



REDD+ Gender Action Plan Gilgit-Baltistan (GB), Pakistan

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

January 2022

Acronyms

ADP	Annual Development Program
AKRSP	Aga Khan Rural Support Program
ETIG	Economic Transformation Initiative Gilgit
FAO	Food and Agriculture Organization of the United Nations
FCPF	Forest Carbon Partnership Facility
FD	Forest Division
FGD	Focus group Discussion
GAP	Gender Action Plan
GB	Gilgit Baltistan
GB-EPA	Gilgit-Baltistan Environment Protection Agency
GoGB	Government of Gilgit Baltistan
GoP	Government of Pakistan
IFAD	International Fund for Agricultural Development
IGAs	Income Generation Activities
IUCN	International Union for Conservation of Nature
MAPs	Medicinal and Aromatic Plants
MoCC	Ministry of Climate Change
NGOs	Non-governmental Organizations
NTFPs	Non-Timber Forest Products
PKR	Pakistani Rupees
REDD	Reducing Emission from Deforestation and Forest Degradation
TBTTP	Ten Billion Tree Tsunami Program
UNDP	United Nations Development Program
WWF	World Wildlife Fund
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

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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 forest sector and REDD+ programs for improved governance through the development of an implementable Gender Action Plan, which is based on a rigorous gender assesment.

The objective of this report is two-fold:

- i) 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 Gilgit-Baltistan (GB); and
- ii) to outline the activities, goals, and the monitoring and evaluation systems of the Gender Action Plan for GB.

2. Approach and methodology

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

- The Nine-box Framework for Organizational Analysis was employed to assess Forest Department polices, programs and practices and institutional arrangements for gender mainstreaming, followed by a one-day consultation workshop with the aim to introduce tools for gender-integrated planning to Forest Department officials (Annex 1).

- Gender analysis tools that included a specially designed, gender-responsive livelihood survey, which incorporated activity profiles, access and control profiles, mobility mapping and transit walks to generate data at the community level.

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 the following:

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

Step 2-Provincial consultations: The team conducted separate consultations with the Provincial Forest Department. A detailed meeting was held with the Chief Conservator of Forests, DFOs and REDD+ Focal Point for Gilgit-Baltistan. The Chief Conservator provided an overview of the cultural, gender and technical aspects of the forestry sector in GB and details of projects initiated by the Forest Department for the conservation of forests and community development with specific emphasis on women development. The team also conducted a consultation meeting with the 12 member (4 female and 8 male) team of the GB Forest Department who provided details of gaps, opportunities and proposed future actions to mainstream gender in Forest Department (Annex 3).

Step 3-Community consultations: Consultations were held with forest-proximate communities through focus group discussions (FGDs) in four selected community groups. Four FGDs were conducted in Guru Juglot and Chaprot (separate female and male groups) villages with 46 community representatives (22 females, 24 males) (Annex 3 and Table 1 below). The methods used for data collection included: transit walk, NRM resource mapping and discussions to identify gaps and opportunities and suggestions for future planning. The team also developed a women’s mobility (Figure 1) and women’s daily activity chart (Table 8) in the two selected communities.

Table 1: Community FGDs in Guru Juglot and Chaprote in GB

Gender	Number of participants	No of FGDs
Female	22	2
Male	24	2
Total	46	4

Source: Field work, August 2021

Step 4-Data analysis and report writing: The data from provincial consultations and community level was analyzed. The opportunity and gap analysis was also conducted in in Gilgit-Baltistan by 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 literature review, qualitative and quantitative data gathered from the community and provincial institutions.

3. Gilgit-Baltistan in context

The Gilgit-Baltistan province covers over 72,000 square kilometers, amongst the world's highest mountain range, in the north of Pakistan and borders China, Afghanistan, and India. Situated at the confluence of the Karakoram, Hindu Kush and Himalayan mountains, Gilgit-Baltistan is home to five of the "eight-thousanders" and has more than fifty peaks above 7,000 meters. These stunning, towering mountains bring with them harsh, unforgiving climatic conditions. These unique geographical features of the region have a powerful influence on the socio-economic development process of GB. Out of the total 72,496 square kilometers, only 2% of GB's land is cultivable (UNDP Pakistan 2019).¹

The Multidimensional Poverty Index of Gilgit-Baltistan province is 0.209² (national average is 0.197). As per the 2017 census, the GB province — household and population wise — was the smallest province with 0.20 million households and a population of 1.49 million (0.77 million male and 0.72 million female). The average annual population growth rate between 1998-2017 was slightly lower than the national growth rate of 2.8% at 2.6%.³

Other key gender statistics of GB include the fact that 0.12 and 0.60 million of the female population respectively are urban and rural based. Of the total 56% literate population (as of year 2020) in the province, 66% are male and 41% are female. Literacy in the urban setting for females 10 years and older is 55%, while in the rural areas it is 39%. The overall labour force participation of GB is 47.5% — slightly higher than the national average of 44.5%. The female participation rate at 39.6% of GB is higher than the national rate of 20.1%. The female unemployment rate at 3.59% is also lower than the national rate of 8.54%. The national female underemployment rate is 1.9% and is 0.81% in GB (GoGB 2020).

3.1. Forestry in Gilgit-Baltistan

¹ <https://www.pk.undp.org/content/pakistan/en/home/blog/2019/turning-sustainable-development-goals-from-a-global-vision-into-.html>

² MPI National Report 2018/2019.

³ Gilgit-Baltistan at a Glance 2020, Government of Gilgit Baltistan, Planning and Development Department, Statistical and Research Cell, 2020

Mountains, lakes, rivers and glaciers cover 4.810 hectares (66.3%) of GB province. Three different types of forest including i) Protected forest (0.065 hectares); ii) Private forest (0.219 hectares); and iii) Social / Agri / Forest (0.368 hectares) altogether cover 0.646 hectares (9%). Rangelands extend over an area of 01.626 hectares (22.4%). There are seven national parks, two wildlife sanctuaries, five game reserves and 53 community-controlled hunting areas (CCHAs).

The provincial government of Gilgit-Baltistan in the Annual Development Program 2020-2021 (ADP) had nine schemes for the forest, wildlife and environment sector with a budget of Pakistani Rupees (PKR) 73.369 million (US\$ 453,000). This is about 0.54% of the total ADP 2020-2021 budget of PKR 13443.667 million (US\$ 82.98 million) (GoGB 2020).

According to the Multistakeholder Self-assessment of REDD+ Readiness in Pakistan, 2021⁴ report, two key REDD+ relevant projects in the GB province are: i) Reducing emissions from deforestation and forest degradation (REDD+): Preparedness Phase for Gilgit Baltistan (PKR 30 million); and ii) REDD+ Phase II - Roadmap and Operational Plan for REDD+ Piloting in Gilgit- Baltistan for the period 2017-2021 (PKR 40 million). This project has now been revised to increase the total cost of the project to PKR 84.984 million for the period 2021-23.⁵

3.2. Gender aspects in forestry sector and other policies

One of the key legislations related to REDD+ in GB is the Gilgit-Baltistan Forest Act 2019. In terms of gender it mentions women's organizations and defines them as the group of women representing the custodian community organized with the purpose of biodiversity conservation and sustainable management, and community development related to a particular area. It mentions activities including: the promotion of women and gender development activities in forestry; ensuring the participation and assistance of communities in the regeneration of cut over areas, particularly owners, right holders, users and women as far as possible; providing for mitigatory measures to alleviate hardship caused from closure of regeneration areas to particular segment of society like women or nomads as a result of such closure; and establishing Village/Valley Conservation Village Conservation Committees/Women Organizations/Forest Management Committees (GoGB 2019). The act also has a provision for "Forest Wildlife Funds" which can be used for capacity building, extension, awareness and education, running activities / projects, etc. It also makes provisions for benefit sharing in protected forests, stating that government may allow certain benefits to local communities in protected forests and devise benefit sharing arrangement for such benefits. If there is a net profit from ecosystem services of private forests through

⁴ Multistakeholder Self-assessment Report 2021, conducted by National REDD+ Office, MoCC with the technical assistance from Helvetas Swiss Intercooperation

⁵ Multistakeholder Self-assessment of REDD+ Readiness in Pakistan (R-Package), National REDD+ Office, Ministry of Climate Change, Government of Pakistan, 2021

carbon financing, the profit shall be paid to the local resident communities or owners after deducting at source.⁶

The GB provincial government’s Climate Change Strategy and Action Plan 2017 gives recognition to importance of meaningful participation in the planning, development and implementation of climate change actions at local and grassroots level, ensuring participation of women. Also, the action plan mentions about investment in women’s skill development on climate resilient agricultural practices, and disaster preparedness and to organize workshops for migrant sending rural communities, especially for women, on financial literacy, disaster preparedness and climate smart agriculture to build their resilience against climatic and other disaster risks at the household level.⁷

According to the Mid-Term Progress Report 2017 of the Forest Carbon Partnership Facility (FCPF) Readiness Fund, the GoGB has nominated their female representatives from forest communities.⁸

3.3. Overview of gender roles and women’s engagement in forestry sector in Gilgit-Baltistan

The local community has access to dead and fallen trees, as well as the right to collect firewood, fodder, and NTFPs from the forest, according to GB forest sector rules and regulations. According to 42 FGD responses in Guru Jaglot village, a significant proportion of females were active in grass cutting (98 percent), animal grazing (93 percent), and NTFP collection (52 percent), although their male counterparts were less involved in these activities.⁹

The forest department’s decision to close access to forests in the last two years to assist in its regeneration, has resulted in the community to rely on fire wood from their farms, and in some cases, more affluent households have resorted to the use of liquefied petroleum gas (LPG) for cooking needs.

Table 2: Engagement of women and men in the use of forest resources

Engagement in use of forest resources	Male		Female		Boys		Girls	
	n*	%	n	%	n	%	n	%
Collection of Fuel wood	NA	NA	NA	NA	NA	NA	NA	NA
Animal Grazing	20	48%	39	93%	30	71%	0	0%
Grass cutting	23	55%	41	98%	8	19%	10	24%

⁶ The Gilgit-Baltistan Forest Act 2019

⁷ Gilgit-Baltistan Climate Change Strategy and Action Plan 2017, Gilgit-Baltistan Environment Protection Agency (GB-EPA), Government of Gilgit-Baltistan, 2017

⁸ Mid-Term Progress Report 2017 of Forest Carbon Partnership Facility (FCPF) Readiness Fund, Ministry of Climate Change (MoCC), Government of Pakistan (GoP) 2017

NTFPs	34	81%	22	52%	17	40%	1	2%
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Source: Fieldwork August 2021 in Guru Juglot, GB

*Note: 'n' refers to the number of respondents and percentage is calculated by the number of respondents to questions.

Access to high-value forest products demonstrates a clear division of labor, with men engaged in gathering and selling high-value forest items such as black cumin spices and mushrooms, whereas women engaged in gathering forest products for everyday use in the home. This division of labor was corroborated in the focus group discussion, where 100% of males reported engagement in marketing, while women harvested NTFPs for home consumption only. (Table 3).

Table 3: Types of NTFPs accessible to households*

Types of NTFPs	Male		Female	
	n*	Percent	n	Percent
Rasin	0	0%	5	23%
Wild mint	0	0%	12	55%
Sumbul	0	0%	0	0%
Charaita (local herb)	10	50%	0	0%
Spices (black cumin)	20	100%	9	41%
Mushrooms	20	100%	6	27%
Wild almonds	0	0%	2	9%
Makhoti	0	0%	3	14%
strawberry	0	0%	3	14%

Source: Field interviews with local women and men in Guru Jaglot village in August 2021.

*Note: 'n' refers to the number of respondents and percentage is calculated by the number of respondents to questions.

Results from the field study show that the principal source of household energy is fuel wood collected from the state forest, and from farmlands for the few households that have land holdings. A lower percentage of relatively well-off households rely on liquefied petroleum gas (LPG) for cooking (Table 4).

Table 4: Main sources of household energy

Type of source	n*	Percentage
Fuelwood	42	100%
Tree resin	0	0%
Leaf/pine litter	0	0%
Pine cones	0	0%
LPG	19	45%
Kerosene	0	0%
Other	10	24%

Source: Fieldwork in August, 2021, Guru Juglot, GB

*Note: 'n' refers to the number of respondents and percentage is calculated by the number of respondents to questions.

4. Key findings

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

- 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 equitable¹⁰; 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 at institutional and community levels.

4.1. Institutional level gaps

Gender equity is examined in the institutional context in terms of programming equity and workplace equity.

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

¹⁰ Gender 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

Workplace gender equity entails looking at 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

There is no specific gender policy, methodology, or guidelines for gender inclusion in Forest Department programs, but the benefit sharing mechanism of the GB-Forest Act-2019 requires that the government distribute benefits to local people in protected forests, including women. For example, the benefit sharing mechanism stipulates that local communities in the respective protected areas receive 80% of the trophy hunting money. In national parks, communities with grazing rights or other usufruct rights receive a 75 percent share of the entrance fee. These funds are mainly allocated for education, health, and other development projects including women's development, and Gilgit Baltistan's approach to benefit sharing is a potential model for replication in other provinces of the country.

4.1.2. Gender and social analysis capacity

The Forest, Parks, and Wildlife Department of Gilgit-Baltistan supports community involvement in forest and wildlife resource management and conservation. They have established local forest conservation committees in which local people play an important role in activities such as planting trees and guarding forests, as well as making recommendations to the forest department to issue permits to collect dead and fallen trees. For example, in Chaprote, the local community has established a forest checkpoint to prevent the smuggling of illegal timber and other forest resources.

This approach to forest management needs social skills, and knowledge in order to promote equitable participation and benefit sharing of forest resources and services. Despite the fact that a few senior Forest Department staff received basic gender awareness training while working for other organizations, no orientations, exposure, or trainings on gender and social analysis concepts and methodology have been provided to Forest Department staff to date. Gender or social activities are not specifically addressed in the annual plans. Through its internship and plantation program, the Ten Billion Tree Tsunami Program (TBTTP) has established platforms for local women and community to interact (with whom?). During the provincial consultation meetings, some senior forest authorities emphasized the necessity of involving local women and men, as well as the need for establishing a separate social unit (for what?) as a pilot in their department.

4.1.3. Dedicated human resources for gender/social inclusion

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

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

The FD's monitoring and evaluation system lacks specified outcomes and indicators for gender outcomes and community participation. The data collection and reporting mechanism does not consistently consider gender disaggregated data.

4.1.5. Gender budget

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

b) Workplace gender equity

4.1.6. Underrepresentation of women in the workforce

Women are underrepresented in the Forest Department, despite various efforts made by the FD in GB. From a total of 1085 staff (843 from Department of Forest, and 242 from Wildlife and Parks Department), there are only eight women in the workforce: one Range Forest officer, 2 clerks, two admin assistants, and three interns that are temporarily hired for the TBTP (Ten billion Tsunami Tree Program).

Table 5: List of female staff in GB Forest Department

Management			Others			Total
Female	Male	Total	Female	Male	Total	
3 (1 Range Forest Officer and 2 clerks)	24	27	5 (2 admin assistant and dispatcher + 3 interns)	1053	1058	1085

Source: FAO, Pakistan Forestry Sector Review 2019 and Field interviews with officials from FD, Gilgit, in August 2021.

4.1.7. Gender sensitivity in the workplace

Officials from the Forest Department report their interest and commitment to encourage women to apply for positions in the department, but they acknowledge that the government's 10% quota for women remains largely unfilled, largely due to the reluctance of women to work in a 'masculine' work environment that is intimately associated with the forestry sector. Department officials noted that field-related

forestry jobs are not suitable for women as they need to be able to deal with the illicit timber mafia and travel through difficult terrain.

However, there has been some encouraging developments, with one woman having applied for the position of Range Forest Officer in the last year. The FD welcomes this development and makes efforts to encourage and retain female staff.

As stated by senior forest official: “Although, there are no provisions for providing separate official quarter for lower level staff in the field, the FD provided an official quarter for the female Range Forest Officer in the field.”

Women experts and staff, on the other hand, believe that although the FD is increasingly becoming responsive to gender issues, there is room for improvement through creating opportunities for women to take on challenging tasks and accept them as technically competent professionals.

The FD lacks basic facilities such as such as separate washrooms, prayer rooms and working desks for lower level female staff. This is underscored by the absence of guidelines in the Department to facilitate the provision of child-care and transport facilities to assist women staff while working overtime. Additionally, women have to deal with family members who discourage them from travelling to the field. All these factors contribute to women’s general reluctance to work overtime, or engage in extensive travel to the field sites, which earn them the somewhat unfair label of being *“disinterested in work, and reluctant to go to the field”*.

Table 6: Summary of status of gender equity in Forest Department

Gender related mechanisms within the provincial institutions	Gender equity in programs	Gender equity in workplace
Separate gender policy in Forest Department in GB	None	-
Gender considerations in the provincial level forest sector’s policies.	None	
Dedicated human resources for gender and social inclusion: <ul style="list-style-type: none"> • gender focal point • gender ToR for key staff • social/gender related training for staff 	None	
Gender/social inclusion expertise within the organization?	Negligible	
Provision for gender in the M&E system (outcomes, indicators)	None	

Provision of dedicated gender/social inclusion budget in planning	None	
Enabling work environment for women <ul style="list-style-type: none"> • infrastructure facilities • work spaces • access to transport for field activities 	-	Limited
Representation of women in the Forest Department workforce		Low
Women member in the National REDD+ Committee		1 (from Gilgit)

Source: Field work August 2021.

4.2. Community level gaps

The study revealed that social and cultural norms inhibit women’s mobility, and as a result, they have to spend long hours doing unpaid care and farm work in and near their homes. Women face significant obstacles in their efforts to participate effectively in forest management and community development. Women's mobility restrictions, workloads, underappreciation of their household work contributions, a lack of platforms to organize themselves, and women's limited access to development and forestry related opportunities and information are some of the key challenges that limit their ability to participate in sustainable forestry management programs and activities.

Table 7: Key gaps to women’s participation in sustainable forest management

Gaps to women’s participation	Key Reasons
Limitations on women’s mobility	Social and cultural norms inhibit women’s mobility to venture freely from private to public spaces, and usually must be accompanied by a male family member, or go in groups to travel outside the home. Women’s mobility into public spaces is mainly shaped by factors, such as coming into contact with unrelated men, and the discomfort, social stigma, and the threat of harassment when they do so.
Balancing work-burdens with other livelihoods	Women spend an average of 17 hours per week on unpaid care and farm work, leaving them little opportunity to participate in sustainable forest management programs and activities or pursue additional income options.
Poor access to development and forestry related information, services and opportunities	Socioeconomic situation and roles of women in society. Poor, landless, uneducated, widowed, or divorced women, in particular, have limited access to information, services, and opportunities. Gender blind program design which fails to see the intersecting levels of disadvantages between

	different categories of women.
Women and control of decision making	Women's social position in relation to men severely limits independence of household and other decision -making.

Source: Fieldwork August 2021

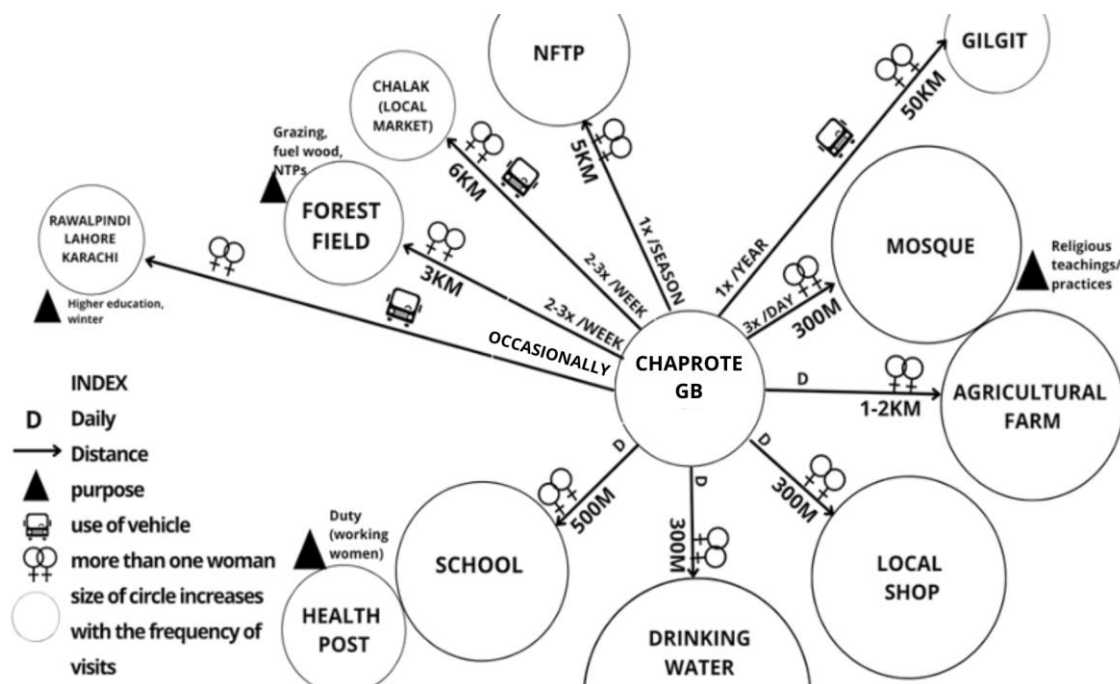
4.2.1. *Limitations on women's mobility*

Perhaps the most significant challenge for women's ability to participate in sustainable forestry management programs and activities results from their restricted mobility.

Social and cultural norms severely inhibit women's mobility to venture freely from private to public spaces. Usually, women must be accompanied by a male family member, or they must go in groups to travel outside the home. In particular, women's mobility into public spaces is shaped by a variety of intersecting factors, such as coming into contact with unrelated men, and the discomfort, social stigma, and the threat of harassment when they do so.

Interview responses show that the Dimer district, which has the largest forest cover is perhaps the most conservative in terms of restrictions on women's mobility. However, women in other districts, such as Upper Hunza, Chaprote, and Goru Jaglot enjoy some freedom of mobility as long as they travel in a group and go to places familiar and close to their homes (Figure 1). For example, in the relative 'safety' of a group, women from these districts travel to nearby forests, local markets, and even further to cities such as Gilgit. The relatively small degree of independent or group travel with women is perhaps the result of higher education levels of women under the age of 40 and awareness and exposure to gender equality discourses inherent to the project activities of the AKRSP. However, travel beyond these places, requires male guardianship.

Figure 1. Women's mobility map – Chaprote Village, Gilgit Baltistan



Source: Field work August 2021

4.2.2. Balancing work-burdens with other livelihoods.

Women are time poor, leaving them little time to participate in sustainable forest management programs and activities or avail themselves of opportunities to generate additional income. Women spend an average of 17 hours a day on household chores and productive activities outside the home, and the combines result is that women are time-poor (Table 8).

Table 8: Women’s daily activity chart (Chaprote village)

Time	Activities performed by women	Inside the house	Outside the house
4.00 am	Wash, prayer (Namaz), clean the house.	X	
6.00 am	Fetch water, prepare tea and breakfast, clear and clean.	X	
8.00 am	Farming, take care of livestock and collect firewood and fodder, including NTFPs (seasonal).		X
12.30 pm	Prepare lunch, eat clean and clear the kitchen and rest.	X	
2.00 pm	Kitchen gardening.		X
4.00 pm	Cattle and livestock (clean, feed), fetch water.	X	
6.00 pm	Prepare dinner and help children with homework, Namaz.	X	
8.00 pm	Dinner and clear and clean the kitchen	X	

	and get the beds ready.		
9.30 pm	Relax and sleep.	X	

Source: Field work August 2021 in Chaprot, GB.

Animal care is primarily a woman's responsibility (Table 9). Unless the women in the household have a job, such as a teacher or a health worker, the male members of the family assist them; otherwise, it is the women's responsibility to look after the cattle and animals. Animal and livestock care take over six hours each day for women.

Table 9: Responsible person for animal care

Responsible person	Male		Female	
	Frequency	%	Frequency	%
Shed Cleaning	10	45%	21	95%
Animal Grazing	10	45%	21	95%
Grass cutting	10	45%	21	95%
Milking	0	0%	14	64%
Milk processing	0	0%	22	100%
Girls help in household chores	0	0%	10	45%

Source: Fieldwork in August 2021 in Chaprot, GB.

Similarly, women spend a significant amount of time on NTFP collection (Table 10). On average, women indicated they spend six to seven months (seasonal) collecting NTFPs per year. The field study revealed that women are more engaged in the collection and use than in the marketing of NTFPs. Table 10 shows that nearly 100% of women (22 out of 22 women interviewed) were active in NTFP collection, compared to 60% (12 out of 20 men interviewed) males. Men, on the other hand, are primarily involved in the marketing of high-value NTFPs through contractors in Gilgit and Islamabad.

Table 10: Collection of NTFPs

Responsibility	Male		Female	
	n*	Percent	n	Percent
Males	12	60%	22	100%
Females	10	50%	12	55%
Boys	7	35%	10	45%
Girls	0	0%	1	5%
None	0	0%	0	0%

Source: Fieldwork in August 2021.

*Note: 'n' refers to the number of respondents and percentage is calculated by the number of respondents to questions.

As a result, men claim that they are overwhelmingly burdened with financial obligations. With a few exceptions, where women supplement household incomes through employment as teachers or health workers, men are the primary source of household incomes. Limited household incomes also generate pressure on forest

resources as households lack the financial resources to invest in alternative energy technologies that do not depend on fuel wood from forests. As a result, male members of poor households with one or no sons are under pressure to generate money for the entire family, further pushing them into poverty and increasing pressure on the forest. Women, on the other hand, are limited at home due to constraints on their movement and spend the majority of their time caring for others, which may be used for income generation and community development activities.

4.2.3. Limited access to information, services and opportunities

Women are confronted with several layers of disadvantage in terms of access to forestry services and activities, with poor women being doubly disadvantaged. The limitations on women’s access has a bearing on their ability to effectively participate in sustainable forestry management programs and activities.

Analysis of interview responses during FDGs in GB reveal that access to forestry services rests on the intersection of gender and class. Men who are wealthier and possess political connections exercise considerable privilege in membership and decision -making within groups initiated by projects. The second level of privilege is exercised by men, who are poor, and with less considerable political connections. The third level of privilege is enjoyed by women who are from relatively wealthier families, and are relatively better educated than other women. Finally, a fourth and last category of people are poor women, who lack education, and may be widowed, landless or suffer from a disability (Table 11).

Table 11: Differential access to forest/development related information/services

SN.	Categories of privilege and hierarchy	Degrees of access to forest and development information, services and opportunities
1.	Local elite men – literate and politically and economically advantaged.	Key decision makers and first point of contact for all external interventions including all forestry related interactions. Key members of the project-initiated groups and committees such as the TBTP.
2.	Poor local men – usually illiterate and politically and economically disadvantaged (landless, usually with no or one son, with disability)	Not involved in any decision-making processes or forums, occasionally can be observers. Limited access to forest and development related information, services and opportunities.
3.	Local elite/educated women from economically sound and politically	Have access to information, services and opportunities relating to forestry and

	connected families.	development. Key recipients and members of the women specific/targeted natural resource management and development activities/interventions and groups.
4.	Local poor women – economically poor and with no political connections (usually illiterate, landless, widowed, with disability, or with no or one son).	Limited or no access to forest and development related information, services and opportunities. Usually are members of the women specific groups and committees formed by the external agencies/projects.

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

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

Women’s lack of access to decision-making

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

Source: Fieldwork in August, 2021-Guru Jaglot village in GB.

Further the FGDs showed that the educated women from socioeconomically rich and politically connected families were the most privileged among the women and enjoyed relatively greater access to information and services targeted to women by projects and non-governmental organizations such as the AKRSP and TBTTP. They were the first point of contact for women specific project services and opportunities. They were the active members of the women’s groups formed by the projects and also the recipients of

the training and services. These groups are project-centric and not linked with the FD's forestry programs. In some cases, these categories of women received more training and opportunities than men from the projects. The FGDs, for instance, showed that in some key areas of services such as trainings for seedling propagation, more women (38%) than men(9%) received services. A similar pattern of access emerged for trainings in silviculture, fire prevention and management (Table 12). However, the poor and disadvantaged women did not seem to know about the training and services and were not members of the groups formed by the projects.

Table 12: Access to women targeted training and services from projects

Code	Male		Female		Total	
	n*	%	n	%	n	%
Seedling propagation- collection	1	9%	5	100%	6	38%
Fire prevention and management	2	18%	1	20%	3	19%
Silviculture	2	18%	0	0%	2	13%
Group organizing	10	91%	0	0%	10	63%
Seedling and saplings received	10	91%	5	100%	15	94%
Other	0	0%	4	80%	4	25%

Source: Fieldwork in August 2021 in Chaprote, GB

*Note: 'n' refers to the number of respondents and percentage is calculated by the number of respondents to questions.

4.2.4. Women and control of decision-making.

Women's lack of control over decision-making is a key factor in their inability to participate more effectively in sustainable forestry management programs and activities. Women's social position in relation to men severely limits their ability to make independent household and other decisions.

Women, for example, have no say in the marketing of the NTFPs they collect, as seen in Table 13. Men collect black mushrooms (gucchi), wild black cumin, wild almonds, and wild green tea, and assume the responsibility for the packaging and marketing, while controlling the earnings from the sale of NTFPs.

Table 13: Control over income earned from marketing of NTFPs

List of NTFPs	Household consumption/medicine		Marketing (selling)		Deposit to contractor	
	Women	Men	Women	Men	Women	Men
Black Mushroom (Gucchi)	-	-	-	X	-	X
Wild black cumin	X	-		X	-	-
Wild almonds	X	-	-	X	-	-

Wild green tea (Tumorro)	X	-	-	X		
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Source: Field Work August 2021 in Chaprote, GB

Similarly, women have no opportunities to assume leadership roles in local committees, or in the coordination and implementation of the 10 Billion Tree Tsunami Program, despite their extensive experience of collecting and utilizing forest resources.

Men's control of decision-making is embedded in gender asymmetries that result from social and cultural norms and practices that govern women and their roles in society. Often, decision-making processes are steeply hierarchical, and underscored by the lack of consideration of women's needs.

For instance, the local committee in Guru Juglot village¹¹, after consultative discussions with the Forest Department, closed public access to the forest for a period of two year. While the goal for forest protection and regeneration was justifiable, the exclusion of women forest users in the consultation, deprived poor women of their energy and livelihood needs, forcing poor women in particular to seek loans, labor work, or resort to illegal harvesting of fuel wood to meet their daily needs.

4.3. Opportunities

The analysis highlights some opportunities for strengthening the forestry sector in terms of resources and institutional capacity for gender integration, including the following: the quota for women in Forest Department; the provision for Forest Wildlife Funds for capacity building, extension, etc.; provision for improving livelihoods in the Management plan for Protected Forest and State-owned Plantations in GB; and experience of partners with complementary expertise and resources.

There are also considerable opportunities to increase community and women's participation in sustainable forestry management programs and activities through the following: role of women in systematic collection and marketing of NTFPs; high interest and willingness amongst women to engage and give time for forest management and livelihood improvement activities; availability of educated young women with interests and time; and the availability of forest and tourism products for income generation activities. These are described in more detail below.

a) Institutional level opportunities

4.3.1. Quota for women in Forest Department

¹¹ For instance, the local committee established for forestry-related activities in Guru Jaglot is controlled through the membership of 12 men from an elite social group.

The 10% quota for hiring professional women foresters can potentially be a useful mandate for affirmative action to hire more women foresters in the Department. An excellent example is the recruitment of female range forest officer by the FD.

4.3.2. Provision for Forest Wildlife Funds for capacity building and extension

The GB-Forest Act-2019 has a provision for 'Forest Wildlife Funds' which can be utilized for gender responsive capacity building, extension, awareness and environmental education projects, etc. It also has provisions for benefit sharing arrangements in Protected Forests which states, "Government may allow certain benefits to local communities in Protected Forest and devise benefit sharing arrangement for such benefits." Under the Private Forests there are provisions for paying the benefits of carbon trading as "If net profit, if any from ecosystem services of Private Forests inter alia Carbon financing shall be paid to the local resident communities or owners after deducting at source". The Forest Department has provisions for extension, education and awareness creation as well.

4.3.3. Provision for improving livelihoods in the Management plan for Protected Forest and State-owned Plantations in GB

This plan recognizes the importance of engaging local communities in sustainable forest management, with in-built provisions for improving their livelihoods and capacities while engaging them in forest program planning. Gender indicators can be integrated into the existing and well-established monitoring system.

4.3.4. Experience of partners with complementary expertise and resources

In GB there are several organizations and individuals with expertise participatory development approaches and field outreach skills. This extensive experience could be a potential source from which lessons and best practices could be harvested and adapted to sustainable forestry management programs and actions. Examples of existing experience include the Aga Khan Rural Support Program (AKRSP), that has knowledge of applying social extension methods and approaches; IFAD's Economic Transformation Initiative Gilgit (ETIG) which has worked extensively on agricultural value-chains and agricultural cooperatives; the IUCN and WWF that have promoted community-based plantations, etc. (Annex 5).

b) Community level opportunities

4.3.5. Role of women in systematic collection and marketing of NTFPs

As compared to women from the Punjab, women in GB areas with the exception of

Diamer district are more mobile and have high roles in collecting fuelwood, NTFPs, and medicinal and aromatic plants (MAPs). It is not considered taboo for women to visit the forest and the forest rules are flexible in GB. There are also several best practices of women's engagement in the forestry programs. For example, women in Upper Hunza have started irrigated plantation in private lands, and there are several forest nurseries run by women.

Engaging women in income generating activities could considerably supplement household incomes, and subsequently reduce dependence on forest resources. For instance, NTFPs and other forest-based products have not been sufficiently and systematically utilized for income generation. Only a small percentage of men have been selling high value NTFPs in the market. Forest-based micro or small income generating activities could be developed based on engaging women in the proper collection, processing, packaging, and marketing of medicinal plants, dried fruits, handicrafts, etc. However, income generating interventions have to be cognizant of the potential risks of overburdening women with additional work given limitations in their time and control over the income earned.

4.3.6. High interest and willingness amongst women to engage and give time for forest management and livelihood improvement activities

Rural women in GB are more aware and organized than women from other districts and aware about their rights. There are several examples where advantaged women have participated in exchange visits through projects such as the AKRSP, IFAD, etc. There are also informal groups formed by different projects, which are inactive and dysfunctional now but can be easily re-mobilized and organized into active groups.

4.3.7. Availability of educated young women with interests and time (validate which part of GB)

In Chaprote village in GB, most of the women under the age of 40 are educated with an increasing number of women with undergraduate and postgraduate degrees. Since these women do not have opportunities to engage in community development work and their degrees are not fully recognized (most of them have online degrees), they have the time and interests to put their education in use. During the FGDs they were vocal and showed high interest to engage in any form of forestry and community development work.

4.3.8. Availability of forest and tourism products for income generation activities

The GB area is diverse both culturally and ecologically and has vast potential for promoting eco-tourism and NTFPs and MAPs. Some of the tourism products and NTFPs listed by the local women and men are as follows:

- Eco-tourism (mainly for trekking and mountaineering): glaciers, mountains; pastures, local culture, handicrafts etc.
- NTFPs and MAPs: black cumin; chilgoza, wild almonds; seabuckthorn; black mushroom, wild thyme green tea (Tumorro), etc.
- Fruits and nuts: walnut, pine nut, apricots, apple, berries, cherries, etc.
- Minerals: quartz; nephrite, emerald, aquamarine, tourmaline, peridot, topaz-, sapphire, spine, garnet and many others
- Water resources for micro-hydroelectricity and mineral water (mountain brand)

5. Conclusions

At the institutional level the Forest Department's approach to gender equity in programming is limited by the absence of several factors such as absence of a separate gender policy; lack of gender consideration in the provincial level forest policies and plans; absence of dedicated human resources and expertise; limited gender and social analysis skills and knowledge; monitoring and evaluation system lacking gender related outcomes and indicators; lack of gender disaggregated data; and poor representation of women in the workforce. However, there are equally, opportunities such as 10% quota for women in Forest Department that can be activated to encourage women foresters to seek employment in the Department; the provision of a fund in the Forest Act can be utilized for gender and social capacity building and extension; the provision for carbon financing can be designed to benefit women; management plan for Protected Forest and state-owned plantation in GB can be an entry-point to integrate gender, particularly in planning and M&E system; presence of partners with complimentary expertise and resources to promote community-based gender responsive programming with the FD; and establishment of gender and social forestry unit within FD as a pilot program.

The assessment of community level gaps shows limitations on women's mobility; balancing work-burdens with other livelihoods; poor access to development and forestry related opportunities and information; control over decision-making. However, there are opportunities such as potential to engage women in systematic collection and marketing of NTFPS; high interests and willingness among women to engage and give time for forest management and livelihood improvement activities; availability of educated young women with interests and time; and availability of forest and tourism products for income generation activities for women.

6. Recommended actions

- i. **Support the development of provincial level forest sector gender and inclusion strategy and guidelines.** For example, develop and submit provincial level forest sector gender strategy and guidelines; establish a

gender-disaggregated data collection system in planning and reporting; provide for a senior gender coordinator or focal point at the provincial level.

- ii. **Strengthen capacities of the Forest Department staff on social and gender awareness, analysis approaches and methods.** For example, support the development of a customized basic gender training package for forest officials and community women and men on sustainable forest user groups and leadership.
- iii. **Strengthen the Forest Department and its field offices to develop gender-friendly infrastructure and mechanisms.** For example, establish and pilot a social forestry unit within the Forest Department; support gender-friendly working environment such as construction or designation of separate toilets; working spaces, prayer spaces for women, etc.
- iv. **Social mobilization and awareness of both women and men from diverse groups on sustainable forest management.** For example, develop a comprehensive package to train and guide forest guards and extension workers on gender and social extension methods and approaches.
- v. **Develop and strengthen forest-related inclusive women's user groups (see below comment).** For example, develop and support a comprehensive package to further strengthen and train women's organizations and women forest user/NRM group to effectively participate in forest management and decision-making processes; and support the development of by-laws for women's user group.
- vi. **Support gender-friendly clean alternative energy technologies for cooking, space heating and micro-enterprise.** For example, promote tested alternative fuel-efficient and clean-energy technologies. Provide subsidies for fuel efficient cook stoves, solar cookers; develop sustainable fuel-wood collection plans in collaboration with the local community and the Forest Department; explore and promote clean energy technologies for NTFP processing (e.g. drying, roasting of black cumin, etc.)
- vii. **Promote forest-based gender-responsive livelihoods activities such as NTFPs and eco-tourism in partnership with existing institutions/projects working on agricultural and NTFP value-chains.** For example, conduct a participatory assessment and develop an inventory of existing and potential NTFPs and MAPs to engage women; promote and support interested and marginalized women in sustainable harvesting, processing and marketing of available NTFPs such as morels, mushrooms, wild spices, medicinal and aromatic plants, and honey-bee farming) and link them with concerned agencies and private companies working in NTFP value-chains; explore ecotourism potential in partnership with concerned

government and NGOs; and promote conservation and sustainable use of water resources, including for glacial and spring water, micro-hydro, etc.

7. REDD+ Gender Action Plan – Gilgit-Baltistan

Purpose: To enhance forest health and sustainability through adoption of conservation processes that include women’s participation in sustainable forest management.

Objectives:

- i) To sustainably manage forests through increased participation of local women and men.
- ii) To improve women’s livelihood opportunities from forest and NRM-based products.
- iii) To develop the capacities of the Forest Department and its local offices to integrate gender and social inclusion for sustainable forest management.

Total estimated budget in USD (10 year period) = USD 392,000

Outcome 1	Indicators	Risks	Means of verification
<p>Outcome 1: Local women’s and men’s groups have adopted and implemented sustainable forest management practices.</p>	<ul style="list-style-type: none"> • XX forest related women’s groups/organizations trained and established. • XX women/women’s groups lead forest nurseries established and functional. • Xx number of reforestation activities 	<ul style="list-style-type: none"> • Gender blind policies and non-allocation of budget for gender actions. • Absence of dedicated gender focal point or staffs. • Absence of skills and methods to implement GAP. 	<ul style="list-style-type: none"> • Gender strategy and guideline. • Annual plans with gender budget and actions • Gender Focal Point in place • Annual Report • Case studies – women’s leadership in SFM, eco-tourism, NTFP enterprises etc. • Joint monitoring and survey reports • Social media

	<p>conducted by women's groups/organizations</p> <ul style="list-style-type: none"> FD and the forest user group (women and men) work in partnership to sustainably manage the forest. 										
Activities for Outcome 1		Estimated Budget (USD)	Timeline (10 year: 2022-2032)								
			Short term (1-3 years)			Medium term (4-7 years)			Long term (8-10 years)		
1.1. Social mobilization and awareness of both women and men from diverse groups on sustainable forest management	80,000										
1.1.1 Develop a comprehensive package to train and guide forest guards and extension workers on gender and social extension methods and approaches.	10,000										
1.1.2. Train and coach xx forest guards and extension staffs in participatory social and gender methods and approaches (4 times).	35,000										
1.1.3. Training and coaching of women's user groups and men/men's user group on gender and	35,000										

women's leadership.										
1.2. Form and strengthen forest related women's user groups:	78,000									
1.2.1. Develop and support a comprehensive package to organize, form and train XX Women's organizations (WOs)/women forest user/NRM group in xx selected sites. Support to develop women's user group bylaws and facilitate formation of women's forest management groups.	8,000									
1.2.2. Train and coach XX of women (from both advantaged and poor groups) in forest monitoring.	20,000									
1.2.3. Training and coaching of women's user groups and men/men's user group on gender and women's leadership.	20,000									
1.2.4. Train and coach XX women in sustainable forest management - e.g. vocational nursery raising, organized forest plantations, forest fire, REDD+ and PES related technical trainings etc.	20,000									
1.2.5. Engage men and Promote - Couple approach (adapt AKRSP approach).	10,000									
1.3. Establishment of women/women group-led private forest nursery	51,000									
1.3.1. Develop and support comprehensive gender and inclusion responsive training package in forest nursery.	6,000									

1.3.2. Develop and support a comprehensive gender and inclusion responsive forest management package.	6,000									
1.3.3. Select number of interested and needy women to establish and manage forest nurseries. Support the establishment XX women's group /or individual woman lead forest nurseries in the REDD+ Project areas + raise fodder species such as <i>Alfalfa</i>	20,000									
1.3.4. Train and coach XX women in sustainable forest nursery management.	15,000									
1.3.5. Link with the government's 10 billion Tsunami plantation activities to integrate gender- e.g. provision for 60% women interns; and hire women SMs, give nursery raising funds to women/women's groups etc.	4,000									
1.4. Gender-friendly clean alternative energy technologies for cooking, space heating and micro-enterprise to reduce forest deforestation	25,000									
1.4.1. Promote tested alternative fuel-efficient and clean-energy technologies: example provide subsidy in fuel efficient cook stoves, solar cookers etc.	15,000									
1.4.2. Develop sustainable fuel-wood collection plan in collaboration with the local community and the Forest Department.	2000									

1.4.3. Explore and promote clean energy technologies for NTFP processing (e.g. drying, roasting of black cumin etc.).	8,000									
Total Estimated Budget for Outcome 1	234,000									

Outcome 2	Indicators	Risks	Means of verification
<p>Outcome 2: Number of women and women's groups owned and led forest-based and eco-tourism enterprises and income-generation activities increased.</p>	<ul style="list-style-type: none"> xx of women/women's groups-led/owned NTFP and eco-tourism enterprises xx of women trained in NTFP cultivation, processing, harvesting and marketing and linked with organizations specializing in NTFP value-chains. xx of women trained on homestay management and linked with organizations specializing in hospitality and ecotourism management. 	<ul style="list-style-type: none"> Women are hesitant to own and lead forest-based businesses because they lack confidence. Non-allocation of budget for entrepreneurial activities. 	<ul style="list-style-type: none"> Gender strategy and guideline. Annual plans with gender budget and actions Annual Report Case studies – women's leadership in SFM, eco-tourism, NTFP enterprises etc. Joint monitoring and survey reports Social media
Activities for Outcome 2		Estimated Budget in USD	Timeline (10year: 2022-2032)

		Short Term (1-3 years)			Medium Term (4-6)			Long term (7-10 yrs)		
2.1. NTFPs in partnership with existing institutions/projects working on agricultural and NTFP value-chains	25,000									
2.1.1. Conduct a participatory assessment and develop inventory of existing and potential NTFPs and MAPs to engage women.	4,000									
2.2.2. Conduct Wellbeing ranking to identify poor and marginalized women and men.	4,000									
2.2.3. Promote and support interested and marginalized women in sustainable harvesting, processing and marketing of available NTFPs such as morals, mushrooms, wild spices, medicinal and aromatic plans etc.), honey-bee farming and link them with concerned agencies and private sectors working in NTFP value-chains.	17,000									
2.2. Promotion of gender-friendly Ecotourism and NTFP enterprises	25,000									
2.2.1. Explore ecotourism potentials – in partnership with concerned government and non-governmental organizations (trails, trekking areas – high pastures, glaciers, mountains); natural resources /products).	3,000									
2.2.2. Develop ecotourism plans (based on the	5000									

assessment)										
2.2.3. Develop and support ecotourism products for women – e.g. Homestay package; training-tourist guides; establish women lead camping sites; promotion of local handicrafts; promotion through social media.	17,000									
2.3. Conservation and sustainable use of glacial and spring water	20,000									
2.3.1. Support packaging and branding of the spring and glacial water as a women’s group-lead local enterprise;	15,000									
2.3.2. Explore and link with concerned partners (private and government) to construct micro-hydro facilities.	5,000									
Total Estimated Budget for Outcome 2	70,000									

Outcome3	Indicators	Risks	Means of verification
Outcome 3: The provincial Forest Department and its local offices have introduced and established mechanisms to encourage professionals and community women to participate in sustainable forest management.	<ul style="list-style-type: none"> • Provincial level forest sector gender strategy and guideline developed and endorsed • FD and its local staff have planned, budgeted and implemented GAP • Social Forestry Unit piloted/established in FD with designated and 	<ul style="list-style-type: none"> • Gender blind policies and non-allocation of budget for gender actions. • Gender and social inclusion initiatives are not a priority in the annual planning of the FD and its local offices. 	<ul style="list-style-type: none"> • Gender strategy and guideline. • Annual plans with gender budget and actions • Annual Report • Case studies – women’s leadership in SFM, eco-tourism, NTFP enterprises etc.

	<p>gender focal point</p> <ul style="list-style-type: none"> • Gender friendly mechanisms and structures in place within the FD and its field offices – separate toilets and working spaces for women; gender friendly field visit policy etc. • Availability of a cadre of trained local gender resource persons/gender champions’, at the provincial level, who are networked to a support system. • FD facilitates an open and on-going discussion among staff, acknowledges discomfort around the issues, and promotes a safe environment for discussion of gender equity approaches 		<ul style="list-style-type: none"> • Joint monitoring and survey reports • Social media
Activities for Outcome 3	Estimated Budget (USD)	Timeline (10 year: 2022-2023)	

		Short term (1-3 years)			Medium term (4-6 years)			Long term (7-10 years)		
3.1. Support to develop provincial level forest sector gender and inclusion strategy and guidelines.	26,000									
3.1.1. Organize and facilitate multi-stakeholder consultations at provincial levels.	10,000									
3.1.2. Develop and submit provincial level - Forest sector gender strategy and guideline for endorsement by provincial Forest Departments.	6,000									
3.1.3. Establish gender desegregated data collection system in planning and reporting.	10,000									
3.1.4. Provision for a senior gender coordinator or a focal point at provincial level	-									
3.2. Strengthen capacities of FD staffs on social and gender awareness, analysis approaches and methods	40,000									
3.2.1. 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.	8,000									
3.2.2. Train and coach concerned and selected forest personnel at national and provincial levels on gender awareness and analysis	32,000									
3.3. Strengthen FD and its field offices develop gender friendly infrastructure and mechanisms	22,000									

3.3.1. Established a Social forestry unit within Forest Department (pilot).	10,000									
3.3.2. Support gender-friendly working environment: construction or designation of separate toilets; working spaces, prayer spaces for women etc.	10,000									
3.3.3. Coordinate and build partnership with organizations with experiences on NTFP value-chain and eco-tourism	2,000									
Total Estimated Budget for Outcome 3	88,000									
Grand Total (Outcomes 1+2+3)	392,000									

Annex 1: 9-box Framework for Organizational Analysis

ORGANIZATIONAL DOMAINS	ORGANIZATIONAL CHARACTERISTICS		
<i>Technical</i>	<u><i>Mandate/Policy</i></u> The guiding policy and its operationalization in action plans, strategies/approaches, and monitoring and evaluation systems	<u><i>Tasks & Responsibilities</i></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><i>Expertise</i></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><i>Influence</i></u> The way and extent management, people from within the organization and people from outside the organization influence policy and the running of the organization	<u><i>Decision Making</i></u> The patterns of formal and informal decision making processes. The way diversity and conflicts are dealt with	<u><i>Room for maneuver</i></u> The space and incentives provided to staff to give shape to their work, such as rewards, career possibilities, variety in working styles
<i>Cultural</i>	<u><i>Values & Norms</i></u> The symbols, rituals and traditions. The norms and values underlying the running of the organization and the behavior of the staff. The social and economic standards set	<u><i>Cooperation</i></u> The way the work relations between staff and with outsiders are organized, such as working in teams, networking. The norms and values underlying these arrangements	<u><i>Attitudes</i></u> The way staff feels and thinks about their work, the working environment and about other (categories of) employees. The extent to which staff stereotype other staff. The extent to which staff identifies him/herself with the culture of the organization

Annex 2: Survey questionnaire form

FGD:

Province/Place of survey:

RESOURCE MAPPING SURVEY

Q No	SECTOR	Responses	Notes to Clarify / Elaborate	Coding	
	LIVESTOCK			Total respondents	Reported number
1	Do you have animals?(Write the number who says Yes out of total)	<ul style="list-style-type: none"> • YES • NO 			
2	If YES, what types of animals you own	<ul style="list-style-type: none"> • Buffalo... • Cows... • Goats... • Chickens... • Other.... 			
3	Who is mainly responsible for animal care?	<ul style="list-style-type: none"> • Males • Females • Boys • Girls 			
4	Do you graze your animals (buffalo, cows, goats) in nearby forest land	<ul style="list-style-type: none"> • YES • NO 			

5	If YES, what is the frequency?	<ul style="list-style-type: none"> • Daily • Weekly • Monthly • All year 			
6	Do you notice the impacts/results of grazing on the forest cover?	<ul style="list-style-type: none"> • YES • NO 			
7	Is YES, can you recall the types of impacts?	<ul style="list-style-type: none"> • A • B • C • D 			
COMMENTS/NOTES:					
AGRICULTURE					
8	Do you own land?	<ul style="list-style-type: none"> • YES • NO 			
9	If yes, how much land do you own?	Convert into hectares <ul style="list-style-type: none"> • 1 • 2 • 3 			
10	If NO, what type of 'tenancy' do you have?	<ul style="list-style-type: none"> • a • b • c • d 			
11	What do you use land for?	<ul style="list-style-type: none"> • Tree planting 			

		<ul style="list-style-type: none"> • Fodder production • Fruit production • Kitchen gardening • House construction • Other 			
12	If NO (do not own land), do you rely on forest resources for your livelihood?	<ul style="list-style-type: none"> • YES • NO 			
13	If YES, what forest resources?	<ul style="list-style-type: none"> • NTFPs • Firewood • Other 			
COMMENTS/NOTES:					

	FORESTRY				
14	What are the types of forests near your village/community?	<ul style="list-style-type: none"> • Guzara • Protected • Private • Other 			
14	What types of forest products accessible to you?	<ul style="list-style-type: none"> • Trees • NTFPs • Firewood • Cones • Fodder • Other 			
16	What types of NTFPs do you	<ul style="list-style-type: none"> • A 			

	access?	<ul style="list-style-type: none"> • B • C • D 			
17	Do you need special permission from forest authority to collect NTFPs?	<ul style="list-style-type: none"> • YES • NO • DON'T KNOW 			
18	Who collects NTFPs?	<ul style="list-style-type: none"> • Males • Females • Boys • Girls 			
19	What is the purpose for NTFP collection?	<ul style="list-style-type: none"> • Home consumption • Sale • Deposit to contractor • Other 			
20	Do you have access to services and technical support for forestry related activities	<ul style="list-style-type: none"> • YES • NO • Don't Know 			
21	If YES, what types of trainings have you received?	<ul style="list-style-type: none"> • Seedling propagation • Fire prevention and management • Silviculture • Group organizing • Other 			
22	What types of services have you received?	<ul style="list-style-type: none"> • Loans • Seedlings/saplings 			

		<ul style="list-style-type: none"> • Equipment for plantations • Water pipes • Nursery shed materials • Information materials about forestry services and rules • Other 			
COMMENTS/NOTES:					
Community based institutions for sustainable forest management					
23	Are there any forest related user/management groups	<ul style="list-style-type: none"> • YES • NO • DON'T KNOW 			
24	If YES, what types of groups are they?	<ul style="list-style-type: none"> • Women's groups • Men's groups • Mixed-sex groups • Forest committees • Other 			
25	If NO, who informs and coordinates the community members to respond to forest fires, forest plantation activities etc?	<ul style="list-style-type: none"> • A • B • C • D • etc 			
ENERGY					

26	What are your main sources of household energy?	<ul style="list-style-type: none"> • Fuelwood • Tree resin • Leaf/pine litter • Pine cones • LPG • Kerosene • Other 			

COMMENTS/NOTES					
	WATER				
27	What are your sources for water?	<ul style="list-style-type: none"> • Bore wells • Spring water • Rain water harvesting • Purchase • Other 			
28	Does water supply vary seasonally?	<ul style="list-style-type: none"> • YES • NO • DON'T KNOW 			
29	If YES, during which season is water supply the lowest?	<ul style="list-style-type: none"> • Spring • Summer • Autumn • Winter 			

30	What are some reasons for depleting water supply?	<ul style="list-style-type: none"> • Decreasing forest 			

		<ul style="list-style-type: none"> • Drought • Warming weather • Increased population • Unregulated use • Others • Don't know 			
COMMENTS/NOTES:					

Annex 3: List of participants, provincial consultation workshop

SN.	Organization (17/08/2021)	Name	Position	F	M
1.	Forest Office	Syed Naeem Abbas	DFO Nagar		X
2.	"	Muhammed Latif	Retired DFO		X
3.	WWF	Rehmat Ali	Senior MRV Expert		X
4.	-	Mohammud Essa	REDD+ Coordinator		X
5.	-	Khalim Abbas	CF-GLT		X
6.	Steering Office, REDD+	Sosan Aziz	SC Member – REDD+	X	
7.	-	Zahid Allah	DFO Gilgit		X
8.	-	Gulfar	Intern	X	
9.	-	Saima Anwar	"	X	
10.	-	Sunena Sultan	"	X	
11.	Ten Billion Tree Tsunami Project	Ismail	Project Director (TBTTP)		X
12.	Forest Office	Rehmnatullah Baio	Range Forest Officer		X
	Total			4	8

Annex 4: List of participants – community FGDs

SN.	Community/Village	Name	Occupation	F	M
1.	Guru Juglot (14/08/2021) (women's group)	Tehmina Akthar	Teacher	X	
2.	"	Saeeda	Teacher	X	
3.	"	Fareeda	Housewife	X	
4.	"	Gulsham	Teacher	X	
5.	"	Radina	Student	X	
6.	"	Tasleem	Housewife	X	
7.	"	Nooreen	Student	X	
8.	"	Nazneen	Student	X	
9.	"	Skoor Nama	Housewife	X	
10.	"	Aleeba	Student	X	
	Guru Juglot (14/08/2021) (Men's group)				
11.	"	Sabir Hussain	Chairman – Local Committee		X
12.	"	Ibran Hussain	General Secretary		X
13.	"	Haider Shah	Member		X
14.	"	Muhammed Ali	Member		X
15.	"	Azadar Hussain	Farmer		X
16.	"	Ameer Khan	Farmer		X
17.	"	Jara-quat	Student		X
18.	"	Muhamudh Ali Khan	Driver		X
19.	"	Alam Khan	Member		X
20.	"	Shareendan	Farmer		X
21.	Chaprot village (women's group) (15/08/2021)	Tahira Begum	Social worker	X	
22.	"	Akhar Khatoon	Teacher	X	
23.	"	Fatima	Housewife	X	
24.	"	Shera Khatoon	"	X	
25.	"	Rashnaoor	"	X	
26.	"	Hassina Zahra	Teacher	X	
27.	"	Toseef	Housewife	X	
28.	"	Maher Bano	Housewife	X	
29.	"	Nighat Hussain	Student	X	
30.	"	Nasira	Housewife	X	
31.	"	Hrat Hussain	Student	X	
32.	"	Sundil Zehra	"	X	
33.	Chaprot village (men's	Irshad Ali	Institutional		X

	group) (15/08/2021)	Manwa	Development Officer (AKRSP)		
34.	"	Muzaffar Abbas	Information Secretary (CWDO)		X
35.	"	Mirza Hussain	-		X
36.	"	Haider Abbas	President, CWDO		X
37.	"	Shaukat Ali	-		X
38.	"	Muhammed Hussain	Education Department		X
39.	"	Niat Ali	Army Retired		X
40.	"	Akhtar Hussain	-		X
41.	"	Muhammed Ismail	Retired Technician		X
42.	"	M. Latif	Retired DFO		X
43.	"	Akbar Hossain	Social worker		X
44.	"	Mehboob Ali	Youtuber		X
45.	"	Muhammed Ali	Teacher		X
46.	"	Mherban Ali	Teacher		X
	Total			22	24

Annex 5: List of potential partners

Name of organisation in provincial and national level	Expertise, best practices
<ul style="list-style-type: none"> • AKRSP 	<ul style="list-style-type: none"> • Social mobilization, group formation (training and outreach); conservation education
<ul style="list-style-type: none"> • HELVETAS-Pakistan 	<ul style="list-style-type: none"> • Sustainable forest management training monitoring
<ul style="list-style-type: none"> • ETIGB/IFAD 	<ul style="list-style-type: none"> • NTFP value-chain, processing and marketing
<ul style="list-style-type: none"> • WWF/GB 	<ul style="list-style-type: none"> • Community Plantation, ecotourism
<ul style="list-style-type: none"> • Akhuwat Micro finance 	<ul style="list-style-type: none"> • Cooperatives, micro-finance, loans
<ul style="list-style-type: none"> • Department of Tourism 	<ul style="list-style-type: none"> • Eco-tourism
<ul style="list-style-type: none"> • KIU (Karakoram International University) 	<ul style="list-style-type: none"> • Eco-tourism

Annex 6. Pictures from the field



Photo 1. FGD Meeting in Guru Jaglot village in Gilgit Baltistan



Photo 2: Youth and men in Guru Jaglot, Gilgit Baltistan after the FGD



Photo 3: Meeting with the female REDD+ Steering Committee member



Photo 4: Provincial level consultation workshop in Gilgit



Photo 5: Women showing her agricultural farm in Guru Jaglot, Gilgit Baltistan after the FGD meeting