



**REDD+ Gender Action Plan
Punjab Province, Pakistan**

January 2022

Acronyms

CCF	Chief Conservator of Forest
CO	Community Organization
DFO	Divisional Forest Officer
FAO	Food and Agriculture Organization of the United Nations
FCPF	Forest Carbon Partnership Facility
FD	Forest Division
FGD	Focus Group Discussion
GAP	Gender Action Plan
GoP	Government of Pakistan
GoPu	Government of Punjab
IGAs	Income Generation Activities
IUCN	International Union for Conservation of Nature
MoCC	Ministry of Climate Change
NGOs	Non-governmental Organizations
NRM	Natural Resource Management
NRSP	National Rural Support Program
NTFPs	Non-Timber Forest Products
PES	Payment of Environmental Services
PFI	Pakistan Forest Institute
PKR	Pakistani Rupees
PNSS	Pakistan National Nutrition Survey
REDD	Reducing Emission from Deforestation and Forest Degradation
RFO	Range Forest Officer
SDFO	Sub Divisional Forest Officer
TBTTP	Ten Billion Tree Tsunami Program
WO	Women's organizations
WWF	World Wildlife Fund
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

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1. Introduction

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

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

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

1.1 Objective of the report

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

The objective of this report is two-fold:

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

2. Approach and methodology

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

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

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

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

Step 1-Federal consultations: The team held consultations with all relevant stakeholders identified by the REDD+ office Islamabad and WOCAN during the inception phase. The REDD+ stakeholders at the federal level included the Ministry of Climate Change (MoCC), the Ministry of Planning Development & Special Initiatives, United Nations Development 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 Chief Conservator of Forests, DFOs and the REDD+ focal point for Punjab. The Chief Conservator provided an overview of the cultural, gender and technical aspects of the forestry sector in Punjab and details of projects initiated by the Forest Department for the conservation of forests and community development with specific emphasis on women’s development. The team also conducted a consultation meeting with the 11 member (3 females and 8 males) team of the Punjab Forest Department that provided details of gaps, opportunities and proposed future actions to mainstream gender in the Forest Department (Annex 3).

Step 3-Community consultations: Consultations were held with forest-proximate communities through eight group discussions (FGDs) in four selected community groups four FGDs were conducted in four Dhirkot Kathwalan, Dhirkot Sattian, Ausia, and Behla Pakwari villages with 98 community representatives (70 females, 28 males)(Table 8 & Annex 3). 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 map (Figure 1) and women’s daily activity charts (Annex 5) in the two selected communities.

Table 1: FGDs in Dhirkot Kathwalan and Bhela Pakwari villages in Punjab

Gender	Number of participants	No of FGDs
Female	70	4
Male	28	4
Total	98	8

Source: Field work, August 2021

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

3. Punjab in context

Punjab, the land of five rivers, is population-wise the largest province of Pakistan. Once known as the granary of the east, Punjab is still the lifeline of Pakistan. It is the second largest province with an area of 205,344 square km. after Balochistan. It is bordered by Sindh, Balochistan and Khyber Pakhtunkhwa, as well as the regions of Islamabad Capital Territory and the Azad Kashmir. Punjab is Pakistan's most industrialised province with the industrial sector making up 24% of the province's gross domestic product. Punjab is also one of South Asia's most urbanized regions with approximately 40% of people living in urban areas. Its human development index rankings are high relative to the rest of Pakistan.¹

With a combined rural urban population of 110.01 million (54.05 million female and 55.96 million male), inhabiting 17.10 million households with an annual population growth rate of 2.1% Punjab province is largest province in terms of population. The female population in rural households is 34.43%. A total of 6700 transgender people has also been reported in the national census report of 2017.² The overall literacy rate in Punjab for both men and women of ten years and above was 64% (female 57% and male 73%) for 2017-2018. The literacy rate in rural areas was comparatively lower (47%) than the urban average (73%). According to the wealth quintiles index for 2018, an average of 9.8 % of the households fall in the category of the poorest households followed by 20.1% poor and 22% middle class households.³

Punjab has 31.4% skilled rural workers in agriculture, forestry and fishing. Rural women constitute 14.6% and urban women represent 67.39% of the total agriculture workforce. Women workers skilled in agriculture and fisheries accounted for 54.26%. Women also perform daily household chores and livestock management (GoP 2018).⁴ The Pakistan Demographic and Health Survey 2017-2018 shows that 96.4% of rural women aged 15-49 in rural Punjab are without inheritance of land or house. The nominal ownership by women includes 1.8% of women with agriculture land

¹Draft Punjab Forest Policy 2019: Government of Punjab, Forestry Wildlife and Fisheries Department, Government of Pakistan.

²Pakistan Census Report 2017.

³Pakistan National Nutrition Survey 2018, UNICEF Pakistan and Government of Pakistan.

⁴Pakistan Labour Force Survey 2017-2018, Government of Pakistan, Ministry of Statistics, Pakistan Bureau of Statistics.

ownership, and 0.1% of women having non-agriculture land. Only 1.6% of women own residential plots and houses.⁵ The Punjab Land Revenue (Amendment) Act 2015 and the Punjab Partition of Immovable Property Act 2015 ensures that litigation in property cases is conducted without delay and gender bias, and in accordance with the record of family members available with the National Database and Registration Authority office in case of inheritance rights.⁶

3.1. Forestry in Punjab

Punjab has a diversified landscape with coniferous forests ranging to an elevation of approximately 7,500 feet above sea level in the north, while in the south its range is around the Cholistan Desert. The foothills of the Himalaya stretching from Mangla Dam in Jhelum upto Jinnah Barrage in Mianwali traversing districts of Chakwal and Khushab is the famous Salt Range comprising the natural scrub forests. The Indus Plain is the canal irrigated tract having several irrigated plantations. Likewise, both sides of the rivers Jhelum, Chenab, Ravi and Indus have riverain forest. The total forest area in Punjab is 1.66 million acres which is almost 3.1% of the total land area of the province.⁷

According to the Multi-stakeholder Self-assessment R-Package Report Pakistan 2021, two key REDD+ relevant projects in Punjab province are: i) Establishment of Provincial REDD+ Cell in Rawalpindi (2017-19), at the total cost of Pakistani Rupees (PKR) 30 million; and ii) a project completion form (PC)-4 of a project has been submitted to the provincial government, which has been evaluated and waiting for approval by the competent forum to be formally incorporated under regular financing.⁸

3.2. Gender aspects in forestry sector and other policies

The Punjab Forest Policy 2019 provides the course of action to fulfill the desired objectives of the forestry sector in Punjab with a goal to develop, maintain and maximize forest resources in a scientific, environmentally sustainable, ecologically stable, economically viable and socially acceptable manner. However, there is no provision for gender or for women in the forestry policy. Provisions are included only under the implementation of the policy, in a statement that a specialized unit on non-timber forest produce shall be established to encourage community involvement through participatory forestry and public awareness. In contrast, the Punjab Women Development Policy 2018 has a policy strategy to facilitate women-focused extension services covering sustainable forestry with the objective of enabling women to receive enhanced benefits from their activities.⁹

⁵ National Institute of Population Studies (NIPS) [Pakistan] and ICF. 2019. *Pakistan Demographic and Health Survey 2017-18*. Islamabad, Pakistan, and Rockville, Maryland, USA: NIPS and ICF.

⁶ The Punjab Commission on the Status of Women, Government of Pakistan at https://pcsw.punjab.gov.pk/land_ammendment_act

⁷ Draft Punjab Forest Policy 2019: Government of Punjab, Forestry Wildlife and Fisheries Department, Government of Pakistan.

⁸ Multistakeholder Self-assessment of REDD+ Readiness in Pakistan (R-Package), National REDD+ Office, Ministry of Climate Change, Government of Pakistan, 2021.

⁹ Punjab Women Development Policy 2018, Women Development Department, Government of the Punjab

The women development policy also provides a policy objective to enhance gender responsiveness of climate change, environment and natural resources management strategies in the province especially through climate change adaptation and disaster risk reduction initiatives. The policy strategy includes activities to: take stock and conduct a gender audit of provincial climate change and natural resources management policies and strategies to identify policy and implementation gaps for enhancing participation and benefit sharing for women; undertake and institutionalize knowledge development and research for collecting gender disaggregated data and conduct gender profiling to inform planning and development processes. This will facilitate the design and implementation of interventions of climate change resilience for vulnerable sections of society including women; capacity building of government organizations, civil society, NGOs and media for ensuring gender mainstreaming across all provincial level climate change policies, programs and interventions; ensuring national climate change policies and reporting systems fully incorporate and cater to gender concerns in Punjab with reference to international climate change related treaties and protocols to which Pakistan is a signatory; ensuring maximum participation of vulnerable communities without gender discrimination for equitable benefit sharing from sustainable development and natural resource management interventions and opportunities; and enhancing equitable resilience of women and men living in vulnerable ecosystems against climate change-induced disasters through employment of gender responsive disaster risk reduction and resilience mechanisms.

3.3. Overview of gender roles and women’s engagement in forestry sector in Punjab

According to field research conducted in August 2021, women are involved in harvesting forest products such as firewood, fodder, NTFPs, and medicinal plants (Table 1), but they are unable to fully engage in the collection of forest products due to strong societal norms that limit women's mobility and strict forest regulations. They are also mostly uninvolved in the state forests that are located far from their homes. Both women and men are in charge of grazing animals, but more women are involved in the collection of fodder in the surrounding Guzzara forest as compared to men.

Table 2: Engagement in use of forest resources*

Engagement in use of forest resources	Male		Female	
	n*	%	n	%
Firewood	6	26	66	73%
Animal Grazing	15	65%	51	45%
Grass cutting	0	0%	56	50%
NTFPs collection	38	34%	33	29%

Source: Fieldwork in August 2021

*Note: ‘n’ refers the respondents and percentage is calculated on the bases who responded to the questions.

Women also collect NTFPs and medicinal plants for use in the home, such as resin, wild mint, *charaita* (medicinal herb), mushrooms, etc. The majority of NTFPs are collected and used by older women. Although there are no limits on collecting NTFPs, many young women are not engaged and are unaware of their importance (Table 2). A few men work in the selling of high-value NTFPs such as wild mushrooms, *charaita*, wild mint, and other products, but women are not involved in any way (Table 3).

Table 3: Types of NTFPs accessible to households*

NTFPs	Male		Female		Total	
	n*	%	n	%	n	%
Resin	0	0%	8	9%	8	7%
Wild mint	10	43%	34	38%	44	39%
<i>Sumbul</i>	5	22%	38	42%	43	38%
<i>Charaita</i>	10	43%	59	66%	69	61%
<i>Banafsha</i>	5	22%	0	0%	5	4%
Mushrooms	7	30%	7	8%	14	12%

Source: Fieldwork in August 2021

*Note: 'n' is the total respondents who responded to the particular question and percentage is derived out of the total segregated for male and female.

Table 4: Purpose for NTFP collection

Code	Male		Female		Total	
	n*	Percent	n	Percent	n	Percent
Home consumption	23	100%	44	49%	67	59%
Sale	3	13%	0	0%	3	3%
Other (illness)	0	0%	18	20%	18	16%

Source: Fieldwork in August 2021

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 equitable¹⁰; ii) at the community level, several key challenges to women are examined in terms of the intersection between their material situation and their social status and the extent to which such challenges are systemic and critically inhibit women's agency and ability to actively participate in sustainable forestry management programs and activities.

The key findings from the provincial and community consultations have been categorized as 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, and 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

There is no policy or strategic guideline for gender in the Forest Department. Staff from the Forest Department, on the other hand, recognize the value and necessity of incorporating gender into program design. One senior staff member noted during the consultation that they could use their provincial funding to include gender in their planning.

¹⁰ Gender equity refers to ensuring that all program design take into account the different needs of women and men, cultural barriers and discrimination of the specific group. It may involve the use of temporary special measures to compensate for historical or systemic bias of discrimination. It refers to the differential treatment that is fair and positively addressed bias or disadvantage that is due to gender roles or norms of differences between the sexes (adapted from UNICEF, 2017. Glossary of terms and concepts. UNICEF Regional office for South Asia, November.

4.1.2. Gender and social analysis capacity

There is no gender expertise for gender and social inclusion within the Forest Department. None of forest staff at any level, including the senior management staff, have received training on gender and social analytical approaches, nor do they see the need for these skills and knowledge.

Thus far, forest personnel have not received any orientation, training, or exposure to gender or social issues in forestry management. Furthermore, the lack of coaching and mentorship for female and new employees contributes to their isolation and marginalization in the workplace.

The Forest Department's lack of gender and social inclusion analysis knowledge and skills has contributed to the institution becoming gender-blind, without an understanding of the benefits of involving women and the community in sustainable forest management. For example, the Forest Department manages the forest directly with the assistance of forest guards and field officers at the community level. However, there are no systematic mechanisms in place to engage local women and men in forest management, local forest user groups and committees, targeted programs and strategies that could assist in this tasks. The relationship, if any, is contractual and ends when the specific activities/interactions for which the group was created comes to an end. As a result, local human resources and contributions to sustainably manage and protect the forests from the timber mafias and other forest misusers are underutilized.

4.1.3. Dedicated human resources for gender/social inclusion

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

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

The planning and monitoring and evaluation and reporting system do not have specific outcomes and indicators to measure gender outcomes and community participation. Gender disaggregated data is not consistently considered in the data collecting and reporting system.

4.1.5. Gender budget

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

b) Workplace gender equity

The following are some major workplace challenges identified by both women and men during the community, provincial and national level consultation meetings:

4.1.6. Underrepresentation of women in workforce

Women are critically underrepresented in the workforce of the Forest Department. From a total staff of 6,882, there are only four women foresters, and 40 staff in administration (clerical), which amounts to 0.63% of the total.

Table 5: Staff diversity in Punjab Forest Department

Headquarters			Management			Others (clerical)			Total		
F	M	Total	F	M	Total	F	M	Total	F	M	Total
3	14	17	1	71	72	40	6753	6,753	44 (0.63%)	6,838	6,882

Source: FAO 2019 and field data 2021 and field work in August, 2021

Beyond the gender disparity in staffing, women in the Department are assigned 'feminized' roles, typically consisting of work that does not require travel to the field where they can apply their technical skills. These are administrative or clerical posts, which leaves little opportunity for professional growth and upward mobility.

4.1.7. Gender sensitivity in the workplace

There are three key workplace issues that hinder women from fully realizing their potential in the work place: a) attitudes and biased perception of women's capabilities; b) office infrastructure and facilities and c) work-family conflict. These are described in detail below:

- a) Biased male views of female staff capabilities and commitment have marginalized women inside their organization. A majority of the male staff and senior management believe that female staff are not suitable for the challenging work required in the forestry sector, and as a result the few female staff that are employed in the sector, are underutilized. During consultation meetings at the provincial and national levels, male officials said that women are unable to conduct frequent monitoring in remote areas, deal with conflicts (illegal timber, wildlife mafia), or work flexible hours. They need frequent leave from work to attend to family matters and are always in need of support from other staff members to perform their work.

One senior male forester said *“We cannot plan and rely on our women foresters for technical tasks, particularly if it requires travel to field sites. They take time in getting permission from their families and arranging their household chores, which causes them to delay their work. Furthermore, if we have emergencies in the field, they will be unable to work at odd hours.”*

Female staff, on the other hand, claim that they are frequently excluded from consultations on technical forestry-related topics, or discussions on who is granted opportunities for training and skill building. Excluded from the decision-making process, women report limited opportunities for professional progress.

A female forester said, *“Our male foresters have biased view towards us. They believe that women are unsuitable for demanding and highly technical tasks, and cannot perform under pressure. We are tired of hearing the same argument that women have obligations at home and are unable to confront criminals and forest mafias.”*

b) Absence of a gender-responsive organizational culture

The lack of women-friendly infrastructures and working culture, according to female staff, are the primary factors preventing them from completely engaging as professionals inside their organization. In an otherwise highly segregated society, the absence of female-only toilet facilities or separate workspaces in the Forest Department is highly uncomfortable for women. The absence of facilities or official guidelines related to childcare and transport when working overtime or during non-office hours exacerbates women’s discomfort and vulnerability from having to navigate challenges associated with their mobility. Requesting such facilities has the potential to reflect negatively on women, as men view this as evidence of women’s lack of commitment.

c) Work-family conflict

Female employees reported conflicts from having to balance their personal and professional lives. Working women are expected to meet their family responsibilities and are frequently required to take time off, arrive late, or leave early from work. Male colleagues and senior management take a dim view of their late arrivals or early departures that women are often forced into as they balance their two roles.

Women’s efforts and contributions in the workplace often become ‘invisible’ or questioned for quality, with many males viewing their workplace presence as a job rather than career pathway.

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

Gender related mechanisms within the provincial institutions	Gender Equity in Programs	Gender Equity in workplace
Gender policy/ strategy, guidelines	None	
Dedicated human resources for gender/social inclusion <ul style="list-style-type: none"> • gender focal point • gender ToRs for key staff 	None	
Gender and social inclusion expertise within the organization	Negligible	
Provision for gender in the M&E system (outcomes, indicators)	None	
Provision of dedicated gender/social inclusion budget in planning	None	
Enabling work environment for women: <ul style="list-style-type: none"> - Attitudes and behaviour towards women’s capability; - Infrastructure facilities - Workspaces - Access to transport facilities, etc. 		Limited
Representation of women in FD workforce		Low and underrepresented at the senior level (4) and in clerical levels(40)

Source: Provincial consultation workshop; Divisional Forest Officer (DFO)

4.2. Community level gaps

According to the findings, societal and cultural norms limit women's mobility, forcing them to work long hours doing unpaid care and farm work in and around their homes. Women's mobility restrictions, workloads, underappreciation of their household work contributions, a lack of platforms to organize themselves, and women's limited access to development and forestry-related opportunities and information are some of the major barriers to their participation in sustainable forestry management programs and activities.

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

Gaps in women’s participation	Key Reasons
Women’s restricted mobility	Social restrictions that are associated with family honor, class and status; public safety concerns, requirement of guardianship etc. restricts women’s mobility and critically limit their ability to participate in sustainable forestry management programs and activities.
Invisibility of women’s work	An artificial divide between production and reproduction, created by the ideology of sexual division of labor, has placed women in reproductive roles as mothers and wives in the private arena of home and men in a productive role as breadwinners in the public arena ¹¹ . This inhibits women to expand their skills and knowledge, to prepare themselves for visible and valued responsibilities outside the home.
Absence of platforms to organize	An absence of platforms for collective actions is a key factor that limits women’s ‘voice’ for effective participation in sustainable forestry management programs and activities

Source: Fieldwork, August 2021

4.2.1. Women’s restricted mobility

Restrictions on women’s mobility critically limit their ability to participate in sustainable forestry management programs and activities. The extent of restriction on women’s mobility is related to the distance they travel from the home. For instance, activities such as fuel wood, fodder collection, and vegetable farming are chores that require regular or daily travel outside their homes. Such limited travel near their homes requires less control, especially if women travel in groups.

Longer travel outside the home is less frequent and requires a higher degree of control, monitoring and guardianship most often of male family members.

Women participants in the FDGs report that independent travel is restricted not only by social and cultural norms and practice, but equally by its consequences that results in

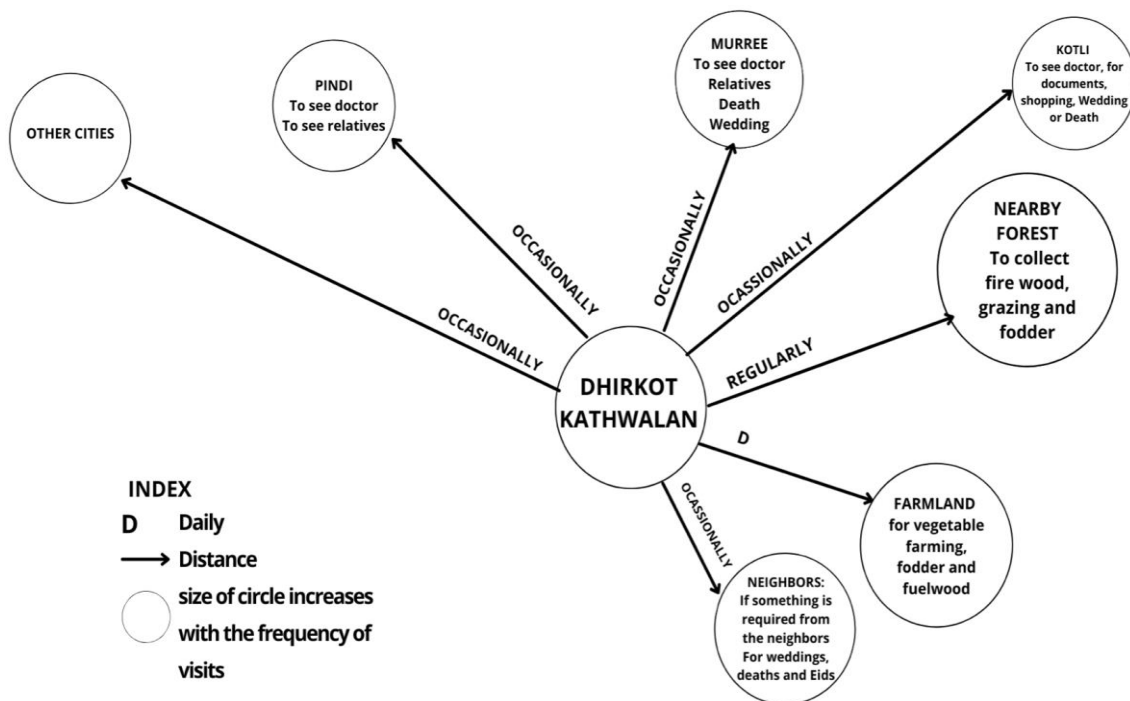
¹¹ ADB July 2000. Women in Pakistan, Country briefing paper. ADB, Program Department (West) and Office of Environment and Social Development

women feelings of insecurity while by themselves in public. Even in Punjab, where gender relations are somewhat more relaxed than in other, more conservative provinces, women’s independent travel is considered problematic.

Mobility is embedded in notions of honor and status. Women are responsible for maintaining family honor and one important way to ensure they do not dishonor their families, is through restrictions on women’s mobility and limits on contact with the opposite sex.

Social restrictions are not limited to honor alone, but extend to an association with class and status. As a result, poor, rural women have greater freedom of movement than women from prosperous families. In the words of a rural woman participant in Murree said: “The women from wealthy families are required to maintain stricter purdah rules to maintain their khandani izzat (family honor). Poor women like us need to travel for our livelihoods.”

Figure 1: Mobility Map, Dhirkot Kathwalan, Punjab



Source: Fieldwork in August 2021

4.2.2. Invisibility of women’s work

A commonly-held implicit bias in society that undervalues women’s work contributions to household livelihoods can potentially be reproduced in forestry-related program activities, thus undermining women’s potential contributions and participation in sustainable forestry management programs and activities.

Patriarchal values embedded in local traditions and culture strongly define gender roles. An artificial divide between production and reproduction, created by the ideology of sexual division of labor, has placed women in reproductive roles as mothers and wives in the private arena of home and men in a productive role as breadwinners in the public arena.¹² Men are responsible for earning and conducting daily duties such as bringing essentials and other items, as women must be escorted or go in groups in public places. This puts a lot of pressure on men, while on the other hand, women become increasingly dependent on men, and are unable to expand their skills and knowledge, to prepare themselves for visible and valued responsibilities outside the home.

For example, in Dhirkot Sattian, none of the girls had completed education beyond the eighth grade because the village lacked a high school. With no opportunity to translate their albeit, limited educational qualification into jobs, young girls are forced to stay at home. With no alternative but to perform care and productive work at home, women’s inputs remain largely underappreciated by men, best captured in the following statement by a male participant in the FDG: *“Women sit at home all day cooking and eating while we men work hard to earn money.”*

Women’s contribution to household livelihood strategies is extensive. In addition to care-related chores such as cooking, cleaning, collecting water and providing care for the family, women assume other responsibilities such as grazing animals, collecting NTFPs, fuel wood and grasses for animal feed. Women are also responsible for livestock management. These time-consuming activities include cleaning the animal shed, feeding, milking and processing milk by-products (Table 8).

Table 8: Engagement in use of forest resources and animal care

Engagement in use of forest resources	Men		Women		Boys		Girls	
	n*	%	n	%	n	%	n	%
NTFPs collection	38	34%	33	29%	5	22%	0	0%
Firewood	6	26%	66	73%	-	-	-	
Shed cleaning	0	0%	74	65%	0	0%	0	0%
Animal Grazing	15	65%	51	45%	13	57%	0	0%
Grass cutting	0	0%	56	50%	0	0%	0	0%
Milking	0	0%	40	35%	0	0%	0	0%
All milk byproducts production	0	0%	40	35%	0	0%	0	0%

Source: Fieldwork in August 2021.

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

¹² ADB July 2000. *Women in Pakistan, Country briefing paper*. ADB, Program Department (West) and Office of Environment and Social Development.

Despite the significant role of women in the collection and use of forest resources, they are not viewed as primary stakeholders in program planning and implementation decisions. For example, the FGDs showed that there were no specific programs organized for them by the Forest Department. Community engagement in the management of both Guzara and State (protected) forest is minimal, being managed solely by the Forest Department. Male forest guards hired from the local community are the frontline workers responsible for patrolling, processing the permits for timber, occasionally recruiting selected local men and youth for plantations and mobilizing locals during disasters such as forest fires. In other words, only those few men who are networked with the forest guard and the Forest Department are engaged in the management of the forests.

4.2.3. *Absence of formal, informal spaces and groups for women to organize for development*

An absence of platforms for collective actions is a key factor that limits women’s ‘voice’ for effective participation in sustainable forestry management programs and activities.

A general practice of many forestry development initiatives is to organize women’s groups as a key entry point to women’s social, economic and political empowerment. Social capital can be mobilized through the formation of rural women’s groups such as forest user groups, microcredit groups, or farmer groups that is often non-existent prior to these development projects. In a few villages, such as Dhirkot Kethwalan, there are informal groups established through the local mosque to collect funds to help people in need. Few older women from financially advantaged families and with close ties with the community’s religious leaders are also members of this group. The members of this groups are often the initial point of contact for any outside interventions.

However, amongst participants attending the FDG in Dhirkot Kethwalan, they reported a noticeable absence of existing, collective platforms such as women’s groups, men’s groups, and forest committees. The only existing local collective was a mixed-sex group, leaving women with little opportunity to exercise their ‘voice’ in the presence of men (Table 9).

Table 9: Types of forest related user/management groups

Groups	Male		Female		Total	
	n*	%	n	%	n	%
Women’s groups	0	0%	0	0%	0	0%
Men’s groups	0	0%	0	0%	0	0%
Mixed-sex groups	5	22%	0	0%	5	4%
Forest committees	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%

Source: Fieldwork in August 2021.

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

4.3. Opportunities

The analysis highlights some opportunities for strengthening the forestry sector in terms of resources and institutional capacity for gender integration, including the following: the availability of strong institutions and training centers in the province; provision of budgets to implement field activities; and the presence of collaborators with complementary skills and resources.

There are also considerable opportunities to increase community and women's participation in sustainable forestry management programs and activities through the following: the high interest of the community (women and men) and the Forest Department to organize local women and men into groups and committees; and the existence of women's local knowledge and experience.

a) Institutional level opportunities

4.3.1. Availability of strong institutions and training centers in the province

There are several well-established training centers and institutions in the province that can be strengthened to provide trainings and services on gender, social and participatory methodologies and approaches. The Gora Galli Forest Academy in Murree, for example, has both the infrastructure and training curriculums for integrating gender and social methodologies. Similarly, the Pakistan Forest Institute (PFI) and other national research institutions can be strengthened to design and develop training curriculums on gender and participatory approaches.

4.3.2. Provision of budgets to implement field activities

Provincial forest institutions/departments have separate budgets to implement field activities. These institutions can be mobilized and assisted to use these funds to carry out the REDD+ Gender Action Plans.

4.3.3. Presence of collaborators with complementary skills and resources

In the Punjab, organizations like the National Rural Support Program (NRSP) engaged in rural areas have successful outreach programs. They have developed methodologies and approaches for social mobilization and extension, as well as local resource persons to carry out extension work. These approaches can be used by the REDD+ office, and

could also engage the NRSP local resource persons. Collaboration with other natural resource management organizations, such as the WWF and IUCN can also be useful for community engagement and forest-based income generation (Annex 3).

b) Community level opportunities

4.3.4. High interest of the community and the Forest Department to organize local women and men into groups and committees

Despite the fact that local institutions are mostly dysfunctional or non-existent, community women and men, as well as the Forest Department, are very interested in organizing local women into forest user groups and committees. Local women expressed a strong desire to form groups and use their time to generate income from agriculture and forest goods, as well as through handicraft development. The Forest Department also sees the value of engaging local women and men in sustainable forest management. One of the forest officials said, *“If such organizations and committees existed, it would be easier for them to communicate directly, provide technical assistance, and get community’s support in forest management.”*

4.3.5 Women’s local knowledge and experience

The FDG responses revealed that women are well informed about the situation of the forest and environment around them (Table 10 and 11).

Table 10: Observations on the impacts/results of grazing on the forest cover

Noticed Impacts	Male		Female		Total	
	n*	%	n	%	n	%
Yes	18	78%	34	38%	52	46%
No	5	22%	46	51%	51	45%

Source: Fieldwork in August 2021.

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

Table 11: Impacts of grazing observed

Impacts	Male		Female		Total	
	*n	%	n	%	n	%
Over grazing	5	22%	61	68%	66	58%
Timber felling (poorely managed tourism)	13	57%	18	20%	31	27%
Damage to saplings (unregulated grazing)	5	22%	60	67%	65	58%
Firewood collection	13	57%	54	60%	67	59%

Source: Fieldwork in August 2021.

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

5. Conclusions

The institutional gaps in the Forest Department approach to gender equity is limited by several factors including: a lack of a gender policy; absence of dedicated human resources and expertise for gender and social inclusion; existing contractual nature of forest management system that discourages local people from participating; absence of gender indicators and outcomes in the planning and M&E and reporting system; underrepresentation of women in the workforce; and three key workplace issues that hinder women from fully realizing their potential in the work place: a) attitudes and biased perceptions of women's capabilities; b) limited office infrastructure and facilities and c) conflicts of work-family roles of women.

However, there are several opportunities for institutional gender integration at the Forest Depart. These include the building on the existing institutions and training centers in the province to provide capacity building services for gender integration; providing budgets to implement field activities; and collaboration with other agencies and NGOs with complementary skills and resources such as National Rural Support program (NRSP).

At the community level, gaps include social restrictions that constrain women's mobility and critically limit their ability to participate in sustainable forestry management programs and activities; heavy work burdens and the invisibility of their work, which limit women from expanding their skills and knowledge; and the absence of platforms to organize for collective actions. However, opportunities include the high interest of the community (women and men) and the Forest Department to organize local women and men into groups and committees; and women's local knowledge and experience.

6. Recommended actions

- i. **Support to develop provincial level forest sector gender and inclusion strategy and guidelines.** For example, develop and submit provincial level forest sector gender strategy and guideline for endorsement by provincial forest departments; establish gender disaggregated data collection system in planning, monitoring and reporting; provide for a senior gender coordinator or focal point at provincial level.
- ii. **Strengthen capacities of Forest Department staff on social and gender awareness, analysis approaches and methods.** For example, support to develop customized basic gender training package; train and coach concerned and selected forest personnel at national and provincial levels on gender awareness and analysis.

- iii. **Strengthen Forest Department and its field offices to develop gender-friendly infrastructure and mechanisms.** For example, strengthen the Social Forestry Division from gender and social inclusion perspectives through a pilot within the Forest Department; provide adequate resources for designated social/gender staff, and a budget to implement the gender action plan.
- iv. **Support gender-friendly working environment** such as the provision of separate toilets, working spaces, prayer spaces for women, etc.
- v. **Coordinate and build partnerships with organizations with experiences on NTFP value chain and eco-tourism.**
- vi. **Form and strengthen forest-related inclusive women's forest user groups.**
- vii. **Promote gender-friendly livelihood actions to increase women's engagement in forestry and to improve their livelihoods.** Promote clean alternative energy technologies for cooking and micro-enterprise; promote gender-friendly ecotourism and NTFP income generation activities.

7. REDD+ Gender Action Plan – Punjab

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

Objectives:

1. To improve the quality of participation of community women’s for sustainable forest management
2. To increase the opportunities for women to improve their livelihoods through forest and NRM-based products.
3. To improve the quality of participation of professional women in sustainable forest management by upgrading the physical and cultural environments of forestry -related institutions at all levels, as well as the Forest Department’s social and gender analysis skills.

Total Estimated Budget in USD (10-year period) = USD 390,000.

Outcome 1	Indicators	Risks	Means of verification
The quality of participation ¹³ of women in sustainable forest management actions improved for both advantaged and poor women and women’s groups.	<ul style="list-style-type: none"> • xx women’s forest user groups/organizations trained and established. • xx women/women’s forest user groups lead nurseries established and functional. • Xx number of reforestation activities conducted by women’s groups/organizations • xx of women using alternative energy technology for cooking and 	<ul style="list-style-type: none"> • Conflicts within the community (racial polarization) • Gender blind policies and non-allocation of budget for gender actions. • Breakdown of 	<ul style="list-style-type: none"> • Development of gender strategy and guideline and implementation by the Forest Department. • Forest Department’s annual plans with gender budget and actions • Forest Department’s Annual Report. • Case studies.

¹³ Quality of participation has 4 levels/types of participation: Contractual (decisions are made by the funding/implementing agencies); Consultative: funding/implementing agencies make the decisions along with the communities); Collaborative: decision is shared between the funding/implementing agencies and the communities involving organized communication; Collegial: decisions are made by beneficiary communities in group process and communicated to the funding/implementing agencies.

	<p>processing NTFPs and agricultural products</p> <ul style="list-style-type: none"> • xx women using internet facilities to communicate and receive information • FD and the forest user group (women and men) work in partnership to sustainably manage the forest. 	internet/communication facilities	<ul style="list-style-type: none"> • Joint monitoring/review (bi-annual/annual) and survey reports. 								
Activities for Outcome 1		Estimated Budget (USD)	Timeline (10 year: 2022-2032)								
			Short term (1-3 years)			Medium term (4 to 5 years)			Long term (6 to 10 years)		
1.1. Social mobilization and awareness of both women and men from diverse groups on sustainable forest management.		80,000									
1.1.1. Develop a comprehensive package to train and guide forest guards and extension workers on gender and social extension methods and approaches.		10,000									
1.1.2. Train and coach forest guards and extension staffs in participatory social and gender methods and approaches.		35,000									
1.1.3. Training and coaching of women's user groups and men/men's user groups on gender and women's leadership.		35,000									
1.2. Form and strengthen forest related inclusive women's user groups.		80,000									
1.2.1. Develop and support a comprehensive package to organize, form and train xx women's organizations (WOs)/women		10,000									

forest user/NRM group in xx areas. Support to develop women's user group bylaws and facilitate formation of inclusive women's forest management groups.										
1.2.2. Train and coach xx of women (from both advantaged and marginalized groups) in forest monitoring.	20,000									
1.2.3. Training and coaching of women's user groups and men/men's user group on gender and women's leadership.	20,000									
1.2.4. Train and coach xx women in sustainable forest management – e.g. vocational nursery raising, organized forest plantations, forest fire, REDD+ and PES related technical trainings etc.	20,000									
1.2.5. Engage men and promote – couple approach (adapt AKRSP approach from GB).	10,000									
1.3. Establishment of women/women group-led private forest nursery.	56,000									
1.3.1. Develop and support comprehensive gender and inclusion responsive training package in forest nursery.	6,000									
1.3.2. Develop and support a comprehensive gender and inclusion responsive forest management package.	6,000									
1.3.3. Select number of interested and needy women to establish and manage forest nurseries. Support the establishment xx women's group/or individual woman lead forest nurseries in the REDD+ project areas.	20,000									
1.3.4. Train and coach xx women in sustainable forest nursery management.	20,000									
1.3.5. Link with the government's 10 billion Tsunami plantation activities to integrate gender– e.g. provision for 60% women interns; and hire women social mobilisers; give nursery	4,000									

raising funds to women/women's groups etc.										
Total budget for Outcome 1	216,000									

Outcome 2	Indicators	Risks	Means of verification							
Outcome 2: Women and women's groups have increased access to forestry and livelihoods improvement resources and opportunities.	<ul style="list-style-type: none"> • xx of women trained in kitchen gardening, NTFP collection, processing, harvesting and marketing and linked with organizations specializing in NTFP value-chains. • xx of women trained on homestay management and linked with organizations specializing in hospitality and ecotourism management. • xx of women/women's groups-led/owned eco-tourism enterprises. 	<ul style="list-style-type: none"> • Poor women are hesitant to own and lead forest-based businesses because they lack confidence and experience. • Non-allocation of budget for entrepreneurial activities. 	<ul style="list-style-type: none"> • Development of gender strategy and guideline and implementation by the Forest Department. • Forest Department's annual plans with gender budget and actions • Forest Department's Annual Report. • Case studies. • Joint monitoring/review (bi-annual/annual) and survey reports. 							
Activities for Outcome 2		Estimated Budget (USD)	Timeline(10 year: 2022-2032)							
			Short term (1-3 years)	Medium term (4-6 years)	Long term (7-10 Years)					
2.1. Promotion of gender-friendly ecotourism and NTFP Income		46,000								

generation activities.										
2.1.1. Explore ecotourism potentials – in partnership with concerned government and non-governmental organizations (homestays, eatery, handicrafts etc.).	8,000									
2.1.2. Develop ecotourism plans (based on assessments).	8,000									
2.1.3 Develop and support ecotourism products for women – e.g. homestay package; cooking; training; establish women lead camping sites; promotion of local handicrafts; promotion through social media etc.	20,000									
2.1.4. Facilitate to use of internet for communication and receiving information (technical and income generation)	10,000									
2.2. Gender friendly clean alternative energy technologies for cooking and micro-enterprise.	25,000									
2.2.1. Promote tested alternative fuel-efficient and clean-energy technologies. Provide subsidy in solar lights, fuel efficient cook stoves etc.	15,000									
2.2.2. Explore and promote clean energy technologies (solar) for NTFP processing (e.g. drying, roasting of NTFPs, and agricultural products etc.).	10,000									
Total Budget for Outcome 2	71,000									

Outcome 3	Indicators	Risks	Means of verification
<p>Outcome 3: Establishment of gender friendly organizational culture and increased gender expertise of the provincial Forest Department, including its frontline staffs and partners.</p>	<ul style="list-style-type: none"> • Enhanced skills for Gender Analysis, gender integrated planning • Provincial level forest sector gender strategy and guideline developed and endorsed. • Forest Department and its local staff have planned, budgeted and implemented GAP. • Social Forestry Unit piloted/established in the Forest Department with designated gender focal point. • Gender friendly mechanisms and structures in place within the Forest Department and its field offices – separate toilets and working spaces for women; gender friendly field visit policy etc. • Availability of a cadre of trained local gender resource persons/gender champions’ at the provincial level, who are networked to a support system. • FD facilitates an open and on-going discussion among staff, acknowledges discomfort around the issues, and promotes a safe environment for discussion of gender equity approaches 	<ul style="list-style-type: none"> • Gender blind policies and non-allocation of budget for gender actions. • Absence of dedicated gender focal point or staffs. • Absence of skills and methods to implement GAP. 	<ul style="list-style-type: none"> • Development of gender strategy and guideline and implementation by the Forest Department. • Forest Department’s annual plans with gender budget and actions • Forest Department’s Annual Report. • Case studies. • Joint monitoring/review (bi-annual/annual) and survey reports.
Activities for Outcome 3	Estimated	Budget	Timeline (10 year: 2022-2032)

	(USD)	Short term (1-3 years)			Medium term (4-6 Years)			Long term (7-10 years)		
3.1. Support to develop provincial level forest sector gender and inclusion strategy and guidelines.	20,000									
3.1.1. Organize and facilitate multi-stakeholder consultations at provincial levels.	5,000									
3.1.2. Develop and submit provincial level forest sector gender strategy and guideline for endorsement by provincial Forest Departments.	5,000									
3.1.3. Establish gender desegregated data collection system in planning, monitoring and reporting.	10,000									
3.1.4. Provision for a senior gender coordinator or focal point at provincial level.	-									
3.2. Strengthen capacities of Forest Department staffs on social and gender awareness, analysis approaches and methods.	43,000									
3.2.1. Support to develop customized basic gender training package for a) forest officials; b) community – women and men sustainable forest user groups and a leadership package for community women and men.	8,000									
3.2.2. Train and coach concerned and selected forest personnel at national and provincial levels on gender awareness and analysis.	20,000									
3.2.3. Employ qualified and experience gender Analysis trainers to increase staff capacities	15,000									
3.3. Strengthen Forest Department and its field offices develop gender friendly infrastructure and mechanisms.	40,000									
3.3.1. Strengthen the social forestry division from gender and social inclusion perspectives – piloted within the Forest Department – with	15,000									

adequate resources for designated social/gender staff, budget to implement the gender action plan (training and actions in the field).										
3.3.2. Support gender-friendly working environment such as construction or designation of separate toilets; working spaces, prayer spaces for women etc.	15,000									
3.3.3. Coordinate and build partnerships with organizations with experiences on NTFP value chain and eco-tourism.	10,000									
Total Budget for Outcome 3	103,000									
Grand Total (Outcomes 1+2+3)	390,000									

Annex 1: 9-box Framework for Organizational Analysis

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

Annex 2: Survey questionnaire form

FGD:

Province/Place of survey:

RESOURCE MAPPING SURVEY

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

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

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

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

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

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

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

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

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

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

Annex 3. Provincial consultation workshop – Rawalpindi, Punjab

SN.	Organization	Name	Position	F	M
1.	Range Forest Officer, Sihala Timber Depot, TED Rawalpindi	Shazad Rasool	Rangel Forest Officer		X
2.	Range Forest officer, Kahuta, TED Rawalpindi	Abid Aziz	Range Forest Officer		X
3.	Divisional Forest officer, Rawalpindi South	Imtiaz Hussain Siddiqui	Divisional Forest Officer		X
4.	Forest Services Academy Ghoragali Murree	Ifthikhar-Ul-Hassain-Farooqi	Director		X
5.	CF, Rawalpindi South	Sajid Quadoos Awam	Conservator of Forests Rawalpindi South		X
6.	Range Forest Officer Ghoragali Murree TED Rawalpindi	Saleh Awal	Range Forest officer		
7.	Murree Forest Division	Rabnawaz Abbasi	Forester		X
8.	Murree North	Abid Hussain	Rangel Forest Officer, Lower Topa		X
9.	CF Rawalpindi North	Kaniz Fatima	SDFO Litigation	X	
10.	Rawalpindi Forest Office	Shakeeda Mukhtar	Law Officer	X	
11.	Karor Forest Sub-division, Rawalpindi	Dr. Saira Khalil	Sub Divisional Forest Officer	X	
	Total			3	8

Annex 4: List of participants for community FGDs

SN.	Community/Village	Name	Occupation	F	M
1.	Dhirkot Kathwalan village	Saleema Bibi	Housewife, Raja social group	X	
2.	"	Samina Bibi	"	X	
3.	"	Anita Kansar	"	X	
4.	"	Noshaba Kansar	"	X	
5.	"	Nazina Bibi	"	X	
6.	"	Ambreen Bibi	"	X	
7.	"	Noshia Bibi	"	X	
8.	"	Zarya Bibi	"	X	
9.	"	Ghazal Kansar	"	X	
10.	"	Shanila Zarif	"	X	
11.	"	Maryam Kansar	"	X	
12.	"	Saiqa Bibi	"	X	
13.	"	Naila Bibi	"	X	
14.	"	Kaina Muhabbat	"	X	
15.	"	Atiqa Saghir	"	X	
16.	"	Shiraaz Bibi	"	X	
17.	"	Rukusar Begum	"	X	
18.	"	Hajra Sajjad	Teacher, Raja social group	X	
19.	"	Sajjad Hussain	"		X
20.	"	Jameel Akthar	Retired Army, Raja social group		X
21.	"	Zia-Ul-Rehman	Teacher, Raja social group		X
22.	"	Rashid Wazar	Government employee, Raja social group		X
23.	"	Abdul Qadeer Khan	Imam, Raja social group		X
24.	Dhirkot Sattian village	Saira Bibi	Housewife, Satti social group	X	
25.	"	Zarmeen Akthar	"	X	
26.	"	Afraz bibi	"	X	
27.	"	Rashida Bibi	"	X	
28.	"	Shumila Zarif	"	X	
29.	"	Saima Parveen	"	X	
30.	"	Shugifta Khatoon	"	X	

31.	“	Shazia Bibi	“	X	
32.	“	Shabila Kausar	“	X	
33.	“	Farhat Shah	Teacher, Satti social group	X	
34.	“	Atiya Jabeen	“	X	
35.	“	Shazia Kaushar	Housewife, Satti social group	X	
36.	“	Akseer Bibi	Teacher, Satti social group	X	
37.	“	Hina Zamid	Housewife, Satti social group	X	
38.	“	Navid Nazeer	Guzara, Executive Committee Member, Satti social group	X	
39.	“	Jamia Bibi	Housewife, Satti social group	X	
40.	“	Faiza Jabeen	“	X	
41.	“	Tameez Waqar	Social worker, Raja social group	X	
42.	“	Naheema Khatoon	Abbasi social group	X	
43.	“	Zahreen Bibi	Housewife, Satti social group	X	
44.	“	Nabil Kausar	“	X	
45.	“	Kamal Jaan	“	X	
46.	“	Naseem Akhthar	Housewife, Abbasi social group	X	
47.	“	Maryam Bibi	“	X	
48.	“	Bushra Shaeen	Housewife, Satti social group	X	
49.	“	Meemoona	“	X	
50.	“	Javaria	“	X	
51.	“	Shanza	Student, Satti social group	X	
52.	“	Anum	Housewife, Satti social group	X	
53.	“	Sundus	“	X	
54.	“	Rizma Khatoon	“	X	
55.	“	Naheem Akhthar	“	X	
56.	“	Natasha Bibi	“	X	
57.	“	Sabia	“	X	
58.	“	Aliya Bibi	Housewife, Abassi	X	

			social group		
59.	“	Rozia Firdos	Private Teacher, Satti social group	X	
60.	“	Rizwana Bibi	Housewife, Satti social group		
61.	Ausia village	Name in Urdu	Housewife	X	
62.	“	Zozina Bibi	“	X	
63.	“	Rakhshanda Shaheen	“	X	
64.	“	Shazia Bibi	“	X	
65.	“	Shaheen	“	X	
66.	“	Hameeda Bibi	“	X	
67.	“	Naheeda Akhter	“	X	
68.	“	Asma Bibi	“	X	
69.	“	Raheela Bibi	“	X	
70.	“	Parveen Akhter	“	X	
71.	“	Nadeem Aqbal	Education department		X
72.	“	Waseem Iqbal	School fund		X
73.	“	M. Sharyar	Farmer/labourer		X
74.	“	Abeed Ahmed	“		X
75.	“	Qadeer Ahmed	“		X
76.	“	Mudaseer Ahmed	School teacher		X
77.	“	Sadeer Ahmed	Labourer		X
78.	“	Manzoor Ahemed	“		X
79.	“	Asim	Road worker (labourer)		X
80.	“	Tajmial	Truck driver		X
81.	“	Obaid Ahmed	Farmer		X
82.	“	Umer Ahmed	Driver		X
83.	“	Huwasandad	Fisherman		X
84.	Behla Pakwarivillage	Ziad Qameer	Teacher, Jansia social group		X
85.	“	Shazad Ahmed	Carpenter, Querishi social group		X
86.	“	Nazeer Ahmed	Driver, Abbasi social group		X
87.	“	Haider	Student, Janjua social group		X
88.	“	Ashan Danish	Carpenter, Querishi social group		X
89.	“	Qasim Nazee	Labourer, Abbasi		X

			social group		
90.	“	Saad Naseer	Sub-Engineer, Quereshi social group		X
91.	“	Mehtab	Carpenter, Quereshi social group		X
92.	“	Zabia Akther	Housewife, Qureshi social group	X	
93.	“	Yasmeen Bibi	“	X	
94.	“	Abida	“	X	
95.	“	Marjan	“	X	
96.	“	Faheem Akther	“	X	
97.	“	Kauset	“	X	
98.	“	Qasim Iftikhar	“		X
	Total			70	28

Annex 5: Women's daily activity chart - Dhirkot Kathwalan, Punjab

Time		Activities
From	To	
4:00	5:00	Wake-up, wash, and pray (only elderly married women and men) Prepare morning tea and offer to men
5:00	7:00	Go to nearby fields to collect grass for animals (Some women take rest from 5 am to 6 am but majority do not); Cleaning of Animal sheds; Milking of cows, buffalos and goats (depending on milk availability); Cut and provide grass to animals.
7:00	9:00	Prepare breakfast and serve the whole family; prepare Help school going young children get ready for school; wash dishes and clean the house (make beds, sweep etc. (average two to three rooms, kitchen and veranda and a small courtyard)
9:00	11:00	Wash and iron clothes, and Fire wood collection in the nearby fields
11:00	13:30	Prepare lunch; prayer; Serve lunch to family members; clean-up and do the dishes; and work in the kitchen garden
13:30	15:00	Rest and do handicraft (usually embroidery work); Help children with home work Visit neighbors (only on weekends)
15:00	18:00	Take animals to Guzara forest (if close-by); Fuel-wood collection Grass collection/NTFP Collection; Feed and milk animals, process mild and pray. Milk Asr Prayer time
18:00	20:00	Prepare Dinner; Pray; Serve dinner, wash dishes and clean the house.
20:00	22:00 23:00	Socialization with family members; Preparations (bedding) for family members to sleep Embroidery Sleep.

Annex 6: List of potential partners

Name of Organisation in Provincial and national level	Expertise, best practices
<ul style="list-style-type: none"> • National Rural Support Program (NRSP) 	<ul style="list-style-type: none"> • Social Mobilization, group formation, training and outreach); conservation education etc.
<ul style="list-style-type: none"> • Punjab Rural Support Program 	<ul style="list-style-type: none"> • Social Mobilization, group formation, training and outreach); conservation education, possibilities for financial support etc.
<ul style="list-style-type: none"> • Helvetas – Pakistan 	<ul style="list-style-type: none"> • Sustainable forest management – capacity building
<ul style="list-style-type: none"> • FAO 	<ul style="list-style-type: none"> • Fishery, forestry – policy and planning
<ul style="list-style-type: none"> • WWF • 	<ul style="list-style-type: none"> • Community Plantation, Ecotourism, Alternative energy solutions
<ul style="list-style-type: none"> IUCN 	<ul style="list-style-type: none"> • Community engagement in Mangrove forests
<ul style="list-style-type: none"> • Department of Tourism 	<ul style="list-style-type: none"> • Eco-tourism – planning and identification of eco-tourism products

Annex 7: Pictures from the field



Photo 1. Community level consultation meeting with men's group in Dhirkot, Murree.



Photo 2. Provincial Level Consultation Workshop, Rawalpindi, Punjab



Photo:3: FGD with women from Dhirkot Sattian, Murree.



Photo 4: REDD+ Office in Rawalpindi with the REDD+ Coordinator.