



**REDD+ Gender Action Plan
Azad Jammu and Kashmir, Pakistan**

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

January 2022

Acronyms

ADP	Annual Development Plan
AKDN-MERP	Aga Khan Development Network-Multi-input Earthquake Reconstruction Programme
AJK	Azad Jammu & Kashmir
BISP	Benazir Income Support Program
BHU	Basic Health Unit
COs	Community Organizations
FD	Forest Department
FGDs	Focused Group Discussions
GAP	Gender Action Plan
ICBWM	Integrated Community-Based Watershed Management
ILM	Integrated Land Management
IUCN	International Union for Conservation of Nature
JFM	Joint Forest Management
LPG	Liquid Petroleum Gas
MoCC	Ministry of Climate Change
MPD&SI	Ministry of Planning Development & Special Initiatives
NRM	Natural Resource Management
NTFPs	Non-Timber Forest Products
PPAF	Pakistan Poverty Alleviation Fund
PKR	Pakistani Rupees
REDD+	Reducing Emission from Deforestation and Forest Degradation
TBTTP	Ten Billion Tree Tsunami Project
UNDP	United Nations Development Programme
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

Table of Contents

Acronyms	1
1. Introduction.....	4
1.1.Objective of the Report.....	4
2. Approach and Methodology.....	4
3. Azad Jammu Kashmir (AJK) inContext	6
3.1 Forestry in AJK	7
3.2 Gender Aspects in Forestry sector and other policies	9
3.3 Overview of Gender Roles and Women’s Engagement in Forestry Sector in AJK.....	10
4. Key Findings.....	13
4.1.Instituional Level Gaps.....	13
a) Program gender equity.....	14
4.1.1. <i>Gender policy environment</i>	14
4.1.2 <i>Gender and social analysis capacity</i>	14
4.1.3. <i>Dedicated human resources for gender/social inclusion</i>	14
4.1.4. <i>Gender sensitive monitoring and evaluation systems (M &E)</i>	14
4.1.5. <i>Gender Budget</i>	15
b) Workplace gender equity.....	15
4.1.6. <i>Underrepresentation of women in the workforce</i>	15
4.1.7. <i>Gender-sensitivity in the workplace</i>	15
4.2 Community Level Gaps.....	16
4.2.1. <i>Restriction on women’s mobility</i>	17
4.2.2. <i>Impact of natural disasters on women’s institutions</i>	18
4.2.3. <i>Impacts of women’s time-scarcity</i>	18
4.2.4. <i>Women, decision making and land ownership</i>	20
4.3. Opportunities.....	20
a) Institutional level Opportunities.....	20
4.3.1. <i>Replication of best practices from ILM</i>	20
4.3.2 <i>Granting forest concessions to women</i>	22
4.3.3 <i>Developed Plan for Payment for Environmental Services for Kaghan</i>	22
b) Community level Opportunities.....	22
4.3.4 <i>Micro credit access for women to invest in NRM-related enterprises</i>	22
5. Conclusions	22
6. Recommended Actions	23
7. REDD+ Gender Action Plan-AJ&K.....	25

8. Annexes.....	35
Annex 1 :9-Box Framework for Organizational Analysis	35
Annex 2: AJK Resource Mapping Survey.....	39
Annex 3: Tables for Community FGDs in villages of Rajwayyan and Mang Umer Khan Muzaffarabad, AJ&K.....	44
Annex 4: Women’s Mobility Chart Rajwayyan Muzaffarabad AJ&K.....	48
Annex 5: List of participants Provincial Consultation-AJ&K.....	49
Annex 6: List of Participants Community FGDs Women and Men Muz.AJK	50
Annex 7: List of potential partners in AJK.....	54
Annex 8: ADP Allocation for Forestry Projects 2021-2022 AJK.....	55
Annex 9: Pictures from the Field with Captions.....	56

1. Introduction

Women are an integral part of the forest dwelling communities in Pakistan, contributing to the wellbeing of their families and also partaking in 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, the inclusive and equitable stakeholder engagement with particular emphasis on gender sensitive issues is imperative. The consideration of gender sensitive issues 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 countries to address gender considerations in their national strategies or action plans.

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

1.1. Objective of the report

The overall aim of the assignment is to mainstream gender into the forestry sector and REDD+ programs for improved governance through the development of an implementable Gender Action Plan, which is based on a rigorous gender assessment.

The objective of this report is two- fold:

- to present the key findings of the gender assessment conducted on the Forest Department, and followed by results of a gender analysis of forest-proximate local communities in Azad Jammu Kashmir (AJK) and
- to outline the activities, goals and the monitoring and evaluation systems of the Gender Action Plan for AJK.

2. Approach and Methodology

The methodological framework was based on gender analysis methods to generate data at two levels: the institutional level (represented by the Forest Department) and the local community level. Specifically, these methods included the following:

- The Nine-box Framework for Organizational Analysis was employed to assess Forest Department polices, 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 (for details see Annex 1).

- 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 (Annex 2).

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 members of the sub-national FDs and selected communities in the four provinces and two territories including AJ&K.

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), International Union for Conservation of Nature (IUCN), HELVETAS-Pakistan and the Pakistan Poverty Alleviation Fund (PPAF).

Step 2-Provincial consultations: The team conducted separate consultations with the provincial Forest Departments. A detailed meeting was held with the Chief Conservator of Forests, DFOs and the REDD+ Focal Point for AJK. The Chief Conservator of forests provided an overview of the cultural, gender and technical aspects of the forestry sector in AJK and details of projects initiated by the FD for the conservation of forests and community development with specific emphasis on women’s development. The team also conducted a consultation meeting with a six-member (four females and two males) team of the AJK Forest Department who provided details of gaps, opportunities and proposed future actions to mainstream gender in the Forest Department (Annex 5).

Step 3-Community consultations: Consultations were held with forest- proximate communities through focus group discussions (FGDs) in two selected community groups in Muzaffarabad, AJK. In both villages, (Rajwayyan and Mang Umer Khan), four FGDs were conducted with 83 community representatives (41 female, 42 males) (Table 1).

Table 1: Community FGDs in villages of Rajwayyan and MangUmer Khan Muzaffarabad, AJ&K		
Gender	Number of participants	No of FGDs
Female	41	2
Male	42	2
Total	83	4

The methods used for data collection included transit walk, NRM resource mapping and discussions to identify gaps and opportunities and recommendations for future planning. The team also developed women's mobility and women's daily activity charts in one of the two selected communities (see list of participants in Annex 6).

Step 4-Data analysis and report writing: The data from provincial consultations and community level was analyzed. An opportunity and gap analysis was also conducted in each province and two territories by engaging provincial/regional forestry staff and forest-proximate communities. Detailed discussions were also conducted during FGDs to further support the qualitative data and literature review. The AJ&K Gender Action Plan was then developed based on the literature review, complemented by the qualitative and quantitative data gathered from the community and provincial institutions.

3. Azad Jammu Kashmir (AJK) in Context

The western portion of the Kashmir region is called Azad Jammu Kashmir (AJK) under the administrative control of Pakistan, though it has been in dispute ever since the separation of Pakistan from India in 1947. The state is comprised of three administrative divisions, ten districts, 32 sub divisions and 256 union councils. AJK covers an area of 13,297 sq. km. of hilly and mountainous terrain of valleys and plateaus, with 43% under forests, 42% comprised of uncultivated waste land, and 13% of land under cultivation¹.

According to the 2017 population census the total population is estimated at 4.05 million of which 2.06 million are female and 1.98 million are male, residing in 0.64 million households.

Altogether there are 1.72 million women who live in rural areas where the average family size is comprised of 6.5 members². The overall literacy rate among women in rural AJK is estimated at 66% in comparison with 74% women's literacy rate in urban areas³. According to the national wealth ranking data, a total of 9.4% households have been categorized as the 'poorest' while 25.5% fall under the category of 'poor' in AJK⁴.

People of AJK depend largely on natural resources, subsistence agriculture, livestock and forest management for their livelihoods.

Most of the produce generated from farming or from forests and livestock are consumed as food or medicine by households. Some of the important forest products are the Non-

¹Forest Department AJ&K Official Site

²Azad Jammu & Kashmir at a Glance 2019 and Statistical Year Book AJ&K 2019

³Labour Force Survey 2017-2018: Azad Jammu and Kashmir

⁴Pakistan National Nutrition Survey 2018

Timber Forest Products (NTFPs), consisting of medicinal and aromatic plants, mushrooms, honey, fish and wild fruits (walnuts and black persimmon). Agriculture production revolves around crops such as maize, wheat, rice, barley and fruits such as apples, apricots and grapes and livestock products include meat, dairy and wool.

3.1 Forestry in AJK

AJK possesses high – value natural flora and fauna stretching along the Himalayan Mountains. The total forest cover is 1.33 million hectares out of which 0.567 million hectares is under the control of the Forest Department (FD). The forest cover under the control of the FD has further been classified as productive (66.8%) and non-productive (33.2%)⁵. There are six main forest types managed by the FD that include (1) subtropical dry evergreen, (2) subtropical broad-leaved, (3) subtropical pine, (4) Himalayan moist temperate, (5) Himalayan dry temperate and (6) subalpine forests⁶.

The major coniferous species include *Pinus roxburghii*, *Pinus wallichiana*, *Abiespindrow* and *Cedrus deodara* and *Piceasmithiana*. There are 14 forest divisions in AJK and the forest in these forest divisions are managed through 14 forest management plans⁷.

There are seven national parks, eleven game reserves and one wildlife sanctuary, covering 8.7 per cent of the region's total area⁸. The Forest Department has allocated PKR 235 million for five ongoing projects and one new project for the current annual plan (2021-2022) to improve forest health and to enhance environmental stability in the region (Annex 8).

The region also has three fast flowing rivers: Neelum, Jhelum and Poonch⁹. All three rivers provide fresh water and bio-diversity, and fertile soil for the production of different species of fish including trout, carp and others¹⁰. AJK is also a habitat for important, unique and endangered wildlife species including leopard, deer, ibex, black bear, pheasants and more¹¹. The territory is rich with NTFPs, as is detailed in the AKDN-MERP study¹² conducted soon after the earthquake of 2005 (see Box 1 NTFPs in AJK). As per the study; NTFPs can be promoted through the engagement of interested women and men entrepreneurs from AJK.

⁵AJK Annual Development Plan 2021-2022

⁶<https://www.researchgate.net/publication> (Accessed Jan 26, 2022)

⁷AJK Annual Development Plan 2021-2022

⁸AJK Annual Development Plan 2021-2022

⁹River Poonch is national park for conservation of Masheer fish

¹⁰AJ&K Statistical Yearbook 2019

¹¹AJK Annual Development Plan 2021-2022

¹²Role of Non-Timber Forest Products in Rural Livelihoods: Prospects for Sustainable NTFP Enterprise Development in AJK by AKDN-MERP 2006

Box 1: NTFPs in AJK

Wild Honeybees: People in the upper valleys keep Himalayan bees (*Apis cerana*) in earthen or wooden chambers in the house walls or in courtyard. The households have to wait for bees' swarms to come naturally to these chambers through a small hole of size 2-3 centimeters in March-April or September. Women play a vital role in the management of bees at the household level in villages where honey production is in abundance.

Morels: Among the edible mushrooms, black mushrooms or morels (*Morchella spp.*) - called *guchi*- are the most popular locally. The Forest Divisions of Karen, Sharda, Jhelum and Muzaffarabad are particularly important for the extraction of morels. A large number of rural households use morels as vegetables along with other local herbs as good source of protein. Other edible mushrooms found locally are known as *Nalba*, *Shildi* and *Hinda*. The *Nalba* mushrooms usually grow on the ground in humus, whereas the *Shildi* and *Hinda* are associated with tree trunks in dense forests. The collection of morels is controlled by the AJK Forest Department that issues tender each year for their collection.

Medicinal Plants: Very important medicinal plants are kuth (*Saussurea lappa*) and mushkebala (*Valerianawallichii*). Other valuable species are *Dioscorea deltoidea* (Kanees), *Aconitum spp.*: (mohri), *Atropa spp.*, (Belladonna), *Rheum spp.*, *Angelica spp.* (chorghandi), *Polygonum spp.*, (masloon) and others. The extraction of medicinal plants in Azad Jammu and Kashmir is controlled by the Forest Department. Each year, the department auctions off a fixed amount of the resource and contracts are given to traders for collection of medicinal plants who buy it from local collectors. In return, the department receives royalties from traders.

Fish Farming: The naturally-found fish species include sangara, mahasheer, trout, Schizothorax and many more. All these species are famous for their taste and nutrition value. Farmed fish include silver carp, grass carp, *rahu*, *thela*, big head and *gulfam* (common carp). The AJK Wildlife and Fisheries Department provides training and fish seed (pong) to the local interested entrepreneurs.

Wild Fruits: There are plenty of wild fruits, the most important of which are walnut (*Juglans regia*), wild persimmon (*Diospyros lotus*), raspberry, blueberry, strawberry, gooseberry and brambles, wild pear (*Batang*), wild pomegranate (*Anar Dana*) and wild olive (*Kahu*).

Around 88% of the population live in rural areas, and depend on forest products for their daily basic needs and livelihoods. The use of wood for fuel is high due to prolonged harsh weather conditions. A total of 92.1% households in rural AJK use wood as a primary fuel, 7.1% use Liquid Petroleum Gas (LPG), 0.1% use animal dung, 0.3% use agriculture and crop residue, and 0.4% rely on charcoal. This shows that 92.9% rural households depend on the use of solid fuels for cooking¹³.

A large percentage of women (95%) reported their use of wood as a source of energy for cooking and heating, in contrast to 86% of males who reported the same. For other sources of energy use, 56% of women use pine needles and 49% of women and 14% men use LPG (Table 2). The majority of households cannot afford to purchase LPG. Reliance on electric energy is limited by the intermittent supply, with 'load shedding' occurring for six hours a day on average. The reliance on wood rises in winters with the household need for heating, boiling water, washing dishes and clothes. Similarly, about five trees on average are required to construct a house as the wood roofs have to be replaced after every 8-10 years.

¹³Multi-Input Cluster Surveys (MICSs) AJ&K 2007-2008

Table 2: Main sources of household energy

Source of energy	Male		Female	
	Frequency	Percent	Frequency	Percent
Fuelwood	36	86%	39	95%
Tree resin	0	0%	0	0%
Leaf/pine litter	0	0%	23	56%
Pine cones	2	5%	0	0%
LPG	6	14%	20	49%

Source: Women and Men FGDs in Muzaffarabad, AJK

The local communities have traditional rights over the use of the forests; on average, each household harvest three trees per year for fuel-wood requirements in the absence of alternate sources¹⁴. However, the majority of households have limited access to forest resources from state and private forests to meet their household cooking and heating needs. Green felling is totally banned by the Forest Department therefore, requirements for fuel wood is usually met through supplies from their own private forests, while remaining through purchase from the market. Moreover, the Forest Department strictly controls cutting pine trees grown on private lands by requiring households to seek their permission for doing so.

Households with land holdings are likely to source fuel wood from their own trees, while those with no land holdings typically rely on fuelwood purchased from the market at the cost of PKR 500-600 per *mond* (one *mond* equals 40 kg).

3. 2 Gender Aspects in Forestry sector and other policies

The AJK Draft Forest Policy of 2013 aims to restore, develop and maintain natural forests while increasing the productivity of forests to meet requirements of timber, fuelwood, fodder and non-woody forest products; encourage efficient utilization of wood and non-wood forest products, maximizing wood substitution; develop forest resource base to enhance carbon sequestration capacity and mitigating climate change effects; and promote farm forestry and social forestry to meet timber, fuelwood, and fodder needs of the communities and reduce pressure on natural forests. It also mainstreams sustainable forest management into sectoral policies. In addition, the AJK government also formulated its climate change policy, which was approved in August 2017¹⁵.

¹⁴AJ&K Statistical Yearbook 2019

¹⁵FAO 2019: Forestry Sector Review-FAO, Pakistan

A key legislation related to forestry in AJK is the Jammu and Kashmir Forest Regulation (Amendment) Act, 2017. This Act was amended from the original Act of Jammu and Kashmir Forest Regulation Act of 1930.

The draft forest policy of 2013¹⁶ and Climate Change Policy of AJ&K encourages and supports both male and female forestry experts, in developing forestry projects, and ensures the documentation and utilization of indigenous knowledge of both women and men while managing various types of forests in the context of climate change¹⁷.

The AJK Annual Development Plan 2021-2022 outlines different strategies to protect the environment and forests by adopting various measures, including: implementing bans on green tree felling, promoting Joint Forest Management (JFM), amending existing forest laws for enhanced community participation and promoting wood alternatives. The involvement of women as development partners and launching mass awareness on large scale both through print and electronic media to ensure public participation are also some of the key strategies of the AJ&K Government focus of its annual development (ADP) 2021-22. The government has allocated an annual budget of PKR 235 million for current and ongoing forestry projects in the Annual Development Program (ADP) 2021-202. There are seven projects for forest and fisheries development. Ongoing projects include Demarcation of Forests in AJ&K; Support to Natural Regeneration in Demarcated Forests of AJK(Phase-II); Reforestation Program in Demarcated Forest of Muzaffarabad Forest Circle; Reforestation Program in Demarcated Forest of Poonch Forest Circle; Reforestation Program in Demarcated Forest of Mirpur Forest Circle.

The Construction of Forestry Complex at Bank Road Muzaffarabad is a new project currently being implemented (Annex-8).

3.3 Overview of Gender Roles and Women's Engagement in Forestry Sector in AJK

There are 1.72 million women living in rural AJ&K with 66% education ratio¹⁸. Among 9.4% poorest households, 10.8% women and 8.2% men were provided financial assistance under Benazir Income Support Program (BISP)¹⁹. The overall employment rate for women in the natural resource managements (NRM) sectors of agriculture, forestry and fisheries is 35.45%. Within this, there are very few (3.7%) women professionals employed in rural AJK compared to men professionals (13.8%)²⁰. The data shows that 98.5% of rural women in AJK do not own agricultural or non-agricultural land²¹.

¹⁶AJ&K Forest department

¹⁷ AJ&K Climate Change Policy 2017

¹⁸ Azad Jammu & Kashmir at a Glance 2019 and Statistical Year Book AJ&K 2019

¹⁹ Pakistan Demographic and Health Survey 2017-2018

²⁰ Labour Force Survey 2017-2018: Azad Jammu & Kashmir

²¹ Pakistan Demographic and Health Survey 2017-2018

Women in forest-proximate communities in AJK are engaged in reproductive or care work, while also assuming productive roles to support household subsistence. The community-level consultations showed that women’s productive roles are closely linked to forest resource use through collection of fuelwood, grasses, and NTFPs and by grazing livestock on forest lands. Animal care also includes cleaning animal sheds, milking and processing milk products, and collecting water. They are also engaged in community-based user groups.

Table 3 shows that rural women are key players in overall NRM (forestry, agriculture and livestock) activities. Almost all women are engaged in tree planting, NTFP collection, fuel wood collection; animal shed cleaning, grass collection, milking, processing milk products and through membership in community-based organizations. Women predominate in activities related to fuelwood and water collection, and play large roles in livestock management as well. A large percentage of those interviewed use wood as an energy source for cooking and heating homes, as compared to the use of pine needles or liquefied petroleum gas. Fuelwood requirements are largely met from collection in forests and trees on farm land, and purchase from nearby markets.

Table 3: Gender roles in NRM and household work		
Activities	Level of engagement/participation (%)	
	Women	Men
Tree planting	100	40
NTFP collection from natural forests	100	56
Engagement in community-based forest user groups	100	52
Animal shed cleaning	100	44
Grass collection	100	38
All milk byproducts production	100	0
Fuel wood collection for household energy	95	86
Water collection from spring sources	95	31
Milking	56	44
Grazing of animals in the nearby forests	44	64
Source: Community FGDs August 2021		

Both women and men are engaged in forest resource management and have access to forest products including NTFPs, fuelwood and timber (100% women and 56% men are engaged in NTFP collection). The NTFP analysis also shows that 71% women have free access to NTFPs, while 29% stated the need for permission from the FD to extract NTFPs. However the Forest Department reports that there is no restriction on the collection of NTFPs. (Annex 3Table 11).

The FGD analysis shows that 100% women collect *banafsha* and 56% women use other medicinal plants such as wild mint, *sumbul* and *charaita* to treat common ailments (Annex 3, Table 10). The FGD analysis shows that 56% women also use NTFPs as food at home, including walnuts, wild persimmon honey and morels. Twenty-nine percent of women also reported doing local marketing of wild persimmon and walnut with local contractors (Annex3, Table 13). The women in Muzaffarabad were not directly engaged in honey bee and mushroom extraction but their relatives in upper valleys were engaged in both these activities for home consumption only. Walnut and wild persimmon are commonly consumed during winters both by women and men as winter food. Some ferns are also collected from forests in hilly areas which are then used in summer and winters for home consumption.

The results also show that women are time-poor largely due to their roles in care and productive work. In addition to the afore-mentioned share of responsibilities for water collection, NTFP harvest and collection, grazing animals, and managing livestock care, women also assume the role of care work, which involves cooking, cleaning, taking care of children and elders, and so on.

In addition to time-poverty, women are also constrained by restrictions on their mobility due to social and cultural norms. Women's inability to own land as determined by customary practices has a bearing on their ability to make decisions on how the land is used, particularly as it relates to tree species that they may want to select to meet their special needs. In some cases, women's groups managing forests have been unintentionally disempowered due to the absence of funds to women's organizations that were diverted to meet more urgent, relief efforts.

However, there is considerable project experience in AJK that provides innovative best practices for engaging women and developing their capacity to organize, make decisions, and gain skills for managing forestry concessions and finances that can be harvested for future sustainable forestry management programs.

The Integrated Land Management project (ILM) has had a history of establishing community organizations for women and men, to deal with deforestation and management of forest resources. These community organizations have been instrumental in improving women's livelihoods, generating awareness of environmental and forestry issues, and enhancing women's participation in natural resource management.

The Forest Department (FD) has also implemented several women-focused interventions to generate awareness for forest conservation through community participation through Ten Billion Tree Tsunami Projects (TBTP) and Integrated Community Based Water Management Project (ICBWM).

4. Key Findings

The gender analysis and the development of the Gender Action Plan draw on the two discrete but inter-related principles of gender analysis:

- Condition refers to the material situation of women, prompting the question: *what are the material or practical needs of women?*
- Position 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 employed at two levels of analysis: i) at an institutional level the examination of the policy environment, structures such as monitoring and evaluation systems, workforce are analyzed to identify the extent to which the practices and systems of the Forest Department is gender equitable²²; ii) at the community level, several key challenges to women are examined in terms of the intersection between their material situation and their social status and the extent to which such challenges are systemic and critically inhibit women's agency and ability to actively participate in sustainable forestry management programs and activities.

The key findings from the provincial and community consultations have been categorized into challenges/limitations and opportunities.

4.1 Institutional Level Gaps

In the institutional context, gender equity is examined in terms of programming equity, and workplace equity.

Program gender equity involves an examination of policy, strategies or approaches for gender-sensitive community engagement, allocation of gender budget, existence of dedicated human resource, with specific terms of reference for gender, gender indicators integrated into the monitoring and evaluation system.

Workplace gender equity involves the examination of women's representation in the workforce, and the extent to which the workplace is sensitive to women's needs.

²²Gender equity refers to ensuring that all program design 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 of discrimination. It refers to the differential treatment that is fair and positively addressed bias or disadvantage that is due to gender roles or norms of differences between the sexes (adapted from UNICEF, 2017. Glossary of terms and concepts. UNICEF Regional office for South Asia, November

a) Program gender equity

4.1.1 Gender policy

The Forest Department in AJK does not have a specific gender policy or strategy guidelines for integrating gender into programming decisions. This absence of a gender policy in the Forest Department is inconsistent with the larger context in which the Forest Policy of AJK (2013) clearly recognizes the need to engage local communities in promoting farm and social forestry. Similarly, the AJK Climate Change Policy clearly outlines support to male and female forestry experts in developing forestry projects that ensure the documentation, utilization of indigenous knowledge of women and men related to management of various forest types in the context of climate change in the AJK Climate Change Policy. However, the Forest Department has yet to translate these larger policy directives into specific gender policies or strategy guidelines within the Forest Department.

4.1.2 Gender and social analysis capacity

There is limited capacity for gender analysis and skills to integrate gender into forestry program planning. Forestry professionals report not being exposed to, or having attended any training events on gender analysis or gender integrated planning.

However, several women have been hired as social organizers in the Integrated Land Management project, and possess considerable degree of gender awareness, while also having some of the requisite skills for gender integrated planning in the Integrated Land Management Project. However, these women are contracted staff, and though not permanent employees, they represent the Forest Department

4.1.3 Dedicated human resources for gender/social inclusion

Limitations in capacity are compounded by the absence of a designated gender coordinator or focal person in the Forest Department, or other staff with whose terms of reference include gender. The position for a gender focal person is strategic in its coordination function to identify and support capacity building initiatives for gender in the Forest Department²³.

4.1.4 Gender sensitive monitoring and evaluation systems (M & E)

The monitoring and evaluation systems of the fourteen Forest Management Plans for conservation and management of forest resources were evaluated, and there are no specific gender indicators in any of these plans²⁴.

²³ Source: Deputy Conservator of Forests, AJK Forest Department

²⁴Source: Divisional Forest Officer from AJK Forest Department

4.1.5 Gender budget

There is no specific budget allocated for gender in program planning of the Forest Department²⁵.

b) Workplace gender equity

4.1.6 Underrepresentation of women in the workforce

Women's representation in the AJK Forest Department is low, with only eight female staff from a total staff strength of 2366 (see Table 4). However, seven are employed as project staff, and only one is a permanent employees of the Department. Though the Forest Department does have an affirmative action mandate to hire women, the 10 percent minimum quota mandate established by the Forest Department remains currently unfilled.

The number of women in the Forest Department is comparatively consistent with the low number (3.7 %) of women employed in all sectors in AJK as compared to men (13.8 %).²⁶

Headquarter			Management			Others			Total		
F	M	Total	F	M	Total	F	M	Total	F	M	Total
0	4	4	1	43	44	7	2,311	2,318	8	2,358	2,366

Sources: FAO 2019: Forestry Sector Review-FAO, Pakistan
AJK Provincial Consultations August 2021

4.1.7 Gender-sensitivity in the workplace

The lack of infrastructural facilities such as separate washrooms and workspaces for mid or lower- level female staff were cited as important considerations in the development of a women-friendly environment; such facilities are only available to senior female staff (Table 5).

The access to transportation facilities that are only available on a need-basis as per their field work plans makes it somewhat cumbersome for female staff to travel easily to the field.

Table 5: SUMMARY TABLE: Status of gender equity in the Forest Department

²⁵Source: ibid

²⁶Labour Force Survey 2017-2018: Azad Jammu & Kashmir

Organizational structures/elements	Gender equity in programs	Gender equity in workplace
Gender policy	No separate gender policy, strategy, or guidelines	
Provision of dedicated gender /social inclusion budget in planning	None	
Dedicated human resources for gender/social inclusion <ul style="list-style-type: none"> • gender focal point • gender ToRsfor key staff 	None	
Gender/social inclusion expertise within the organization?	Negligible and limited to project (ILM)	
Provision for gender in the M&E system (outcomes, indicators)	None	
Representation of women in the Forest Department workforce		Very low
Enabling work environment for women <ul style="list-style-type: none"> • Infrastructural facilities • Work spaces • Access to transport for field activities 		Limited
Source: Literature Review; Provincial Consultation Workshop; Interview with Divisional Forest Officer Working Plan Muzaffarabad AJ&K, 2021		

4.2 Community Level Gaps

Women are confronted with several intersecting challenges that reflect a combination of un-met material needs and compromised strategic interests.

The social and cultural restrictions on women’s mobility, the lack of access to training or business opportunities, the negative impact of natural disasters on women’s institutions, increasing needs for fuelwood energy, water scarcity, time poverty and lack of resources/land ownership all combine to critically impinge on the ability of women to exercise agency, and to actively participate in development or sustainable forest management programs and activities.

4.2.1 Restriction on women's mobility

Women's ability to participate in sustainable forestry project activities is closely linked to their mobility, particularly if it involves travel outside their immediate vicinity.

Mobility for women outside their homes is closely dependent on guardianship, usually provided by a male family member, or through groups of other women. Limitations on mobility severely restricts women's ability for social interaction, not only limited to public events, but more critically to accessing opportunities to engage in development or sustainable forestry management programs that require mobility outside what are considered their 'safe' areas.

A sample mobility map from Rajwayyan in AJK (Annex4) shows the frequency, distance of their movements, when guardianship becomes a requirement.

Productive work activities require little or no guardianship. For instance, travel outside the home for fuelwood collection, fetching water from the spring; grass cutting and animal grazing are usually done without guardianship. A woman workshop participant in MangUmer Khan noted:

These are routine activities and men in our family know very well where we are going, so we do not need to ask every time we go out to fetch water or animal grazing.

More extensive travel outside the home for activities such as attending celebrations, or visiting family members, or shopping in urban areas requires guardianship of other women or a male family member. Men also express their own insecurity and those of women traveling without guardianship. One male noted that:

Women cannot travel independently and freely without being accompanied by another female member or male family member. Men feel so insecure about letting women go out independently either due to the insecurity issues in the surroundings or social and cultural taboos.

The degree of women's mobility is also linked to the status that is associated with membership in an organized group. So women who are members of community or women's groups have a higher freedom of mobility as compared to women who are not associated with any organized group. This allowed women organized into groups established by the Integrated Land Management project to more actively participate in forest management activities.

4.2.2 Impact of natural disasters on women's institutions

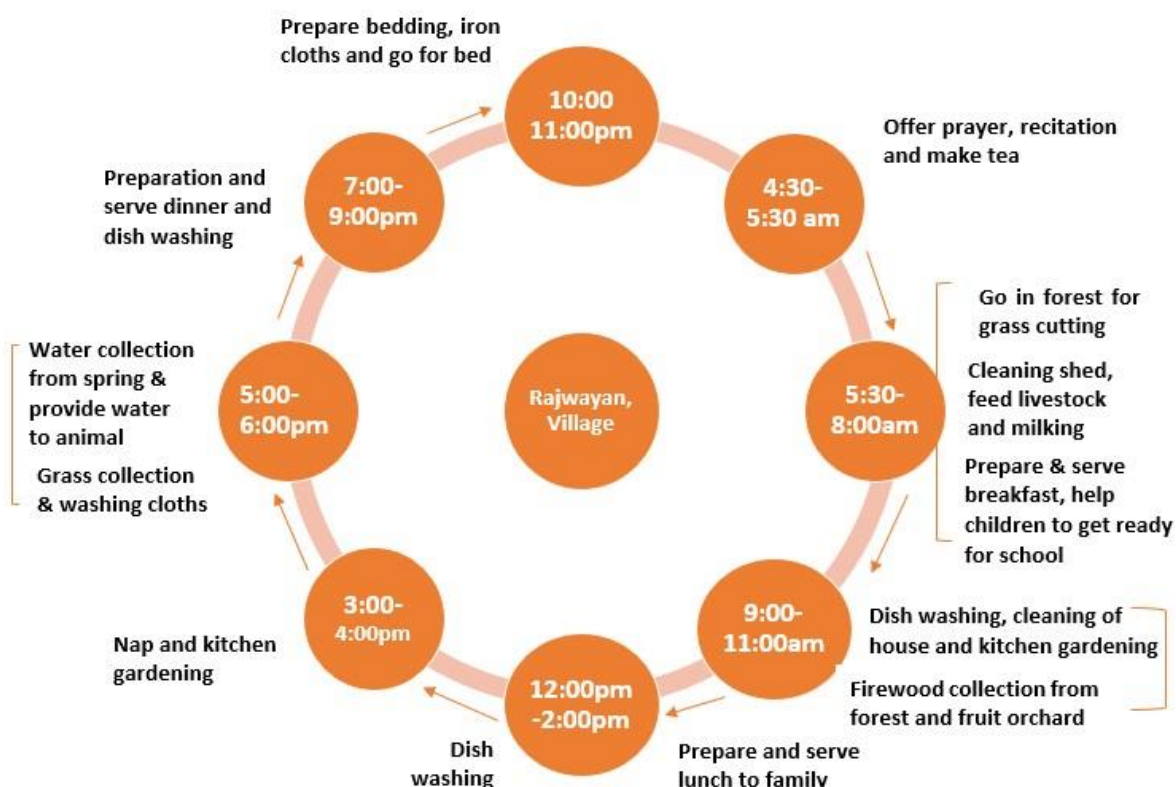
Women's ability to participate in sustainable forestry management programs is compromised when funds are shifted to meeting more urgent needs that arise from natural disasters. For instance, the earthquake of 2005 and floods in 2010 had a direct bearing on forestry program activities that were initiated by the Integrated Land Management project, as funds were diverted to disaster relief efforts in the region. As a consequence, several women's organizations that were established for livelihoods development were abandoned. A female member of such women's group established by the ILM project reported that:

4.2.3 Impacts of women's time-poverty

Women are time-poor, and this greatly undermines their ability to participate in forestry management or income generating projects.

Women's roles and responsibilities extends from care work within the household to productive work in the fields, forests or markets in some cases. For instance, 95 percent of women interviewed reported spending approximately 30 – 35 minutes a day on water collection, as compared to 31 percent of males who reported doing the same activity (Table6). A closer examination of women's daily activities begins early (5.30 am) and ends late (10 pm). Her day typically involves care work, such as cooking, cleaning the home, feeding the family, making the bed etc., combined with productive work such as fetching water, taking care of livestock and so on. It is the combination of care and production roles that requires so much of a woman's time (Figure 1). Women's work burden is further exacerbated by the out-migration of men to other countries in search of employment.

Figure 1: Daily Activity Chart of Women FGD-Rajwayyan Muzaffarabad AJ&K (August 21, 2021)



As mentioned in below in Table 6, women usually spend an average of 30-35 minutes a day on water collection for the household. Ninety-five percent of women and 31% of men in the FDG reported being engaged in water collection activities. A reported 29% access water from rain harvest, 52% from piped sources, and 17% from bore wells.

“Climate change over the past 10 years has changed weather patterns including snowfall and rains. The late snow fall in Jan-Feb affects the streams which get dry and communities affect due to unavailability of water for drinking and irrigation”(a female member of Rajjwayyan village).

Table 6: Sources of water				
Water source	Male		Female	
	Frequency (n)	Percent	Frequency (n)	Percent
Bore wells	7	17%	0	0%
Spring water	13	31%	39	95%
Rain water harvesting	0	0%	12	29%
piped water	22	52%	0	0%
Other	0	0%	23	56%

Source: Women and Men FGDs in Muzaffarabad, AJK

4.2.4 Women, decision making and land ownership

The customary practice that links land ownership with men is an important factor that impinges on women’s ability to make decisions in most household decision making²⁷. In the context of forestry, women’s lack of control over land ownership deprives them from making decisions to choose types of tree species they think is more suitable for their needs. These needs can range from fast growing species for fodder, fuel wood for cooking and heating homes, and for sale in the market (Table 7). These needs could also be determined by selection of fruit plants and vegetable seeds for their home gardens that have market potential²⁸.

Table 7: Purpose of land use				
Land use	Male		Female	
	Frequency	Percent	Frequency	Percent
Tree planting	17	40%	41	100%
Fodder production	22	52%	23	56%
Fruit production (walnut, mulberry, peach, cherry, apricot, apple, grapes, pomegranate)	17	40%	28	68%
Kitchen gardening	27	64%	10	24%
Other: Maize and wheat production , potato	22	52%	0	0%
Grass for animals (grow naturally)	22	52%	10	24%

Source: Women and Men FGDs in Muzaffarabad, AJK

4.3 Opportunities

The analysis also highlights some opportunities for strengthening the forestry sector in terms of resources and institutional capacity for gender integration.

a) Institutional Level Opportunities

4.3.1 Replication of best practices from ILM

Successful experiences related to the establishment of community organizations by the ILM project in AJK can provide a useful platform for introducing sustainable forestry management practices into the groups’ agendas. The ILM has been active in establishing community organizations in AJK since 1998 (Table 8). As a result, there are numerous such groups in the region, and they have extensive organizational

²⁷The FGDs and provincial consultations reveal that women do not own resources including land, livestock or homes, primarily due to the fact that property holders are generally male heads of households. In very few instances, women do inherit land from their fathers, but even when they do, ownership is eventually transferred to her husband or son.

²⁸Source: Interview with woman activist in Murree, Punjab

capacity, implementing tree planting initiatives and management activities. The women FGDs in Rajwayyan said that under the ILM project, six women have established forest nurseries with a minimum production capacity of 10,000 saplings on buy back guarantee²⁹.

Table 8: Types of forest related user/management groups

Management Groups	Female		Male	
	Frequency	Percent	Frequency	Percent
Women's groups	41	100%	42	100%
Men's groups	0	0%	22	52%
Mixed-sex groups	18	44%	22	52%
Forest committees	0	0%	0	0%
Other	0	0%	0	0%

Source: Women and Men FGDs in Muzaffarabad, AJK

The community organizations (women and men) are permanent entities in the rural AJK. There is an increased awareness among those communities with regard to protection and conservation of the forest. The organizational capacity has reached levels where they can negotiate with other organizations working in environment, forestry and climate change.

Because of their previous track record in implementing forestry/environment- related projects, other NGOs and donor agencies working in the area also approach these COs to work with them on issues related to forestry and climate change (Annex7).

Some of the reported outcomes have been increased confidence of women in decision making, independently operating bank accounts, managing small grants and livelihood packages.

We take leading role in all projects developed and implemented through WCOs. There are also a few male members in the WCOs who assist us in financial matters and dealing with banks regarding credit and saving programs. There was a time during the initial formation of the WCOs when there was a great resistance from our male counterparts. The men in the family did not allow us to participate in meetings but we never gave up and continued our struggle to become who we are today. Sakeena Bibi, a woman leader from the village Rajwayyan.

²⁹According to the ILM Coordinator, the ILM project has implemented several women-focused interventions to bring awareness among community members regarding forest conservation through community participation. These include capacity building programs in agriculture, livestock, poultry and handicraft development. The FD also aims to continue the ICBWM project, while it has engaged women, to a lesser extent, in the TBTP.

4.3.2 *Granting forest concessions to women*³⁰

In AJK, the Forest Department has adopted the practice of engaging forest-proximate communities in forest management activities such as forest fire management, 'policing' that involves providing information on illegal harvest of forest resources, and serving as witnesses in court cases against such actors. In return, the community groups have access to grazing and grass cutting in forest areas, while also availing of reduced rates for timber and fuel-wood for domestic use.

When the communities are organized around forest conservation and protection, then it becomes a win-win situation for both the FD and the community. By protecting the forest the community (women and men) gain the concessions, thus saving the FD from the need to practice traditional management practices (patrolling and controlling).

b) Community Level Opportunities

4.3.3 *Micro credit access for women to invest in NRM-related enterprises*

When women have easy access to financial resources, they can spend on buying alternate energy sources available in the market, such as LPG, that relieves the pressure on forest resources for fuelwood. They also invest in other NRM -related enterprise opportunities such as livestock management, fruit processing and others.

Experiences with lending schemes already exist with NGOs and financial institutions introducing micro credit programs in response to assisting with the recovery effort from the earthquake. Additionally, women's groups typically operate internal lending schemes generated from savings of community organizations, and charge 4-5 percent on loans taken by members.

5. Conclusions

A key set of institutional and community level challenges involve organizational structure of the Forest Department that are not gender-responsive, and the limits on women's ability to participate in sustainable forestry management programs and activities as a result of intersecting challenges generated from their material needs (Condition) and their gendered social status (Position).

Institutional gender blindness refers to gender- inequitable programming structure and workplace practices inherent in the Forest Department. In terms of programming, there is no gender policy or strategic guidelines to inform program design. There is an absence of gender expertise, a coordinating mechanism that evolves from appointing a gender focal person, and a marked absence of gender indicators in the monitoring and evaluation system. In terms of gender equity in the workplace, there is a critical under

³⁰<https://forest.ajk.gov.pk/granted-concessions> (Accessed Sept 14, 2021)

representation of women in the workforce, combined with the limitations that result from the absence of an enabling work environment for women.

At the community level, women's ability to participate in sustainable forestry management programs and activities is severely limited by the challenges that come from social restrictions on their mobility, time poverty, impingements on their decision-making resulting from inability to own land. Women's limitation to participation is compounded further when their capacity to organize is compromised by diversion of funds to relief efforts from natural disasters.

Equally however, there are important opportunities for sustainable forestry management programs to draw from existing innovations of the Integrated Land Management Project. The replication of best practices related to enhancing women's organizing capacity, confidence in decision making, skills for managing forestry concessions, and finances.

6. Recommended Actions

- i. Support formation and reactivation of gender-responsive local level mechanisms for sustainable forest management:** For example form women and men's village organizations and registration; facilitate linkage with AJ&K Forest Departments and environmental protection agency; promote VDCs and WOs to take up REDD+ agenda in their regular meetings.
- ii. Form and strengthen Women and Men CBOs around sustainable forest enterprises (Nurseries, fisheries, NTFPs, Medicinal plants etc.) to strengthen women's social and economic empowerment:** For example, conduct a participatory assessment and develop inventory of existing and potential forest enterprises; establish and manage backyard nurseries NTFPs, Medicinal plants and fish farming; train potential/interested women in forest nursery management, NTFPs, fish farming, morel collection and processing, medicinal plants etc.
- iii. Increase women's economic and social status through capacity building and enterprise development in other NRM value-added products in partnership with existing institutions:** For example, promote other NRM enterprises i.e. livestock management, poultry management, kitchen gardening, animal husbandry, milking and milk processing and fruit processing; handicraft development ; engage public and private institutions and provision of appropriate technology.
- iv. Support to develop sub-national level forest sector gender and inclusion strategy and guidelines:** For example, develop and submit forest sector gender strategy and guideline; develop and integrate gender indicators and tools in the

REDD+/forestry M&E; establish a gender teams at province and district level; strengthen FD by hiring and appointing more female forestry extension specialists and female social mobilizers by promoting special quota for women professionals in AJ&K FD and support the department to establish and strengthen a permanent social mobilization unit in AJK FD.

- v. **Develop and publish customized training manuals/materials on gender, social mobilization, extension and technical training material to train institutional and community REDD+ stakeholders:** For example, develop a comprehensive training packages on Gender, Environment and Climate Change, Social Mobilization, Extension and Technical Trainings for FD and REDD+ Office; Develop a comprehensive basic REDD+ awareness training to guide forest officials at all tiers of management on REDD+.
- vi. **Strengthen FD and its field offices develop gender friendly infrastructure and communication mechanisms:** For example, develop gender-inclusive communication strategy for FD and training of staff at all tiers; establish a social forestry unit within Forest Department (pilot) that could conduct activities that would engage more women at both the community and professional levels, and support gender-friendly working environment: construct or designate separate toilets; working spaces, prayer spaces for women, etc.
- vii. **Promote gender-friendly clean alternative energy technologies for cooking, lighting and space heating and gender friendly clean drinking water supply and management:** For example, establish water collection systems and drinking water treatment technologies at community/household level; promote appropriate technologies for rainwater harvesting; introduce alternate energy solutions to reduce health hazards among women and to save time.
- viii. **Coordination and Linkages (National International):** For example, engage with AJKRSP/AJKCDP for community mobilization; disseminate inter-provincial experience and lessons learnt in best forestry practices through exchange visits (inter-provincial); disseminate inter-regional experiences and lessons learnt in best forestry practices through community and women engagement (from Nepal, Bhutan, etc.) and coordinate and build partnerships with organizations with experiences on NTFP value-chain and eco-tourism.

7. REDD+ Gender Action Plan-AJK

Purpose: To improve forest health through enhanced conservation and better forest management efforts and to create an enabling environment to encourage women participation at community and institutional level for sustainable forest management.

Objectives

i). To establish and support gender responsive local institutions for sustainable forest management in collaboration with existing local support organizations working in NRM

ii). To create awareness regarding sustainable forest management and capacity building programs around forest and forest related products and to enhance capacity and knowledge of institutions and REDD+ stakeholders to develop better understanding for gender integration in forest conservation and natural resource management

iii). To improve the existing regulatory mechanisms and policy framework to provide support for the development of provincial level forest sector gender and inclusion strategy and guidelines and to create synergies among all concerned provincial and national stakeholders for gender mainstreaming in NRM and forestry sector.

Total Estimated Budget:

The total estimated budget for the period of ten years has been calculated in **USD 649,024**

Outcome 1	Indicators	Risks (Internal and External)	Means of Verification
Increase in forest density and forest cover resulting from women's participation in forest conservation and management	<ul style="list-style-type: none"> ➤ Active women's organizations holding regular meetings ➤ Availability of increased number of WOs 	<ul style="list-style-type: none"> • Lack of financial resources • Bureaucratic resistance for integrating gender into planning 	<ul style="list-style-type: none"> • Gender Sensitive Integrated Forest Management Plans • Forest Monitoring

<p>and engagement of women in sustainable forest enterprises</p>	<ul style="list-style-type: none"> ➤ Increased vegetation cover through women led plantations ➤ Improved forest health as a result of sustainable forest management ➤ Number of women and men engaged in forest related enterprises (NTFPs, forest nurseries, bee farming, fish farming, medicinal plants etc) and contribute in household income 	<ul style="list-style-type: none"> • Lack of capacity for gender integration specifically targets gender issues • Security for community and professional women 	<p>Measurement and Verification Reports</p> <ul style="list-style-type: none"> • Gender Sensitive Program/Project documents • WCO Record books/registers, minutes of meetings, saving records, attendance register • WO registration records with the government registration office • Forest Monitoring/GIS reports • Follow-up visit reports, • Field monitoring reports • Project documents for each forest/NRM enterprise
--	--	---	--

S. No	Activities	Estimated Budget (USD)	Ten Year Gender Action Plan (2022-2032)																	
			Short Term		Medium Term			Long Term												
1	Support the formation and reactivation of gender-responsive local level mechanisms for sustainable forest management	46,000																		
1.1	Conduct dialogues and consultations with women and men to form women and men's organizations based on the forest sector gender strategy and guidelines	5,000																		
1.2	Formulation of women CBOs and reactivation of existing women CBOs for sustainable forest management	5,000																		
1.3	Facilitate and support registration of women's CBOs with social welfare or any other legal entity	12,000																		
1.4	Facilitate create linkages of registered 75 women's CBOs with the provincial Forest Departments and environmental protection agency	12,000																		
1.5	Incentivize existing women led Local institutions and grassroots institutions VDCs and WOs to take up REDD+ agenda in their regular meetings	12,000																		
2	Form and strengthen Women and Men CBOs around sustainable forest enterprises t(Nurseries, fisheries, NTFPs, Medicinal plants etc.) to strengthen women's social and economic empowerment	96,960																		
2.1	Conduct a participatory assessment and develop inventory of existing and potential forest enterprises	10,000																		
2.2	Enterprise development in forest nursery management	15,300																		
2.3	Enterprise development in medicinal plants and wild fruits by	10,400																		

	engaging public and private institutions and provision of appropriate technology											
2.4	Enterprise development in mushroom/bee farming by engaging national institutes and provision of appropriate technology	8,700										
2.5	Enterprise development in fish farming by engaging national institutes and provision of appropriate technology/seeds and equipment	8,560										
2.6	Training and coaching of women's CBOS and men's CBOs in sustainable forest nursery management	8,700										
2.7	Training of potential/interested women in NTFPs harvesting, processing and marketing	8,900										
2.8	Training and coaching of women's CBOs and men's CBOs in sustainable morel collection, processing and marketing	8,700										
2.9	Training and coaching of women's CBOs and men's CBOs in sustainable medicinal plants and wild fruit collection, processing and marketing	8,700										
2.10	Training of potential/interested women in fish farming by engaging national institutes and provision of appropriate technology/seeds and equipment at household level	9,000										
3	Increase women's economic and social status through capacity building and enterprise development in other NRM value-added products in partnership with existing institutions	78,840										
3.1	Promotion of selected local value-added handicrafts through existing private institutions and programs/projects	8,700										
3.2	Training of interested women in handicrafts development and vocational training	8,700										
3.3	Promotion of home-based enterprises for potential/interested	8,700										

	women in kitchen gardening, livestock management, poultry management by engaging concerned public/private institutions											
3.4	Training of potential/interested women in, kitchen gardening livestock management and backyard poultry management	16,560										
3.5	Training of potential/interested women in fruit processing (apricot, cherry, apple) and provision of appropriate technology	17,580										
3.6	Training of interested/potential women in vegetable seedling production/back yard fruit nursery management	8,700										
3.7	Training of women in animal husbandry, milking and milk processing with Livestock Department	9,000										
	Total	221,800										

Outcome 2	Indicators	Risks (Internal and External)	Means of Verification
Promoted gender sensitive institutional environment through developing gender sensitive policy, programming and monitoring framework to encourage women in mainstream forestry programs	<ul style="list-style-type: none"> ➤ Availability of gender sensitized staff at AJK FD ➤ Gender indicators being followed in forest management plans ➤ Availability of gender indicators in forestry monitoring framework ➤ Increased number of trained and qualified women in the Forest Department- AJK ➤ Engagement of professional women in forest sector and professional women getting positions /jobs at different levels 	<ul style="list-style-type: none"> • Female staff mobility • Security for community and professional women travelling in public • Lack of awareness of the importance of gender issues in forestry management • No policy or forest laws that encourage women in forest conservation and sustainable management 	<ul style="list-style-type: none"> • Gender Sensitive Forestry M&E Frameworks • Gender Strategy and Action Plans • Gender Sensitive Program/Project documents • Progress reports (narrative and financial) • Monitoring reports • Minutes of Meetings • Field Reports

S. No.	Activities	Estimated Budget USD	Ten Years Gender Action Plan (2022-2032)																	
			Short Term		Medium Term			Long Term												
			1-2 years		3-5 years			6-10 years												
4	Support the development of provincial level forest sector gender and inclusion strategy and guidelines.	162,030																		
4.1	Appoint gender focal points or establish a gender teams at province and district level to assure the implementation of the REDD+ GAP	85,000																		
4.2	Strengthen FD by hiring and appointing more female forestry extension specialists at a) provincial and b) district levels where forests exists	30,000																		
4.3	Hire or appoint female social mobilizers at local level to reactivate village development councils and women development organizations	30,000																		
4.4	Organize and facilitate gender multi-stakeholder consultations at provincial levels	16,800																		
4.5	Develop and submit forest sector gender strategy and guideline for endorsement by provincial Forest Departments	115																		
4.6	Develop and integrate gender indicators in the REDD+ M&E	115																		
4.7	Allocate special quota for women staff in forest department	0																		
5	Develop and Publish customized training manuals/materials on gender, social mobilization, extension and technical training material to train institutional and community REDD+ stakeholders	40,700																		
5.1	Develop a comprehensive gender training package to train and guide	2,800																		

	forest officials at all tiers of management and community – women and men and sustainable forest user groups												
5.2	Support to develop customized basic leadership package for a) forest officials; and for community women and men sustainable forest user groups	2,800											
5.3	Develop a comprehensive Basic Environment and Climate Change package to train and guide forest officials at all tiers of management on current CC concerns	2,800											
5.4	Develop a comprehensive basic REDD+ conceptual clarity package to train and guide forest officials at all tiers of management on REDD+	2,800											
5.5	Develop a comprehensive training course for forest guards and extension workers on gender and social extension methods and approaches by engaging local competent organizations/institutions	2,800											
5.6	Develop customized training manuals for forest nursery management, NTFP management (apiculture,, mushrooms, medicinal plants fish farming and other potential NTFPs)	2,800											
5.7	Develop customized training manuals on forest fire management for both women and men	2,800											
5.8	Train and coach concerned and selected forest personnel at national and provincial levels on gender awareness and analysis	15,600											
5.9	Train and coach xx of female professionals in forest monitoring, GIS	5,500											
	Total	202,730											

Outcome 3	Indicators	Risks (Internal and External)	Means of Verification
Established structures, communication and	➤ Gender sensitive communication among FD staff	• Lack of awareness of the importance of gender issues	• Evaluation Report • Gender sensitive

<p>coordination mechanisms to enhance women’s knowledge, capacity and awareness in forest conservation and management and promoted gender-responsive technologies at community level</p>	<ul style="list-style-type: none"> ➤ Availability of Social Forestry Unit within FD ➤ Better coordination among all NRM sectors and other concerned institutions ➤ Availability of clean drinking water at the doorstep ➤ Availability of clean energy sources at household level 	<p>Political unrest</p> <ul style="list-style-type: none"> • Natural disasters • Cultural and social norms that underscore ‘resistance’ to gender issues • Communities’ unwillingness to engage 	<p>communication strategy</p> <ul style="list-style-type: none"> • Progress reports (narrative and financial) • Field Reports • Minutes of meetings • Monitoring reports Documentaries • Case studies • Survey reports • Social Media outreach
--	---	--	---

S. No	Activities	Estimated Budget USD	Ten Years Gender Action Plan (2022-2032)											
			Short Term		Medium Term			Long Term						
			1-2 years		3-5 years			6-10 years						
6	Strengthen FD and its field offices develop gender-responsive infrastructure and communication mechanisms	51,614												
6.1	Develop gender-inclusive communication strategy for FD and training of staff at all tiers	114												
6.2	Establish a Social Forestry Unit within Forest Department (pilot)	51,000												
6.3	Support gender-friendly working environment: construction or designation of separate toilets; working spaces, prayer spaces for	1,500												

	women, etc.											
7	Coordination and Linkages (National International)	78,180										
7.1	Engage with AJKRSP/AJKCDP for community mobilization	10,000										
7.2	Disseminate inter-provincial experience and lessons learnt in best forestry practices through community and women engagement-GB trophy hunting, WOs -led farm forestry through exchange visits (interregional)	7,500										
7.3	Disseminate inter-regional experience and lessons learnt in best forestry practices through community and women engagement-i.e., Nepal/Bhutan	35,680										
7.4	Coordinate and build partnership with organizations with experiences on NTFP value-chain and eco-tourism	25,000										
8	Promote gender-responsive clean alternative energy technologies for cooking, lighting and space heating and gender-responsive clean drinking water supply and management	93,700										
8.1	Installation of water collection containers/ turfs at community/household level; Establishment of low-cost water treatment technologies at community and household level (water purification)	17,000										
8.2	Promotion of appropriate technologies for rainwater harvesting	45,000										
8.3	Development of Nallahs and springs through construction of protection walls/terracing and channels	25,000										
8.4	Introduction of alternate solar energy, solar cookers, solar chargers and solar heaters to reduce health hazards among women and to save time	3,000										
8.5	Develop sustainable fuel-wood collection plan in collaboration with the local community and the Forest Department	1,200										

8.6	Extension and outreach on conservation education	2,500										
	Total	224,494										
	Grand Total (Outcome 1+2+3)	649,024										

8. Annexes

Annex-1 9-box Framework for Organizational Analysis

ORGANIZATIONAL DOMAINS	ORGANIZATIONAL CHARACTERISTICS		
<i>Technical</i>	<p><u><i>Mandate/Policy</i></u></p> <p>The guiding policy and its operationalization in action plans, strategies/approaches, and monitoring and evaluation systems</p>	<p><u><i>Tasks & Responsibilities</i></u></p> <p>The way people are positioned and the way tasks and responsibilities are allocated and related to each other through procedures, information and coordinating systems</p>	<p><u><i>Expertise</i></u></p> <p>The number of staff and the requirements and conditions to allow them to work, such as job description, appraisal, facilities, training etc.</p>
<i>Socio-political</i>	<p><u><i>Influence</i></u></p> <p>The way and extent management, people from within the organization and people from outside the organization influence policy and the running of the organization</p>	<p><u><i>Decision Making</i></u></p> <p>The patterns of formal and informal decision-making processes. The way diversity and conflicts are dealt with</p>	<p><u><i>Room for maneuver</i></u></p> <p>The space and incentives provided to staff to give shape to their work, such as rewards, career possibilities, variety in working styles</p>
<i>Cultural</i>	<p><u><i>Values & Norms</i></u></p> <p>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</p>	<p><u><i>Cooperation</i></u></p> <p>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</p>	<p><u><i>Attitudes</i></u></p> <p>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</p>

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)?

Annex2: AJKResource Mapping Survey

RESOURCE MAPPING SURVEY			
Introduction			
Name of Village			
District			
UC			
Tehsil			
Total Population			
Number of HHs			
Number of participants			
Date			
LIVESTOCK			
1	Do you have animals?	Code	Frequency
		Yes	
		No	
2	If YES, what types of animals you own?	Code	Frequency
		Buffalo...	
		Cows...	
		Goats...	
		Chickens...	
	Other....Donkey		
3	Who is mainly responsible for animal care?	Activities	Male
		Shed Cleaning	
		Animal Grazing	
		Grass cutting	
		Milking	
		All milk byproducts production	
		Girls help in household chores	
		Girls don't study after matriculation	
		No colleges for girls so stay home	
All households have piped water given by an NGO			
4	Do you graze your animals (buffalo, cows, goats) in nearby forest land?	Code	Frequency
		Yes	
		No	

5	If YES, what is the frequency?	Code	Frequency
		Daily	
		Weekly	
		Monthly	
		All year	
6	Do you notice the impacts/results of grazing on the forest cover?	Code	Frequency
		Yes	
7	Is YES, can you recall the types of impacts?	Code	Frequency
		Over grazing	
		Wood cutting	
		Damage to saplings	
		More firewood collection	
8	Do you own land?	Code	Frequency
		Yes	
9	If yes, how much land do you own?	Code	Frequency
		0-1 hectare	
		>1 to 2 hectare	
		>2 to 3 hectare	
		>3 to 4 hectare	
		>4 to 5 hectare	
10	If NO (do not own land), do you rely on forest resources for your livelihood?	Tenacy type	Specify type
		Type -A	
		Type -B	
		Type -C	
		Type -D	
Q_11	What do you use land for?	Code	Frequency
		Tree planting	
		Fodder production	
		Fruit production	
		Kitchen gardening	
		House construction	
		Other: Maize and wheat production	
		Barley (Bajra)	
Grass for animals (grow naturally)			
Q_12	If NO (do not own land), do you rely on forest resources	Code	Frequency
		Yes	

	for your livelihood?	No	
--	----------------------	----	--

		Code	Frequency
Q_13	If YES, what forest resources?	NTFPs	
		Firewood	
		Other: Grass, Cones	
		Needles	
Forestry			
		Code	Frequency
Q_14	What are the types of forests near your village/community?	Guzara	
		Protected/state	
		Private	
		Other	
		Code	Frequency
Q_15	What types of forest products accessible to you?	Trees	
		NTFPs	
		Firewood	
		Cones	
		Fodder	
		Other (Rasin)	
		Code	Frequency
Q_16	What types of NTFPs do you access?	Rasin	
		Wild mint	
		Sumbul	
		Charaita (local herb)	
		Banfsha	
		Mushrooms	
		Code	Frequency
Q_17	Do you need special permission from forest authority to collect NTFPs?	Yes	
		No	
		Don't Know	
		Code	Frequency
Q_18	Who collects NTFPs?	Males	
		Females	
		Boys	
		Girls	
		None	
		Code	Frequency
Q_19	What is the purpose for NTFP collection?	Home consumption	
		Sale	
		Deposit to contractor	
		Other (illness)	
		Code	Frequency
Q_20	Do you have access to services and technical support for	Yes	

	forestry related activities?	No	
		Don't Know	
Q_21	If YES, what types of trainings have you received?	Code	Frequency
		Seedling propagation	
		Fire prevention and management	
		Silviculture	
		Group organizing	
		Other (No Training)	
Q_22	What types of services have you received?	Code	Frequency
		Loans	
		Seedlings/saplings	
		Equipment for plantations	
		Water pipes	
		Nursery shed materials	
		Information materials about forestry services and rules	
		None	
		Other	
Community based institutions for sustainable forest management			
Q_23	Are there any forest related user/management groups?	Code	Frequency
		Yes	
		No	
		Don't Know	
Q_24	If YES, what types of groups are they?	Code	Frequency
		Women's groups	
		Men's groups	
		Mixed-sex groups	
		Other	
Q_25	If NO, who informs and coordinates the community members to respond to forest fires, forest plantation activities, etc.?	Code	Frequency
		A -Self help	
		B -	
		C -	
		D -	
Energy			
Q_26	What are your main sources of household energy?	Code	Frequency
		Fuelwood	
		Tree resin	
		Leaf/pine litter	
		Pine cones	
		LPG	
		Kerosene	

		Other	
--	--	-------	--

Water			
Q_27	What are your sources for water?	Code	Frequency
		Bore wells	
		Spring water	
		Rain water harvesting	
		Purchase piped water	
		Other	
Q_28	Does water supply vary seasonally?	Code	Frequency
		Yes	
		No	
		Don't Know	
Q_29	If YES, during which season is water supply the lowest?	Code	Frequency
		Spring	
		Summer	
		Autumn	
Q_30	What are some reasons for depleting water supply?	Code	Frequency
		Decreasing forest	
		Drought	
		Warming weather	
		Increased population	
		Unregulated use	
		Others -Specify	
Don't know			

Annex3: Tables for Community FGDs in villages of Rajwayyan and MangUmer Khan Muzaffarabad, AJ&K

Table 1 : Possession of animals				
Do you Have animals ?	Female		Male	
	Frequency	Percent	Frequency	Percent
Yes	41	100%	27	64%
No	0	0%	13	31%

Table 2 : Type of animals owned				
Animals	Female		Male	
	Frequency	Percent	Frequency	Percent
Buffalo	6	15%	20	74%
Cows	17	41%	23	85%
Goats	18	44%	19	70%
Chickens	18	44%	0	0%
Sheep	0	0%	0	0%
Donkey	0	0%	2	7%

Table 3: Graze animals (buffalo, cows, goats) in nearby forest land				
Graze animal	Female		Male	
	Frequency	Percent	Frequency	Percent
Yes	18	44%	27	64%
No	23	56%	0	0%

Table 4: Frequency of grazing animals				
Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Daily	18	100%	5	19%
Weekly	0	0%	0	0%
Monthly	0	0%	0	0%
All year	0	0%	18	67%

***All the respondents (18) out of total who said that they graze animals do so in daily manner.

Table 5: Noticed the impacts/results of grazing on the forest cover				
Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Yes	14	34%	0	0%
No	27	66%	27	64%

Table 6 : Impacts of grazing seen				
Code	Female		Male	
	Frequency	Percent	Frequency	Percent

Over grazing	12	29%	0	0%
Wood cutting	0	0%	0	0%
Damage to saplings	8	20%	0	0%
More firewood collection	14	34%	0	0%

Table 7: Land ownership				
Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Yes	38	93%	42	100%
No	3	7%	0	0%

Table 8: Forest types near community				
Forest Types	Female		Male	
	Frequency	Percent	Frequency	Percent
Guzara	0	0%	0	0%
Protected/state	23	56%	22	52%
Private	16	39%	40	95%
Other	0	0%	22	52%

Table 9: Types of forest products accessible to households				
Forest Products	Female		Male	
	Frequency	Percent	Frequency	Percent
Trees	0	0%	22	52%
NTFPs	25	61%	0	0%
Firewood	29	71%	42	100%
Cones	36	88%	7	17%
Fodder	41	100%	16	38%
Other (Rasin)	0	0%	0	0%

Table 10: Types of NTFPs accessible to households				
NTFPs	Female		Male	
	Frequency	Percent	Frequency	Percent
Rasin	0	0%	0	0%
Wild mint	23	56%	13	31%
Sumbul	23	56%	7	17%
Charaita (local herb)	23	56%	0	0%
Banafsha	41	100%	2	5%
High value Gucchi mushroom)	4	10%	0	0%
wild almonds	0	0%	0	0%
Honey	21	51%	0	0%
strawberry	0	0%	0	0%

Source: Community FGDs August 2021

Table 11 : Need for special permission from forest authority to collect NTFPs				
Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Yes	12	29%	0	0%
No	29	71%	0	0%
Don't Know	0	0%	0	0%

Table 12 : Who collects NTFPs				
Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Males	23	56%	0	0%
Females	41	100%	0	0%
Boys	23	56%	0	0%
Girls	0	0%	0	0%
None	0	0%	0	0%

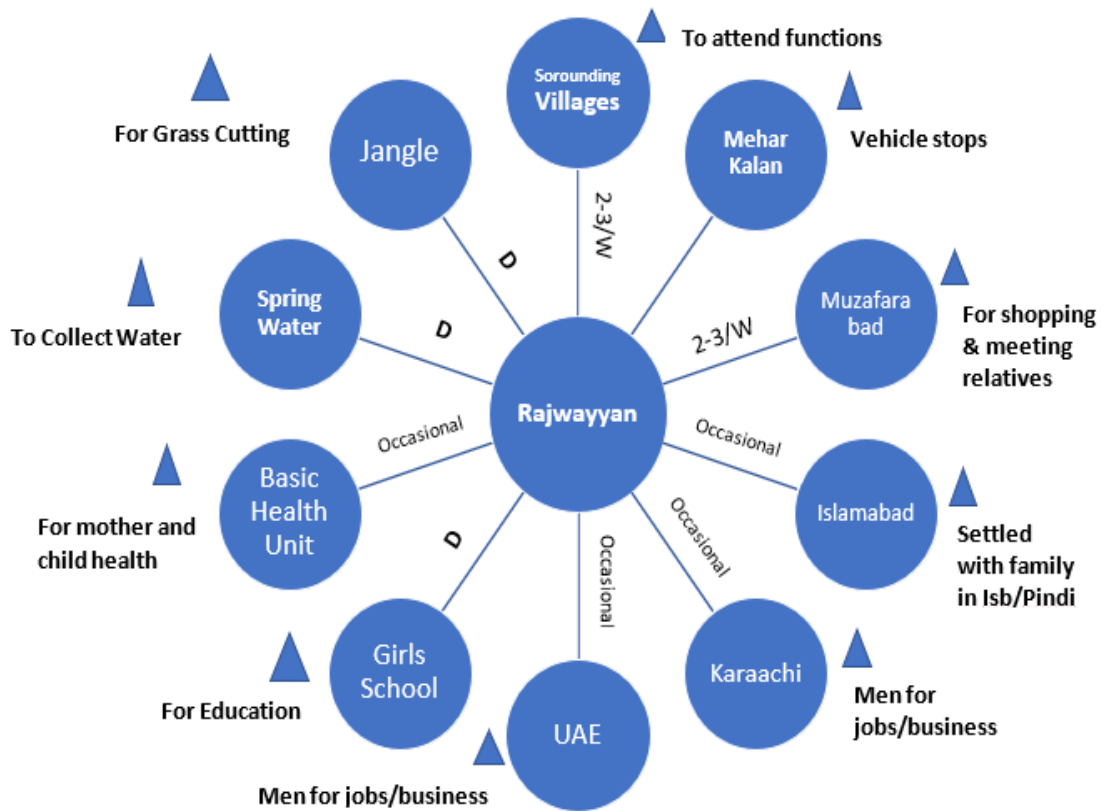
Table 13: Purpose of NTFP collection				
Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Home consumption	23	56%	0	0%
Sale	0	0%	0	0%
Deposit to contractor	12	29%	0	0%
Other (illness)	41	100%	0	0%

Table 14: Types of forest related user/management groups				
Management Groups	Female		Male	
	Frequency	Percent	Frequency	Percent
Women's groups	41	100%	42	100%
Men's groups	0	0%	22	52%
Mixed-sex groups	18	44%	22	52%
Forest committees	0	0%	0	0%
Other	0	0%	0	0%

Table 15: Reasons for depleting water supply				
Reasons	Female		Male	
	Frequency	Percent	Frequency	Percent
Decreasing forest	0	0%	0	0%
Drought	14	34%	20	48%
Warming weather	0	0%	0	0%
Increased population	35	85%	0	0%
Unregulated use	0	0%	0	0%
Others -Specify	18	44%	22	52%

Don't know	0	0%	0	0%
------------	---	----	---	----

Annex 4: Women’s Mobility Chart Rajwayyan Muzaffarabad AJ&K



Annex5: List of Participants Attending Provincial Consultation-AJK

Provincial Consultations						
List of participants						
Forest Department Muzaffarabad, AJ&K						
S.No	Date	Name	Designation	Gender		
				Female	Male	Total
1	August 20,2021	Syed Gul Hassan Shah	Chief Conservator of Forests-Development		1	1
2		Mr. Irtaza Qureshi	DFO-REDD+ Focal Point AJ&K		1	1
3		Mr. Imtiaz Ahmed Awan	DFOJehlum Valley		1	1
4		Mr. Bilal Ahmed	DFO		1	1
5		Ms. Fouzia Jehan	Assistant Conservator of Forest	1		1
6		Ms. Ammara Ghulam Hussain	Female Foresters/Social Mobilizers	1		1
7		Ms. Noreen Khowaja	Female Foresters/Social Mobilizers	1		1
8		Ms. Maria Gilani	Female Foresters/Social Mobilizers	1		1
9		Ms. Shazia Akbar	Female Foresters/Social Mobilizers	1		1
		Total		5	4	9

**Annex 6: List of Participants Attending Community FGDs(Women and Men)
Muzaffarabad, AJK**

Table 1:RESOURCE MAPPING SURVEY				
<u>List of participants</u>				
Women FGDRajwayyan AJK Aug 21, 2021				
S.N	Name	Gender	Profession/Designation	Village
1	Qudrat Noor	Female	Housewife	Rajwayyan
2	Naseema Jan	Female	Housewife	Chamnao
3	Kaneez Fatima	Female	Social Worker	Chamnao
4	Sakeena Hussain	Female	Social Worker	Rajwayyan
5	Akbar Fatima	Female	Housewife	Chamnao
6	Munawwar Jan	Female	Housewife	Chamnao
7	Ruqayya Bibi	Female	Housewife	Chamnao
8	Ajab Bibi	Female	Housewife	Chamnao
9	Shabana Bibi	Female	Housewife	Chamnao
10	Sitara Bibi	Female	Housewife	Chamnao
11	Bushra Bibi	Female	Housewife	Chamnao
12	Farzana Bibi	Female	Housewife	Chamnao
13	Ifra Bibi	Female	Housewife	Chamnao
14	Sabeeha Bibi	Female	Housewife	Chamnao
15	Shaheen Bibi	Female	Housewife	Chamnao
16	Dilshad Bibi	Female	Housewife	Chamnao
17	Sanobar Bibi	Female	Housewife	Chamnao
18	Sakeena Bibi	Female	Housewife	Chamnao
19	Afreen Bibi	Female	Housewife	Darkoti
20	Rubina Bibi	Female	Housewife	Chamnao
21	Safeena Bibi	Female	Housewife	Chamnao
22	Remsha Bibi	Female	Housewife	Chamnao
23	Raqeena Bibi	Female	Teacher	Chamnao
24	Sughra Bibi	Female	House wife	Chamnao

Table 2:RESOURCE MAPPING SURVEY				
<u>List of participants</u>				
Men FGDRajwayyan AJK Aug 21, 2021				
S.No	Name	Gender	Designation/Profession	Village
1	Ghulam Mustafa	Male	Labourer	Rajwayyan

2	Atique-ur-Rehman	Male	Labourer	Chamnao
3	Zameer Ahmed	Male	Labourer	Chamnao
4	Saboor Hussain	Male	Labourer	Chamnao
5	Muhammad Arshad	Male	Labourer	Chamnao
6	Muhammad Aslam	Male	Labourer	Chamnao
7	Noorani Ahmed	Male	Labourer	Chamnao
8	Manzar Aslam	Male	Labourer	Chamnao
9	Muhammad Ibrahim	Male	Labourer	Chamnao
10	Ghulam Sarwar	Male	Labourer	Chamnao
11	Ali Zaman	Male	Labourer	Chamnao
12	Ghulam Farid	Male	Labourer	Chamnao
13	Sheraz Ahmed	Male	Labourer	Chamnao
14	Nadeem Ahmed	Male	Labourer	Chamnao
15	Basit Ahmed	Male	Labourer	Chamnao
16	Muzaffar	Male	Labourer	Chamnao
17	Siddique	Male	Labourer	Chamnao
18	Qazi Ahmed	Male	Labourer	Chamnao
19	Farhan Ahmed	Male	Labourer	Chamnao
20	Haji Abid	Male	Labourer	Chamnao
21	Murtaza	Male	Labourer	Chamnao
22	Abdul Sattar	Male	Labourer	Chamnao

Table 3: RESOURCE MAPPING SURVEY

List of participants				
MangUmer Khan AJ&K Men FGD Aug 22, 2021				
S.N o	Name	Gender	Designation/Profession	Village
1	Gul Faraz	Male	School Teacher	Mang Umar Khan
2	Muhammad Farhad	Male	Rtd. Govt.Servant	Mang Umar Khan
3	Khoshhall Khan	Male	Farmer	Mang Umar Khan
4	Gulzar Khan	Male	Labbour	Mang Umar Khan
5	Muhammad Nasir Khan	Male	Farmer	Mang Umar Khan
6	Iftikhtar Ahmed	Male	Security Guardi	Mang Umar Khan
7	Abdul Hameed	Male	Naib Qasid MDA	Mang Umar

				Khan
8	Muhammad Rafique	Male	Naib Qasid	Mang Umar Khan
9	Abdul Jalil	Male	Private Labourer	Mang Umar Khan
10	Muhammad Naveed	Male	School Teacher	Mang Umar Khan
11	Syed Shabbir Hussain Shah	Male	School Teacher(rtd)	Mang Umar Khan
12	Syed Tanvir Hussain Shah	Male	Govt.Servant	Mang Umar Khan
13	Choudhary Muhammad Rafique	Male	Govt.Servant	Mang Umar Khan
14	Usama Mehtab	Male	Student	Mang Umar Khan
15	Raja Muhammad Shabbir	Male	Rtd. Govt.Servant	Mang Umar Khan
16	Raja Khursheed	Male	Labbour	Mang Umar Khan
17	Raja Shoaib	Male	Shopkeeper	Mang Umar Khan
18	Raja Muhammad Javed	Male	Rtd. Govt.Servant	Mang Umar Khan
19	Choudhary Sher Muhammad	Male	Farmer	Mang Umar Khan
20	Choudhary Niaz Muhammad	Male	Farmer	Mang Umar Khan

Table 4: RESOURCE MAPPING SURVEY

List of participants				
Mag Ummer Khan Muzaffarabad AJ&K Women FGD Aug 22, 2021				
S.No	Name	Gender	Designation/Profession	Village
1	Nasreen Bibi	Female	Social Worker	Manga Umar Khan
2	Salma Farooq	Female	Social Worker	Manga Umar Khan
3	Mamoona Naveed	Female	Activist	Manga Umar Khan
4	Riffat Bibi	Female	Naib Qasid	Manga Umar Khan

5	Zahida Bibi	Female	Member CO/Housewife	Manga Umar Khan
6	Nazia Begum	Female	Housewife	Manga Umar Khan
7	Parveen Bibi	Female	Housewife	Manga Umar Khan
8	SehrishFakhr	Female	Housewife	Manga Umar Khan
9	Saira Ameen	Female	Housewife	Manga Umar Khan
10	Tahira Bibi	Female	Housewife	Manga Umar Khan
11	Sosan Jan	Female	President of Co Mang Umar Khan	Manga Umar Khan
12	SehrishIftikhtar	Female	Housewife	Manga Umar Khan
13	TahiraIftikhtar	Female	Housewife	Manga Umar Khan
14	Saira Yasir	Female	Housewife	Manga Umar Khan
15	Shiza Hameed	Female	Housewife	Manga Umar Khan
16	Samra Choudhary	Female	Activist	Manga Umar Khan
17	Kinza Siddique	Female	Vocational Training Memer Co	Manga Umar Khan
18	Ayesha Sher Muhammad	Female	Vocational Training Memer Co	Manga Umar Khan

Annex 7: List of Potential Partners in AJK

S.No	Name	Area of Interest	Type of Organization
1	Azad Jammu & Kashmir Community Development Program	Rural Development Community partnership	National NGO
	Azad Jammu & Kashmir Rural Development Program	Rural Development Community partnership	National NGO
3			
4	International Union for Conservation of Nature (IUCN)	Bio-Diversity Conservation	International Organization
5	World Wide Fund for Nature (WWF)	Bio-Diversity Conservation	International Organization
6	Pakistan Poverty Alleviation Fund (PPAF)	Poverty, Rural Development	National NGO
7	Environmental Protection Agency	Environment and Development	National Organization
2	Food and Agriculture Organization of United Nations	NRM, Climate Change	International Organization
8	Livestock Department	Livestock and Dairy Development	Government Organization
9	Agriculture Department	Agriculture Development	Government Organization
10	On Farm Water Management	Irrigation Water Management	Government Organization
11	Women Development Department	Women Development	Government Organization

Annex 8: ADP Allocation for Forestry Projects 2021-2022 AJK**On Going Project**

SN	Project Name	Allocation in 2021 in Million Rs
1	Demarcation of Forests in AJ&K	40
2	Support to Natural Regeneration in Demarcated Forests of AJK.(Phase-II)	125
3	Reforestation Program in Demarcated Forest of Muzaffarabad Forest Circle	20
4	Reforestation Program in Demarcated Forest of Poonch Forest Circle	11
5	Reforestation Program in Demarcated Forest of Mirpur Forest Circle	9
6	Total On Going Projects	205
	New Project	
1	Construction of Forestry Complex at Bank Road Muzaffarabad	30
	Total Forestry	235

Annex 9: Pictures from the Field with Captions



Women FGDRajwayyan Aug 21, 2021



Women FGDRajwayyan AJK Aug 21, 2021



Forest Regeneration through community engagement Rajwayyan AJK Aug 21, 2021



Community Forestry in Rajwayyan AJK Aug 21, 2021



Women managed Kitchen Garden MangUmer Khan AJK Aug 22, 2021



Women Managed Kitchen Garden in MangUmer Khan AJK Aug 22, 2021



Women FGD Mang Umer Khan AJK Aug 22, 2021



Women FGDs Rajwayyan AJK Aug 21, 2021