



# **REDD+ Gender Action Plan Khyber Pakhtunkhwa, (KP) Pakistan**

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

**February 2022**

## Acronyms

BISP	Benazir Income Support Program
BTTP	Billon Tree Tsunami Project
CDEGAD	Community Development, Extension and Gender and Development
CDO	Community Development Officer
COs	Community Organizations
EPA	Environmental Protection Agency
FAO	The Food and Agriculture Organization
FATA	Federally Administrated Tribal Areas
FGDs	Focused Group Discussions
FSP	Forestry Support Project (FSP)
FD	Forest Department
FDC	Forest Development Corporation
GIZ	German Agency for International Cooperation
IUCN	International Union for Conservation of Nature
JFM	Joint Forest Management
JFMPs	Joint Forest Management Plans
KP	Khyber Pakhtunkhwa
LPG	Liquefied Petroleum Gas
MAPs	Medicinal Aromatic Plants
NTFP	Non-Timber Forest Product
MoCC	Ministry of Climate Change
MoPD&SI	Ministry of Planning Development & Special Initiatives
PARC	Pakistan Agriculture Research Council
PCSIR	Pakistan Council for Scientific and Industrial Research
PPAF	Pakistan Poverty Alleviation Fund
PFI	Pakistan Forest Institute
REDD+	REDD+ Reduced Emissions from Deforestation and Forest Degradation
SRSP	Sarhad Rural Support Program
TBTTP	Ten Billion Tree Tsunami Project
UC	Union Councils
UNDP	United Nations Development Programme
USAID	United States Agency for International Development
VDCs	Village Development Councils
VDPs	Village Development Plans
WD	Wildlife Department
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 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 Khyber Pakhtunkhwa (KP) and
- to outline the activities, goals and the monitoring and evaluation systems of the Gender Action Plan for KP.

## **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 (see Annex 1).

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

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

The four- step approach included:

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

**Step 2-Provincial consultations:** The team conducted separate consultations with the provincial Forest Department. A detailed meeting was held with the Conservator of Forests and the REDD+ focal point for KP. The REDD+ Focal Point provided an in-depth overview of the cultural, gender and technical aspects of the forestry sector in KP. The team also conducted a consultation meeting with the five-member (three female and two male) team of CDEGAD and NTFP Directorate to identify gaps and opportunities at the institutional and community levels (Annex 4).

**Step 3-Community consultations:** Consultations were held with forest-proximate communities through focus group discussions (FGDs) held in two selected community groups in Swat. In both the villages (Murghazar and Miandam) four FGDs were conducted with fifty-five community representatives (28 female, 27 males) (Table 1).

<b>Table 1:CommunityFGDs in villages of Miandam and Marghuzar Swat, KP</b>		
<b>Gender</b>	<b>Number of participants</b>	<b>No of FGDs</b>
Female	28	2
Male	27	2
<b>Total</b>	<b>55</b>	<b>4</b>
Source: Community consultations Swat, August 2021		

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 women's mobility and women's daily activity charts in one of the two selected communities (see list of participants in Annex 5).

**Step 4-Data analysis and report writing:** The data from provincial consultations and community level four 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 literature reviews and qualitative and quantitative data gathered from the community and provincial institutions (Annex3).

### 3. Khyber Pakhtunkhwa (KP) in Context

Khyber Pakhtunkhwa (KP) has seven divisions, thirty-five Districts, 1001 Union Councils and 7,337 villages<sup>1</sup>. The Federally Administrated Tribal Areas (FATA) has recently been formally merged with KP. The total combined rural-urban population of KP with merged areas<sup>2</sup> is 35.52 million (17.50 million female and 18.03 million male), inhabiting 4.41 million households with annual population growth rate of 2.7 percent and an average household size of 8 persons. The rural female population represent 14.68% of the total. The transgender population is 9000 across the province<sup>3</sup> and over 3 million Afghan refugees also live in the province<sup>4</sup>. The literacy rate for both women and men of ten years and above in KP including merged areas was 55 percent (female 36% and male 75%) for 2017-2018. The literacy rate among rural women was recorded as 33 percent in comparison with 74 percent for rural men<sup>5</sup>. Prevalence of poverty is also high with 16.5 percent of the households falling in the category of the poorest households followed by 26.7 percent poor and 24.4 percent middle class households.<sup>6</sup> Among the poorest population, an average of 14.8 percent women and 18.6 percent men are beneficiaries of Benazir Income Support Program (BISP)<sup>7</sup>.

#### 3.1 Forestry in KP

A total of 17%<sup>8</sup> (over 1,508,604 hectares) of the province is covered by forests. The major forest types of KP include Reserved, Protected and Guzara in Malakand and Hazara divisions and 'resume land' in the southern region of the province, including Kohat and Dera Ismail Khan<sup>9</sup>. Forests in Khyber Pakhtunkhwa are declared Protected Forests under the 1927 Forest Act (Section 1.4); all activities and uses are allowed in

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<sup>1</sup>[www.wikipedia.org](http://www.wikipedia.org), [www.politicpk.com](http://www.politicpk.com) www.knoema.com

<sup>2</sup> Federally Administrated Tribal Areas (FATA) has been merged with KP

<sup>3</sup> Pakistan Census report 2017

<sup>4</sup> Khyber Pakhtunkhwa Health Sector Review- Hospital Care October 2019: Asian Development Bank

<sup>5</sup> Pakistan Social and Living Standards Measurement Survey (PSLM-2018-19)

<sup>6</sup> Pakistan National Nutrition Survey 2018

<sup>7</sup> Pakistan Demographic and Health Survey 2017-2018

<sup>8</sup> <http://few.kp.gov.pk/> (Sept 10, 2021)

<sup>9</sup> Interview with REDD+ Focal Point and Conservator of Forest-KP

Protected Forests except those that are explicitly prohibited, such as the commercial felling of timber, which is managed by the government. These forest resources are governed under the Khyber Pakhtunkhwa Forest Ordinance 2002 which was legislated based on the existing Forest Act of 1927. The major emphasis of the ordinance is the protection of the existing forests through sustainable development and management; economic wellbeing of local population and the people of the Province and promotion and incorporation of participatory approach towards forest management<sup>10</sup>. Additionally, communities are generally free to harvest fuel wood and NTFPs and graze their livestock in Protected Forests<sup>11</sup>.

The Forestry, Environment & Wildlife Department has five components including Forest Department (FD), Wildlife Department (WD), Environmental Protection Agency (EPA), Pakistan Forest Institute (PFI) and Forest Development Corporation (FDC). The head office is based in Peshawar and is headed by the Secretary Forest Environment and Wildlife. All officials in decision-making positions, from the Secretary to Director, are men. There are few positions held by female professionals at the head quarters while some female staff has been recruited in district offices for community development and forest extension.

### **3.2 Gender Aspects in Forestry sector and other regulations/policies**

The KP Forest Policy of 1999 encourages engagement of forest-proximate communities for sustainable management and development of forests of the province to foster the economic, social and ecological well-being of the people residing around the forests. It also fosters participation of the people, devolution of authority and responsibility and public awareness for integrated sustainable NRM. The Forest Ordinance of 2002 also promotes community participation and mainstreaming the role of women in NRM<sup>12</sup>.

Similarly, the Rangeland policy 2014 of the KP Forest Department also emphasizes sustainable integrated rangeland management through community-based institutions, participation of all concerned stakeholders with special consideration on social and gender equity and promotion of indigenous, socio-cultural and ecological knowledge. The policy also ensures transparency, accountability and employment of market-based incentives and interventions<sup>13</sup>.

The KP Climate Change draft policy 2016 recognizes the nexus between poverty, gender and climate change and devises policy measures to enhance gender and climate sensitive and gender responsive livelihood opportunities for both vulnerable and women i.e. education and training opportunities, inclusion in decision-making process and access to resources. The major recommended policy measures include;

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<sup>10</sup> The Khyber Pakhtunkhwa Forest Ordinance 2002

<sup>11</sup> UNDP 2012: Mountain and Markets, Biodiversity and Business in Northern Pakistan: United Nations Development Program (UNDP) Project Document

<sup>12</sup> [http://few.kp.gov.pk/page/cd\\_e\\_gad#sthash.76jdlVvg.dpuf](http://few.kp.gov.pk/page/cd_e_gad#sthash.76jdlVvg.dpuf) (accessed Sept 14, 2021)

<sup>13</sup> Khyber Pakhtunkhwa Rangeland Policy 2014



incorporation of gender perspective in development, climate adaptation and mitigation planning; ensuring the reduction of women's vulnerability to climate change impacts, particularly in relation to their critical roles in community; ensuring equitable participation of women in all stages of decision making process on climate change mitigation and adaptation initiatives, and employing local and indigenous knowledge of to improve women's welfare; development of gender-sensitive indicators related to adaptation to evaluate and monitor vulnerability of women to climate impacts and to address it accordingly; establishing coherence among the institutions dealing with issues of climate change, gender, human rights, population planning and health policy<sup>14</sup>.

The KP REDD+ Strategy emphasizes the importance of community stakeholders' engagement through provision of improved alternate livelihood opportunities to forest dependent communities to reduce pressure on natural forests; ensure equitable allocation of incentives and distribution of benefits and increase awareness and implement capacity building programs based on the principles of equity for all and human rights protection in forest management, including women and vulnerable groups.

The strategy also provides detailed analysis of social, economic and cultural constraints of sustainable forest conservation and management and proposes strategic interventions to tackle these challenges for improved and sustainable management of these resources. Some of these constraints include Land and Forest Resource Governance; Forest resource tenure; inadequate capacities at community level; Lack of appropriate incentives to different stakeholder groups for forest resources conservation; Low and infrequent economic returns to forest owners from current forest management practices; Non-promotion of forest based value chains, nature-based ecotourism, NTFPs like nuts and forest trees fruits, mushrooms and various medicinal and aromatic plants and various forest ecosystem services like forests regulating, supporting and cultural services.

The proposed strategic actions for forest resources rehabilitation, restoration and development include improvement of land and forest tenure; provision of incentives for building community interest and capacity building programs at community level; promotion of diversified forest based economic development projects; design and implementation of appropriate incentive schemes to bring about attitudinal changes in various stakeholder groups - promoting nonconsumptive uses of forests like ecotourism, forest based value chains of various NTFPs and Promotion of payments for ecosystem services schemes for the various regulating, supporting and cultural ecosystem services of forests<sup>15</sup>.

The KP Forest Department has implemented many projects for conservation and the sustainable management of forest resources in the province with financial support from national and international organizations. In addition, the concept of Joint Forest Management (JFM) was introduced by the Forest Department of KP. The literature

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<sup>14</sup>Khyber Pakhtunkhwa Climate Change Policy (Final draft): Environmental Protection Agency Government of Khyber Pakhtunkhwa Forestry, Environment & Wildlife Department June 2016.

<sup>15</sup>Khyber Pakhtunkhwa REDD+ Strategy (undated)

review of February 2021 provides a more detailed outline of the forest projects and JFM.

### 3.3 Status of Women in KP

The population of women in KP and FATA accounted for 49.27 percent of the total population for the province<sup>16</sup>. Among the total rural population, women represent 14.68 percent. The women in rural and tribal areas follow the rules and regulations of the strong tribal culture that privileges males in economic and social spaces. The embedded nature of gender disparity remains prevalent despite government and non-governmental efforts to affect change.

The overall literacy rate for women is 36%, which is lower than men at 75%. Literacy rates for rural women are even lower at 33% compared to rural men at 74%, while urban women fare better at 51%<sup>17</sup>.

Health statistics show that the neonatal mortality rate is 41 per 1,000 live births, while the infant mortality rate is 58 per 1,000 live births, and the maternal mortality ratio is 206 per 100,000 live births<sup>18</sup>.

The decision-making matrix of rural women against certain set indicators, i.e. women's own health, household purchases and visit to her family/relatives, shows that 66% of women do not make any decision in these three matters, 17.5% women make decisions in all three of these, and 27.3% make decisions about their own health care, 22.3% make decisions on major household purchases and 26.4% make decisions about visits to family and relatives<sup>19</sup>. Official data regarding women's decision-making in NRM or forestry related activities is unavailable.

Women have legal rights of possession of property under the *Khyber Pakhtunkhwa Enforcement of Women's Property Rights Act 2019* and *Enforcement of Women Ownership Rights (2012)* to enable women to receive their inheritance without any hindrance or interference by male heirs. However, the absence of mechanisms for implementation of these rules and regulations on the ground allows existing tribal traditions to easily manipulate these legal provisions given to women. The non-implementation of these rules is also evident in the existing recent national surveys showing that a staggering percentage of women (98.3%) age 15-49 do not receive any share in land inheritance while 98.2% of rural women have no land ownership<sup>20</sup>.

Rural poverty is another major hurdle for women's social and economic development. A national survey conducted in 2018<sup>21</sup> shows that 16.5% of households in the province have been categorized as the poorest, followed by 26.7% as poor.

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<sup>16</sup>Pakistan Population Census Report 2017

<sup>17</sup>Pakistan Social and Living Standards Measurement Survey (PSLM-2018-19)

<sup>18</sup>Khyber Pakhtunkhwa Health Sector Review- Hospital Care October 2019: Asian Development Bank

<sup>19</sup>Pakistan Demographic and Health Survey 2017-2018

<sup>20</sup> ibid

<sup>21</sup> National Nutrition Survey 2018

Women and men who constitute the poorest category receive financial assistance from the Benazir Income Support Program (BISP). These include 14.8% women and 18.6% men across the province,<sup>22</sup> which is not enough to eradicate mass poverty.

There are limited economic opportunities within the NRM sector for women and men in rural KP. This is due to an absence of education and skill development institutions or programs in the NRM sector at the level of the districts. The majority of institutions that provide education and training in the NRM sectors are located in main cities and rural women cannot afford such facilities due to financial constraints and accessibility. The data shows that in the province, there are 10.1% skilled female and 17.9% skilled male workers employed in the agriculture and forestry sectors.

A majority of rural households (80.3%) in KP have access to drinking water facilities within their premises. In the remaining (19.7%) areas, women fetch water for household and animal consumption from long distances. According to provincial reports, 72.5% of adult women, 18.2% of adult men, 4.1% of female children and 3.2% of male children under 15 years of age are engaged in water collection in rural KP<sup>23</sup>. As a result, women bear a disproportionate amount of the work burden in comparison to men. Further details are available in the gaps and opportunity analysis.

### *3.3.1 Enforcement of Women's Property Rights Act 2019*

The Khyber Pakhtunkhwa Provincial Assembly passed the "*Enforcement of Women's Property Rights Act 2019*<sup>24</sup>", which ensures the protection of ownership and possession of properties by women. The act also shields women against any violation of the Act by means of harassment, coercion, force or fraud. Despite such attempts, in rural KP 98.3 percent of rural women aged 15-49 are without inheritance of land or homes. Only 0.5 percent of women own agricultural land, and 0.1 percent own non-agriculture land. Only 0.9 percent of women own residential plots and houses. Further analysis shows that only 0.7% have joint ownership; only 1.2% are sole owners of land<sup>25</sup>.

### *3.3.2 Women's Empowerment Policy Khyber Pakhtunkhwa 2017*

The first *Women's Empowerment Policy* for Khyber Pakhtunkhwa was developed in 2014 for the advancement of women's rights and was updated in 2017. The major focus of the updated policy is on women and girl's education, their employment, access to credit, property and land rights, women's access to justice, and their representation in the political, public and private sphere. The policy also provides implementation-level guidelines and actions for the stakeholders to work towards achieving its goals. The

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<sup>22</sup>Pakistan Demographic and Health Survey 2017-2018

<sup>23</sup>*Ibid*

<sup>24</sup>Khyber Pakhtunkhwa Enforcement of Women's property Right Act 2019

<sup>25</sup>Literature Review February 2021

Social Welfare, Special Education & Women Empowerment Department, Government of Khyber Pakhtunkhwa is the focal department for coordinating the government's efforts for gender equality. The economic empowerment component of the policy emphasizes the development of interventions to facilitate the role of women as producers in the agriculture and allied sectors, i.e. horticulture and livestock, including small animal husbandry and poultry<sup>26</sup>.

### 3.3.3. Overview of Gender Roles and Women's Engagement in Forestry Sector of KP

As per the Table 2 below, with data from the FGD, it can be seen that all women (100%) assume responsibility for NRM-related tasks which include grazing of animals in the nearby forests and private lands; grass cutting/collection; milking; animal shed cleaning and water collection from spring sources. In addition to this, women are also extensively engaged in activities such as engagement in community-based forest user groups (96%), NTFP collection from natural forests and fuel wood collection for household energy (93%); preparation of milk by-products (71%) and tree planting (46%).

<b>Table 2: Gender roles in NRM and household work</b>		
<b>Activities</b>	<b>Level of engagement (%)</b>	
	<b>Women</b>	<b>Men</b>
Tree planting	46	63
NTFP collection from natural forests	93	46
Engagement in community-based forest user groups	96	100
Fuel wood collection for household energy	93	85
Animal shed cleaning	100	44
Milking	100	0
All milk byproducts production	71	0
Grass cutting/collection	100	0
Water collection from spring sources	100	67
Grazing of animals in the nearby forests	100	0
Source: Community FGDs August 2021		

The source of household energy analysis (Table 3) shows that the engagement of women in collection of other fuel wood sources such as pine cones and leaf litter. However, men are mostly responsible for the arrangement of other sources of fuel energy i.e. LPG and Kerosene. The analysis also shows that women, particularly from poorer families, spend long hours on fuel wood collection and as a result, have limited time to become engaged in other income generating activities.

<sup>26</sup>Khyber Pakhtunkhwa: Women Empowerment Policy

<b>Table 3; Main sources of household energy</b>				
<b>Sources</b>	<b>Female</b>		<b>Male</b>	
	<b>Frequency</b>	<b>Percent</b>	<b>Frequency</b>	<b>Percent</b>
Fuelwood	26	93%	23	85%
Tree resin	0	0%	0	0%
Leaf/pine litter	13	46%	0	0%
Pine cones	26	93%	0	0%
LPG	9	32%	5	19%
Kerosene	0	0%	2	7%
Other	2	7%	0	0%
Source: Women and Men FGDs in Swat, KP				

### 3.3.4 Women and Non Timber Forest Products (NTFPs)

Important medicinal plants in the temperate forests of Hazara, Malakand and Kurram Agency Dir and Chitral include barava, Kana resin, oils, gums, mazri leaves, honey, silk, mushrooms, wild fruits, chilgoza nuts, pistachio nuts, wild almonds, wild pomegranate and mushroom<sup>27</sup>.

NTFP production and trade is not organized at the community level. Recognizing the important need for sustainably developing the NTFP sector for conservation and livelihoods<sup>28</sup>, the KP government has established a directorate that oversees sustainable harvesting, processing, and trade of NTFPs. These include apiculture, medical and aromatic plants, mushrooms Chilgoza, walnuts, wild flowers and fruits<sup>29</sup>.

Women in KP<sup>30</sup> are extensively engaged in collecting, harvesting and processing of NTFPs<sup>31</sup> for household consumption and for sale in the nearby local market as a means to support their livelihood (Table 4). Around 93% women are engaged in collection and procession of *chiraita* (local herb), *banafsha* (*Viola serpens*) and wild mint. Many women are also engaged in the collection and processing of resin (82%), followed by morels (68%), honey (46%) and other NTFPs including *Ephedraspps*. and pine nuts. A total of 289,000 forest dwellers, mainly children and women are engaged in the collection and processing of morel mushrooms<sup>32</sup> in KP.

<b>Table 4: Types of NTFPs accessible to households</b>				
NTFPs	Female		Male	
	Frequency	Percent	Frequency	Percent
Rasin	23	82%	0	0%
Wild mint	26	93%	0	0%
Sumbul	13	46%	0	0%
Charaita (local herb)	26	93%	0	0%
Banafsha	26	93%	0	0%
Mushrooms (high value Gucci mushroom)	19	68%	0	0%
Honey	13	46%	0	0%

Source: Women and Men FGDs in Swat, KP

Several international organizations including USAID, FAO, Red Cross, and GIZ have also demonstrated interest in promoting NTFPs, MAPs and the green sector in KP during 2012 to 2017 by engaging men and women<sup>33</sup>. Other key institutions working on NTFPs

<sup>27</sup> FAO 2019. Forestry Sector Review 2019

<sup>28</sup> UNDP 2012: Mountain and Markets, Biodiversity and Business in Northern Pakistan: United Nations Development Program (UNDP) Project Document

<sup>29</sup> Interview with Director NTFP-Swat-KP

<sup>30</sup> These include but are not limited to women in D.I. Khan, Bannu, Kohat, Hangu, Orakzai Agency, North, South Waziristan, and Kurram Agency

<sup>31</sup> <https://www.dawn.com/news/581811> Accessed Feb 7, 2021 Craft Amazing Mazri. Published November 14, 2010

<sup>32</sup> Shah, R. 1991. Report on mushroom production in Pakistan and export potential. Export Promotion Bureau, Government of Pakistan, Regional Office, Lahore

<sup>33</sup> Interview with Assistant Director NTFPs-Swat

in Pakistan are the National Trade Development Authority responsible for trade related regulations; the Ministry of Agriculture, Pakistan Forest Institute (PFI), the Pakistan Agriculture Research Council (PARC) which undertakes research on the cultivation of MAPs, while the Pakistan Council for Scientific and Industrial Research (PCSIR) and HEJ Institute of Chemistry conduct research on chemistry of plants<sup>34</sup>. These organizations are potential partners for promoting women's engagement in NTFPs in KP.

### 3.3.5 Women and forestry projects

According to the available literature, about seven forestry development projects were initiated in KP by the government and NGOs. Almost all projects adopted women-specific approaches based on meeting the practical needs of women in project target areas. Women-focused activities included the establishment of women community organizations (COs); formation of women interest groups; rehabilitation of springs and water ponds; establishment of bio-gas plants for demonstration purposes; and the establishment of backyard forest nurseries and capacity building programs<sup>35</sup>.

## 4 Key Findings

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

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

The two concepts are employed at two levels of analysis: i) at an institutional level the examination 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 equitable<sup>36</sup>; 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.

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<sup>34</sup>Mountain and Markets, Biodiversity and Business in Northern Pakistan: United Nations Development Program (UNDP) Project Document

<sup>35</sup>Full report available in literature review

<sup>36</sup>Gender equity refers to ensuring that all program design takes 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 addresses 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

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

#### **4.1 Institutional Level Gaps**

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

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

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

##### **a) Program gender equity**

###### *4.1.1 Gender policy environment*

The Forest Department in KP does not have a specific gender policy or strategy guidelines for integrating gender into programming decisions. This is inconsistent with the KP Forest Policy of 1999 that encourages the engagement of forest-proximate communities in sustainable management and the Forest Ordinance of 2002 that specifically promotes community participation and mainstreaming the role of women in NRM. There is also the Rangeland Policy of 2014 of the KP Forest Department which emphasizes the role of community-based organizations in sustainable rangeland management, with the participation of all concerned stakeholders with *special consideration on social and gender equity* (emphasis added).

###### *4.1.2 Gender and social analysis capacity*

In the context of the overall Forest Department, there is no capacity for gender analysis and gender-integrated planning. However, the capacity for limited gender analysis and social organization is largely contained in the directorate for Community Development, Extension, Gender and Development (CDEGAD), established in 1999. In the CDEGAD, there are women professionals' six community development officers and 21 forestry extension officers with expertise to work with community organizations. However, there is limited gender expertise within the CDEGAD that has been largely attributed to limited funds for training staff.



#### 4.1.3 Gender coordination position

At present, a community development officer from CDEGAD is charged with the responsibility for addressing gender issues in community development outreach and in the activities of the Forest Department. There is however, considerable opportunity to expand and establish a gender coordination position situated more strategically in the Forest Department headquarter, with specific terms of reference and wider coordination role that could identify and support capacity building for gender across the various directorates of the Forest Department.

#### 4.1.4 Gender sensitive monitoring and evaluation systems

The monitoring and evaluation system of the Forest Department does not have specific, gender responsive/sensitive indicators. The M&E system is largely focused on monitoring indicators for conservation and management goals.

#### 4.1.5 Gender budget

The fact that the CDEGAD has a budget for its own programming demonstrates the existence of a gender budget. However, extending a gender budget to the overall programming of the Forest Department would considerably enhance the commitment to gender mainstreaming.

### **b) Workplace gender equity**

#### 4.1.6 Underrepresentation of women in the workforce

Incomparative contrast with forest departments of the four provinces and two administrative areas of Pakistan, the KP Forest Department has the highest number of women professionals represented in the workforce. There are 44 women staff in the Forest Department from a total of 3,251. The majority of women are staff of the Community Development, Extension and Gender and Development Directorate which was established with the goal to institutionalize engagement of local communities (women and men) in sustainable forest management under Forestry Support Project (FSP) in 1999 (Table 5).

Province/ Region	Headquarter			Management			Others			Total		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
KP	1	17	18	2	61	63	41	2,522	2,563	44	2,600	2,644

FATA	0	0	0	0	9	9	0	598	598	0	607	607
<b>Total</b>	<b>1</b>	<b>17</b>	<b>18</b>	<b>2</b>	<b>70</b>	<b>72</b>	<b>41</b>	<b>3,120</b>	<b>3,161</b>	<b>44</b>	<b>3,207</b>	<b>3,251</b>

Sources: FAO 2019: Pakistan Forestry Sector Review 2019  
 KP Provincial Consultations August 2021  
 List of female staff shared by National REDD+ Office Islamabad, December 2021

Women professionals in the KP Forest Department occupy a range of positions in the organizational hierarchy including three women in senior management and four women in mid-management positions. The majority of women professionals are community development (6) and extension (21) professionals, with four in administrative posts, two as forest guards, three as junior research assistants, and one as a cleaning staff (Annex 6).

#### 4.1.7 Gender-sensitivity in the workplace

There is a general absence of women-friendly infrastructure in the Forest Department, such as separate washroom facilities and work-spaces for women. In a few field offices, these do exist though this practice is yet to be replicated on a larger scale.

There is also an absence of child-care facilities, which poses a particular challenge for working mothers who may need to spend longer working hours in the office and away from homes.

The CDEGAD representative at the head office has pointed out the need for women-friendly infrastructure; both in the FD headquarters and field offices, but limited funds have posed a barrier to their development.

Access to transport facilities for field visits are an important resource for women, whose mobility is restricted by security concerns for independent travel. However, there are limited transport facilities in general within the Forest Department, and the regularity of field visits by women depends on transport availability (Table 6).

<b>Table 6: SUMMARY TABLE: Status of gender equity in the Forest Department KP</b>		
<b>Organizational structures/elements</b>	<b>Gender equity in programs</b>	<b>Gender equity in workplace</b>
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	None	

<ul style="list-style-type: none"> <li>• gender focal point</li> <li>• genderToRsfor key staff</li> </ul>		
Gender/social inclusion expertise within the organization	Establishment of separate directorate /CDEGAD	
Provision for gender in the M&E system (outcomes, indicators)	None	
Representation of women in the Forest Department workforce		Medium with existence of CDEGAD
Enabling work environment for women <ul style="list-style-type: none"> <li>• Infrastructural facilities</li> <li>• Work spaces</li> <li>• Access to transport for field activities</li> </ul>		Limited to CDEGAD but does not include FD as a whole
Opportunities	Directorate for Community Development, Extension, Gender and Development) (CDEGAD) that can be considered a pioneer in ensuring community participation (of both men and women) in forest-related activities, and encouraging more women professionals to seek employment in the department.	
Source: Literature review, interviews with Gender focal person and Community Development Officer at CDEGAD.		

## 4.2 Community Level Gaps

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

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

### 4.2.1 Impacts of women's time-poverty

Women's time poverty is a key factor that potentially limits the ability of women to participate in sustainable forestry management programs and activities. The reasons for women's time poverty is related to their work burdens, resulting in their engagement with care roles in the home and production activities outside the home.

A daily activity chart developed in Miandam, Swat, provides a picture of non-stop routine work women perform with little or no-recognition. According to the FGDs, women's day starts at 4.30 a.m. with the prayers followed by day-long list of chores, including preparing and serving three meals, fuelwood and grass collection, fetching water, tending livestock, cleaning, care giving to all family members and many more (Figure 1). Women spend an average of seventeen hours a day performing non-stop household and farm activities.

**Figure 1: Women Daily Activity Chart-Miandam, Swat**

Timing	Activities
4:30am-5:00am	Preparation and offering Fajr Prayer
5:00am-5:30am	Feeding of livestock and getting milk from livestock
5:30am -7:30 am	Breakfast, serving and cleaning of home
7:30am-8:15am	Preparing children for schools.
8:15am-9:00am	Cutting and collecting fodder for the livestock and weeding the fields,
9:00am-10:00am	Cleaning of house and preparation for Lunch
11:00am	Snacks & Tea
12:00pm-1:00pm	Lunch Preparation and serving
1:30-2:00pm	Offering Prayer (NamazZuhar)
2:00pm-3:30pm	Rest time, simultaneously, tailoring and embroidery
4:00pm	Tea and Snacks
5:00pm-5:30pm	Offering prayer (NamazAsar)
6:00pm-7:00pm	Time for preparing Dinner
7:15pm	Offering prayer ( NamazMaghrib)
7:30pm-8:00pm	Serving Dinner/ Time for Dinner
8:30pm-9:00pm	It's time for offering prayer Isha.
9:00pm-9:30pm	Refreshment/ TV
9:00pm-10:00pm	Cleaning of Home, Kitchen and dishes.
10:30pm	It's time to sleep.

Source: Women FGDs in Swat, KP

The causes of women's time poverty results from care work which is largely invisible and their engagement in fuel wood collection, livestock care, and water collection which can be largely be considered as productive work.

#### 4.2.2 Fuel wood collection

Women, particularly from poorer families, spend long hours on fuel wood collection as their energy needs for cooking, and heating in winter months is very high. Poor households consume about 40 *monds*(25 kgs)of wood annually, and meet their additional energy needs from dried cow dung, fallen tree branches,agricultural crop residue and cones and needles collected from nearby forests. Both women and men collect fuel wood fromforests in certain quantities allowed under the forest department rules while, the remaining fuelwood requirement is met from private forest<sup>37</sup> and from fruit trees around their homes.A more detailed explanation on forest tenure system is provided on page 24.

Table 7below shows women and men’s sourcing activities of household energy requirements shows women are more engaged in fuel wood collection (93%) as compared to men (85%). The ratio widens as a larger percentage of women (93%) are engaged in collection of leaf, pine litter, pine cones or what are seemingly “less important” sources of energy.The MICS 2016-2017 for KP also reveals that 79.3 percent rural households depend on solid fuel energy including charcoal, wood, agriculture crop residue and animal dung. In some cases, the energy needs are met by purchasing fuel wood from the market. The ban on cutting fuel-wood has resulted in high prices (PKR 1000 per 40 kgs) for fuel wood in the nearby market and increased dependency on LPG (PKR 2000 per 13 Kgs).

Sources	Female		Male	
	Frequency	Percent	Frequency	Percent
Fuelwood	26	93%	23	85%
Tree resin	0	0%	0	0%
Leaf/pine litter	13	46%	0	0%
Pine cones	26	93%	0	0%
LPG	9	32%	5	19%
Kerosene	0	0%	2	7%
Other	2	7%	0	0%

Source: Women and Men FGDs in Swat, KP

Women in rural KP are also exposed to many environmental and health hazards due to overuse of solid fuels<sup>38</sup> as they are primarily responsible for household care work. Women are exposed to hazardous smoke from solid fuels at a much higher rate than men.

<sup>37</sup> Private forest mostly pasture land has been given to the people of Swat by the then Wali-e-Swat, the head of the independent state (women FGD)

<sup>38</sup> Solid Fuels: wood, coal lignite, charcoal, shrubs, agriculture crop residue, grass/straw and animal dung

### 4.2.3 Livestock management/Grazing/Fodder Collection

Women also bear a disproportionate burden of the work in livestock care compared to men. According to results obtained from the FDGs, 100% of women, as well as male respondents, reported that women assume the larger share of work in livestock care. These tasks include cleaning animal sheds, milking and processing of milk products, grazing and stall -feeding with grasses collected from nearby homesteads or forests.

Women (100%) are responsible for grzing animals in nearby forests on a daily basis, with a smaller percentage (87%) of men reporting the engagement in the same activity (see table 8).

<b>Table 8: Frequency of grazing animals</b>				
	<b>Female</b>		<b>Male</b>	
	<b>Frequency</b>	<b>Percent</b>	<b>Frequency</b>	<b>Percent</b>
Daily	19	100%	13	87%
Weekly	0	0%	0	0%
Monthly	0	0%	6	40%
All year	0	0%	0	0%

Source: Women and Men FDGs in Swat, KP

A large majority of women (93%) and men (100%) attribute over grazing of livestock to be the key driver of forest degradation. Grazing animals damage saplings and medicinal plants, and the degradation is compounded by human activities such as illegal harvesting of wood for timber and fuel wood (Table 9).

<b>Table 9 : Impacts of grazing seen</b>				
Code	<b>Female</b>		<b>Male</b>	
	<b>Frequency</b>	<b>Percent</b>	<b>Frequency</b>	<b>Percent</b>
Over grazing	28	100%	12	44%
Wood cutting	28	100%	0	0%
Damage to saplings	28	100%	25	93%
More firewood collection	28	100%	0	0%

Source: Women and Men FDGs in Swat, KP

#### 4.2.4 Water collection

While a large percentage of women in Miandam Swat report having access to piped water, poor women without such access spend an average of 30-40 minutes a day in the collecting and head-transporting water from the local spring. For women of poor households, water collection puts a heavy strain on their bodies and time they need to allocate to other activities.

As reported by a poor woman in the focus group:

*Most of [our] time is wasted in water collection for household and animals use due to which many of us are having issues with backache. We use spring water without treatment that causes many skin and stomach diseases among adults and children and on top of that, we do not have any medical facility for treatment.*

During the winter season, time spent on water collection chores is exacerbated by the need to travel further as the seasonal local spring dries up.

Their contributions towards the household are largely under appreciated, and taken for granted:

*Most men in the village go out in Mingora Swat or Saidu Sharif for doing daily wage work or they have migrated to other cities in search of livelihood. There are no opportunities for men to work in the village and come back in the evening so they have to go to Mingora Swat for work as daily wagers and come back very late. Therefore we take care of all the household responsibilities and if we do not do it the whole household management system collapses.*

#### 4.2.5 Restrictions on women's mobility

Women's inability to travel independently outside their homes is perhaps the most significant barrier to their participation in external development interventions in general, and more specifically in sustainable forestry management programs and activities. Additionally, limits on women's mobility results in limited access to forestry services and information

Women's travel demands are determined by various daily, weekly or monthly travel needs. For instance, as the mobility map constructed in Miandam shows (Figure 2 below), women spend between 20 – 30 minutes to collect water for household needs. They also travel to nearby forests or farmland to collect fuelwood, graze their animals, or collect grasses for stall- feeding their livestock. Women, accompanied by children also travel on weekends to upper pastures to collect NTFPs and fuel wood.



Travel to attend meetings of the Village Development Committees (VDC) is an activity that was initiated by the local NGO LASOONA in SWAT and provides an important opportunity for women (and men) to access information on development services as well as to socialize.

However, travel outside the home and village is controlled by the norms and practices of traditional tribal culture which imposes strict restrictions on women’s mobility by requiring purdah (female seclusion) and guardianship, either of males or other groups of women. Ironically, independent travel of women outside their homes to collect water, gather fuel wood and grasses from nearby farms or forests is often overlooked. Younger women face stricter restrictions on travel and its prevalence was articulated by a woman in the FDG: *“Purdah has become a part of our life, whether or not we like it.”*

**Figure 2: Women’s Mobility Map-Miandam Swat,**



A key consequence of limited mobility results in women’s inability to access forestry related services and training opportunities. For example, from the responses of men and women participating in the FDGs, a larger percentage of men had received trainings in seedling propagation fire prevention and group management skills, as compared to women. Similarly, men outnumbered women in the types of services they received from forest such as seedlings/saplings (Tables 10 and 11).

<b>Table 10: Trainings received</b>						
	<b>Male</b>		<b>Female</b>		<b>Total</b>	
	N	%	N	%	N	%
Seedling propagation- collection	14	54%	0	0%	14	36%
Fire prevention and management	15	58%	0	0%	15	38%
Silviculture	0	0%	0	0%	0	0%
Group organizing	4	15%	0	0%	4	10%
Other	0	0%	0	0%	0	0%

<b>Table 11 :Types of services received</b>						
	<b>Male</b>		<b>Female</b>		<b>Total</b>	
	N	%	N	%	n	%
Loans	0	0%	0	0%	0	0%
Seedlings/saplings	2	100%	0	0%	2	67%
Equipment for plantations	6		0	0%	6	
Water pipes	0	0%	0	0%	0	0%
Nursery shed materials	0	0%	0	0%	0	0%
Information materials about forestry services and rules	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%

#### 4.2.6 Land ownership/Forest Land tenure

According to FGD analysis, 85% of men and 46% of women reported owning land, though it should be noted that women’s claim to ownership refers to family holdings, rather than to an individual female. As shown in table 4 of annex 2, household land holdings are limited to an average of 1 – 2 kanals, and people are dependent on forest resources for their livelihoods. Households commonly graze their livestock, while also collecting grasses and fuel wood from forests.

Women are generally unaware of their legal ownership rights over property / land, even though a woman is entitled to 50% of inheritance from her father according to Islamic law.

The rules and regulations regarding use of protected, reserved and wastelands (guzara) forests are well defined in the Khyber Pakhtunkhwa forest ordinance 2002. All reserved and protected forests are primarily managed by the KP forest departments with certain rights afforded to communities settled around these forests<sup>39</sup>. In some reserved forests, communities have limited rights for cattle grazing, collection of fuel wood and basic easement rights such as the right of way and water while, in some, communities do not have any rights.

In KP, the rights of communities in guzara forests are seigniorage fees, timber for domestic use, royalties from sale proceeds, collection of wood, the use of wood for charcoal, lopping of trees for fuelwood and fodder and the grazing of animals. In reserved forests of KP land for cultivation or for any other purpose, construction of infrastructure, trespassing, grazing, browsing, pasturing and driving or permitting cattle to trespass, felling trees or cutting or dragging any timber is strictly prohibited<sup>40</sup>.

The forest law does not make any distinction in terms of use of forest resources between men and women. Due to use of gender neutral language in the existing KP forest law, women have little or no decision making power over uses of these resources due to their status at the household level. Women also do not exercise independent decisions related to issues such as sale of trees, choice of fodder species and use of land for agriculture in private forests.

### **4.3 Opportunities**

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

#### **a) Institutional Level Opportunities**

##### *4.3.1 Presence of Forest Training Institute*

The Pakistan Forest Institute (PFI) situated in the Province can be considered a strategic opportunity for developing awareness and sensitivity for gender mainstreaming within the forestry sector. Established in 1947, the Institute has trained more than 140 women professionals<sup>41</sup> in different disciplines of forestry, and has the potential for introducing specific courses on gender analysis and integrated planning for sustainable forestry management.

##### *4.3.2 Presence of Directorate of Community Development, Extension, Gender and Development*

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<sup>39</sup>Pakistan Forest Act 1927

<sup>40</sup>Sufi Ahmer Bilal April 2017: Report on the Legal, Institutional and Policy Framework for REDD+ in Pakistan

<sup>41</sup>Meeting with Director Education PFI

In the national context, the establishment of the Directorate for Community Development, Extension, Gender and Development can be considered a pioneering initiative that has implications for replication in the forest departments of other provinces and administrative areas.

The goal and practice of mobilizing, organizing forest-proximate communities of men and women in the development of Village Development Plans and Joint Forest Management Plans<sup>42</sup> presents opportunities for up-scaling.

#### *4.3.3 Developed Plan for Payment for Environmental Services for Kaghan*

Another practice that has potential for up-scaling, both within KP and other provinces of the country, is the consultative process for women's engagement within the REDD+ PES Design Document developed for Temperate Forest Ecosystem in Kaghan Valley<sup>43</sup>. The key practice includes the targeting strategy of a PES scheme for women, recognizing them as a vulnerable group; as beneficiaries; as stakeholders; and as agents of change.

Another best practice for up-scaling is the consultative workshop for women to analyse challenges and weaknesses that constrain their ability to engage. As documented in the Design Document for Kaghan Valley, these include: weak policies and need for institutional reforms; lack of land ownership by women; lack of opportunities for women in forestry; limited resource allocation for women-focused activities; poor institutional linkages between national and provincial/regional agencies; lack of knowledge and information, and limited understanding of PES amongst forest-proximate women.

### **b) Community level opportunities**

#### *4.3.4 Women's local knowledge*

Women have developed fairly extensive environmental knowledge based on their daily activities of forest resource use. Such knowledge generally includes the types of resources available, combined with knowledge about their seasonality. However, an important area of women's knowledge is related to the causes they attribute to human activity. For instance, a large majority of women respondents of the FDG attribute over grazing of livestock as a key contributor to forest degradation. They are intimately aware of the damage grazing animals cause to tree saplings and medicinal plants, and how human activities such as illegal harvesting of wood and timber compound forest degradation (Table 12).

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<sup>42</sup> Provincial consultations KP Forest Department

<sup>43</sup> REDD+ Pakistan 2018: Draft Final Report REDD+PES Design Document for Temperate Forest Ecosystem Kaghan Valley. Ministry of Climate Change, Government of Pakistan

**Table 12: Knowledge associated with the impacts of grazing**

Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Over grazing	28	100%	12	44%
Wood cutting	28	100%	0	0%
Damage to saplings	28	100%	25	93%
More firewood collection	28	100%	0	0%

Source: Women and Men FGDs in Swat, KP

#### 4.3.5 Availability of private grazing lands in upper hill areas

The property rights of local communities over vast areas of pasture / grazing lands provide a potential entry point for engaging local communities in sustainable forest management programs and activities. These property rights were an outcome of the agreement that resulted in the integration of the then princely state into the national polity in 1974. As a result, summer pastures known as *Charai*, *LoyePatai*, and *SarPatai* are privately owned. Livestock caretakers typically spend six months and return in September each year.

#### 4.3.6 Joint Forest Management Committees

The experience and knowledge of JFMCs is another key opportunity for the Forest Department to replicate these in other areas of KP, and provide national momentum and leadership to other forest departments in the national context.

#### 4.3.7 Access to NTFPs

Both women (46%) and men (100%) are engaged in NTFP collection from the forest (Annex 3 Table 6). The local names of the most important NTFPs collected by women are *mush-e-bala*, *maamekh*, *booti*, *kowre*, *namekh* and *nazarpana*, *bnafsha*, *walane*, and *charaita*. This includes the collection of wild mint, high-value mushrooms, wild almond, and honey used for medicinal purposes and for consumption.

Women are also engaged in the collection of fodder from the nearby natural forests. Elderly women in particular are a source of traditional knowledge related to plant inventories and use for medicinal purposes. As reported by a woman in the Miandam FDG:

*Very few old women are now alive who have better knowledge and understanding about NTFPs and this knowledge is fading off rapidly as a new generation of women have less engagement in collection and use of medicinal plants.*

Beyond household consumption, NTFPs are also traded locally. 46% of women and 22% of men reported being engaged in trading NTFPs (Boti and Kowre) with local traders while 78% men and 46% women use them as food and medicine at home (Annex 3, Tables 7).

#### 4.3.8 Existence of women's and men's local organizations

There are several non-governmental organizations working in the province on forestry-related programs / projects. Examples of NGOs in the province include: IUCN, SRSP, LASOONA, and WWF. From these, the SRSP in particular has initiated women's organizations across the province. The government supported forestry project –BTTP is also engaged in promoting forestry through community engagement.

Respondents of the FDGs reported membership in various forestry-related local groups. According to FGD, 100% of men and 96% of women have forest management / user groups created by different national and international organizations working in KP since early eighties. The Forest Department acknowledges the importance of engaging local communities in forest conservation and management, and appreciates the important role of NGOs in community development efforts in the province (Table 13).

Management Groups	Female		Male	
	Frequency	Percent	Frequency	Percent
Women's groups	26	93%	27	100%
Men's groups	0	0%	27	100%
Mixed-sex groups	0	0%	0	0%
Forest committees	0	0%	14	52%

Source: Women and Men FGDs in Swat, KP

#### 3.4.9 Engagement of women in Billion Tree Afforestation Project (BTAP)

Though women's engagement in government and NGO forestry related programs is largely limited to raising nurseries<sup>44</sup>, the Billion Tree Afforestation Project (BTAP) demonstrates how women's participation can be mobilized for effective implementation.

The BTAP was launched in 2014 by the government of Khyber Pakhtunkhwa (KP) and has afforested 350,000 hectares of land through a public-private partnership. A total of 47% of beneficiaries are women in Shangla, Swat and lower Dir districts.

Women have been extensively engaged in the establishment of private tube and bare rooted nurseries in Malakand and Hazara regions through a one-time subsidy granted by

<sup>44</sup>Naveed Khan, Syed Jamal Shah, Tariq Rauf, Muhammad Zada, Cao Yukun and Jun Harbi: Article on Socioeconomic Impacts of the Billion Trees Afforestation Program in Khyber Pakhtunkhwa Province (KPK), Pakistan: MDPI: 19 August 2019

the Forest Department to establish nurseries. Each individual nursery entrepreneur has the capacity to produce 20,000 – 25,000 saplings which are sold to the government through a buy back scheme. Under BATP, 1010 units of tube and bare rooted nurseries were established by women from the South, Malakand and Hazara region.

The BTAP has recruited women as Community Development Officers, forestors and *Neghaban* for social mobilization and community sensitization of community women.

## **I. Conclusions**

In KP, organizational gender equity is comparatively high in relation to those of other forest departments in the country. In terms of gender equity in programming, there is still considerable room for improvement in such areas as allocation of a gender budget, incorporating gender-sensitive indicators in the monitoring and evaluation system, developing a clear gender strategy and building capacity for gender analysis and gender-integrated planning. Limiting gender responsibilities largely to the CDEGAD, while a good start, is not a sufficient condition for gender mainstreaming in the overall programs and activities of the Forest Department.

Equally, there are strategic opportunities for up-scaling organizational best practices, particularly those experiences associated with joint forestry management practices.

There are considerable challenges that limit the participation of community women's abilities to engage in sustainable forestry management activities. Importantly, the nexus between women's time poverty and work burdens leaves them little time to engage meaningfully in forestry-related activities. This is compounded further by social and cultural restrictions on their mobility, which disadvantages women in their ability to access forestry-related services and training opportunities.

Equally however, women's engagement in sustainable forestry programs and activities can draw on several opportunities such as women's local knowledge related to NRM, availability of NTFPs, local tenure rights of pastures and grazing lands, and local organizational capacity formed from membership in forest user groups.

## **6. Recommended Actions**

**I Support in formation and reactivation of gender responsive local level mechanisms for sustainable forest management:** For example, form women and men CBOs based on the forest sector gender strategy and guidelines, and reactivate existing ones; create linkages between women's CBOs and the provincial forest departments and Environmental Protection Agency; incentivize existing women-led local institutions and grassroots institutions VDCs and WOs to take up the REDD+ agenda in their regular meetings.

- II. **Support women/women group-led initiatives around natural resource management:** For example, train and coach concerned forest officials in participatory social and gender methods and approaches: train and coach women's CBOS and men's CBOs in sustainable forest nursery management, forest conservation and wildlife conservation and forest monitoring; train and coachwomen in forest fire management, REDD+ and PES.
  
- III. **Promote NTFPs and other NRM enterprises in partnership with existing institutions/projects working on value-chains for women's social and economic empowerment:** For example, conduct a participatory assessment and develop an inventory of existing and potential NTFP-related supply chains that could engage women; establish women-led NTFP nurseries in collaboration with NTFP Directorate with interested female entrepreneurs; establish backyard nurseries with interested female entrepreneurs; incentivize VDCs, WOs and other local women organizations to collaborate with Ten Billion Tree Tsunami Project for example, by providing for 60% women interns; hire women senior managers and give nursery raising funds to women/women's groups.
  
- IV. **Promote gender-friendly clean alternative energy technologies for cooking, lighting and space heating and clean drinking water supply and management:** For example, develop sustainable fuel-wood collection plan in collaboration with the local community and the Forest Department; provide extension and outreach on conservation education; install water collection containers/ turfs at community/household level; train women and men CBOs in efficient use of water through recycling and water treatment.
  
- V. **Support the development of provincial level forest sector gender and inclusion strategy and guidelines:** For example, develop and submit forest sector gender strategy and guideline for endorsement by provincial forest departments; develop and integrate gender indicators in the REDD+ M&E; strengthen CDEGAD Directorate by hiring and appointing more female forestry extension specialists and social mobilizers at a) provincial and b) district levels; provide basic gender training and leadership training support gender-friendly working environment by providing separate toilets, working spaces, prayer spaces, etc.
  
- VI. **Develop and publish customized training manuals/materials:** For example, develop a comprehensive training package on gender and development, social mobilization, extension to train institutional and community REDD+ stakeholders.
  
- VII. **Strengthen capacities of FD staff on social and gender awareness, analysis, leadership, approaches and methods:** For example, support to develop customized basic gender training package for a) forest officials; b) community



swomen and men sustainable forest user groups and a leadership package for community women and men; train and coach concerned and selected forest personnel at national and provincial levels on gender awareness and analysis and leadership.

- VIII. **Coordinate and link with national and international learning platforms to enhance and share experiences and best practices on gender mainstreaming in forestry related programming and activities:** For example, facilitate linkages between registered women's CBOs with the provincial Forest Departments and Environmental Protection Agency: engage with LASOONA/SRSP for community mobilization; disseminate inter-provincial experiences and best practices through community and women's engagement, WOs -led farm forestry through exchange visits (interregional); disseminate inter-regional experience and best forestry practices through community and women's engagement in Nepal, Bhutan and other regional countries.

## 6: REDD+ Gender Action Plan-KP

The GAP for KP 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 KP.

**Purpose:** Improved conservation and sustainable forest management practices by strengthening provincial and community institutions and enhancing women's participation for better management of natural resources

### Objectives

- i). To strengthen and develop local women's and men's groups for sustainable forest management.
- ii) To promote women entrepreneurs and enterprise groups around forest/NRM to enhance their social and economic status.
- iii) To develop gender and social capacity of the forest department and its local offices to integrate gender and social inclusion for sustainable forest management.

### Total Estimated Budget:

The total estimated budget for the period of ten years has been calculated in **USD 637,551**

Outcome 1	Indicators	Risks (Internal and External)	Means of Verification
Local men and women groups have adopted improved sustainable forest management practices	<ul style="list-style-type: none"> <li>➤ XX women's groups (VDCs)/organizations reactivated/established and trained</li> <li>➤ Number of women's organizations established and managing the forest resources</li> </ul>	<ul style="list-style-type: none"> <li>➤ Social and cultural norms and values that hinder women from participating</li> <li>➤ Lack of funds for gender and social activities from government</li> </ul>	<ul style="list-style-type: none"> <li>• Gender Sensitive Integrated Forest Management Plans</li> <li>• Gender Sensitive Forestry M&amp;E Frameworks</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Increased forest regeneration and improved forest health</li> <li>➤ Increased awareness among women men regarding sustainable forest management</li> </ul>		<ul style="list-style-type: none"> <li>• Gender Strategy and Action Plans</li> <li>• Forest Monitoring Measurement and Verification Reports</li> <li>• Gender Sensitive Program/Project documents</li> <li>• WCO Record books/Registers</li> <li>• Minutes of Meetings</li> <li>• Field Reports</li> </ul>
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S.No	Activities for Outcome 1	Estimat ed Budget (USD)	Ten Years Gender Action Plan (2022-2032)																	
			Short Term		Medium Term			Long Term												
			1-2 years		3-5 years			6-10 years												
<b>1</b>	<b>Support in formation and reactivation of gender responsive local level mechanisms for sustainable forest management</b>	<b>33,429</b>																		
1.1	Conduct dialogues and consultation with women and men to form women and men’s organizations based on the forest sector gender strategy and guidelines	7,714																		
1.2	Formulation of women CBOs and reactivation of existing women CBOs for sustainable forest management in xx villages	0																		

1.3	Facilitate and support registration of women's CBOs with social welfare or any other legal entity	8,571										
1.4	Facilitate create linkages of registered women's CBOs with the provincial Forest Departments and environmental protection agency	8,571										
1.5	Incentivize existing women led Local institutions and grassroots institutions VDCs and WOs to take up REDD+ agenda in their regular meetings	8,571										
<b>2</b>	<b>Supporting women/women group-led initiatives around natural resource management (nurseries, plantations, NTFPs and other NRM enterprises)</b>	<b>99,571</b>										
2.1	Train and coach women's CBOs and men's CBOs in sustainable forest nursery management	8,357										
2.2	Train women and men community organizations in Conservation Activities (forest Conservation, and Wildlife Conservation)	8,357										
2.3	Train and coach of women (from both advantaged and marginalized groups) in forest monitoring, forest plantations, forest fire, REDD+ and technical trainings etc.	7,071										
2.4	Train and coach of women (from both advantaged and marginalized groups) in Basic Environment and Climate Change and PES	6,486										
2.5	Train and coach of female professionals in forest monitoring, GIS	5,529										
2.6	Train and coach of women (from both advantaged and marginalized groups) in NTFPS (Apiculture, Mazri, Kana, Mushrooms, medicinal plants etc)	63,771										
	<b>Total</b>	<b>133,000</b>										

Outcome 2	Indicators	Risks (Internal and External)	Means of Verification
<p>Increased women entrepreneurs and women enterprise groups in forest/NRM based income-generation activities.</p>	<ul style="list-style-type: none"> <li>• Xx .women/women’s enterprise groups managed NTFP enterprises established and functional</li> <li>• xx of women/women’s groups-led/owned NTFP enterprises</li> <li>• xx of women trained in NTFP cultivation, processing, harvesting and marketing and linked with organizations specializing in NTFP value-chains.</li> <li>• xx of women trained on local handicraft development management and linked with organizations provincial and national markets</li> <li>• xx of women trained in fruit processing and linked with organizations provincial and national markets</li> </ul>	<ul style="list-style-type: none"> <li>➤ Absence of national/provincial policy framework to encourage women led forestry/NRM business</li> <li>➤ Lack of Markets for forest based products</li> <li>➤ Lack of awareness among rural women about importance of forest based enterprises</li> </ul>	<ul style="list-style-type: none"> <li>• Provincial Strategy for development of NTFPs</li> <li>• Gender Strategy and Action Plans</li> <li>• Gender Sensitive Forest Enterprise Program/Project documents</li> <li>• Progress reports (narrative and financial)</li> <li>• Monitoring reports</li> <li>• NTFP studies/Surveys</li> <li>• Field Reports</li> </ul>

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												
3	<b>Promote NTFPs and other NRM enterprises in partnership with existing institutions/projects working on value-chains for women's social and economic empowerment (nurseries, plantations, NTFPs)</b>	178326																		
3.1	Conduct a participatory assessment and develop inventory of existing and potential NTFPs to engage women	2,857																		
3.2	Establish backyard nurseries (tube and bare-rooted) with interested female entrepreneurs	28,571																		
3.3	Establish women led NTFP nurseries in collaboration with NTFP directorate with interested female entrepreneurs	17,143																		
3.4	Promote research trials and training of local communities in the management of NTFPs	6,314																		
3.5	Train potential/interested women in Mushroom/bee farming by engaging national institutes and provision of appropriate technology	6,863																		
3.6	Enterprise development in Medicinal Plants and Wild Fruits by engaging women CBOs	102,857																		
3.7	Disseminate information on NTFP trials by FD to women and men VDCs	1,143																		
3.8	Training and technology transfer in improvement in designing and product finishing of Mazri products (baskets, trays, mat, fans, bead work, tissue box, vase, bags, dust bins, etc)	6,863																		
3.9	Promote selected local value-added fruit processing through	2,857																		

	existing private institutions and programs/projects											
3.10	Promote selected local value-added handicrafts through existing private institutions and programs/projects; Islampura	2,857										
<b>4</b>	<b>Promote Gender friendly clean alternative energy technologies for cooking, lighting and space heating and gender friendly clean drinking water supply and management</b>	<b>90,086</b>										
4.1	Promote well-tested alternative fuel-efficient and clean-energy technologies: example provide subsidy in electrical stoves, fuel efficient cook stoves, solar cookers and lanterns/lights, LPG etc. to ensure women's improved health and to enhance indoor air quality by reducing polluting effects of stoves and biomass fuels;	2,000										
4.2	Develop sustainable fuel-wood collection plan in collaboration with the local community, women CBOs and the Forest Department	1,143										
4.3	Extension and outreach on conservation education for women CBOs	2,857										
4.4	Installation of water collection containers/ turfs at community/household level to help women reduce burden in water collection	17,143										
4.5	Training of women and men CBOs in efficient use of water i.e. recycling and water treatment.	4,086										
4.6	Establishment of low-cost water treatment technologies at community and household level (water purification)	17,143										
4.7	Promotion of appropriate technologies for rainwater harvesting	45,714										
	<b>Total</b>	<b>268,411</b>										

Outcome3	Indicators	Risks (Internal and	Means of Verification
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		<b>External)</b>	
The provincial Forest Department, its local offices and communities have introduced and established mechanisms to encourage professionals and community women to participate in sustainable forest management.	<ul style="list-style-type: none"> <li>• Provincial level forest sector gender strategy and guideline developed and endorsed</li> <li>• FD and its local staff have planned, budgeted and implemented GAP</li> <li>• CDEGAD strengthened in FD with designated and gender focal point</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Low number of position in project setup for women.</li> <li>➤ Lack of facilities for professional women</li> <li>➤ Un availability of right professional women for the right job-forest/ Ecotourism.</li> </ul>	<ul style="list-style-type: none"> <li>• Soresst sector gender strategy and guideline</li> <li>• Evaluation Report</li> <li>• Provincial level Gender Strategy developed Gender sensitive communication strategy developed</li> <li>• Monitoring reports Progress reports (narrative and financial)</li> <li>• Field Reports</li> <li>• Minutes of Meetings</li> <li>• Documentaries</li> <li>• Case studies</li> <li>• Survey reports</li> <li>• Social Media outreach</li> </ul>

S.No	Activities for Outcome 3	Estimat ed Budget	Ten Years Gender Action Plan (2022-2032)		
			Short Term	Medium Term	Long Term



		USD	1-2 years		3-5 years			6-10 years				
<b>5</b>	<b>Support to develop provincial level forest sector gender and inclusion strategy and guidelines.</b>	<b>106,263</b>										
5.1	Develop and submit Forest sector gender strategy and guideline for endorsement by provincial Forest Departments.	114										
5.2	Develop and integrate gender indicators in the REDD+ M&E	114										
5.3	Appoint Gender Focal person for Gender and Community Development Directorate.	10,286										
5.4	Strengthen CDEGAD Directorate by hiring and appointing more female forestry extension specialists and social mobilizers at a) provincial and b) district levels to reactivate women CBOs and women development organizations	68,571										
5.5	Organize and facilitate multi-stakeholder consultations at provincial levels	17,143										
5.6	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.	2,857										
5.7	Train and coach concerned and selected forest personnel provincial levels on gender awareness and analysis and social mobilization	7,177										
<b>6</b>	<b>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</b>	<b>17,143</b>										
6.1	Develop a comprehensive Training package on gender and social extension methods and approaches by engaging local competent organizations/institutions to train and guide forest officials at all tiers of management	2857										

6.2	Develop a comprehensive Basic Environment and Climate Change package to train and guide forest officials at all tiers of management on current CC concerns	2857											
6.3	Develop a comprehensive basic REDD+ Conceptual clarity package to train and guide forest officials at all tiers of management on REDD+	2857											
6.4	Develop customized training manuals for Forest nursery management, Apiculture, Mushrooms, medicinal plants, Sericulture and other potential NTFPs i.e.Mazri and Kana)	2857											
6.5	Develop customized training manuals on forest fire management for both women and men	2857											
6.6	Develop customized training manuals on PES for both women and men	2857											
<b>7</b>	<b>Strengthen capacities of FD staffs on social and gender awareness, analysis approaches and methods</b>	<b>37,020</b>											
7.1	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.	8,571											
7.2	Train and coach concerned and selected forest personnel at national and provincial levels on gender awareness and analysis.	14,162											
7.3	Support gender-friendly working environment i.e. separate toilets; working spaces, prayer spaces etc	14,286											
<b>8</b>	<b>Coordinate and link with national and international learning platforms to enhance and share experiences, best practices on gender mainstreaming in forestry related programming and activities.</b>	<b>75,714</b>											
8.1	Facilitate create linkages of registered xx women’s CBOs with the provincial Forest Departments and environmental protection agency	10,714											

8.2	Engage with LASOONA/SRSP for community mobilization	10714										
8.3	Disseminate inter-provincial experience and lessons learnt in best forestry practices through community and women engagement-GB trophy hunting, WOs -led farm forestry etc through exchange visits (interregional)	8571										
8.4	Disseminate inter-regional experience and lessons learnt in best forestry practices through community and women engagement-Nepal/Bhutan etc	45714										
	<b>Total</b>	<b>236,140</b>										
	<b>G. Total (Outcomes 1+2+3)</b>	<b>637,551</b>										

## 7. Annexes

### Annex-1 9-box Framework for Organizational Analysis

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

## **Checklist of key items for an organizational analysis**

### **Policies and Actions**

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

### **Tasks and Responsibilities**

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

### **Expertise**

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

- Are staff members regularly trained to keep expertise up to standard in the field of gender?
- Are all training facilities accessible to both men and women? Are these opportunities used by both of them?

### **Policy Influence**

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

### **Decision Making**

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

### **Room for Innovation/Maneuver**

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

### **Organizational symbols**

- Does the consideration of gender roles and relations and addressing gender issues fit the image of the organization?
- What is the reputation of the organization according to outsiders – is it considered to be gender sensitive or gender friendly?
- Is there an openness and appreciation to deal with gender issues?

- Is high quality work considered to include attention to gender equity?
- Does the staff share values and norms with regard to gender equity within the organization and in its programs? For instance: is it a shared value that both men and women can perform work according to the same standard? Is it a shared values that both men and women have equal opportunities within the organization? Is it a shared value that male and female staff should be able to pay attention to social and family obligations (illness etc), besides commitment to good performance in the working place?

### **Cooperation and Learning**

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

### **Attitude**

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

## Annex 2: KPResource Mapping Survey

<b>RESOURCE MAPPING SURVEY</b>			
<b>Introduction</b>			
<b>Name of Village</b>			
<b>District</b>			
<b>UC</b>			
<b>Tehsil</b>			
<b>Total Population</b>			
<b>Number of HHs</b>			
<b>Number of participants</b>			
<b>Date</b>			
<b>LIVESTOCK</b>			
<b>1</b>	<b>Do you have animals?</b>	<b>Code</b>	<b>Frequency</b>
		Yes	
		No	
<b>2</b>	<b>If YES, what types of animals you own?</b>	<b>Code</b>	<b>Frequency</b>
		Buffalo...	
		Cows...	
		Goats...	
		Chickens...	
	Other ....Donkey		
<b>3</b>	<b>Who is mainly responsible for animal care?</b>	<b>Activities</b>	<b>Male</b>
		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	
<b>4</b>	<b>Do you graze your animals (buffalo, cows, goats) in nearby forest land?</b>	<b>Code</b>	<b>Frequency</b>
		Yes	
		No	



5	If YES, what is the frequency?	<b>Code</b>	<b>Frequency</b>
		Daily	
		Weekly	
		Monthly	
		All year	
6	Do you notice the impacts/results of grazing on the forest cover?	<b>Code</b>	<b>Frequency</b>
		Yes	
		No	
7	Is YES, can you recall the types of impacts?	<b>Code</b>	<b>Frequency</b>
		Over grazing	
		Wood cutting	
		Damage to saplings	
8	Do you own land?	<b>Code</b>	<b>Frequency</b>
		Yes	
		No	
9	If yes, how much land do you own?	<b>Code</b>	<b>Frequency</b>
		0-1 hectare	
		>1 to 2 hectare	
		>2 to 3 hectare	
		>3 to 4 hectare	
		>4 to 5 hectare	
		> 5 hectare	
10	If NO (do not own land), do you rely on forest resources for your livelihood?	<b>Tenancy type</b>	<b>Specify type</b>
		Type -A	
		Type -B	
		Type -C	
		Type -D	
		No tenancy	
Q_1 1	What do you use land for?	<b>Code</b>	<b>Frequency</b>
		Tree planting	
		Fodder production	
		Fruit production	
		Kitchen gardening	
		House construction	

		Other: Maize and wheat production	
		Barley (Bajra)	
		Grass for animals (grow naturally)	
Q_1 2	If NO (do not own land), do you rely on forest resources for your livelihood?	<b>Code</b>	<b>Frequency</b>
		Yes	
		No	

Q_13	If YES, what forest resources?	<b>Code</b>	<b>Frequency</b>
		NTFPs	
		Firewood	
		Other: Grass, Cones Needles	
<b>Forestry</b>			
Q_14	What are the types of forests near your village/community?	<b>Code</b>	<b>Frequency</b>
		Guzara	
		Protected/state	
		Private	
Q_15	What types of forest products accessible to you?	Other	
		<b>Code</b>	<b>Frequency</b>
		Trees	
		NTFPs	
		Firewood	
		Cones	
Q_16	What types of NTFPs do you access?	Fodder	
		Other (Rasin)	
		<b>Code</b>	<b>Frequency</b>
		Rasin	
		Wild mint	
		Sumbul	
Q_17	Do you need special permission from forest authority to collect NTFPs?	Charaita (local herb)	
		Banafsha	
		Mushrooms	
Q_17	Do you need special permission from forest authority to collect NTFPs?	<b>Code</b>	<b>Frequency</b>
		Yes	
		No	

		Don't Know	
Q_18	Who collects NTFPs?	<b>Code</b>	<b>Frequency</b>
		Males	
		Females	
		Boys	
		Girls	
		None	
Q_19	What is the purpose for NTFP collection?	<b>Code</b>	<b>Frequency</b>
		Home consumption	
		Sale	
		Deposit to contractor	
		Other (illness)	
Q_20	Do you have access to services and technical support for forestry related activities?	<b>Code</b>	<b>Frequency</b>
		Yes	
		No	
		Don't Know	
Q_21	If YES, what types of trainings have you received?	<b>Code</b>	<b>Frequency</b>
		Seedling propagation	
		Fire prevention and management	
		Silviculture	
		Group organizing	
		Other (No Training)	
Q_22	What types of services have you received?	<b>Code</b>	<b>Frequency</b>
		Loans	
		Seedlings/saplings	
		Equipment for plantations	
		Water pipes	
		Nursery shed materials	
		Information materials about forestry services and rules	
		None	
		Other	
		<b>Community based institutions for sustainable forest management</b>	
Q_23	Are there any forest related user/management groups?	<b>Code</b>	<b>Frequency</b>
		Yes	

		No	
		Don't Know	
Q_24	If YES, what types of groups are they?	<b>Code</b>	<b>Frequency</b>
		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.?	<b>Code</b>	<b>Frequency</b>
		A -Self help	
		B -	
		C -	
		D -	
<b>Energy</b>			
Q_26	What are your main sources of household energy?	<b>Code</b>	<b>Frequency</b>
		Fuelwood	
		Tree resin	
		Leaf/pine litter	
		Pine cones	
		LPG	
		Kerosene	
		Other	

<b>Water</b>			
Q_27	What are your sources for water?	<b>Code</b>	<b>Frequency</b>
		Bore wells	
		Spring water	
		Rain water harvesting	
		Purchase piped water	
		Other	
Q_28	Does water supply vary seasonally?	<b>Code</b>	<b>Frequency</b>
		Yes	
		No	
		Don't Know	
Q_29	If YES, during which season is water supply the lowest?	<b>Code</b>	<b>Frequency</b>
		Spring	

		Summer	
		Autumn	
		Winter	
Q_30	What are some reasons for depleting water supply?	<b>Code</b>	<b>Frequency</b>
		Decreasing forest	
		Drought	
		Warming weather	
		Increased population	
		Unregulated use	
		Others -Specify	
		Don't know	

**Annex 3 Tables for Community FGDs in villages of Miandam and Marghuzaar, Swat KP**

<b>Table 1: Possession of animals</b>				
Do you Have animals ?	Female		Male	
	Frequency	Percent	Frequency	Percent
Yes	21	75%	19	70%
No	7	25%	8	30%

<b>Table 2: Graze animals (buffalo, cows, goats) in nearby forest land</b>				
Graze animal	Female		Male	
	Frequency	Percent	Frequency	Percent
Yes	19	68%	15	56%
No	2	7%	12	44%

<b>Table 3 :Noticed the impacts/results of grazing on the forest cover</b>				
Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Yes	26	93%	27	100%
No	0	0%	0	0%

<b>Table 4: Land ownership</b>				
Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Yes	13	46%	23	85%
No	15	54%	4	15%

<b>Table 5: Forest types near community</b>				
Forest Types	Female		Male	
	Frequency	Percent	Frequency	Percent
Guzara	13	46%	13	48%
Protected/state	28	100%	25	93%
Private	0	0%	25	93%
Other	0	0%	0	0%

<b>Table 6: Who collects NTFPs</b>				
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Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Males	13	46%	27	100%
Females	26	93%	13	48%
Boys	12	43%	13	48%
Girls	0	0%	0	0%
None	0	0%	0	0%

**Table 7: Purpose of NTFP collection**

Code	Female		Male	
	Frequency	Percent	Frequency	Percent
Home consumption	13	46%	21	78%
Sale	13	46%	6	22%
Deposit to contractor	0	0%	0	0%
Other (illness)	0	0%	0	0%

**Table 8 :Reasons for depleting water supply**

Reasons	Female		Male	
	Frequency	Percent	Frequency	Percent
Decreasing forest	0	0%	0	0%
Drought	0	0%	0	0%
Warming weather	0	0%	0	0%
Increased population	13	46%	0	0%
Unregulated use	0	0%	0	0%
Others -Specify	10	36%	0	0%
Don't know	13	46%	0	0%

#### Annex 4: List of Participants Provincial Consultation-KP

Provincial Consultations							
List of participants							
Forest Department Swat KP							
S.No	Date	Name	Designation	Organization	Gender		
					Female	Male	Total
1	August 13,,2021	Mr. Gohar Ali	Chief Conservator of Forests/REDD+ Focal Point for KP	Forest Office Swat		1	1
2		Mr. Waseem Ahmed	Divisional Forest Officer Swat	Forest Office Swat		1	1
3	August 16,,2021	Ms. NaseemAkhtar	Female Forest Extentionist	Forest Office Swat	1		1
4		Ms. ShabnamZaib	Female Forest Extentionist	Forest Office Swat	1		1
5		Ms. SaminaSaleem	Female Forest Extentionist	Forest Office Swat	1		1
6		Mr. Noor Rehman	Assistant Director, Non-Timber forest Product, NTFP Directorate	Forest Office Swat		1	1
7		Mr. Faisal Shehzad	Community Development Officer	Forest Office Swat		1	1
8	August 16,,2021	Dr. MemoonaWali Mohammad	Director-Forest Education Division	Pakistan Forest Institute	1		1
		<b>Total</b>			<b>4</b>	<b>4</b>	<b>8</b>



## Annex 5: List of Participants Community FGDs Women and Men Swat

<b>Table 1: RESOURCE MAPPING SURVEY</b>				
<b>List of participants</b>				
Marghuzar Swat KP Women FGD Aug 14, 2021				
<b>S.No</b>	<b>Name</b>	<b>Gender</b>	<b>Designation/Profession</b>	<b>Family</b>
1	Safia	Female	Health Worker	Mullakhail
2	Ameen	Female	Housewife	Mullakhail
3	Bakhtoon	Female	Housewife	Mullakhail
4	HusnaBibi	Female	Housewife	Mullakhail
5	Shazia	Female	Housewife	Mullakhail
6	BakhtiBaha	Female	Housewife	Mullakhail
7	Farzana	Female	Housewife	Mullakhail
8	Fazeelat	Female	Housewife	Mullakhail
9	Hajira	Female	Housewife	Mullakhail
10	Azra	Female	Housewife	Mullakhail
11	Zahida	Female	Housewife	Mullakhail
12	Nurrat	Female	Housewife	Mullakhail
13	Mehnaz	Female	Housewife	Mullakhail

<b>Table 2: RESOURCE MAPPING SURVEY</b>						
<b>List of participants</b>						
Marghuzar Swat KP Men FGD Aug 14, 2021						
<b>S.No</b>	<b>Name</b>	<b>Gender</b>	<b>Designation/Profession</b>	<b>Village</b>	<b>Family</b>	<b>Contact Numbers</b>
1	Tariq Rahim	Male	Forest Guard	Marghuzar	Mullakhail	3429621669
2	Kamran Kahn	Male	Forest Guard	Marghuzar	Mullakhail	3459455818
3	Amir Khan	Male	Farmer	Marghuzar	Mullakhail	3410997406
4	A Said Karim	Male	Farmer	Marghuzar	Mullakhail	3499263951
5	MubakIqbal	Male	Farmer	Marghuzar	Mullakhail	3477236533
6	Abdul Ghafoor	Male	Farmer	Marghuzar	Mullakhail	4307425566
7	MianKhadimS	Male	Farmer	Marghuzar	Mullakhail	3479864610

	hah			ar	ail	
8	Shah Wali Khan	Male	Farmer	Marghuz ar	Mullakh ail	3400911530
9	Ghafoor Ahmed	Male	Farmer	Marghuz ar	Mullakh ail	3452659945
10	Umar Hayat	Male	Farmer	Marghuz ar	Mullakh ail	3409251529
11	Abdul Ahmed	Male	Farmer	Marghuz ar	Mullakh ail	3489178134
12	Sher Ali	Male	Farmer	Marghuz ar	Mullakh ail	3489121853
13	Abdullah	Male	Farmer	Marghuz ar	Mullakh ail	3409251585
14	Akbar Jan	Male	Farmer	Marghuz ar	Mullakh ail	3489815881

**Table 3: RESOURCE MAPPING SURVEY**

**List of participants**

Miandam Swat KP Men FGD Aug 15, 2021

S.No	Name	Gender	Designation/Profession	Village
1	Sakhi Ali Mir	Male	Farmer	Miadam
2	Shamat Khan	Male	Farmer	Miadam
3	Akhoonzada	Male	Farmer	Miadam
4	Mohammad Ayub	Male	Farmer	Miadam
5	AlamZeb Khan	Male	Farmer	Miadam
6	Zewar Ali	Male	Farmer	Miadam
7	WaliZada	Male	Farmer	Miadam
8	IqbalHussain	Male	Farmer	Miadam
9	Musafar	Male	Farmer	Miadam
10	ArifUllah	Male	Forest Incharge	Miadam
11	Akbar Ali	Male	Farmer	Miadam
12	Aman Shah	Male	Farmer	Miadam
13	Liaqat Ali	Male	Forest Guard	Miadam

**Table 4: RESOURCE MAPPING SURVEY**

**List of participants**

Miandam Swat KP Women FGD Aug 15, 2021

S.No	Name	Gender	Designation/Profession	Family
1	Sharafat	Female	Livestock	KhudeKhail

2	Naseema	Female	Livestock	Mian Syed
3	Salma	Female	Student	Mian Syed
4	Madina	Female	Housewife	KhudeKhail
5	Pas Haram	Female	Agriculture	Mian Syed
6	Zooria	Female	Livestock	KhudeKhail
7	Sana	Female	Student	KhudeKhail
8	SanaBakhti Rabi	Female	Agriculture	KhudeKhail
9	Shahida	Female	Housewife	KhudeKhail
10	Shagufta	Female	Agriculture	KhudeKhail
11	Ambreen	Female	Agriculture	KhudeKhail
12	Beshra	Female	Agriculture	KhudeKhail
13	Shah Paristan	Female	Agriculture	KhudeKhail
14	Palwasha	Female	Agriculture	KhudeKhail
15	Noor Jehan	Female	Livestock	KhudeKhail

## Annex 6: List of Female staff in KP Forest Department

List of Female staff in KP Forest Department				
S.No	Name	Designation	Basic Pay Scale (BPS)	Nos
1	Zobia Gul	Deputy Director CDE &GAD, Peshawar	18	1
	<i>Sub-total</i>			1
2	Shehnaz Bibi	Assistant Director (HRD)	17	1
3	Shagufta Bibi	Instructor (HRD)	17	1
	<i>Sub-total</i>			2
4	Husna Gul	Research Officer	16	1
5	Haleema Saad	Research Officer	16	1
6	Aisha Mazhar	Office Assistant (Head Office)	16	1
7	Saira Bibi	Computer Operator	16	1
	<i>Sub-total</i>			4
8	Rafaqat Bibi	Community Development Officer	16	1
9	Fatima Mehboob	Community Development Officer	16	1
10	Saleema Afzal	Community Development Officer	16	1
11	Roheeda Faqir	Community Development Officer	16	1
12	Noreen Gul	Community Development Officer	16	1
13	Uzma Habib	Community Development Officer	16	1
	<i>Sub-total</i>			6
14	Nousheen	Female Forestry Extensionist	11	1
15	Chaman Gul	Female Forestry Extensionist	11	1
16	Shazia Suleiman	Female Forestry Extensionist	11	1
17	RizwanaShahe en	Female Forestry Extensionist	11	1
18	Naseem Akhtar	Female Forestry Extensionist	11	1
19	Alia Begum	Female Forestry Extensionist	11	1
20	Zahida Parveen	Female Forestry Extensionist	11	1
21	Saira Bibi	Female Forestry Extensionist	11	1
22	Mussarat Begum	Female Forestry Extensionist	11	1

23	Irum Hamid	Female Forestry Extensionist	11	1
24	Rubina	Female Forestry Extensionist	11	1
25	Shabnum Zeb	Female Forestry Extensionist	11	1
26	Bakht-e-Bela	Female Forestry Extensionist	11	1
27	AtifaKokab	Female Forestry Extensionist	11	1
28	Ghazala Parveen	Female Forestry Extensionist	11	1
29	Shakira Bibi	Female Forestry Extensionist	11	1
30	Shamia Bibi	Female Forestry Extensionist	11	1
31	Nasreen Bi bi	Female Forestry Extensionist	11	1
32	Asma Atta	Female Forestry Extensionist	11	1
33	Samina	Female Forestry Extensionist	11	1
34	Irum Ijaz	Female Forestry Extensionist	11	1
	<i>Sub-total</i>			21
35	ShahanaTabasum	Junior Clerk (Daur w/Shed)	11	1
36	Sonia Kanwal	Junior Clerk (Head Office)	11	1
37	Rokhsana Bibi	Junior Clerk (Thal School)	11	1
38	Uzma Maqsood	Juior Clerk (I&HRD&M)	11	1
	<i>Sub-total</i>			4
39	Shah Zamana	Forest Guard (Kohat Forest Division)		1
40	Khalida Musa	Forest Guard (D.I. Khan Forest Division)		1
	<i>Sub-total</i>			2
41	Azra	Research Watcher (R&D Peshawar)	7	1
42	Yosra	Research Watcher (AD, R&D Peshawar)	7	1
43	Saima Akhtar	Research Watcher (AD, R&D Peshawar)	7	1
	<i>Sub-total</i>			3
44	Miss Meri	Sweeper (D.I. Khan Forest Division)	3	1
	<i>Sub-total</i>			1
	Total			44
Source: List of Female staff list for KP forest Department shared by National REDD+ Office, Islamabad December, 2021				

## Annex 7: List of Potential Partners in KP

S.No	Name	Area of Interest	Type of Organization
1	Sarhad Rural Support Program	Rural Development Community partnership	National NGO
2	LASOONA	Community Development	Local NGO
3	KhwendoKor	Women Based Organization	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	HELVETAS	Agriculture, NRM, Climate Change	International Organization
7	Pakistan Poverty Alleviation Fund (PPAF)	Poverty, Rural Development	National NGO
8	Hashoo Foundation	Social and Economic Development	National NGO
9	Environmental Protection Agency	Environment and Development	National Organization
10	Livestock Department	Livestock and Dairy Development	Government Organization
11	Agriculture Department	Agriculture Development	Government Organization
12	On Farm Water Management	Irrigation Water Management	Government Organization
	Women Development Department	Women Development	Government Organization

<b>Annex-8 Budget Estimates for Gender Action Plan-KP</b>					
<b>S.No</b>	<b>Activities</b>	<b>Unit</b>	<b>Target</b>	<b>Unit cost (USD)</b>	<b>Budget USD</b>
Outcome 1: Improved sustainable forest management practices adopted by advantaged and marginalized women's and men's groups					
1. Support in formation and reactivation of gender responsive local level mechanisms for sustainable forest management					
1.1	Conduct five dialogues and consultation with women and men to form xx women's organizations in xx villages based on the forest sector gender strategy and guidelines	Refreshment, vehicle , TA/DA	75	103	7715
1.2	Formulation of women CBOs and reactivation of existing women CBOs for sustainable forest management in xx villages	Veicle and refshement	75	0	0
1.3	Facilitate and support registration of women's CBOs with social welfare or any other legal entity	Registration fee	75	114	8571
1.4	Facilitate create linkages of registered women's CBOs with the provincial Forest Departments and environmental protection agency	Lump Sum	75	114	8571
1.5	Incentivize existing women led Local institutions and grassroots institutions VDCs and WOs to take up REDD+ agenda in their regular meetings	Lunpsum	75	114	8571
2 Supporting women/women group-led initiatives around natural resource management (nurseries, plantations, NTFPs and other NRM enterprises)					
2.1	Train and coach women's CBOS potential interested members in sustainable forest nursery management	Training charges	75	111	8357
2.2	Train women and men community organizations in Conservation Activities (forest Conservation, and Wildlife Conservation)	Training charges	75	111	8357
2.3	Train and coach xx of women (from both advantaged and marginalized groups) in forest monitoring, forest plantations, forest fire, REDD+ and technical trainings etc.	Training charges	75	94	7071
2.4	Train and coach xx of women (from both advantaged and marginalized groups) in Basic Environment and Climate Change and PES	Training charges	250	26	6486
2.5	Train and coach xx of women (from both advantaged and marginalized groups) in NTFPS (Apiculture, Mazri, Kana, Mushrooms, medicinal plants etc)	Training charges	75	850	63771

Outcome 2: Increased women and women's groups owned and led forest-based/NRM based income-generation activities.					
3. Promote NTFPs and other NRM enterprises in partnership with existing institutions/projects working on value-chains for women's social and economic empowerment (nurseries, plantations, NTFPs)					
3.1	Conduct a participatory assessment and develop inventory of existing and potential NTFPs to engage women	No of assessments	1	2857	2857
3.2	Establish xx backyard nurseries (tube and bare-rooted) with interested female entrepreneurs	No of nurseries	50	571	28571
3.3	Establish women led NTFP nurseries in collaboration with NTFP directorate with interested female entrepreneurs	# Nurseries	30	571	17143
3.4	Promote research trials and training of local communities in the management of NTFPs	# Nurseries	30	210	6314
3.5	Train potential/interested women in Mushroom/bee farming by engaging national institutes and provision of appropriate technology	Training package	50	137	6863
3.6	Enterprise development in Medicinal Plants and Wild Fruits for women by engaging national organizations	No of entrepreneurs			6863
3.7	Disseminate information on NTFP trials by FD to women and men VDCs	Information material	60	1714	102857
3.8	Training and technology transfer in improvement in designing and product finishing of Mazri products (baskets, trays, mat, fans, bead work, tissue box, vase, bags, dust bins, etc)	Training package	1000	1	1143
3.9	Promote selected local value-added fruit processing through existing private institutions and programs/projects	Processing unit	50	137	6863
3.10	Promote selected local value-added handicrafts through existing private institutions and programs/projects; Islampura	Handicraft unit	1	2857	2857
4: Promote Gender friendly clean alternative energy technologies for cooking, lighting and space heating and gender friendly clean drinking water supply and management					
4.1	Promote well-tested alternative fuel-efficient and clean-energy technologies: example provide subsidy in electrical stoves, fuel efficient cook stoves, solar cookers and lanterns/lights, LPG etc. to ensure women's improved health and to enhance indoor air quality by reducing polluting effects of stoves and biomass fuels;	Fuel Efficient equipments	100	20	2000



4.2	Develop sustainable fuel-wood collection plan in collaboration with the local community and the Forest Department	# Plans	<b>10</b>	<b>114</b>	<b>1143</b>
4.3	Extension and outreach on conservation education	# extension material	<b>1,000</b>	<b>3</b>	<b>2857</b>
4.4	Installation of water collection containers/ turfs at community/household level for demonstration purpose	# of containers	<b>100</b>	<b>171</b>	<b>17143</b>
4.5	Training of women and men CBOs in efficient use of water i.e. recycling and water treatment.	Training package	<b>100</b>	<b>41</b>	<b>4086</b>
4.6	Establishment of low-cost water treatment technologies at community and household level (water purification) for demonstration purposes	No of CBOs	<b>100</b>	<b>171</b>	<b>17143</b>
4.7	Promotion of appropriate technologies for rainwater harvesting	No of CBOs	<b>100</b>	<b>457</b>	<b>45714</b>
Outcome 3: The provincial Forest Department, its local offices and communities have introduced and established mechanisms to encourage professionals and community women to participate in sustainable forest management.					
5. Support to develop provincial level forest sector gender and inclusion strategy and guidelines.					
5.1	Develop and submit Forest sector gender strategy and guideline for endorsement by MoCC and provincial Forest Departments.	# Plan/strategy	<b>1</b>	<b>114</b>	<b>114</b>
5.2	Develop and integrate gender indicators in the REDD+ M&E	# M&E Plan	<b>1</b>	<b>114</b>	<b>114</b>
5.3	Appoint Gender Focal person for Gender and Community Development Directorate.	# GFP person	<b>1</b>	<b>10286</b>	<b>10286</b>
5.4	Strengthen CDEGAD Directorate by hiring and appointing more female forestry extension specialists and social mobilizers at a) provincial and b) district levels to reactivate women CBOs and women development organizations	# Extension officers	<b>4</b>	<b>17143</b>	<b>68571</b>
5.5	Organize and facilitate multi-stakeholder consultations at provincial levels	# Events	<b>6</b>	<b>2857</b>	<b>17143</b>
5.6	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.	Training package	<b>1</b>	<b>2857</b>	<b>2857</b>
5.7	Train and coach concerned and selected forest personnel provincial levels on gender awareness and analysis and social mobilization	No of staff	<b>40</b>	<b>179</b>	<b>7177</b>
6. 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					

6.1	Develop a comprehensive Training package on gender and social extension methods and approaches by engaging local competent organizations/institutions to train and guide forest officials at all tiers of management	Training package	1	2857	2857
6.2	Develop a comprehensive Basic Environment and Climate Change package to train and guide forest officials at all tiers of management on current CC concerns	Training package	1	2857	2857
6.3	Develop a comprehensive basic REDD+ Conceptual clarity package to train and guide forest officials at all tiers of management on REDD+	Training package	1	2857	2857
6.4	Develop customized training manuals for Forest nursery management, Apiculture, Mushrooms, medicinal plants, Sericulture and other potential NTFPs i.e.Mazri and Kana)	Training package	1	2857	2857
6.5	Develop customized training manuals on forest fire management for both women and men	Training package	1	2857	2857
6.6	Develop customized training manuals on PES for both women and men	Training package	1	2857	2857
s 7. Strengthen capacities of FD staffs on social and gender awareness, analysis approaches and methods					
7.1	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.	Training package	3	2857	8571
7.2	Train and coach concerned and selected forest personnel at national and provincial levels on gender awareness and analysis.	No of staff	104	136	14162
7.3	Support gender-friendly working environment i.e. separate toilets; working spaces, prayer spaces etc	Infrastructure	5	2857	14286
7.4	Train and coach xx of female professionals in forest monitoring, GIS	# persons	40	137	5490
8. Coordinate and link with national and international learning platforms to enhance and share experiences, best practices on gender mainstreaming in forestry related programming and activities.					
8.1	Facilitate create linkages of registered xx women's CBOs with the provincial Forest Departments and environmental protection agency and other organizations	No of CBOs	75	143	10714
8.2	Engage with LASOONA/SRSP for community mobilization	No of CBOs	75	143	10714
8.3	Disseminate inter-provincial experience and lessons learnt in best forestry practices through community and women engagement- GB trophy hunting, WOs –led farm forestry etc through exchange visits (interregional)	No of CBOs	75	114	8571

8.4	Disseminate inter-regional experience and lessons learnt in best forestry practices through community and women engagement- Nepal/Bhutan etc	# of staff	<b>20</b>	<b>2286</b>	<b>45714</b>
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**Annex 9: Field Pictures with captions**



**Men FGDMarghuzar Swat Aug 14, 2021**



**Men FGD Swat Marghuzar Aug 14, 2021**



**GuzaraForestMarghuzar Swat Aug 14, 2021**

**Visit to Guzara Forest Marghuzar Swat Aug 14, 2021**



**Women FGDMiandam Swat KP Aug 15, 2021**



**Men FGDMiandam Swat Aug 15, 2021**



**Consultation with Provincial Forest Department (NTFP Directorate) Swat KP August 16, 2021**