ&K Policy Brief #2: Climate Change Center Planning & Development Department Azad Government of the State of Jammu & Kashmir August 2017

⁶³ Policy not available on website

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| | managing various types of forests in the context of climate change, 2017 |
| Punjab | <ul style="list-style-type: none"> • Women development policy 2018 facilitates women-focused extension services to enable women to receive enhanced benefits; • The Punjab Forest Policy 2019 provides the course of action to maintain and maximize forest resources in a socially acceptable manner, but has no provision for gender or for women. |
| Sindh | <ul style="list-style-type: none"> • National Gender Reform Action Plan adopted by the government of Sindh in 2004 • Sindh Gender Equality and Women's empowerment Policy 2020-2030 • Sindh Climate Change Policy aims to ensure the interests of vulnerable groups and that gender aspects are adequately addressed in climate development strategies and planning. It recognizes that impacts of climate change are different for women from those of men |
| Gilgit Baltistan | <ul style="list-style-type: none"> • Does not have a specific women or gender development policy, the Forest Act of 2019 recognizes the importance of local community participation, in which gender indicators can be integrated • The provincial Climate Change Strategy and Action Plan 2017 gives recognition of importance of meaningful participation in |

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| | the planning, development and implementation of climate change actions at local and grassroots level, ensuring participation of women. |
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