

**IUCN Pakistan Programme**

**Northern Areas Strategy for  
Sustainable Development**

Background Paper

# **Gender, Environment and Development**

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**Tahira Syed  
Dr. Tehmina Roohi  
Dr. Parveen Ashraf**



Planning & Development Dept.,  
Northern Areas

**IUCN**  
The World Conservation Union





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# LIST OF ACRONYMS

AKCSP	Aga Khan Cultural Support Programme
AKES	Aga Khan Educational Services
AKRSP	Aga Khan Rural Support Programme
AKHBPS	Aga Khan Housing and Building Planning Services
AKHS	Aga Khan Health Services
BACIP	Building and Construction Improvement Programme
BCS	Balochistan Conservation Strategy
CBOs	Community Based Organisations
CEDAW	Convention on Elimination of all forms of Discrimination Against Women
FLSAWs	Forward-Looking Strategies for the Advancement of Women
FWCW	Fourth World Conference on Women
GDI	Gender Development Index
GoP	Government of Pakistan
HDI	Human Development Index
ICPD	International Conference on Population and Development
IUCN	The World Conservation Union
KADO	Karakoram Area Development Organisation
MACP	Mountain Areas Conservancy Project
MoWD	Ministry of Women's Development
NA	Northern Areas
NASSD	Northern Areas Strategy
NADP	Northern Areas Development Project
NAEP	Northern Areas Education Project
NDO	Nounehal Development Organisation
NGOs	Non Governmental Organisations
NPA	National Plan of Action
NRM	Natural Resource Management
PFA	Platform for Action
P&DD	Planning and Development Department
SAP	Social Action Programme
SPCS	Sarhad Provincial Conservation Strategy
UN	United Nations
VO	Village Organisation
WASEP	Water and Sanitation Extension Programme
WO	Women Organisation



# FOREWORD

The Northern Areas have a unique and critical role to play in the sustainable development of Pakistan. Although they span a relatively small geographical area, the Northern Areas serve as a vital catchment for the Indus River, upon which a majority of Pakistan's irrigated agriculture and hydroelectricity depends. The Northern Areas also contain the nation's most important natural forests, extensive mineral reserves, and a wealth of biodiversity. Dramatic scenery, some of the world's highest mountains, and a rich cultural and archaeological heritage make the Northern Areas one of the most visited tourist destinations in the country.

Over the last several decades, however, many of the Northern Areas' natural resources have come under increasing pressure, as a result of a growing human population and the opening of the Karakoram Highway. At the same time, it has become increasingly recognised that the isolated nature of many of the region's communities, coupled with the Northern Areas' high-altitude and fragile environment, poses special constraints and challenges to development. Perhaps more so than in any other part of Pakistan, there is a need in the Northern Areas to ensure that social and environmental considerations are fully integrated into the development process.

In response to these concerns, the Northern Areas Administration began the preparation of a Northern Areas Strategy for Sustainable Development in 1999, with the financial assistance of the Swiss Agency for Development and Cooperation, and the Norwegian Agency for Development Cooperation; technical support has been provided by IUCN–The World Conservation Union. The Strategy addresses a broad range of social, economic and environmental issues, and seeks to provide a comprehensive policy framework for the sustainable development of the region. It responds directly to the provisions and recommendations of the National Conservation Strategy, adopted by the Government of Pakistan in 1992.

In parallel, *The State of the Environment and Development in the Northern Areas* summarises in a single volume the key information gathered during the preparation of the NASSD. It is the first report of its kind to be produced for the Northern Areas, which provides a succinct, up-to-date and readily accessible analysis of the status of the most important environment and development sectors in the Northern Areas, including information on major trends and issues, the responses taken by both government and civil society to date, and strategic options for the future. It also provides a baseline against which future change can be measured and establishes the context and foundations for the Northern Areas Strategy for Sustainable Development.

During early consultations at the tehsil level, and with key governmental and non-governmental organizations 16 areas of intervention were identified as being critical for the NASSD. These include sectors like: water; agriculture; forestry; biodiversity; rangelands and livestock; the private sector; energy; urban

environment; and cultural heritage and sustainable tourism. In addition, some crosscutting themes were identified as crucial to each sector, including population, poverty and environment; communication for sustainable development; environmental education; NGOs; gender, environment and development; environmental health; and governance.

To address the needs of each of these areas, basic information was gathered through consultations and literature reviews. This data was analysed through background papers commissioned on each of the sectors and themes identified. The draft of each paper was shared with the larger community of stakeholders of the NASSD as well as experts in the relevant field of knowledge.

The papers follow a similar format: analysis of the current situation; issues; past and present initiatives in the sectors and thematic areas along with the lessons learnt; stakeholders; and recommended policy and action measures. The authors have also addressed cross-sectoral linkages and environmental concerns for the sake of more integration in planning for sustainable development.

There were constraints to developing these Background Papers and in some cases these hurdles were only partially overcome. These included the fragmented and scattered nature of information, the prevalent culture of not sharing information, contradictory and unreliable data, lack of thinking on cross-sectoral linkages and integrated planning, and lack of expertise in developing linkages with the environment.

Parts of the information of the papers were then incorporated into the State of the Environment and Development (SoED) and the main strategy, i.e., NASSD. However, since the Papers contain a wealth of extremely useful information, a decision was taken to produce a series of NASSD Background Papers.

Considering the need and importance of timely sharing information with the stakeholders, these papers are being produced without extensive editing. The authors have sole responsibility for the views expressed and data presented.

# EXECUTIVE SUMMARY

The Northern Areas (NA) Administration in collaboration with IUCN Pakistan is currently in the process of developing the Northern Areas Strategy for Sustainable Development (NASSD). The NASSD has identified several strategic areas including gender for developing a roadmap for sustainable development in the Northern Areas.

Gender and sustainable development concept revolves around the principles of equitable access to natural resources as well as economic benefits to both men and women as members of community. The fundamental objective is to improve the living standard of communities in such a way that both men and women reap benefits in an equitable fashion. To ensure gender equity – i.e. equal access to social amenities, economic opportunities, and decision making, etc. – the situational analysis serves the purpose of taking stock and identifying interventions, which do not compromise the needs of one gender over the other.

In Northern Areas, the household economy is intricately linked to labour intensive localised farming and thereby has necessitated sharing of responsibilities at the household level on part of both men and women. Out-migration for non-agricultural economic opportunities is also an increasing trend that has shifted the patterns of household work divisions in many communities of Northern Areas as women have become more responsible for tending after the family's agricultural lands. A close analysis of the key stakeholders for gender equity reveals varying roles played by different groups such as religious leaders, political leaders, government officials, civil society actors, community influentials, and grassroots communities etc. The productive, reproductive and social roles played by men and women thereby depend on the interactions between these groups. However, identification of gender issues within different sectors can only be carried out once the existence of multi-stakeholder groups and the varying roles of men and women are appreciated. In case of Northern Areas, the geographical and climatic variations, as well as religious beliefs of various sects and traditional customs also differ from one sub-region to another. Appreciation of the inter-district differences in terms of natural environment, customs, languages, religion, literacy rates, and presence of local institutions (both formal and informal) have considerable impact on women's and men's roles and experiences.

The initiatives undertaken by civil society have adopted a culturally sensitive approach to developing gender strategies. AKRSP, in this regard, stands out as a key agent for highlighting gender issues and designing interventions accordingly. The government sector has also supported development activities through several projects and programmes for achieving sustainable development in the Northern Areas. These projects and programmes have also played an important role in bridging the gender divide in developmental interventions. In addition, the private sector is also emerging as a player in encouraging gender equity through initiatives either supported by civil society or undertaken by the tourism industry.

The need of the hour is to consolidate these initiatives and do more of the same to encourage a gender balanced development process in Northern Areas. Isolating women could mean ignoring half the population in development process, as women are the main users and managers of natural resources and poses important information regarding natural resource management. Therefore, the women of NA can play an active role the restoration and conservation of environment. A development process that is non-inclusive of women could lead to lopsided development, which will create a gender gap beyond bridging.

Designing strategic framework to achieve sustainable development of the Northern Areas through equitable socio-economic and political empowerment of deprived genders would mean identifying strategic areas in which interventions would be directly impacting the gender balance in development process. Five key strategic areas have been identified in this regard. These are (i) awareness raising; (ii) policy; (iii) projects/programmes; (iv) capacity building; and (v) service delivery.

Specially designed interventions would be required within each of these areas to ensure that any sectoral plan or strategy for sustainable development of the NA will be based on analyses for equitable benefits for both genders. However, the processes for implementing the interventions hold equal importance. Four processes have been identified to serve as support mechanisms for designing, implementing and monitoring interventions under the five strategic areas. These processes are (i) planning-based on situational analysis and prioritisation; (ii) implementation; (ii) monitoring and evaluation; and (iv) course correction. A three-fold approach would be followed for implementing the identified interventions: (i) gender focused; (ii) gender integrated; and (iii) participatory approach.

The objectives identified under each of the five strategic areas would have to be addressed through interventions, some of which are also recommended in this paper.

Finally, the institutional mechanisms for supporting gender equity initiatives as part of the Northern Areas sustainable development process is suggested with a need to build capacities for providing institutional home as well as monitoring and evaluation of initiatives undertaken to assess the impact on men and women of Northern Areas.

# 1. INTRODUCTION

The Northern Areas Administration in collaboration with IUCN Pakistan is currently in the process of developing the Northern Areas Strategy for Sustainable Development (NASSD). The goal of NASSD is to achieve economic, social and ecological well-being of the people of Northern Areas by facilitating collaboration between government and civil society in making environmental considerations a significant part of the development process for NA. The NASSD therefore aspires to be a shared vision for future in form of a strategic framework that will prioritise and guide development interventions and facilitate cross-sectoral coordination towards achieving common objectives.

The NASSD has identified several strategic areas for developing a roadmap for sustainable development in the Northern Areas. Among these gender equity is recognized as not only crosscutting but also as a strategic objective towards sustainable development.

This paper is developed as part of the series of background papers for NASSD. It is to be incorporated in the mainstream policy framework of NASSD. The paper consists of a situational analysis of the existing gender equation. It also highlights the issues identified for gender and development and initiatives being undertaken. The way ahead suggested in the paper is reflective of the participatory analysis of gender issues carried out over a period of one-year.

## 1.1. Process for Developing Gender Background Paper

The process for developing the gender background paper has been an extensive one consisting of literature review, situational analysis survey, public consultations, and interviews with key informants. The issues discussed in the paper are outcome of the consultations carried on three different levels i.e. government, NGOs/CBOs and communities. The paper, in its current form, incorporates information from above sources as well as comments and suggestions received from a one-day Pre Draft Consultation Workshop<sup>1</sup>.

## 1.2. Gender and Sustainable Development

Extending benefits of development to all people, men and women, is fundamental to the fulfilment of social equity objectives of sustainable development. Unequal treatment of men and women, and their differential social and economic roles, has led to increased poverty for women in many countries. Of the approximately 1.3 billion people living on less than one dollar a day, 70% are women<sup>2</sup>. At the

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1. NACS Support Project, Pre Draft Consultation Workshop August 2, 2001 Workshop Report  
2. UNDP2001, Generating Opportunities-case studies on energy and women.

international level, several landmark events have been critical in bringing gender inequities at the forefront of sustainable human development agenda.

Since 1975, four World Conferences on Women and two Women’s Decades have been observed, which emphasised the vital role of women in sustainable development and the need to promote greater overall development opportunities for women. The 1979 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) has helped realize women’s rights the world over.

Within the global context, Pakistan is party to the universal declaration of human rights as well as to the basic goals of the UN as a member state. Pakistan is also a party to the agenda for equality, peace and development laid out in the Forward Looking Strategies for the Advancement of Women (FLSAWs) at the UN Conference to mark the conclusion of the Decade of Women in Nairobi (1985). The Government of Pakistan also agreed to the programme of action at the International Conference on Population and Development (ICPD, Cairo 1994). The process for developing National Plan of Action (NPA) for women was initiated by the Ministry of Women’s Development (MoWD) as a key follow up to paragraph 297 of the Platform for Action (PFA) adopted by the Government of Pakistan at the Fourth World Conference on Women (FWCW) held in Beijing in September 1995. In September 1998, the government of Pakistan formally adopted the NPA for implementation<sup>3</sup>.

In Pakistan, the issue of gender equity has over the years, gained significant acknowledgement. At the highest levels, gender issues have been, and continue to be, studied and analysed within the overall national social, political and economic context. Yet, awareness and recognition of the gravity of situation of Pakistani women is not new. The Constitution of Pakistan 1973<sup>4</sup>, guarantees the equality of women and men and it has the provisions for affirmative actions for women through several Articles such as Article 25 which states that all citizens are equal before the law and are entitled to equal protection. There shall be no discrimination on the basis of sex alone. In addition, the Article 34 states that specific steps shall be taken to ensure full participation of women in all spheres of national life. Yet, Pakistan ranks 135 on Human Development Index and 68 on Human poverty Index of 1998<sup>5</sup>.

**Table 1: Significant Statistics on Pakistan<sup>6</sup>**

Human Dev Index ranking	Gender Dev Index ranking	Life expectancy		Adult literacy %		Enrolment ratio		GDP US\$	
		F	M	F	M	F	M	F	M
135	115	65.6	63.3	28.9	58.0	28	56	776	2,594

According to the gender empowerment index 8% of women hold administrative and managerial positions whereas of the total professional and technical workforce, women comprise 25.1%<sup>7</sup>.

3. MoWD 1998, National Plan of Action.
4. UNDP 1998, Women and The Pakistan Government: A Brief Policy History (1975-1998).
5. UNDP 2000, Human Development Report.
6. UNDP2000, Human Development Report.
7. UNDP 2000, Human Development Report.

There have been significant efforts towards achieving a gender balanced development vision for the Pakistan. For example, the sixth five-year plan for national development (1983-88), for the first time, included a profile of Pakistani women in its chapter on Women and Development. Similarly, subsequent five-year plans made provisions for inclusion of women's concerns particularly in education, health, population, environment, employment and social welfare. Realising that the roots of poverty lie in gender disparities in access to basic needs, eighth five-year plan (1993-98), emphasised on enhancing access of women and marginal communities to social services through the Social Action Programme (SAP)<sup>8</sup>.

In addition, increasing poverty is largely attributed to women's lack of involvement in economic sector, their least access to technology, information, and financial and marketing infrastructure. The government has taken several initiatives to remove these constraints, however, the magnitude and level of steps is still limited.

Simultaneously, a large number of Pakistani NGOs have been endeavouring to improve access of deprived genders to the basic services. Through advocacy, awareness raising and training programmes, the civil society has been a key agent for change.

Obliging its international commitments to various conventions and declarations, Pakistan has started taking measures at different levels e.g. policy formulation, planning and implementation, etc. The Pakistan National Conservation Strategy was designed within the parameters provided by the constitution of Pakistan, especially the framework for socially equitable development, and well being of the people irrespective of sex, cast, creed and race. Subsequently, gender considerations were followed and well recognised by the provincial strategies through Sarhad Provincial Conservation Strategy (SPCS) and, more recently, the Balochistan Conservation Strategy (BCS).

The under formulation Northern Areas Strategy for Sustainable Development (NASSD) also places significant value on defining a strategic framework for addressing gender concerns in a holistic manner. The approach adopted in NASSD is two-pronged: (i) to incorporate gender concerns as a crosscutting theme in all sub-strategies; and (ii) formulate a specific sub-strategy for gender mainstreaming.

### **1.3. Gender Situational Analysis of Northern Areas**

The landmass of NA forms 72,496 sqkm of the total land area of the country i.e. approximately 9%. NA is divided in five administrative districts: Gilgit, Ghizer, Diامر, Skardu, and Ganche. These five districts are combined under three major regions of the NA, i.e. Baltistan consisting of district Skardu and district Ganche; Gilgit consisting of district Gilgit and district Ghizer; and Astore region consisting of district Diامر. Along the slopes of some of the highest peaks in the world, the climatic variations in NA are extreme. The geographical isolation of NA from large metropolises, combined with poor infrastructure has brought about difficulties in accessing markets, information and technology. An all-weather road, the Karakoram Highway connects NA with the rest of the country. This road not only opens up NA to trade and travel but also provides easy access to hitherto closed regions, connected by jeep or goat tracks.

8. GoPMoWD 1995, Fourth World Conference on Women Beijing – Pakistan National Report.

In NA, the household economy is intricately linked to labour intensive localised farming. The agricultural economy and off-farm income sources on part of the male population have necessitated sharing of responsibilities at household level for on-farm chores. For example, women are engaged in activities such as weeding and caring of livestock, while men have responsibilities for more intensive, short-term inputs such as ploughing and shearing sheep<sup>9</sup>. However other factors such as men's out-migration for employment and increased enrolment of children in

**Table 2: Involving Women in NASSD Implementation**

NASSD Sectors	Women as Actors	Women as Beneficiaries
Agriculture & Food Security	Women involved in agricultural sector	Women benefiting from economic gains through technological advances for increasing agriculture yields
Biodiversity	Women community members as repository of information on local flora and fauna	Women benefiting from biodiversity conservation funds
Communication	Women communicators, writers, journalists	Women benefiting from increased outreach of information
Cultural Heritage & Tourism	Women as custodians of local history, story tellers	Women benefiting from eco-tourism
Energy	Women as users and managers of household energy sources (biomass, wind, hydro, electric, solar, etc.)	Women benefiting from cleaner and alternative fuels for domestic use
Environmental Education	Women as teachers, trainers	Women benefiting as students, trainees for environmental education
Forests	Women as managers of fuel wood and processors for non-timber forest produce	Women benefiting as users of forest produce (both timber and non-timber)
Governance	Women as administrators, policy makers, development planners	Women benefiting from special policies, provisions and incentives
Health, Environment and Development	Women as health workers, doctors, traditional birth attendants	Women benefiting from improved health services for family health needs
NGOs	Women as NGO employees, planners, social organizers, grassroots activists	Women benefiting from development projects and programmes
Population, Poverty & Environment	Women as agents of population control and reproductive health workers	Women benefiting from improved population control and reproductive health services
Private Sector	Women as small-industry owners, entrepreneurs	Women benefiting from increased household income
Water	Women as users, managers and decision makers	Women benefiting from water resources and improved infrastructure for storage and consumption

9. AKRSP1999, Joining Hand in Development: Women in Northern Pakistan – Annual Report.

schools due to a visible change in positive social trends towards education have also played an important role in shifting the workload between genders.

The following sections present a detailed account of the gender situational analysis of Northern Areas.

### **1.3.1. Stakeholder Analysis**

The NA, like the rest of Pakistan, are also segregated into various social strata of class, clan/ caste, and geographical location and any strategic intervention needs to adapt in the face of these factors. It is important to bear in mind that the roles, interactions and nature of work among men and women within communities also vary in the light of stratification that exists locally.

For any given sector, the marginalized and economically underprivileged groups (men and women) must be drawn as both actors for change as well as beneficiaries of the development process. Therefore, an improvement in societal attitude is a responsibility of multi-stakeholders. Some of the key stakeholders for integration of gender issues in all development initiatives are identified as following:

- m Religious leaders
- m Political leaders
- m Policy makers
- m Government officials
- m NGOs/CBOs
- m Private sector
- m Social workers
- m Academicians
- m Students
- m Community members both men and women

In parallel to involving development stakeholders, taking affirmative action to especially involve women in development activities is also critical. In this regard efforts to involve women in each sector as actors as well as beneficiaries would be vital for planning, implementation and monitoring mechanisms in each sector.

### **1.3.2. Productive, Reproductive and Social Roles**

In Northern Areas, the inter-district differences in terms of natural environment, customs, languages, religion, literacy rates, and presence of local institutions (both formal and informal) have considerable impact on women's and men's roles and experiences. For example, in areas like Hunza region women have acquired comparatively increased opportunities for taking active part in development of the area whereas in southern district of Diamer women's participation in development process is considerably limited due to conservative cultural norms. The differences across regions in terms of available social infrastructure, geographical remoteness of areas and climatic variations also reflect in the productive, reproductive and social roles played by women in NA.

Following tables present the productive, reproductive and community work/ social activities as identified by women during consultations<sup>10</sup>.

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10. NACS Support Project, Gender Situation Analysis – Report on the existing gender situation in Northern Areas of Pakistan.

**Table 3: Gender Roles in District Gilgit**

Productive Roles	Reproductive Roles	Social Roles
<p>Agricultural activities – sowing to storing of grains</p> <p>Collection and processing of fruits</p> <p>Vegetable growing and processing</p> <p>Collection of firewood</p> <p>Livestock management – grazing, stall-feeding, care of small livestock and poultry and health of livestock</p> <p>Participation in decisions for:</p> <p>Land allocation for crops</p> <p>Seed selection</p> <p>Allocation of cash &amp; subsistence crops for family consumption and sale</p> <p>Sale of livestock and fruit/vegetable products</p>	<p>Preparing food</p> <p>Nursing of children</p> <p>Caring for family's health in the extended family system.</p>	<p>Ceremonies – marriages, child-birth, etc.</p> <p>Community organisations</p> <p>Community welfare</p> <p>Cultural celebrations – Ghinani, Thumushalling, Nauroze and Eids</p>

**Table 4: Gender Roles in District Ghizer**

Productive Roles	Reproductive Roles	Social Roles
<p>In Puniyal women do farm work whereas in areas of Gupis, Ishkoman and Yaseen men do most of the labour in agricultural work.</p> <p>Livestock management is partly done by women whereas men also do fruit processing and wood collection water management.</p>	<p>Managing household</p> <p>Preparing food</p> <p>Caring for children</p> <p>Caring for family's health</p>	<p>Participation in community based activities like marriages, congregations is more visible and women are seen very social and expressive in interactions.</p> <p>Some restrictions on community participation in activities like funerals, marriages, and congregations, among certain religious sects could be seen however, women in Yaseen, Gupis and Ishkoman are comparatively free</p>

**Table 5: Gender Roles in District Baltistan/Ganche**

Productive Roles	Reproductive Roles	Social Roles
<p>Women carry out all activities related to livestock management</p> <p>Collection of fruits</p> <p>Vegetable growing and processing</p> <p>Firewood collection</p> <p>Women also take part in decisions regarding land allocation for crops, seed selection, and allocation of subsistence crops for family consumption and sale</p> <p>In parts of Baltistan women are active in agricultural activities even those which are traditionally done by men e.g. in Khaplu women are involved in ploughing.</p>	<p>Managing household</p> <p>Preparing food</p> <p>Caring for children</p> <p>Caring for family's health</p>	<p>Women take active part in ceremonies and special cultural and religious events, however, socialisation of women varies in the multiethnic ethnic urban Areas and among different sects – e.g. mobility is limited in among Sunni and Shia communities whereas women of Noor Bhakhshi and Ismaili communities have more open socialisation patterns.</p> <p>In urban areas, women, regardless of the religious sect, have restricted mobility compare to rural areas.</p>

**Table 6: Gender Roles in District Diامر**

Productive Roles	Reproductive Roles	Social Roles
<p>Women carry out most of farming activities as men are restricted to work in field during day-time due to fear of rivals.</p> <p>Men manage forests but women collect fuel wood.</p> <p>Women manage livestock</p>	<p>All child bearing and rearing activities.</p> <p>Looking after family's well-being.</p>	<p>Socialisation in rural areas is disaggregated – separate gatherings of men and women on marriages and other events.</p> <p>Restricted mobility of women is partly because of the strict code of conducted administered by local religious leaders - e.g. recently, the local notables in Darel have introduced the law that women are not to come out of their houses without a mehrum (male relative) even for farm work, wood collection and water collection.</p> <p>As a whole due to extremely rigid societal norms women's mobility outside village is extremely restricted.</p>



## 2. SECTOR SPECIFIC GENDER ISSUES IN NA

While a detailed analysis of general issues in each sector would be dealt within respective sector papers, the specific issues with gender dimensions are briefly presented in the following sub-sections<sup>11</sup>.

### 2.1. Agriculture and Food Security

A significant portion of agricultural tasks such as weeding, watering, harvesting, threshing are carried out by women in many parts of NA. However, women do not enjoy direct economic benefits as traditional roles provide market access to men only. Similarly, in urban areas, women have restricted mobility as commercial areas have moved closer to residential areas. This situation has almost confined them to their houses and limited their activities in agricultural fields adjacent to cities.

Another gender issue in the agriculture sector is of comparatively greater workload for women than men. This is again varied in different parts of the NA. One of the factors for increased workload for women in agriculture is social rivalry among tribes and/or individuals. For example, in some areas of Diامر, men for the reason of enmity, do not come out to work during daylight and therefore women work in the fields more intensively. Similarly, out-migration of men to larger cities for wage work has also placed increased responsibility on women for tending the family's agricultural lands.

Changes are also occurring in work patterns for men in some parts of NA. These involve withdrawal from agricultural work to take on fuel wood collection and off-farm economic activities. Similarly, introduction of modern technology e.g. threshing machines has resulted in these tasks now being undertaken by men as women do not have proper training for using the technology.

In NA, generally, a small population has access to improved or balanced nutrition. Some factors contributing to a decreased nutritional level of the rural communities are lowered agricultural production, cultivation of cash crops and a trend of marketing the products. However, the processed consumer products are generally expensive to afford by communities, which contributes to decreased food security. Informal surveys and consultations also found a general trend of comparatively more diseases caused by nutritional deficiency among women and children.

### 2.2. Water

Women in urban communities identify safe drinking water as a major issue. By and large, the water supply and sanitation conditions are poor and the resultant health

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11. NACS Support Project, *Gender Situation Analysis – Report on the existing gender situation in Northern Areas of Pakistan*.

impacts were discussed in detail during public consultations. The impetus for providing safe drinking water and sanitation facilities in urban areas is generally put on the government, as awareness level is limited among the masses on carrying out basic precautions such as boiling water and proper waste disposal.

In rural areas, women generally have the responsibility to transport water from far off places therefore workload is a relevant issue for these women. Water collection during winter is an extremely harsh exercise for women, as they also need to provide water for the livestock. During consultations, women unanimously agreed that workload related to water (in some areas also fuel wood collection) takes up most of their time as they walk distances back and forth for supplying sufficient amount. As a result, women are left with little time for other household chores and attending women organisation's meeting falls low on their agenda leading to limited participation in development process even if the opportunities exist.

In some areas, along with domestic water requirements, women also shoulder agricultural water management and irrigation of agricultural land. These women identified the health hazards due to extensive use of chemicals and fertilisers as their main concern. Information on measures to prevent harmful effects of chemicals and fertilisers is limited among these women.

### 2.3. Energy

Shortage of fuel wood and lack of alternate energy sources were identified as priority issues for women during consultations. Severe climate of NA and the fact that women are mainly responsible for household heating arrangements during winter puts extra impetus on sufficient supply and proper management of fuel wood. With depleting forests, women and girls have to travel a greater distance than before to collect wood for storage and in some areas – e.g. Nagar – this chore takes almost eight to ten hours daily of walking up steep landscape and coming down with heavy loads of wood. The related physical health impacts due to carrying heavy loads are still not fully correlated to the task of fuel wood collection.

On the other hand, since in many parts of NA, young girls are primarily assigned this task, their education is sacrificed as a collective decision of the family. In areas, where men do fuel wood collection the issues of degraded forests and collection from higher altitudes are the same for men and boys. In these areas, meeting family's fuel needs is also done at the expense of education for both boys and girls.

As a means of alternate fuel, kerosene oil is an available source of energy. However, due to limited quantity makes oil an expensive commodity affordable by only a few. In urban areas where kerosene is available to relatively larger populations, improper resource management and high prices again derive people to rely on cheap woody mass for their domestic energy needs. There is severe lack of awareness about the health impacts due to lack of clean fuel.

NA also have great potential for hydroelectricity as an environment friendly source of energy. However, the gender role in advocating for this source of energy is under researched.

## 2.4. Forests

Forests are recognised as main source for domestic fuel wood and timber. The non-timber products of forests such as medicinal plants and prevention of land erosion are also recognised equally by men and women as important reasons for conserving forests.

The main gender issue identified during consultations was of rapid scarcity of firewood and increased demand due to larger populations. Women gave instances of facing these scarcities the hardest while trying to meet the firewood need for cooking and heating. In districts like Ganche and Ghizer women quoted examples of cutting down fruit trees for firewood.

The related workload for fuel wood collection has been an issue most commonly coming up during consultations. With the depletion of natural forests, women's travel to fetch wood has increased as they travel further and walk the same distance back home. Women also mentioned that while construction of roads has made it easier to reach upper areas to collect fuel wood and fodder, it has also increased competition for these items as more people harvest the already scarce resource.

Women's knowledge of indigenous varieties of fruits and medicinal herbs is recognised by several forestry conservation projects however participation of these women has been limited.

## 2.5. Education

Over the years, investment in children's education has been considerable. The returns expected are clearly linked with prospects of enhanced income for the family. Interestingly, awareness that this calculus can apply for girls as well as for boys is an important reason for the rapidly increasing enrolment of girls in schools. The schools are also recruiting local educated women on to their staff.

However, it has also been observed that if girls leave the village for education, then upon return they are generally not interested in activities that are considered typical of their gender. Such examples, although isolated in incidence, have nevertheless played a role in limiting options for girl child education in conservative communities of Darel and Tangir. On the contrary, women who have acquired education now have a greater say in decisions of the family and in managing their family's resources, both natural and economic.

A downside effect for women in parts of NA, where in the face of limited resources boys' education is a priority, out-migration of educated young men for waged labour or economic opportunities, has increased the workload for women and girls left behind.

## 2.6. Health

Despite having higher access to health facilities, urban women, and children are more vulnerable to urban environmental problems related to consumption of contaminated water, poor sanitation conditions, and hygienically substandard

food, which affect their health, productivity and consequently household economy.

In urban areas, health problems are closely associated with pollution and degraded environment. For example, Gilgit, the administrative headquarter of NA, is faced with massive air pollution partly due to road building and other construction. During public consultations, women cited an increase in the incidence of respiratory problems and diseases such as skin allergies. These health issues are affecting both genders but pregnant women and young children are more prone to fall prey to these illnesses. Pollution due to improper waste disposal along riverbanks, improperly managed slaughterhouses, clogged sewerage systems, and hospital disposal is causing serious health problems and ecological disintegration. Although, medical facilities have become more available due to government's and NGOs' interventions, health related expenses still pose stress on family's income and women recognise this as an important reason for environmental conservation and pollution control.

In contrast, the rural women cited unavailability of health facilities as a major issue for them. Although, civil society and government interventions have achieved a marked increase in health facilities, remoteness of areas and difficult terrain still derive local women to rely upon traditional practices for pre-natal and post-natal health. Awareness about health and hygiene is still underachieved among remote communities and therefore is a strong focus of interventions by authorities and projects.

## **2.7. Population, Poverty and Environment**

Poverty affects men and women differently, as young men and boys leave their villages in search of more promising economic opportunities, women are left behind to tend the family property and agriculture. Women face constant difficulties as they are denied property rights and land ownership but nevertheless have to keep up with agriculture management. In addition, men's preference of out-migration for job and education is diminishing the agricultural productivity. The women are affected in greater instance, as they have to work longer hours in the fields, care for livestock, nurse children and carry out other routine domestic responsibilities.

In NA, women's economic situation has not improved much despite development initiatives in the past two decades, as women are still secluded, live a structured life, with limited mobility and economic opportunities.

Population growth is considered a direct cause of poverty as increased number of people relies upon decreasing resources both natural and economic. Population growth is also recognised as a key factor in forcing a shift to commercial cropping in mountain agriculture. Deforestation and use of no land cultivation methods on the mountains slopes during last decade resulted in increased incidence of landslides destroying not only property, infrastructure (roads, bridges, water channels, electric and telephone cables) but have also brought a decrease in agriculture productivity. However, population control programmes have traditionally focused on women alone and that also within the narrow confines of

family planning practices and pre- and post-natal health care. Involving men in population planning and control is still an unconventional and largely stigmatised concept.

## 2.8. Governance

The key gender issue in governance is of lack of gender sensitive policies and inefficient policy planning leading to lack of implementation as direct causes for poor functioning of the entire system. A lack of institutionalisation of gender analysis within operational systems such as PC-I and PC-II forms is a major factor for policies and implementation plans devoid of gender sensitivity.

At the institutional level except in Health and Education Departments, women employment has not been promoted. The reason for a trend of almost equal gender employment in health and education department is the nature of the services provided to the citizens/ communities. Whereas, in other sectors men dominate employment e.g. in all natural resource management sectors, the ratio of women employment is negligible. This not only leads to ignorance of the contribution made by almost 50% of the population but also leads to a general ignorance among women of the kind of services available at government departments. A general cause of absence of women in line departments is the fact that government's employment policy is devoid of gender sensitivity. Moreover, lack of qualified women for non-traditional sectors is also a factor behind limited number of women employees. Even in the face of promoting gender balance in governance structures, a general lack of monitoring implementation on policy remains a gap to be filled.

In cases, where women employment is encouraged by government, the institutional environment does not have capacity to appoint women due to lack of conducive work environment for them. There are operational problems within the existing system that prevents women's employment such as provision of facilities like child care, and separate washrooms, etc. The government's institutional infrastructure at times cannot afford to provide these facilities and hence discourages women's employment. Numerous stereotypes also play a role in general acceptance of women being absent from the governance scene. For example, it is said that women cannot concentrate enough on job as they are preoccupied with household matters or women would need to go home as soon as its time and would not put in an extra hour or two even if the workload demanded so.

## 2.9. Biodiversity

As the local communities do generally not know the economic benefits from wild species of flora and fauna, less impetus is afforded to conservation efforts. A major information gap exists in terms of research on gender issues in biodiversity. Although it is recognised that both men and women in local communities have extensive knowledge for wild fauna and flora and their usefulness, harvesting this knowledge to meet conservation goals is relatively a new field.

## 2.10. Communication

The formal communication channels consist of print and electronic media whereas non-formal communication channels range from exchanging letters to sending verbal messages via traditional folklore and songs. However, of all communication mediums available, access to the same is limited for women than for men. There is a general non-existence of women in the formal communication sector. This is partly due to the fact that there are not enough qualified women available to enter the formal communication sector. On the other hand, the formal communication sector in its present form lacks the capacity to absorb qualified women journalists.

Similarly, means to benefiting from the traditional knowledge of women are not fully explored. This is being considered in various development projects, however, still remains an area for potential research. There exists a general lack of understanding on gender issues within the formal and non-formal communication sector of NA.

Another aspect of gender imbalance in communication sector is the rigid ways of believing what ought to be told to women and what may be beyond their comprehension. While the Ulema and other leaders of community as influential groups, control the flow of information in and out of the community, the strength they can bring in highlighting relationships of both men and women with environment is yet to be explored.

## 2.11. Cultural Heritage & Tourism

With increased access to NA through roads and jeep tracks, valorisation of greater amounts of produce through sale and wholesales has also increased. At the same time, roads have increased tourism in the areas, which has increased opportunities for women, as local hotels are an important source of demand for handicrafts and other local products. This has diversified the local economy and sources of income with new jobs and income earning opportunities for the local population.

On the downside, it has also played a role in limiting women's mobility not just in urban areas but in the rural areas also. With increased influx of tourists, women have been asked by the community elders and men folk to observe purdah or refrain from going out of the house even for collecting firewood and water. Resultantly, women remain within houses whereas an increased number of young girls are given these chores who, instead of attending schools, spend many hours collecting fodder, fuel wood and water. In addition, women's knowledge of the cultural heritage is not being utilised regardless of its potential for promoting eco-tourism.

## 3. INITIATIVES TAKEN

### 3.1. Government

The NA, over the past two decades, have experienced rapid increase in development activities with several projects being launched with a common goal for achieving sustainable development in the areas. These projects and programmes have also played an important role in bridging the gender gap in development interventions.

Recently, the Northern Areas Legislative Council has made provision for specified women's seats to ensure a gender balance at the highest governance forum. In addition, the NA Administration in partnership with NGOs and other civil society actors has initiated several projects and programmes with an integrated approach to address gender issues.

For instance, the Northern Areas Education project (NAEP) is providing primary education with a special focus on girl child education in the remotest areas of NA. NEAP has also promoted women in the managerial positions within the education sector. Similarly, Northern Areas Development Project (NADP) working in Chilas, Darel and Tangir has its women's programme initiated on the pattern of AKRSP through development of social organisations. And the Northern Areas Health Project (NHP) has made special provisions for women's health concerns with increased focus on training Traditional Birth Attendants (TBAs) and Lady Health Workers (LHWs) in the remote parts of NA. A statistical depiction of improved health facilities due to NHP interventions is presented in the following table.

**Table 7: The Northern Health Project Portfolio over Four Years**

Facility to # of People	Before (NHP-1995)	After (NHP- 1999)
One Doctor	6,261	3,974
One paramedical	830	610
One bed (hospital)	1,285	1,190
One LHW	40,000	14,500

Although working atmosphere in government institutions has traditionally been male dominated, recently there are special provisions made for recruiting women employees in Police, LB&RD and in P&DD.

Similarly, education and health departments have employed women staff to reach out to the women in local communities. Education department has sent many women teachers for international training programs and has also promoted women to Deputy and Assistant Directors' positions. The need of the hour is to consolidate these initiatives and do more of the same to encourage a gender balanced development process in Northern Areas.

## 3.2. Civil Society

The civil society has played an important role in the development process of NA. It is with the interventions of AKDN through its various projects and programmes that awareness on gender issues has also increased within the government institutions and grassroots communities.

The Aga Khan Rural Support Programme (AKRSP) is the first organization, which introduced women social organisations in Northern Areas. And ever since, other institutions and projects are replicating the AKRSP model of organising and mobilising grassroots communities.

Women's employment in NGOs has also increased with an increased demand for trained women to reach out to grassroots communities. This is partly due to the fact that large NGOs like AKRSP have chalked out a comprehensive gender strategy at institutional and programmatic levels with emphasis on equal opportunities and participation of men and women.

### Box 1: Gender Policies and Strategies in the NGOs

In the main policy framework of some NGOs, there is special provision for gender. However, in the sectoral sub-strategies of almost all NGOs, much more emphasis has been given to involve various strata of community (based on gender disaggregation) in different programmes and projects so that everyone could benefit from the available services.

In this connection, AKDN has made commendable contribution towards gender and development by developing gender sensitive policies recruitment to implementation of programmes and projects. In addition, special teams have been constituted for gender and development and the concept behind women's organisations along with village organisations has proved to be an important tool in raising awareness and gender sensitisation.

The AKDN institutions also stand out for their gender policies and strategies. AKRSP has a comprehensive gender strategy at institutional and programmatic levels. Similarly, Aga Khan Education Services (AKES) and Aga Khan Health Services (AKHS) provide equal employment opportunities to both men and women with special focus on education and health needs of women and children. AKES has also initiated professional women development programmes through on-job training and professional development schemes and educational scholarships.

As an active agent of environmental conservation in the NA, IUCN views gender integration as a crosscutting approach in their projects for the conservation of natural resources and environmental improvement. IUCN has also adopted a gender policy across its programmes and projects.

The interventions of FPAP in most of Northern Areas have created awareness about population welfare, especially regarding methods for family planning and awareness about sexually transmitted diseases (STDs), HIV and AIDS. The interventions of Building And Construction Improvement Programme (BACIP) – a project of Aga Khan Housing and Building Planning Services (AKHBPS) focus on the improvement of domestic and built environment, which bring more benefits to the women and children who spend more time in doors.

The Water and Sanitation Extension Programme (WASEP)'s service delivery mechanisms address issues related to the environmental health through bringing better improvements in water supply and sanitation. These services are extended uniformly to the entire community irrespective of gender and class differences. This approach has attempted to address the problems of women and men equally.

There are numerous smaller organisations working to ensure an equal participation of men and women in the development process of NA. For example, the Karakoram Area Development Organisation (KADO) and Nounehal Development Organisation (NDO) are community-based organisations striving to revive traditional arts and crafts through active involvement of women in the income generation activities. Gender analysis of small NGOs revealed a lack of clarity on the concept of gender and development. Even more so, the need to adopting an indigenous definition of gender and development was felt by many civil society actors during consultations and discussions. Since these NGOs/CBOs have the advantage of belonging to the communities they work with, their interventions have greater potential to change communal attitude towards recognising gender issues. Therefore, capacity building of these grassroots institutions could be a key in bringing a long-term behavioural change towards gender balanced sustainable development in NA.

Besides local NGOs and CBOs, both small and relatively large, the development process in NA, has also witnessed several projects launched in partnership between government and civil society or by the civil society alone. The important aspect with these development projects is the gender sensitive approach they have adopted in carrying out their activities. Some of these projects even have focused gender strategies to ensure equal participation of and benefits to men and women.

For instance, the Mountain Areas Conservancy Project (MACP) of WWF, IUCN and GoP, has developed a focused gender action plan to achieve project outputs. Identifying opportunities to involve local communities in biodiversity conservation is a recent initiative through projects such as MACP. The project has introduced activities to involve women through seeking participation of local women for their knowledge of medicinal plants and introducing smoke efficient stoves to lessen the burden on forests for fuel wood.

It becomes important to capitalise on the interventions started by these projects in order to assess the impacts of development interventions along gender disaggregated dimensions.

### **3.3. Private Sector**

Private sector is comparatively a new term for NAAs limited opportunities exist for large-scale business and entrepreneur development. Involvement of women in the private sector is yet still a novel concept.

As far as traditional handicraft making and processing of fruit and vegetable products is concern, women have been playing an active role in the NA. However they lack marketing skills and thus have virtually no opportunities to harvest economic benefits of their products.

AKRSP has initiated credit schemes whereby women are being introduced within micro enterprise development. These interventions consist of honeybee culture, fruit products, kernel oil, dry fruits, potato marketing, and embroidery products, etc.

Recently, Khushhaal Pakistan Programme has been initiated as part of the poverty reduction programme of the government. The long-term impact of this programme on women is envisaged to uplift the economic status of marginalized women.

With the changing trends of social and political atmosphere, large tourism businesses such as hotels and guided tours have started recruiting women employees however the number is yet insignificant to be counted as a major gender factor in tourism industry. Nevertheless, it is the first step towards a long-term change in the private sector profile of NA.

## 4. CONSEQUENCE OF INACTION – LOPSIDED DEVELOPMENT

Without women's involvement, initiatives for sustainable development and environmental conservation could prove fruitless, as the entire populace would not harvest the benefits. For example, the MACP consultations with local communities pointed to the fact that women are better managers for preventing debarking and girdling of trees without which the loss of biodiversity could continue leading to eventual loss of forest cover.

By the same token, lack of involvement of women in awareness raising for environmental conservation and sustainable use practices could lead to unsustainable harvesting of natural resources as women are responsible for providing food, water, fodder and fuel for the family needs. Similarly, unsustainable collection of fodder and firewood by women could result in destruction of the forest, especially in areas close to villages resulting in soil erosion and flooding. Primitive ways of livestock rearing can lead to increased incident of livestock diseases and hence threatened livelihoods that are depended on livestock sale. Since women are active livestock managers, any interventions without their participation would not succeed with the desired rate. Similarly, without involving women in biodiversity conservation and the accruing economic benefits, women may not be able to convince their husbands and sons to refrain from shooting birds and hunting and trapping other wildlife.

A lack of positive religious understanding in term of conservation and women will mean inflexibility towards environmental education and conservation thus continuing the status quo leading to potential ecological disaster.



# 5. THE WAY AHEAD – A STRATEGIC FRAMEWORK FOR GENDER INTEGRATION

Based on the gender situational analysis report, public consultation reports, and interviews with a cross-section of stakeholders, the detailed analysis revealed that there are five distinct areas for strategic action for gender sensitive policy framework under NASSD<sup>12,13</sup>. These are (i) awareness raising; (ii) policy; (iii) projects/programmes; (iv) capacity building; and (v) service delivery.

Specially designed interventions would be required within each of these areas to ensure that any plan or strategy for sustainable development of the NA will be based on analyses for equitable benefits for both genders. However, the processes for implementing the interventions hold equal importance. Four processes have been identified to serve as support mechanisms for designing, implementing and monitoring interventions under the five strategic areas. These processes are (i) planning–based on situational analysis and prioritisation; (ii) implementation; (iii) monitoring and evaluation; and (iv) course correction.

A three-fold approach would be followed for identifying interventions: (i) gender focused; (ii) gender integrated; and (iii) participatory approach. For gender focused planning, activities would target deprived genders (either men or women) to achieve a desired result. In case of integrated approach, existing activities will be assessed for gender sensitivity through detailed analyses of planned interventions. Through participatory approach, it would be ensured that decisions for carrying out planned interventions are inclusive of bottom-up feedback.

For the purpose of illustration, if a desired outcome or result is identified as "gender sensitive policy framework for energy sector", then gender integration within the strategic area of policy in the energy sector would be developed in the following manner:

## 5.1. Strategic Area: Policy

### 5.1.1. Processes

#### 5.1.1.1. Planning

- m Dialogue/consultations with sector experts and policy planners (participatory approach)
- m Review of existing policies for their gender sensitivity (gender integrated approach)
- m Gender analysis of under review policies to highlight gender concerns in energy sector (gender focused approach)
- m Recommendations to the policy-making forums on incorporation of gender concerns into energy policies (gender focused approach)

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12. NACS Support Project April 24 2000, Gender Situation in NGOs.

13. NACS Support Project June 2 2000, Gender Survey Report

### 5.1.1.2. Implementation

- m Follow up on policy implementation/enforcement plan (gender integrated approach)
- m Suggest means and ways for enforcing gender specific recommendations within the energy policy framework (gender focused approach)

### 5.1.1.3. M&E

- m Assess rate of policy implementation/enforcement (gender integrated approach)
- m Develop indicators to measure progress on gender specific policies within the energy policy framework (gender focused approach)
- m Review progress made on gender specific recommendations in the energy policy framework (gender focused approach)
- m Identify areas of insufficient implementation/enforcement of gender specific recommendations within the energy policy framework (gender focused approach)
- m Dialogue/consultations with sector experts and policy planners (participatory approach)

**Table 8: NASSD Gender Strategic Framework**

Strategic Areas	Processes	Planning	Implementation	M&E	Course Correction
	Approaches				
Awareness Raising	Gender Focused Approach				
	Gender integrated Approach				
	Participatory Approach				
Policy	Gender Focused Approach				
	Gender integrated Approach				
	Participatory Approach				
Projects/ Programmes	Gender Focused Approach				
	Gender integrated Approach				
	Participatory Approach				
Capacity Building	Gender Focused Approach				
	Gender integrated Approach				
	Participatory Approach				
Service Delivery	Gender Focused Approach				
	Gender integrated Approach				
	Participatory Approach				

#### 5.1.1.4. Course Correction

- m Suggest interventions to achieve better implementation/enforcement of gender specific recommendations within the energy policy framework (gender focused approach)

The strategic framework for gender integration in NASSD is best described in the form of a matrix. The above illustration is also depicted through strategic framework matrix.

The suggested strategic framework is presented through the table 8.

The illustration on previous pages is depicted through the strategic framework table in the following manner.

<b>Table 9: An Illustration of NASSD Gender Strategic Framework</b>					
<b>Desired Outcome:</b> Gender sensitive policy framework for energy sector.					
<b>Strategic Areas</b>	<b>Processes</b>	<b>Planning</b>	<b>Implementation</b>	<b>M&amp;E</b>	<b>Course Correction</b>
	<b>Approaches</b>				
Policy	Gender Focused Approach	Gender analysis of under review policies to highlight gender concerns in energy sector Recommendations to the policy making forums on incorporation of gender concerns into energy policies	Suggest means and ways for enforcing gender specific recommendations within the energy policy framework	Develop indicators to measure progress on gender specific policies within the energy policy framework Review progress made on gender specific recommendations in the energy policy framework Identify areas of insufficient implementation/enforcement of gender specific recommendations within the energy policy framework	Suggest interventions to achieve better implementation/enforcement of gender specific recommendations within the energy policy framework
	Gender integrated Approach	Review of existing policies for their gender sensitivity	Follow up on policy implementation/enforcement plan	Assess rate of policy implementation/enforcement	
	Participatory Approach	Dialogue/consultations with sector experts and policy planners		Dialogue/consultations with sector experts and policy planners	

#### 5.1.2. Goal

The goal for achieving a gender balanced sustainable development in the Northern Areas could be stated as following:

To achieve the sustainable development of the Northern Areas through equitable socio-economic and political empowerment of deprived genders

### **5.1.3. Objectives**

The objectives for achieving the above goal are identified under each of the five strategic areas:

#### **5.1.3.1. Policy**

- m To advocate and encourage gender sensitive policies for development in all sectors of NASSD policy framework

#### **5.1.3.2. Projects/Programmes**

- m To advocate integration of gender concerns within development projects and programmes in all sectors of NASSD policy framework

#### **5.1.3.3. Capacity Building**

- m To build capacities of government, private sector and civil society on understanding gender issues in the context of NA

#### **5.1.3.4. Awareness Raising**

- m To raise awareness of government, private sector and civil society on gender situation in the NA

#### **5.1.3.5. Service Delivery**

- m To ensure increased access of women to health, education, water supply, sanitation as well as information technology and economic opportunities

### **5.1.4. Interventions Recommended**

The following interventions are recommended to achieve the objectives of a gender balanced sustainable development of Northern Areas:

#### **5.1.4.1. Policy**

- m Collection of gender-differentiated or gender-disaggregated data to ensure informed policy processes for all sectors.
- m Review of recruitment policies and provision of gender sensitive work environment and facilities.
- m Establishment of a gender consultative group with representatives from government, private and civil society institutions.

#### **5.1.4.2. Projects/Programmes**

- m Review of guidelines for developing PC1 for development projects to integrate gender concerns.
- m Research on gender issues in different sectors.
- m Gender analysis as part of the monitoring and evaluation mechanisms with gender specific indicators for impact assessment.

#### **5.1.4.3. Capacity Building**

- m Carry out detailed needs assessment for capacity building for gender integration at institutional and programmatic levels of the government, private sector and civil society institutions.
- m Build capacities of local gender experts for carrying out sensitisation and capacity building of government, private sector, and civil society on gender issues.
- m Ensure equal participation of men and women for availing capacity building opportunities.
- m Highlight gender concerns within training modules for different sectors.

#### **5.1.4.4. Awareness Raising**

- m Develop a focused approach for raising awareness on gender-disaggregated roles in natural resource management and environmental conservation within communities as part of the awareness raising strategy of the NASSD.
- m Incorporate a focused approach for raising awareness on gender issues among government, private sector and civil society actors in the awareness raising strategy of the NASSD.
- m As part of the overall awareness raising strategy for the NASSD, develop sub-strategies for involving religious leaders, policy makers, politician and academicians as agents for raising awareness on gender issues among communities.
- m Incorporate gender sensitisation of print and electronic media as part of the awareness raising strategy of the NASSD.

#### **5.1.4.5. Service Delivery**

- m Develop strategies for ensuring equal access to social services.
- m Highlight gender-disaggregated analysis of impact of pilot projects for service delivery and improved infrastructure for incorporating lessons learnt in future initiatives.
- m Develop special programmes with appropriate resource allocation in the Annual Development Plan for increased access of women to basic amenities.

### **5.1.5. Institutional Arrangements**

The foremost consideration for embarking upon development of sector specific interventions on gender issues is to ensure sufficient institutional arrangements and subsequent strengthening of capacities. Therefore establishment of a gender consultative group with representatives from government, private and civil society institutions would require a secretariat. The Planning and Development Department's (P&DD) Women Development Wing and the NASSD implementing body must take lead in this regard. This may be done by assigning a focal point within the Women Development Wing of P&DD whose role would be vital in programme designing, implementation as well as monitoring and evaluation of gender and environment related programme. It is also important that sufficient technical support is available to this focal point for effective implementation, which should come from the available local expertise within the civil society such as IUCN and AKRSP under the prerogative of the gender consultative group.



## ANNEX 1:

# LIST OF GOVERNMENT DEPARTMENTS CONSULTED

S. No.	Name of Focal Persons	Name of Govt. Institution/Dept.
1.	Mr. Gul Baz Khan	Planning and Development Department
2.	Mr. Muhammad Muzaffar	Social Action Program
3.	Mr. Akbar Shahzad	Directorate of Education
4.	Mr. Shahzada Ibrahim	
5.	Dr. Niamat Shah	Directorate of Health
6.	Dr. Iqbal	
7.	Dr. Sherbaz Khan Hunzai	
8.	Mr. Jawed	Agriculture Department
9.	Dr. Wazir Mohammad	District Headquarter Health Service, Gahkuch
10.	Mr. Akhtar	NAPWD
11.	Mr. Inayat Khan	LB&RD
12.	Mr. Khan Bahadur	
13.	Mr. Qadir	Radio Pakistan, Gilgit
14.	Dr. Niamat Shah	Directorate of Health
15.	Dr. Iqbal	
16.	Dr. Sherbaz Khan Hunzai	
17.	Mr. Iqbal Hussain	Directorate of Agriculture & Forest, Fisheries
18.	Mr. Mohammed Muzaffar	Social Action Program
19.	Mr. Ghulam Hussain	Radio Pakistan, Skardu
20.	Mr. Kaka Jan	Animal Husbandry, Skardu
21.	Mr. Abdul Islah	Department of Education, Ghanche
22.	Mr. Mohammad Iqbal	Department of Agriculture, Khaplu



## ANNEX 2:

# LIST OF NGOs CONSULTED

S. No.	Focal Point	Name of Organisation/Project
1.	Mr. Alam	Al-Amin Foundation
2.	Ms. Nareen Gul	British Council
3.	Mr. Liaqat	Rajput Welfare Association
4.	Chairman	Gupis Social Welfare Association
5.	Mr. Ahmed Khan	NRM Khalti
6.	Mr. Roziman	Hatoon Village Development Org.
7.	Mr. Mir Aziz	Al-Karim WO
8.	Mr. Hidayat	Saba Welfare Org.
9.	Ms. Fida Bibi	
10.	Mr. Ali Aman Shah	AKRSP FMU, Gahkuch
11.	Ms. Razia Rehmat	NDO
12.	Ms. Khan Bibi	KADO
13.	Mr. Manzoor Hussain	WASEP
14.	Mr. Ejaz Ahmed Khan	BACIP
15.	Mr. Abdul Ghafoor	AKES
16.	Mr. Qasim	WWF
17.	Mr Ali Ahmed Jan	
18.	Ms. Salima Shamsher	
19.	Mr. Gulam Abbas	AKHSP
20.	Ms. Dil Afroz	
21.	Mr. Jahangir	NAEP
22.	Mr. Rajawiere	
23.	Mr. Essa Khan	AKCSP
24.	Mr. Niat Karim	FPAP, Gilgit
25.	Ms. Tasleem Akhtar	
26.	Mr. Iliyas	Anjuman-e-Talba Balghar, Ghanche
27.	Mr. M. Tariq	Barchong SWO, Ghanche
28.	Mr. M. Zheer	AKRSP, Skardu
29.	G.M. Parvi	Central Asian Institute, Skardu
30.	Kachu Hyder	BHEF, Skardu
31.	Mr. M. Hassan	WASEP, Skardu
32.	Mr. M. Ibrahim	Marafie Foundation, Skardu

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## **IUCN–The World Conservation Union**

IUCN is a world leader in developing knowledge and understanding for effective conservation action.

A unique worldwide partnership, IUCN brings together states, government agencies and NGO members, and some 10,000 scientists and experts from 181 countries in a global web of networks to provide a neutral forum for dialogue & action on environment & sustainable development issues.

IUCN Pakistan has five programme offices in cities from the north to the south, multiple field offices, a large portfolio of projects and a staff of 250. It is one of the 6 Country Offices of IUCN's Asia Programme, covering 17 countries with a workforce of nearly 500.