



REDD+ Gender Action Plan Balochistan, Pakistan

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

February 2022

Acronyms

BAP	Balochistan Agriculture Project
BISP	Benazir Income Support Program
BRSP	Balochistan Rural Support Program
CCF	Chief Conservator of Forests
CCOs	Community Conservation Organizations
DFO	Divisional Forest Officer
EPA	Environmental Protection Agency
FAO	Food and Agriculture Organization of the United Nations
FD	Forest Department
FGDs	Focused Group Discussions
FMCs	Farmer Marketing Cooperatives
FPSC	Federal Public Service Commission
GAP	Gender Action Plan
GEWEP	Gender Equality and Women's Empowerment
IUCN	International Union for Conservation of Nature
LPG	Liquefied Petroleum Gas
MoCC	Ministry of Climate Change
NGOs	Non-Governmental Organizations
NRM	Natural Resource Management
NRSP	National Rural Support Programme
NTFPs	Non-Timber Forest Products
PPAF	Pakistan Poverty Alleviation Fund
PSDP	Public Sector Development Program
REDD+	Reduced Emissions from Deforestation and Forest Degradation
SDFO	Sub-Divisional Forest Officer
SDGs	Sustainable Development Goals
SMEDA	Small and Medium Enterprise Development Program
SSGC	Sui Southern Gas Company limited
TF	Taraqee Foundation
TKF	Tameer-e-Khalaq Foundation
UNDP	United Nations Development Programme
WCCOs	Women Community Conservation Organizations
WDD	Women Development Department
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management
WWF	World Wide Fund

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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 Balochistan
- to outline the activities, goals and the monitoring and evaluation systems of the Gender Action Plan for Balochistan.

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 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 (Annex 1).

- Gender analysis tools that such as the activity profile, access and control profile that were integrated into a specially designed, gender-responsive livelihood survey(Annex 2).

Stakeholder consultations were conducted by following a four- step approach to collect and analyze the data at the federal, provincial and community levels. The four- step approach included:

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, UNDP, IUCN, HELVETAS-Pakistan and the Pakistan Poverty Alleviation Fund (PPAF).

Step 2- Provincial consultations: The team conducted separate consultations with the provincial Forest Department. A detailed meeting was held with the REDD+ Focal Point and his team members (Annex 4). The REDD+ Focal Point provided a detailed presentation of the REDD+ progress in Balochistan, and arranged opportunities with the Secretary Forests, Director Environmental Protection Agency (EPA) and the Chief Conservator of Forests.

Step 3-Community consultations: Consultations were held with forest-proximate communities through focus group discussions (FGDs). The FGDs were held in two selected community groups in Ziarat. A total of four FGDs were conducted in three villages (Ghoshkai, Killi Wocha Ghoskai and Killi Gulzar Manan). The total number of participants in all the FGDs amounted to 50 (29 female and 21 male) (Tabel 1).

Table 1: Community FGDs in villages of Ghoshkai, Killi Wocha Ghoskai and Killi Gulzar Manan Ziarat, Balochistan

Gender	Number of Participants	No of FGDs
Female	29	2
Male	21	2
Total	50	4

Source: Community Consultations, Ziarat Balochistan August 2021

The methods adopted for data collection included: transit walk, NRM resource mapping, and discussions to identify gaps, opportunities and suggestions for future planning. The team also developed a women’s mobility and women’s daily activity chart in one of the two selected communities (Annex 5).

Step 4- Data analysis and report writing: The data from provincial consultations and community level FGDs was analyzed. The opportunity and gap analysis was also

conducted in each province engaging provincial forestry staff and forest-proximate communities. Detailed discussions were also conducted during FGDs to further support qualitative data and the literature review. The provincial GAP was then developed based on a literature review, and qualitative and quantitative data gathered from the community and provincial institutions (Annex 3).

3. Balochistan in Context

Balochistan is the fourth and the largest province of Pakistan in terms of the land area (347,190 sqkm). The province has the lowest population density of 36/sq km and a total population of 12.34 million¹. The bordering provinces are Punjab and KhyberPakhtunkhwa to the northeast, Sindh to the southeast, the Arabian Sea to the south, Iran to the west and Afghanistan to the north and northwest. The province has eight administrative divisions, 35 districts² and 635 union councils³. Two dominant ethnic groups – the Baloch (52%) and Pathans (36%) - live in the province. Other minority groups include Hazaras, Brahuis, Sindhis, Punjabis, Uzbeks and Turkmens⁴.

Balochistan has arid climatic conditions with little and irregular rainfall, extreme temperatures (very hot in the Southeast and very cold in the North) and poor soil quality. The main water sources are canal irrigation⁵, floodwater (*sailaba*) and ground water including springs, open surface wells and *karezes*⁶. The province has natural gas reserves and large deposits of coal, copper, lead, gold, and other minerals and supplies natural gas to the rest of the country for commercial and domestic purposes.

The major sub-sector in agriculture is fruit⁷ and vegetable⁸ production whereby 70% of the fruit produced in the province from organized fruit orchards is marketed outside the province. Major fruits exported to other parts of the country are apples, cherries, apricots and grapes; vegetables exports include onions, potatoes and carrots. These orchards can be used as an alternative for fuel wood and grass to reduce pressure from the existing natural forest resources⁹.

The total population of the province is 12.34million people (5.86 million female and 6.48 million male) with an annual growth rate of 3.4 %. The urban population is 3.41 million while the rural population is 8.93 million¹⁰. The overall literacy rate is 40

¹Pakistan Population Census 2017

² https://en.wikipedia.org/wiki/List_of_tehsils_of_Balochistan

³ Election Commission of Pakistan

⁴ https://en.wikipedia.org/wiki/Balochistan,_Pakistan

⁵ Only near Indus Basin areas

⁶ Proposed Balochistan Agriculture Policy 2021

⁷ Grapes, Almonds, Apricots, Pomegranate, Plums, Dates, Peach Pear, Banana

⁸ Okra, Brinjal, Cabbage, Bitter Guard, Pumpkin, tomatoes, carrots, cauliflower, peas, Reddish, Spinach, Turnip, Beet Root, Broad Beans, Cucumber and Potato,

⁹ Proposed Balochistan Agriculture Policy 2021

¹⁰ Pakistan Population Census 2017

percent for both women and men, with 34 percent in rural areas¹¹. The wealth index quintile shows that the large portion of the poorest household population with 47.7%¹². Out of the total labor force of the province, 31% are skilled workers (female 4.3%, male 26.7%) employed in agriculture, forestry and fisheries.¹³

3.1 Forestry in Balochistan

The area under rangelands and forest is 32.3 million hectares which comprises 93% of the total land area. The major forest types are coniferous forest, scrub forest, subtropical desert, riverine forest and mangrove forests. Major forest tree species include junipers, *Acacia* spp., wild olives, *Fraxinus* spp. (Ash), wild pistachios, chilgoza and pines. Balochistan is also known for the presence of the world's second largest juniper forest of global significance in the district of Ziarat, where some of the oldest living trees on earth (1500 to 2500 years old) are found, called the living fossils¹⁴. It was declared a Biosphere Reserve by UNESCO in 2013¹⁵. The area under juniper forests is 247,000 acres. The Forest Department provides legal protection to 22 threatened tree species. In addition, there are three National Parks viz: Chiltan Hazarganji National Park, Hingol National Park and Ziarat Juniper National Park¹⁶ and fourteen wildlife sanctuaries and game reserves¹⁷. The juniper forests also have herbs and shrubs of 54 species belonging to some 25 families of medicinal importance¹⁸.

Balochistan has vast rangelands suitable for livestock rearing. Major livestock species in Balochistan are small ruminants i.e. sheep and goats. Buffaloes are usually kept at dairy farms and are not species of rangelands. Similarly, most of cattle are also stall fed. Terrain and vegetation of rangelands suits the small ruminants. There are around 16.01 million goats, 15.86 million sheep and 0.45 million camels¹⁹ depend on these rangelands for food and water. The overall condition of rangelands is poor and has been deteriorating rapidly both due to the prolonged drought of 1998 to 2004 as well as severe overgrazing by animal herders²⁰.

Mangroves forests are found in Balochistan and Sindh along the Indus Delta. The mangroves cover an area of 4058.36 hectares along Miani Hor, Kalamat Hor, Jiwani and Gwadar²¹. Mangroves are an important source of timber, fodder and fuel wood but are under great threat due to over-exploitation and pollution from oil spills from sea harbors. Some organizations including the International Union for Conservation of Nature (IUCN) Pakistan, World Wildlife Fund (WWF) Pakistan & National Rural

¹¹Pakistan Social and Living Standards Measurement Survey (PSLM-2018-19)

¹²Pakistan National Nutrition Survey 2018

¹³ Pakistan Labour Force Survey 2017-2018

¹⁴ IUCN Report on Flora of Ziarat; Ethnobotanic and Medicinal Importance and Balochistan Forest Department

¹⁵Balochistan Agriculture Sector Policy and Strategy (undated): USAID and Australian Aid and FAO

¹⁶Forests and Wildlife Department, Government of Balochistan

¹⁷Biodiversity and its Conservation in Balochistan, Pakistan by Sadia Hassan Shirani.

¹⁸ IUCN Report on Flora of Ziarat; Ethnobotanic and Medicinal Importance

¹⁹ Livestock Projected Census for 2018-2019 (Bureau of Statistics Balochistan)

²⁰Balochistan Agriculture Sector Policy and Strategy: USAID and Australian Aid and UNFAO undated

²¹<https://voiceofbalochistan.pk/opinions-and-articles/social-development/restoring-mangroves-in-balochistan/> (Accessed Sept 1, 2021)

Support Programme (NRSP), Pakistan Navi and Forest Department are engaged in the conservation and revival of this important eco-system by engaging local communities (women and men). Major activities along the mangrove belts are plantations and awareness-raising among mangrove-proximate communities.

Fishing is the main livelihood source for local communities along the coastal belt of 750 kilometers. An estimated 5000 small fishermen²² are engaged in fishing by using wooden vessels in different localities along the coast. The total fish production for 2019 was 161,740.3 metric tons. There were a total of 58,075 fishermen (no women reported) involved in fishing during 2014²³. The major issues in the fisheries industry are uncontrolled and unsystematic fishing that results in decreased fish yield over the years. The fish catch handling and processing by the locals is also rudimentary without following modern technologies such as processing, icing and freezing. In Makran, women are engaged in the fishing industry through activities for net-making, net repairing, fish sorting, grading and cleaning; this is often done in unfavorable environments²⁴.

To reduce threats posed by firewood collection, grazing and illegal wood cutting, the Forest Department, the Public Sector Development Program (PSDP) and the Sui Southern Gas Company Limited (SSGC) initiated a few projects in Ziarat which helped halt cutting of wood for the time being. These efforts included raising forest nurseries, establishing plantations by the FD, installation of 92km. long gas pipeline from Quetta to Ziarat by the Sui Southern Gas Company Limited (SSGC) in 2003, and the development of the watershed to raise the water table under the Public Sector Development Program (PSDP) in 2001-2002.

The following is an overview of regulatory frameworks to improve conservation and the sustainable management of forest resources in Balochistan from the perspective of increasing community engagement and gender integration:

3.2.2 Gender Aspects in Forestry sector and other regulations/policies

3.2.1 Balochistan Forest Policy

Balochistan does not have a provincial forest policy. The concept of community participation and improved resource management was initially introduced by international non-government organizations (INGOs) and is now being gradually

²²Balochistan Agriculture Sector Policy and Strategy (undated): USAID and Australian Aid and FAO

²³ Bureau of Statistics, Government of Balochistan

²⁴Balochistan Conservation Strategy

adopted by a number of innovative projects. It is, therefore, expected that such concepts and interventions will be reflected in the upcoming provincial forest policy²⁵.

3.2.2 Balochistan Environment Protection Act 2012

The Act was formulated for the protection, conservation, rehabilitation and improvement of the environment, prevention and control of pollution and, the promotion of sustainable development. There is mention of community-based organizations, village organizations, local councils or local authorities. The Act also mentions sustainable development and management of natural resources by engaging government, non-government and community-based organizations with no mention of women-specific organizations. Under this Act, there is a provision for the establishment of the Balochistan Environmental Protection Council and Balochistan Environmental Protection Agency.

Neither of these institutions (Environmental Protection Council and Balochistan Environmental Protection Agency) have representation from the Women Development Department (WDD). The WDD has a mandate to bring institutional reforms in all government sectors- including those of natural resource management (NRM) - to empower women by mobilizing necessary legal, administrative, and financial resources²⁶.

However there is no explicit commitment by the government to integrate gender into environmental protection programs. Similarly, under the Balochistan Sustainable Development Fund, no gender-specific projects/programs have been initiated to address gender, or more specifically, women's issues, related to environment and climate change²⁷.

3.2.3 Balochistan Wildlife Protection, Preservation, Conservation and Management Act, 2014

The Balochistan Wildlife Protection, Preservation, Conservation and Management Act, was passed by the Balochistan Provincial Assembly in 2014. The objective of the Act is to protect, preserve, conserve, and ensure the sustainable use and management of wildlife, and the establishment and management of protected areas. The Act clearly defines Community and Community Game Reserves, community participation, promotion of public awareness and capacity building, and the empowerment of the community through their participation in the sustainable management of biological diversity.

There is a provision in the Act that will ensure female representation from the Provincial Assembly in the Balochistan Council for Wildlife Conservation, though it is silent on the role of women community organizations.²⁸ Balochistan now has a wildlife

²⁵ Forestry Sector Review 2020

²⁶ <https://balochistan.gov.pk/departments/women-development> (Accessed Dec 24, 2021)

²⁷ The Balochistan Environment Protection Act 2012

²⁸ Balochistan Wildlife Protection, Preservation, Conservation and Management Act, 2014

policy approved by the provincial cabinet and the existing BCWC has a female representative as member²⁹.

3.2.4 Balochistan Conservation Strategy 2000

The Balochistan Conservation Strategy has a dedicated chapter (16) for Gender Development and Environment. The strategy reviews the socio-economic situation of women in Balochistan and outlines the major roles and responsibilities assumed by rural women in different parts of the province. The paper also provides an in-depth analysis and suggests ways forward for women's engagement in different NRM components including: effective implementation of current activities, new roles in production and community management, implementation of resource management and conservation programs, and institutional support for gender and development³⁰.

This document although prepared with expert contributions did not generate support in terms of resources for implementation of activities/interventions contained in it. It has now become obsolete³¹.

3.3 Status of Women in Balochistan

Women represent 47.49 percent of the total population for the province, yet their overall literacy rate in the province is at 24%, with rural women's literacy even lower at 17%³². Similarly, the number of women dying during childbirth is high in the province: 758 women out of 100,000 died during childbirth in 2018-2019.

The majority of women in rural areas are highly dependent on male members to make household-related decisions. Decision-making by women on issues that concern their health, household purchases and ability to visit their natal family homes is relatively low. Reportedly, 68% of women have no control over such decisions; 22.9% make decisions about their own healthcare, 13.2% make decisions on major household purchases and 15.2% women make decisions about their visits to family and relatives³³.

Though some legal provisions exist to grant inheritance rights, 99.1% of women reportedly were deprived of their inheritance from their fathers³⁴. However, as pointed out by some members of the Forests and Wildlife Department, women in urban areas are granted access to family inheritance.

Existing data on employment for the province shows that 65.1% of skilled females are employed: 59.3% of them are skilled agriculture and fisheries workers, and 5.59% are in 'elementary' occupations. There is however, no indication of employment in the

²⁹Forests and Wildlife Department, Government of Balochistan

³⁰Balochistan Conservation Strategy 2000

³¹Forests and Wildlife Department, Government of Balochistan

³²Pakistan Social and Living Standards Measurement Survey (PSLM-2018-19)

³³Pakistan Demographic and Health Survey 2017-2018

³⁴*Ibid*

forest sector³⁵. The data for rural skilled women's employment shows that there are only 4.3% skilled women in rural Balochistan who were employed in agriculture, forestry and fisheries during the period 2017-18³⁶.

3.3.1 Gender Equality and Women's Empowerment Policy 2020-2024

The Government of Balochistan established the Women's Development Department (WDD) in 2009, followed by the development of the first Gender Equality and Women's Empowerment Policy (GEWEP) framework in September 2012. The policy was updated in 2020 by including the new and emerging changes evidenced in the census of 2017 and the country's international commitments under the Sustainable Development Goals (SDGs). The 2012 GEWEP paved the way for legislative reforms such as *The Balochistan Domestic Violence (Prevention and Protection) Act, 2014*, *Balochistan Harassment against Women at Government of Balochistan Workplace Act, 2016*, and others.

Led by the WDD, the policy has twelve priority thematic areas; gender and natural resource management have not been explicitly emphasized. Instead, the policy emphasizes the need for institutional collaboration mechanisms between the GEWEP, WDD, Women Parliamentary Caucus, Human Rights Directorate and two administrative departments - Planning & Development and Finance Departments. Under the policy, the WDD is responsible for the coordination amongst concerned departments and quality assurance with regard to gender sensitive/responsive planning, budgeting and monitoring and evaluation³⁷.

3.3.2 Balochistan Commission on Status of Women Act 2017

The Balochistan Commission on the Status of Women was formed to provide and ensure the constitutional rights of women in legal, social, economic, political arenas and the elimination of all forms of discrimination against women. The Act guarantees membership by two-third females, including a female Chairperson and Non-Muslim women member. The Commission has the power to examine the policy, programs and other measures taken by the government for gender equality and women's empowerment in all areas outlined above. The Commission can also review Balochistan laws, rules and regulations affecting the status and rights of women and suggest to repeal, amend or creations of new legislation essential to eliminate discrimination, develop safeguards and promote the interest of women to achieve gender equality³⁸.

35Pakistan Labour Force Survey 2017-2018

36Pakistan Demographic and Health Survey (DHS) 2017-2018

37Government of Balochistan: Gender Equality & Women's Empowerment Policy 2020-2024

38Balochistan Commission on Status of Women Act 2017

3.3.3 Projects for Women's Empowerment

There are several projects that have specifically targeted the improvement of women's economic and social situations. A four-year project in Ziarat titled "Mainstreaming Biodiversity Conservation into Production Systems in the Juniper Forest Ecosystems" was jointly implemented by the IUCN and the Forest and Wildlife Department in 2007. The project established 10 Women's Community Conservation Organizations (WCCOs) and provided skills training on tailoring, development of post-harvest products and distribution of poultry feed. Fuel-efficient cook stoves and solar cookers were also supplied to members of the community conservation organizations and women's groups at subsidized cost³⁹. Unfortunately, none of the WCCOs could be sustained beyond the project cycle.

The United Nation's Food and Agriculture Organization (FAO) has invested considerably in projects on improving the social and economic situation of women. These include: the Balochistan Agriculture Project (BAP); The Australia Balochistan Agri Business Program; Open Schools for Women Farmer Marketing Cooperatives and women's wings in farmer organizations. Additionally, the FAO also launched a women-led project "Empowering Women in Balochistan through Agri-entrepreneurship" in Nushki, Chagai and Quetta districts to develop female enterprises in the agriculture sector.

Other projects such as the Balochistan Community Irrigation and Agriculture Project provided potable water supply schemes and the development of washing structures for women along the irrigation channels, while also engaging women in data processing and value addition.

In addition, Balochistan Rural Support Program (BRSP), Taraqee Foundation (TF) and Tameer-e-Khalaq Foundation (TKF) are also focusing on women empowerment in different districts of Balochistan. BRSP has formed 10275 Women Community Organizations (WCOs) and Village Organizations (VOs). BRSP has provided benefits to 134,084 households through NRM interventions i.e. Recharging water check structures, Karez improvement, Irrigation Schemes, Household Solar Electrification, Integrated Water Resource Management Schemes, and Solar Pumps for drinking and agriculture purpose. It has also trained 5459 women in NRM, gender, financial management and social mobilization⁴⁰.

The Taraqi Foundation is engaged in uplifting socio-economic condition of women of Balochistan through interventions that provide irrigation water channels, water reservoirs, kareez improvement, rain water harvesting and flood protection. Specifically, the Marble Mosaic making" project (2008) in collaboration with the Small and Medium Enterprise Development Authority (SMEDA) trained 250 women in skills to apply

³⁹ Draft Terminal Evaluation Report July 2012: Mainstreaming Biodiversity Conservation into Production System in the Juniper Forest Ecosystems

⁴⁰ Balochistan Rural Support Program: Annual Report 2019-2020

multiple designs and shapes of marble tiles, flower pots, round water pots, round trays, round baskets and octagonal table tops⁴¹.

The Tameer-e-Khalaq Foundation (TKF) has implemented multiple NRM projects including the women-led project “Improving livelihoods through women -led poultry farming” in UC Hanna, District Quetta, Balochistan” between 2014-2015. The project’s aim was to provide viable business opportunities for poor women in marginalized rural communities of Balochistan to generate income.

Through funding from the Norwegian Refugee Committee (NRC), the Foundation conducted several vocational trainings on business and entrepreneurial skills, livelihood support to 1,950 households through provisions of fodder/feed for livestock⁴².

3.3.4 Overview of Gender Roles and Women’s Engagement in Forestry Sector in Balochistan

Women are extensively engaged in reproductive or care work to maintain the household. Women’s responsibilities in NRM include fuel wood collection, extraction of NTFPs, grass collection, grazing and water collection. Water collection involves considerable travel from their homes. According to provincial reports, 58.4% of adult women are engaged in water collection in rural Balochistan, a responsibility shared by both female and male children⁴³.

The frequency of women’s engagement in FGDs shows that 100% of women are engaged in animal grazing on daily basis. In addition, 100 percent of women are principally responsible for such tasks as fuel wood collection for household energy, animal shed cleaning, milking and processing milk products. A considerable number of women are also engaged in activities related to forestry such as tree planting and animal grazing (93%), grass cutting and collection (89%), NTFP collection (76%) and water collection (66%) (Table 2).

Table 2: Gender roles in NRM and household work		
Activities	Level of engagement/participation (%)	
	Women	Men
Tree planting	93	0
NTFP collection from natural forests	76	83
Engagement in community-based forest user groups	66	14
Fuel wood collection for household energy	100	81
Animal shed cleaning	100	0

⁴¹Taraqee Foundation Annual report 2008

⁴²<https://www.tameerekhalaq.org/livelihood> (accessed janusry 28, 2022)

⁴³*Ibid*

Milking	100	0
All milk byproducts production	100	0
Grass collection	89	70
Water collection from spring sources	66	29
Grazing of animals in the nearby forests	93	26
Source: Community FGDs August 2021		

The community can access non-timber forest products (NTFPs). An accessibility analysis shows that 100% women and 81% men can access NTFPs, similarly, 97% men and 76% women can access firewood and 100% women can access fodder from the nearby forests (Table 3).

Category	Male		Female	
	Frequency	Percent	Frequency	Percent
Trees	2	10%	0	0%
NTFPs	17	81%	29	100%
Firewood	16	76%	28	97%
Fodder	0	0%	29	100%

According to women FGDs, 83% men, 76% women and 7% boys are engaged in NTFP collection while men FGDs revealed that 76% men and 24% women are engaged in NTFP collection. That shows engagement of women in NTFP collection is more than men while children are rarely engaged in the same activity. A further analysis shows that women do not need any permission from the FD to extract NTFPs (Annex 3, Tables 7-8). The main purpose of NTFP collection according to 100% women and 69% men in FGDs is home consumption; 76% women also use NTFPs for treatment of illnesses (Annex 3 Table 9).

The local community - and especially women - use multiple products from the forest. Juniper berry is used for making *dosha* (local juice); ephedra leaves are used for asthma and its bark for making water containers (*asmashkeeza*); Brown morels are collected during July and August and used as a vegetable; *sumbul* is very commonly used for asthma and bronchitis, cold and cough; black cumin, pomegranate and wild rose are used for treatment of different ailments; wild mint is considered useful for cold and cough during winters; *charaita* is used for skin diseases and respiratory problems; olive berry is pickled for home consumption.

Category	Male		Female	
	Frequency	Percent	Frequency	Percent
Resin	0	0%	19	66%

Wild mint	0	0%	5	17%
<i>Sumbul</i>	0	0%	3	10%
<i>Charaita</i>	11	52%	6	21%
Mushrooms (high value Gucchi mushroom)	0	0%	1	3%
Source: Women and Men FGDs in Ziarat, Balochistan				

4. Key Findings

The gender analysis and the development of 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 on 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 equitable⁴⁴; 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

⁴⁴Gender 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.

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.

a) Program gender equity

4.1.1 Gender policy environment

There is no specific policy or strategic guidelines for gender in the forestry sector of Balochistan and the Forest Department has yet to prioritize gender integration into its programming, due in large part to the absence of gender in the regulatory framework.

While the Forest Department has increased its attention to hiring women professionals in research and other lower-level positions, the absence of a gender policy or strategy stands in contrast to the provincial government's adoption of the Balochistan Gender Equality and Women's Empowerment Policy for 2020-2024, and the Balochistan Conservation Strategy of 2000 that provides clear guidelines for women's engagement in different natural resource management component.

4.1.2 Gender and social analysis capacity

There is no internal capacity for gender and social analysis and gender-integrated planning within the Forest Department. Members of the Forest Department attribute this to professionals not being trained in gender and social analysis skills in the Pakistan Forest Institute (PFI), as well as the budgetary constraints for additional activities like training and capacity development.

4.1.3 Gender-sensitive monitoring and evaluation system (M & E)

The monitoring and evaluation system of the Forest Department does not have specific gender-sensitive indicators that would monitor, measure and report on gender-related results and achievements. According to the Forest Department, absence of existing baseline information on women's role and contribution to forestry management has been a factor in the monitoring and evaluation system not accounting for gender-sensitive indicators.

4.1.4 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 Department⁴⁵, 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 Department.

4.1.5 Gender budget

There is no dedicated budget allocated for gender integration into program planning of the Forest Department. The general lack of priority granted to the forestry sector by the provincial government has resulted in the limited financial resources available for forestry sector development in general, and activities to engage community or women's inclusion in particular.

The forestry and environment sectors are the two most neglected sectors in Balochistan and within those sectors, gender is further neglected. However the recent launch of the TBTP has brought the forestry sector into the limelight. (Chief Conservator of Forests)

b) Workplace gender equity

4.1.6 Underrepresentation of women in the workforce

Women are critically underrepresented in the work force of the Forest Department. There are seventeen women from a total workforce of 2,050 (Table 5). There are two women Divisional Forest Officers, one Assistant, one assistant computer operator; three junior clerks; two game watchers; two Naib Qasids and six sweepers (Annex6).

Headquarter			Management			Others			Total		
F	M	Total	F	M	Total	F	M	Total	F	M	Total
2	2	4	2	73	75	13	1,958	1,971	17	2,033	2,050

Sources: FAO 2019: Pakistan Forestry Sector Review 2019
Balochistan Provincial Consultations August 2021 and
List of female staff shared by Provincial REDD+ Office Quetta, December 2021

⁴⁵According to information from the Forests and Wildlife Department, Government of Balochistan, the absence of a designated gender coordinator is common across other government departments as well.

4.1.7 Gender sensitivity in the workplace

The REDD+ Office in Quetta has recruited female staff and is committed to additional recruitment of professional women staff. There is a separate office for women staff with separate restrooms; women staff are given a vehicle based on their field visit plan. However, the REDD+ office is highly constrained by limited financial resources, and is a key obstacle towards efforts to integrate women in forestry / wildlife programs.

Table 6: SUMMARY TABLE: Status of gender equity in the Forest Department		
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 ToRs for key staff 	None	
Gender/social inclusion expertise within the organization?	Negligible	
Provision for gender in the M&E system (outcomes, indicators)	None	
Representation of women in the Forest Department workforce		
Enabling work environment for women <ul style="list-style-type: none"> • Infrastructural facilities • Work spaces • Access to transport for field activities 		Ralitively high
Source: Provincial consultation workshop; interview with Deputy Conservator of Forests Planning, South Balichistant		

4.2 Community Level Gaps

Women's ability to participate in sustainable forestry management program and activities is constrained by challenges of time scarcity) resulting from work burdens, and restrictions on their mobility.

4.2.1 *The impacts of women's time-scarcity*

Women are time poor, and this critically limits the ability of women to participate in sustainable forest program activities.

The literature review and community FGDs reveal that care (cooking, cleaning, caring for family, etc.) and productive work (agriculture, livestock tending, fuel wood and NTFP collection, etc.) of women rarely appears in the data generated from national and provincial level surveys and statistics. Rural women spend long hours on daily chores and their contribution are largely unacknowledged and therefore, made invisible.

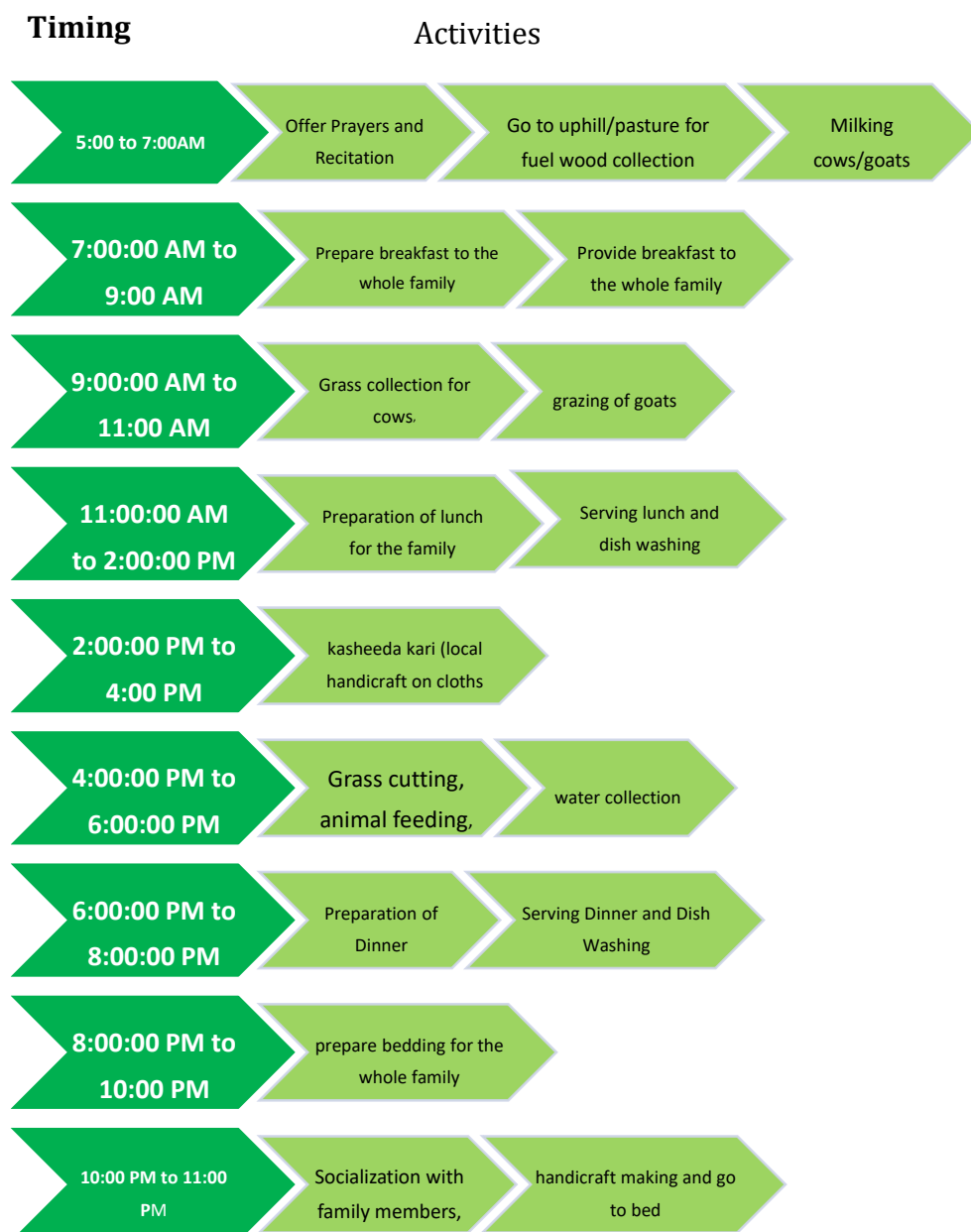
In the poignant words of a woman in GhoskhaiZiarat:

As small girls, we learn how to serve the family members and obey the elder women and men. The culture does not allow men to do household chores in the presence of women as it is considered against the norms of the tradition.

As depicted in the daily activity chart (Figure 1), women in GhoskhaiZiarat typically spend an average of seventeen hours a day on various household chores and productive activities which is indicative of their time-poverty to participate in reproductive activities.

Women's time poverty results from the work burden from chores such as fuel wood collection, water collection and livestock care.

Figure 1 Daily Activity Chart of Women in GhoshkaiZiaratBalochistan



4.2.2 Fuel wood collection

Household energy needs are met by fuel wood collected from forests. Women in the FDGs reported their high dependence on fuel wood to meet energy needs, largely because of their inability to afford non-wood sources of fuel. All the women (100%) and men (52%) of the FDG reported their dependence on fuel wood for cooking and heating, with the average consumption of 40–70 maunds a year⁴⁶ (Table 7).

Table 7: Main sources of household energy

Source of energy	Male		Female	
	Frequency	Percent	Frequency	Percent
Fuelwood	17	81%	29	100%

⁴⁶Mond is equal to 40 kgs

Tree resin	7	33%	0	0%
Leaf/pine litter	0	0%	0	0%
Pine cones	0	0%	0	0%
LPG	11	52%	16	55%
Kerosene	0	0%	0	0%
Other	0	0%	0	0%
Source: Women and Men FGDs in Ziarat, Balochistan				

A smaller percentage of women (55%) and men (52%) stated that they combined fuel wood use with liquefied petroleum gas (LPG) for cooking, but were concerned with the rising price of LPG.

Women from poorer households resort to walking daily or weekly to a nearby hill top to fetch 20-30 kgs. of fuel wood per person. A women FDG participant notes :

We go to high pastures early in the morning to bring fuel wood for cooking as forests nearby houses are protected and fuel wood resources have exhausted as well due to continuous use. Now, we are facing impacts of uncontrolled use by us and our animals.

The juniper forest is also under threat due to harvesting of trees by local community members for house construction, despite the actions of the Forest Department by deploying forest guards or 'forest watchers' to halt illegal cutting of trees.

I believe that we need to strengthen community organizations to fully control the illegal cutting of our area's most important forests which have global importance. The less involvement of the local community (women and men CBOs) has negative effects for the Department as the Department is unable to fully control the illegal cutting of the forests because of under staffing. The Forest Department is very conventional and uses the same very old patrolling and controlling methods which communities have never accepted. The only remedy is the meaningful engagement of the community women and men as this is not a job of one forest guard or one watchman to look after extended forest areas without proper facilitation in terms of resources (daily allowance, vehicle, etc.). Therefore, we recommend reviving the organizations formed by IUCN and other NGOs and this should be done on priority basis for conservation of these forests. (A Forest Department Official)

However, as per the FD, the threat to juniper forests has been greatly reduced due to awareness raising, supply of gas, availability of pruning material from orchards etc. The scenario has improved considerably as a result of efforts by international and national organizations. Changes are also apparent in community views regarding the need to protect and conserve forests through promotion of eco-tourism as an alternative and emerging source of livelihoods in Ziarat.

4.2.3 Livestock care

Women and men in the FDGs had contrasting views of their roles in livestock care. The women FGD analysis shows that majority of women were principally responsible for livestock care such as shed cleaning, milking and processing milk products, with a small number of women (89%) also engaged in grass cutting and collection, grazing animals. However, the men FGDs showed a different picture with men being extensively engaged in livestock care including shed cleaning, animal grazing and grass cutting. However, both men and women had similar views regarding engagement of women in milking and milk byproducts production. (Table 8).

According to sources in the Forest Department, livestock is the main livelihood source of rural communities. Women play a vital role in livestock husbandry, from stall feeding to taking care of animals kept at home, milking, preparing milk products and wool spinning. Moreover, women are also actively engaged in backyard poultry.

Men on the other hand, reported that women were only involved in “lighter” tasks in the home such as milking and processing milk products. However, men also reported that they are largely involved in daily wage labor outside the home / village, so it is likely that women have the major share of responsibility related to livestock care.

Activities	Female respondents				Male respondents			
	Male		Female		Male		Female	
	N	%	N	%	N	%	N	%
Shed Cleaning	0	0%	27	100%	21	100%	0	0%
Animal Grazing	7	26%	25	93%	21	100%	12	57%
Grass cutting	19	70%	24	89%	21	100%	12	57%
Milking	0	0%	27	100%	0	0%	21	100%
All milk byproducts production	0	0%	27	100%	0	0%	21	100%
NTFP Collection	24	83%	22	76%	16	76%	5	24%

Source: Women and Men FGDs in Ziarat, Balochistan

The frequency of grazing shows that 100% of women and 60% of men are engaged on a daily basis. The villagers have free grazing rights and access to the juniper forest. There are no restrictions on grazing but people are aware of the importance of conserving forests, so they have adopted the practice of controlled grazing. Women are also engaged in grazing animals on a daily basis, while men tend to accompany their animals to forest areas, that are further on a monthly basis.

Grazing/herding is mostly done by the male members of the households. Women take care of the livestock when the herds come back in the evening.

4.2.4 Water collection

Water is a precious commodity in the province, with many households relying on bore wells to capture underground water, or collection from nearby springs and stream that flow near the villages. However, the construction of bore wells is limited to those few households who can afford the cost, and a larger percentage of the households rely on women to carry water from local springs. The various water sources are contained in Table 9 below.

The women in the FGDs revealed that their work burden is increased with them having to travel considerable distances several times a day to fetch water for household use. Some women reported that they spend an average of six hours a day on this activity. The words of a woman FDG participant from KilliWocha captures the sentiment associated with women’s work burden:

Fetching water and bringing fuel has taken away our health. By the end of the day, we feel exhausted but we know we have to do it at any cost and if we do not do it, who else will?

The relatively well-off households have established water storage tanks in their homes. However, the general scarcity of water means that even poorer households spend a considerable amount of their incomes on water purchase. It is not uncommon for poorer households to purchase water from wealthy land -owners at PKR 700 – 900 a tank, which lasts for approximately 15 days.

Many poorer households reported having to abandon their old tube wells as they noticed a shrinking of the underground water table (Table 9).

Table 9: Sources of water				
Water source	Male		Female	
	Frequency	Percent	Frequency	Percent
Bore wells	2	10%	15	52%
Spring water	6	29%	19	66%
Rain water harvesting	0	0%	0	0%
Purchase	18	86%	10	34%
piped water	0	0%	2	7%
Other	1	5%	19	66%

Source: Women and Men FGDs in Ziarat, Balochistan

4.2.5 Local views on the causes of water depletion

Women (100%) and men (10%) reasoned that the depleting underground water was due to drought conditions and the unregulated use of water (Table 10) as the major cause for depleting underground water source⁴⁷.

Reason	Male		Female	
	Frequency	Percent	Frequency	Percent
Decreasing forest	0	0%	0	0%
Drought	2	10%	29	100%
Warming weather	0	0%	0	0%
Increased population	0	0%	19	66%
Unregulated use	0	0%	29	100%
Others -Specify	7	33%	0	0%
Don't know	10	48%	0	0%

Source: Women and Men FGDs in Ziarat, Balochistan

The prevailing view that certain individuals with political influence use water without consideration of regulations is best captured:

Balochistan is like a bowl and water is available to only those who have more resources to catch/harvest more ground water. The water rules and regulations are ignored because they have never been enforced upon those who violate them. So, the overall system has weaknesses and because of these weaknesses, the rich benefit and the poor suffer. Water depletion is more of an issue of governance/mismanagement We still have sufficient water for drinking and irrigating agriculture crops but are still facing shortage due to unequitable distribution/exploitation.(A male FDG participant)

4.2.6 Women's restricted mobility

Compounding the challenges of time poverty and work burdens is the restrictions on women's mobility which contributes to their inability to participate in sustainable forestry management programs and activities.

Women in the FDGs and the FD pointed to religious and cultural norms and values that severely constrain their mobility, usually confining them to their homes and villages, except when venturing out to collect fuel wood and water for household needs. As a result, women have limited social and economic opportunities and are dependent on

⁴⁷The growing numbers of fruit farmers who depend on government subsidized electricity for pumping underground water to irrigate their trees has led to an over exploitation of ground water. In turn, this has resulted in the decreased capacity of aquifers to recharge and retain water. Subsequently, tube-wells have begun to be dug even deeper (900-1000 feet) to access the water table.

men for all their household needs. Due to limited or no exposure, women cannot access opportunities available to them and the majority are largely unaware of such opportunities/resources for their welfare.

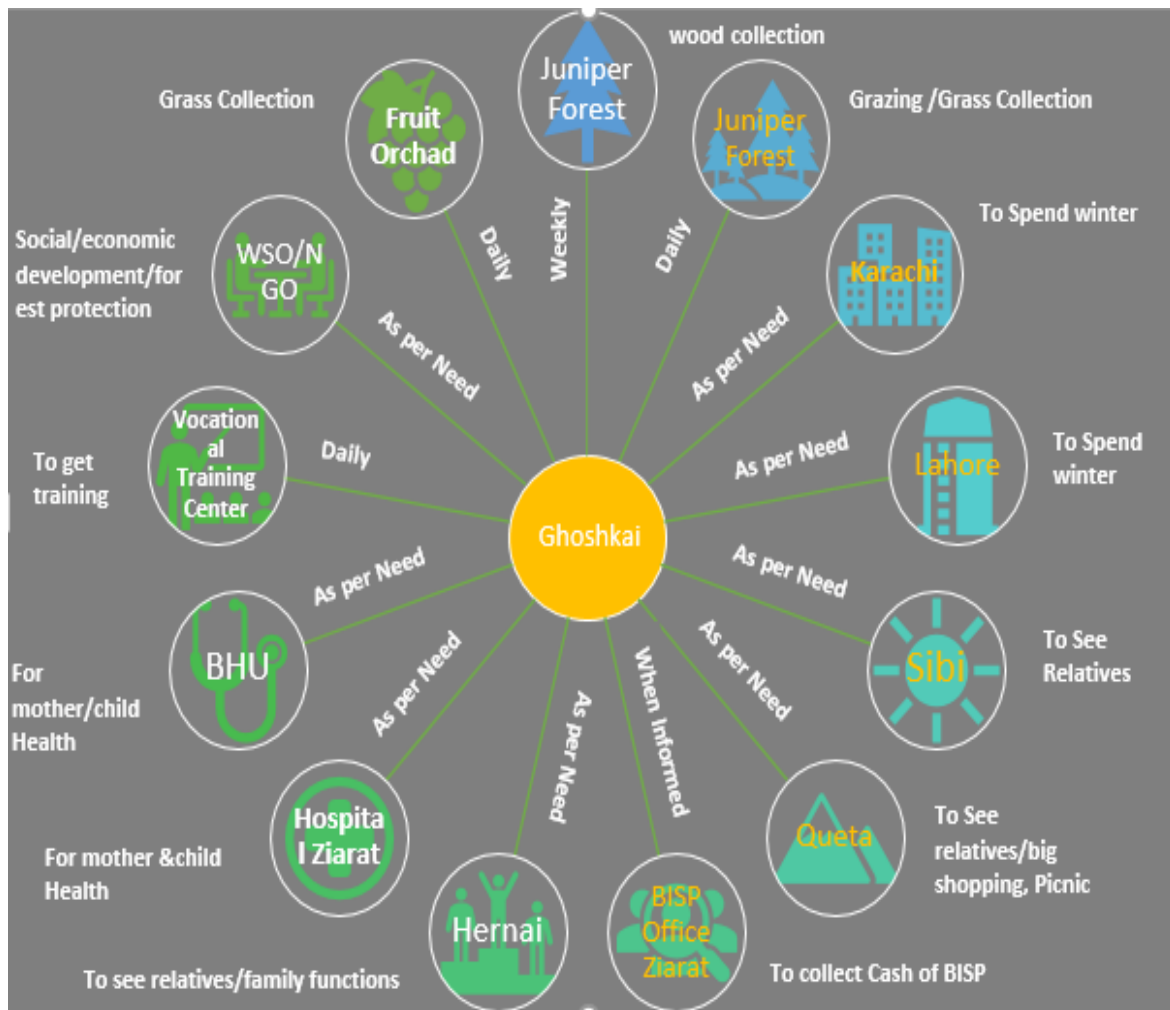
Women have more responsibility to look after their dignity and honor, therefore, we do not go out alone as we do not feel secure.(A female participant from the FGD in Killi Ghoskai)

Women travel in groups or with male guardians to nearby forests for fuel wood collection, grazing animals, collecting grass for livestock, or when traveling to seek medical or financial services (Figure 2). Women in Ziarat travel to a nearby juniper forest on a daily basis for grazing animals and collecting grass, while they limit fuel wood collection to a weekly trip.

In winter months, they travel further distances, usually to cities such as Karachi, Sibbi, Quetta or Lahore to spend winter months with family or close relatives who have migrated to urban centers in search of employment.

Women from poorer households also report travel to Quetta to receive financial assistance packages from BISP every few months, or to seek medical services. These travels also provide socialization opportunities for women.

Figure 2: Women's Mobility Chart



4.3 Opportunities

The analysis highlights some opportunities for strengthening the forestry sector in terms of resources and institutional capacity for gender integration, based on the willingness of the Forest Department and REDD+ office to promote women professionals and continuity of the gender integration process currently underway.

There are also considerable opportunities to increase community and women's participation in sustainable forestry management programs and activities through the following: building on women's local knowledge in NRM; enhancing the use of diverse natural ecosystems; increasing crop and fruit production; increasing women's income through traditional handicraft skills and processing of fruits; and building on local organizational capacity through the extensive local organizations established by NGOs and the existence of Women's Social Organizations (WSO).

a) Institutional Level Opportunities

4.3.1 Continuing process for gender integration

The REDD+ Office in particular, is fully operational with female social mobilizers recruited to conduct awareness -raising and capacity building efforts with women’s community organizations. The Environment and Climate Change Office and the Forest Department have collaborated in efforts to generate community-level awareness on the negative impacts of pollution, while the REDD+ Coordination Office has engaged with women’s universities and colleges to communicate similar anti-pollution awareness amongst students.

Senior individuals in the Forest Department are also committed to promoting gender in programming, work-place equity, and the inclusion of women through the hiring processes.

4.3.2 Building on women’s local knowledge

Women’s observations of the negative impacts of human activity on forest resources are drawn from their daily experience of collecting and harvesting forest products. Women have extensive knowledge on resource availability and the environmental impacts on forests from excessive use. Women respondents of the FDG attribute several factors to forest degradation: fire wood collection; over grazing by animals; and wood cutting/harvesting (Table 11). The FD also acknowledges women’s knowledge on the use of medicinal plants/shrubs/herbs and emphasized the potential of integrating women’s local knowledge into program activities

Impacts	Male		Female	
	Frequency	Percent	Frequency	Percent
Over grazing	5	24%	26	90%
Wood cutting	3	14%	4	14%
More firewood collection	15	71%	29	100%

Source: Women and Men FGDs in Ziarat, Balochistan

They noted that animal grazing and drought have hampered the regeneration of junipers. Many juniper trees are dying as a result, and people tend to lop branches for fuel wood. Similarly, branches of wild olive evergreen trees are also utilized for animal fodder.

Local knowledge provides an important opportunity for engaging local women in consultative processes to identify alternative strategies to combat forest degradation, and enhancing their participation in sustainable forestry management activities⁴⁸.

4.3.3 *Enhancing the use of diverse natural ecosystems*

The vast rangelands, forests, medicinal plants, parks, wildlife sanctuaries, game reserves and mangroves on the coast provide great opportunities for local community engagement in planned tourism, NRM-based enterprise promotion and livelihood development. IUCN has already prepared a floristic list of the Ziarat⁴⁹ by introducing the medical value of flora of Ziarat. Such information can be used to develop women-led enterprises around NTFPs (Annex8).

b) Community Level Opportunities

4.3.4 *Increasing crop and fruit production*

Women’s access to land provides an important opportunity for increasing crop and fruit production for household consumption and income generation, thus decreasing the communities’ reliance on forest resources.

Though women do not have ownership of land, they have access to the land to grow vegetables, and fodder producing species (Annex 3 Table 5). Poorer households own approximately 2-3 acres of land, and wealthier households own 100-300 acres.

Land-use patterns are based on the production of crops, fruits, vegetables, trees and grasses. As shown in the table below, women and men are equally engaged in most production activities, with the exception of crop production which is solely a male responsibility (Table 12).

Table 12: Landusepatterns				
Code	Male		Female	
	Frequency	Percent	Frequency	Percent
Tree planting	0	0%	27	93%
Fodder production	21	100%	29	100%
Fruit production (walnut, mulberry, peach, cherry, apricot, apple, grapes, pomegranate)	21	100%	26	90%
Kitchen gardening	21	100%	29	100%

⁴⁸On going efforts to protect juniper forests has largely focused on the formation of village-level protection committees, and supported widely by the International Union for Conservation of Nature (IUCN) and the Balochistan Rural Support Program (BRSP). Complementary activities should ensure that women’s membership and leadership in village-level protection committees is enhanced.

⁴⁹IUCN (undated): Flora of Ziarat: Ethnobotanic and Medicinal Importance

Other: Maize and wheat production ,potato	12	57%	0	0%
Grass for animals (grows naturally)	0	0%	27	93%
Source: Women and Men FGDs in Ziarat, Balochistan				

The goal of engaging women in services to improve farm and fruit production needs to consider women’s ability to access land, in the absence of tenurial status.

4.3.5 Income Increasing potential for women

There is great potential for development of handicrafts, poultry farming and fruit processing for markets, thereby providing opportunities for women to generate income, and subsequently decrease their reliance on forest resources for their livelihoods and subsistence.

Two areas of income opportunity are through the development of market potential for embroidered rugs and fruit products.

Rural women in Balochistan manufacture embroidered rugs and other pieces of work that have income-generating potential. A woman participant in the FDG in Ghoskhai reported:

We have been engaged in traditional handicraft since at a very young age as we watched our mothers doing the same. We have learnt the skill of doing embroidery on our own and can improve and better the skill to sell our products⁵⁰ in markets outside Ziarat.

As handicraft- making is time consuming and labourious, efforts should be made to promote appropriate technology to increase efficiency and reduce time.

Equally, there is potential to organize and engage women in smaller- scale fruit production and processing activities. for the national markets. Ziarat produces many varieties of fruit such as cherries, apples, apricots which are produced in organized orchards on a larger scale by men.

Backyard poultry is one of the most important sector that has been very successfully used for increasing women’s income. This needs to be streamlined by providing small poultry units at household level.

4.3.6 Build on women’s local organizational capacity

There is opportunity to build on the existing organizational capacities of women for sustainable forestry management programs and activities. There are several women’s organizations that already exist and they can be engaged in the protection and conservation of resources from juniper forests and mangroves.

⁵⁰Wall hangers, table -mats, tapestry etc.

Several strategic efforts have been introduced to achieve this goal. The IUCN, BRSP, UNFAO, WWF and Tarraqi Foundation have developed activities to work with women’s groups. The Women’s Social Organization (WSO) was established in 2013 to work on the protection of forests and oversee the ban on cutting of junipers (Table 13). A National Park Committee has been constituted to involve local males to oversee the protection and management of the park. There are several other organizations working in Balochistan towards social and economic development of the rural communities through institutional building and capacity development (Annex 7). These organizations could play a vital role for coordination in forest conservation and sustainable management.

Type of groups	Male		Female	
	Frequency	Percent	Frequency	Percent
Women’s groups	3	14%	19	66%
Men’s groups	5	24%	19	66%
Mixed-sex groups	12	57%	0	0%
Forest committees	0	0%	0	0%
Other	0	0%	0	0%

Source: Women and Men FGDs in Ziarat, Balochistan

5. Conclusions

In the Forest Department of Balochistan, gender equity in programming needs to be considerably enhanced through the integration of gender into policy, monitoring and evaluation systems, development of expertise for gender and social inclusion in particular. However, the enabling environment for women professionals through provision of separate workspaces and other facilities demonstrates a relatively improved level of gender equity in the work place. The effort to increase women’s representation in the work force needs to be further enhanced to achieve the goal of gender mainstreaming in the Forest Department and other allied NRM departments. . However, as noted by the forest department, improvement of facilities requires infrastructure development and may require a separate framework to address these needs.

In terms of the community women’s ability to engage in sustainable forestry management programs and activities requires expertise of the Forest Department to understand existing sets of challenges to women, and how these can be addressed in the planning and activities of sustainable forestry management.

Women’s participation is considerably limited by time scarcity resulting from their work burdens. This is compounded further by social and culturally- imposed restrictions on

their mobility, creating a disadvantage in their ability to access forestry-related services such as training opportunities.

Equally sustainable forestry programs and activities can build on women's local knowledge related to NRM, their access to land for income development through their access to NTFPs, crop and fruit production, and existing experience of local women's organizations for collective action.

6. Recommended Actions

- i. **Support reactivation of gender-responsive local level mechanisms for sustainable forest management:** For example, mobilization of women and men's village organizations established by BRSP and other organizations; facilitation of linkages with the provincial Forest Departments and environmental protection agency and other relevant organizations; promotion of VDCs and WOs for uptake of the REDD+ agenda in their regular meetings
- ii. **Social mobilization and awareness of both women and men from diverse groups on sustainable forest management/NTFPs and fisheries in collaboration with BRSP, TF and TKF:** For example, train and coach forest officials and guards in participatory social and gender methods and approaches; train and coach women's and men's CBOs in sustainable forest, nursery and NTFP management, conservation (Juniper forest Conservation and Wildlife) and marketing
- iii. **Mobilize and strengthen women and men CBOs around sustainable fisheries development and management in coastal areas in collaboration with BRSP, TF and TKF:** For example, train potential/interested women/women's CBOs in fish farming, fish processing, grading and storage in the coastal belt by engaging national institutes and provision of appropriate technology/seeds and equipment; awareness building among women and men fisher folk on rules regulations regarding sustainable management of fish resources; training and technology transfer to women in net-making, net repairing, fish sorting, grading and cleaning
- iv. **Support to develop a provincial 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 gender teams at province and district level; strengthen FD by hiring and appointing more female forestry extension specialists and female social mobilizers; train and coach in basic gender training, leadership, gender awareness and analysis and support gender friendly working environment.

This can be one of the policy tenet in the Forest Policy being formulated in the province

- v. **Develop and publish customized training manuals/materials on gender and development, social mobilization, extension and technical training material to train institutional and community REDD+ stakeholders in collaboration with BRSP, TF and TKF:** 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 capacities of FD staff on social and gender awareness, analysis approaches and methods:** Support to develop customized basic gender training package for a) forest officials; b) community – women and men sustainable forest user groups and a leadership package for community women and men; train and coach concerned and selected forest personnel on gender awareness and analysis, forest monitoring, GIS
- vii. **Strengthen FD and its field offices develop gender friendly infrastructure and communication mechanisms:** For example, develop gender-inclusive communication strategy for FD and train staff at all tiers; establish a social forestry unit (pilot) in line with CDEGAD of KP Forest Department; document best practices regarding gender integration to incorporate into organizational culture, and support gender-friendly working environment: construct or designate separate toilets, working spaces, prayer spaces for women, etc.
- viii. **Coordination and linkages (national and international):** For example, engage with IUCN, WWF, BRSP, NRSP, TF, TKF and other NGOs for community mobilization; disseminate inter-provincial experience and lessons learnt in best forestry practices through community and women's engagement; build policy level coordination with Women Development Department and Balochistan Women Business Association and allocation of Special Funds for Women Engagement in NRM as an integrated approach in Provincial Action Plans
- ix. **Promote NTFPs and other NRM enterprises in partnership with existing institutions/projects working on value-chains for women's social and economic empowerment:** Conduct a participatory assessment and develop inventory of existing and potential NTFPs to engage women; develop enterprises in Medicinal Plants and Wild Fruits by engaging women and train potential/interested women in NTFP harvesting, processing and marketing; provide appropriate technology and establish women-led backyard nurseries; train interested women in

fruit processing, backyard poultry management, vegetable seedling production, milking and milk processing

- x. **Promote eco-tourism by engaging women and men CBOs in Ziarat:** Promote eco-tourism by establishing women-led rural guest houses for family tourism; develop potential tourist sites; introduce tourist information centers regarding Ziarat; build capacities of young women and men in tourism etc.
- xi. **Promote gender-responsive clean alternative energy technologies for cooking, lighting and space heating and gender-responsive clean drinking water supply and management:** Introduce alternate solar energy; develop sustainable fuel-wood collection plan; provide small tanks and women-friendly community potable water system and training; develop water storage structures (*karez*, checkdams and water channels, etc) in selected villages for women; construct community water collection ponds for livestock.
- xii. **Promote local handicrafts and wool processing to increase women's economic opportunities:** Establish small and medium enterprises in traditional handicraft development; train potential/interested women in wool processing by engaging national institutes (wool shearing, washing, grading, spinning and dyeing); provide appropriate technology/machine for wool shearing; provide electric/solar wool spinning wheels to interested/potential women and train potential/interested women in local rug (carpet weaving)

7. REDD+ Gender Action Plan-Balochistan

The GAP for Balochistan has been developed based on the key findings from the literature review and provincial and community consultations. These findings were also presented in the national workshop to further improve the GAP Plan for Balochistan.

Purpose: Improvement of the existing forest conservation and management practices through community and other stakeholders participation.

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 of sustainable forest management and capacity building programs on 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 social 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 751,560**

Outcome 1.	Indicators	Risks (Internal and External)	Means of Verification
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<p>Ensure forest conservation and sustainable management of natural forests, mangroves and fisheries through engaging women's and men rural institutions</p>	<ul style="list-style-type: none"> ➤ Number of women's organizations established and supporting in management of the forest resources ➤ Increased forest regeneration and improved forest health ➤ Increased awareness among women men regarding sustainable forest management ➤ % of women involved in planting of local species in state forest resulting in increased forest cover ➤ Vegetation cover increased through women plantations 	<ul style="list-style-type: none"> • Lack of financial resources • Bureaucratic resistance for integrating gender into planning • Lack of capacity for gender integration specifically targets gender issues • Security for community and professional women 	<ul style="list-style-type: none"> • Gender Sensitive Integrated Forest Management Plans • Gender Sensitive Forestry M&E Frameworks • Gender Strategy and Action Plans • Forest Monitoring Measurement and Verification Reports • Gender Sensitive Program/Project documents • WCO Record books/Registers • Minutes of Meetings • Field Reports
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S.No	Activities for Outcome 1	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					
1	Support in mobilization and reactivation of genderresponsive local level mechanisms for sustainable forest management in collaboration with BRSP, TF and TKF	60,000												

1.1	Conduct dialogues and consultation with women and men to mobilize women's organizations based on the forest sector gender strategy and guidelines	7,800										
1.2	Reactivation of existing women CBOs for sustainable forest management	0										
1.3	Facilitate and support registration of women's CBOs with social welfare or any other legal entity	8,600										
1.4	Facilitate create linkages of registered women's CBOs with the provincial Forest Departments and Environmental Protection Agency and other relevant NGOs	8,600										
1.5	Incentivize existing women-led local institutions and grassroots institutions VDCs and WOs to take up REDD+ agenda in their regular meetings	8,600										
2	Social mobilization and awareness of both women and men from diverse groups on sustainable forest management/NTFPs and Fisheries in collaboration with BRSP, TF and TKF	35,800										
2.1	Train and coach concerned forest officials (forest guards and extension staff) in participatory social and gender analysis methods and approaches	5,600										
2.2	Training and coaching of women's CBOs in sustainable forest nursery management	7,400										
2.3	Training of women and community organizations in conservation activities (juniper forest conservation and wildlife conservation)	7,400										
2.4	Training and coaching of women's CBOs and men's CBOs in sustainable NTFP management, conservation and marketing	8,700										

2.5	Hiring of female labor for filling of tubes and seeding in government forest nurseries	6,700										
3	Support and strengthen Women and Men COBs around sustainable fisheries development and management in coastal areas in collaboration with BRSP, TF and TKF	28,600										
3.1	Training of potential/interested women in fish farming by engaging national institutes and provision of appropriate technology/seeds and equipment at household level	7,000										
3.2	Training and coaching of women's CBOS and men's CBOs in sustainable fish farming, fish processing, grading and storage in coastal belt of Balochistan	7,000										
3.3	Training and coaching of women's CBOS and men's CBOs in health and hygiene during fish processing	5,600										
3.4	Awareness building among women and men fisher folk on rules regulations regarding sustainable management of fish resources	7,300										
3.5	Training and technology transfer to women in net-making, net repairing, fish sorting, grading and cleaning	7,300										
	Total	124,400										

Outcome 2	Indicators	Risks (Internal and External)	Means of Verification
Created gender sensitive enabling environment in the existing institutions, through policy reforms, enhanced number of female forestry	<ul style="list-style-type: none"> ➤ Availability of Gender policy, gender strategy and Gender Action Plan ➤ Improved quality of service delivery mechanisms at the institutional level ➤ Increased number of trained and 	<ul style="list-style-type: none"> • No specific national or provincial gender policy • Unavailability of female staff • Female Staff mobility • Security for community and 	<ul style="list-style-type: none"> • Gender Strategy and Action Plans • Gender Sensitive Program/Project documents

professionals in the organization and improved and sustainable linkages with other women development institutions, allied NRM institutions	<p>qualified women in the Forest Department</p> <ul style="list-style-type: none"> ➤ Engagement of professional women in forest sector and professional women getting positions /jobs at different levels ➤ Improved linkages with allied NRM and women institutions in the province ➤ Strong community institutions with forestry and conservation development plans ➤ Educated women taking leadership roles and developing rural women institutions 	<p>professional women travelling in public</p> <ul style="list-style-type: none"> • Lack of awareness of the importance of gender issues in forestry management 	<ul style="list-style-type: none"> • Progress reports (narrative and financial) • Monitoring reports • Minutes of Meetings • Field Reports
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S.No	Activities for Outcome 2	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 social inclusion strategy.	162,800																		
4.1	Appoint Gender Focal person for forest department.	85,000																		
4.2	Appoint 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	30,000																		

	reactivate women CBOs and women development organizations											
4.4	Organize and facilitate multi-stakeholder consultations at provincial levels	17,000										
4.5	Develop and submit Forest sector gender strategy and guideline for endorsement by provincial Forest Departments.	200										
4.6	Develop and integrate gender indicators in the REDD+ M&E	200										
4.7	Support to develop customized basic gender training package for a) forest officials; b) community – women and men sustainable forest user groups and a leadership package for community women and men.	400										
5	Develop and publish customized training manuals/materials on gender and development, social mobilization, extension and technical training material to train institutional and community REDD+ stakeholders in collaboration with SRSP, TF and TKF	11,200										
5.1	Develop a comprehensive gender training package to train and guide forest officials at all tiers of management	2,800										
5.2	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										
5.3	Develop customized training manuals for forest nursery management, NTFP management (Mazri, Kana, medicinal plants and other potential NTFPs)	2,800										
5.4	Develop customized training manuals on forest fire management for both women and men	2,800										
6	Strengthen capacities of FD staffs on social and gender	14,700										

	awareness, analysis approaches and methods in collaboration with BRSP, TF and TKF											
6.1	Train and coach concerned and selected forest personnel at national and provincial levels on gender awareness and analysis.	8,700										
6.2	Train and coach female professionals in forest monitoring, GIS	6,000										
7	Strengthen FD and its field offices develop gender friendly infrastructure and mechanisms	59,700										
7.1	Development of gender inclusive communication strategy for forest department in collaboration with WDD, P&DD and other relevant stakeholders	200										
7.2	Development of gender disaggregated MIS in collaboration with PEPA, P&DD and University of Balochistan (Gender Studies Center)	4,000										
7.3	Establishment of Gender and Community Development Directorate in line with KP-CDEGAD.	50,000										
7.4	Develop case studies of best projects or components of the projects implemented for women in the province by other organizations such as IUCN, WWF, FAO, and government in NRM in general and in forestry in particular across the province	1,500										
7.5	Support gender-friendly working environment i.e. separate toilets; working spaces, prayer spaces etc	4,000										
8	Coordination and Linkages (National International)	58,000										
8.1	Engage with IUCN, WWF, BRSP, TF, TKF and other NGOs for community mobilization	10,000										
8.2	Disseminate inter-provincial experience and lessons learnt in best forestry practices through community and women	37,000										

	engagement-(AKRSP: community forest management KPForest Department Community and Gender development Program, NTFP trials, etc.)											
8.3	Close Coordination with Women Development Department for policy changes in forestry sector	3,000										
8.4	Linkage development with Balochistan Women Business Association for handicraft and wool products	3,000										
8.5	Allocation of special funds for women engagement in NRM as an integrated approach in Provincial Action Plans	3,000										
8.6	Coordinate and build partnership with organizations with experiences on NTFP value-chain and eco-tourism	2,000										
	Total	306,400										

Outcome-3	Indicators	Risks (Internal and External)	Means of Verification
Increased women's knowledge, capacity and awareness in forest management, nursery management and fruit management and ecotourism and promoted sustainable incomes for women from forest enterprises (fisheries, NTFPs and medicinal plants)	<ul style="list-style-type: none"> ➤ Number of women's participation in forest and ecotourism related training ➤ Number of women owning forestry enterprises ➤ Improved income sources from forest such as collection of medical point selling out seeds from trees etc by the women ➤ Women -managed forests and forest resources (community-based plantations, and nurseries) by women 	<ul style="list-style-type: none"> ➤ Communities unwillingness to engage women in forestry activities ➤ Absence of a conducive environment for NRM/forest-based enterprises ➤ Social and cultural norms and values that hinder women's participation ➤ Lack of markets for forest-based products 	<ul style="list-style-type: none"> • Provincial Strategy for development of NTFPs • Gender Strategy and Action Plans • Gender Sensitive Forest Enterprise Program/Project documents • Progress reports (narrative and financial)

	<ul style="list-style-type: none"> ➤ Availability of well processed medicinal plants and products in local and provincial markets ➤ Women spending money on education and self-development ➤ Availability of eco-tourism opportunities (pony tracks, village guest houses, parks etc.) ➤ 		<ul style="list-style-type: none"> • Monitoring reports • NTFP studies/Surveys • Field Reports • Social Media outreach
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S.No	Activities for Outcome 3	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												
9	Promote NTFPs and other NRM enterprises in partnership with existing institutions/projects working on value-chains for women's social and economic empowerment	78,960																		
9.1	Conduct a participatory assessment and develop inventory of existing and potential NTFPs to engage women	10,000																		
9.2	Enterprise development in Medicinal Plants and Wild Fruits by engaging women .	10,400																		
9.3	Training of potential/interested women in NTFPs harvesting, processing and marketing and provision of appropriate technology	8,700																		
9.4	Establishment of backyard nurseries (tube and bear rooted) with interested female entrepreneurs	15,000																		
9.5	Training of potential/interested women in fruit processing (apricot,	8,700																		

	cherry, apple)and provision of appropriate technology												
9.6	Training of potential/interested women in backyard poultry management	8,560											
9.7	Training of interested/potential women in vegetable seedling production/Back yard Nursery Management	8,700											
9.8	Training of women in animal husbandry, milking and milk processing with Livestock department	8,900											
10	Promote Eco-Tourism by engaging women and men CBOs in Ziarat	51,000											
10.1	Formulation of a comprehensive eco-tourism strategy at provincial level fully supported with proper legislation and financial resources	500											
10.2	Awareness and capacity building of women community-based organizations in Base line survey for potential of eco-tourism in Balochistan by engaging and training women CBOs	15,000											
10.3	Selection of site for interventions such as ✓ Rural Guest Houses managed by women for family tourism ✓ Potential site facilities development (toilets, chairs,tents,water, etc.)	15,000											
10.4	Introduction of tourist information centers regarding Ziarat	17,000											
10.5	Capacity building of young women and men as tourist guides	3,500											
11	Promote gender-responsive clean alternative energy technologies for cooking, lighting and space heating and gender-responsive clean drinking water supply and management	131,800											
11.1	Promote research on the issues of energy and water sector in the entire province to resolve community/women issues of energy and water	10,000											

11.2	Introduction of alternate solar energy, solar cookers, solar chargers and solar heaters to reduce health hazards among women and to save time	2,500											
11.3	Develop sustainable fuel-wood collection plan in collaboration with women CBOs and the Forest Department	1,500											
11.4	Extension and outreach on conservation education by engaging women CBOs	2,800											
11.5	Provision of small tanks to selected women for water storages in selected villages with water shortage	20,000											
11.6	Provision of women friendly community potable water system in selected villages.	8,000											
11.7	Training of women and men CBOs in efficient use of water i.e. recycling and water treatment.	17,000											
11.8	Development of water storage structures (karez, checkdams and water channels)in selected villages engaging women and men CBOs	50,000											
11.9	Development of pilot women friendly community washing (laundry) areas with modern facilities	15,000											
11.10	Watering of plants by women and men CBOS up to 5 years or till maturity in each district	2,500											
11.11	Construction of community water collection ponds for livestock drinking	2,500											
12	Promote local handicraft and wool processing to increase women's economic opportunities	59000											
12.1	Establishment of small and medium enterprises in traditional handicraft development	35,000											
12.2	Training of potential/interested women in wool processing by engaging national institutes (wool shearing, washing, grading,	5,000											

	spinning and dyeing)											
12.3	Provision of appropriate technology/machine for wool shearing	10,000										
12.4	Provision of electric/solar wool spinning wheels to interested/potential women	6,000										
12.5	Training of potential/interested women in local rug (carpet weaving)	3,000										
	Total	320,760										
	G. Total (Outcomes 1+2+3)	751,560										

8. Annexes

Annex1: 9-Box Framework for Organizational Analysis

ORGANIZATIONAL DOMAINS	ORGANIZATIONAL CHARACTERISTICS		
<i>Technical</i>	<u>Mandate/Policy</u> The guiding policy and its operationalization in action plans, strategies/approaches, and monitoring and evaluation systems	<u>Tasks & Responsibilities</u> The way people are positioned and the way tasks and responsibilities are allocated and related to each other through procedures, information and coordinating systems	<u>Expertise</u> The number of staff and the requirements and conditions to allow them to work, such as job description, appraisal, facilities, training etc.
<i>Socio-political</i>	<u>Influence</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>Decision Making</u> The patterns of formal and informal decision-making processes. The way diversity and conflicts are dealt with	<u>Room for maneuver</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>Values & Norms</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>Cooperation</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>Attitudes</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)?

Annex2: Balochistan Resource 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	
		No	
7	Is YES, can you recall the types of impacts?	Code	Frequency
		Over grazing	
		Wood cutting	
		Damage to saplings	
8	Do you own land?	Code	Frequency
		Yes	
		No	
		Code	Frequency
		0-1 hectare	
9	If yes, how much land do you own?	>1 to 2 hectare	
		>2 to 3 hectare	
		>3 to 4 hectare	
		>4 to 5 hectare	
		> 5 hectare	
		Tenancy type	Specify type
10	If NO (do not own land), do you rely on forest resources for your livelihood?	Type -A	
		Type -B	
		Type -C	
		Type -D	
		No tenancy	
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 for your livelihood?	Code	Frequency
		Yes	
		No	

Q_13	If YES, what forest resources?	Code	Frequency
		NTFPs	
		Firewood	
		Other: Grass, Cones Needles	

Forestry

Q_14	What are the types of forests near your village/community?	Code	Frequency
		Guzara	
		Protected/state	
		Private	
		Other	

Q_15	What types of forest products accessible to you?	Code	Frequency
		Trees	
		NTFPs	
		Firewood	
		Cones	
		Fodder	
		Other (Rasin)	

Q_16	What types of NTFPs do you access?	Code	Frequency
		Rasin	
		Wild mint	
		Sumbul	
		Charaita (local herb)	
		Banafsha	
		Mushrooms	

Q_17	Do you need special permission from forest authority to collect NTFPs?	Code	Frequency
		Yes	
		No	
		Don't Know	

Q_18	Who collects NTFPs?	Code	Frequency
		Males	
		Females	
		Boys	
		Girls	
		None	

Q_19	What is the purpose for NTFP collection?	Code	Frequency
		Home consumption	

		Sale	
		Deposit to contractor	
		Other (illness)	
Q_20	Do you have access to services and technical support for forestry related activities?	Code	Frequency
		Yes	
		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	
		Forest committees	
		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	
		Other	
Q_28	Does water supply vary seasonally?	Code	Frequency
		Yes	
		No	
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			

Annex 3: Tables for Community FGDs- Ziarat, Balochistan

Category	Male		Female	
	Frequency	Percent	Frequency	Percent
Yes	21	100%	27	93%
No	0	0%	2	7%

Graze animal	Male		Female	
	Frequency	Percent	Frequency	Percent
Yes	15	71%	20	69%
No	6	29%	7	24%

Frequency of grazing	Male		Female	
	Frequency	Percent	Frequency	Percent
Daily	9	60%	20	100%
Weekly	0	0%	0	0%
Monthly	6	40%	0	0%
All year	0	0%	0	0%

Category	Male		Female	
	Frequency	Percent	Frequency	Percent
Yes	15	71%	29	100%
No	0	0%	0	0%

Own land	Male		Female	
	Frequency	Percent	Frequency	Percent
Yes	21	100%	29	100%
No	0	0%	0	0%

Forest types	Male		Female	
	Frequency	Percent	Frequency	Percent
Guzara	0	0%	0	0%

Protected/state	21	100%	26	90%
Private	0	0%	0	0%
Other	0	0%	29	100%

Table 7: Need for special permission from forest authority to collect NTFPs				
Need permission	Male		Female	
	Frequency	Percent	Frequency	Percent
Yes	20	95%	0	0%
No	0	0%	29	100%
Don't Know	1	5%	0	0%

Table 8: Who collects NTFPs				
Responsibility	Male		Female	
	Frequency	Percent	Frequency	Percent
Males	16	76%	24	83%
Females	5	24%	22	76%
Boys	0	0%	2	7%
Girls	0	0%	0	0%
None	0	0%	0	0%

Table 9: Purpose for NTFP collection				
Purpose	Male		Female	
	Frequency	Percent	Frequency	Percent
Home consumption	21	100%	20	69%
Sale	0	0%	0	0%
Deposit to contractor	0	0%	0	0%
Other (illness)	0	0%	22	76%

Annex 4: List of Participants Attending Provincial Consultation

Table 1: Provincial Consultations						
List of participants						
Forest Department Quetta, Balochistan				Date 31 August 2021		
S.No	Name	Designation	Organization	Gender		
				Female	Male	Total
1	Mr. DostainJamaldini	Secretary Forest	Department of Forest, Quetta Balochistan		1	1
2	Mr. Ghulam Mohammad	Chief Conservator of Forests	Department of Forest, Quetta Balochistan		1	1
3	Mr. Niaz Khan Kakar	Conservator/REDD+ Focal Point Balochistan	Provincial REDD+Office, Balochistan		1	1
4	Mr. Jehangir Khan Kakar	Director General-Environment and Climate Change	Department of Environment and Climate Change		1	1
5	Muhammad Ilyas	Additional Secretary, Forest	Department of Forest, Quetta Balochistan		1	1
6	Muhammad AslamBuzdaar	DFO	Department of Forest, Quetta Balochistan		1	1
7	Wasim Shah	DFO	Department of Forest, Quetta Balochistan		1	1
8	Ms. RizwanaSarwari	Social Mobilizer	Provincial REDD+Office, Balochistan	1	1	2
9	Ms. MalikaHaidery	Trainee (GIS Lab)	Provincial REDD+Office,	1	1	2

			Balochistan			
	Total			2	8	10

Annex 5: List of Participants Attending Community FGDs (Women and Men) Ziarat, Balochistan

Table 1: Women FGD Ghoshkai Ziarat Balochistan Aug 30, 2021				
List of participants				
S.No	Name	Gender	Designation/Profession	Village
1	Khan Bakht	Female	Housewife	Kharwari Baba
2	Gulalai	Female	Embroidery	Barmakzai Killi Malik
3	Ghumai	Female	Tailor	Ziarat Town
4	Madina	Female	Embroidery	Rostkuch
5	Nagina	Female	Embroidery+Handicraft	Zeerak
6	Zar Bakht	Female	Tailor	Sadakhazai
7	Adila	Female	tailoring+Embroidery	Barmakzai Sardaraan
8	Meher-un-Nisa	Female	Embroidery	Barmakzai Killi Malik
9	Nazia	Female	tailoring+Embroidery	Kharwari Baba
10	Dur Khano	Female	Embroidery	Kharwari Baba
11	Ikhlaqie	Female	School Student	Kharwari Baba
12	Asiya	Female	tailoring+Embroidery	Ghoski Kharwari Baba
13	Kashmala	Female	Housewife	Barmakzai Sardaraan
14	Gul Warina	Female	School Student+Embroidery	Koshki Kharwari Baba
15	Bibi Sakina	Female	Traditional Embroidery Expert	Kharwari Baba Gohara
16	Bibi Rahila	Female	Housewife+Farming	Barmakzai Sardaraan
17	Rasheeda	Female	Embroidery	Pashtoonkhwa Mala
18	Wadana	Female	B.A. Student	Barmakzai Sardaraan
19	Bibi Shah Peko	Female	Embroidery	Babu Malik

Table 2: RESOURCE MAPPING SURVEY				
List of participants				
Ghoshkai Men FGDBalochistan Aug 30, 2021				
S.No	Name	Gender	Designation/Profession	Village
1	Nabeebullah	Male	RFO	Ziarat
2	Abdul Ghafoor	Male	Assistant F.C.	Manna
3	Muhammad Akbar	Male	Agriculturist	Waam
4	Najeebullah	Male	Agriculturist	Chotair
5	Abdul Manan	Male	Labour	Ziarat(Ucha Ghoski)
6	Muhammad Akbar	Male	Junior Clerk	Ziarat
7	Mussa Kaleem	Male	F.D. Job	Ziarat
8	Malik Shurughal	Male	Farmer	Ghoski
9	Malik Dad	Male	Farmer	Barorgi Ziarat

10	WabdulWadood	Male	Farmer	Sarasuk
11	Saleemullah	Male	Farmer	Ziarat
12	Gharib Ahmed	Male	Farmer	Ziarat

Table 3: RESOURCE MAPPING SURVEY				
List of participants				
Men FGDKilliWochaGhoskaiZiaratBalochistan Aug 30, 2021				
S.No	Name	Gender	Designation/Profession	Village
1	AbulHannan	Male	Farmer	KilliWochaGhoskaiKillaZazreen
2	Muhammad Saleem	Male	Farmer	KillaZazreen
3	Muhammad Haneef	Male	Govet Job	KilleySasnak
4	Ghulab Khan	Male	Farmer	Mannan
5	Babar Khan	Male	Farmer	KilliSardar Shelley
6	Naik Muhammad	Male	Farmer	Mannan
7	KiramataUllah	Male	Farmer	DebeKhannaGhoskai
8	NessebUllah	Male	Farmer	KilliWochaGhoskaiKillaZazreen
9	Dilshad Khan	Male	Farmer	KilliWochaGhoskaiKillaZazreen

Table 4: RESOURCE MAPPING SURVEY				
List of participants				
Women FGDKilliGulzarMananZiaratBalochistan Aug 30, 2021				
S.No	Name	Gender	Designation/Profession	Village
1	BibiBakmal	Female	Embroidery+Stitching	KilliGulzarManan
2	BibiZardan	Female	Embroidery+Household	KilliGulzarManan
3	BibiSadiqa	Female	Household Chores + Farming	KilliGulzarManan
4	BibiAsiya	Female	Embroidery+Household	KilliGulzarManan
5	BibiRamina	Female	Household Chores	KilliGulzarManan
6	BibiNasreen	Female	Embroidery+Household	KilliGulzarManan
7	Jan Bibi	Female	Housewife	KilliGulzarManan
8	Bibi Jan Bakht	Female	Embroidery+Household	KilliGulzarManan
9	Bibi Maryam	Female	Emroidery+Household	KilliGulzarManan

10	BibiSajida	Female	School Going	KilliGulzarManan
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Annex 6: List of Female staff in Balochistan Forest Department

List of Female staff in Balochistan Forest Department				
S.No	Name	Designation	Basic Pay Scale (BPS)	Nos
1	Ms. Ayesha Nawaz	Divisional Forest Officer	17	1
2	Ms. Uzma Khan	Divisional Forest Officer	17	1
	<i>Sub-total</i>			2
3	Ms. NargisMehboob	Assistant	16	1
	<i>Sub-total</i>			1
4	Ms. Bushra Sultan	Assistant Computer Operator	12	1
	<i>Sub-total</i>			1
5	Ms. Farah Rehman	Junior Clerk	11	1
6	Ms. Khair Bibi	Junior Clerk	11	1
7	Ms. LubnaShakeel	Junior Clerk	11	1
	<i>Sub-total</i>			3
8	Ms. Shaista	Game Watcher	1	1
9	Ms. Saima	Game Watcher	1	1
	<i>Sub-total</i>			2
10	Ms. Lalai Bibi	Naib Qasid	1	1
11	Ms. Soni	Naib Qasid	1	1
	<i>Sub-total</i>			2
12	Ms. Rozi	Sweeper	1	1
13	Ms. FehmidaFarhad	Sweeper	1	1
14	Ms. Rani	Sweeper	1	1
15	Ms. Khadija	Sweeper	1	1
16	Ms. Nadia	Sweeper	1	1
17	Ms. Samara Iqbal	Sweeper	1	1
	<i>Sub-total</i>			6
	Total			17
Source: List of Female staff list for Balochistan forest Department shared by Provincial REDD+ Office, Quetta December, 2021				

Annex 7: List of Potential Partners in Balochistan

S.No	Name	Area of Interest	Type of Organization
1	Balochistan Rural Support Program	Rural Development Community partnership	National NGO
2	Food and Agriculture Organization of United Nations	NRM, Climate Change	International Organization
3	Fisher Folk Association of Pakistan	Fisheries	Local NGO
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
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: NTFPs of Ziarat (Baluchistan)

S.N	Botanical Name	Local Name	Uses
1	<i>Ephedra intermedia</i> Schrenk	Uman	Widely used in preparations for the treatment of asthma and catarrh.
2	<i>Sophoramollis</i>	Zagherah	Mainly used as a fuel
3	<i>Berberislyceum</i> Royle	SoorZaralg	They are used in the treatment of eye complaints, menorrhagia, chronic diarrhea and piles
4	<i>Thymus vulgaris</i> Lin	Shin Moray	It is very rich in essential oils and is used in treating respiratory diseases and a variety of other ailments
5	<i>Foeniculumvulgare</i>	Kmala	It is a commonly used household remedy, being useful in the treatment of a variety of complaints, especially those of the digestive system.
6	<i>Coriandrum sativum</i> Linn	Dhania; Coriander	Coriander is a commonly used treating flatulence, diarrhea and colic
7	<i>Onosma hispid</i>	Yarilang	It has been reported as a precursor of one of the vital preparations of eastern medicine (Unani).
8	<i>Convolvulus arvensis</i> Linn	Bachki	The juice of the root is used in the treatment of fevers
9	<i>Marrubiumvulgare</i> Linn	White Horehound	It is often used as a domestic remedy for coughs, colds, dizziness etc
10	<i>Artemisia maritime</i> Lin	Sea Wormwood	It is used mainly as a tonic to the digestive system, in treating intermittent fevers and as a vermifuge.
11	<i>nthalongifolia</i> (Linn)	NA	It is often used as a domestic herbal remedy, being valued especially for its antiseptic properties
12	<i>Plantagolanceolata</i> Lin	Bartang	It is a safe and effective treatment for bleeding; it quickly staunches blood flow
13	<i>Polygonumaviculare</i> Linn	NA	It is a safe and effective astringent and diuretic herb that is used mainly in the treatment of complaints such as dysentery and haemorrhoids.
14	<i>Malvaneglecta</i> Wallr.	Dwarf Mallow (Herb)	The leaves and flowers can be eaten as part of the diet, or a tea can be made from the leaves, flowers or roots.
15	<i>Salsolapaulsenii</i> Litv	Jaghun	Not Know
16	<i>Teucriumstocksianum</i> Boiss	Kerpola	Not Know

17	Rosa lacerans Boiss & Bushe	Suraya	Not Know
18	Peganum harmala Linn.	Ispanda	Not Know
19	Nepeta glomerulosa Boiss	Chinganbuti	Not Know
20	Hertia intermedia (Boiss)	Munglian	Not Know
Source: Flora of Ziarat: Ethnobotanic and Medicinal Importance: IUCN			

Annex 9: Pictures with Captions



کوئٹہ صوبائی سیکرٹری جنگلات و جنگلی حیات دوستین جمالدینی و کین کنسلٹنٹ ٹاقب عباسی کو محکمہ کی جانب سے ڈائری پیش کر رہے ہیں

The Secretary Forests Balochistan gave souvenir to Mr. KasifAbbasi



کوئٹہ صوبائی سیکرٹری جنگلات و جنگلی حیات دوستین جمالدینی سے وکین کنسلٹنٹس کے نمائندے زہرہ خانم اور ٹاقب عباسی ملاقات کر رہے ہیں

Consultation meeting with Forestry Officials in Secretary Forest Office, Quetta Aug 30, 2021



Consultation meeting with Chief Conservator of Forests Mr. Ghulam Mohammad Quetta Balochistan, Aug 30, 2021



Consultation meeting with REDD+Focal Point and Women Forestry Specialist Aug 30, 2021



Figure 1 Meeting with Director EPA Aug 30, 2021