



REDD+ Gender Action Plan Sindh, Pakistan

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

January 2022

Acronyms

AKRSP	Aga Khan Rural Support Program
CCF	Chief Conservator of Forest
CO	Community Organization
DBC	Delta Blue Carbon
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
GIS	Geographic Information System
GoP	Government of Pakistan
GoS	Government of Sindh
GRAP	Gender Reform Action Plan
IGAs	Income Generation Activities
IUCN	International Union for Conservation of Nature
LSO	Local Support Organization
MAPs	Medicinal and Aromatic Plants
MoCC	Ministry of Climate Change
NGOs	Non-Governmental Organizations
NRM	Natural Resource Management
NTFPs	Non-Timber Forest Products
PES	Payment of Environmental Services
PKR	Pakistani Rupees
REDD	Reducing Emission from Deforestation and Forest Degradation
RFO	Range Forest Officer
SFD	Sindh Forest Department
TBTTP	Ten Billion Tree Tsunami Program
UNDP	United Nations Development Program
WWF	World Wildlife Fund
WOCAN	Women Organizing for Change in Agriculture and Natural Resource Management

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1. Introduction

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

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

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

1.1 Objective of the report

The overall aim of the assignment is to mainstream gender into the 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 Sindh; and
- to outline the activities, goals, and the monitoring and evaluation systems of the Gender Action Plan for Sindh.

2. Approach and methodology

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

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

- Gender analysis tools that 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 (Annex 2).

Stakeholder consultations were conducted by following a four- step approach to collect and analyze the data at the federal, provincial and community levels. The four- step approach included 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), the International Union for Conservation of Nature (IUCN), HELVETAS-Pakistan and 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 Sindh. The Chief Conservator provided an overview of the cultural, gender and technical aspects of the forestry sector in Sindh and details of projects initiated by the Forest Department for conservation of forests and community development with specific emphasis on women’s development. The team also conducted a consultation meeting with the 14 member (2 female and 12 male) team of the Sindh 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 focus group discussions (FGDs) in two selected community groups. Four FGDs were conducted in Keti Bandar and Sakhpur villages, with 54 community representatives (27 female, 27 male). The methods used for data collection included; transit walk, NRM resource mapping and discussions to identify gaps and opportunities and suggestions for planning. The team also developed women’s mobility (Figure 1) and women’s daily activity charts (Table 7) in one of the two selected communities.

Table 1: Community FGDs in villages of Keti Bandar and Sukpur villages in Sindh

Gender	Number of participants	No of FGDs
Female	27	2
Male	27	2
Total	54	4

Source: Field work, August 2021

The methods used for data collection included transit walk, NRM resource mapping and discussions to identify gaps and opportunities and recommendations for future planning. The team also developed women's mobility (Figure 1) and women's daily activity charts (Table 7) in one of the two selected communities.

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

3. Sindh in context

Located in the southeastern part of Pakistan, Sindh is the third-largest province by area with an area of 140,914 square kilometers and the second-largest province by population, after Punjab. It shares land borders with the provinces of Balochistan and Punjab to the north, respectively, and the Indian states of Gujarat and Rajasthan to the east. It is also bounded by the Arabian Sea to the south. Sindh's landscape consists mostly of alluvial plains flanking the Indus River, the Thar Desert in the eastern portion of the province along the international border with India, and the Kirthar Mountains in the western portion of the province.

The population of Sindh in 2017 was 47.89 million (male 24.93 million and female 22.96 million) (Census 2017). With about 23.04% of the national population of Pakistan, with a growth rate of 2.41%, Sindh province has a total literacy rate of 62.2% with male at 72.8% and female at 49.9% literate.¹

In Pakistan's southeastern province of Sindh, agriculture provides livelihoods to about 56% of the rural inhabitants. The province contributes about 23% to national agricultural value-added, accounts for half of the country's total seafood exports and grows 25% of the country's cotton. Agricultural medium-sized enterprises play a key role in securing access to food, alleviating poverty and growing the economy in Sindh. Despite a vibrant and prominent rural economy, Sindh has relatively low agricultural productivity and significant annual fluctuations in output. Gender inequality and climate change pose additional challenges, and poverty is persistent, especially in the rural areas.²

¹ Sindh at a Glance 2018. Bureau of Statistics. Planning and Development Department, Government of Sindh.

² GRASP Pakistan. Competitiveness of Rural MSMEs and their resilience to COVID-19 crisis, Evidence from Sindh, Pakistan. International Trade Center at [https://www.intracen.org/uploadedFiles/intracenorg/Content/Redesign/Projects/grasp/GRASP-Sindh%20Survey%20Report%202020\(1\).pdf](https://www.intracen.org/uploadedFiles/intracenorg/Content/Redesign/Projects/grasp/GRASP-Sindh%20Survey%20Report%202020(1).pdf)

3.1. Forestry in Sindh

The forestry resources of Sindh are classified in four different categories viz. riverine forests, irrigated plantations, protected forests and mangrove forests. An area of 1.125 million ha (2.782 million acres) is under the control of the Sindh Forest Department (SFD), which is 8% of the total area of the province. However, of the aforementioned total area, riverine forests and irrigated plantations, which are categorized as productive forests, cover only 2.29% of the total area, clearly indicating that the province is deficient in forestry resources. The remaining area under the control of the Sindh Forest Department consists of mangrove forests and rangelands, which are classified as protective forests. The details of both productive and protective categories of forests are : riverine forest occupy 0.241 million ha (1.71% of the total area of Sindh); irrigated plantations occupy 0.082 million ha (0.58% of total area of Sindh); mangroves 0.345 million ha (2.45% of the total area of the Sindh); and rangelands 0.457 million ha (3.25% of total area of Sindh).³

The SFD was established with a vision to meet the social, ecological, and economic rights and needs of the present generation without compromising those of future generations.

From field research reported that women are extensively involved in collecting forest products such as fuelwood, fodder, NTFPs, medicinal plants and housing materials, but are less informed and unaware of legal instruments and opportunities available to them. Fuelwood, dried and fallen trees and branches in riverine areas and drift wood in mangrove forests, is the primary source of alternative energy for cooking. The collection of firewood is women's responsibility.

Table 2: Source for cooking energy

Type	n*	Percentage
Fuelwood (dried and fallen trees, drift wood)	19	100%
Tree resin	0	0%
Leaf/pine litter	0	0%
Pine cones	0	0%
LPG	0	0%
Kerosene	1	5%
Other	0	0%

Source: Fieldwork, August 2021, Keti Bandar, Sindh

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

³ Official Website of Forest Department, Government of Sindh at <https://sindhforests.gov.pk/page-overview>

Women are also significantly involved in gathering NTFPs and medicinal plants for household consumption, such as leafy green vegetables, wild mustard, wild mushrooms, honey, and mangrove tree seeds (both for fodder). In riverine forest areas, women are entirely responsible for the construction of houses and livestock sheds. Despite their extensive involvement, women have little knowledge of sustainable NTFP harvesting techniques, or have access to information related to job opportunities provided by the Forest Department and other development agencies.

3.2. Gender aspects in forestry sector and other policies

The Forest Act 1927, which along with several other provinces, governs the forestry sector in Sindh mentions assigning any village community the rights of government to or over any land which has been constituted as a reserved forest, and may cancel such assignment. All forests so assigned shall be called ‘village forests.’ It is silent about women’s participation or is gender blind.⁴ Similarly, the Forest Act (Sindh Amendment) 1994 is also silent about gender provisions (SFD 2021).⁵

The Government of Pakistan developed the Gender Reform Action Plan (GRAP) and was adopted by the Government of Sindh in 2004.⁶ The Sindh Gender Equality and Women’s Empowerment Policy, 2020-2030 has a vision of a peaceful, democratic, just and prosperous Sindh where women and girls are equal citizens and participants in decision-making from the home to the national and international levels, are able to lead a life free from violence, discrimination, exploitation, neglect and abuse, and enjoy the full range of their social, political and economic rights.⁷

The Sindh Climate Change Policy, as envisioned by the Government of Sindh, has a goal of ensuring that climate action is mainstreamed in development planning, particularly in the economically and socially vulnerable sectors of the economy, and steering Sindh towards economic growth and climate compatible development. As a policy objective, it aims to ensure the interests of vulnerable groups and that gender aspects are adequately addressed in climate development strategies and planning. The policy measures recognize that impacts of climate change such as disasters are different for women from those of men; mortality rates for women are higher during droughts, floods, and heat waves. Socio-cultural factors add to the vulnerabilities of women, which restrict their mobility, knowledge, and skills. The provision for measures that would incorporate the gender aspects of climate change impacts in development and planning and ensure the vulnerability of women to natural hazards is reduced; increasing women’s participation in the decision-making processes at the provincial level is an initial step to uplift the socio-economic conditions of women in the face of climate

⁴ Forest Act 1927.

⁵ Forest Act (Sindh Amendment) 1994.

⁶ ADB. Gender Action Plan, Sindh Growth and Rural Revitalization Program (Subprogram 2) (RRP PAK 41545-02), available at <https://www.adb.org/sites/default/files/linked-documents/41545-02-pak-gap.pdf>

⁷ Government of Sindh and UN Women Pakistan. 2019. The Sindh Gender Equality and Women’s Empowerment Policy, 2020-2030.

change. Further, though specific provisions for women are also made as policy measures under sectors such as agriculture and livelihood, they are not found in other climate change sectors including forest and water resources (GoS 2019).⁸

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

Data from recent field research in Sindh province shows that women are extensively involved in collecting forest products such as fuelwood, fodder, NTFPs, medicinal plants and housing materials, but have limited access to information, and are therefore unaware of legal instruments and opportunities for forest resource use. Fuelwood, dried and fallen trees and branches in riverine areas and drift wood in mangrove forests, is the primary source of alternative energy for cooking (Table 1). The collection of fuel wood is women’s responsibility (Table 2).

Table 3: Engagement in use of forest resources: Keti Bandar Village in Sindh

	Men		Women		Boys		Girls	
	n*	%	n	%	n	%	n	%
Collection of fuel wood	4	21%	17	89%	3	16%	3	16%
Animal grazing	20	48%	39	93%	30	71%	0	0%
Grass cutting	23	55%	41	98%	8	19%	10	24%
NTFPs	34	81%	22	52%	17	40%	1	2%

Source: Fieldwork, August 2021, Keti Bandar, Sindh

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

Women in the riverine and mangrove forest areas of Sindh are extensively engaged in labor-intensive income generating activities in fisheries, agriculture and forestry. In some cases, particularly amongst poor migrant families, women accompany their husbands in sea fishing. In comparison to their counterparts in other provinces, this has significantly increased women’s mobility. However, this increased mobility and involvement in generating income has had little impact on their social and economic growth and development.

Women are also significantly involved in gathering NTFPs and medicinal plants for household consumption, such as leafy green vegetables, wild mustard, wild mushrooms, honey, and mangrove tree seeds (both for fodder and sale to the Forest Department). In

⁸ Sindh Climate Change Policy

riverine forest areas, women are entirely responsible for the construction of houses and livestock sheds. For construction, men usually fetch the heavier poles from the forest.

4. Key Findings

The gender analysis and the development of the Gender Action Plan draw on 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 equitable⁹; 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, 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.

⁹Gender equity refers to ensuring that all program design take into account the different needs of women and men, cultural barriers and discrimination of the specific group. It may involve the use of temporary special measures to compensate for historical or systemic bias of discrimination. It refers to the differential treatment that is fair and positively addressed bias or disadvantage that is due to gender roles or norms of differences between the sexes (adapted from UNICEF, 2017. Glossary of terms and concepts. UNICEF Regional office for South Asia, November

a) Program gender equity

4.1.1. Gender policy

There is no specific policy for gender in the Forest Department. Though the Government of Sindh has adopted the national Gender Reform Action Plan (GRAP) and formulated the Sindh Gender Equality and Women's Empowerment Policy, 2020-2030, the forestry sector is seen as a technical sector, and gender and social inclusion are not a priority for the FD. The provincial forestry policy, plan, or guidelines make no mention of gender or community engagement. In Sindh, the Social Forest Unit and the Forest Division under the FD have the potential to include poor and marginalized women's issues in their plans, such as in fishing communities in Keti Bandar, and agricultural laborers in Sukhpur villages.

4.1.2. Gender and social analysis capacity

There is limited gender and social analysis capacity in the Forest Department of Sindh. The current practice of contracting local individuals to implement forest management activities largely overrules meaningful community participation, except through transactions based on acquiring and payment for services required to implement contractual activities. Such approaches do not demand the skills for gender and social analysis.

Forest Department staff have not received any orientation, exposure or training on concepts and methods for gender and social analysis.

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 FD's M&E system does not have specific outcomes and indicators to monitor and 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 program planning of the Forest Department.

b) Workplace gender equity

Patriarchy and masculinity are major barriers and challenges for the advancement of women, both within the communities and in the forestry institutions. The following are some key institutional- level 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 underrepresented in the workforce. Female staff are assigned ‘feminine’ tasks and positions, that are considered ‘feminine’, and therefore ‘non-technical’, which limit their opportunities for progress in the workplace. Female staff are usually assigned positions that do not require frequent travel to the field, where they can make full use of their technical abilities and experience. This entails administrative work or being assigned to the social forestry section of the department. Female staff are generally not accepted as managers in technical areas. According to the information provided by the SFD staff during the field work in August 2021, there are eight female staff including one DFO and six RFOs in the Social Forestry Division and one DFO in the Mangrove Forestry Division of the Sindh province (Table 5).

Table 4: List of female staff in provincial Forest Department in Sindh

Headquarters			Management			Other			Total		
F	M	Total	F	M	Total	F	M	Total	F	M	Total
8	11	19	-	57	57	-	1995	1995	8 (0.38%)	2063 (99.62%)	2071

Sources: FAO, Pakistan Forestry Sector Review 2019; Sindh Provincial Consultations August 2021

4.1.7. Gender-sensitivity in the workplace

The lack of women-friendly infrastructure and working culture, according to female staff, is one of the primary factors that contribute to a dis-empowering work environment. There are no female-only restrooms. Women are expected to use the common restrooms, unless they occupy fairly senior positions in the department. Being in a room full of males and sharing restrooms contributes to their distress. Furthermore, there are no facilities for child -care or guidelines to determine flexible working hours for women.

Female employees reported the difficulty of balancing personal and professional lives. Balancing conflicting interests between women’s professional work and family care may sometime require a woman to arrive late, leave the office early, or make it difficult

to stay when overtime work is required. Such behavior by working women is often viewed as a lack of commitment by their male counterparts.

Women perceive that their capabilities as forestry professionals are always questioned by their male peers. There is a general implicit bias held by male staff and those in senior management that women are unfit for the challenging work required in forestry, and this results in the underutilization of women’s capabilities.

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 mafias), or work flexible hours. They are frequently absent from work to attend family needs, and are always in need of support from other male staff. Female staff, on the other hand, claim that they are frequently excluded from technical discussions and training opportunities. Decisions and events are often not communicated to them or are communicated late. This has had a substantial impact on their professional progress (promotion, training opportunities, etc.), self-confidence (not having their inputs recognized), and position within the organization (as they are often not considered or invited for crucial technical discussions).

Table 5: Summary of status of gender equity in the Forest Department

Gender related mechanisms within the provincial institutions	Gender equity in programs	Gender equity in workplace
Separate gender policy Forest Department in Sindh	None	
Gender considerations in the provincial level forest sector’s policies.	None	
Dedicated human resources for gender and social inclusion: <ul style="list-style-type: none"> • gender focal point • gender ToR for key staff 	Negligible	
Gender/social inclusion expertise within the organization	Negligible	
Provision for gender in the M&E system (outcomes, indicators)	None	
Provision of dedicated gender/social inclusion budget in planning	None	
Enabling work environment for women <ul style="list-style-type: none"> • infrastructure facilities • work spaces • access to transport for field activities 		
Number of female staff in the FD		

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

4.2. Community level gaps

Women in the community face a number of challenges that limit their ability to participate more effectively in forest management activities. Women's mobility restrictions, workloads, underappreciation of their household work contributions, a lack of platforms to organize themselves, and limited access to development and forestry related opportunities and information are some of the key challenges that limit their ability to participate in sustainable forestry management programs and activities.

Table 6: Key gaps to women’s participation in sustainable forest management

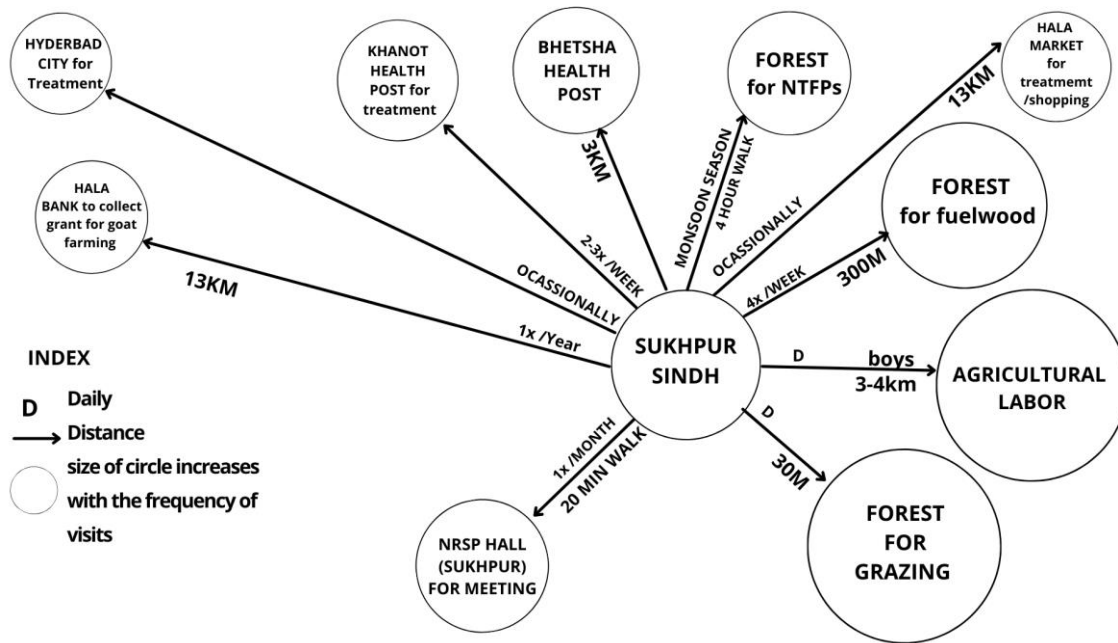
Gaps to women’s participation	Key Reasons
Limited mobility of women	Restrictive traditional and cultural norms; public safety concerns, requirement of guardianship etc. restricts women’s participation.
Time poverty and women’s work burden	Women are time poor - women’s tasks adds up to 16 hours a day: both reproductive (cleaning, cooking, care work) and productive (fetching water, home-garden, collecting fuelwood and NTFPs, etc.).
Poor access to development and forestry related opportunities and information	Women’s poor social condition and position in society;
Absence of platforms to organize	Near absence of sustainable, local mechanisms (platforms) for women to organize for collective action; Limited organizational capacity of women

Source: Fieldwork August 2021

4.2.1. *Limited mobility of women*

Women’s participation in sustainable forestry management programs is limited by the inability of women to travel outside their homes and villages. Both public safety concerns and requirements of guardianship limit women’s ability to travel independently. Despite comparatively greater mobility of women who work as wage laborers, their overall mobility is still limited, and the norm that women should not travel alone still applies to them. They are required to go out in groups or accompanied by male members of their household while traveling outside their villages. Women are also afraid to travel outside their villages and do not feel secure traveling alone. Women, for example, travel to the nearby forest and the landlords' agricultural fields in small groups on a daily basis for work, but their movement to remote locations (more than 3-4 km) is limited and based on necessity (Figure 1).

Figure 1. Women's Mobility Map, Sukhpur Village, Sindh



Source: Field work in August 2021

Poor infrastructure services, in addition to limits imposed by social norms and practices, contribute to women's immobility. Field discussions in Sukhpur village, which is located within the riverine reserve forest region, reveal that women rarely go outside their villages due to poor road infrastructure and a lack of regular public transportation, unless for medical or social reasons. Moreover, school teachers assigned to the region also fail to attend schools with any regularity due to the poor road conditions. As a result, only two male members from a total of 3000 village residents had completed the 8th grade, while none of the younger children had attended any school.

4.2.2. Time poverty and women's work burden

Women are time poor. In Keti Bandar (mangrove forest area) and Sukpur (riverine forest area) women's tasks often add up to more than 16 hours a day (Table 7). Their work is characterized by multi-tasking between caring for the home and family members and productive work such as farming, wage labor, fishing, collecting fuel wood and water, and engaging in handicrafts during leisure hours.

Natural resources such as forests, water, and land are degrading, and competition for their usage is increasing. Women in particular, are increasingly at risk of losing access to these resources. Women are time poor as a result of competing demands related to their different roles, which affects their quality of life and decision making, as well as

preventing them from participating, learning, and actively engaging in development and forest management activities.

Table 7: Women’s daily activity chart in Sukhpur village in Sindh

Time	Activities
3:00	Wake-up, wash, and prepare morning tea and offer to men
4.30	Clean (sweep, wash dishes, make beds etc.); cook meal; serve the whole family, clean dishes.
8.00	Leave home for labor work in commercial farms or collection of fuelwood and NTFPs or home-garden
12.00	Return from the field; wash, feed animals
13.00	Cook lunch and serve the whole family
14.00	Handicraft work (sewing etc.) and twice a week go to collect fuel-wood and fodder in the forest/ or go out again for wage labor work in commercial farms
16.00	Wash clothes, feed children, fetch livestock from the forest, collect fuelwood on the way back etc.
19.00	Cook dinner and serve the food, clean and get ready for bed
21.00	Rest and family time (no electricity and hence difficult to do activities)
22.00	Sleep

Source: Fieldwork August 2021

Fishing

Fishing is an important activity for coastal communities such as Keti Bandar, and while men are largely responsible for deep- sea fishing, women spend somewhat equal number of hours harvesting clams and processing and drying trash fish (very small fish) nearby their homesteads. Fishing activities, as shown in the Table 8 below, revolves largely around men, but women perform chores such as clam fishing, processing trash fish and boat making, which are considered “less important work’ in comparison to deep sea fishing and rearing crabs.

Table 8: Responsible person for fishing activities in Keti bandar, Sindh

Responsible person for fishing activities	Male		Female	
	*n	%	n	%
boat making /worker	2	11%	9	47%
engine repair	2	11%	0	0%
net making	8	42%	0	0%
deep sea fishing (15 km)	18	95%	3	16%
Processing (drying) trash fish (very small	0	0%	20	100%

fish)				
khekra (crabs) catching and rearing	17	89%	0	0%
Clams	0	0%	17	89%
selling/dealing with contractors (cash)	8	42%	0	0%
processing, drying	0	0%	8	42%
Fish storage	10	53%	8	42%

Source: Fieldwork in August, 2021

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

Livestock care

The majority of chores related to the care of livestock care are performed by women. This includes cleaning animal sheds, grazing, harvesting grass for stall feeding, milking and processing milk products (Table 9).

Table 9: Household animal care responsibilities in Sukhpur, Sindh

Responsibility	Male		Female	
	*n	%	n	%
Shed Cleaning	0	0%	7	29%
Animal Grazing	7	29%	7	29%
Grass cutting	0	0%	14	58%
Milking	0	0%	12	50%

Source: Fieldwork in August, 2021

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

Agriculture and forestry

Women are heavily involved in productive activities, such as collecting firewood, NTFPs, grasses for livestock, poles, and thatch for the construction of huts. Women are primarily responsible for collecting construction material from the forest and building their huts in the Sukhpur riverine forest area (Table 10).

Table 10: Women's engagement in productive work in Sukhpur, Sindh

Code	Male		Female	
	*n	Percent	n	Percent
NTFPs collection	15	100%	18	72%
Firewood collection	15	100%	18	72%
Other: poles and grass for huts	15	100%	25	100%
Construction of huts	5	25%	25	100%
Agriculture labor (on land-lords commercial farms)	15	100%	25	100%

Source: Fieldwork in August 2021

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

Women work as wage laborers in commercial farming, but they still have to go home and conduct household tasks despite working equivalent hours as men on the farms. In addition, there is a considerable pay-gap between women and men (Table 11).

Table 11: Wage gaps between women and men in Sukhpur Village, Sindh

Duration	Women (PKR)	Men (PKR)
Full day wage as farm laborer	350	500
Half day wage as farm laborer	200	300

Source: Fieldwork, August 2021

Pay disparity exists in the Keti Bandar area as well. Women are assigned labor-intensive, low-value activities with little pay in the local fishing sector. Women rarely receive their salaries, which are often deposited by contractors to male family members.

One female clam collector in Keti Bandar said, "It takes us roughly 2-3 hours to harvest one kilogram of clams and is heavily dependent on the tides. It is a challenging task. We'll have to go in the dark in the swampy water with a torch. Standing in the sea water for long time causes our skin to burn. And for all of our efforts, we just get paid roughly 20 rupees for one kilogram of clams from the fish contractors. Our men collect and keep the money."

4.2.3. Women's inability to access development and forestry-related opportunities and information

Women's inability to access services and resources has considerable bearing on their ability to participate in activities related to development in general, and in particular in relation to sustainable forestry management programs.

Women in Sukhpur and Keti bandar are largely excluded from accessing development opportunities. In particular, the majority of women in the FDG reported not having received any forestry-related services as shown below (Table 12). Only two women, from relatively well-off families, reported having attended a training course on farm forestry, and receiving seeds and equipment for kitchen garden and poultry farm development. Importantly, the majority of women reported not having access to information to forestry-related services that are available to them.

Table 12: Table showing women's poor access to forestry resources in Sukhpur

Types of services received by women	*n	Percentage
Loans	0	0%
Seedlings/saplings	0	0%
Equipment for plantations	2	22%
Water pipes	0	0%
Nursery shed materials	1	11%
Forestry related trainings	0	0%
Information materials about forestry services and rules	0	0%

Source: Fieldwork in August 2021, Sukhpur, Sindh

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

In terms of access to forestry-related training opportunities, only men (30%) reported having received any training on seedling propagation and collection methods (Table 13).

Table 13: Forest management-related trainings received in Keti Bandar, Sindh

Code	Male		Female	
	*n	%	n	%
Seedling propagation-collection	3	30%	0	0%
Fire prevention and management	0	0%	0	0%
Silviculture	0	0%	0	0%
Group organizing	0	0%	0	0%
Other	0	0%	0	0%

Source: Field work in August 2021

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

4.2.4. Absence of institutional platforms for collective action

The absence of institutional platforms for women to organize for collective action inhibits the quality of their participation in sustainable forestry management programs and activities. Women organized into collectives are in a better position to collaborate on problem identification and activity development of forestry programs, that can address their material needs as well as their strategic interests.

Except for a few informal, project-based women's and men's groups established by organizations such as the National Rural Support Program (NRSP), there are no sustainable, local mechanisms for women to organize themselves for collective action.

In the area, there are no forest user groups or committees (Table 14). These informal groups will be difficult to sustain beyond the project cycle.

Table 14: Types of forest related user/management groups in Keti Bandar

Group Type	Total		Male		Female	
	*n	Percent	n	Percent	n	Percent
Women's groups	9	53%	0	0%	9	100%
Men's groups	17	100%	8	80%	9	100%
Mixed-sex groups	0	0%	0	0%	0	0%
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.

The absence of women's organizing capacity results in individual women being unable on their own to upgrade their existing income generating potential, access loans from micro-finance institutions or mobilize forestry related resources.

Furthermore, within the limited spaces available for the community to engage in forest management activities such as plantations and nursery raising, poor and marginalized women do not usually get opportunities to participate.

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 Social Forestry Division

The Social Forestry Division of Sindh's Forest Department provides an opportunity for gender integration through pilots. The current Social Forestry Division primarily focuses on plantation in public and private spaces, such as in schools, green roads, factories, etc. It also has the highest proportion of female staff (seven out of the total eight female staff). However, there are no policies or programs in place in this division to enhance the community or women's participation in the forestry sector. This division has the potential to be a departmental pilot for social and gender inclusion.

4.3.2. Presence of partners with complementary expertise and resources

The presence of partner organizations with extensive expertise, experience, and outreach in community-based conservation and forest management can be complemented by building partnerships with them to promote gender and social inclusion.

In Sindh, organizations such as the NRSP are active and have effective outreach initiatives in remote reserve forest areas. At the local level, the NRSP has developed both human resources and participatory methods and approaches that can be utilized and further promoted. Other natural resource management organizations such as the WWF and the IUCN, have few community outreach activities, such as the distribution of solar lights and water tanks (Annex 5).

b) Community level opportunities

4.3.3. High potential to organize local women and men into forest user groups and committees

Despite the fact that local institutions are largely dysfunctional, there is significant potential for organizing women through organic bodies to engage more effectively in social forestry management practices. Such bodies can also include poor and migrant women to organize and better negotiate with fishery contractors and agricultural landlords, while also owning and managing small enterprises. Coordination with development agencies such as the NRSP, WWF and IUCN present in the area can also support in mobilizing the women's and men's groups to form forest user groups and committees.

4.3.4. Women have a strong desire to participate in forest management and livelihood enhancement activities

Rural women in riverine and mangrove forest areas are exposed to development interventions and appreciate the outside inputs and support. The few women who took part in the NRSP's kitchen garden and nursery raising training valued the support, and other women in the village expressed interest in attending such forums and events. The energy and interests of the women can be utilized to engage them in the sustainable management of the forests and at the same time improving their livelihoods.

4.3.5. Availability of forest and tourism products for eco-friendly income generation activities

Both the mangrove and riverine areas are within the reserve forest which have the potential to be developed into eco-tourism destinations that benefit local women and

men. Locals in mangrove forest areas are already taking tourists on boat tours to see dolphins and for hook fishing. They claimed that only domestic visitors now visit their locations, and that local cuisine and seafood are in high demand. There are very few good restaurants or tea shops to cater to these tourists. This gap can be bridged by capacitating and involving locals, particularly women. Similarly, the riverine forest reserve has potential for harvesting and marketing high value wild honey from the forests.

5. Conclusions

The Forest Department approach to gender equity in programming is limited by several factors such as: the absence of a specific gender policy; limited capacity for gender and social analysis; absence of gender-sensitive indicators in the monitoring and evaluation system; limited capacity for gender and social inclusion; and the absence of a gender coordination position. In terms of workplace gender equity, the most striking factor is the underrepresentation of women in the workforce and the limited availability of infrastructural facilities for women, combined with an organizational culture that is disempowering for women professionals.

However, there are opportunities in the form of strategic entry points such as the Social Forestry Division, and existing best practices that promote women's participation that could enhance and improve program and workplace gender equity.

The presence of partner organizations with extensive expertise, experience, and outreach in community-based conservation and forest management can be complemented by building partnerships with them to promote gender and social inclusion.

An examination of community level gaps show women's ability to participate in sustainable forestry management programs and activities is critically inhibited by several factors: women's time poverty and its link to work burdens; and restrictions on women's mobility, that not only impacts their ability to participate, but also results in women's inability to access services from forestry-related program/project activities.

However, there are opportunities to enhance women's participation through building on their existing interest and commitment, and their organizational capacity by mobilizing them into user groups. There are also opportunities to increase women's incomes through forest product and tourism development, which could potentially reduce their reliance on forest products, contributing to overall forest health.

6. Recommended actions

- i. **Support the development of provincial level forest sector gender and inclusion strategy and guidelines.** Support to develop provincial level forest sector gender strategy and guideline; establish a gender disaggregated data collection system for planning, monitoring and reporting; provide for a senior gender coordinator or focal point at the provincial level.
- ii. **Strengthen capacities of Forest Department staff on social and gender awareness, analysis approaches and methods.** Support to develop a customized basic gender and leadership training package for forest officials and community women and men; 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 with gender and social inclusion perspectives, piloted within the Forest Department; provide adequate resources for designated social/gender staff and budget to implement the gender action plan (training and actions in the field).
- iv. **Increase capacity for social mobilization of both women and men from diverse groups on sustainable forest management.** Support to develop a comprehensive package to train and guide forest guards and extension workers on gender and social inclusion methods and approaches; form and strengthen forest-related inclusive women's user groups.
- v. **Establish women/women's group-led private forest nursery and support forest-related livelihood actions.** For example, support to develop and provide comprehensive gender and social inclusion-responsive training package in forest nursery; promote gender-friendly clean alternative energy technologies for cooking and micro-enterprise; promote gender-friendly ecotourism and NTFP income generation activities.
- vi. **Collaborate with government and NGOs to support safe drinking and irrigation water in arid mangrove and riverine forest areas.** For example, explore and assess tried methods and technologies to desalinate water; seek out partners to help with water desalination; provide subsidized water filters in mangrove forest areas; support boring of water in riverine reserve forest areas.

7. REDD+ Gender Action Plan- Sindh

Purpose:

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

Objectives:

1. To sustainably manage the forest through enhanced participation of women and men.
2. Increase women's role and access to the forestry and livelihoods improvement resources and opportunities.
3. To develop the capacities of the Forest Department and its local offices to integrate gender and social inclusion for sustainable forest management.

Total Estimated Budget in USD (10-year period) = USD 391,000

Outcome 1	Indicators	Risks	Means of verification
<p>Outcome 1: The quality of women's participation for sustainable forest management improved for both advantaged and poor women and groups.</p>	<ul style="list-style-type: none"> • XX women's groups/organizations trained and established • XX women/women's 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 processing NTFPs and fishes 	<ul style="list-style-type: none"> • Patriarchal mindset and masculine behaviors • Gender blind policies and non-allocation of budget for gender actions. 	<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-

	<ul style="list-style-type: none"> FD and the forest user group (women and men) work in partnership to sustainably manage the forest. 		annual/annual) and survey reports.											
Activities for Outcome 1		Estimated Budget (USD)	Timeline (10 year: 2022-2023)											
			Short term (1-3 year)			Medium term (4-6 year)			Long term (7-10 year)					
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 group on gender and women's leadership.		35,000												
1.2. Form and strengthen forest related inclusive women's user groups.		83,000												
1.2.1. Develop and support a comprehensive package to organize, form and train XX Women's organizations/women forest user/NRM group in XX riverine and mangrove (coastal) areas. Support to develop women's user group bylaws and facilitate formation of inclusive women's forest management groups.		10,000												
1.2.2. Train and coach XX of women (from both advantaged and poor women/groups) in forest monitoring.		15,000												
1.2.3. Training and coaching of women's user groups and men/men's user group on gender and women's leadership.		25,000												
1.2.4. Train and coach XX women in sustainable forest		25,000												

management - e.g. vocational nursery raising, organized forest plantations, forest fire, REDD+ and PES related technical trainings etc.										
1.2.5. Engage men and promote - couple approach (adapt AKRSP approach from GB).	8,000									
1.3. Establishment of women/women group-led private forest nursery.	53,000									
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 (riverine and coastal)	20,000									
1.3.4. Train and coach XX women in sustainable forest nursery management.	15,000									
1.3.5. Link with the government's 10 billion Tsunami plantation activities to integrate gender- e.g. provision for 60% women interns; and hire women social mobilisers; give nursery raising funds to women/women's groups etc.	6,000									
Total Estimated 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	<ul style="list-style-type: none"> xx of women have access to clean drinking and irrigation water xx of women trained in fishery and NTFP collection, processing, harvesting and marketing and linked with organizations specializing in 	<ul style="list-style-type: none"> Patriarchal mindset and masculine behaviors Gender blind policies and non-allocation 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

	<p>fishery and NTFP value-chains.</p> <ul style="list-style-type: none"> 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 	<p>budget for gender actions.</p> <ul style="list-style-type: none"> Absence of dedicated gender focal point or staff. Absence of skills and methods to implement GAP. 	<ul style="list-style-type: none"> Forest Department's Annual Report. Case studies. Joint monitoring/review (bi-annual/annual) and survey reports. 							
Activities for Outcome 2	Estimated Budget (USD)	Time line (10 year: 2022 – 2032)								
		Short Term (1-3 years)			Medium Term (4-6 years)			Long Term (7-10 Years)		
2.1. Gender friendly clean alternative energy technologies for cooking and micro-enterprise.	30,000									
2.1.1. Promote tested alternative fuel-efficient and clean-energy technologies. Provide subsidy in solar lights, fuel efficient cook stoves etc.	10,000									
2.1.2. Explore and promote clean energy technologies (solar) for NTFP processing (e.g. drying, roasting of NTFPs, trash fish).	20,000									
2.2. Promotion of gender-friendly ecotourism and NTFP Income generation activities.	36,000									
2.2.1. Explore ecotourism potentials – in partnership with concerned government and non-governmental organizations (boat safari – dolphins watching, mangrove forests), hook fishing, camping etc.	8,000									
2.2.2. Develop ecotourism plans (based on assessments).	8,000									
2.2.3. Develop and support ecotourism products for women – e.g. homestay package; cooking; training; establish women lead	20,000									

camping sites; promotion of local handicrafts; promotion through social media etc.									
2.3. Collaborate with governmental and non-governmental organizations to support safe drinking and irrigation water in arid mangrove and riverine forest areas.	20,000								
2.3.1. Explore and assess tried methods and technology to desalinate water	10,000								
2.3.2. Seek out partners to help with water desalination and subsidized water filters in mangrove forest areas and support boring of water in riverine reserve forest areas.	10,000								
Total Estimated Budget for Outcome 2	86,000								

Outcome 3	Indicators	Risks	Means of verification
<p>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.</p>	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Patriarchal mindset and masculine behaviors 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.

	<p>etc.</p> <ul style="list-style-type: none"> 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 										
Activities for Outcome 3		Estimated Budget (USD)	Time line (10 year: 2022 -2032)								
			Short Term (1-3 years)			Medium Term (4-6 Years)			Long Term (7-10 Years)		
3.1. Support to develop provincial level forest sector gender and inclusion strategy and guidelines.		26,000									
3.1.1. Organize and facilitate multi-stakeholder consultations at provincial levels.		10,000									
3.1.2. Develop and submit provincial level forest sector gender strategy and guideline for endorsement by provincial Forest Departments.		6,000									
3.1.3. Establish gender desegregated data collection system in planning, monitoring and reporting.		10,000									
3.1.4. Provision for a senior gender coordinator or focal point at provincial level (not included in the budget)		-									
3.2. Strengthen capacities of Forest Department staff on social and gender awareness, analysis approaches and methods.		38,000									
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	30,000									
3.3. Strengthen Forest Department and its field offices develop gender friendly infrastructure and mechanisms.	25,000									
3.3.1. Strengthen the social forestry division from gender and social inclusion perspectives – piloted within the Forest Department – with adequate resources for designated social/gender staff, budget to implement the gender action plan (training and actions in the field).	10,000									
3.3.2. Support gender-friendly working environment such as construction or designation of separate toilets; working spaces, prayer spaces for women etc.	10,000									
3.3.3. Coordinate and build partnership with organizations with experiences on NTFP value chain and eco-tourism.	5,000									
Total Estimated Budget for Outcome 3.	89,000									
Grand Total (Outcome 1+Outcome 2+Outcome 3)	391,000									

Annex 1: 9-box Framework for Organizational Analysis

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

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	If YES, can you recall the types of impacts?	<ul style="list-style-type: none"> • A • B • C • D 			
COMMENTS/NOTES:					
AGRICULTURE					
8	Do you own land?	<ul style="list-style-type: none"> • YES • NO 			
9	If yes, how much land do you own?	Convert into hectares <ul style="list-style-type: none"> • 1 • 2 • 3 			
10	If NO, what type of 'tenancy' do you have?	<ul style="list-style-type: none"> • a • b • c • d 			
11	What do you use land for?	<ul style="list-style-type: none"> • Tree planting 			

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

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

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

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

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

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

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

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

Annex 3: List of participants, provincial consultation workshop

SN.	Organization	Name	Position	F	M
1.	Forest and Wildlife Department	Aijaz A. Nizamani	Additional Secretary		X
2.	Forest and Wildlife Department	Dr. A. Jabbar Kazi	CCF, (R&I), Sindh		X
3.	Forest and Wildlife Department	Hyder Raza Khan	CF. Social Forestry, Hyderabad		X
4.	Forest and Wildlife Department	Muhammed Arif Domki	CF, Social Forestry, Sukhur		X
5.	Forest and Wildlife Department	Tahir Talq	DFO, Social Forestry, Karachi		X
6.	Forest and Wildlife Department	Abdul Quddow	DFO, Social Forestry, Thatta		X
7.	Forest and Wildlife Department	Saeen Bux	DFO, Left Bank, Costal Surjawel		X
8.	Forest and Wildlife Department	Rashio Dahri	DFO, Riverine Forest Division		X
9.	Forest and Wildlife Department	Muhammed Khau Jamali	RFO, Ketu Bandar		X
10.	Forest and Wildlife Department	Analyst	GIS Analyst		X
11.	Forest and Wildlife Department	Zohra Wazir	GIS Assistant	X	
12.	Forest and Wildlife Department	Sadaf Rafiq	SDFO Tandallayar	X	
13.	Forest and Wildlife Department	Shehzad Sadiq Gill	DFO, Costal Forest Division, Karachi		X
14.	Forest and Wildlife Department	Nuiz Ali Formo	CFC Aff Circle, Thatta		X
	Total			2	12

Annex 4: List of participants – community FGDs

SN.	Community/Village	Name	Occupation	F	M
1.	Keti Bandar Village	Moheremsia	LSO Chairperson	X	
2.	"	Sahera	LSO General Secretary	X	
3.	"	Zemab	LSO member	X	
4.	"	Zahra	"	X	
5.	"	Husan Bano	"	X	
6.	"	Kazbano	"	X	
7.	"	Sugran	"	X	
8.	"	Hasim Palni	"	X	
9.	"	Abou Utradi	Village/Fisherman		X
10.	"	Aziz	"		X
11.	"	Aliz Asif	"		X
12.	"	Arib Utradi	"		X
13.	"	Lado Utradi	"		X
14.	"	Jobam (Rasheed)	Boat mechanic		X
15.	"	A. Razaq Bhatti	Asst Boat mechanic		X
16.	"	Usman Bagto	Fishing labourer		X
17.	"	Zahir Khaskheli	Driver		X
18.	"	Shakel Memon	Community leader		X
19.	Sukpur Village	Ghulam Qadir	-		X
20.	"	Ghulam	-		X
21.	"	Allah Bux	-		X
22.	"	Safar Deen	-		X
23.	"	Sanghar	-		X
24.	"	Sarang	-		X
25.	"	Nadeem	-		X
26.	"	Hadi Bux	-		X
27.	"	Galab	-		X
28.	"	Dilshar	-		X
29.	"	Hussain Bux	-		X
30.	"	Mahel Bux	-		X
31.	"	Khan Muhammad	-		X
32.	"	Wassasso	-		X
33.	"	Pandhi Khan	-		X
34.	"	Ghulam Mohammed	-		X
35.	"	Allah Warsayo	-		X
36.	Sakhpur, Village	Sadari	Member of CO	X	
37.	"	Shezadi	"	X	
38.	"	Parveen	"	X	
39.	"	Sonhandi	"	X	

40.	"	Janat Khatoon	"	X	
41.	"	Jiji	"	X	
42.	"	Chaguli	"	X	
43.	"	Gulam	"	X	
44.	"	Dodi	"	X	
45.	"	Nirnani	"	X	
46.	"	Rukshana	"	X	
47.	"	Khanzadi	"	X	
48.	"	Zahida	"	X	
49.	"	Zahmeera	"	X	
50.	"	Posham	"	X	
51.	"	Janul	"	X	
52.	"	Noorjana	"	X	
53.	"	Bhagi	Female CRP (facilitator)	X	
54.	"	Hayat	President of CO	X	
	Total			27	27

Annex 5: 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"> Sindh Rural Support Program 	<ul style="list-style-type: none"> Social mobilization, group formation (training and outreach); conservation education etc.
<ul style="list-style-type: none"> Thardeep Rural Development Program 	<ul style="list-style-type: none"> Cooperatives, community mobilization, conservation.
<ul style="list-style-type: none"> Fisher Folk Association of Pakistan 	<ul style="list-style-type: none"> Fish – overall management and marketing support – negotiation and bargaining with the fishing industry cartels.
<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 6: Pictures from field



Photo 1: Provincial Consultation Workshop, Forest and Wildlife Department, Karachi, Sindh



Photo 2: Community FGD (men's group – Mangrove forest area) in Keti bandar, Sindh



Photo 3: Community FGD (men's group – Riverine forest area) in Sukhpur village, Sindh



Photo 4: Women FGD in Sukhpur village (Riverine area), Sindh



Photo 5. Poor Migrant woman in Keti Bandar, Sindh



Photo 6. Poor Migrant women in Keti Bandar drying trash fish in unhygienic conditions



Photo 7: Forest Department's plantation program in Sukhpur village