Recharge Pakistan: Building Pakistan's resilience to climate change through Ecosystem-based Adaptation (EbA) and Green Infrastructure for integrated flood risk management

Gender Assessment and Gender Action Plan



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List of Acronyms

AIDS	Acquired Immune Deficiency Syndrome
CAPNET	Capacity Development for Sustainable Water Management Network
CBOs	Community Based Organizations.
ccGAP	Climate Change and Gender Action Plan.
CEDAW	Convention for the Elimination of All Discrimination Against Women.
CSOs	Civil Society Organizations.
DCSW	District Committee on the Status of Women.
DPUs	Domestic Poultry Units.
EbA	Ecosystem based Adaptation.
EWT	Every Woman Treaty
FAO	Food and Agriculture Organization.
FATA	Federally Administered Tribal Areas.
FGDs	Focus Group Discussions.
GAD	Gender and Development.
GBV	Gender Based Violence.
GCF	Green Climate Fund.
GDI	Gross Domestic Income.
GEF	Global Environment Facility.
GEP	Gender Equity Program.
GGCA	Global Gender and Climate Alliance.
GGGI	Global Gender Gap Index.
GHG	Green House Gases.
GII	Gender Inequality Index.
GLOF	Glacial Lake Outburst Floods.
GWP	Global Water Partnership.
HH	Household.
HIV	Human Immunodeficiency Virus.
HRCP	Human Rights Commission of Pakistan.
IDH	The Sustainable Trade Initiative.
IECLP	Indus Eco Region Community Livelihood Project.
IKEA	Ingvar Kamprad Elmtaryd Agunnaryd (Swedish Funding Agency)
ILO	International Labour Organization.
IRS	Integrated Research Solutions Global.
IUCN	International Union for Conservation of Nature.
KPK	Khyber Pakhtunkhwa.
MFF	Mangroves for the Future.
MOCC	Ministry of Climate Change.
MOU	Memorandum of Understanding.
NCCP	National Climate Change Policy.
NCSW	National Commission on Status of Women.
NDC	Nationally Determined Contributions.
NGCCC	National Gender and Climate Change Committee.
NGOs	Non – Governmental Organizations.
NPA	National Plan of Action.
NSAP	National Strategic Action Plan.
NWP	National Water Policy.
OECD	Organization for Economic Co-operation and Development.
PCSWs	Pakistan Commission on Status of Women.
PDHS	Pakistan Demographic and Health Survey.
PIDE	Pakistan Institute of Development Economics.
PKR	Pakistan Rupee.
PPAF	Pakistan Poverty Alleviation Fund.
PRA	Participatory Rural Appraisal.
RNE	Royal Netherlands Embassy.
RSPs	Rural Support Programs.
SDGs	Sustainable Development Goals.
SEAH	Sexual Exploitation, Abuse and Harassment.
SHRC	Sindh Human Rights Commission.

SIGI	Social Institutions and Gender Index.
TOR	Terms of References.
TV / AC	Television and Air Conditioner
UN	United Nations.
UNDP	United Nations Development Program.
UNFCCC	United Nations Framework Convention on Climate Change.
UNICEF	United Nations Children's Emergency Fund.
UNODC	United Nations Office on Drugs and Crime.
USD	US Dollar
VAW	Violence Against Women.
VOs	Village Organizations.
WDD	Women Development Department.
WEDI	Women Entrepreneurial Development Initiative
WEDO	Women Environment and Development Organization.
WEF	World Economic Forum.
WGs	Women Groups.
WID	Women in Development.
WWF	World Wide Fund.

Preface

For the project team that has delivered this assessment, it was much more a labor of love than a routine consulting assignment. The core team gave much more time and effort than originally intended, to cover the expanding scope of the work, but did so without complaint because the subject was very close to our hearts. In addition to their vast combined experience in water, environment, and climate change sectors, three of the four members of the core team have been actively involved in the global and Pakistani women's movement and in women-led research organizations and have been able to bring their vast experience in these sectors to inform and enrich this assessment.

The core team that has envisaged, designed, managed, analyzed and reported on this assessment are the following:

- Ms. Simi Kamal (Team Leader)
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- Ms. Kausar Hashmi (Field / Data Collection Expert)
- Mr. Farzand Ali (IRS Manager Operations)

The field and logistical team from IRS Global, colleagues from DevCon, government officers from the field sites and WWF staff members have been duly mentioned under the Acknowledgements that follow separately.

We believe that the material in this assessment can be used for a number of purposes. It can directly feed into the Gender Action Plan (GAP) for the proposed GCF project (as has been done in the last chapter of this report). It can also help WWF improve its own systems to enhance gender inclusion and gender leadership, and initiate measures in its programmatic interventions to propel women's voices, enhance women's empowerment and institute gender mainstreaming.

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Executive Summary

The World Wildlife Fund (WWF) / Green Climate Fund (GCF) on behalf of and in collaboration with the Government of Pakistan, is preparing a proposal for the project **Recharge Pakistan: Building Pakistan's resilience to Climate Change through ecosystem-based adaptation for Integrated Flood Risk Management.**

In this context, the WWF Recharge Pakistan project has conducted a Gender Analysis and developed a Gender Action Plan to ensure that gender mainstreaming is integrated into the design phase of the project.

The project's proposed activities will be implemented under three components:

- Component 1: Proofs of concept for EbA and green infrastructure interventions as efficient and effective solutions for flood and drought risk reduction in Pakistan.
- Component 2: Enabling a paradigm shift towards EbA and green infrastructure in Pakistan.
- Component 3: Enhanced community resilience and adoption of EbA and green infrastructure interventions in Pakistan's Indus Basin.

As a result of WWF-Pakistan's engagements during Concept Note and Funding Proposal development with national (MoCC and MoWR), local (provincial irrigation departments) and international (e.g., World Bank, ADB, KfW, GIZ, etc.), the proposed project was designed to have a total of ~US$67 million in government co-finance from the NDRMF (~US$37 million) and MoWR (~US$29 million) committed to the project to complement the GCF grant. While ~US$67 million in government co-finance from the NDRMF and MoWR was committed to the project to complement the GCF grant, the recent 2022 floods have required that these funds be repurposed for immediate disaster relief making it very difficult for the Government of Pakistan to commit significant adaptation finance at this time. Despite these constraints, the GoP remains committed to the proposed project but is unable to commit any co-financing for the project due to the economic constraints on public spending due to the high costs for recovery from the 2022 floods.

As a result of the above-mentioned co-financing no longer being available for the project, the project has been re-scaled from 6 sites [Manchar, Kaha, Taunsa, Chakar Lehri, DI Khan and Ramak] to four sites [Manchar, Chakar Lehri, DI Khan and Ramak]. This gender assessment was undertaken for all six sites and includes, in full, the gender assessment for the remaining four sites that will be targeted under the project. The Gender Action Plan has been revised to reflect the activities required only in the four project sites to ensure the project interventions are gender-responsive.

The framework for the Gender Analysis was based on an Assessment Grid with 26 questions, outlining the secondary and primary data requirements. The following steps were designed and implemented:

- Development of Assessment Grid
- Literature Review and Secondary Data covering the status of women in Pakistan, global and Pakistani GBV and SEAH (gender-based violence including sexual exploitation, abuse and harassment) situation, policies of relevant sectors, examples of relevant projects, women's participation and leadership in the environment sectors, impact of climate change, and participation and women's leadership in WWF

- Development of Assessment Tools and Guidelines (household survey, focus group discussions (FGDs) and key informant interviews (KII)
- Pre-Testing and Finalization of Tools / Guidelines
- Data Collection through 15 FGDs, 527 households and 10 key informants
- Analysis and Reporting
- Gender Action Plan

Status of Women in Pakistan

The position and status of women in Pakistan has a checkered history. Over the last three decades the status of women has progressed, remained static, regressed, and constantly changes depending on many structural factors. Numerous laws have been promulgated ensuring women rights and protection, but their implementation and lack of political will renders them largely ineffective. Very little attention is placed on the crucial nexus of culture, religion and policy development and implementation of laws. The plethora of laws, negative socio-norms and practices have become concrete in Pakistan's patriarchal society in a way that they consistently favor men and place women at disadvantage.

Due to some of the above-mentioned reasons, women in Pakistan lack (or have inadequate) capabilities to fully and meaningfully participate in decision making processes, political/governance spaces, and in policies and programs. Formal institutions including both private and public, fall short of facilitating women's access to human, financial and physical capital i.e. education, skills, health facilities, loans and physical assets. Informal institutions (family, community, religion, segregation, marriage) define and affirm norms that give precedence to marriage/child marriage over education and employment, prescribe gendered roles, and condone domestic violence/gender- based violence. Laws have therefore not had the expected impact.

The World Economic Forum Global Gender Gap Report of 2022[1] found that Pakistan is the second worst country in the world in terms of gender parity; ranking Pakistan 145 out of 146 countries worldwide.

Pakistan is among the countries that are most vulnerable to the risks associated with climate change and ranks 8th on the Global Climate Risk Index 2021.

Pakistan's women are further disadvantaged because 9.1 million women agricultural workers play a substantial role in food production and food security, but they are largely unpaid, suffer from greater time poverty, and are far more vulnerable to exploitation than men. Women's ownership of land, and control over physical assets is minimal: only 2 percentage of women own a house or agricultural land.

Unfortunately, the recent Gender Policy Framework (March 2022) of the Government of Pakistan needs to do more to close the gender gaps and propel the levels and scope of action required to counter anti-women norms and practices. A study conducted by UN highlights that the recent floods of 2022 "serve as a case in point, pushing back many of the gains made by the women in Pakistan in over a decade"[2] due to poor governance, weak response mechanisms and plans that are made without the gender lens.

The experiences of the 2005 earthquake, and the floods of 2010 and 2011 have shown that the patriarchal norms that shield men from their crimes against women, and victimize the women instead, become even stronger in emergencies. The floods of 2022 have once again

[1] World Economic Forum, Insight Report: Global Gender Gap Report 2022.

[2] UNDP, Gender Equality in Pakistan: Climatic & Politico-Economic Stressors VOLUME 9 / ISSUE 4 | DECEMBER 2022 - JANUARY 2023

exposed women to increased risk of gender-based violence and discrimination which could lead to sexual abuse, harassment, exploitation, and early and forced marriages. The United Nations Population Fund[3] noted that there are almost 650,000 pregnant women in flood-affected areas, of which almost 73,000 were due to give birth in September 2022. These women are particularly vulnerable and face numerous health and safety risks. With the lack of adequate protection and safeguarding mechanisms in flood-affected districts, women and girls will be largely cut off from the support they need.

However, the presence of the National Commission on the Status of Women, Provincial Commissions, the Women's Caucus in Parliament and NGOs working on women's rights, gender mainstreaming, combatting violence against women should not be underestimated. The project should make links with these organizations and work with them proactively to develop the support actions needed to support women in the four project sites. Links with local government offices, extension services, law enforcement and justice offices will be key to helping women and men to access government services and obtain redress.

Gender Based Violence (GBV) and Sexual Exploitation, Abuse and Harassment (SEAH)

According to Global Database on violence against women, 24.5% have experienced lifetime physical and/or sexual intimate partner violence between 2017 and 2018. There is no confirmed national level comprehensive statistics on GBV and SEAH. Post 2022 floods in Pakistan, there have been multiple studies and gender needs assessments conducted by multi-lateral donors, but no specific study has been conducted that focuses purely on GBV and SEAH related incidence in the aftermath of this disastrous floods. However, it can be safely said that SEAH is subsumed under the terms Gender Based Violence (GBV), 'honor killing' and 'domestic abuse'. GBV and SEAH are complex issues and are a means of control to maintain power structures, traditional norms, customary laws, and access to resources, all resulting in the oppression of women and gender inequalities.

Another dimension of GBV is the connection with the environment - **pressures on the environment and its natural resources increase gender inequalities and power imbalances in communities and households coping with resource scarcity, climate change, and environmental degradation.** The linkages between environmental degradation, climate change and the impact of covid-19 has led to an increase in GBV and SEAH, as has been documented globally.

In terms of legislation, Pakistan is signatory to international conventions, and has many progressive and supportive laws that could provide holistic mitigation to and address GBV and SEAH. Unfortunately, other laws that remain on the books (such as the Hudood Ordinances) counter the progressive laws a thus setting back any progress already made. The net result is that women rarely get the justice and redress they need. The effectiveness of these laws in relation to gender issues can be measured according to the Gender Integration Continuum given below. The scale has been coined to measure the level of responsiveness of a particular policy or law to not only identify but also address gender issues specifically climate change, insecurity (GBV and SEAH) and gender nexus.

[3] https://pakistan.unfpa.org/en/news/women-and-girls-bearing-brunt-pakistan-monsoon-floods

Figure 1: Gender Integration Continuum

FENDER NEGATIVE	GENDER BLIND	GENDER SENSITIVE	GENDER RESPONSIVE	GENDER TRANSFORMATIVE
Unequal gender roles, relations and norms are upheld.	Ignores unequal gender roles, relations and norms and gender-based discrimination.	Recognises unequal gender roles, relations and norms, but does not activiely address them.	Recognises unequal gender roles, relations and norms and attempts to actively combat them.	Addresses the deep roots of unequal gender roles, relations and norms.

Based on the Gender Integration scale, the following policies and laws are advantageous and supportive to the project.

Supportive Gender Laws

Law	Advantage	Gender Integration
Climate Change Gender Action Plan 2022	ccGAP addresses gender-specific experiences of climate impact in disasters, agriculture and food security, biodiversity, coastal management, water and energy.	**Gender Responsive:** The policy is an integral guidlines in establishing women's agency and inclusion in problem identification and interventions specific to those covered under the Recharge Pakistan Gender Action Plan
National Gender Policy Framework 2022	The policy identifies and maps the major gender issues and lack of protections currently prevalent in the country.	**Gender Sensitive:** While the policies gives a detailed insight into the national gender issues, it does not provide adequate quideline to address the challenges.
Protection Against Harassment of Women at Workplace Act 2010	The Act identifies that 80% of the female employees working in the formal and informal sectors in Pakistan are sexually harassed.	**Gender Responsive:** The law develops jurisprudence and legal infrastructures to address SEAH at workplace.
Domestic Violence (Prevention & Protection Bill) 2009-10	The Domestic Violence Bill makes violence against women and children an offence, punishable by time in jail and imposition of fines.	**Gender Responsive:** The law is responsive to domestic violence experiences of women in Pakistan but places the onus of reporting and conviction on the victims.
Anti-Honour Killing Laws (Criminal Amendment Bill) 2015	The law criminalizes the act of violence against and killing of women in the name of 'honor'.	Gender Responsive: The law is responsive to gender-based violence against women in the name of 'honor'.

The focus group discussions have revealed the existence of various forms of gender-based violence in the field sites. Even though direct questions were not asked about SEAH to community members participating in FGDs (since this would have required a specialized approach using trained psychologists due to the sensitive nature of these questions), physical violence has been mentioned by women respondents as issues they are faced with in their community. Disrespect for women has also been cited which indicates a deeper insidious side of violence which must be addressed if gender equality and women empowerment is to bring real change to the lives of the women in the communities, and their household and country in general.

Reducing violence and SEAH against women and girls requires a community-based, multi-pronged approach, and sustained engagement with multiple stakeholders. To be effective, these initiatives would have to address social norms on gender roles and the acceptability of violence. This is very hard to do in rural patriarchal feudal societies, of the kind where WWF is attempting its Recharge Pakistan initiatives.

Community engagement is vital to reduce GBV and SEAH and identify victims and survivors that need help. In order to do this community members (men, women, elders, youth, religious figures, influential people, local law enforcement and government officials, local magistrates and journalist, local health personnel, school teachers etc have to be sensitize to the issues, supportive laws, cultural positives and negatives and where redress may be found. For example, nearest lawyers, legal aid centres, shelters etc.

GBV and SEAH are challenging yet necessary to address. The issues are ingrained in traditionally held gender relations mixed in conflicts on property, land ownership and increasing poverty. Redress needs actual action and systems on the ground, not just training and orienting people. A woman attacked with acid or who has been raped needs immediate shelter (sometimes for month or years), medical support, legal aid, economic support, community support, rehabilitation, education for her children and psycho-social counselling over extended periods. WWF does not currently have a team or program or cross-cutting approach to cover these components. However, the organization believes that climate resilience can only be achieved when rights and privileges of vulnerable populations are protected by the state. Despite GBV and SEAHs being critical to women rights, preventive measures can only be taken within the boundaries of the project. WWF will ensure that preventive measures are in place to mitigate future GBV and SEAHs related instances in the project sites. The GAP also outlines gender specific actions to proactively recognize and address issues related to GBV and SEAHs.

GBV and SEAH will be addressed in the GCF project, through various strategies and recruiting relevant expertise in the project team, who will be dedicated to work constantly on engaging with parliamentarians (to influence better laws), especially the Women's Caucus and women parliamentarians. This team should also engage with the National Commission on the Status of Women (NCSW), the Provincial Commissions on the Status of Women (PCSWs), the Human Rights Commission (HRC) and the Provincial Commissions on Human Rights (PCHRs). Orientation is required of law enforcement officers and the judiciary to handle GBV and SEAH cases. The GCF and WWF's own policies and documents form a strong basis for training and orientation on gender-based violence issues and for mainstreaming GBV concerns in its projects. Other strategies to ensure challenges relating to GBV and SEAH the project will employ include: the development of a terms of reference to recruit a gender specialist in the PMU, who has strong and proven expertise in working on issues of GBV and SEAH in Pakistan, among other essential and important experience. The gender specialist will be the resource person in the project who will conduct capacity needs assessment, provide training (including recurrent/refresher trainings) and support capacity building of all project staff and relevant partners, to recognize and address SEAH and GBV issues identified during project implementation, which will be reported through the gender-responsive and survivor-centered grievance mechanism established for the project (See Section 5.3 in Annex 6 for detailed guidance on SEAH Risk Mitigation).

Gender Considerations in Global & Pakistani Climate Change & Environment Policies

The challenges of climate change impacts, building resilience and countering gender inequalities are all interlinked.

By exacerbating inequality, climate change slows progress toward gender equality and thus impedes efforts to achieve wider goals like poverty reduction and sustainable development. Conversely, gender inequality can worsen the impacts of climate change and further propel the 'feminization' of violence, poverty, marginalization and exclusion. Therefore, taking steps to narrow the gender gap and empower women can help counter the impacts of climate change.

Women continue to face serious challenges amid threats to climate degradation, particularly in occupations that are dependent on natural environments or geographic locations and where climate stress may cause natural hazards. Agriculture, water, and forestry are among the sectors most impacted by climate change and women are heavily engaged in these sectors as full-time labour or secondary workers in addition to their dependence on natural environments for sustenance. Declining crop yields disrupted water availability, rural out-migration, and frequent natural disasters triggered by climate stress produce a precarious survival scenario for communities, especially women.

As women are disproportionately impacted by the adverse effects of climate change, Pakistan ratified the Paris Agreement (2015) which mandates gender equity and justice in climate action by member states.

The Ministry of Climate Change, Government of Pakistan has developed the Climate Change Gender Action Plan (ccGAP) in partnership with International Union for the Conservation of Nature (IUCN) Pakistan. The ccGAP demonstrates the commitment by the Government of Pakistan to ensure the inclusion and leadership of women in climate action. While aligned with the priority sectors identified in the National Climate Change Policy (NCCP) of 2021, it is an important step towards achieving a key objective of the NCCP to focus on pro-poor gender sensitive adaptation

The National Climate Change Policy updated 2021 is the current policy which has a specific focus on gender and states that climate change is likely to affect poor and underprivileged communities, and that rural women are likely to be strongly affected by climate change. Much progress has been made in setting ambitious targets for adaptation and mitigation, there is reappraisal of women's vulnerability and gender-sensitive objectives to address women's differentiated burdens in climate stress. The recently updated National Climate Change Policy and the Nationally Determined Contribution (2021) pay due attention to women's differentiated burden in climate emergencies and how to help them.

Therefore, it can be said that the policy environment is feasible for positive reinforcement of gender mainstreaming in ecosystem and resilience-based programming in Pakistan. The GCF and WWF's gender policies are both good instruments to guide the design, and implementation of the intended WWF project in Pakistan.

Socio-economic Profile of Communities

Any gender assessment requires a socio economic and environmental context within which gender issues can be understood correctly and the most suitable and effective interventions developed and implemented. This is especially required in the case of projects and programs that are community based where, in addition to national and provincial situation, the local poverty, control, power and normative environment has to be taken into consideration.

The Socio-economic picture that emerges of the communities in the six WWF sites shows clearly that they are very poor, indebted and live from hand-to-mouth. They are not much used to accounting for money handling and are not very accurate in terms of their income and expenditures.

We also see that mostly men are involved in work that is usually paid (when they get the work), women usually look after domestic chores and are unpaid. In some instances, women and men worked together in fishing, fetching water. Except for fisheries and livestock, women did not report working in any professions or carrying any jobs. While men left their communities for labor work elsewhere, women tend to remain.

The low numbers of women respondents recording that they do not spend money of any kind reinforces the findings that women do not have much say in decision-making or household spending, and may not even be aware of how much is being spent by the men of the family on key households' expenditures.

Most of the people there reported unemployment - while men and some women have skills and professions (traditionally through the decades), **currently they do not have a means of income. We can see that the environment for their traditional professions and means of income (fisheries, agriculture, livestock and handicrafts) is dwindling and degrading – through climate change, privatization and government take-over.** Lifting the socio-economic profiles of the poorest communities in the six project sites will be a challenge, so that earning opportunities for men and women have to be an integral part of the design of the project.

Gender Roles in the Context of Local Ecosystems

Climate change has already negatively affected the equation and balance between people and nature. The rapid changes are visible and the feared migrations, poverty and loss of livelihoods are a reality to different degrees in all six project sites.

The impact of climate change in the form of changing weather patterns and extreme temperatures are changes that are a reality for the women and men in the project sites. Adaptation to these changes and interventions for addressing these changes need to be designed with the participation of the community including the women. Shrinking natural resource base has led to migration and a shift from traditional livelihoods to manual labor. The women left to tend animals and mind the home face daily struggles for survival. Alternative livelihoods are now needed.

The tendency of local landowning elites to commandeer resources and their ability to manipulate government functionaries in difficult times means that meager environmental and ecosystem resources will continue to be denied to the landless and the poor, especially women.

WWF has to be careful in the way the gender dialectic is used, because it can lead away from the plight of both poor men and women in the face of elite capture. The focus should not only be on building gender parity between community women and men, but in providing interventions that also protect communities from unilateral action by elites and well-intentioned but poorly resourced government institutions that render poor men and women bereft of their traditional livelihoods. Extra care is needed to ensure that women's environmental entitlements remain and they continue to access environmental resources for their water and food security.

As for the government, it is clear from the interviews of functionaries that they are mostly clueless on gender terminology, policies and actions and would require a lot of attention in the intended project design and implementation of the Gender Action Plan.

Gender Mainstreaming in WWF

WWF already has a strong Gender policy and follows the GCF Gender Policy Guidelines. These already contain very good guidelines for gender mainstreaming.

WWF also has several projects that focus on women and support women's empowerment, but gender data is scattered over different reports and websites. An Annual Gender Report covering all the current projects with disaggregated data, number of male and female beneficiaries and impact on women's empowerment would provide a valuable resource for gender mainstreaming in future WWF projects.

However, it was seen that women staff members were not fully aware of these resources or used them well. Gender trainings for both men and women should be developed and integrated into the orientation process for both existing and new employees. Gender concepts, WWF's gender policies, and gender laws and policies in Pakistan should be shared with staff members from time to time. Gender analysis training in designing gender projects, collection of data, tabulation, and reporting would increase the understanding and capacity of the staff for gender responsive and gender transformative programming.

A gender focal person designated to ensure that gender policies are translated through the organization at all levels and to organize and deliver the required training would be very helpful.

And finally, there are several women in WWF at different strata of the organization, but only a few in leadership and decision-making positions. Therefore, these women should be trained and provided opportunities for move towards leadership positions, and a clear career path should be offered to women as they progress within WWF.

Gender Action Plan

Based on the gender assessment results, , stakeholder consultation recommendations, and the KII, the project aims to mainstream gender using a gender-responsive approach throughout each project component. The Gender Action Plan below reflects the activities required in the four project sites to ensure the project interventions are gender-responsive.

CHAPTER 1: Background and Introduction

1.1 Background

The World Wildlife Fund (WWF) / Green Climate Fund (GCF) on behalf of and in collaboration with the Government of Pakistan, is preparing a proposal for the project **Recharge Pakistan: Building Pakistan's resilience to Climate Change through ecosystem-based adaptation for Integrated Flood Risk Management.** This project brings a paradigm shift towards managing floods through large-scale Ecosystem Based Adaptation (EbA), because the Indus River the lifeline of water-stressed Pakistan causes regular floods exacerbated by climate change, and Pakistan currently relies on expensive infrastructural flood management measures with limited efficiency[4].

WWF GCF Accredited Entity requires that all GCF projects comply with WWF Gender Policy in the design and development of the gender analysis and action plan. WWF adopted its Gender policy in 2011, and this policy reflects WWF's ongoing commitment to equity and integrating a gender perspective in its policies, program, and projects, as well as in its own institutional structure[5].

The WWF Global Network Policy: Gender Policy Statement 2011 states that '*the policy statement is to ensure that WWF's conservation policies, programs and activities benefit women and men equally and contribute to gender equity, as part of WWF's broader commitment to strengthen the social dimensions of its projects, programs, and policy work. It describes the rationale for gender mainstreaming in the context of WWF mission, biodiversity and footprint goals and outlines WWF commitment to integrate a gender perspective in our programmatic and operational structures and procedures.''*

The policy outlines WWF's belief in promoting gender equity and integrating a gender perspective in projects and programs. WWF is also committed to ensuring an organizational culture and work environment where management and other staff are aware of discrimination and respect diversity in work[6].

1.2 Introduction

In this context, the WWF Recharge Pakistan project has conducted a Gender Analysis and developed a Gender Action Plan to ensure that gender mainstreaming is integrated into the design phase of the project, which reflects WWF's continuing commitment to its policy and future action.

The Recharge Pakistan Project has a three-pronged approach which includes: ecosystem-based flood management through wetland restoration, hill-torrent management, and green infrastructure at several priority sites; community-based natural resource management, climate-adapted livelihoods, and risk reduction; and a paradigm shift to scale up the Ecosystem Based Adaptation (EbA) approach. The proposed project will have multiple, long-term, wide-ranging benefits for Pakistan, including:

a) EbA that improves resilience to flooding and drought;
b) Increased capacity of water-stressed areas to efficiently store and use floodwater;
c) Enhanced recharge of groundwater through wetland restoration interventions, and hill torrent management interventions, e.g. watershed restoration, check dams, and terracing.

[4] Technical Proposal Gender Assessment Integrated Research Solutions (PVT) Ltd. 2022.
[5] https://www.wwfpak.org/about_us_/wwf_s_policies/gender/.
[6] WWF Policy 2011, Global Network Policy: Gender Policy Statement.

d) Other environmental and socio-economic benefits, e.g. biodiversity and habitat conservation, carbon sequestration, wetlands-based livelihoods.

The project's proposed activities will be implemented under three components:

- Component 1: Proofs of concept for EbA and green infrastructure interventions as efficient and effective solutions for flood and drought risk reduction in Pakistan.
- Component 2: Enabling a paradigm shift towards EbA and green infrastructure in Pakistan.
- Component 3: Enhanced community resilience and adoption of EbA and green infrastructure interventions in Pakistan's Indus Basin[7].

1.3 Gender Assessment Approach

A Gender analysis is a methodology to examine the differences in roles and norms for women and men, and differences within social groups, the different levels of power they hold, their differing needs, constraints, and opportunities, and the impact of these differences in their lives. Gender analysis also attempts to explain the mechanisms by which gender inequality is maintained through cultural norms, and institutional structures, as well as the ways with which social groups of men and women act to transform their own existing roles, relationships, and processes in their own interest[8].

To conduct a Gender Analysis and develop a Gender Action Plan, a gender assessment of the project sites was conducted to collect gender-specific data to identify gaps, opportunities, and challenges and increase the understanding of the roles of women and men in the Recharge Pakistan project sites. Decision-making processes among women and men at the community level, control over the management of natural resources and the types of resources, access to land by women and men in the project area, how benefits from projects and other opportunities are shared, were part of the criteria of the gender assessment. The aim was to identify options for equal participation of both women, men, in climate change adaptation and promote more equitable management of and benefits from, the use and protection of natural resources[9].

The framework for the Gender Analysis was based on an Assessment Grid[10] prepared by IRS Global. This Grid had 26 questions to be answered by the assessment. A literature review of the status of women in Pakistan, gender-based violence (including sexual exploitation, abuse and harassment - SEAH), women's participation and leadership in the environment sectors, impact of climate change, and participation and women's leadership in WWF. Primary data collection then followed.

1.4 Research Methodology

Both quantitative and qualitative data collection techniques were employed, using research tools such as a household survey, focus group discussions (FGDs) and key informant interviews (KII) with government officials. Details of the Methodology are given below:

1.4.1 Development of Assessment Grid

An Assessment Grid to conduct the Gender Analysis was developed at the beginning of the assignment, where the team leader, with the full team, developed a framework to be followed for the assignment. All the questions to be answered were identified, as were the sources of

[7] Technical Proposal Gender Assessment Integrated Research Solutions (PVT) Ltd. 2022.
[8] http://www.mangrovesforthefuture.org/assets/Repository/Documents/Gender-Analysis-Toolkit-for-Coastal-Management-Practitioners.pdf.
[9] Technical Proposal Gender Assessment Integrated Research Solutions (PVT) Ltd. 2022.
[10] Gender Assessment for Recharge Pakistan Program (WWF) Assessment Grid, 15 March 2022.

primary and secondary information. Methods to access the information and data collection instruments were also developed and the Assessment Grid was shared and agreed with WWF (Annex A1).

When the Gender Assessment Grid was discussed with WWF, the question of exploring gender-based violence and sexual exploitation, abuse and harassment (SEAH) was taken up. The research team conveyed to the WWF team that to ask direct questions on these sensitive issues in small communities through household survey or in focus group discussions would spread alarm in these communities, the field teams would be viewed with suspicion and communities will close ranks. **It was suggested by the assessment team that a separate investigation with psychologists collecting the data was called for and that this would require additional budget**. WWF advised the research team to go ahead as planned with indirect questions in the FGDs and use existing reports for overview.

1.4.2 Literature Review

A literature review was conducted of the academic literature and development sector reports covering legal frameworks, laws, policies, institutional practices on gender equality, women's empowerment in the wider socio-cultural context, that will promote and support the gender mainstreaming contextualized in the project. The overarching documents used for the Gender Analysis is the National Gender Policy Framework 2022, the Climate Change Policy 2012, Recharge Pakistan: Building Pakistan's Resilience to Climate Change through Ecosystem-Based Adaptation for Integrated Flood Risk Management, WWF Annual Reports 2019, 2020, and 2021. Details of all the reports and documents consulted are in Annex A2.

1.4.3 Development of Assessment Tools and Guidelines

Based on the Assessment Grid the following tools were developed:

- Gender Assessment Family Survey Form.
- WWF Household (HH) Survey Tool.
- Interview Guidelines for Government Officials.
- FGD Guidelines for Community Men and Women (including members of community groups or community-based organizations, if existing in the area)
- FGD Guidelines for WWF Female Staff.
- Guidelines for Moderator, Note Taker and Logistic In charge.

All the research tools were developed in English and relevant tools were translated into Urdu. All survey tools are presented in Annexes A5 – A9. Consent forms in English and Urdu were also used as required (Annex A3 – A4).

1.4.4 Pre-Testing and Finalization of Tools / Guidelines

The tools and guidelines were pre-tested, and changes incorporated. The pre-testing was carried out in Halaji Lake and around Manchar Lake in Sindh. This was also an opportunity for training of field staff.

The pre-tested tools were shared and discussed with WWF team members in several online meetings and then finalized in a meeting at the WWF office in Islamabad.

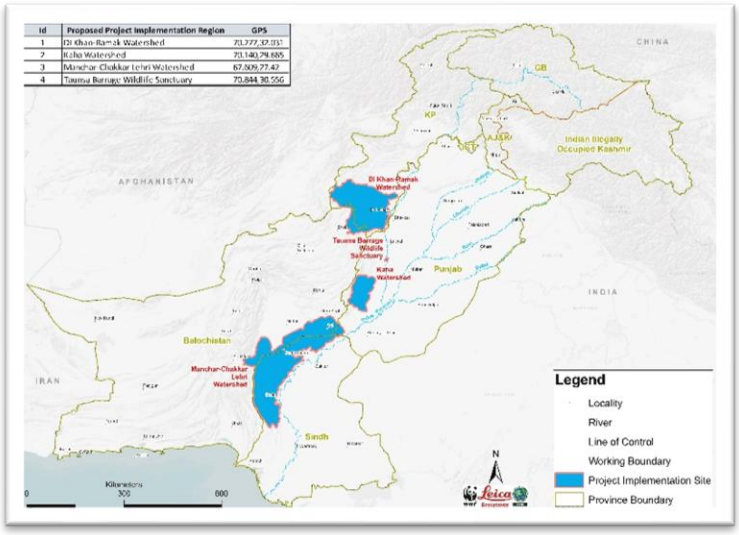
1.4.5 Sample Size

The gender assessment field work was carried out in 6 locations of all four provinces as identified by WWF. These locations were:

Table 1: Field Sites of the Project

S. No.	Location	District	Province
1.	Manchar Wetlands Complex	Dadu	Sindh
2.	Kaha Hills	Rajanpur	Punjab
3.	Taunsa Barrage Wildlife Sanctuary	Dera Ghazi Khan	Punjab
4.	Chakar Lehri Sub-Basin	Sibi	Balochistan
5.	Hill Torrents	Dera Ismail Khan	Khyber Pakhtunkhwa
6.	Ramak	Dera Ismail Khan	Khyber Pakhtunkhwa.

Map of the Field Sites



1.4.6 Sampling Methodology

The sampling methodology for quantitative and qualitative information is given below.

- **Household Survey**

Quantitative data collection was the joint responsibility of IRS and DevCon, as requested by WWF. IRS prepare the tool in English and Urdu and shared with DevCon. This tool was incorporated in a wider data collection tool used by DevCon. The household survey was conducted by DevCon and covered a total of 527 households from 6 locations/sites of the total respondents 311 were men and 216 women.

Table 2: Household Survey Respondents

Household Survey Respondents	Numbers
Men	311
Women	216
Total	**527**

- **Focus Group Discussions (FGDs)**

FGDs were conducted with community men and women separately, with 15-17 participants in each FGD. A total of 226 community members participated in a total of 14 FGDs (7 FGDs with men and 7 FGDs with women) in 6 locations.

An additional FGD with 12 women staff members of WWF was conducted online to explore participation and women's leadership in WWF (see list of WWF female staff in Annex-A11).

Table 3: Number of FGDs and Number of Participants

Target Groups	Number of FGDs	Number of Participants
Men Community Members	7	113
Women Community Members	7	113
Women Staff Members of WWF	1	12
Total	**15**	**238**

- **Key Informant Interviews (KII)**

Key Informant Interviews were conducted with 10 government officials. Details by province is given below. A list of people interviewed is presented in Annex A10.

Table 4: Key Informant Interviews (KII) Conducted in 4 Provinces

Target	Numbers of KII
Sindh	2
Punjab	4
KPK	2
Balochistan	2
Total	**10**

CHAPTER 2: Status of Women in Pakistan

"All citizens are equal before law and are entitled to equal protection of law. There shall be no discrimination on the basis of sex".
Article 25 Fundamental Rights and Principles of Policy, The Constitution of Pakistan 1973.

2.1 Constitutional Rights of Women in Pakistan

According to the Constitution of Pakistan all citizens are equal and there should be no discrimination on the basis of sex. Hence, women are guaranteed fundamental rights and are considered equal citizens in all respects[11].

Formal laws in Pakistan include the Constitution of Pakistan (1973), all current statutory laws, including Islamic laws, personal laws covering other religions, Indo-British laws, laws made by the federal and provincial governments of Pakistan, the Muslim Family Laws Ordinance of 1965 (a very progressive law), *'Shariah'* laws introduced by General Zia-ul-Haq, as well as the international conventions and treaties to which Pakistan is a signatory, and the Women Protection Bill 2006[12].

The 1973 Constitution of Pakistan provides several safeguards to ensure that women are treated equally and to eliminate discrimination on the basis of sex in all spheres of life. Pakistan's Constitution establishes the principles of equality of citizens as well as protection and affirmative action for women and children and laws have been enacted to operationalize them at the federal level, and since the adoption of the 18th Constitutional Amendment in the provinces as well. Legislation is wide ranging and is guided by the Constitution and by Pakistan's international commitments (CEDAW, SDGs, Beijing Platform for Action, Child Rights Convention) and other human rights treaties that have been signed and ratified.

2.2 Pakistan as Signatory to International Conventions and Treaties

As a UN member state, Pakistan is signatory to the 2030 Agenda - the 17 Sustainable Development Goals (SDGs), and targets and indicators under each goal. Pakistan stands among one of the first countries to formally endorse the 2030 Agenda, through a unanimous parliamentary resolution. Pakistan is also committed to the Convention for the Elimination of all Discrimination against Women (CEDAW), the Beijing Platform for Action, ILO conventions, and Child Rights Conventions, all directed to ensure women's rightful place in society[13].

The Alternative CSO report to CEDAW 2020[14], states that "*Pakistan has passed numerous laws and formulated policies to promote women's rights in this period, unfortunately, many lack enabling laws, regulations, rules, and actions to be effective.* And the WEF/ Global Gender Gap 2021 also indicates that in reality the status of women in Pakistan remains low.

2.3 Women's Quotas

[11] Gender Differences: Understanding Perceptions National Baseline Study / Gender Equality Program (GEP), Aurat Foundation and USAID 2012.
[12] Differential Effects of the Interplay of Formal and Customary Laws on Women and Men in Pakistan, December 2006.
[13] National Gender Policy Framework Ministry of Planning, Development and Special initiatives, Government of Pakistan March 2022.
[14] Unmet Promises: Alternative CEDAW Report 2020 on Pakistan's Fifth Periodic Report, Alternative CSO Report, Submitted by Shirkat Gah-Women's Resource Centre.

Pakistan has a 17 percent quota for women in the national and provincial assemblies, and studies reflect that while women constitute about 20 percent[15] (or one-fifth) of the total membership of both houses in parliament, they contribute almost 33 percent to the parliamentary business which indicates the potential of increased representation and participation of women in parliament. However, despite this quota women legislators are confronted with multiple challenges, including silencing and harassment by male colleagues, and undermining by religious parties. The study[16] conducted by the Pakistan Institute of Legislative Development and Transparency (PILDAT) highlights the perceived discrimination against the women elect in the reserved seats as compared to the elected members of the parliament. However, exercise of political power to influence women-centered legislation and policy to foster political and familial loyalties towards male political actors and leaders. The political landscape has recently begun to accept women's role as policy makers with leaders now becoming more engaged in critical policy making to address climate change. This situation is still complex due to male-dominated political space at the constituency level and political patriarchy. Political parties are mandated to give five percent of party tickets to women, but there is the need to increase women's political participation and mainstreaming in active political participation. The share of women ministers in Pakistan has decreased from 12 percent in 2020 to 10.7 percent in 2021, with their acute underrepresentation in the political sphere both locally and nationally[17].

2.4 Women's Rights Policies and Legislation

The history of laws affecting women's rights and empowerment in Pakistan involves a complex pattern of advances and setbacks, with the state's efforts to articulate a definition of women's rights complicated by the need to balance divergent views on the place of women in Pakistani society.

In 2002, the first National Policy for Development and Empowerment of Women was formulated, a landmark for securing women's rights, and ensuring statutory provisions for gender equality in Pakistan[18]. "*The policy contains a vision, goals, aims and objectives, lays down the guiding principles, gives key policy measures, specifically addressing the empowerment dimensions in the social, economic, and political fields. The policy is a statement of intent of the government of Pakistan to specify its measure for the development and empowerment of women with the policy providing the guidelines and will ensure in the overall operating framework of the government that a gender perspective is reflected in all national policies and plans"*[19].

This Policy has not been updated, but it still provides a historical perspective of the recognition for women's rights, and gender mainstreaming in Pakistan.

At the policy level various other progressive laws supporting women's empowerment have also been passed. These are: The Anti-Sexual Harassment Act, Anti Women Practices Act, Acid Crimes and Control Act, National Commission on Status of Women Act, and the Domestic Violence Bill are all legal instruments for the protection of women. The enabling environment for women, as manifested in the laws, policies, and institutional practices on one hand and social norms and informal institutions on the other, do not fully support women. Constitutional provisions and some progressive legislations have been enacted e.g. anti-women practices, "honour" killing, rape, domestic violence, sexual harassment at work and public places, which

[15] https://na.gov.pk/en/content.php?id=2

[16] https://www.pildat.org/publications/Publication/women/WomenRepresentationInPakistanParliament.pdf

[17] National Gender Policy Framework Ministry of Planning, Development and Special initiatives, Government of Pakistan March 2022.

[18] National Policy for Development and Empowerment of Women, Ministry of Women's Development 2002.

[19] Ibid.

all form women's protection legislation, and other landmark legislation includes the Sindh Home-based Workers Act 2018, Sindh Women Agricultural Workers Rights Act 2019, and the Electoral Act 2017[20].

2.5 National and Provincial Commissions on the Status of Women (NCSW)

Historically, the establishment of the National Commission on the Status of Women in 2002, was another positive measure towards women's empowerment, since the NCSW is a statutory body which emerged as an outcome of the national and international commitments of the Government of Pakistan like the Beijing Declaration and Platform for Action 1995; and National Plan of Action (NPA) for Women, 1998.
The National Commission on the Status of Women (NCSW) was established with the specific purpose to examine policies, programs and other measures taken by the Government for women's development and gender equality, to review laws, rules and regulations affecting the status of women, monitor mechanisms and institutional procedures for redress of violations of women's rights and individual grievances, encourage and sponsor research to generate information, analysis and studies relating to women and gender issues, to develop and to maintain interaction and dialogue with NGOs, experts and individuals in society at the national, regional and international level[21].

The NCSW, a custodian of women's rights did not have a Chairperson at the Federal level, or members at the provincial level since 2019, and the current Chairperson was appointed in July 2021.

Provincial Commissions on the Status of Women re now functioning in all four provinces and in KP Province District offices have been established for some years.

2.6 National Gender Policy Framework 2022

The National Gender Policy Framework was launched in March 2022. It recognizes the importance of gender equality, and Pakistan's commitment to the SDGs and Pakistan's poor status on the WEF 2021 Global Gender Gap Index (from 151 place to 153, out of 156 countries). The framework acknowledges poor progress towards gender equality, closing the gender gaps in wages and labor force participation and the negative impacts of covid-19 pandemic on women.

The report states that increasing economic participation of 48 percent of the national population is the main priority of the Government, while addressing legal barriers for women's economic participation. It emphasizes the gender wage gap, stating that the income of an average woman in Pakistan is 16 percent less than the income of the average man.

In terms of legal frameworks, the document states that considerable progress has been made at the national and provincial level, but effort will have to be made for implementation, compliance, and the uniformity of laws across all provinces. The lack of data and monitoring has also led to weak implementation, and an absence of support mechanisms. Poor coordination with a presence of gender bias reduces the effectiveness of the legislation. The document also mentions the persistent gap between women and men in their access to resources and opportunities, which impedes the progress of women.

The report identifies six key priorities and policy actions: governance, equality and quality in education, employment and economic empowerment, agency, political participation and meaningful engagement, safety and security, and heath and well- being. It proposes to

[20] Young Women in Pakistan Status Report 2020, UN Women.
[21] National Commission on the Status of Women / Annual Report January 2018- June 2019.

establish a Gender Transformative Accelerator which will work closely with the federal and provincial NCSW's and the Ministry of Human Rights.

2.7 Gender Gaps in Pakistan

The World Economic Forum Global Gender Gap Report of 2021[22], Pakistan is the second worst country in the world in terms of gender parity, ranking Pakistan 145 out of 146 countries worldwide. Pakistan was among the five countries with a gender gap greater than 5 percent, with the other countries being Qatar, Azerbaijan, and India. Pakistan has closed 56.4 percent of the gender gap in 2022 — the highest overall level of parity the country has posted since the report launched in 2006. The country ranked 145 on economic participation and opportunity, 143 on health and survival, 135 on educational attainment and 95 on political participation. The country ranks 178th on the Gender Development Index out of 181 ranked countries and 28th on the Gender Inequality Index[23].

Table 5: Gender Development Indicators Mapped[24]

Gender Development Index (GDI)	**Gender Inequality Index (GII)**	**Global Gender Gap Index (GGGI)**
• Measures the gender gaps in human development by accounting for disparities between women and men in 3 human development dimensions – health, education, and quality of life. • Computer by UN • **In 2014, Pakistan's CDI was 0.750 vs 0.837 for South Asia.**	• Reflects gender inequalities in reproductive health, empowerment, and economic activity. • Computed by UN • **In 2017, Pakistan GII was 0.541, ranking it 133 out of 160 countries.**	• Developed in 2011 by World Economic Forum, and it measures economic participation, educational attainments, health & survival, and political empowerment. • **In 2020, Pakistan ranked 3rd to last (151 out of 153 countries.**
Social Institutions and Gender Index (SIGI)	**Women's Economic Opportunity Index**	**Female Opportunity Index**
• SIGI ranks non-OECD countries according to social institutions like social practices and legal norms contributing to observed gender inequalities. • Computed by OECD. • **Pakistan ranked 0.79 on SIGI, highly discriminatory towards women.**	• Piloted in 2010 by Economist Intelligence Unit, it measures indicators influencing economic opportunity of a country. • **Pakistan is ranked 108 out of 113 countries on WEDI.**	• Computed by N26 • Measures advancement in female leadership in the government, corporate sector, STEM and entrepreneurship. • **Pakistan ranks 100th out of 100 countries.**

The literacy level of men is 71.1 percent compared to 46.5 percent for women[25], indicating significant disparities in access to educational opportunities and possibilities for meaningful contribution in the public domain for women. Although an estimated 60 million women are of working age, only 22.6 percent participate in 'paid' labour (GGGI 2021). Their retention in the labour market is further challenged by competing family priorities, inflexible workplace policies and structural gendered workplace barriers. Gender disparity continues to exist between men

[22] World Economic Forum, Insight Report: Global Gender Gap Report 2022.
[23] Human Development Report Country Profile UNDP 2020.
[24] National Gender Policy Framework Ministry of Planning, Development and Special initiatives, Government of Pakistan March 2022.
[25] https://data.worldbank.org/indicator/SE.ADT.LITR.MA.ZS?locations=PK

and women in the country. Negative social values, discriminatory legislation, cultural practices, the lack of implementation of affirmative policies for women, absence of political will, combined with women's low political, economic, and social status in society, continues to perpetuate a cycle of oppression for women.

As the fifth most populous country in the world, Pakistan stands at 229 million people of which 49 percent are women. However, only 22.6 percent of these women are employed, compared to 84.8 percent of men. Pakistan is among the seven countries with largest economic gender gaps at 31.6 percent. Additionally, only 25 percent of technical roles and 5 percent of leadership roles in Pakistan are occupied by women.

The Gender Wage Gap Income of an average woman in Pakistan is less than 16 percent of the income of an average man. Pakistan has a high gender wage gap, at 50 percent, as employed women earn a median wage of PKR 7,000 per month (USD 35) compared to male counterparts who earn a median wage of PKR 14,000 per month (USD 70). The gender wage gap alone costs Pakistan PKR 500 billion annually, and this money is even more valuable because women invest 90 percent of their incomes back into their families, vs. 35 percent by men instead[26].

Women's participation in social processes remains constrained due to the norms that persist though there are variations in their application determined by rural-urban and geographical location and class. Their engagement in formal political processes has steadily improved though still not commensurate with their share of the population. Almost 12 million women are not registered voters; only 85 percent of women 18 years of age and above have CNICs[27].

2.8 Conclusions

The position and status of women in Pakistan has a checkered history. In 1987, two women's rights pioneers wrote a seminal book entitled 'Women of Pakistan, Two Steps Forward, One Step Back?[28] and 35 years later the situation remains the same. Over the last three decades the status of women has progressed, remained static, regressed, and constantly changes depending on many factors that are beyond women's control. Numerous laws have been promulgated ensuring women rights and protection, but their implementation and lack of political will renders them ineffective.

While it has been articulated since 2005, very little attention is placed on the crucial nexus of culture, religion and the making and implementation of laws. The plethoras of laws, norms and practices have become concrete in Pakistan's patriarchal society in a way that they consistently favor men and place women at disadvantage.

Women lack exposure, confidence, knowledge, skills, information about opportunities, and limited role in politics, and in policies and programs regarding their aspirations and lives. Formal institutions fall short of facilitating women's access to human, financial and physical capital i.e. education, skills, health facilities, loans and physical assets. Informal institutions (family, community, religion, segregation, marriage) define and affirm norms that give precedence to marriage/child marriage over education and employment, prescribe gendered roles, and condone domestic violence/gender- based violence. Laws have therefore not had the expected impact.

[26] National Gender Policy Framework Ministry of Planning, Development and Special initiatives, Government of Pakistan March 2022.
[27] Young Women in Pakistan Status Report 2020, UN Women
[28] Women of Pakistan Two Steps Forward, One Step Back? Khawar Mumtaz and Farida Shaheed, 1987.

The experiences of the 2005 earthquake and the floods of 2010 and 2011 have shown that the patriarchal norms that shield men from their crimes against women, and victimize the women instead, become even stronger in emergencies.

In remote rural settings and under climate change scenarios, WWF would do well to watch out for these tendencies, as they are insidious and ingrained to the extent that women will blame themselves and echo men when they extol the virtues of women's place at home or not remunerating her for economic work.

Unfortunately the recent Gender Policy Framework (March 2022) is not comprehensive enough to close the gender gaps and propel the levels and scope of action required to counter anti-women norms and practices.

CHAPTER 3: Gender Based Violence (GBV) and Sexual Exploitation, Abuse and Harassment (SEAH)

Human rights and sustainable development are inseparable as the fundamental principle of Agenda 2030 is 'leave no one behind'. To achieve this goal, we must eliminate gender-based discrimination, violence, and oppression[29].
(Dr. Shireen M Mazari, recent former Minister Human Rights, Government of Pakistan).

While we searched diligently, **no report or data sets under the title SEAH (sexual exploitation, abuse and harassment) per se were found for Pakistan.**

We looked at definitions of the SEAH components and then tried to find them within other expressions and acronyms used in Pakistan.

Sexual Violence is used as an umbrella term for sexual exploitation, abuse and harassment as quoted in DIFD/UKaid report 2018[30]. It includes acts of a sexual nature against one or more persons or that cause such person or persons to engage in an act of a sexual nature by force, or by threat of force or coercion, such as that caused by fear of violence, duress, detention, psychological oppression or abuse of power, or by taking advantage of a coercive environment or such person's or persons' incapacity to give genuine consent.

According to the UN, forms of sexual violence include rape, attempted rape, forced prostitution, sexual exploitation and abuse, trafficking for the purpose of sexual exploitation, child pornography, child prostitution, sexual slavery, forced marriage, forced pregnancy, forced public nudity, forced virginity testing, etc[31].

Sexual Exploitation, as defined by the UN, constitutes any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including profiting monetarily, socially or politically from the sexual exploitation of another. It is a broad term, but it includes transactional sex, solicitation of transactional sex and exploitative relationships.

Sexual Abuse, also as defined by the UN, means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. All sexual activity

[29] National Gender Policy Framework, Ministry of Planning Development and Special Initiatives Government of Pakistan, March 2022, https://www.pc.gov.pk/web/gender.
[30] Sexual Exploitation, Abuse and Harassment (SEAH) in the International Aid Sector, Victim and Survivor Voice: Main Findings from a DIFD-led Listing Exercise, DID/UKaid 2018.
[31] United Nations Glossary on Sexual Exploitation and Abuse, United Nations 2017.

with children (as defined under the UN Convention on the Rights of the Child as any person under the age of 18) is considered to be sexual abuse, regardless of the age of majority or consent locally.

Sexual Harassment is defined as any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment. Sexual harassment may be perpetrated against beneficiaries, community members, citizens, as well as staff, personnel, etc.

Gender Base Violence (GBV) is any harm or potential of harm perpetrated against a person's will on the basis of gender. GBV encompasses many different expressions of violence including physical, sexual and emotional abuse sexual harassment; stalking; rape, including 'corrective' rape and rape as a tactic of conflict; domestic and intimate partner violence (IPV); child marriage; human trafficking; and female genital mutilation (FGM)[32].

It can be safely said that in Pakistan Sexual Exploitation, Abuse and Harassment (SEAH) are subsumed under the terms Gender Based Violence (GBV), 'honor killing' and 'domestic abuse'. According to a recent study, it is estimated that one in three women and girls globally will experience gender-based violence during her lifetime[33]. Embedded in discriminatory gender norms and laws GBV and SEAH occur in all societies as a means of control, oppression and exploitation of women that further reinforces gender inequality. GBV and SEAH are complex issues and are a means of control to maintain power structures, traditional norms, customary laws, and access to resources.

Another dimension of GBV is the connection with the environment and linkages have recently been established as evidence from many countries[34]. **Pressures on the environment and its natural resources increase gender inequalities and power imbalances in communities and households coping with resource scarcity, climate change, and environmental degradation.**

3.1 Global Overview

International frameworks, SDG Goal 5 on Gender Equality, and women's rights frameworks such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) all address the issues of women's empowerment in general. But GBV is a complex issue and culturally context-specific which has made it difficult to be effectively addressed to date.

Failure to address this issue also entails a significant economic, social, and environmental cost for the future. Numerous studies have shown that children growing up with violence are more likely to become survivors themselves or perpetrators of violence in the future. A World Bank[35] brief on GBV states that gender-based violence affects women and girls of all socio-economic backgrounds, therefore this issue needs to be addressed in both developing and developed countries.

[32] World Bank 2019 /Gender-based violence and environment linkages The violence of inequality Itzá Castañeda Camey, Laura Sabater, Cate Owren and A. Emmett Boyer, Jamie Wen, editor. IUCN/USAID 2020. https://portals.iucn.org/library/sites/library/files/documents/2020-002-En.pdf.
[33] World Bank 2019 /Gender-based violence and environment linkages The violence of inequality Itzá Castañeda Camey, Laura Sabater, Cate Owren and A. Emmett Boyer, Jamie Wen, editor. IUCN/USAID 2020. https://portals.iucn.org/library/sites/library/files/documents/2020-002-En.pdf.
[34] Ibid.
[35] The World Bank Brief, Gender-Based Violence (Violence Against Women and Girls), 25th September 2019, **https://www.worldbank.org/en/topic/socialsustainability/brief/violence-against-women-and-girls**.

More than one in three women worldwide experience sexual or domestic violence—more than 1.3 billion women, eclipsing the number of people affected by HIV/AIDS, measles, Ebola, and malaria combined. The idea of a binding norm on violence against women and girls was first introduced in 1996 by the first UN Special Rapporteur on violence against women. Today, there is unprecedented momentum on women's safety, spurred by horrific acts of violence around the world, spearheaded by the Every Woman Treaty.

The widespread revelations revealed by the global #MeToo movement also have activists demanding action. People across the globe are asking for systems change. Strong models for rapid institutional and cultural change are available, as are global best practices that combine proven interventions and strategies from human rights and public health. With these practices contained in a global binding norm on violence against women and girls, the current system of impunity can shift to one of safety and accountability, bringing forward a safer, more just world for women and girls everywhere[36].

The **#MeToo movement in Pakistan** is modeled after the international #MeToo movement and began in late 2018 in Pakistani society. It has been used as a springboard to stimulate a more inclusive, organic movement, adapted to local settings, and has aimed to reach all sectors, including the lowest rungs of society. In Pakistan when the #MeToo movement began, many issues relating to sexual harassment, misconduct, and violence against Pakistani women surfaced, generating identification and discussion on the range of behaviors and roles of many alleged offenders across the media, film industry, stage, and political realm, including Pakistan's Prime Minister. In addition, clergy, charity and social welfare institutions, the judiciary, and Pakistani security establishments such as the police and military came under the spotlight of accusations.

3.2 Green Climate Fund, WWF Gender Policy and Related GBV and SEAH Guidelines

In the context of the WWF Recharge Pakistan project, there are several policies available for reference: the Green Climate Fund Gender Policy[37], the WWF Gender Policy 2011[38], and the WWF Guidance Note on Gender-Based Violence (GBV) and Sexual Exploitation, Abuse and Harassment (SEAH) for Global Environment Facility (GEF) and Green Climate Fund (GCF) Projects[39]. They all recognize gender relations, and roles and responsibilities which influence women's and men's access to and control over decisions, assets and resources, information, and knowledge.

The GCF Gender Policy is closely aligned with the United Nations Sustainable Development Goals (SDGs), which make explicit commitments to gender equality.

Similarly, the WWF Gender Policy is consistent with WWF's Mission, Guiding Principles and Code of Ethics. It is an integral part of WWF's social policies and position statements, including Indigenous Peoples, Human Rights, Poverty and Conservation, Population and HIV/AIDS, and supports existing commitments to gender equality for those countries which are signatories to the United Nations CEDAW and the Universal Declaration of Human Rights.

Moreover, the WWF Guidance Note on GBV and SEAH for GEF and GCF Projects, establishes basic guiding principles for effectively minimizing and mitigating any identified GBV/SEAH risks in projects, and provide suggestions, recommendations, and further

[36] EWT, Safer Sooner: Towards a global biding norm to end violence against women & girls, EWT 2020
[37] Gender Policy GCF GBV%20%20WWF/GCF%20Gender%20Policy.pdf.
[38] WWF Gender Policy 2011 GBV%20%20WWF/WWFGenderPolicy_%20FINAL_26May11.pdf.
[39] Guidance Note on Gender-Based Violence (GBV) and Sexual Exploitation, Abuse and Harassment (SEAH) for GEF and GCF Projects. GBV%20%20WWF/Guidance%20Note%20on%20Gender%20Based%20Violence%20-%20final%2004-05-2022.pdf.

resources for project teams working on GBV/SEAH related to projects[40]. It outlines WWF's General Principles; Respect for Human Rights, Compliance with WWF's Environment and Social Safeguards Framework, Applicable Laws, and provides definitions for GBV, and SEAH, which can be recognized in project sites, and activities. The Guidance note identifies potential perpetrators, and ways to identify GBV/SEAH impacts and assess GBV/SEAH risks, and recommends a monitoring plan for all projects, which includes reporting on gender and various safeguards.

3.3 GBV and SEAH in Pakistan

In Pakistan, the GBV and SEAH issues continue to remain a challenge despite the passing of integral laws and policies. **In GBV reporting and documentation in Pakistan, sexual violence, sexual abuse, sexual attacks and sexual harassment (SEAH) against women and girls are included in the term Gender Based Violence**. **SEAH is also included in the term 'domestic violence' and 'honor killings'.**

However, monitoring sexual exploitation, abuse and harassment (SEAH) is a challenge as often communities will see it as a direct assault on their collective 'dignity'. Even where incidents are known to have occurred, denial is common. In police stations, SEAH is often reported under 'kidnapping', because that is how the girls' families prefer the situation to be viewed. Therefore, information on sexual harassment, abuse and exploitation (SEAH) has to be monitored and obtained over a lengthy periods of time with families and individuals in a very sensitive manner with the careful inclusion of psychologists and trained counsellors in the process. Some of the studies quoted here have used such targeted methods to obtain data.

A national study on Gender Based Violence concluded that '*gender-based violence is a living reality in present day Pakistan*'[41], despite the multiple actions taken the prevalence of all forms of violence against women and girls remains high[42]. In 2018, 'honor' crimes claimed 254 female victims according to the Human Rights Commission of Pakistan (HRCP). HRCP also recorded 67 acid attacks and 856 incidents of sexual exploitation, abuse and harassment (SEAH) against women the same year[43].

The HRCP Annual Report 2020[44] states that human rights abuses to target women include child marriage and honor killings, which are largely centered on controlling women's agency. The report highlights other forms of violence as well, including sexual assault, SEAH and domestic violence. **Actual figures for GBV are probably higher as family members are often the perpetrators, and there is a stigma attached to reporting on sexual violence and SEAH.**

The Pakistan Demographic and Health Survey (PDHS) 2017-2018 on domestic violence revealed that 56 percent of women remained silent about violence, and if they did seek help or advice, they were more likely to approach their own or their husband's family. Reporting of gender-based crimes is low because when a woman complains she gets blamed, and the lack of proper jurisprudence resulting in the onus of reporting and conviction on the victims. For

[40] Guidance Note on Gender-Based Violence (GBV) and Sexual Exploitation, Abuse and Harassment (SEAH) for GEF and GCF Projects. GBV%20%20WWF/Guidance%20Note%20on%20Gender%20Based%20Violence%20-%20final%2004-05-2022.pdf.
[41] Gender Differences: Understanding Perceptions National Baseline Study Aurat Foundation / USAID 2012.
[42] State of Human Rights in Pakistan 2018'. Annual Report. Human Rights Commission of Pakistan. Accessed at:http://hrcp-web.org/publication/wp-content/uploads/2019/04/State-of-Human-Rights-in-2018-English.pdf.
[43] State of Human Rights in Pakistan 2018'. Annual Report. Human Rights Commission of Pakistan. Accessed at: http://hrcp-web.org/publication/wp-content/uploads/2019/04/State-of-Human-Rights-in-2018-English.pdf.
[44] HRCP Report rings alarms over plight of women in Pakistan, ANI July 2021, https://www.aninews.in/news/world/asia/hrcp-report-rings-alarm-over-plight-of-women-in-pakistan20210706202836/

many women, prevailing attitudes, lack of awareness of support or protection, perceived police inaction, or lack of confidence in the criminal justice system inhibits them from approaching the authorities.

The National Commission on the Status of Women Annual Report 2018-19 also reports almost 1,000 honor killings every year, and forms of violence include domestic violence, SEAH, forced marriages, and acid attacks[45].

A study from the International Union for Conservation of Nature (IUCN), Mangroves for the Future Program (MFF) shows that as traditional means of livelihood from fisheries decline pressures on fisherfolk to search for alternative sources of income arises. And with the loss of livelihood from fishing and limited skills and opportunities for alternate livelihood options, the ability to be the provider for the family leads to changing the dynamics at the household level and often to domestic violence[46]. **This is because women are an equal participant in the fisheries sector just like the agriculture sector.**

The National Gender Policy Framework 2022 has provided data on the status of GBV during COVID-19 and cases of GBV including sexual violence against young people adolescent boys and girls has grown.

The fact that GBV is not integrated in social protection or public health responses and education or training makes it difficult to address the root causes of this issue. The lack of comprehensive information and statistical data at national and provincial level means that implementation of existing laws and developing specific interventions to address the issue of GBV remains neglected.

Projects addressing climate impacts to build resilience, such as Recharge Pakistan, have the ability to build the capacity of women to exercise agency in identifying issues, participate in the designing and planning of contextual interventions and gain economic and social empowerment through informed and powerful decision-making. Without the integration of gender context into climate change resilient actions, the compounding risks experienced by such vulnerable groups cannot be deemed effective or efficient.

Gender based crimes, violence against women, and domestic violence, have deep social, psychological, and mental effects on women. These destroy a woman's confidence, her respect, her status, and position within the family. Gender based crimes reinforce the social structures which believe that women are subservient to men and have no human rights as an individual"[47].

3.4 Legislation on GBV and SEAH

Legislation on GBV and SEAH against women and girls is reflected in the federal and provincial laws for the protection of women:

- Anti-Rape Laws (Criminal Amendment Bill) 2016.
- Child Marriage Restraint Act, 1929.

[45] National Commission on Status of Women January 2018-June 2019.
Annual Report 2018-2019.pdf - Google Drive
[46] Reflecting on the Beijing+20 Platform and Action Women and environment – Policy to Action Perspective of coastal resource dependent communities across South and Southeast Asia Maeve Nightingale Manager Capacity Development and Gender Focal Person, IUCN Mangroves for the Future MFF Program.
GBV%20%20WWF/CSO%20Forum_women%20and%20environment%20Maeve%20Nightingale.pdf.
[47] Gender Differences: Understanding Perceptions National Baseline Study, 2012, Gender Equality Program (GEP), Aurat Foundation and USAID.

- Foreigners Act, 1946 and Foreigners Order, 1951.
- Muslim Family Law Ordinance, 1961.
- Dowry and Bridal Gifts (Restriction) Act, 1976 `
- Anti-Honour Killing Laws (Criminal Amendment Bill) 2015.
- Anti-Terrorism Act 1997.
- Prevention and Control of Human Trafficking Ordinance, 2002.
- Criminal Law (Amendment) Act, 2004.
- The Protection Against Harassment of Women at the Workplace Act, 2010.
- Criminal Law Amendment Act, 2010.
- Criminal Law (Second Amendment) Act, 2011.
- The Prevention of Anti Women Practices - Criminal Law (Third Amendment) Act, 2011.
- Domestic Violence (Prevention and Protection) Act, 2012.
- Protection for Women (Criminal Law Amendment) Act, 2006.

The Hudood Ordinances promulgated by a military dictator in 1979, brought in several anti-women laws that became an impediment in reducing GBV and SEAH. Some of the laws listed above acted to counter these so-called Islamic laws that are still on the books. For example, the Protection for Women Act 2006 removed rape from the Hudood ordinances and put it back in the criminal code.

However, implementation of protective laws remains a persistent challenge. There are limited services such as shelters, helplines, and legal aid for women survivors of violence and SEAH, especially young women. In the past, government interventions have focused on establishing helplines, women police stations, hotlines and protection centers, that try to support women after they have experienced violence and SEAH.

In addition, GBV and SEAH specific data is inadequate since most survivors do not disclose their experience to anyone and do not seek medical or psychological support.

The problems of women who live under plethora of tribal, feudal, Islamic, and Indo-British laws are often so varied and local in nature that they cannot always be solved through solutions expounded by laws and legislation alone. The lives of women, particularly in the rural areas, remain difficult and both women's empowerment and gender equality remain a challenge[48].

3.5 GBV and SEAH in the Provinces

Sindh

The women in Sindh, like other women of Pakistan, suffer from discriminatory attitudes, laws traditions and practices in a male dominated patriarchal society. The result is reflected in the low indicators of poor health status, high maternal mortality rates, a very low literacy rates, increasing numbers of 'honor' killings (mostly for SEAH reasons) and declining legal and social status. Equally significant are the relatively less documented indices of domestic violence, sexual violence, economic and physical exploitation, restricted social mobility, and psychological slavery, where women view subordination as their fate[49].

The Sindh Human Rights Commission (SHRC) found in its initial assessment report 2021, that cases of gender-based violence and other human rights abuses increased across the province

[48] Whose Honour? Differential Effects of the Interplay of Formal and Customary Laws on Women and Men in Pakistan, Paper Presented at the International Conference on The Other Self: Conflict, Confusion or Compromise, NCSW, December 2006, by Simi Kamal.
[49] A Study of the Interplay of Formal and Customary Laws on Women' Volume V: Sindh Province, RDC/RNE, 2002, Legal Political and Socio Economic Situation of Women in Sindh, Paper Prepared for NCSW, September 2006, by Simi Kamal.

during the lockdown imposed to restrict the spread of Covid-19[50]. And according to the UNODC Gender and Pandemic Advocacy Brief[51] despite several women-friendly laws and policies, challenges in implementation continue to impede the prospects for women and children in Sindh. Most women in Sindh lack access to basic services in education, health, justice, and social support.

Punjab

In Punjab the Pakistan Demographic and Health Survey 2017-18 indicates that 34 percent of married women have experienced physical, sexual, or emotional violence from their spouses. The most common type of spousal violence is emotional violence (26 percent), followed by physical violence (23 percent). Five percent of women have experienced spousal sexual violence, and 26 percent of married women who have experienced spousal physical or sexual violence have sustained physical injuries. Nine percent of women have experienced violence during pregnancy, and 56 percent women never sought help or disclosed GBV due to socio-cultural and other problems regarding accessibility to health care and psycho-social support services, and in Punjab the prevalence of GBV is 32 percent[52].

Punjab's Women's Economic and Social Well-being Survey 2018 is the only one in the country that provides a baseline for the province. The other official source is the Pakistan Demographic and Health Survey (PDHS) which covers married women and reveals that 44 percent of young married women and a similar percentage of young men think a husband is justified in beating his wife.

Khyber Pakhtunkhwa (KPK)

In KPK given the traditional society and cultural issues, few GBV survivors seek support in response to violence. Women crises centres also exist in major cities of Khyber-Pakhtunkhwa under the supervision of the Social Welfare Department. And in accordance with the Constitutional protection mandate Khyber Pakhtunkhwa has a comprehensive mechanism for GBV survivors from information to re-unification and referrals. While the Government of Pakistan has passed various laws to prevent violence and support those affected by it, the conviction rate is very low for violence against women.

Resources and services for women survivors of GBV remain scarce. When encountered by a case of GBV, relief workers are often at a loss as to how to best respond given that there are few referral and response mechanisms in place to address their immediate or on- going needs. Often the staff, who interact with a survivor of GBV are not aware of the severe and long-lasting health, emotional and psychosocial problems that survivors face. Such multifaceted challenges require specialized, expert response from other agencies or service providers, knowledge of which is often limited among the staff of the health facility where GBV survivors come for help and support[53].

Baluchistan

In 2014, a breakdown of provinces by various VAW categories revealed that Balochistan accounted for merely 0.28 percent of the overall cases of women's kidnappings, 2.86 percent of abductions, 0.26 percent of overall rape instances, 2.26 percent of suicides, 10.8 percent

[50] https://www.thenews.com.pk/print/789682-gender-based-violence-increased-in-sindh-during-lockdown-shrc.
[51] UNODC Gender and Pandemic Advocacy Brief, Protecting Women in times of Covid-19 . https://www.unodc.org/documents/pakistan/Advocacy_Brief_3_Gender_-COVID-19-Sindh.pdf.
[52] Multi-Sectoral Referral Pathways for GBV Survivors in Punjab and Khyber Pakhtunkhwa, Pakistan, June 2021, https://phkh.nhsrc.pk/knowledge-article/multi-sectoral-referral-pathways-gender-based-violence-survivors-punjab-and-kp.
[53] Ibid. Multi%20Sectoral%20Referral%20Pathways%20for%20GBV%20Survivors%20WHO%202021.pdf.

of 'honour' killing cases, 6.07 percent of domestic violence related cases, 7.69 percent of acid throwing cases and 1.11 percent of miscellaneous other cases of VAW. A simplistic analysis of these figures would lead to the conclusion that Balochistan has relatively low incidences of VAW compared to the rest of Pakistan. However, it should be noted that Balochistan accounts for merely 7.46 percent of the country's overall population. Proportionately, the number of reported cases of VAW in Balochistan could, therefore, be high relative to the rest of the country. The strong influence of tribal customs and the predominance of informal justice mechanisms such as Jirgas in Balochistan are also key factors behind the low number of reported cases of VAW in the province[54].

3.6 GBV and SEAH in WWF Recharge Pakistan Project Sites

An analysis of WWF background documents indicates that there is no data or information on GBV or SEAH in the Recharge Pakistan field sites. So, this current research will probably be the first time this kind of information has been generated. However, the situation in Pakistan regarding GBV and SEAH is alarming, and exists in different levels in all provinces, so it can be inferred that GBV and SEAH exists in varying degrees in the project sites.

Investigating issues related to GBV and SEAH is difficult, as it is a sensitive issue and, in most cases, men usually deny the existence of any aspect of GBV, whereas women recognize it and subtly acknowledge it as part of traditional family norms. During the focus group discussions indirect questions to gauge this issue were asked such as, '*what kind of dangers and issues might women face within the home? And what kind of dangers and issues might women face if they go outside their home?'* Most of the male respondents in the field sites said that women faced no 'danger' within their homes, in contrast to half the number of women who said they faced 'danger' in their homes, indicating differences in the perception of danger and women's sensitivity to possible violence.

Types of violence reported were 'scolding women', and both men and women acknowledged this, but physical violence was reported by more women than men.

In terms of facing danger outside the home, both men and women has similar responses claiming that women did not face any danger outside their homes. The possible reason for this is because women's mobility is restricted to the house and women stay at home. An interesting fact which did emerge was a majority of men said they respected women, whereas almost half the female respondents said the men did not respect them.

These contradictions reflect the national data on gender-based violence, which needs to be taken into consideration when planning interventions for the Recharge Pakistan project.

3.7 Conclusions

The data from official sources confirms the prevalence of GBV and SEAH all over Pakistan. Unreported cases are probably higher, legislation is not always effective or efficient, and dominant male attitudes perceive gender-based and sexual violence as acceptable, and women keep quiet as part of the traditional family structure. The linkages between environmental degradation, climate change and the impact of covid-19 has led to an increase in GBV and SEAH, and it is this trend that the WWF Recharge Pakistan project interventions must consider as it designs and implements its program.

In terms of legislation, Pakistan is signatory to international conventions, and has many progressive and supportive laws that could bring down GBV and SEAH. Unfortunately, other

[54] Sustainable Development Goal 5: A Legislative and Policy Gap Analysis for Balochistan, https://www.sdgpakistan.pk/uploads/pub/SDG_5_Policy_Gap_Analysis_Balochistan.pdf.

laws that remain on the books (such as the Hudood Ordinances) counter the progressive laws and reflect the mind-sets of the low enforcement personnel and people serving in the judiciary. The net result is that women rarely get the justice and redress they need.

The focus group discussions have revealed the existence of various forms of gender -based violence in the field sites, which means planned interventions should take these factors into consideration. It can also be assumed that within the ambit of gender -based violence, sexual exploitation, abuse, and harassment also exists. Even though direct questions were not asked about SEAH, physical violence has been mentioned by women respondents. Disrespect for women has also been cited which indicates a deeper insidious side of violence which must be addressed if gender empowerment, and gender mainstreaming is to bring real change to the lives of the women in the communities.

Reducing violence and SEAH against women and girls requires a community-based, multi-pronged approach, and sustained engagement with multiple stakeholders. To be effective, these initiatives would have to address social norms on gender roles and the acceptability of violence.

Community engagement is vital to reduce GBV and SEAH and identify victims and survivors that need help. In order to do this community members (men, women, elders, youth, religious figures, influential people, local law enforcement and government officials, local magistrates, local health personnel, etc have to be sensitized to the issues, supportive laws, cultural positives and negatives and where redress may be found. For example, nearest lawyers, legal aid centres, shelters, etc.

GBV and SEAH are challenging yet necessary to address. The issues are ingrained in traditionally held gender relations mixed in conflicts on property, land ownership and increasing poverty. Redress needs actual action and systems on the ground, not just training and orienting people. A woman attacked with acid or who has been raped needs immediate shelter (sometimes for month or years), medical support, legal aid, economic support, community support, rehabilitation, education for her children and psycho-social counselling over extended periods. WWF does not currently have a team or program or cross-cutting approach to cover these components. However, the organization believes that climate resilience can only be achieved when rights and privileges of vulnerable populations are protected by the state. For this purpose, the GAP includes a multi-tier staffing arrangement for a cohesive approach across all project activities and offers maximum interaction with local communities and key stakeholders at national and sub-national level for implementation of components on building gendered climate resilience.

Pakistan's women, more than 9.1 million are agricultural workers and play a substantial role in food production and food security, but are largely unpaid, disadvantaged; suffer from greater time poverty, and are far more vulnerable to exploitation than men[55]. Climate change and disaster vulnerability only exacerbates these disadvantages. Recharge Pakistan is limited in scope to address these vulnerabilities in entirety, however, the program has the potential to financially and intellectually empower women in its target areas especially in rural, peri-urban and small urban zones to build small business, inclusion in planning for future climate challenges as well agency in decision-making.

The project should therefore dedicate enough resources (and capacities) within the WWF team working on constantly engaging with parliamentarians (to influence better laws), especially the Women's Caucus and women parliamentarians. This team should also engage with the National Commission on the Status of Women (NCSW), the Provincial Commissions

[55] UNDP and NCSW, Climate Equity: Women as Agents of Change, 2022, Accessed at: https://www.undp.org/pakistan/publications/climate-equity-women-agents-change

on the Status of Women (PCSWs), the Human Rights Commission (HRC) and the Provincial Commissions on Human Rights (PCHRs). Orientation is required of law enforcement officers and the judiciary to handle GBV and SEAH cases. The GCF and WWF's own policies and documents form a strong basis for training and orientation on gender-based violence issues and for mainstreaming GBV concerns in its projects. Other strategies to ensure challenges relating to GBV and SEAH the project will employ include: the development of a terms of reference to recruit a gender specialist in the PMU, who has strong and proven expertise in working on issues of GBV and SEAH in Pakistan, among other essential and important experience. The gender specialist will be the resource person in the project who will conduct capacity needs assessment, provide training (including recurrent/refresher trainings) and support capacity building of all project staff and relevant partners, to recognize and address SEAH and GBV issues identified during project implementation, which will be reported through the gender-responsive and survivor-centered grievance mechanism established for the project (See Section 5.3 in Annex 6 for detailed guidance on SEAH Risk Mitigation).

WWF should interact with people related to enforcement of laws, identification of victims and survivors, legal aid, shelters, rehabilitation, education, training, counseling, economic support, housing and help to re-integrate in society. The wide range of stakeholders can include;

- Law enforcement agencies
- Police
- Women Police
- FIA including special branch on cyber crime
- Professionals from the Jurisprudence and legal instiutions
- Local Magistrates
- Local Lawyers
- Local Women Lawyers Associations/Groups
- Local non-profit organizations working on legal rights for women (they offer pro-bono consultations to victims of GBV
- Forensic Medical staff in state hospitals that document harassment/rape cases
- Local Religious and Community Leaders

As the project will progress, new stakeholders can be identified, so if cases are seen in the course of work in the four sites, they can be referred to the right institutions for engagement as well as assistance.

It is, therefore, recommended that Aurat Foundation (a Pakistani NGO working extensively on advocacy and action, with extensive grassroots links, strong relations with women parliamentarians and very good contacts state institutions) be called on to assist. The USAID-funded Gender Equity Program of Aurat Foundation already has the materials and experience to deliver seamless service concepts and programs to assist survivors of GBV and SEAH. Other NGOs and community-based organizations may also be contacted for this purpose.

The increasing destruction of the environment is fueling a rise in violence against women and SEAH, as acknowledged worldwide. If communities are to benefit from projects and programs to counter the effects of climate change, clear national and provincial frameworks on ending GBV and countering SEAH, interaction with a functioning seamless service of support, a robust mechanism for accountability, and dedicated funding will be needed. Organizations like WWF need to push for these frameworks to allow the local law enforcement and justice systems to act when women need protection.

CHAPTER 4: Gender Considerations in Global and Pakistani Climate Change and Environment Policies

Training Manual on Gender and Climate Change. IUCN, UNDP, GGCA, 2009

"Climate change and gender inequalities are inextricably linked. By exacerbating inequality overall, climate change slows progress toward gender equality and thus impedes efforts to achieve wider goals like poverty reduction and sustainable development. Gender inequality can worsen the impacts of climate change. Meanwhile, taking steps to narrow the gender gap and empower women can help reduce these impacts."

The nexus between women and the environment emerged on the mid-1980's when research and studies on women's roles, responsibilities and interaction with the natural resources became evident and women were recognised as managers of the natural resources. Women's position in water management, forests, and conservation led to a growing body of knowledge of the importance of women's interaction with the environment[56]. Over the last few decades, the recognition that women are managers of the natural resource by virtue of being primarily responsible for the household, and that environmental degradation has a direct impact on them has provided evidence and gender has been incorporated into national policies, project planning and development issues. As the focus changed from women in development (WID) to gender and development (GAD) and more emphasis was placed on recognizing women's role in all sectors, a greater understanding of women's relationship with the natural resource, and within the debate on sustainable development has also been established.

4.1 Global Overview

Climate Change is a persisting global challenge and the nexus between Gender and Climate Change has now been acknowledged and recognized at local, national, and international levels. Within the discourse of gender and climate change over the last 20 years, the linkages between women and environment have changed considerably and simultaneously the relationships between men and women have become increasingly complex. **As global climatic conditions change, its impact on people and the way in which they adapt and cope with these changes have specific gender dimensions, which are being increasingly understood at the local level.**

Existing studies[57] and research on gender and environment have focused on specific issues such as gender roles in water management, forests etc. and the analytical frameworks to understand the nexus between gender and climate change are becoming more influential as international commitments and gender responsive policy has led to greater gender mainstreaming and Gender Action Plans for implementation.

Policy measurers at global and national level have recognized that gender equality is essential to achieving climate change goals, and since 2008, several references to gender have entered the UNFCCC negotiation text[58]. It is also argued that although climate change affects everyone, it is not gender neutral, since most of the poor in the world are women, the impact

[56] Gender and Climate Change: An Introduction, Edited by Irene Dankelman, Earthscan 2010, https://gender.cgiar.org/publications-data/gender-and-climate-change-introduction.
[57] Gender and Climate Change: An Introduction, Edited by Irene Dankelman, Earthscan 2010.
[58] The Art of Implementation, Gender Strategies Transforming National and Regional Climate Change Decision Making, by the IUCN Global Gender Office on behalf of the Global Gender and Climate Alliance, 2012, https://portals.iucn.org/library/sites/library/files/documents/2012-086.pdf.

of climate change is more severe for women than men[59]. Thus, the impact of climate change on men and women is different, a gender equality perspective is essential for policy, and for strategies of adaptation and mitigation. In this context, women should also be seen as "*powerful agents of change"* whose participation in planning processes is necessary if the impact of climate change is to be addressed[60]. Moreover, women's issues and problems at the local level must be considered in the wider context of women's empowerment, their social status, access to resources and opportunities, control over assets, and their social vulnerability, to understand the relationship between gender and climate change.

It has also been established that when women and girls are included in climate change action strategies, there are also marked improvements in outcomes. "*When we engage women in climate adaptation, we see progress in reducing poverty and improving food security"*[61].

4.2 Women and Environment Nexus in Green Climate Fund (GCF) and WWF Gender Policies

The Green Climate Fund Policy recognizes the linkages between gender and environment and the emphasizes the impact of climate change on women.

"It clearly states that '*the impacts of climate change can exacerbate existing gender inequalities. The Gender Policy acknowledges that climate change initiatives are more sustainable, equitable and more likely to achieve their objectives when gender equality and women's empowerment considerations are integrated into the design and implementation of projects. Further, it recognizes that women and vulnerable communities are also part of the solution to climate change and should, therefore, be effectively engaged in discussions and decisions that affect them [62].*

The policy reflects the SDG's commitments to gender equality, the United Nations Framework Convention on Climate Change (UNFCCC), it is consistent with international arrangements in particular the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the International Labour Organization's core conventions, and the Paris Agreement.

Similarly, WWF as a conservation organisation also recognises the linkages between natural resource management, the importance of the sustainable use of natural resources, and the complex relationship of women's and men's roles and responsibilities, and how they use and manage natural resources, and how gender relations influence households and communities' decisions of the use of resources[63].

"The WWF Gender Policy supports the existing commitments to gender equality for those countries which are signatories to the United Nations Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Universal Declaration of Human Rights"[64].

[59] Report of High-level Roundtable: How a Changing Climate Impacts Women, Council of Women World Leader Women Environment and Development Organization (WEDO) 21 September 2007, https://wedo.org/wp-content/uploads/2007/12/roundtable-final-report-6-nov.pdf.
[60] Training Manual on Gender and Climate Change. IUCN, UNDP, GGCA, 2009, https://portals.iucn.org/library/sites/library/files/documents/2009-012.pdf.
[61] ibid
[62] GCF Gender Policy:GCF%20Gender%20Policy.pdf
[63] WWF Gender Policy file:///C:/Users/meher/Desktop/Chapter%203%20Docs/WWF_Gender_Policy.pdf.
[64] WWF Gender Policy file:///C:/Users/meher/Desktop/Chapter%203%20Docs/WWF_Gender_Policy.pdf.

4.3 Gender Considerations in Environment, Climate Change and Water Policies in Pakistan

Pakistan is among the countries that are most vulnerable to the risks associated with climate change and ranks 8th on the Global Climate Risk Index 2021.

Women continue to face serious challenges amid threats to climate degradation, particularly in occupations that are dependent on natural environments or geographic locations and where climate stress may cause natural hazards. Agriculture, water, and forestry are among the sectors most impacted by climate change and women are heavily engaged in these sectors as full-time labour or secondary workers in addition to their dependence on natural environments for sustenance. Declining crop yields disrupted water availability, rural out-migration, and frequent natural disasters triggered by climate stress produce a precarious survival scenario for communities, especially women.

Pakistan's women are further disadvantaged because 9.1 million women agricultural workers play a substantial role in food production and food security, but they are largely unpaid, suffer from greater time poverty, and are far more vulnerable to exploitation than men. Women's ownership of land, and control over physical assets is minimal: only 2 percentage of women report owning a house or agricultural land as compared to 72 percentage of men[65]. As women are disproportionately impacted by the adverse effects of climate change, Pakistan ratified the Paris Agreement (2015) which mandates gender equity and justice in climate action by member states.

4.3.1 Climate Change Gender Action Plan (ccGAP) 2022

The Pakistan ccGAP is designed to strengthen the implementation of national climate change policies and plans. It seeks to operationalize the commitments set out in the NCCP by ensuring that women are included in all stages of planning, development, and implementation of climate action in the core priority sectors of the plan. These sectors are;

1. Disaster Risk Reduction
2. Agriculture & Food Security
3. Forests and Biodiversity
4. Integrated Coastal Management
5. Water & Sanitation, and,
6. Energy & Transport

Gender constitutes an integral element that can prohibit an individual's access to resilience by its very nature of dictation by social norms and cultural values in particular areas. In Pakistan, the situation is not deemed different as women, among the gender groups, maybe as biologically vulnerable as men to the horrific impact of climate-induced disasters but are deemed so due to the cultural norms, behaviors, and social standing they are awarded in Pakistan. This is despite the fact that gender equality is enshrined in the Constitution of Pakistan, which affirms that all citizens are equal under the law and there shall be no discrimination on the basis of sex.

The ccGAP demonstrates the commitment by the Government of Pakistan to ensure the inclusion and leadership of women in climate action. While aligned with the priority sectors identified in the National Climate Change Policy (NCCP) of 2021, it is an important step towards achieving a key objective of the NCCP to focus on pro-poor gender sensitive

[65] Climate Equity - Women as Agents of Change, NCSW Pakistan, UNDP, March 2022, Accessed at: https://www.undp.org/pakistan/publications/climate-equity-women-agents-change

adaptation66. The Plan adopts key principles for gender inclusiveness for effective implementation. These principles are:

- Participation and representation of women; to elevate their voices, "promote their representation, participation and leadership at all levels of climate policy, planning and decision-making"[67] (IUCN, 2022).
- Coordination and institutionalization; creating opportunities "to strengthen coordination and institutionalise measures for gender mainstreaming".
- Policy and programmes; to address and include the needs of women and girls by updating old and developing new policies.
- Gender disaggregated data; to ensure collection and availability of gender disaggregated data to inform policy and programme decisions.
- Context specific research; to invest in context-specific research
- Monitoring and evaluation; to develop monitoring frameworks and tools to monitor and measure progress

"The ccGAP was developed through a series of consultations with representatives from government ministries and departments, civil society organizations, gender specialists, and subject experts, as well as a diverse group of key stakeholders" (IUCN, 2022).

4.3.2 National Climate Change Policy (NCCP) 2012 / Updated 2021

"*Women are often viewed as vulnerable to climate change, but they are also the solution. They are often the ones with first-hand knowledge of it. They are coming face to face with it*[68].

The main policy on climate change that includes a focus on Gender is the National Climate Change Policy (NCCP) 2012, which builds on a foundation of policy, legislative and institutional measures since the early 1990s, including the Environmental Policy 2005. The NCCP provides a framework for addressing the issues that Pakistan faces or will face in the future due to the changing climate. The policy thus provides a comprehensive framework for the development of Action Plans for national efforts on adaptation and mitigation, setting out a clear goal of achieving climate resilient development for the country through mainstreaming economically and socially vulnerable sectors. Gender is recognized in the policy emphasizing that women are powerful agents of change, and that it is vital to ensure women's participation in all policies and decisions related to climate change[69].

The National Climate Change Policy 2021 has been updated and has a specific focus on gender and states that climate change is likely to affect poor and underprivileged regions, communities, and people disproportionately as they are marginalized, vulnerable and have the least resources to adapt. In Pakistan, women are likely to be strongly affected by climate change as most rural women are engaged in the agriculture sector, which is highly climate sensitive. Climate change is expected to increase the work of agriculture production and other subsistence activities such as collecting fuel wood and water, putting extra pressure on women. Further, women are found to be more vulnerable during extreme climate events and disasters.

[66] IUCN and MOCC, Climate Change Gender Action Plan (ccGAP), 2022, Accessed at: https://www.iucn.org/news/202207/iucn-and-mocc-launch-pakistans-first-ever-climate-change-gender-action-plan
[67] *Ibid*
[68] *Ibid*
[69] NCCP 2012.

Pakistan is presently developing a National Climate Change Gender Action Plan (NCCGAP), because it fully recognizes that women are powerful agents of change. To address the gender aspects of vulnerability from climate change, the Policy has several policy measures to mainstream gender perspectives into climate change efforts at national and regional levels[70].

In response to the impact of climate change and in recognition of women's diverse roles, knowledge, leadership, and constraints in relation to the environment, the Climate Change Gender Action Plan (ccGAP) includes Water and WASH as a priority sector, aligned with the National Climate Change Policy and endorsed by the National Gender and Climate Change Committee (NGCCC).

4.3.2 National Water Policy of Pakistan 2018

The National Water Policy of Pakistan 2018 (NWP) describes the situation in the country as moving from water stressed to water scarce. According to the NWP, 'Pakistan is heading towards a situation of water shortage and by corollary, a threat of food insecurity. The situation calls for rapid development and management of the country's water resources. Water resources are inextricably linked with climate and the impending climate change scenario has serious implications for Pakistan's water resources. The objective of the National Water Policy is to take cognizance of the emerging water crisis and provide an overall policy framework and guidelines for a comprehensive plan of action in response to these risks[71].

Pakistan's economy is a 'water economy' with 60 percent of the population directly engaged in agriculture and livestock and 80 percent of Pakistan's exports are based on these sectors. Approximately 95 percent of surface water and almost all fresh groundwater in Pakistan is currently used in agriculture[72].

The constitution of Pakistan states that "no person shall be deprived of life or liberty save in accordance with law" (Article 9). Water is a basic need for living, which implies that it is the responsibility of the state to provide clean drinking water. Legal frameworks for protection of consumers are available but right to safe drinking water still needs to be recognized in clear terms in the constitution of Pakistan. In Water Act of Federally Administered Tribal Areas (FATA) (DWP -FATA, 2014), water was mentioned as a fundamental human right; however, since FATA has been merged into the province of Khyber Pakhtunkhwa the act has become secondary[73].

In January 2021, an amendment to The Sindh Water Management Ordinance, 2002 to include great women participation in water governance was passed. The Sindh Water Management (Amendment) Bill, 2018 now guarantees women's representation in around 45,000 water course associations, over 350 farmer organisations, and 14 area water boards in the province[74].

4.4 Conclusions

The challenges of climate change impacts, building resilience and gender inequalities are inextricably linked. By exacerbating inequality, climate change slows progress toward gender equality and thus impedes efforts to achieve wider goals like poverty reduction and sustainable development. Conversely, gender inequality can worsen the impacts of climate change and

[70] National Climate Change Policy 2021 Government of Pakistan.
[71] National Water Policy, Government of Pakistan, Ministry of Water Resources, April 2018.
[72] Think Tank on the Rational Use of Water, 1st Report 2016, Recommendations for Pakistan Water Policy Framework, Hisaar Foundation.
[73] Policy Brief On Addressing the Drinking Water Challenge in Pakistan, CRCP, November, 2018
[74] Manoj Genani, Women in Sindh Win Historic recognition to manage water https://www.dawn.com/news/1602970, January 2021.

further propel the ‘feminization’ of violence, poverty, marginalization and exclusion. Therefore, taking steps to narrow the gender gap and empower women can help counter the impacts of climate change.

The National Climate Change Policy 2012/ updated 2021 is the only current policy which has a specific focus on gender and states that climate change is likely to affect poor and underprivileged communities, and that rural women are likely to be strongly affected by climate change. The other policies related to the environment do not have a strong focus on women, which leaves a gap in the legislative process.

To mitigate the risks and make communities more resilient, Pakistan needs to put women right at the Centre of the policy framework on climate change. Some progress has been made over recent years in revising the climate policy framework, setting ambitious targets for adaptation and mitigation, calling for a reappraisal of women’s vulnerability and gender-sensitive objectives to address women’s differentiated burdens in climate stress. The recently introduced Climate Change Policy (2021) and submission of the updated Nationally Determined Contribution (2021) pay due attention to women’s differentiated burden in climate emergencies and how to help them.

Therefore, it can be said that the policy environment is feasible for positive reinforcement of gender mainstreaming in ecosystem and resilience-based programming in Pakistan.

The GCF policy and WWF’s gender policy are both good instruments to guide the design, and implementation of the intended WWF project in Pakistan.

CHAPTER 5: Gender Roles in the Context of Local Ecosystems

This chapter is based on the qualitative and quantitative primary data that was obtained from the six sites in four provinces identified by WWF as intended locations for ecosystem-based project interventions. The data from FGDs, Household Survey and Key Informant Interviews I juxtaposed here to see a comprehensive picture of local gender relations in the specific context of the intended program.

5.1 Relationship of Women and Men to Natural Resources

Men and women in the focus group discussions were asked to identify the natural resources around their area. The respondents identified forests, land, grazing areas, rivers, canals, and lakes.

However, both men and women said that all resources were under the control of government or feudal landlords or rich people – tube wells, forests, agricultural land and fish – and that they felt rather helpless.

More than half of both men and women spoke of equal access to the (meagre) resources. Others spoke of little or no access since everything belonged to the *waderas*/landlords. In Sindh it is 'government' control with 'contractors brought in, and local people thrown off. Few owned any land, but those that did, the men had the ownership. Access to fishing has been denied in recent years. Feudal control seems to be strengthening.

In terms of custodial rights or responsibilities, stewardship and governance roles towards natural resources, a majority did not report any custodial roles by communities or government.

In terms of indigenous rights and systems for using and sharing natural resources and environmental services, both men and women could not identify any such system. In a very few instances water sharing for agriculture was reported, and also small infrastructure put up by government.

Traditional knowledge systems and practices still in use include rain-fed ponds, *karez* and wells.

5.2 Access and Control of Natural Resources

According to the respondents, powerful political landlords have increased their control over the natural resource as they declined, and both males and females also said that since everything belonged to the landlords the respondents had little or no access to natural resources. Only a few respondents owned land, and those who did were males.

In Sindh on respondent said, '*it is government control with contractors who are brought in to take over, and the local people are thrown off.'* Access to fishing has also been denied to the fisherfolk, and feudal control appears to be becoming stronger.

However, gender differentials are positive, and both males and females said they had equal access to their meager natural resources, indicating a level of equity within the communities.

In terms of custodial rights, stewardship or governance, the respondents claimed that all resources were controlled by the government, and the powerful landlords. Forests, land, fishing, water and even the tube wells were controlled by the landlords. Similarly, questions related to indigenous rights, and traditional knowledge systems, were also asked and the

respondents identified practices such as rain fed ponds, the *karez* system, and wells, among traditional systems. And a few mentioned sharing waters for agriculture.

5.3 Degradation of Natural Resources

Because of degradation and depletion of the natural resources, decline in environmental and ecology, livelihoods are shifting from fisheries and agriculture to manual labour in towns and cities. Livestock however has not declined in the same way, and women continue with livestock rearing. Respondents spoke of powerful political and landowning people commandeering resources as they decline.

Due to rampant ecological decline the stock of environmental goods has gone down drastically. Today, in their daily lives (as opposed to livelihoods) about half the men and women can only partially depend on rainwater, water sources, common land, firewood, fodder, fuel. Some respondents said “nothing is free here”.

5.4 Relationship of Women and Men to Water

Water was also identified as a natural resource - rainfall, ponds, hill torrents, groundwater although saline and brackish, or water from borings, wells, and tube wells, indicating the importance of water to the respondents. Both men and women in all the field sites across all the provinces had similar responses. In terms of the use of natural resources, gender differences emerged where for men water was important for irrigation, and for women water was a priority for livestock.

From household data we saw that more than fifty percent of households go their water from within half km, while one quarter had a range of one kilometer and the remaining quarter between 2 -10 kms. But not all nearest water sources necessarily have sweet water fit for drinking.

Table-6A: Distance to Nearest Water Sources from Home

Distance in km	Total	
	N	%
< 0.5 km	273	52
0.5-1 km	127	24
1- 2 km	29	6
2-5 km	73	14
5-10 km	28	5
>10 km	26	5

According to the respondents in the FGDs drinking water was largely unavailable in the villages, and had to be brought from outside their areas, bought from vendors, or collected from long distances. The situation in Manchar was the worst, where the respondents spoke of prosperity 30 years ago, compared to their present situation of poverty, a ‘poisoned’ lake, a decline in the quality of water, very few fish, and a decrease in the number of species of fish over the last three decades. As one woman said, ‘*I have never seen sweet water since my birth.*’ And older women mentioned seeing migratory birds in their youth, but not for the last 30 years.

5.5 Distance to Environmental and Social Services

As expected most of the environmental and services related to the context of this assessment were located within walking distance. For example half the households could get water from within half a kilometer and a quarter within a mile, though mostly outside their very small settlements. The distance to agricultural land and the fuel and fodder profile is also similar.

Table-6B: Distance to Agriculture Land from Home

Distance in km	Total	
	N	%
< 0.5 km	323	61
0.5-1 km	62	12
1-2 km	31	6
2-5 km	60	11
5-10 km	39	7
> 10 km	40	8

Table-6C: Distance to Fuel/ Firewood from home

Distance in km	Total	
	N	%
< 0.5 km	249	47
0.5-1 km	134	25
1-2 km	43	8
2-5 km	99	19
5-10 km	22	4
> 10 km	20	4

Table-6D: Distance to Animal Fodder from Home

Distance in km	Total	
	N	%
< 0.5 km	259	49
0.5-1 km	155	29
1-2 km	44	8
2-5 km	66	13
5-10 km	33	6
> 10 km	12	2

Table-6E: Distance to Sanitation

Distance in km	Total	
	N	%
< 0.5 km	358	68
0.5-1 km	111	21
1-2 km	25	5
2-5 km	43	8
5-10 km	5	1
> 10 km	7	1

5.6 Impact of Climate Change

The impact of climate change was explored in the focus group discussions and changes in weather patterns were reported. In the past there was more rain, more water for crops, a better yield, more food, and a secure livelihood. Now, summers are longer with extreme temperatures, and shorter winters. Rainfall patterns have changed, water sources have dried up, and the water table has gone down.

Key government respondents pointed out the changes in last 20 years - temperature rise, less water, less crops, less surface water, irrigation has been affected, reduction in forest area, people are migrating out either seasonally or permanently.

Communities have been affected in many ways: fishing has gone down, and peoples' livelihoods are severely affected. Because of denudation of the lands (trees gone, vegetation dwindling) there are more dust storms. Availability of firewood has also declined.

Rainfall patterns have changed, either more or less rains and at odd times, negatively affecting cultivation. In Manchar area it was reported that poisonous water of the lake has huge impacts on the communities.

Migrations were reported in Balochistan due to change in weather patterns, denudation of vegetation cover and decrease in groundwater.

5.7 Protection of Natural Resources

According to the respondents to protect the natural resources, the government should provide free, clean drinking water, small ponds for irrigation and water storage. Pollution into rivers and canals should be stopped, and Manchar Lake should be cleaned. Alternative livelihoods should be provided to those that have lost their fishing and agriculture-based livelihoods and all cutting of forests should be stopped.

5.8 Participation of Women in Government Projects

As part of the data collection, government representatives from the Irrigation Department and Planning and Development departments were interviewed. All the Key Informants were male, and no females were employed in any of the provincial departments.

In Baluchistan, and KPK the government representatives said that they were aware of women working on certain projects at a basic level in their departments but not in senior positions. In Sindh and Punjab, the respondents said that they were unaware of any women in their departments. In terms of women's participation, the respondents were unaware of women consulted at the design stage and said that projects were already designed and given to them to implement since these were related to infrastructure, repairs, and maintenance. And since women were not perceived as relevant to infrastructure there was no need to consult women as the work related largely to engineering and they did not use social mobilization in their jobs.

Only one respondent in Punjab said that he knew of a few women in higher positions in department in the cities who participated in decision-making. The respondents were not aware of any gender equality considerations in the projects they implemented, and all of them thought that women were not suitable for the kind of work required in their departments.

However, they did believe that women were the main beneficiaries of development and infrastructure projects, as these projects provided them with safe water and better irrigation meant more food and income for their families.

5.9 Roles and Responsibilities of Government Departments in the Provinces

Most of the government respondents found on the site were field staff with very specific responsibilities. They were not able to articulate the roles and responsibilities of their departments. They could only talk about own roles and functions. Only two respondents mentioned a particular project on which they are working.

Based on responsibilities articulated by respondents we can see that the range of activities they work on cannot be construed as nature-based solutions.

Only in the Punjab project area is there UNICEF funded project in place so we can see proper planning, tendering and implement following international/UNICEF rules. In the project sites of three provinces no such projects were reported, and only routine departmental activities seen to be in place.

No social mobilization mechanism and instrument found within any department to execute a social mobilization plan. Only in Punjab where a UNICEF project is implemented is there a community mobilization mechanism through CBOs.

5.10 Management of Water and Environmental Resources

Most of the government officials mentioned groundwater, handpumps, solar pumps as the main sources of water for domestic use, while in Balochistan government water supply system identified as the main sources of water for domestic use. Tube wells and canals/barrage are the main sources of irrigation water, in KPK there were 40 solar tube wells also in use to irrigate 1000-acre land.

Drinking water quality is mostly not so good, saline/brackish, bitter, yellow and bad in taste. Only in one area of Punjab irrigation water testing facility exists, while in Balochistan and Sindh government official mentioned that irrigation department is responsible for testing of quality of irrigation water.

Due to water pollution/contamination crop production is affected in most of the areas, whereas in Manchar Lake water is poisonous and not in use for agriculture. Sources of water pollution are mostly chemical fertilizer, pesticides and industrial wastes while mixing of sewerage water is in cities. There is less water pollution in KPK and some parts of Punjab mentioned by government officials because they do not spry their crops, not use chemicals fertilizer and no industry near the fields.

Government officials said that solutions are to reduce use of pesticides, and chemical fertilizer, separate the sewerage lines from canals/irrigation water, do not release industrial waste into canals, Reverse Osmosis (RO) and filtration plants that provide drinking water.

Government officials mentioned a list of diseases associated with water pollution: diarrhea, cholera, hepatitis, jaundice, typhoid, skin diseases and other water borne diseases. While destruction of crops, reduction in fish catch and decrease in crop production, reduction of land fertility and economic loss are mentioned as economic risks associated with water reduction and pollution.

Decline in crop production, reduce land fertility, migration of communities and livelihoods shifting from agriculture and fishing to manual labour in nearby cities, are listed as impact of water pollution in Balochistan, Sindh and parts of Punjab. Government officials talked of economic crises occurring during floods and drought.

5.11 Conclusions

It can be clearly concluded that climate change has already negatively affected the equation and balance between people and nature. The rapid changes are visible and the feared migrations, poverty and loss of livelihoods are a reality to different degrees in all six project sites.

The impact of climate change in the form of changing weather patterns and extreme temperatures are changes that are a reality for the women and men in the project sites. Adaptation to these changes and interventions for addressing these changes need to be designed with the participation of the community including the women. Alternative livelihoods are now needed. Shrinking natural resource base has led to migration and a shift from traditional livelihoods to manual labor. The women left to tend animals and mind the home face daily struggles for survival. These issues are all part of the challenges that the Recharge Pakistan project will have to address.

The tendency of elites to commandeer resources and their ability to manipulate government functionaries in difficult times means that meager environmental and ecosystem resources will continue to be denied to the landless and the poor, especially women.

WWF has to be careful in the way the gender dialectic is used, because it can lead away from the plight of both poor men and women in the face of elite capture. The focus should not only be on building gender parity between community women and men, but in providing interventions that also protect communities from unilateral action by elites and government institutions that render poor men and women bereft of their traditional livelihoods. Extra care is needed to ensure that women's environmental entitlements remain and they continue to access environmental resources for their water and food security.

As for the government, it is clear from the interviews of functionaries that they are mostly clueless on gender terminology, policies and actions and would require a lot of attention in the intended project design and implementation of the Gender Action Plan.

CHAPTER 6: Socio-Economic Profile

Any gender assessment requires a socio economic and environmental context within which gender issues can be understood correctly and the most suitable and effective interventions developed and implemented. This is especially required in the case of projects and programs that are community based where, in addition to national and provincial situation, the local poverty, control, power and normative environment has to be taken into consideration.

In the case of this gender assessment the socio economic information was collected from households through a quantitative instrument that was developed and pretested by IRS Global, and administered by our counterpart consultants DevCon as part of a larger data gathering exercise managed by their field teams in the six project sites designated by WWF. We have duly acknowledged this contribution of DevCon.

Information was collected from 527 households. Of these men respondents provided information for 311 households and women respondents for 216 households. Please note that several tables below are multiple response.

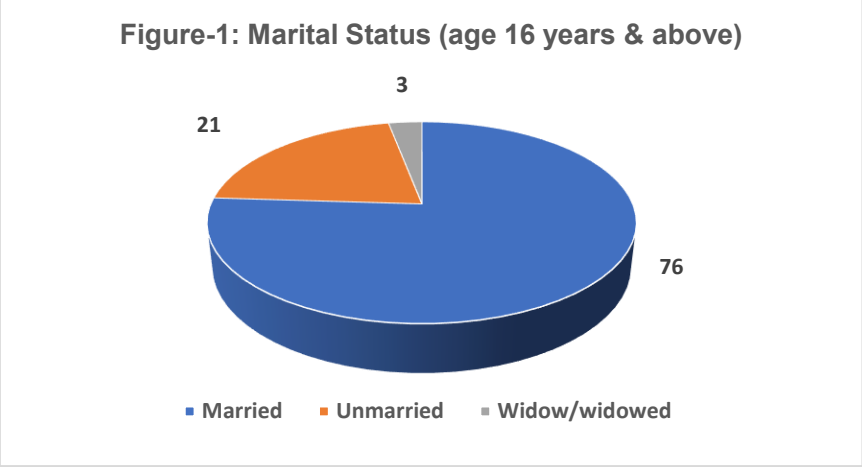
6.1 Age-Sex Distribution and Marital Status

53 percent of all people recorded are 20 years or below, in keeping with national trends. While 42 percent of people are between 21-45, only 4.5 percent are over 45 years, and that too mostly women. It is quite usual for people in rural settings of Pakistan to not know birthdays and guess their age, the data still indicates a smaller proportion of people who can be bread earners.

Male female ratio is 52:48 reflecting the national figures. Marital status of people age 16 years and above is about three quarters: 83 percent of women and 70 percent of men being married.

Table-7: Age - Sex Distribution

Age in years	Men		Women		Total	
	N	%	N	%	N	%
0-20 years	999	55	852	51	1851	53
21-45 years	720	40	747	45	1467	42
> 45 years	89	5	69	4	158	4.52
No response	13	1	4	0.24	17	0.49
Total	**1821**	**100**	**1672**	**100**	**3493**	**100**



6.2 Educational Status

In terms of educational status of children 4-16 years, primary level enrolment is 47 percent for boys, and 39 percent for girls. Middle and secondary enrolment is very low, with only 1 percent girls in secondary. **44 percent of children have had no schooling at all**. Out of school children include 54 percent girl and 36 percent of boys. In terms of adult education (17 years and above), 52 percent men and 75 percent women never went to school.

Table-8: Educational Status of Children (age 4 to 16 years)

Educational Status of Children	Boys		Girls		Total	
	N	%	N	%	N	%
Primary (class 1-5)	359	47	246	39	605	44
Middle (class 6- 8)	59	8	34	5	93	7
Secondary (class 9 -10)	68	9	6	1	74	5
No schooling	273	36	341	54	614	44
Total	**759**	**100**	**627**	**100**	**1386**	**100**

Table-9: Educational Status of Adult (age 17 years and above)

Educational Status of Adults	Men		Women		Total	
	N	%	N	%	N	%
Primary	89	10	52	6	141	8
Secondary	207	22	67	7.5	274	15
Middle	58	6	45	5	103	6
B.A/BSc	97	10	60	7	157	9
No schooling	484	52	674	75	1158	63
Total	**935**	**100**	**898**	**100**	**1833**	**100**

6.3 Employment and Professional Status

Please note that the question asked for both profession and employment as one amalgam. One can be happy that child labor is low in the designated since areas since 96 percent of girls and 88 percent of boys under 16 years do not work. For people aged 17 years and above, among men 26 percent wage labour, 16 percent small business, 12 percent agriculture, 10 percent fishing, 10 percent government. About 20 percent men and 88 percent women are unemployed. Those women who work, mostly do fishing and handicrafts.

Table-10A: Employment / Profession of Children (age 16 years)

Employment	Men		Women		Total	
	N	%	N	%	N	%
Agriculture	6	1	0	0	6	0.5
Fishing	30	4	25	4	55	4
Govt. Employee	3	0.4	0	0	3	0.2
Handicraft	1	0.14	0	0	1	0.07
Live Stock	5	1	0	0	5	0.5
Small Business	10	1.5	0	0	10	0.7
Wage Work/Labour	30	4.1	0	0	30	2.2
Unemployed	646	88.4	629	96.2	1275	92.1

*multiple responses

Table-10B: Employment / Profession of Adults (age 17 years and above)

Employment	Men		Women		Total	
	N	%	N	%	N	%
Agriculture	112	12	6	1	118	6
Fishing	97	10.4	46	5.1	143	8
Govt. Employment	94	10.1	20	2.2	114	6.2
Handicraft	0	0	25	3	25	1.4
Livestock	10	1	2	0.22	12	1
Private Employment	36	4	7	1	43	2.5
Small Business	150	16	0	0	150	8
Wage Work/Labour	247	26.4	3	0.33	250	13.64
Unemployed	189	20	789	88	978	53

*multiple responses

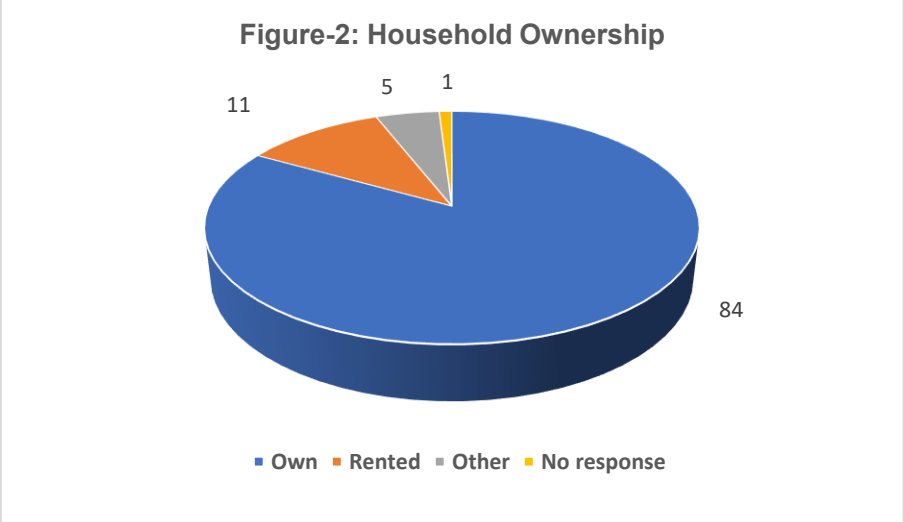
When we review this data in juxtaposition with the FGDs data we see that most of the people there reported unemployment. So except for government employees, while men and some women have skills and professions (traditionally through the decades), **currently they do not have a means of income.** When read with other findings we can see that the environment for their traditional professions and means of income (fisheries, agriculture, livestock and handicrafts) is dwindling and degrading – through climate change, privatization and government take-over.

FGDs further show that mostly men are involved in work that is usually paid (when they get the work), and women usually look after domestic chores and are unpaid. In some instances, women and men worked together in fishing, fetching water. Except for fisheries and livestock, women did not report working in any professions or carrying any jobs. While men left their communities for labor work elsewhere, women tend to remain.

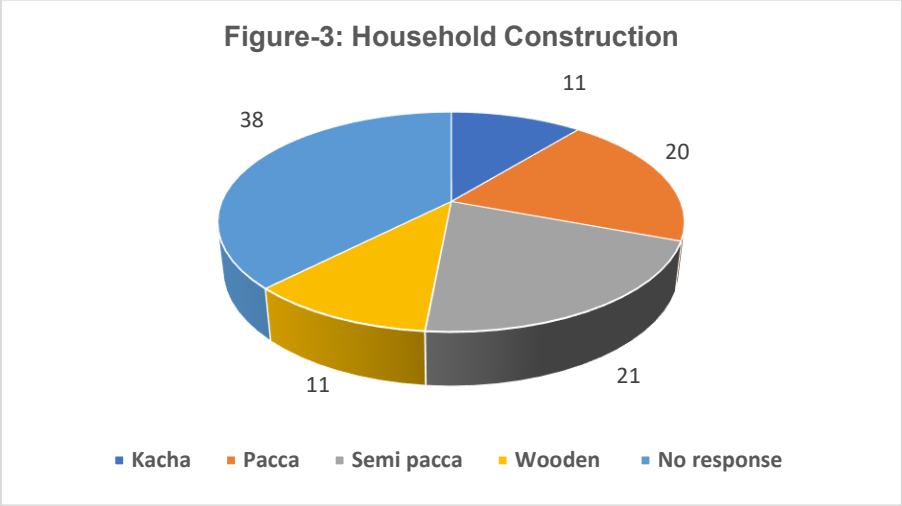
6.4 Household Ownership and Construction

A total of 84 percent of the households have their own houses, but this should be taken with a pinch of salt for typically in Sindh's rural areas, landless people (who do share cropping) are 'allowed' to build their non-permanent *kaccha* houses on the land owned by landowners. They typically do not hold any lease of ownership papers and can be displaced from these 'owned' houses at any time by the people who actually own the land.

Kaccha houses refers to structures built with mud/clay, wood parts and roofs thatched with local reeds and dried vegetation. *Pakka* houses refers to structures built with bricks, some cement or concrete and some piping. Semi *pakka* is a mix of both styles.



One can see from the 'no response' to the type of housing that people do not understand the nuances of *kaccha, pakka* and semi *pakka*, but observations from the field show that people mostly live in very rudimentary, run-down *kaccha* housing.



6.5 Household Expenditure

From field exposure we have seen that except for government servants, men and in particular women, are unable to provide a reliable estimate of their monthly or annual income because they do not get regular income. But they were able to give broad categories of what they spent on. The low numbers of women respondents recording that they do not spend money of any kind reinforces the findings from the FGDs which show that women do not have much say in decision-making or household spending, and may not even be aware of how much is being spent by the men of the family on key households expenditures.

Table-11: Type of Family Expenditures

Family Expenditure	Men		Women		Total	
	N	%	N	%	N	%
Food	274	88	13	6	287	55
Water	187	60	17	8	204	39
Fuel (including electricity, gas)	204	66	18	8	222	42
Education	142	46	10	5	152	29
Health	244	79	7	3	251	48
Transport	237	76	6	3	243	46
Leisure	135	43	0	0	135	26
Others	130	42	4	2	134	25

*multiple responses

This table shows interesting insights – while 50 percent households report they have water within half a km, but 39 percent of households are buying that water.

6.6 Ownership of Assets

Very few men reported to owned assets, mostly they owned livestock, house, motor bikes. Some others mentioned land, TV/AC/mobile, money, and jewelry. But in the FGDs livestock ownership by women was reported more emphatically.

Table-12: Ownership of Family Assets

Ownership of Assets	Men		Women		Total	
	No	%	No	%	No	%
Land	16	5	1	1	17	3
Livestock	26	8	1	1	27	5
House	18	6	0	0	18	3
Car/motor bike	17	6	0	0	17	3
Bank balance/money	12	4	2	1	14	3
Jewelry	8	3	0	0	8	2
TV/AC/mobile etc	16	5	0	0	16	3
Others	3	1	0	0	3	1

*multiple responses

6.7 Status of Family Indebtedness

About 39 percent households were under debt and they mostly took loan from family/relatives and local money lenders.

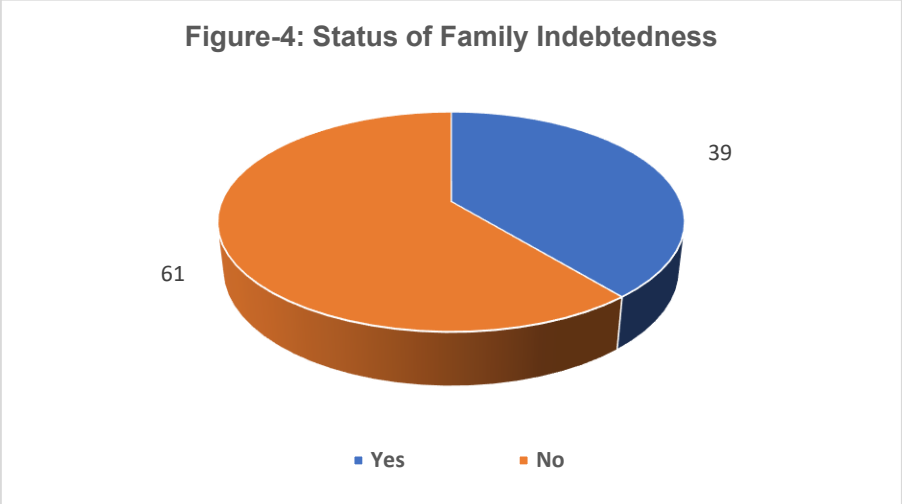


Table-13: Source of Loan

Sources of Loan	Number	Percentage
Local money lender	44	21
Family/relatives	99	48
Other	65	31

*multiple responses

6.8 Women Involvement in Decision Making Process

72 percent men and 84 percent women reported that women are involved in decision making process mostly in family matters. Otherwise it is mostly men who rule the roost.

Table-14A: Women Involvement in Decision Making Process

Women Involvement in Decision Making	Men respondents		Women respondents		Total	
	N	%	N	%	N	%
Yes	225	72	182	84	407	77
No	72	23	29	13	101	19
No response	14	5	5	2	19	4
Total	**311**	**100**	**216**	**100**	**527**	**100**

Table-14B: Type of Decisions in which Women Participate

Type of Decisions	Men respondents		Women respondents		Total	
	N	%	N	%	N	%
Family matters	207	92	164	90	371	91
Property matter	38	17	9	5	47	12
Use of natural resource	26	12	13	7	39	10
Farming/agriculture/fishing	30	13	7	4	37	9

*multiple responses

In the FGDs more men than women seem to think that women have a role in decision-making, and that they are more aware of women's rights. However, key informants (government) did not think that women had much role in decision making, except at the higher levels in cities, and also felt that there was not much they could contribute to in field situation of infrastructure projects.

6.9 Activities of Men and Women Inside and Outside Home

Respondents were asked to state what activities the men of the family did inside the house and outside the house. In the same way respondents were asked to state what activities were undertaken by women inside and outside the house.

In terms of how the roles of men and women have changed over the last 20 years, the FGDs showed that previously men and women worked together in fisheries and agriculture. Now men have to go off to far off places for manual labor, and women stay at home. Some reported that in recent years men help in fetching water, collecting firewood and look after livestock.

6.10 Conclusions

The Socio-economic picture that emerges of the communities in the six WWF sites shows clearly that they are very poor, indebted and live from hand-to-mouth. While many of the indicators are typical of rural areas of Pakistan (education, access to public services, poor water and sanitation), many others point to abject poverty, loss of livelihoods, no opportunities and sense of hopelessness.

Except for government servants, men and in particular women, cannot provide estimate of their monthly or annual income because **they do not get regular income**. Women do not seem to spend money. They do not have much say in decision-making or household spending, and may not even be aware of how much is being spent by the men of the family on key household expenditures.

Mostly men are involved in work that is usually paid (when they get the work), and women usually look after domestic chores and are unpaid. In some instances, women and men worked together in fishing, fetching water. Except for fisheries and livestock, women did not report working in any professions or carrying any jobs. While men left their communities for labor work elsewhere, women tend to remain.

The environment for their traditional professions and means of income (fisheries, agriculture, livestock and handicrafts) is dwindling and degrading – through climate change, privatization and government take-over.

Lifting the socio-economic profiles of the poorest communities in the six project sites will be a challenge, so that earning opportunities for men and women have to be an integral part of the design of the project.

CHAPTER 7: Gender Mainstreaming in WWF

7.1 WWF Gender Policy

WWF adopted its Gender policy in 2011. This policy reflects WWF's ongoing commitment to equity and integrating a gender perspective in its policies, programs, and projects, as well as in its own institutional structure[75].

The WWF Global Network Policy: Gender Policy Statement 2011 states that "*The policy statement is to ensure that WWF's conservation policies, programs and activities benefit women and men equally and contribute to gender equity, as part of WWF's broader commitment to strengthen the social dimensions of its projects, programs, and policy work. It describes the rationale for gender mainstreaming in the context of WWF mission, biodiversity and footprint goals and outlines WWF commitment to integrate a gender perspective in our programmatic and operational structures and procedures.''* The policy outlines WWF's belief in promoting gender equity and integrating a gender perspective '*in projects and programs and its commitment to creating programmatic structures and procedures that incorporate a gender perspective into program and project development processes through the application of gender awareness and analysis in the project cycle, including design, implementation, monitoring, and evaluation.'* And WWF is also committed to '*ensure an organizational culture and work environment where management and other staff are aware of what constitutes discrimination and respects diversity in work and management styles and prevent discriminatory practices including stereotyping and sexual harassment*[76]*.*

In this context the WWF Recharge Pakistan project has conducted this Gender Analysis and developed a Gender Action Plan to ensure that gender mainstreaming is integrated into the design phase of the project, which reflects WWF's continuing commitment to its policy and future action.

7.2 Review of WWF Annual Reports 2019-2021

A brief review of WWF Pakistan's Annual Report's over a period of three years 2019-2021 mentions gender in several places and specifically women's inclusion across its six areas of focus[77]. Several examples of projects which have included women, and supported women's empowerment were described.

Examples include the Khanpur Watershed project focusing on women, support to cluster organization with trainings on value addition and marketing of *Chilghoza* nuts, and diversification of livelihoods in Balochistan[78], the Food and Markets projects where 835 farming families including working women were supported with gender trainings to develop their skill so they could explore alternate income generation opportunities[79].

The 2021 WWF installed one rainwater harvesting system, at Government College Women University Sialkot, to offset the use of groundwater during the rainy season, illustrating support to women's educational institutions. And in Sindh 30,000 mangrove saplings were planted in the Indus Delta engaging women '*sheroes'*, a community-focused plantation to enhance coastal climate resilience and provide a livelihood to the community. Similarly, 100 women

[75] https://www.wwfpak.org/about_us_/wwf_s_policies/gender/.
[76] WWF Policy 2011, Global Network Policy: Gender Policy Statement.
[77] WWF Annual Report 2021 (Food and Markets, Climate and Energy, Freshwater, Wildlife, Forests, Oceans).
[78] WWF Annual Report 2019.
[79] WWF Annual Report 2020.

fisher folks from villages of the Indus Delta were trained in home-based enterprises and traditional handicrafts to support alternative livelihoods[80].

7.3 WWF Gender Projects

Three gender project reports were received from WWF and reviewed to understand to what extent gender was addressed among WWF's overall projects. A brief analysis of these reports indicates that skill training to increase woman's income generation and potential for alternative livelihoods is integrated and considered important for women's empowerment. There are four gender specific projects in the Livelihood Improvement & Gender Empowerment Initiatives, which focus on cotton farming, biodiversity, agroforestry, and micro-enterprise development. The Indus Eco Region Community Livelihood Project 2019 integrates women by promoting livelihoods, and the report provides the number of female beneficiaries. And the Sida 2 Grow Oxfam project Annual Report monitors gender outcomes and impact as well.

However, the gender data is scattered and although it exists across reports and projects, there is the need to map the number of gender interventions, the beneficiaries, indicators of success, and impact on women to record and understand the extent of gender mainstreaming within WWF's programs.

The Implementation Completion and results report for the Indus Eco Region Community Livelihood Project 2019[81] is helpful, because it has some overlap with the current GCF project.

This project integrates women into the project by promoting alternate livelihoods. This component was designed to help diversify sources of income and reduce reliance on fishing as a livelihood at Keenjhar Lake, Manchar Lake, Chotiari and the Nara Canal. This was through organizing targeted freshwater fisher folk into groups, introduction of better and sustainable fishing practices, enhancing income- generation opportunities for youth, women, and the disadvantaged through establishing community-based cottage industries and developing effective and sustainable linkages to markets and local governments.

A review of this project document indicates an overlap with the field sites of the Recharge Pakistan Project and could provide a good basis to build on the outcomes of the Indus Eco Region project, and lessons learnt and apply them to the Recharge Pakistan project process. According to the Community Livelihood Project report, '*at project closure, the project development objectives were partly achieved, and the overall efficacy of the project is rated modest. Direct female project beneficiaries were 17 percent of women HHs. The project developed three craft centers, one in each of the three project areas namely Keenjhar, Chotiari and Nara. Women were provided training in block printing, stitching and craft management. Under IECLP, Domestic Poultry Units (DPUs) were given to ten women at Nara Canal, Keenjhar Lake, Manchar Lake and Chotiari Reservoir. Gender mainstreaming was an important aspect of the project.*

7.4 Case Studies from the Field

A review of Case Studies from the field also demonstrate how WWF has improved women's economic and social status as Case Study 1 Micro Nurseries Run by Women[82] has led to income generation for rural women, given them a sense of empowerment and enabling women

[80] WWF Annual Report 2021.
[81] IMPLEMENTATION COMPLETION AND RESULTS REPORT Indus Eco Region Community Livelihood Project (IECLP) (P146252) The World Bank 14 January 2019.
[82]https://www.wwfpak.org/knowledge_hub_/success_stories_/micro_nurseries_run_by_rural_women/#:~:text=WWF%2DPakistan%20works%20with%20women,%2C%20shade%2C%20shelter%20and%20protection

to choose how to spend their income, and learn how to manage small nurseries. Similarly, Case Study 2, a WWF – Better Cotton Initiative[83] clearly shows the impact on women's livelihoods through income generation by cultivating tree nurseries and selling the saplings to generate revenue for themselves and their families.

WWF's projects, and engagement with the communities include women's participation, with gender responsive interventions, and recognise the ingrained gender bias in rural society which prevents women's participation in decision making. And as part of their program WWF also increases women's awareness of the importance of nature and the environment.

7.5 Focus Group Discussion with WWF's Women Staff

To continue a further analysis of gender mainstreaming, and opportunities for women's leadership within WWF, a focused group discussion was held with a cross section of female staff from WWF offices based in Lahore, Islamabad, Multan, and Karachi. Twelve women who had worked with WWF between one and five years (and one who had been there considerably longer) represented their programs in Climate and Energy, Environmental Education, Food and Markets, Recharge Pakistan, Audits, and Program Development. The positions of the staff were Managers, Coordinators, Senior Project Officers, Research Associates, and a Gender Specialist.

The FGD's[84] addressed recruitment procedures, opportunities for gender training, gender sensitization of men and women on gender issues in Pakistan, numbers of men and women in gender-related positions within WWF, role of women staff in projects and programs, and decision making, changes in the position of women within the organization in the last ten years, potential for an enabling environment in the workplace and challenges for staff and women's leadership.

7.5.1 Recruitment, Initiation and Orientation

The FGD showed that **recruitment and initiation of staff** into WWF is in response to advertisements in newspapers where candidates are shortlisted, interviewed, tested, and called for a final interview. It is a formal process based on TOR's developed by WWF depending on the requirements of the position. The respondents were unaware if WWF is an "equal opportunities employer' or if 'women are encouraged to apply' because it is not stated in positions advertised. From their experience the respondents stated that there is no bias in the hiring process, in fact there is a preference to hire women in agricultural projects, because travel to remote field sites is not considered a barrier for employing women.

Orientation to WWF's rules and procedures was a regular practice and an Orientation package was provided, for introductions to staff, and a short brief on harassment at the workplace and how to address it is part of the Orientation package, but gender orientation is not part of the orientation process. In projects if there are donor requirements for gender trainings, gender modules have been developed for specific projects to be used by field staff. Gender sensitization i.e., the status of women and men in Pakistan is not provided as part of orientation.

7.5.2 Familiarity with WWF's Gender Policy

[83] https://stories.bettercotton.org/ruksana/

[84] The Focus Group Discussion centred around 14 questions and was conducted through a zoom meeting ensuring the participants of complete confidentiality of their responses. The names of the participants remain anonymous. See Annex 1 for FGD questions.
*Only one woman had worked with WWF for longer than five years.

Basic **gender concepts** are not taught, and the definition of a gender specialist was perceived as '*a person who can communicate with both men and women in the agricultural sector's farming families.'* And it appeared that gender integration is in response to donor's requirements. Similarly, the legal requirement for information and mechanisms on sexual harassment or discrimination in the workplace is not formally presented at the time of orientation. And there is no locus of a gender person or gender coordinator who could link gender policy through the organization, to programs and projects. However, the respondents said that women staff are always involved in project team discussions, and women are included in the design of activities, and are part of the decision making at the project level. This was mentioned in reference to when the head of a department is a woman.

WWF's **global gender policy,** and the **GCF policy** was new information to the participants who were unaware of existing gender policies of WWF at global level. WWF Pakistan follows the WWF global gender policy, and all except one respondent had not heard of these gender policies. This lack of awareness of the strong global gender policy within WWF's female staff reflects a gap in the organization towards gender integration and mainstreaming.

7.5.3 Gender Design and Development

Project design and development takes place in individual departments, and projects are developed according to donor requirements, with technical support if needed from other departments, and if gender is a focus for the donor, then gender modules are developed for implementation in the communities.

Addressing gender in the programs, or within the organization comes from the head of the department and again in accordance with donor requirements. Gender mainstreaming is perceived as donor driven with a 'top-down approach', and male managers make the main decisions related to gender in programming, ideas also emerge from male managers, and there is no formal process for women in WWF to voice their opinions, to hear and share ideas that they can put forward in the projects.

However, in complete contrast to their experiences the respondents spoke of WWF's organizational approach which is to develop a Strategic Five-Year plan where gender is integrated, gender empowerment is a primary component, gender norms, cultural sensitivity, emphasis on gender disaggregated data which provides the basis for developing activities and women's engagement in projects is include in the strategic planning process. Gender action plans, safeguards, and specific gender interventions are also developed and included in the planning process. And the women staff also emphasised the strong involvement of women in agriculture, coastal, wildlife, and income generation projects. It appeared that the role of women was recognised and encouraged at the field, community, and project level, but not within the office workplace.

The project staff also commented that women in the communities are involved in advocacy activities, encouraged to speak at district forums, and community women's representation and leadership is supported and promoted. The respondents thought that WWF had developed its own set of informal unwritten protocols for gender and said, '*we are getting there and someday soon we will be a gender sensitive organisation'.*

7.5.4 Organogram and Gender Presence

The **WWF Organogram** 2021[85] shows that there are 31 Senior Managerial staff in WWF, of which 10 are women. The Head of WWF is a male, and in the second tier there are six Senior Management positions of which one woman is the Head / Senior Manager of Communications, in the Lahore office. In the third tier among eight Senior Managers and Directors, there is one woman in the position of Coordinator Livelihood Improvement and Gender Empowerment, in the Lahore office. In the fourth tier, among seven Managers and Coordinators there are two women in the positions of Manager Conservation and Wildlife, and a Senior Graphic Designer and Communication in the Lahore office, and one woman who is Coordinator Policy and Safeguards in the Islamabad office. In the fifth tier among five Senior Managers and Managers there is one woman who is the Head /Senior Manager in the Climate and Energy / Corporate Partnership in the Lahore office. And in the sixth tier among three Managerial positions there is one woman as Manager People Development in the Islamabad office, and one Coordinator ILES project in the Karachi office. In the seventh tier there are two positions both who are women as Coordinator Freshwater Program in Sialkot, and a Senior Office Compensation and Benefits in the Lahore office[86]. An analysis of the organisation structure shows that there are only 3 percent women in WWF, and women are scattered throughout the organisation, but in the sixth and seventh tier there are only women (Annex A12)

Information received from WWF regarding the number of men to women in the organisation indicates there are 6 men and 5 women in the Governance tier. In the Management tier there are 38 men to 4 women, in Finance and Administration there are 145 men and 5 women, 1 man in the Human Resources to 3 women, and in projects there are 613 men to 67 women. The percentage of men is 91percent to 9 percent women[87].

7.5.5 Work Environment

Further discussion on an **enabling work environment** revealed a day care center at the Head Office which was not functional. Lack of a prayer room for women, and the absence of a private room for women to go to if they were feeling unwell were mentioned. Women's health during pregnancies, or reproductive health issues were not recognized, and the absence of empathy for women during menstruation was also mentioned. A subtle negative attitude towards a woman after she got married was perceived as an impediment to her work and ability 'to do the job' and pregnancies and a raising a child were considered obstacles to performance. A lack of gender sensitivity towards women travelling alone with male drivers, and examples of the lack of empathy from male colleagues for the absence of toilets for women in remote villages where they often had to spend days in the communities during their menstrual cycle were considered difficult and stressful. Requests to work from home during a pregnancy were not viewed favorably, and although an official Maternity leave policy exists, it was not always implemented with full support to the woman concerned.

The WWF Employees Rules 2022[88] contains a Maternity policy and a Paternity policy. The Maternity policy states that married female employees are permitted Maternity Leave with a salary for 3 months. The leave includes weekends and any public holidays and can only be availed twice during service. For Paternity Leave, married male employees are allowed Paternity Leave with salary equivalent to 5 workdays. The leave can only be availed twice during service.

[85] WWF Pakistan, Organization Structure 2021.
[86] WWF Female Staff - Positions and Departments.
[87] Number of men and women in WWF Pakistan, email sent by Fareeha Naseem, Gender Specialist, Recharge Pakistan Program, WWF Lahore Office, 10th May 2022, details in annex.
[88] WWF Pakistan Employees Rules 2022.

7.5.6 Changes in Women's Position in Last 10 Years

And yes, there have been **positive changes in women's position in the last ten years** within WWF. A few mentioned that they were the first women in certain projects a few years ago, but recently more women have joined the organization, and a positive change in attitude from male colleagues towards women working in the field with them has occurred and become supportive. Travel is comfortable, and hotels, and safe places to stay were appreciated by the respondents. Women have also relocated to different cities for the sake of the job, and this is accepted which indicates a shift in culture and expectations. More women are challenging stereotype roles which has led to greater acceptability. In most cases it was stated that if the head of department was supportive the workplace was comfortable, but this was not formal office protocol, and it was the responsibility of the woman to speak for herself, and for her manager to provide support.

From the FGDs it appeared that there is a clear dichotomy between women's role in projects and within the organisation. Women participate in decisions related to project design and activities in the field, the attitudes of their male colleagues are positive and supportive, and the perception that women can travel long distances and work in remote areas is not a barrier to their work. However, within the organisation the situation is different, and an enabling environment depends on the attitude of the head of department, and in most cases, women must ask for support and voice their opinions to improve their working environment. These women staff can develop a platform of their own because a critical mass already exists and if these women are supported by their senior managers, and if gender responsive mechanisms are developed gender mainstreaming and a gender sensitive environment can be created within WWF.

7.6 Conclusions

WWF has a strong Gender policy and follows the GCF Gender Policy Guidelines. It also has several projects which focus on women and support women's empowerment, but gender data is scattered over different reports and websites, and an Annual Gender Report covering all the current projects with disaggregated data, number of male and female beneficiaries and impact on women's empowerment would provide a baseline for gender mainstreaming.

A review of WWF's projects, and their interaction at the local level with the communities indicates women's inclusion and participation, with gender sensitive interventions, and addresses the deep-rooted gender bias which exists in rural society and prevents women's participation in decision making. And WWF also increases women's awareness of the importance of nature and the environment by recognising the linkages between gender and natural resources. Work in the field and projects has a large component of gender and responds to donor requirements.

However, within the organization respondents from the FGDs indicated that gender trainings for both men and women are absent and should be developed and integrated into the Orientation process for a new employee. Gender concepts, WWF's gender policies, and gender laws and policies in Pakistan should be provided in the Orientation kit and the importance of gender in WWF as an institution should be part of the initiation process.

Reproductive health issues within the office and the field are not always recognised or supported and this causes stress and has a negative impact on the working environment, these issues should be considered and become a part of formal institutional protocols. The legal requirement of the existing Protection against Harassment of Women at Workplace Act 2010, should also be understood and all staff should be informed, and the mechanisms for recourse within the law should be established in the organization.

Similarly, to develop an enabling environment a gender focal point should be designated to ensure that gender policies are translated through the organization at all levels. And this person should have a strong gender background and experience in gender issues.

In terms of increasing awareness of gender issues, gender analysis training in collection of data, tabulation, and reporting would increase the understanding and capacity of the staff to gender responsive programming.

And finally, there are several women in WWF at different strata of the organization, but only a few in leadership and decision-making positions. Therefore, these women should be trained and provided opportunities for move towards leadership positions, and a clear career path should be offered to women as they progress within WWF.

Gender Action Plan:

The Gender Action Plan (GAP) for the Recharge Pakistan project is developed based on the results and recommendations from the Gender Assessment. The GAP covers gender specific actions against each activity that aim to ensure gender issues are adequately addressed and bring noticeable benefits to women and men, especially in vulnerable groups. It aims to ensure that both men and women have equal opportunities to participate in, and benefit from, the project activities. It also ensures that both women and men can participate actively and in an informed manner in these activities and planning that can relate effectively to gender-related issues in communities. The actions under GAP have adopted the language of the overall Logical Framework developed for Recharge Pakistan.

The project activities will contribute towards gender mainstreaming in the country by:

- Promoting gender inclusiveness in EbA and all project activities.
- Establishing strategic plans, and to develop and implement community-level awareness campaigns on climate change impacts and the project's adaptation.
- Strengthening the capacity of local communities to undertake community-based natural resource management.
- Improving climate resilience of the vulnerable groups through agricultural livelihood activities and capacity building of vulnerable communities to undertake alternative income generation activities.
- Building capacity of key stakeholders including Government line departments, CBOs, and local communities to apply a gender lens into their own projects.

The Gender Specialist (Manager, Gender) based at the Project Management Unit (PMU) will lead the implementation of the GAP. In addition, the Gender Specialist will conduct a needs/capacity assessment at the onset of the project implementation phase to evaluate the level and frequency of training and support the PMU team and partner will require to efficiently implement the GAP. This shall include training and regular refresher sessions on gender concepts, gender mainstreaming, how to recognize and address GBV and SEAH issues using the preventive structures put in place in the project to respond efficiently and appropriately to these events if occur during the project life cycle (**see Activity 1.3.2 under GAP – gender specific actions c, d, e and f**). At Site Implementation Units (SIUs) a total of 12 social mobilizers have been added to the team who will have representation of 6 male and 6 female staff to facilitate implementation of the GAP. Additionally, ESSF staff at both PMU and SIU will facilitate and play a key role in implementation of gender specific actions. Dedicated roles of Coordinator, Gender Empowerment and Livelihood Development one in each landscape (DI Khan and Ramak will be covered by one Coordinator) have been budgeted to ensure a focused approach to implementation of the GAP. A multi-tier staffing arrangement ensures a cohesive approach across all project activities and offers maximum interaction with local communities and key stakeholders at national and sub-national level.

Additionally, cooperating organizations such as National Commissions on the status of Women, Women Development Department (WDD), Council on Gender Equality, Vocational Training Institutions, Government agencies and line departments at national and sub-national levels working on Gender Mainstreaming have also been listed under responsibility that can be called upon to facilitate with the implementation of these activities.

Note:

i) To avoid duplication, beneficiaries will only be reported once irrespective of how many activities they participated in.
ii) While setting the targets, the social and cultural norms were kept in mind to ensure a true representation of women participation across each site.
iii) Percentage representation of women will be ensured from the very beginning of each activity, and no ramp time shall be required to attain the targets.

iv) There is a variance in women participation for activities under Output 1.1 (40%) as compared to Output 1.2 (25%) due to the fact that participation of women in operation and maintenance trainings for green infrastructure are likely to remain low due to existing cultural norms.
v) Under the Activity 3.2.2 Gender specific action (c), we expect to train 166 people (50% women) at each site on GBV, SEAH and GRM. In the same activity gender specific action (d) 25 people per site from local NGOs, and other relevant institutions will be trained on GBV and SEAH of which 30% will be women as the male to female ratio across target entities is around 70% male vs. 30% females.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
Component 1: Proofs of concept for EbA and green infrastructure interventions as efficient and effective solutions for flood and drought risk reduction in Pakistan.						
Outcome 1: EbA and green infrastructure interventions with improved community-led management reduce flood risk and enhance the climate resilience of the most vulnerable people in Pakistan's Indus Basin.						
Output 1.1: EbA interventions implemented to restore floodplain and watershed ecosystems.	Activity 1.1.1: Restore 12,115 ha of degraded agro-ecological landscapes in watersheds.	a) Producing Integrated Floods and Drought Management Toolbox covering ecosystem-based adaptation, including gender dimensions (not confined to gender tools, but for the whole project) b) Prior to on-ground implementation of EbA interventions, women consent is secured and are also consulted on their role for operation and maintenance during CBOs meetings.	WWF Gender and project team Gender specialist and Site Implementation Units Cooperating Organizations GWP CAPNET WWF Gender and project team Gender Specialist	- Indicator a): Toolbox with policy, management, and capacity building tools, including gender dimensions, from which relevant ones can be selected for each site Target: 100% of toolbox products include gender dimensions - Indicator b): Number of women participations during free prior and informed consent (FPIC) process at the community level Target: 30 women per site	Same timeline as the project activities Q3Y1 – Q4Y7	Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
		c) Procurement of plant saplings from nurseries raised by local women.		- Indicator c): Number of women selling saplings from owned nurseries Target: 60 women		
	Activity 1.1.2: Rehabilitate degraded wetlands, flow paths, and channels.	a): Direct gender group interventions at the site for formation of women's groups around natural resources, water, climate change and environment b) EbA interventions directly contribute towards building resilience of women, through capacity building workshops and practical experiences, to adapt to flood and drought events. And ensure consultation of women over final design of interventions and their impacts c) Build capacity of local women and men on climate change is, building their leadership skills, so that they will be able to actively engage in the CBO meetings d) consultative meetings with CBO's women groups on their role for operation	WWF Gender team Social mobilizers Local NGOs Cooperating Organizations Training institutions	-Indicator a): Number of women's groups formed at each site Target: 04 women's groups formed (1 per project site) -Indicator b): Number of women at each site that are members of these groups Target: At least 30 women are members of these groups at each site - Indicator c): Number of people trained (men and women) on leadership skills Target: 100 Women and 120 men (at each site) - Indicator d): Number of women's groups involved in planning and	Q3Y1 – Q4Y7	Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
		and maintenance of green infrastructure		implementation of women related interventions Target: 4 Women's groups (1 group at each site)		
		e) Development of four plans relating to the sets of vulnerabilities (addressing climate induced drought & Flood) of local women and men according to each site's context and including gender dimensions. These will cover, but not limited to locally feasible EbA and green infrastructure measures, training needs assessments, specialized trainings on O&M of EbA and GI, and ensure alignment with the climate resilient alternative livelihoods. f) Ensure that EbA interventions address climate vulnerability of local women towards drought and flooding through expert	WWF Gender team and Project team (Safeguards) Cooperating Organizations GCF or similar organizations MOCC Local NGO's and CBO's Others as needed	-Indicator e): Number of plans developed to address the vulnerabilities of women and men related to drought & flood with appropriate resilience measures, taking into account gender dimensions. Target: 4 resilience plans (1 for each site) - Indicator f): Number of people with improved resilience Target: 2000 people with improved resilience (40% will be women)		Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
		review of the interventions to ensure gender dimensions are included and that they respond to women's and men's realities and expressed needs.				
Output 1.2: Green infrastructure interventions established in Pakistan's Indus Basin.	Activity 1.2.1: Design and implement 127 green infrastructure interventions for flood risk reduction.	a): Consultative meetings with women's groups during design and implementation of green infrastructure measures b): Green infrastructure interventions address climate vulnerability of local women towards drought and flooding c): Revival and/or improvement of traditional Ecosystem-based Adaptation interventions that may help women cope with climate vulnerabilities	WWF Gender team WWF Project team Consultants Cooperating Organizations GCF or similar organizations MoCC Others as needed	-Indicator a): Number of women's groups involved in the implementation of green infrastructure measures Target: 4 women groups -Indicator b): Women's groups participate in implementation of green infrastructure measures (one in each site) Target: 4 women's groups (one at each site) - Indicator c): Number of people trained on sustainable operation and maintenance of green infrastructure measures Target: total 2000 people will be trained from which 25% will be women	Q1Y1 – Q1Y2	Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
Output 1.3: Strengthened community-based natural resource management to support water supply and flood attenuation services provided by EbA interventions implemented in floodplains and watersheds.	Activity 1.3.1: Strengthen the capacity of community-based organisations (CBOs) to adopt EbA and green infrastructure interventions and undertake climate-resilient community-based natural resource management.	a): Gender mainstreaming is ensured through local women participation in capacity building sessions focussed on natural resource management b): Women representation and active participation in decision-making is ensured in Water User Groups and are consulted for defining their role in the operation and maintenance of EbA and green infrastructure interventions	WWF Gender team WWF technical teams WWF project team Consultants Cooperating Organizations Local govt. Depts.	- Indicator a): Number of people trained on community-based natural resource management Target: 800 people trained (40% will be women) - Indicator b): Number of local women resource management committees (e.g., water management groups, wetland management groups) engaged in planning and implementation of IFRM through EbA Target: 4 resources management committees (1 at each site)	Q3Y1 – Q4Y7	Covered by output budget.
	Activity 1.3.2: Strengthen communities' knowledge and awareness of climate change impacts and the benefits of the project's EbA and green infrastructure interventions.	a) Gender and youth centric awareness material is developed and disseminated among local communities, policy makers and key stakeholders to highlight their climate vulnerability	WWF Gender and project team Cooperating Organizations -Training Institutions Consultants -Social mobilizers -Local NGOs	- Indicator a): Number of women reached out through awareness raising events organized under the project Target:1,200 people (300 per site) (40% women)	Q2Y1 – Q4Y7	Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
		b) Gender disaggregated impacts of project interventions are documented to demonstrate pathway to climate change adaptation **c): Awareness of local community on GBV and SEAH and GRM Reporting Mechanism** **d) Establishment of grievance resolution mechanism which is sensitive to victims of GBV and SEAH to report into and connect with relevant stakeholders for domestic support and protection** **e): NGOs, shelters, and other local institutions trained in identifying GBV and SEAH on GRM for GBV and SEAH specific to the project.**	WWF Gender team And project gender specialist; Project management unit coordinator and safeguards focal point responsible for GRM Cooperating Organizations Local police Social Welfare officers PCSW SCSW BCSW Women's Desks District Women Development officers NGOs Aurat foundation Shelters Local groups	-Indicator b): Number of case studies developed Target: 20 (50% women of case studies developed are from women) - Indicator c): Number of people attend sessions on GBV and SEAH and GRM Target: 675 people (50% women) - Indicator d): GRM formed and functional at each site Target: 4 (1 at each site) - Indicator e): Number of people from NGOs, shelters, and other local institutions trained on reporting mechanism and in identifying GBV and SEAH Target:100 people (30% women)		

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
		f) Train and continued reinforcement of capacity on Gender, GBV and SEAH for project staff, partners and key stakeholders	WWF Gender and project team	- Indicator f): Number of people trained on mainstreaming Gender, GBV and SEAH Target:200 people (30% women)		
Component 2: Enabling a paradigm shift towards EbA and green infrastructure in Pakistan						
Outcome 2: Enabling environment for climate action that has new procedures for implementing EbA and green infrastructure interventions for flood and water resources management in Pakistan.						
Output 2.1: Evidence base to support the adoption of EbA and green infrastructure interventions by the Government of Pakistan.	Activity 2.1.1: Develop an evidence-based case of the climate change adaptation benefits of EbA and green infrastructure in Pakistan.	a) Develop policy briefs that highlight gender dimensions and the role of women in adopting EbA interventions and scaling them up across Pakistan, including ensuring gender is considered in resource management regulatory frameworks.	WWF project teams Cooperating Organizations Aurat Foundation PPAF Social Welfare departments WDD PCSW SCSW NCSW BCSW DCSWs in KP RSPs Govt. agencies and Depts. at provincial levels UN Agencies Others	-Indicator a): Number of policy briefs developed focusing on gender dimensions Target: 4 policy briefs (1 at each site)	Q3Y1 – Q4Y7	Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
	Activity 2.1.2: Develop and disseminate an evidence report to national and provincial government agencies for implementing EbA and green infrastructure interventions in response to flooding and droughts in Pakistan.	a) Establishing regular liaison with local Government Departments at District level and for extension services in project sites for gender orientation, sensitization and mainstreaming. b) Sensitise relevant government line departments on the role of gender and women's empowerment in mainstreaming EbA across their planning and policy documents through promotional material, policy briefs, and regular liaison. c) Project Steering Committee (PSC) and Provincial Oversight Committees (POCs) facilitate mainstreaming gender in initiatives and policies that focus on improving natural resource management through EbA and similar programmes	WWF senior management with the project gender specialist Cooperating Organizations Provincial Government Departments District government Nearest offices of Local govt. Extension services	-Indicator a) Number of sensitization meetings conducted with different departments Target: 16 meetings (4 meetings at each site) -Indicator b) Number of people attended sensitization trainings Target: 175 (75% men) -Indicator c) Number of policies advocating for gender mainstreaming in initiatives focusing on improving NRM through EbA Target: 4 provincial policies	Q3Y1 – Q4Y6	Covered by output budget.
Output 2.2: Updated procedures for implementing EbA and green infrastructure in Pakistan.	Activity 2.2.1: Develop updated procedures for the Implementation Framework of the National Water Policy, National Adaptation	a) Development of gender responsive mitigation and/or adaptation plan for each area to ensure men and women have equal access to solutions and benefits	WWF Gender team and WWF Project team Cooperating Organizations	-Indicator a): Number of mitigation and adaptation plans with gender-specific approaches for women	Q3Y1 – Q4Y5	Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
	Plan and four Provincial Adaptation Plans for implementing EbA and green infrastructure interventions in Pakistan.		GCF or similar organizations MoCC Others as needed	developed and implemented Target: 4 plans (1 mitigation plan for each site)		
Output 2.3: Strengthened capacity for implementing EbA and green infrastructure interventions in the Indus Basin for flood risk and water resources management.	Activity 2.3.1: Strengthen the capacity of national and sub-national staff, as well as community leaders/representatives, to apply the updated procedures under Activity 2.2.1 and implement, operate and maintain EbA and green infrastructure interventions for flood and water resources management.	a) Ensure women representation across capacity building trainings, so that they can play a leadership role in mainstreaming EbA and green infrastructure measures at national and sub-national level.	WWF senior management with the project gender specialist Federal Government Departments Provincial Government Departments Cooperating Organizations Academic Institutions	- Indicator a): Number of people trained on implementing EbA and green infrastructure solutions at national and sub-national level. Target: 275 people trained (40% will be women)	Q3Y1 – Q4Y7	Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
Component 3: Enhanced community resilience and adoption of EbA and green infrastructure interventions in Pakistan's Indus Basin.						
Outcome 3: Enhanced resilience of community livelihoods in the Indus Basin.						
Output 3.1: Pipeline of feasible climate-resilient businesses	Activity 3.1.1: Develop a pipeline of 2 sustainable climate-resilient businesses	a): Ensure women and men have access to capacity building workshops focused on bankable projects / green financing. Ensure that women are considered when carrying out these activities.	WWF Gender and project team Consultants Cooperating Organizations Local government departments	-Indicator a): Number of women attended capacity building workshops on bankable Projects Target: 20 women -Indicator a): Number of people adopting businesses supported under the project Target: Up to 1 women-led businesses (out of 2)	Q3Y1 – Q4Y7	Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
Output 3.2: Improved climate-resilient livelihoods among vulnerable target communities.	Activity 3.2.1: Improve the climate resilience of vulnerable agricultural livelihoods.	a): Women and men are trained on climate resilient agriculture practices covering both, drought and flooding scenarios. b): Gender issues and Women's empowerment are mainstreamed in implementation of climate resilient agriculture interventions through implementation of high-efficient irrigation systems, kitchen gardening, fruit orchards, fodder cultivation, and water storage tanks. c): Build awareness of the most vulnerable communities in the Indus Basin, particularly women and youth groups, on climate-resilient household business options d): Build technical capacity of local women on alternative livelihoods and entrepreneurship.	WWF Gender and project team Consultants Cooperating Organizations Local government departments WWF Project Team & Gender Specialist (in partnership with government vocational / technical training institutes. Consultants Cooperating Organizations	-Indicator a): Number of women and men provided with agricultural livelihood support and training Target: 2,500 people (25% women and 75% men) -Indicator b): Number of people adopting climate resilient agriculture interventions and alternative skills Target: 750 people (25% women and 75% men) -Indicator c): Number of women and men who participate in awareness raising events/ campaigns Target: 400 people (40% will be women) -Indicator d): Number of women trained on alternative livelihoods and entrepreneurship	Q3Y1 – Q4Y7	Covered by output budget.

Output	Activities	Gender Specific Actions	Responsible	Indicators and Targets	Timeline	Budget
		e): Implement gender specific diversified income generation activities including, but not limited to, fruit and vegetable processing units (packaging, labelling and post-harvest processing along with value addition), handicrafts, poultry farming, apiculture, etc.		Target: 400 Women (200 from each site) -Indicator e): Number of people trained on different value chains Target: 200 people (100 females and 100 males)		

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The Focus Group Discussion centred around 14 questions and was conducted through a zoom meeting ensuring the participants of complete confidentiality of their responses. The names of the participants remain anonymous. See Annex 1 for FGD questions.

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