



Balochistan Partnerships for Sustainable Development

Gender Action Plan



25.12.16

1. Introduction

The Balochistan Partnerships for Sustainable Development (BPSD), a six-year (2007-2013) programme funded by the Royal Netherlands Embassy and implemented by the International Union for Conservation of Nature (IUCN) Pakistan, aims to promote sustained ecological and human well-being in the province. BPSD focuses on promoting sound environmental governance at the district level; facilitating integrated water, coastal and marine resource management; and enhancing the capacity of stakeholders to support sustainable development in Balochistan, with climate change and desertification as cross-cutting themes. The key to managing such a large portfolio lies in vertical and horizontal linkages and alliances with the government, civil society, the private sector and natural resource users, whose dedicated efforts will be required to fulfil the aims of BPSD. The programme will employ this partnership approach to promote sustainable development, and will address the capacity enhancement needs of institutions and professionals so that they may contribute effectively toward sustainable development in the province.

2. Need for a Gender Action Plan

BPSD acknowledges that effective partnerships between key stakeholders are not in themselves sufficient to fulfil the aims of the programme unless gender concerns are addressed and integrated in the planning and implementation process. Women in the six districts targeted by BPSD—Gwadar, Lasbela, Mastung, Pishin, Qila Saifullah and Quetta—and other marginalised groups in these areas have a major stake in the development of their districts. BPSD will proactively engage these stakeholders in the planning and implementation of various initiatives through capacity building measures such as workshops, secondment (if possible), field exposure and learning by doing.

3. Importance of the Gender Action Plan

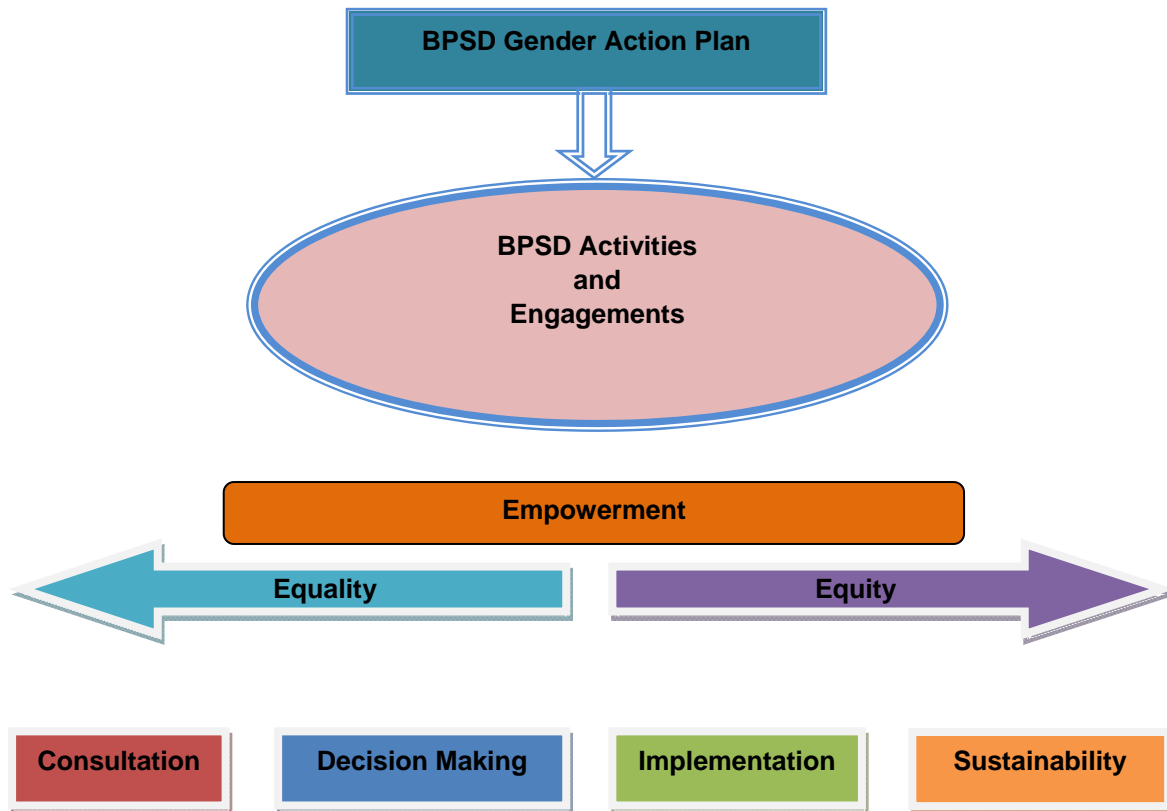
IUCN recognises gender equity as a key component of conservation and sustainable development initiatives. For the Country Programme in Pakistan, gender integration and sensitisation are an important part of its mandate. The Union is committed to ensuring gender integration in all its programmes and projects. The organisational gender strategy for IUCN Pakistan was developed in the mid-nineties and has been revised periodically to address emerging needs. The Pakistan Environment Programme (PEP), IUCN Pakistan's largest framework portfolio (1996-2006), also had a major gender component. A dedicated focal point was designated for the implementation of PEP gender initiatives, focusing not only on IUCN Pakistan but also on other partners including the Ministry of Environment and the Sustainable Development Policy Institute. This process led IUCN Pakistan to mainstream gender in projects and programmes beyond PEP. In addition, IUCN Pakistan has always maintained designated staff with additional responsibilities as gender focal point.

Although the BPSD programme proposal and work plan do not currently have a dedicated gender component, the programme document notes the importance of integrating gender in all programme activities. BPSD will therefore take affirmative action to involve women in programme activities, with the understanding that gender inequality is a cultural issue and that mainstreaming social justice in the development agenda is often controversial as it poses a challenge to the status quo. In order to address gender concerns in BPSD programme activities, the following gender action plan (GAP) has been laid out.

4. Gender Action Plan

GAP aims to mainstream gender in BPSD to ensure that the concerns of both women and men are recognised, so that both benefit equally from the opportunities provided through the programme's initiatives. This is an effort to address existing gender disparities in the programme area. It will support initiatives aimed at enhancing the participation of women and other marginalised groups in natural resource management and livelihood enhancement activities, thereby allowing them to benefit equally

from such initiatives. GAP has been designed to focus on gender integration at both the strategic and the implementation level. This has been done to award adequate attention to gender inequalities in the programme area through policy and field interventions. Against this backdrop, gender integration in BPSD is dealt with mainly at the programmatic level, with overall integration into IUCN Pakistan’s larger programmes and projects.



Gender integration at the programmatic level will be achieved by focusing on the results specified in the programme document. All activities under these results will target those actions that clearly integrate gender concerns. Where necessary, programme implementers will refer to the Gender Checklist and the guidelines developed by IUCN Pakistan under its Programme Support for Northern Pakistan (PSNP)

Result 1.1 Integration of the district development vision as a planning tool in administrative processes in the districts of Balochistan

1. Integrate the role of women and other marginalised groups in the development of Integrated District Development Visions (IDDVs) in the handbook being developed to share with stakeholders in other districts.
2. Ensure equitable participation of men and women in exposure visits and dissemination sessions related to the IDDV.
3. Raise environmental awareness among women, youth and other marginalised groups in the programme area.

Result 1.2 Integrated District Development Visions for Lasbela, Pishin, Mastung and Quetta developed and approved

1. Carry out a gender analysis of various sectors in the districts under focus.
2. Integrate gender concerns in all stages of IDDDV planning and development, including the preparation of ToRs for consultants and staff, the situation analysis of sectors and consultations with target audiences.
3. Extend support for the development of a gender checklist for development processes at the district level; organise training for staff, elected representatives and civil society.
4. Pay specific attention to the needs and issues of women, possibly in the form of a specific chapter on gender issues. Provide technical support to the district government in integrating gender concerns in the IDDDV development and implementation process.

Result 1.3 Approved Integrated District Development Visions operationalised through technical assistance and facilitation mainly on ecosystems and livelihoods issues

1. Support stakeholders to integrate gender concerns in the projectisation of IDDDV recommendations, ensuring that gender-related results and activities are incorporated into the work plan of new project proposals. Provide support to the district government in the development of sectoral gender checklists.
2. Facilitate line departments in developing gender-specific proposals, focusing on livelihoods and ecosystems.
3. Support line departments and civil society organisations in establishing women's rural development societies to promote livelihood activities.
4. Ensure the participation of women and other marginalised groups in the implementation of all programme activities, keeping in view the local cultural context. If possible, women should be given the lead role in managing projects, especially those related to livelihood generation activities.

Result 2.1 Three fully functional, community managed, medium sized projects on integrated water resource management established in the identified river basins

1. Conduct a gender analysis of planned projects to provide a baseline of the overall situation and status of women and other marginalised groups in the programme area.
2. Ensure the participation of men, women and other groups beyond the consultation phase. This means seeking their involvement in identifying and deciding priorities, and ensuring that they have their say in decision-making for site selection and the identification of key activities. Similarly, benefits and lessons should be shared to enhance the quality and sustainability of the initiative.
3. Ensure gender balanced participation in project management at the community level.
4. Carry out programme and financial planning for projects according to prioritised gender needs identified through gender analysis.
5. Focus on both men and women's knowledge and skills enhancement, which is crucial for effective and efficient water management. To this end, train both women and men (with special consideration for youth) in watershed rehabilitation and improvement activities. Explore possibilities to build the capacities of women and youth in GIS techniques.
6. Ensure the equitable sharing of benefits through proper planning that involves the participation of all representative groups including men, women, youth and the elderly. Equity must be ensured

not only between women and men, but also between poor and better-off men, women and other social classes.

7. Develop gender-sensitive indicators for the monitoring and evaluation of projects.

Result 2.2 Negative implications of unsustainable water resource management practices, and their effects on the local, provincial and national economy researched, advocated and fed into policy frameworks

1. Consider the effects of unsustainable use of water resources on all representative groups in the programme area, including women and youth, by analysing the data with various options such as social class and ethnicity while conducting research studies.
2. Develop policy briefs on research studies highlighting the links between gender, unsustainable use of water resources, poverty and climate change.
3. Conduct awareness raising programmes for both men and women, with a focus on improving water quality and sanitation. These programmes should target women, who collect water for domestic use, and young children and the elderly who are the most vulnerable to the effects of consuming polluted water.
4. To increase the programme's effectiveness, sensitise decision makers within and outside the local community to the importance of involving women in integrated water resources management, since women are one of the key stakeholders in managing this resource.
5. Organise campaigns targeting community members, especially women, to raise awareness about the importance of minimising water wastage by taking precautionary measures in washing, cleaning and other household activities. In addition, men and women should be made aware of efficient water use practices in agriculture and other income generation activities that involve the use of water.

Result 2.3 Improved integration of biodiversity values into policy, planning and practice in the coastal areas

1. Organise capacity building programmes focusing on increasing livelihood options through the sustainable management of coastal resources for all groups within the community who are engaged in income generation activities, including women, youth and children.
2. Design on-the-ground projects in the coastal areas to ensure access for women to alternate livelihood opportunities.
3. Ensure men and women's participation in the rehabilitation of mangrove plantations.
4. Develop an Integrated Coastal Zone Management plan for the programme area, engaging all marginalised groups, especially women and youth, in the planning, consultation, project development and implementation processes.
5. Provide adequate attention to gender concerns while developing awareness raising material for the programme. Documentation and dissemination of lessons learnt through programme interventions should also focus on gender.

Result 3.1 Trained provincial and district government officials and civil society organisations in Integrated District Development Vision development and implementation processes

1. Integrate gender concerns into the content development process for training modules, for example by using gender sensitive language and highlighting gender concepts, in each sector of the district-level planning and development process.

2. Organise gender sensitisation sessions, with particular emphasis on gender integration into sector-specific district-level planning and implementation processes, within all training programmes for provincial and district government officials and civil society partners.
3. Ensure the effective participation of women in all capacity building activities.

Result 3.2 Enhanced capacity of public sector and civil society in environmental management, monitoring and assessment

1. Design various capacity building initiatives, such as workshops, secondment, experiential learning and exposure visits, for public sector and civil society representatives to get an insight into environmental management, monitoring and assessment concepts with integrated approaches towards the inclusion of and benefit-sharing for all groups, particularly women.
2. Include gender sensitisation sessions in workshops, seminars and conferences organised for the target audience.
3. Organise specific capacity building sessions focussing on women for skills enhancement in nursery raising, fisheries and other livelihood opportunities.
4. Ensure the equitable participation of men and women in all capacity building sessions. While doing so, it should be ensured that women are actively involved during training sessions and facilitated in taking forward their learning from these sessions.

Result 3.3 Effective programme management systems and mechanisms developed and put in place

1. Revise programme monitoring checklists to integrate gender-related aspects into the monitoring framework, enabling it to evaluate programme effectiveness through gender-sensitive tools. This could include looking at the number and effective role of participating women, youth and other marginalised groups in the consultations; benefit-sharing from the programme's on-ground initiatives; and capacity building programmes.



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