

PUNJAB RESILIENT AND INCLUSIVE AGRICULTURE  
TRANSFORMATION (P176786)

Gender Mainstreaming and Gender-based Violence (GBV), Sexual Harassment (SH) and Sexual Exploitation & Abuse (SEA) Action Framework

*FINAL*

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## Frequently Used Abbreviations

ADB	Asian Development Bank
ALFPR	Augmented Labor Force Participation Rate
CBO	Community-Based Organization
CE	Community Engagement
DLI	Disbursement Linked Indicator
FAO	Food and Agriculture Organization
FEG	Farmers' Enterprise Group
FHH	Female-headed Household
FO	Farmers' Organization
GBV	Gender-based Violence
HIES	High Efficiency Irrigation System
HVC	High Value Crop
IRI	Intermediate Result Indicator
LFPR	Labor Force Participation Rate
LMP	Labor Management Procedures
NGO	Non-Governmental Organization
OFWM	On-Farm Water Management
PDO	Program Development Objective
PG	Producer Groups
PIPIP	Punjab Irrigated Agriculture Productivity Improvement Program
PRIAT	Punjab Resilient and Inclusive Agriculture Transformation
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment
SMART	Strengthening Markets for Agriculture and Rural Transformation in Punjab
WUA	Water User Association

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## Working Definitions

**Gender Mainstreaming:** Process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated" (ECOSOC Agreed Conclusions, 1997/2).

**Vulnerable Groups:** Persons who may be disproportionately impacted or further disadvantaged than any other groups due to their vulnerable status. Vulnerability is a state of being in or exposed to a risky situation where a person or persons are likely to suffer significant physical, emotional, or mental harm that may result in his/her human rights not being fulfilled. Vulnerable status may stem from an individual's or group's race, national, ethnic, or social origin, color, gender, location, language, religion, access to learning and information, political or other opinion, property/land ownership, age, culture, literacy, physical or mental disability, poverty or economic disadvantage, and dependence on unique natural resources.

**Livelihood:** Unlike income-based measurements of poverty, e.g., the livelihood approach puts people, their differential capabilities to cope with shocks and how to reduce poverty and improve adaptive capacity at the center of analysis. It considers agency as well as structural enablers and impediments.<sup>1</sup> According to DFID (2000)<sup>2</sup>, livelihood comprises "*the capabilities, assets and activities required for a means of living. A livelihood is sustainable when it can cope with and recover from stresses and shocks and maintain or enhance its capabilities and assets both now and in the future, while not undermining the natural resource base*". Other over-arching principles of taking a livelihood approach are that it is independent of any one sector to respond to needs across geographical areas and social groups; that it must account for multiple influences on people and their joint impact, including the influence of different actors and the availability of different forms of capital (human, natural, financial, social and physical); that people generally adopt multiple strategies to secure their livelihoods, which must be determined and negotiated by people themselves.

**Reproductive Health:** Reproductive Health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes. Reproductive health therefore implies that people are able to have a satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so. UN International Conference on Population and Development, Cairo, 1994.

**Gender-based violence:** Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e., gender) differences between males and females. It includes acts that inflict physical, sexual, or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private (IASC 2015). Women and girls are disproportionately affected by GBV across the globe.

**Violence against women and girls (VAW/G):** The 1993 UN Declaration on the Elimination of Violence against Women defined violence against women and girls as any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women, including threats of such

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<sup>1</sup> Chinwe Ifejika Speranza et al. (2014), *An indicator framework for assessing livelihood resilience in the context of social-ecological dynamics*. Global Environmental Change Volume 28, September 2014, Pages 109-119. <https://doi.org/10.1016/j.gloenvcha.2014.06.005>.

<sup>2</sup> DFID (2000): Sustainable Livelihoods Guidance Sheets. Department for International Development. <https://www.ennonline.net/attachments/871/dfid-sustainable-livelihoods-guidance-sheet-section1.pdf>.

acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life (Article 1). Violence against women and girls shall be understood to encompass, but not be limited to, the following:

- Physical, sexual, and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation, and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.
- Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced sex work.
- Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs (Article 2).

Violence against women and girls is a manifestation of historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of the full advancement of women

**Sexual harassment (SH):** This comprises any unwelcome sexual advances, requests for sexual favors, and other unwanted verbal or physical conduct of a sexual nature.

**Sexual Exploitation and Abuse (SEA):** Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of another. Sexual abuse is further defined as “the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.” Women, girls, boys, and men can experience SEA. In the context of World Bank supported projects, project beneficiaries or members of project-affected communities may experience SEA.

## Executive Summary

This document explores the gender dimensions of the Punjab Resilient and Inclusive Agriculture Transformation (PRIAT) project in terms of risks and mitigation strategies linked to gender inclusivity, mainstreaming, and Gender-based Violence (GBV), Sexual Harassment (SH) and Sexual Exploitation and Abuse (SEA), which could result directly or indirectly from Project interventions. It discusses details of the main project components and activities from a gender lens, and highlights risks identified both in literature in by practitioners working in different parts of Punjab. The intensity of the risks and impact with differ by context, women's involvement and specific roles in irrigation and farming activities, and the agro-economic sites and specific crops/agribusinesses that will be involved in Project activities. The gender impact can be very high to medium-low, based on factors discussed in the assessment.

The purpose of developing the Gender Mainstreaming and Gender-based Violence (GBV), Sexual Harassment (SH) and Sexual Exploitation & Abuse (SEA) Action Framework (this document), is to address issues related to GBV, SH, and SEA for project workers and beneficiaries and support the development of an accessible and survivor-centered Grievance Redressal Mechanism by identifying issues related to these under the PIP and SMART projects and conducting a gender analysis across Project components to identify risks to women beneficiaries. This document proposes actions that need to feed into the overall Project Environmental & Social Management Plan including its monitoring and review systems, community engagement plans and data collection mechanisms, to minimize gender-based exclusion, and maximize results for vulnerable communities, particularly rural women and girls. The assessment and Action Framework has been developed on the basis of evidence review and interviews & groups discussions with over 30 subject experts, practitioners and stakeholders in Government and civil society.

The overall assessment suggests that women and girls, and other marginalized groups (ethnic and religious minorities, poor and landless (women) farmers and workers) are at the highest risk of being targeted for GBV, SH and SEA in the project, while also being least able to access support and protection mechanisms. The risk of GBV, SH and SEA are heightened due to the deployment of external personnel, including agricultural extension workers, contractors, suppliers, civil works labor, etc., whereas the ability to respond to such complaint within concerned departments is low. In addition to this and related to the issue of due diligence in hiring of contractors, consultants, spray teams, etc., there is currently no system in place that provides information on persons with previous record of violence, harassment, etc. A sex offenders' registry has been committed in the Anti-Rape Act, 2021,<sup>3</sup> although a system for doing so is yet to be defined and set up in all provinces, including in Punjab. A SH Inquiry Committee does not exist at the District, Tehsil of Zila levels and instead is located in On-farm Water Management (OFWM) Department's provincial head office only.

Increased support for male farmers is very likely push women, girls, children and the elderly towards increased contributory and unpaid work, with limited ability to control financial gains made by the farming unit as a whole. Refusal to participate or comply with demands for increased farming activity can also lead to interfamilial violence, with women, children and the elderly bearing the brunt of abuse and violence. Periodic canal closure for construction, maintenance, de-silting and repairs could disrupt domestic water supply, which will create a need for ensuring safe storage. It could also severely restrict water uses in homes and homesteads, with further effects on personal and household hygiene in order to maintain drinking water supplies. This has many health implications and consequences, where improved farm water may restrict or adversely affect water availability and quality for households, especially at the tail-end and particularly for women and girls, who are largely responsible for water collection, and washing chores.

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<sup>3</sup> Legal provision was added to respond to the demand to track offenders when earlier, a consultant with the Planning & Development Department in Khyber Pakhtunkhwa was found to be a convicted paedophile in 2019 (see [Consultant held over child pornography, abuse removed from KP govt project - Pakistan - DAWN.COM](#))

As PRIAT will use community labor towards share of the beneficiaries' contribution for water course improvement activities, detailed provisions for use of community labor need to be described in Labor Management Procedures (LMP) in terms of safety and health at work, fair treatment, non-discrimination (in hiring, terms and pay), and equal opportunity for workers including women, persons with disability disabled and children. The LMP will needs to pay special attention to women laborers and their protection in construction work sites related to water storage, tunnel farming and drip irrigation.

Lack of effective and secure tracking of changing intrafamilial/ household power dynamics because of project interventions would also render the Project's full impact on transforming/ reinforcing gender norms & roles unknowable. It is thus important to track how and if the burden of shared work between farming couples and age-appropriate activity for their children undergo any shifts (positive or negative) with Project interventions, while also tracking the impact on men and women's/girls' time use, health, incomes, decision-making ability and safety and security during the course of the Project. Further, transitions to high-value crops that relegate women to manual labor only, or exposes them to harmful farming practices, will off-set the gains made in farming productivity by increasing health hazards and costs.

This report is divided in 8 sections. The main Section 3 discusses risks relevant to the Project going by baseline indicators and primary information from different stakeholders. Section 4 looks into potential risks associated with Environmental and Social Standards 1,2, 4 and 10, whereas Section 5 discusses impact and mitigation by Project Components. Section 6, provides a dedicated Action Framework to respond to cases of GBV, SH and SEA, supported by more information provided in Annexures. The final main Section 7, proposes indicators that may be considered for inclusion in the Project Monitoring and Results Framework.

## 1. Description of the Project (Objectives, Components & Beneficiaries)

The World Bank-supported Punjab Irrigated Agriculture Productivity Improvement Program project (PIPIP)<sup>4</sup> and the Punjab Agriculture and Rural Transformation P4R program have contributed to upgrading the community water conveyance infrastructure (watercourses) and equipping farmers with modern irrigation technologies such as high efficiency irrigation system (HEIS) and laser land leveling services across the Punjab province. PIPIP has reportedly resulted in over 4 million acre-feet (MAF) of reduced seepage from watercourses, directly impacting 6 million acres of irrigated land and 500,000 farm families, as well as full-time job creation for over 16,000 people in rural areas of the Punjab. It has reportedly improved the capacity of water user associations (WUAs) to govern themselves and manage community water resources, whereas the institutional capacity of Directorate of On-Farm Water Management of the Agriculture Department has also been strengthened through different interventions since July 2012 under PIPIP and March 2018 under the Strengthening Markets for Agriculture and Rural Transformation (SMART) project.

The current Punjab Resilient and Inclusive Agriculture Transformation (PRIAT) project responds to the inextricable relationship between water resources management and agriculture in Punjab through an integrated program approach which combines the promotion of the agri-food sector’s competitiveness and inclusiveness with increased climate resilience and water and energy efficiency. In particular, the project seeks synergies with the ongoing PIPIP and SMART projects in Punjab, with dovetailed activities. See Table 1 below for PRIAT and SMART project components, and Table 2 for a summary of PRIAT project components and specific interventions.

**Table 1: PIPIP and SMART Project Components**

<b>PIPIP Project Components</b>	<b>SMART Project Components</b>
<p><b>Component A: Installation of High-Efficiency Irrigation Systems</b></p> <ul style="list-style-type: none"> <li>• Component A1: Installation High Efficiency Irrigation Systems</li> <li>• Component A2: Strengthening of Precision Land Leveling Services</li> </ul> <p><b>Component B: Upgrading of Community Irrigation Systems</b></p> <ul style="list-style-type: none"> <li>• Component B1: Watercourse Improvements in Canal Irrigated Areas</li> <li>• Component B2: Completion of Partially Improved Watercourses</li> <li>• Component B3: Improvement of Community Irrigation Systems in the Non-canal Commanded Areas</li> </ul> <p><b>Component C: Improved Agriculture Technology/ Practices, and Monitoring and Evaluation</b></p> <ul style="list-style-type: none"> <li>• Component C1: Improved Agriculture Technology and Practices</li> </ul>	<p><b>Results Area 1: Increased on-farm productivity and value of crops &amp; livestock.</b></p> <p>DLI 1: Improving access to quality farm inputs  DLI 2: Revitalizing provincial crop &amp; livestock research and extension systems  DLI 3: Improving livestock health and breeding  DLI 4: Modernizing the wheat marketing system and transitioning to high-value agriculture</p> <p><b>Results Area 2: Increased value addition and competitiveness of crops and livestock</b></p> <p>DLI 5: Providing incentives to agribusinesses for investment in value addition and agricultural technology  DLI 6: Improving market conditions for meat and raw milk.  DLI 7: Modernizing agricultural markets  DLI 8: Improving food safety</p> <p><b>Results Area 3 (enhanced resilience of smallholder farmers to climate change and natural disasters)</b></p>

<sup>4</sup> The project’s main objectives are to improve water productivity. Improved water productivity will translate into greater agricultural output per unit of water used, and will be achieved through improved physical delivery efficiency, irrigation practices, crop diversification and effective application of inputs. The project’s objectives would contribute to increased agricultural production, employment and incomes, higher living standards and positive environmental outcomes.



PIPIP Project Components	SMART Project Components
<ul style="list-style-type: none"> <li>• Component C2: Monitoring and Evaluation of Project Impact</li> </ul> <p><b>Component D: Project Management, Supervision, Technical Assistance, Training and Strategic Studies/Research</b></p>	<p>DLI 9: Improving sustainability and efficiency of irrigation</p> <p>DLI 10: Rolling-out an agricultural insurance system</p> <p>DLI 11: Increasing public investment in climate-smart agriculture</p> <p>DLI 12: Communications, beneficiary feedback, capacity building, and monitoring and evaluation</p>

Overall, PRIAT aims to contribute to addressing:

- low water delivery efficiency of watercourses and inefficient on-farm water management practices.
- low on-farm productivity, limited crop diversification toward high value crops and away from water intensive-crops, and low adoption of climate smart production practices; and
- limited market opportunities for smallholder farmers, resulting in low incomes and high vulnerability to external shocks.

The main beneficiaries of the project include Water-Use Associations (WUAs), individual producers, and Producer Groups (PGs), and the main target group of activities will be rural communities including individual smallholders and their groups, small-and medium enterprises, and service providers who will receive support from the project. The project activities will be demand-driven and private sector-led wherever possible, following an open menu approach, with respect to the selection of subsectors, value chains, and business opportunities; and geographical concentration and targeting of project interventions following a cluster-based approach (where commercial opportunities and the need for support have been identified and expressed by market actors based on existing value chain studies.

In addition, a **Citizen Engagement (CE) mechanism** will form an integral part of the project to enable effective two-way interactions with citizens, including community and beneficiary consultations at all stages of the Project, from design to implementation. The CE mechanisms will help design extension services based on the needs of beneficiaries, enabling all stakeholders to make informed decisions about public resource allocations. Community engagement will include:

- the establishment of a real-time interaction platform between beneficiaries, NGOs, and the government
- the creation of community participatory monitoring (CPM) through social audits and other tools; and
- the establishment of a functional grievance redress mechanism (GRM), and its full integration into the project.

**Table 2: PRIAT Project Components - Summary**

Project Components	Main Interventions
<b>Component 1: Improvement of On-farm Water Conveyance Efficiency</b>	<p>1.1 Improvement/ lining of unimproved water courses</p> <p>1.2 Extension of watercourse lining up to optimal lining length of 50%</p> <p>1.3 Reconstruction of outlived watercourses</p> <p>1.4 Development of water conveyance systems in non-canal commands and riverine areas</p>
<b>Component 2: Promotion of Climate Smart</b>	<p>2.1 Promotion of Climate Smart Agriculture</p> <p>2.2 Integrated water resource management</p>

<b>Project Components</b>	<b>Main Interventions</b>
<b>Production and Inclusive Access to Markets</b>	2.3 Value chain development
<b>Component 3: Project Management, Monitoring and Learning</b>	3.1 Project management, operations, training and administration <sup>5</sup> 3.2 Project implementation supervision consultancy, research, and strategic studies <sup>6</sup> 3.3 Monitoring and Evaluation consultancy <sup>7</sup>
<b>Component 4: Contingent Emergency Response</b>	Preparedness and rapid response to disaster, emergency, and/or catastrophic events, as needed

## 2. Assessment Approach, Methodology and Sources of Information

The Gender Mainstreaming and GBV, SH, SEA Action Framework for PRIAT is based on a rapid review of the components and results of the PIPIP and SMART projects, along with an assessment of mainstreaming risks and potential mitigation strategies proposed under PRIAT at the inception stage. It looks into institutional arrangements to respond to potential risks of and reported cases of GBV, SH & SEA in particular.

A mixed method was used for data collection and analysis including information from both primary and secondary sources related to PIPIP and SMART and conducting a gap analysis to make recommendations against PRIAT project components. The assessment centers on Environmental and Social Standards (ESS) 1, 2, 4 and 10, with ESS 10 including community engagement and the maintenance of an accessible and effective Grievance Redressal Mechanism (GRM). The assessment also identified areas of capacity-building, evidence generation and system strengthening for improved data collection, research and monitoring under PRIAT, and for improved gender responsiveness to emerging issues (including through programming and budgeting).

Primary data for this assessment was collected through Key Informant Interviews (KIIs) with select Project staff at OFWM (including those who have previously worked under PIPIP) and SMART focal person in the Agriculture Department. Individual interviews with female staff of OFWM and subject experts from civil society were also conducted, along with online group calls with designated officers and farmers' groups, and those overseeing or implementing existing projects. For subject experts, snowballing was used to identify relevant people to speak to. Translated questionnaires (in Urdu) were provided to OFWM, for the conduct of Focus Groups Discussions (FGDs) by the Consultant, as field visits were not possible. Focal points for existing Grievance Redressal Mechanism (GRM) under PIPIP were not identified in time for this report; it appears that with PIPIP project coming to an end, the GRM is not fully functional any longer.

<sup>5</sup> Includes mobilization of farmers, producer groups (PGs), service providers, surveys, engineering and designs, implementation supervision and assistance to the farmers and suppliers, and ensuring quality of the works carried out by farmers/PGs and suppliers/vendors etc.; awareness campaign and capacity building activities to motivate farming community to actively participate in project activities for improving water productivity and market activity; and technical assistance and training of trainers in climate smart production, crop diversification, operation and maintenance of the irrigation systems, processing and marketing activities.

<sup>6</sup> Including a) supervision and spot checks, covering quality and quantity aspects, by third-party consultants based on which the funds would be disbursed; (b) strategic studies and research of pilot projects that would be identified before and during project implementation; (c) a gender specific study to develop sector-wide gender strategy and implementation plan; and (d) activities identified in the Operational Risk Assessment Framework (ORAF) and governance and accountability measures

<sup>7</sup>Including a) pre-implementation baseline evaluation of groundwater level in project areas by district level; (b) the impact of the irrigation improvements on water use efficiency, groundwater levels and quality, and soil salinity; on-farm water use; cropping patterns and yields; drought events; species rely on the open water; and livestock population, health and production; (c) socio-economic impacts and the impact on the level of employment, livelihood and household incomes in the project area; estimation of the project's overall benefits and economic rate of returns

Interviews solicited information specific to ESS 1, 2, 4 and 10 against project components, with a focus on the gendered dimension of labor, health and GBV, SH & SEA risks and mitigation strategies. Respondents to interviews were provided a written summary of the project components as a basis for discussions. The list of interviewees is appended in Annex 1.

Secondary data was taken from existing socio-economic and demographic profiles (including by not limited to the Punjab Gender Parity Report, 2019, for the provinces and focused interventional sites under PRIAT (where available). Information provided by the Agriculture Department in terms of stakeholder and beneficiary mapping and other targeting information is accounted for in the report, where relevant. Information requests to concerned officials, was also made to OFWM, which was incorporated into the analysis to the extent data was provided.

Secondary data-based assessment also included a brief assessment of the policy and legal landscape in Punjab (which altered since the PIPIP and SMART projects were initiated), that provide potential policy entry points or action opportunities for gender mainstreaming across sectors and within the projects, and/or for responding to cases of GBV/SH/SEA under PRIAT. Resource that could be used to strengthen GBV/SH/SEA service referral are appended in Annex 2 and 3.

## Assessment Limitations

The assessment had several limitations which are listed below:

- No direct engagement with women's groups (except for one woman farmer) to get firsthand account of potential impacts and risks, and collect recommendations based on expressed community mitigation, adaptation, and resilience-building needs and rights.
- Difficulty locating women extension workers and farmers' co-ops and enterprise groups.
- Limited participation of women in group discussions arranged by OFWM due to dearth of female staff and social barriers including discomfort for women farmers to participate.
- Travel safety concerns due to COVID-19 resurgence.
- Being unable to include a cross-section of subject experts across Punjab evenly.
- Non-availability of key provincial government officials to provide inputs to assessment, especially those working on the SMART project; most of PIPIP staff had left after completion of project, and
- Time constraints in planning, conducting, and reporting on the assessment and preparation of action framework (total 25 working days).

### 2.1. Major Findings Related to PIPIP and SMART

The PRIAT Project builds on the existing PIPIP and SMART projects, and as such, all three have different timelines, responsible Implementing Agencies (IAs), systems & mechanisms, thematic foci, physical areas of intervention and activities' mix (with the matrix for PRIAT in rudimentary stages of planning for specificities as of end December 2021). The levels of data disaggregation in the Disbursement-linked Indicators (DLIs) by gender, also differ across Projects. A more detailed analysis of gender dimensions has been undertaken for SMART,<sup>8</sup> with indicators set for targeting women farmers concerted under different interventions.

A basic review of project documents suggests that the **SMART** Results and Monitoring Framework requires gender disaggregated data across project component more than PIPIP, although results for women appear to have been insufficiently expanded in terms of outcomes (for example, **percentage of women gaining control over household income from agribusinesses with support from matching grants or improved decision-making at the intrahousehold level that minimizes women's contributory and unpaid farming work; increase in organization and collective action between female producers,**

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<sup>8</sup> As in the SMART [Project Appraisal Document](#), dated November 22, 2017.

**aggregators, and start-ups; improved competitiveness and bargaining power of women in the market, and so on).**

A conversation with the Agriculture Departments' Planning and Monitoring Cell Chief suggests that this level of disaggregation may be redundant at this stage as there have been issues with meeting all gender-specific targets across components under SMART, whereas some indicators that are 'gender neutral' provide no binding on the implementing authorities to be gender responsive during implementation or evaluation. In terms of under achievement of gender-specific targets, it is shared that DLI 5 (Providing incentives to agribusinesses for investment in value addition and agricultural technology) has been the most difficult to accomplish as there have been numerous challenges to identifying and providing female entrepreneurs with matching grants despite efforts. Recently, the indicator has been taken out due to 'lack of success' in achievement of targets, after targets were initially reduced. While announcements were made under SMART (including via the Chamber of Commerce) of a 20 percent quota (4 out of 20 matching grants) reserved for women applicants, and orientation sessions were held for women on how to write/prepare the full application (with relevant documents), only a handful of applications were received. Department representatives suggest that innovative communication methods and approaches are needed for reach women in large numbers to increase the number of potential applicants, while also incentivizing women with inspiring messages and sharing of success stories in visual forms for them to come forward. It may be necessary to reconsider documentary requirements for women applicants who may not have all the necessary paperwork needed to access grant, while also exploring other financing options that provide interest-free loans and grants to women. In this respect, partnering with local NGOs and CBOs who are working with women producers and farmers, running cottage industries, or working as aggregators is highly recommended, along with targeting of farming families or collectives, instead of individual producers, who are not only given financial support but also entrepreneurial skills and linkages as a package.<sup>9</sup>

While **PIPIP** progress reports do not reflect particularly on the gender dimensions of the project in terms of both positive and negative impact on women, girls and gender minorities, the December 2017 Quarterly Progress Report notes that **female participation in operation of High Efficiency Irrigation Systems (HEISs) is almost nil**, but females are involved in agriculture practices at HEIS farms. The report recommends encouraging female participation in the management of HEISs, particularly in drip water systems in the project. The latest available ESMP report for PIPIP (December 2020) makes no further mention of women or females in any part of its analysis, and results for women had not been adequately captured.

Preliminary discussions with officers of On-Farm Water Management Wing (OFWM), over a group call arranged by FAO (29 December 2021), also suggested that there are gender mainstreaming<sup>10</sup> issues in the implementation of PIPIP across Project components. More specifically, women could not be involved actively in canal preparation work for improving water courses. The Impact Assessment report from PIPIP (November 2011), however, noted that 'more women farmers *are likely to opt for the HEIS system* as it does not require night irrigation as well as other field work which is generally not considered culturally appropriate for women e.g., diversion of water from channels, tilling, etc.'<sup>11</sup> This assumption has thus been misplaced, to an extent. Officials of OFWM, Department of Agriculture observe that women not having 'permission' to work and socio-cultural occupational segregation in labor between men and women limited

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<sup>9</sup> Discussion with Rana Mehmood, Chief Planning and Evaluation Cell, Department of Agriculture, Punjab, 07 February 2022.

<sup>10</sup> Gender Mainstreaming is taken here to imply a "Process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated" (ECOSOC Agreed Conclusions, 1997/2).

<sup>11</sup> Page 3-6.

opportunities for women and girls in project activities, despite financial incentives offered.<sup>12</sup> On the other hand, minority women are generally compelled to go outside and work in the field as landless laborers for wealthier majority groups,<sup>13</sup> and are less restricted in their movement compared to Muslim *pardanashin* women.

In terms of **GBV, SH and SEA**, statistically, higher reporting takes place from Punjab compared to other provinces, with South Punjab having higher reporting within the province,<sup>14</sup> and a dedicated Violence Against Women Center (VAWC) established in Multan in March 2017 under the **Punjab Protection of Women Against Violence Act, 2016**. The VAWC is a one-window operation providing police, medico-legal, prosecution and rehabilitation services. Higher incidence of GBV, SH and SEA in South Punjab along with lower socio-economic indicators (which are closely linked to food & water insecurity and lower human development in the region), and numerous gaps in the realization of women's legal rights<sup>15</sup>. These factors warrant further investigation, including discussions with women farmers and extension support workers, on challenges to women's equal participation, risk of violence, harassment, abuse and exploitation, access to equal opportunities and support under the Project, and ways to overcome barriers pursuant to PRIAT's PDOs.

## 2.2. Provincial Legal and Policy Landscape Relevant to Gender Assessment

The following section delineates salient features of key pieces of legislation and policies applicable across Punjab, with specific respect to their gendered aspects:

- a) **The Punjab Land Revenue Act, 2015** (first amended in 2012): obliges Revenue Officers to initiate land division proceedings soon after the demise of a land co-owner. This ensures that no legal heir (regardless of gender) is deprived of their right to the land.
- b) **The Punjab Agriculture Policy, 2018**: Policy goals include increasing farmer profitability to raise living standards of the farming families, with increased participation of rural women and youth, and increase level of targeted assistance for small commercial farmers, with landholding between 3 and 75 acres, rural women and rural youth. The Policy, inter alia, also proposes to induct female extension agents to educate rural women in modern agriculture practices, including nutrition, and leverage their potential in farm level decision making. In addition, it suggests initiating special programs to encourage agriculture entrepreneurship and to enhance on-farm activities by empowering rural women, thereby achieving gender equality over time.

The policy recommends that matching grants are available to any person or entity that is capable of improving on-farm productivity or efficiency and quality all along the value chain, with special consideration for women and young entrepreneurs. The focus of gender-based interventions of the Agriculture Department would be economic empowerment of rural women in Punjab by developing institutional capacity of female extension workers in the field in general to train rural women in vegetable production technologies; kitchen gardening; development of cottage industry at domestic level; and entrepreneurship. To implement this, institutional capacities can be enhanced by training female extension workers of the Agriculture Department as trainers, to approach rural women at the village level for skills development in horticulture farming, cottage level value addition and entrepreneurship; and provide them with the relevant knowledge and tools. Actions include:

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<sup>12</sup> Dr Maqsood, OFWM, 29 December 2021.

<sup>13</sup> Safia Zainab and Kamran Ishfaq (2015). [Socio-economic issues of minorities in southern Punjab, Pakistan](#). Proceedings of ADVED15 International Conference on Advances in Education and Social Sciences, Oct 12-15, 2015. Istanbul, Turkey.

<sup>14</sup> Numerous Aurat Foundation annual reports on reporting cases of VAW/G (violence against women and girls), and official statistics.

<sup>15</sup> See more details in Nazish Brohi (2020). [Gap Analysis of Service Providers for Gender-based Violence in Punjab and Sindh](#). Legal Aid Society, Karachi; and OXFAM, Islamabad.

- Carry out Training Needs Assessment (TNA) of rural women considering the local cropping patterns, employment opportunities at local farms and entrepreneurial opportunities in cottage level value addition / food processing in the regions of Punjab. The assessment will be based on demand-supply analysis of labor market and cottage level food processing opportunities, mapped at least at district level.
  - After understanding field related capacities and constraints of female extension workers through research, a comprehensive strategy for effective mobilization of female extension workers in capacity and skills development of rural women, including but not limited to training requirements of female extension workers as trainers will be undertaken.
  - Based on a series of field research with farmers / growers, buyers and rural women to determine capacity development requirements, a comprehensive training material on customized training techniques for female extension workers; and general training material on seasonal vegetable production and other skills enhancement etc. for rural women will be developed for different regions of Punjab. The material will be presented in the form of written brochures, manuals, presentations, and short videos for brief descriptions to rural women, keeping in mind language barriers, and social and cultural norms of the rural women.
  - The female extension workers will be trained and mobilized in selected districts of Punjab to provide village level trainings to the rural women in horticulture farming, cottage level food processing, and entrepreneurship. They will also be linked to the input suppliers and output markets.
  - A team of M&E experts will monitor various batches of rural women trained through this program to draw from learnings and present recommendations for improvement in the program.
- c) **The Punjab Occupational Safety and Health Act, 2019:** Consolidate legislation for occupational safety and health of all workplaces, protect workers against occupational hazards, physiological and psychological risks, and provide for overall safe and healthy workplaces in Punjab. Salient Features:
- The definition of employee is comprehensive, and includes any person employed or engaged to perform skilled or unskilled, professional, technical, clerical, manual or other work payable against direct or indirect wages.
  - The Act applies to all establishments of work, including businesses, trades, professions, services, offices, firms, factories, etc. "Harm" includes illness, disease, mental or physical injury or a combination of these.
  - Employers to take all possible and reasonably practicable measures to ensure safety and health of all employees, including systematic and effective identification of measures, hazards, training of staff, vaccination, and application of safe and risk-free systems of work.
  - Employees to ensure reasonable care for their own safety through proper protective clothing and equipment, correct use of equipment to minimize occupational hazards, and report injuries or health concerns to the Occupational Safety and Health Council.
  - Self-employed persons and employers to ensure safety and health of persons other than employees and take reasonable steps for awareness of measures taken.
  - Manufacturers to ensure that assembly, installation and storage of substances, equipment and machinery be safe as far as is possible.
  - Display of essential safety and health information at the entrance of workplaces; Penalties for violation of the Act include, in addition to compensation for employees effected, fine of up to Rs. 100,000/-.
  - Violating provisions of the Act is a cognizable offence which can be notified to the police in writing by the Chief Inspector, Inspector or aggrieved person.

- **Institutional Mechanism:** Occupational Safety and Health Council to be created and include Chief Inspector Labour, Director General Labour Welfare, persons representing employers, employees, the Labour Department, and persons (experts) whose professional work is related to occupational safety and health.
- d) **Punjab Fair Representation of Women Act, 2014:** The Act amended statutes or governing laws of 66 public bodies, to increase representation of women to a minimum of 33% in each body. The full list of bodies is available [here](#).
- e) **The Transgender Persons (Protection of Rights) Act, 2018:** To provide for protection, relief, and rehabilitation of rights of transgender persons and their welfare and for matters connected therewith and incidental thereto.
- f) **Women Development Policy 2018 (relevant provincial policy provisions concerning women in farming and agriculture):**
  - Women empowerment through increasing knowledge and capacity for crop diversification
  - Update knowledge and skills for efficient farming techniques
  - Increased linkages of women-owned businesses (hold exhibitions for women-owned and managed businesses; Creation of linkages with other businesses and Chambers for support, guidance, and opportunities for expansion)
  - Enhanced facilitation of SMEs for public service delivery (training course for employment opportunities for women and Training of officials from departments and field staff for sensitization on harassment laws)
  - Poor and socially excluded women are able to generate sustenance/income through poultry
  - Increased understanding and knowledge of livestock husbandry.
- g) **The Punjab Witness Protection Act 2018:** To protect witness elimination, intimidation and winning over, when connected with investigation, prosecution and trial of terrorism, sexual offences, or other serious criminal offences.
- h) **Punjab Legal Aid Act, 2018:** Promulgated to establish a legal aid agency mandated to provide legal aid to persons involved in the commission of an offence, or a woman involved in a family dispute, given that they do not have the financial capacity to engage legal representation on their own. The Act mandates provision of legal aid to these "indigent persons" across Punjab.
- i) **Punjab Women Protection Authority Act, 2017:** The Punjab Women Protection Authority Act provides for a comprehensive system of protection, relief & rehabilitation of female victims of violence. The core objective of setting up this Authority is to facilitate, ensure and oversee the implementation institutional measures stipulated under the Punjab Protection of Women against Violence Act 2016, including, establishment of District Women Protection Committees, Violence against Women Centers and Women Protection Officers. Furthermore, the Act institutionalizes periodic sensitization of public servants on women-related issues.
- j) **Punjab Muslim Family Laws (Amendment) Act, 2015:** Set of laws relating to marriage, succession, polygamy, divorce and dissolution, and maintenance of children.
- k) **Punjab Family Courts (Amendment) Act, 2015:** Deals with matters of personal property, belongings of the wife and child, and other matters arising out of the *Nikahnama* (marriage certificate); Judges of family courts also hear cases of child marriage.

- l) **Punjab Marriage Restraint (Amendment) Act, 2015:** Fixes minimum age of marriage for boys (18) and girls (16) and provides punishments and proceeding for lodging complaints and legal proceedings in court.
- m) The Punjab Protection against Harassment of Women at the Workplace (Amendment) Act, 2012 (now superseded by the **Federal Protection against Harassment of Women at the Workplace (Amendment) Act, 2021**): The older provincial law is now replaced with amendments to the Federal law (original 2010), which provides for new definitions, conditions, and workplace settings under which sexual harassment may occur. The law is gender-neutral and includes any person who may be subject to harassment. A copy of the law is appended in Annex 2.
- n) **Punjab Restriction on Employment of Children Act, 2016:** Under section 11(a) of the Act, an occupier who employs or permits a child (person under the age of 15 years) to work in an establishment shall be liable to punishment with imprisonment for a term which may extend to 6 months, but which shall not be less than 7 days, and a mandatory fine between 10,000 and 50,000 rupees.
- o) **Implementation Framework for Punjab Women Development Policy, 2020:** Apart from a dedicated focus on promoting and achieving gender equality and women's empowerment, the implementation framework focuses on women in agriculture under its 4<sup>th</sup> Strategy on Women, Poverty Reduction & Economic Empowerment: It fixes responsibility on the Agriculture department to carry out different activities that: increase women's knowledge and skills in crop production; improving food security and livelihoods of women involved in farming; transfer skills and awareness to women on crop diversification, kitchen gardening, effective input use and farming techniques and conservation agriculture; and ensure all data related to these activities is gender-disaggregated.

### **Relevant National Laws**

The following laws related to gender-based violence are applicable across Pakistan:

- [The Acid Control and Acid Crime Prevention Act, 2011](#)
- [Prevention of Anti-Women Practices Act, 2011](#)
- [Criminal Law \(Amendment\) \(Offences in the name or pretext of Honour\) Act, 2016](#)
- [Prevention of Electronic Crimes Act, 2016](#)
- [Anti-Rape \(Investigation and Trial\) Act, 2021](#).

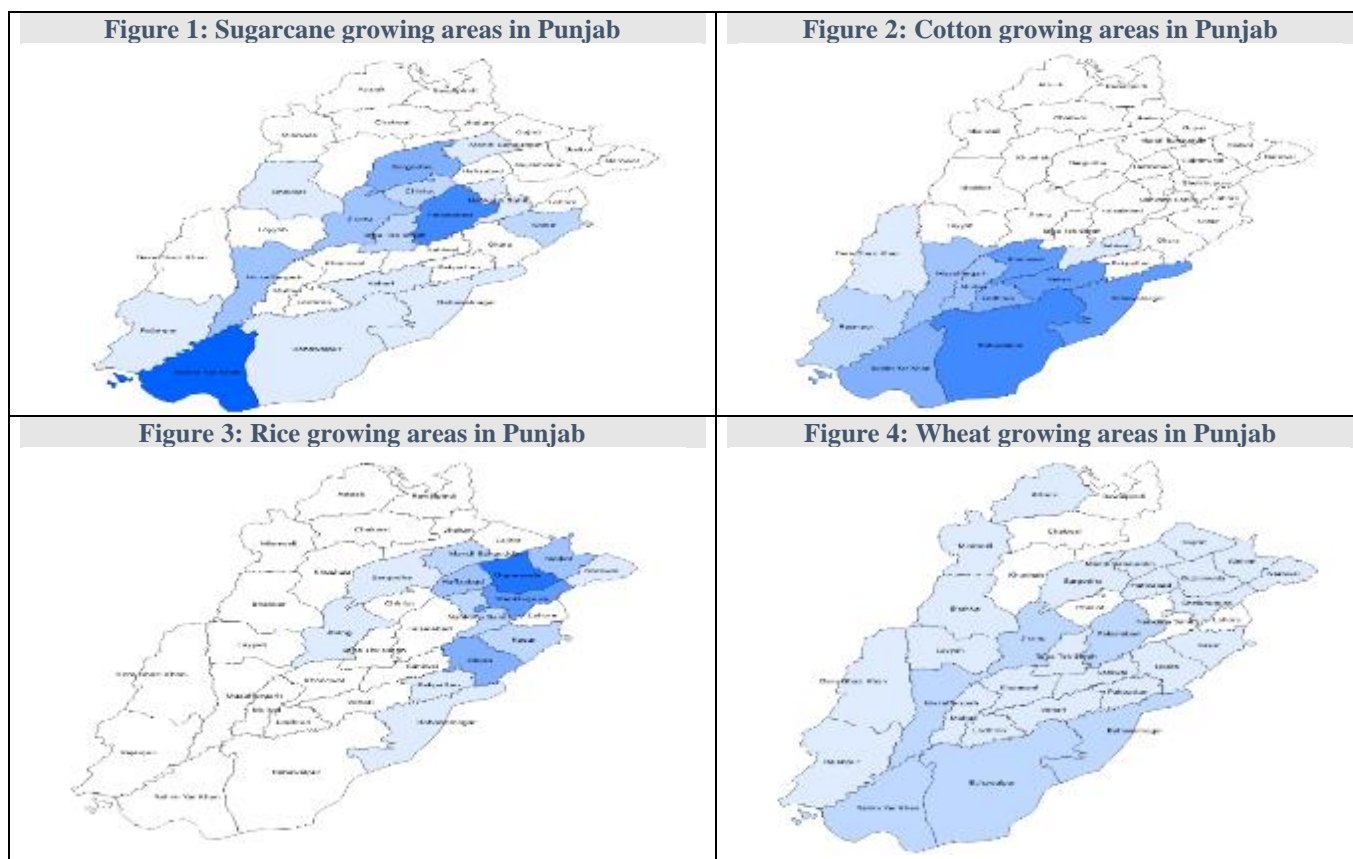


### 3. PRIAT Gender Dimensions

This section gives an overview of women’s main work related to farming, agriculture, and irrigation in different parts of Punjab and against different crops, followed by a recounting and expansion of gendered risks associated with the Project and its various components.

#### 3.1. Overview of Women’s Role in Agricultural Work in Punjab

Major crops grown in the Punjab province include **wheat, rice, cotton, sugarcane, and maize**. Two thirds of the total cropped area of Punjab is used by the 3 largest crops: wheat, cotton and rice. Fodder is another large produce of Punjab (10.6 percent share of the cropped area), which fulfills the need to feed the large livestock population of the province. The main areas growing sugarcane, cotton, rice and wheat in Punjab are depicted in Figures 2-4 below, which can be used as reference to determine where female labor is more concentrated:



Source: District-wise Kharif Crops Estimates, 2020-21. Crop Reporting Service Agriculture Department, Punjab, Lahore

In wheat crops, women are usually organized by family (husband, wife, children, and extended family working as one unit), and paid based on per acre harvested. While the **young** are frequently expected to help, **elder women** might also be given smaller and specific jobs when whole families work as units (Sayeed, 2018).<sup>16</sup> For sugarcane and cotton crops, it is common for women farmers to organize as groups of women for hired labor. In some instances, women cotton pickers have organized in Punjab to protest and

<sup>16</sup> Azra Talat Sayeed (2018) [Globalization’s Grottesque Face: The Economic Oppression of Women Agriculture Workers in Pakistan](#). Pakistan Perspectives, University of Karachi, Karachi. Vol. 23 No. 1.

successfully negotiate equal or better pay, whereas economically better-off women are also involved in deciding division of labor, share of yield, and pay for women farm labor working on cotton.<sup>17</sup>

In Punjab, **fodder** crops also occupy third place after wheat and cotton with average fodder yield of 21.6t/ha. Animals are generally underfed and under-nourished, and in order to narrow the gap between the demand and supply, the need for development of high yielding, highly nutritive, multi cut varieties/ hybrids of different fodder crops and standardization of their production and seed production technology exists. In this regard, Fodder Research Institute Sargodha has developed 29 varieties of different fodder crops having high fodder yielding potential with better nutritive value.<sup>18</sup>

Most **livestock** related activities are undertaken by females. Females play a major role in barn cleaning, fodder cutting and chopping, stall feeding, watering, washing, milking, and processing milk by-products into useful food items (cheese, butter, yoghurt, etc.), manure collection and preparing dung cake. Grazing is core responsibility of the males although females also graze animals in the periphery of villages and on fallow lands near homestead as they are not allowed to go far alone because of the community's norm. Women are concentrated in livestock management, but as Punjab does not have high milk and meat yielding species, women's incomes remain precarious.<sup>19</sup> Despite this, women's contribution in livestock by-products is higher than men. They own livestock often as a safety net to issues of income, investment, food security, and drought. Livestock is a ready source of cash for many smallholder farmers to buy inputs like seeds, pesticides, and fertilizers, and besides income generation, livestock related income also serves other domestic needs including paying of the school fees of children, buying daily groceries, medicines, etc.<sup>20</sup>

Bulk of the production of both **fruits and vegetables** across Pakistan happens in Punjab, accounting for 63 percent of fruits and 60 percent of vegetables. Citrus is produced in the largest volume around Sargodha and forms the basis for a commercial juice industry in that area. Mango is also heavily produced in Punjab and Sindh and comprises the second largest volume of fruit. Potato is also one of the major edible and profitable vegetable women are frequently involved in. Within Punjab, potato is forth important crop after wheat, rice and maize. Three potato crops are cultivated in Punjab annually, and 75 percent of the potato crop is cultivated in Kasur, Okara, Depalpur, Sahiwal and Pakpattan.<sup>21</sup> A study on women vegetable farmers in Attock suggests that common issues facing vegetable farmers in general and women in particular, include: insects and disease attack as main problem faced by vegetable growers; high seed costs; adulterated pesticides; inadequate availability of quality seeds and costly electricity and fertilizers, with varying intensity. Low output prices and uncertain market situation was also identified as major marketing problem of vegetable growing community in Attock.<sup>22</sup>

Further, whereas women and girls have been traditionally active in potato farming, recent innovations in farming technology have replaced women's manual labor with an increased involvement of men in operating sowing and harvesting machinery (mentioned for Sahiwal District).<sup>23</sup> Both cotton-picking and vegetable harvesting are almost exclusively seen as **women's work**, and weeding is also mostly carried out by women and connected with fodder collection for livestock (UNWOMEN, 2018).

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<sup>17</sup> Discussion with Aqeela Anjum, Peasant Women Society, Pakistan, 27 January 2022; and Ambreen Fatima, ADA OFWM, 29 January 2022.

<sup>18</sup> [Fodder | Ayub Agricultural Research Institute \(punjab.gov.pk\)](http://punjab.gov.pk)

<sup>19</sup> FAO (2015). [Women in Agriculture in Pakistan](#). Islamabad, pp. 105.

<sup>20</sup> Ibid.

<sup>21</sup> [Vegetables | Ayub Agricultural Research Institute \(punjab.gov.pk\)](http://punjab.gov.pk)

<sup>22</sup> See Sajida Taj et al. (2009). [Gender dimensions of labour participation in vegetable farming system in district Attock of Punjab, Pakistan](#). J. Agric. Res., 2009, 47(1).

<sup>23</sup> Telephonic discussion with Ahmed Raza Shah, Shirkat Gah – Women's Resource Center, 25 January 2022.

More than 90 percent **Rice** cropped area of the Punjab is covered with rice varieties of introduced by the Rice Research Institute in Kala Shah Kaku, which has developed some 27 rice varieties over the years. Rice is the second important cash crop of the Pakistan after cotton, covering 11 percent of total cropped area.<sup>24</sup>

Rice is amongst those crops (apart from cotton) that heavily engages women. A rapid assessment conducted in 2011<sup>25</sup> showed that women spend two or three hours in local rice production for every hour that men spend. The two most time-consuming activities in rice production are:

- 1) Hand harvesting – which takes 10 days of effort (typically women invest 6 days of time and men invest 4 days of time in hand harvesting)
- 2) Threshing – which takes 10 days of effort- all by women
- 3) The next most time-consuming activity for women is transplanting rice (estimated at 40 hours to plant one acre...usually the collective effort of a small group of women) compared to the next most time-consuming activity for men which is soil preparation.
- 4) All decisions are made by men including when the women will transplant or thresh, etc. Women only make decisions after the rice enters the house for food preparation.
- 5) All roles that involve either:
  - a) mechanization or
  - b) mobility (buying inputs, selling, or bartering rice), involve men.

### 3.2 Gendered Gaps and Risks Relevant to PRIAT

As women make up a large proportion of agriculture labor in Punjab and gender dimensions need to be reflected fully in project design, implementation, monitoring and review, to ensure equal opportunities for women, and the prevention of exclusion, discrimination, violence, abuse and exploitation in accessing or availing project benefits.

Across Project Components, the following gendered risks have been identified under the Project Appraisal Document (prepared December 2021):

1. Women’s lack of access to resources as a barrier to higher farm productivity
2. Women are generally excluded from important agriculture and irrigation management-related decision-making processes due to social norms
3. Lack of women employees and professional in the agriculture sector hinders women’s access to extension services for farm productivity.
4. Lack of gender disaggregated data (access to and management of resources, diversity of income sources, use of time and decision-making power)
5. Climate change adversely impacts women and women’s economic productivity.

Below is a review of these gaps and risks, with updated and relevant information supplied, as gleaned and from secondary data review, and interviews & groups discussions with government officials and subject experts in Punjab for this assessment:

#### 3.2.1 Women’s lack of access to resources as barriers to higher farm productivity

The agricultural sector employs 38.5 percent of Pakistani workforce. The Labor Force Survey (2017-18) shows an increase in manufacturing, wholesale & retail trade, and transport/storage & communication sectors in recent years (between 2014 and 2018), and a decline is seen in the share of agriculture/forestry/hunting & fishing work over the same period. Both women and men’s participation in

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<sup>24</sup> [Rice | Ayub Agricultural Research Institute \(punjab.gov.pk\)](http://rice.ayubagriculturalresearchinstitute.punjab.gov.pk)

<sup>25</sup> Linda Pennells IASC GenCap Adviser (2011). [Gender Analysis in Agriculture, Pakistan. Field Insights.](#)

the agriculture/forestry/hunting & fishing work has declined overall, and currently, women make up 67.2 percent of the total agriculture/forestry/hunting & fishing workforce, whereas men comprise 72.7 percent (2017-18 LFS). Approximately 75 percent of women and girls (ages 10 and above) in the formal labor force are employed in the agriculture sector, who work an average of 34 hours per week – about 70 percent of all employed women work informally (LFS, 2017-18).

According to the 2018 Punjab Agriculture Policy, women make up 39 percent of the labor force in agriculture and approximately 74 percent of women depend on agriculture.<sup>26</sup> The highest proportion of women are employed in Agriculture, Forestry and Fishing (18.6 percent) followed by Manufacturing (4.5 percent) and Education (1.8 percent). The share of women in Wholesale and Retail Trade (0.4) and Construction (0.04 percent) is negligible to non-existent, comprising industries with the highest gender gap.

In comparison with the conventional Labor Force Participation Rate (LFPR) in Punjab, the Augmented LFPR (which also accounts for marginal economic activities like *subsistence agriculture and housekeeping*) is higher for females in rural areas (8.5 percent) as compared to urban areas (4.1 percent) of Punjab. This can be attributed to a higher number of rural women involved in *unpaid productive economic activities such as contribution on the family farm, livestock operations, poultry raising and collection of fuel and water for household consumption*.

Within the agriculture sector, women are concentrated primarily in dairy and livestock, although their contribution to other sub-sectors is substantial and varies across provinces and regions. Although women own more animals than men and give more time and labor to their rearing, high cost of veterinary services for animal treatment, poor access to training and loan facilities, etc., keeps them from improve and maintaining their animals' health and gaining economically from its produce.<sup>27</sup>

Women are engaged in agricultural development in Punjab in farm operations and as well as in livestock farming, and most agronomic activities are conducted conventionally and manually by women laborers. Family female labor and hired female labor participation can vary significantly, depending on the landholding status of farmers, household size, family type and level of education.<sup>28</sup> Mechanization in recent years has also threatened conventional female labor activities due to the lack of machinery operation skills among females. With increasing reliance on **mechanized farming**, women's roles and availability to find paid work has also diminished, or type-cast for specific kinds of manual work only. While mechanization may have alleviated time-intensive work for male farmers, efficiency measures have not effectively reduced arduous time-consuming farming work for women, who may be assigned other manual work instead of becoming tech-savvy and save time/ energy. In terms of technology learning and uptake, an FAO assessment also found gender gaps in both mechanization and learning between men and women, with focus of women's learning being on how to separate seed and grain storages and using one-hand tools, whereas men's learning focus laid with operating, maintaining and minor repair of mechanized equipment.<sup>29</sup>

In 2020, out of the total 25.1 million agricultural landowners in Punjab, 17.2 million (68.5 percent) were men and a mere 7.9 million (31.5 percent) were women. Although women's **land ownership** land is better in Punjab than the remaining provinces and territories, it is a significantly small share of total landholdings. Landholding for women is generally better in Northern Punjab, followed by Central Punjab ((Jhang, Faisalabad, Jhelum, Gujranwala, Khanewal, Sahiwal)), as compared to Southern Districts (Multan, Vehari, Khanewal, Lodhran, Muzaffargarh, Bhawalpur, Rahim Yar Khan, Rajanpur and D.G Khan.), where fewer families own larger swathes of land and landholdings and more concentrated. The gender gap stands lowest

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<sup>26</sup> Punjab Agriculture Policy. 2018. Punjab Agriculture Department, Government of Pakistan. Lahore.

<sup>27</sup> Awan ZA, Akhtar K, Khan LA, Imran AU (2021). [Women's participation and their constraints in livestock management activities: A case study of district Bahawalpur in Punjab](#), Pakistan. Int J Vet Sci Res 7(2): 083-087. DOI: 10.17352/ijvsr.000085.

<sup>28</sup> Iqra Mohiuddin, et al. (2020). [Scale and Drivers of Female Agricultural Labor: Evidence from Pakistan](#). Sustainability 2020, 12, 6633; doi:10.3390/su12166633. MDPI.

<sup>29</sup> [Gender Analysis in Agriculture Punjab – Pakistan. Field Insights](#) – 11-13 May 2011, Linda Pennells, IASC GenCap Adviser.

in education, where the proportion of women marginally exceeds that of men (0.1 percent), followed by the gap in agriculture, forestry, and fishing (2.8 percent). A vast majority of women are being employed in occupations and sectors that can be viewed as extensions of their care-giving roles.

Although there are **inheritance** laws, property rights (e.g., the Punjab Enforcement of Women's Property Rights Act, 2021), and positive caselaw to facilitate women and girls' rightful ownership of land and other productive assets, inheritance deprivation is common across Pakistan as giving land to women/girls shifts potential benefits to her husband and his family, while natal family landholdings are diminished.<sup>30</sup> Low land ownership also diminished women/girls ability to absorb climate-induced shocks and use owned resources for food production, nutrition, and/or livelihood. This lack of control over resources and produce contributes to their vulnerability during disasters and major climatic events, as witnessed and documented during the earthquake of 2004, country-wide floods in 2010 and 2011, and seasonal flooding and cyclones, etc.<sup>31</sup> The potential redistribution of land and productive resources through inheritance for women is also controlled through marriage decisions between families and tribes, in which large landholders or local *waderas* and *zamindars* also have a say as lenders<sup>32</sup> to families for wedding expenses.

For women that do inherit land,<sup>33</sup> they do not necessarily **control** it or control it on paper only, and do not always farm on the land themselves.<sup>34</sup> Where they do, decisions regarding the more technical aspects of farming including use of technology, machinery and (land) watering, leveling, etc. are reserved for men.<sup>35</sup> Women sharecroppers, herders and landless peasants are generally excluded from any kind of agriculture and livestock extension support due to social proscriptions that limit female-male interactions and fewer number of women in agriculture field and extension work<sup>36</sup> (discussed in more detail ahead). The perceptions of these barriers, however, may differ sufficiently between men and women.<sup>37,38</sup>

Although women in Pakistan play a crucial role in agriculture, undertaking tasks like crop production and livestock rearing, several factors such as **restrictive social norms** (in resource (re)distribution, mobility, occupational and gender segregation, gender-based roles and rules of 'work', restricted mobility, etc.), as well as lack of services for women, girls and gender minorities; low literacy; lack of access to information about inputs, credit, value addition and market linkages, etc., keeps them from participating fully in development projects/programs.<sup>39</sup> Generally, where these factors intersect with other identity markers of vulnerability amongst women/girls such as class, caste, religion, ethnicity, location, disability, sexual orientation, and gender identity, etc., the effects are compounded. Tehmeena Ikran Ullah et al. (2020) have noted in their study on the **impediments to women farmers** in Punjab that various issues intersect that lead to exclusion including illiteracy, chronic health issues, unsafe farming practices, transport issues and inadequate wages.<sup>40</sup>

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<sup>30</sup> Zaman (2014). Anti-Women Practices Act, 2011 research study. Aurat Foundation, Islamabad.

<sup>31</sup> Numerous studies have been conducted and published on the effects and disproportionate impact of natural and climate change disasters on women in different contexts within Pakistan, and globally.

<sup>32</sup> Discussion with Ambreen Fatima, OFWM, 29 January 2022.

<sup>33</sup> A major impediment to any kind of ownership and control over land-use, and access to resources and financial support is the fact that Computerized National Identity Card (CNIC) registration stands at around 72% for men and only 49% for women in Punjab.

<sup>34</sup> Discussion with Rana Mehmood, Chief P&E Cell, Agriculture Department, 07 February 2022.

<sup>35</sup> Discussion with Aqeela Naz, 27 January 29, 2022.

<sup>36</sup> Discussion with Dr Ishaque, DPP, Islamabad, 05 May 2021 and Director General, Sindh Agriculture Extension Department, 05 May 2021, for Pakistan Locust Emergency and Food Security (LEAFS) Project. Draft Gender Report, 2021.

<sup>37</sup> Luqman, M., R. Saqib, X. Shiwei and Y. Wen. (2018). [Barriers to Gender Equality in Agricultural Extension in Pakistan: Evidences from District Sargodha](https://doi.org/10.17582/journal.sja/2018/34.1.136.143). Sarhad Journal of Agriculture, 34(1): 136-143. DOI | <http://dx.doi.org/10.17582/journal.sja/2018/34.1.136.143>

<sup>38</sup> Memon, J.A.; Cooper, B.; Wheeler, S. [Mainstreaming Gender into Irrigation: Experiences from Pakistan](https://doi.org/10.3390/w11112408). Water 2019, 11, 2408. <https://doi.org/10.3390/w11112408>.

<sup>39</sup> Discussion with Rana Mehmood, Chief P&E Cell, Agriculture Department, 07 February 2022.

<sup>40</sup> Tehmeena Ikram Ullah, Haq Nawaz Anwer, Falak Sher and Muhammad Musa (2020). [Analysis of issues faced by women in farming system of Punjab, Pakistan](https://doi.org/10.3390/w11112408). J Agric. Res., 2019, Vol. 57(4):309-314 [www.jar.com.pk](http://www.jar.com.pk) Agriculture Department Government of Punjab.

**Gendered division of labor** exists in most agricultural tasks, whether in farming or in livestock, and whether they are carried out by farmers, tenants, farm servants or hired labor across Pakistan (UNWOMEN, Status of Rural Women in Pakistan, 2018). Overall, within farming activities, women are involved in different levels of production including land preparation, hoeing (especially in vegetables), sowing, pruning, picking, cleaning, washing, and packing.<sup>41</sup> During wheat harvesting periods, they are involved with picking, cutting and digging, transplanting (especially rice) and threshing, followed by stacking, loading, grading, packing and storing/ preserving. Their working hours and timings remain largely unfixed and can start from very early hours in the morning and stretch to late in the evening very short breaks in between. In recent years, however, with changing rain patterns, and reduced or increased seasonal harvests depending on crop, the working hours of on-farm women laborers have undergone gradual changes, in some instances dramatically increasing the number of hours worked by women, while simultaneously reducing available work and income derived from these activities.<sup>42</sup> In terms of **gender pay gap**, as of 2017-18, 4 percent of employed men in urban areas and 6 percent in rural areas earned up to PKR 5,000 per month. In contrast, 33.2 percent, and 49.2 percent of employed women in urban and rural areas respectively earned up to PKR 5,000 per month (Punjab Gender Parity Report, 2019). It is estimated that women farmers make less than 1/3<sup>rd</sup> of what male farmers make, for similar kind of manual labor,<sup>43</sup> and women are more frequently involved in piece-rate work (in cleaning, packing etc.) compared to men who control more technical positions of Supervisors, both on-farm and off-farm.<sup>44</sup> During harvesting seasons, women can work for multiple landlords at the same time and be paid paltry sums in cash or in kind (portion of the harvest) irrespective of the crop in question. It is estimated that on an average, a woman works 12 to 15 hours a day or a minimum of 25-35 hours per week on household chores alone across Pakistan. Women in sharecropping tenant families can go entirely unpaid for work undertaken on farmlands if she works as a contributory worker or family helper, like most children.

In terms of **mobility**, out of the 230,579 driving licenses issued in 2020, 222,909 (96.7 percent) licenses were issued to men as opposed to 7,670 (3.3 percent) licenses issued to women men in Punjab. Compared with 2017, the percentage of licenses issued to women decreased by 1.9 percent in 2020. Mobility for women is closely tied to their area of residence, with urban women enjoying relative ease in access to public transportation compared to their rural counterparts. Women farmers can be either immobile (working in a home farms) and not move much distance for work, or quite mobile, sometimes walking as far as 2-5 KMs to get to the riverine or farming fields (for commuting, they may also ride tractors or take boats to get to the riverine areas). Both tractors and boats must be paid in-kind (crop) or cash, which depletes the meagre amount paid for farming work by landlords or their designated contractors (*Thekedar*). More often, women walk anywhere between 1-3 hours to get to the fields in the morning, and longer distances usually have a male chaperone due to real fears of sexual harassment, rape or abduction, or becoming target for community gossip.<sup>45</sup>

**Sexual harassment and gender-based violence** is more commonly reported in rural parts of Punjab where common practice of open defecation exposes women to potential harassment and assault, endless fields and lack of safe WASH services further exposes them to violence, and women belonging to religious minorities (in Sindh and Punjab provinces) are notably more vulnerable to attacks and abductions by wealthier

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<sup>41</sup> See also: Aneela Afzal, Tanvir Ali, Munir Ahmad, Humera Amin and Samina Sak (2010). [Women in agriculture: Results from a survey of Okara district of Pakistani Punjab](#). Pakistan J. Agric. Res. Vol 23 No. 1-2, 2010.

<sup>42</sup> Discussion with Aqeela Anjum, Peasant Women Society, Pakistan, 27 January 2022, and Ahmed Raza Khan, Shirkat Gah – Women’s Resource Center, 25 January 2022.

<sup>43</sup> Discussions with Zia-ur-Rehman, 24 January 2022.

<sup>44</sup> Sarah Zaman (2021). Employment opportunities for women in District Sukkur and Khairpur, Sindh. UNWOMEN.

<sup>45</sup> Sarah Zaman. (2018). [Health Governance Systems Strengthening for Reproductive Health in Pakistan Policy Brief](#). Shirkat Gah and IDRC.

landlords or their henchmen from the fields.<sup>46</sup> A recent report by the Punjab Information Commission reveals that 2,439 women raped, 9,529 kidnapped, 90 killed in the province between July and December 2021, identifying certain districts as hotspots for different kinds of crimes against women (Lahore, Sheikhpura, Nankana Sahib, Kasur, Faisalabad, and Gujranwala).<sup>47</sup> Water and land are also major sources of community disputes, between clans and families inside villages, between tribes/ large *zamindars* within provinces, and in-between provincial governments across Pakistan. The province of the Punjab is no exception, and women and girls are frequently inserted into these disputes or become collateral damage in feuds between groups of men.<sup>48</sup> In terms of institutional systems to respond to cases of sexual harassment, out of 58 provincial institutions or Government Departments in Punjab, about 52 (or 92 percent) have established Sexual Harassment Inquiry Committees (SH-ICs). At the districts level, however, out of 200 District Offices, 93 (47 percent) or less than half, have established SH-ICs.<sup>49</sup>

**Informal financial support** is often lent landlords (in many villages, there are about 1-2 large landlords with substantial) for health emergencies as well as marriage and other marriage expenses to bind landless farmers to the landlord and buy permanent cheap or free labor.<sup>50</sup> In families suffering under bonded conditions, womenfolk are often relegated to cleaning and doing other chores as free domestic laborers for the landlord in his house or other property.<sup>51</sup> This further exposes women, especially young girls, to forced labor and increases the risk of sexual harassment, exploitation, abuse, and rape<sup>52</sup>. Children of bonded families are frequently involved in forced labor and deprived from school education. Field burning and general on-farm working conditions take a toll on their health as they are exposed to both the elements and harmful farming practices.<sup>53</sup> This raises health costs, the burden of which is mostly borne out-of-pocket. According to available information, **bonded labor** is common in Punjab, and it takes on different forms and arrangements across different parts of the province.<sup>54</sup> Bonded labor is also difficult to track, with no reliable data due to labor invisibility and weak reporting mechanisms.<sup>55</sup>

Not only are women generally under-resourced, **female headed households**, at about 5 percent of farming households, are found to be the most food insecure and impoverished (Household Income and Expenditure Survey, 2012-13). According to Sustainability, Start-Ups, Social & Climate-Impact expert, Hira Wajahat, while women may have varying levels of decision-making powers within the household and to some extent their community, depending on their class and possession of intergenerationally inherited land or landless status, female-headed households as well as widowed women are typically further excluded from community decisions, including in relation to water and its management.<sup>56</sup> Single-parent headed households who have no teenage or adult members of the opposite sex to complement their own production expertise,

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<sup>46</sup> Center for Social Justice Lahore, Pakistan reports; Discussion with Ambreen Fatima, OFWM, 29 January 2022; Zia-ur-Rehman, AwazCDS, 24 January 2022.

<sup>47</sup> [In the name of honour in six months: '2,439 women raped, 9,529 kidnapped, 90 killed in Punjab'](#). The News International.

<sup>48</sup> Discussion with Fauzia Viqar, 28 January 28, 2022.

<sup>49</sup> Punjab Gender Parity Report, 2019-2020.

<sup>50</sup> According to a PIDE and ILO study, the main reasons behind farmers becoming permanent labor include: Most laborer are landless; Most are illiterate, unaware and do not have skills for off-farm activities; They have no alternative to providing labour for a landlord; Most are indebted (to their employer) and this has forced them to work as permanent farm laborers; Many are working under hereditary labour relationships. They are working for the landlord because their parents (fathers) were also working there, and are likely to have inherited some loan; Landlords are powerful and laborers fear eviction from their houses if they do not work for them; Laborers are often fatalist and think that they are born for servitude; and there is a lack of internal and external interventions that could prevent exploitation. See Dr G. M. Arif (2004). [Bonded Labour in agriculture: a rapid assessment in Punjab and North-West frontier province, Pakistan](#). Pakistan Institute of Development Economics (PIDE), Islamabad; and International Labor Organization, Geneva, pp 17.

<sup>51</sup> Discussion with Aqeela Naz, 27 January 29, 2022.

<sup>52</sup> Discussion with Aqeela Naz, 27 January 29, 2022, and Ambreen Fatima, 29 January 2022.

<sup>53</sup> Discussion with Hira Wajahat, 26 January 2022.

<sup>54</sup> Dr G. M. Arif (2004). [Bonded Labour in agriculture: a rapid assessment in Punjab and North West frontier province, Pakistan](#). Pakistan Institute of Development Economics (PIDE), Islamabad; and International Labor Organization, Geneva.

<sup>55</sup> See [Bonded Labour | Labour & Human Resource Department \(punjab.gov.pk\)](#).

<sup>56</sup> Discussion with Hira Wajahat, 26 January 2022.

are also likely to suffer a disadvantage in deriving equal benefits compared to farming families having both males and female working as farm laborers.<sup>57</sup>

Different research across Pakistan suggests that increased land ownership can increase women's **decision-making** strength (in terms of allocation of resources) at the farm, as well as within their household, which also has a further knockdown effect on their health & well-being. There are examples found in South India, where land given to groups of women farmers under joint-ownership and control, not only produced better yields, but greater profits as opposed to individually owned and supported farms.<sup>58</sup>

Women farmers also **lack access<sup>59</sup> to credit** (or the loans they get are transferred to the men of the household, whereas women are left to pay off the installments as they accrue<sup>60</sup>), agricultural inputs, face gender bias in transfer of new technologies and required training for climate smart agriculture, suffer greater lack of access to education and information than men, and enjoy very limited social capital (FAO, 2015). The lack of access to finance, and exploitative terms of debt repayment, especially for bonded agricultural workers (often whole families), not only impacts women's productivity but it also impairs their ability to pursue growth and entrepreneurship opportunities including establishing small and medium enterprises and setting up profitable producer groups and cooperatives. The Women's Economic and Social Well-Being Survey (2017-18) shows that of all the employed women (9,382) in Punjab, only 4.1 percent own an enterprise or run a formal/informal business/enterprise. There are variations based on demographic characteristics as well e.g., **a higher proportion of widowed, divorced and separated women (6.9 percent) own a business followed by married (4.3 percent) and never married women (2.4 percent)**. Further, a higher proportion of women with disabilities (6.3 percent) own a business as opposed to women with no disabilities (4 percent). What factors could explain this finding have not been explored further in the Survey.

The ability of women to get involved in **agribusinesses** as direct stakeholders varies from area to area within Punjab, and there are few but scattered examples found of women aggregators seeking out crop growers for value addition and sales support.<sup>61</sup> Areas that are considered more economically developed (read urbanized) allow women as entrepreneurs more readily than others (e.g., Gujranwala compared with Kasur District, with the latter being much less development and more conservative in its gender outlook). In **Khanewal**, there are reports of **different start-ups offering value addition (working essentially as aggregators and innovators<sup>62</sup>) to groups of small farmers**.<sup>63</sup> However, experts suggest that value addition work may not be economically feasible on small farms due to capital constraints as value addition can be costly, especially for women who have limited access to financial resources, and women farmers working as tenants or sharecroppers on borrowed/ rented land. According to available data, in 2020, women owned 53.1 percent and 53.9 percent of active current and deposit accounts respectively and only 17.8 percent of active consumer loan accounts in the First Women's Bank Limited. Women owned a relatively larger proportion of (67.7 percent) corporate/SME accounts. The amount of loans disbursed for female consumer as well as corporate/SME accounts remained lower (24 percent and 44 percent respectively) as opposed to the amount disbursed to men. In the Bank of Punjab (BOP), women owned 28 percent and 26.8 percent of active deposit and current accounts respectively accounts and 10.4 percent of loan accounts in 2020. 2.7 percent and 9.4 percent was disbursed to women as loans and long-term loans respectively. Districts Lodhran (1,020), Khushab (1,120) and Chiniot (527) are districts with the lowest number of women have active current accounts in local banks. Similarly, in terms of lending and borrowing (for multiple purposes),

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<sup>57</sup> FAO-WFP (2011) [Gender Issues for Project Planning Teams – Wheat & Rice Production in the Punjab, Pakistan](#).

<sup>58</sup> Discussion with Fauzia Viqar, 28 January 2022.

<sup>59</sup> In 2018, 77% of agrarian women were not aware of the micro-credit organization and institutions

<sup>60</sup> Discussion with Aqeela Naz, 25 January, 2022.

<sup>61</sup> Discussion with Mazhar Ali, 21 January 2022.

<sup>62</sup> An example is shared of agriculture university students (female), developing solar driers to cut down the time taken to sun-dry chili and other vegetables, saving women precious time.

<sup>63</sup> Discussion with Hira Wajahat, 26 January 2022.



of the total 156,000 borrowers at **Zarai Taraqiat (Agriculture Development) Bank Limited**, 149,000 (95.5 percent) were men as compared with 7,000 (4.5 percent) women. Microfinance institutions and banks under the umbrella of **Pakistan Microfinance Network** had 6,665,108 borrowers in 2020, of which 3,434,157 (51.5 percent) were men and 3,230,951 (48.5 percent) were women. Women, however, held 102.9 billion (32.7 percent) of the Gross Loan Portfolio (GLP) as opposed to the GLP of men at 211.9 billion (67.3 percent).

While women are usually unable to use or decide use of their borrowings, low levels of literacy and technical know-how amongst small women farmers further raises expectation from and the role of aggregators and co-operatives so that women producers may only concentrate on their product, whether individually or as organized groups of producers.

In terms of **access to technology**, lack of training opportunities reduces women's uptake of technology, despite evidence of having a high learning curve and adaptation capacity.<sup>64</sup> Small and individual women farmers are also mostly unable to afford cost-sharing arrangements for irrigation technology, with 5 acres of land costing roughly 700,000- 800,000 PRK (drip system), which can be costlier depending on availability of and distance to water source.<sup>65</sup> While women have been engaged in installing solar panels under small projects to power small-farm water dispensing systems in different parts of Punjab, experts suggest that due to social resistance (which frowns upon women's use of technology and heavy machinery), many women engaged in installations drives had to be moved instead into training programs as resource-persons for other farmers. Even there, male farmers are reported to **resist female trainers**. Although experts share that there is evidence of women being very astute in their understanding and uptake of different climate-smart technologies and their use (including in tomato farming which is not only a sensitive crop but also requires special farming equipment), they often lack this support, or are provided **incomplete/incorrect information** due to bad quality (male) trainers, and face gender discrimination within CSA training programs dispensed through public sector extension support.

### 3.2.2 Women's exclusion from important agriculture and irrigation management-related decision-making processes due to social norms

Women and girls generally have unequal access to not only farmland, but also farming inputs (seeds, fertilizers, water, etc.) and services, technologies, extension support, and financial services. Their **participation and involvement in government-led irrigation programs is negligible** whereas different approaches to extension support have yielded different results.<sup>66</sup> Limited mobility outside their homes due to social mores and lack of safe and appropriate public conveyance systems, as well as responsibilities of home-work prevent women from participation in these services; even if they do have access to some or all of these, their opinions may not be considered.<sup>67</sup> Other challenges and risks include lack of formal economic and psycho-social support when women/girls/gender minorities are pressured to forgo inheritance by their families; limited access to information on (deceased) family members' property across different revenue jurisdictions, and mobility/cultural restrictions which reduce access to land records-related services.<sup>68,69</sup> Due to these social norms, there is also a lack of female participation in formal organizations such as Water User Associations (WUAs), and generally in the business of irrigation.

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<sup>64</sup> Discussion with Hira Wajahat, 26 January 2022.

<sup>65</sup> Discussion with Ambreen Fatima, OFWM, 29 January 2022.

<sup>66</sup> For example, Khalid Mahmood Ch. (2005) points out that participatory extension approach (PEA) and commodity specialized extension approach (CSEA) have been moderately more effective in engaging women as opposed to public sector extension approaches (PSEA). See '[Analysis of alternative extension approaches to technology dissemination and its utilization for sustainable agricultural development in the Punjab, Pakistan](#)'. Khalid Mahmood Ch. Doctoral thesis, Department of Agricultural Extension, Division of Education and Extension, University of Agriculture, Faisalabad.

<sup>67</sup> Memon, J.A.; Cooper, B; Wheeler, S. (2019). Mainstreaming Gender into Irrigation: Experiences from Pakistan. Water. <https://doi.org/10.3390/w11112408>.

<sup>68</sup> [Khan, et al., 2020](#)

<sup>69</sup> [RDI, 2009](#).

According to discussion held by the ESS team with a mixed group<sup>70</sup> (including three women officers of OFWM), **women farmer's involvement in PIPIP was not at the forefront**. PIPIP began by publicizing proposed activities in about 300 farmer's meetings across the province. Most of the attendance was by men, although women farmers did attend, particularly in South Punjab (OFWM could not provide numbers). The OFWM cited one farmer's gathering held exclusive for women farmers in Pind Dadan Khan, Jhelum District. Here, both the participants and trainer were women (further details were not discussed). A few gatherings are also reported to have been conducted on women farm owners' land for other women farmers. OFWM female staff are also reported to have worked in the field to spread awareness on water conservation amongst women farmers, particularly those working on vegetable production and kitchen gardening. The staff suggested that women have helped to publicize project activities and have encouraged men to participate in the project (hard data not available as linked indicator not available).

Broadly, WUA comprise landowners, who may or may not be working on their own farms. The WUA is headed by the Chairman and a Vice-Chairman and a Secretary. Within its membership, it can include farmers and local traders. Minimum membership is of 5 members.<sup>71</sup> When WUAs are initiated, the OFWM department makes village announcements, targeting local *zamindars* (landlords). Generally, assemblies are called for interested parties, followed by meetings to take commitments, and develop structures for managing the WUA. Meetings are held regularly, and minutes are taken.<sup>72</sup>

Memon, J.A et al. (2019) in their study<sup>73</sup> have traced examples of the incentives that have been put in place to promote the participation of women in irrigation include designing infrastructure that caters to women's water needs (e.g., washing *ghats* along irrigation channels), forming women water groups, and including a woman on a water management committee.<sup>74,75</sup> However, based on interactions and research with over 128 farming households in Punjab and Sindh, they observe that an issue with such incentives is that **women often do not have any legal right to influence water allocation decisions**. Thus, even if women are invited onto water management committees, their participation may be limited due to structural inequalities and a lack of exposure and confidence.<sup>76</sup> In addition, women's 'unconventional entry into traditionally male domains' is also likely to trigger conflicts and endanger participatory irrigation management agenda itself, as well as women.<sup>77</sup>

According to local experts, projects targeting Water User Associations in Punjab have met with little if any success in mainstreaming women. The main reason identified for lack of women's participation in WUA's are:

- membership exclusion due to lack of land ownership and control amongst women who do not qualify as 'farmers'
- a desire to avoid conflict situations that may arise in male dominated WUA spaces amongst would-be female members

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<sup>70</sup> Group discussion with WMTI, OFWM, PODA, landowning framers and one environmentalist farmer, in Rawalpindi, 19 January 2022.

<sup>71</sup> Source: OFWM.

<sup>72</sup> Source: OFWM

<sup>73</sup> Memon, J.A.; Cooper, B.; Wheeler, S. Mainstreaming Gender into Irrigation: Experiences from Pakistan. *Water* 2019, 11, 2408. <https://doi.org/10.3390/w11112408>.

<sup>74</sup> Memon, J.A.; Mustafa, U. Emerging issues in the implementation of irrigation and drainage sector reforms in Sindh, Pakistan. *Pak. Dev. Rev.* 2012, 4, 289–300.

<sup>75</sup> Hussain, I. Understanding gender and diversity dimensions of irrigation management for pro-poor interventions. *Irrig. Drain.* 2007, 305, 299–305.

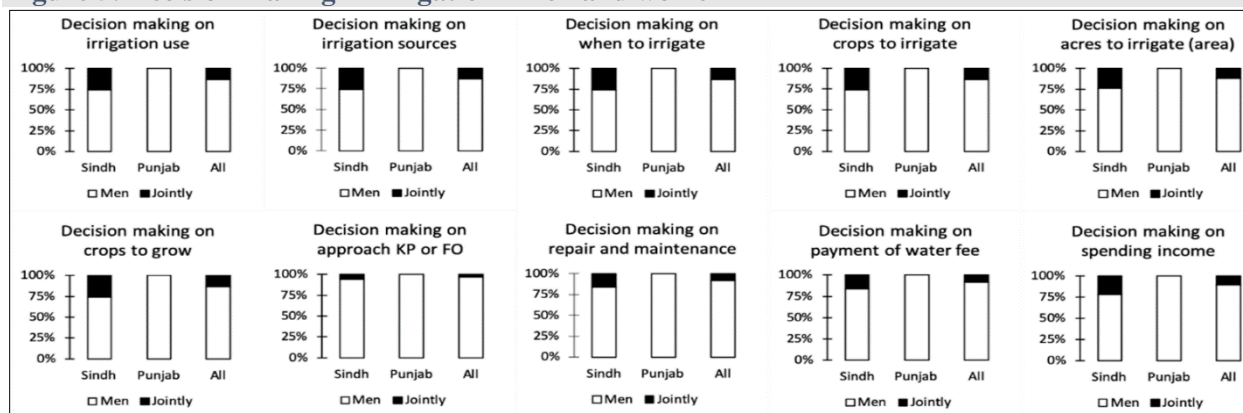
<sup>76</sup> Shah, S.A.; Memon, N.A. Entering male domain and challenging stereotypes: A case study on gender and irrigation in Sindh, Pakistan. In *Informing Water Policies in South Asia*; Parkash, A., Goodrich, C.G., Singh, S., Eds.; Routledge (for South Asia Consortium on Interdisciplinary Water Resources Studies): New Delhi, India, 2014; pp. 95–112.

<sup>77</sup> Discussion with Zia-ur-Rehman, 24 January 2022.

- lack of time (due to domestic responsibilities) and means to actively participate in meetings
- irrigation and water management decision are seen exclusively as the domain of men with women acting as silent participants.

With regards the exclusion of women from major irrigation-related decisions, Memon, J.A et al. (2019)<sup>78</sup> have attempted to identify **women’s role related to different aspects of irrigation** (including irrigation use; irrigation source; when to irrigate; crops to irrigate; acres to irrigate; crops to grow; approaching Khal Panchayats or Farmers’ Organizations; repair and maintenance; payment of water fee; and spending income), in Punjab and Sindh while comparing women role in decision making two. Figure 5 below shows their findings in this respect, which clearly shows that whereas women may be more active in deciding some aspects of irrigation practices, they never decide exclusively, or at par with men at any level.

**Figure 5: Decision making in irrigation - men and women**



Source: Memon, J.A.; Cooper, B.; Wheeler, S. Mainstreaming Gender into Irrigation: Experiences from Pakistan. *Water* 2019, 11, 2408. <https://doi.org/10.3390/w11112408>. Framework adapted from *The Women’s Empowerment in Agriculture Index (WEAI)* - International Food Policy Research Institute (IFPRI), pp.10.

While there are women members of WUAs in Punjab reported anecdotally, and which vary by region; there is **no listing available for how female WUA members there may be across the province** and within specific Districts and Zilas. This makes their identification and engagement difficult.

### 3.2.3 Lack of women employees and professionals in the agriculture sector hinders women’s access to extension services for farm productivity

Although many studies show a strong link between agricultural practices and nutrition, the number of women extension workers to assist and guide women farmers remains dismally low across Pakistan,<sup>79</sup> while government extension workers across agriculture sub-sectors are overwhelmingly male. In Punjab, a 15 percent quota is set for women field workers, but positions have not been filled due to a reported dearth of qualified women workers (with diplomas).<sup>80</sup>

In 2015, the total number of women (all posts) working in Agriculture Extension Department Punjab was 32. Out of these 32, 21 are working in north and central Punjab. This has resulted in issues such as:

- extension services not being catered to address women’s constraints,
- women farmers not getting training due to the lack of female extension workers, and

<sup>78</sup> Memon, J.A.; Cooper, B.; Wheeler, S. Mainstreaming Gender into Irrigation: Experiences from Pakistan. *Water* 2019, 11, 2408. <https://doi.org/10.3390/w11112408>.

<sup>79</sup> All respondents.

<sup>80</sup> Discussion with Dr Mohammed Anjum Ali, Punjab Agriculture (Extension) Department, 29 May, 2021, for the Pakistan Locust Emergency and Food Security (LEAFS) Project. Draft Gender Report, 2021.

- extension services mostly targeted towards men, and the lack of transport options for women extension workers to travel to distant areas to conduct trainings. This deprives women farmers of getting introduced to new innovations and technologies limiting their potential to grow and increase their incomes in agriculture and livestock ([FAO, 2015](#)).

Female field staff is minimal in both Departments of Agriculture and Irrigation (including agriculture extension, research, on-farm water management and engineering), although there is evidence of an increased involvement and engagement of women in the dairy and livestock sectors, especially in Southern Punjab in recent years through **private sector engagement**.<sup>81</sup> Engro, and British Council supported projects for example, are reported to have organized extension work in rice and dairy, with good practice trainings for women. With a focus on improving food quality and nutritional status of targeted sites, the private sector has also engaged **schoolteachers to essentially act in the capacity of extension support workers, imparting health and nutrition-related information to parents via schools**. The involvement of female teachers is also reported to have improved communication with women in particular as socio-cultural practices did not allow male teachers to interact with mothers.<sup>82</sup> Such initiatives have been supported by the **Punjab Women's Empowerment Package, 2016** as well, which focused on improving the conditions of women in livestock, dairy and poultry.<sup>83</sup> Earlier, the 2012 Package specified skills development of rural women on marketing including agriculture, livestock & food processing, veterinary training in livestock management, animal production and protection and poultry husbandry, free of cost vocational training to women belonging to minority communities, space for women to set up small women-only bazaars at Sunday and Ramazan markets, financial inclusion of women on the basis of social collateral through Rozgar Bank in order to support the development of women micro entrepreneurs in rural and urban areas.

With regards to female professionals working in the agriculture sector, research shows that women's leadership in local governance can lead to greater investment in women's priorities, such as clean drinking water, sanitation, drainage, and better lighting in streets and villages etc.<sup>84</sup> Within the Agriculture Department, however, field and office staff remain predominantly male, with difficulties for female staff to stay on after they have joined (challenges related to mobility in the absence of conveyance - or allowances for it, unpredictable field timings, dominance of men in all areas of work whether in the field or in office, and so on).<sup>85</sup> The salaries for women extension workers are low against the large areas that fall under their catchment (35k a month). Female field officers get no conveyance or allowance for transport, and work hours can be tricky, sometime being called in emergency situations by farmers in late hours of the night. They also have to deal almost exclusively with male farmers, who frequently do not take them or their advice seriously.<sup>86</sup> There has been increasing recognition of lack of **transport as a major impediment to women's mobility in agriculture extension work** over the last 3-4 years, however, and some keenness to provide it at the level of Departmental bureaucracy,<sup>87</sup> which could be pursued further under PRIAT.

### 3.2.4 Lack of gender disaggregated data (access to and management of resources, diversity of income sources, use of time and decision-making power)

Lack of gender disaggregated data and information related to women in the agriculture sector, especially the rural agriculture sector in a stumbling block for agricultural policies to address occupational gender-

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<sup>81</sup> Discussion with Moneeza Ahmed, ENGRO, 25 January 2022; Aqeela Anjum, Peasant Women Society, Pakistan, 27 January 2022, and Hira Wajahat, 26 January 2022.

<sup>82</sup> Discussion with Hira Wajahat, 26 January 2022.

<sup>83</sup> Discussion with Fauzia Viqar, former Chairperson, Punjab Commission on the Status of Women, 28 January 28, 2022.

<sup>84</sup> Jalal, Imrana. "No. 24 ADB Briefs." ADB Briefs, 2014, <https://www.adb.org/sites/default/files/publication/150953/women-water-and-leadership.pdf>.

<sup>85</sup> Discussion with Ambreen Fatima, ADA, OFWM, Hasan Abdal, Attock. 29 January 2022; and Aqeela Naz, Peasant Women Society Pakistan, 27 January 2022.

<sup>86</sup> Discussion with Ambreen Fatima, ADA, OFWM, 29 January 2022.

<sup>87</sup> Discussion with Fauzia Viqar, 28 January 2022.

based discrimination, carry out gender-aware and -responsive planning, implementation, and review, and in setting priorities for action. It also prevents policy makers from understanding rural women's access to and management of community resources, the diversity of their income sources, how they use their time, and how much decision-making power they have, etc.<sup>88</sup>

**Agriculture Census** is undertaken every 10 years in Pakistan (last held in 2010), which creates data redundancies. In addition, there are problems with the how a 'farmer' is defined and counted (one who owns land). As well, the methodology of the census is problematic and **invisibilizes women's work and labor in farming** (full scope of women/girls' contributions not inquired into; limited time-use information; specific site and nature of work performed and remuneration generated not probed; levels and areas of control and sub-occupational gender segregation, etc.).<sup>89</sup> Efforts to expand definitions for types of work and who constitutes a farmer including paid and unpaid farming labor, has also met resistance within the Department of Agriculture, as well as within the Punjab Assembly, nearly 50 percent of which is occupied by large landowners in the province. This has led to undercounting of women and girls in all their diversity through adequate disaggregation of data within the abovementioned dimensions.

### 3.2.5 Climate change adversely impacts women and women's economic productivity

The province of Punjab is prone to climate-induced natural disasters, much like the rest of the country. Decreased water availability due to climate change impacts the agricultural potential for women but also direct impacts their time usage, work performed and working conditions; climate change effects such as drought, saline intrusions and erratic rainfall patterns have resulted in women working longer to secure water resources and having less time to earn income.<sup>90</sup> Additionally, as a large percentage of rural women work in the agriculture sector, climate change has reduced economic opportunities for them, with lower yields and disasters impacting labor hiring practices. The Pakistan floods of 2013 and 2014 caused severe damages and economic losses for Punjab; agricultural production was affected by a shortage of irrigation infrastructure, waterlogging and salinity which resulted in low yields. Due to the loss of livelihoods, assets and the absence of alternative income generation sources, women and children in rural communities across Pakistan live in higher levels of poverty, with lower *resilience* but potentially high adaptability to climate change.

Women and girls are more vulnerable and less resilient to climate-related risks due to fewer economic resources and less access to services, information, training, and technology. In 2020, there were 334,003 (73.5 percent) male participants and 120,277 (26.5 percent) female participants who completed the DigiSkills training program led by the Ministry of IT and Telecom in Punjab, comprises nearly 1/4<sup>th</sup> of all trainees. Females' access to digital literacy and skills remains extremely disproportionate compared to men's, including their access to the internet and climate-smart technologies amongst others.

Vulnerabilities of women, children, persons with disabilities, elderly, marginalized and remotely located indigenous communities because of climatic events is also enhanced due to rapidly **changing population demographics**. Rural and indigenous women's food insecurity is linked directly with degradation of traditional lands they rely on for food, fuel, livelihood, shelter, and traditional medicine, as well as the displacement of indigenous knowledge and methods of food production in favor of corporate farming.<sup>91</sup> Land degradation, biodiversity loss and rising insecurity of livelihood, food and income as a result are also common drivers of **outmigration** in Pakistan (men, whole families and animals).<sup>92</sup> Outmigration of men

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<sup>88</sup> IFPRI (2016) Discussion Paper 01512: [Measuring Women's Disempowerment in Agriculture in Pakistan](#). Development Strategy and Governance Division.

<sup>89</sup> Discussion with Fauzia Viqar, 28 January 2022.

<sup>90</sup> Mishalle Afzal Kayani (2017). [Gender Dimensions of Climate Change in Pakistan: Reducing the Vulnerabilities of Rural Women to Climate Change Effects in the Province of Sindh](#). Sanford School of Public Policy, Duke University.

<sup>91</sup> Pakistan Locust Emergency and Food Security (LEAFS) Project. Draft Gender Report, 2021.

<sup>92</sup> Ibid.

due to the livelihood losses related to land and natural resources increases the role of women in both on-farm and off-farm activities along with greater home-work burden and (protection) responsibilities, as heads of households, while living in precarious conditions.<sup>93</sup>

Although different stakeholders such as the provincial and federal government have been formulating policies to tackle the impact of climate change, there is a need for more women-specific actions to improve their livelihood and enhance disaster management and coping mechanisms. **Including decisions of women on the type of water infrastructure, the reconstruction of watercourses and supporting their ability to raise their concerns and issues is crucial.** This is supported by evidence presented in a 2007 Asian Development Bank report that highlighted that **women's leadership in water management was linked to more cost-effective water delivery, more households with access to water, and less corruption in water financing.**<sup>94</sup> This also gives reason to assume that women's participation in water management may lead to advances in other aspects of climate change mitigation and adaptation.

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<sup>93</sup> Sarah Zaman (2020). Intersections of Climate Change and Sexual and Reproductive Health and Rights (SRHR) in Sindh. Pathfinder International. Pakistan.

<sup>94</sup> Ray, Isha. (2007). Women, Water, and Development. Annual Review of Environment and Resources. 32. 10.1146/annurev.energy.32.041806.143704.

## 4. Risks Assessment and Mitigation against Environmental and Social Standards

### 4.1. ESS 1: Assessment and Management of Environmental and Social Risks and Impacts

Social and Environment Risk in projects may arise or be exacerbated by several factors, and their confluence across different parts of Punjab where PRIAT is implemented. Many of these have been discussed above.

Based on the preceding discussion, there are clear threats to and high risks related to human safety and security in the event of escalation of personal or communal conflict, crime, or violence related to water distribution and management, which will disproportionately effect small farmers, and women/girl agriculture workers and farmers. Gender minorities, female-headed household, women with disabilities, elderly or widowed women and those suffering from debilitating diseases and other socially marginalized groups would be more adversely affected or unduly deprived because of their limited resource ownership and control, and lack of social capital or social disadvantage based on gender, age, class, ethnicity, religion. Because women are typically not counted as farmers unless they own land or have a tenancy agreement, they are likely to face more prejudice or discrimination in accessing development resources and project benefits. Special arrangements will be required to reach, include, and involve women in all their diversity as equal partners and beneficiaries in the Project. Challenges and opportunities thereof have already been identified by concerned government officials under PPIP and SMART.

Increased support for male farmers will likely push women, girls, children and the elderly towards increased contributory and unpaid work, with limited ability to control financial gains made by the farming unit as a whole. Refusal to participate or comply with demands for increased farming activity can also lead to interfamilial violence, with women, children and the elderly bearing the brunt of abuse and violence.

Lack of effective and secure tracking of changing intrafamilial/ household power dynamics because of project interventions would render the Project's full impact on transforming/ reinforcing gender norms & roles unknowable. It may then be important to track how and if the burden of shared work between farming couples and age-appropriate activity for their children shift with Project interventions, while also tracking the impact on men and women's/girls' time use and health, safety and security during the course of the Project. Further, transitions to high-value crops that relegate women to manual labor only, or exposes them to harmful farming practices, will off-set the gains made in farming productivity by increased health hazards, which may be difficult to monitor. It may also be necessary to track any changes in incomes derived from both farming and non-farming sources amongst project beneficiaries, by gender, over the course of the project, pursuant to the Project PDO.

### 4.2. ESS 2: Labor and Working Conditions of Women Workers

This standard is relevant to the Project across all staff involved in execution of the project, including direct workers, contracted workers, community workers, and workers hired by project suppliers, as well as labor that would be generated in the project. It is anticipated that the OFWM will hire consultants, trainers, primary suppliers, community workers, etc. in executing the project, and women will be hired for paid work in tunnel farming, drop irrigation and water storage. According to OFWM officials, women are generally not involved in the construction watercourses, water storage ponds, etc., however, field data suggests that tunnel farming and drip irrigation does involve women working at different levels, such as drip lining, etc.

Further, in terms of women's decision-making, there is a risk that tenurial arrangements and land-use decisions based on water allocation may deteriorate working conditions for local farmers as large

landowners employ cheap farm labor (including women and children), to cut costs and improve farm earnings.

As PRIAT plans to use community labor towards share of the beneficiaries' contribution for water course improvement activities, detailed provisions for use of community labor need to be described in Labor Management Procedures (LMP) in terms of safety and health at work, fair treatment, non-discrimination (in hiring, terms and pay), and equal opportunity for workers including women, persons with disability disabled and children. The LMP will need to pay special attention to women laborers and their protection in construction work sites related to water storage, tunnel farming and drip irrigation.

Procedures must also be set to hire female field staff for door-to-door awareness raising by women for women and girls (qualified female social mobilizers attached with field Supervisors), with guidelines, trainings, and support to avert and report cases of GBV, SH and SEA. The LMP must include details of procedures and policies for new hirings, terms of employment and benefits for female staff. Further, systems and procedures for lending support to freedom of association and collective bargaining for women farm workers related to water management and farming must also be detailed in the LMP.

The risk of GBV, SH and SEA are heightened due to the **deployment of external personnel, including agricultural extension workers, contractors, suppliers, civil works labor**, etc., whereas the ability to respond to such complaint within concerned departments is low (Government department workers in Punjab, e.g., have themselves have been found harassing women colleagues in the past)<sup>95</sup>. In addition to this and related to the issue of due diligence in **hiring of contractors**, consultants, spray teams, etc., there is currently no system in place that provides information on persons with previous record of violence, harassment, etc., and a sex offenders' registry has been committed in the **Anti-Rape Act, 2021**,<sup>96</sup> although a system for doing so is yet to be defined and set up in all provinces, including in Punjab.

#### 4.2.1 Risks Associated with Labor and Working Conditions

Related to women's labor and working & living conditions, the following GBV risks are expected during the Project:

- GBV, SH and SEA may be triggered by labor influx (including minor or major influx, depending on population density, choice of construction/repair sites for water courses, availability of local labor - e.g., the Potohar region having less local labor and more migrant labor), or working on any of the project components involving contractors, evaluators, suppliers, etc.
- SEA may result from increased incomes amongst male laborers in project sites, leading to money exchange for sexual favors
- GBV may also be triggered due to pre-existing exploitative relationships between large landowners and landless peasant farmers.
- With any loss or degradation of pastures and grazing lands for livestock which gets converted into farming land with increased availability of water, women might need to travel further to collect food, fodder, fuel, and plants, increasing their workload, time-use for home/homestead chores and vulnerability to harassment and violence.
- Girls may be married earlier<sup>97</sup> to alleviate economic hardships and gain security against sexual harassment, due to conflict over water or land, and livelihood losses that may result from small or large-scale climate change- induced disasters, especially along water sources.

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<sup>95</sup> Razeshta Sethna, Tooba Masood and Ramsha Jahangir (2018) Dawn Special Report: [Sexual harassment in workplaces in Pakistan - Pakistan - DAWN.COM](#)

<sup>96</sup> Legal provision was added to respond to the demand to track offenders when earlier, a consultant with the Planning & Development Department in Khyber Pakhtunkhwa was found to be a convicted paedophile in 2019 (see [Consultant held over child pornography, abuse removed from KP govt project - Pakistan - DAWN.COM](#))

<sup>97</sup> Pakistan Locust Emergency and Food Security (LEAFS) Project. Draft Gender Report, 2021.



- It is likely that female laborers will work alongside men without adequate supervision and in the absence of separate WASH facilities, the chances of sexual harassment, abuse and violence will increase.
- Unless the landowner or *Thekedar* is held to account, women and girl farmers will have no recourse to legal remedies against GBV, SH, and SEA, particularly tenant and sharecropping landless women and gender minorities.
- Concerned departments will not be able to respond to GBV, SH and SEA adequately and in a survivor-centered manner due to weak implementation of relevant laws, high levels of impunity for GBV/SH/SEA perpetrators, trivialization & minimization of GBV, SH and SEA by concerned authorities, and lack of appropriate onward referrals to concerned authorities.
- Sexual Harassment Inquiry Committees and complaint mechanisms will be underutilized due to insensitive handling, discouragement/disincentives to report, and “false report” findings.
- GRM at the provincial level may not be able to provide or coordinate a multisectoral and integrated response to GBV, SH, and SEA cases unless concerned departments are also linked (e.g., Provincial Ombudspersons – for transgressions by government functionaries, e.g., the Women Development, Health, Labor, and Home Departments; the Federal Investigation Agency (FIA) – in cases involving cybercrime and trafficking of women/girls– and the Punjab Commission on the Status of Women), and unless confidential referral pathways are clearly delineated at the very local level.
- Unpaid work burden or contributory work is likely to increase for women belonging to households where men are occupied/targeted under project activities. Uneven and/or shifting burden of work could further trigger/exacerbate conflict within the home, lead to discord, violence, and emotional, psychological, physical, and mental distress amongst women in general (of all ages).
- Prohibition to not employ children under the age of 18 will likely not work as national and provincial laws consider child labor to be work done by persons under the age of 14/16 years (16 years in Punjab), and common farming practices that prefer to engage children under the age of 18 years as paid or unpaid farm labor. COVID-19 related recession will likely exacerbate negative coping mechanisms amongst families in general.

### 4.3. ESS 4: Community Health & Safety

Women’s access to health in Pakistan is less affected by services non-availability and is generally obstructed by other social determinants of health.<sup>98</sup> The 2017-18 PDHS/NIPS data for Pakistan shows that only 55 percent of women of all ages have access to adequate healthcare facilities across Pakistan, and only 34 percent report consulting a medical professional for health their concerns. About 67 percent women report at least one social problem (e.g., restricted mobility, distance from health facility, getting permission from family members, etc.) in accessing healthcare. Younger women’s access to health services presents a worse situation with only 23.6 percent of girls between ages 15 and 19 able to decide independently whether to seek healthcare themselves.

Women’s access to health services varies both within and between provinces, with urban and more educated women having relatively higher access than less educated and rural women. Women also feel uncomfortable interacting with male healthcare staff, and instead either prefer to seek assistance from female healthcare providers or refrain from approaching male healthcare staff due to social proscriptions, even if it means traveling longer distances.<sup>99</sup> Further, due to the burden of home, farming and livestock rearing responsibilities, differently located women are able to travel at different times during the day (much

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<sup>98</sup> Social determinants of health generally include factors that influence health outcomes for individual such as income and social status; education; the physical environment, such as safe water and clean air, workplace conditions, housing, community, conditions of roads, transport and interconnectivity; social support networks (including culture, customs and traditions); genetics, personal habits and coping skills; access and use of health services; and gender.

<sup>99</sup> Ayesha Khan (1999). [Mobility of women and access to health and family planning services in Pakistan](#). Reproductive Health Matters.

less in early morning hours, in the evening and at night) in order to access public services. Access to healthcare for women has also been dubbed a ‘socio-technical’ problem particularly if women are young, single, or widowed.<sup>100</sup>

ESS4 is relevant given the risks associated with increased use of pesticides in high value crops, role of women and children in farm labor (specifically in tunnel farming which prefers women labor), particularly in land preparation, sowing and harvesting, and in packing<sup>101</sup>. Women are now also getting involved in pesticide spraying, although their numbers are low, and need more awareness of their rights and occupational hazards for them, their children and families.<sup>102</sup> Under the Pakistan Locust Emergency and Food Security (LEAFS) Project (FAO, 2021),<sup>103</sup> women were also found to be using pesticide containers for household storage, even if they are not directly involved in spraying, which poses a health hazard for families involved in farming. Even through their involvement in pesticide spraying activities is less than men’s, women’s exposure to pesticide is higher during harvesting seasons, especially in cotton. In BT Cotton, according to one source, the **crop life cycles have reduced dramatically over the years**, leading to less earnings from cotton for women in general across Punjab.<sup>104</sup> Women in cotton picking and generally, have **no protection against toxic pesticides and agricultural chemicals** and carry out intense work for many hours, which increases their exposure to harmful substances as well as harsh weather conditions (including scorching heat, dust, extended durations of standing in water and paddy fields, and lack of shelter). A Sustainable Development Policy Institute (SDPI) report<sup>105</sup> highlights **women/girls being at higher risk of pesticide exposure in cotton fields as traditionally, more than 90 percent work of cotton picking is done by women field workers**. This is supported by scientific studies conducted in the cotton-growing area of Pakistan (Ahmad et al., 2004; Rizwan et al., 2005, and others). Common symptoms of pesticide poisoning amongst women include sneezing, muscular pain, dizziness, nausea, burning skin, (generalized) itching, coughing, headaches, blisters, and suffocation (FAO, 2015). According to a study in Punjab, pesticide exposure is associated with thyroid and reproductive hormone levels disturbance amongst women in cotton-picking.<sup>106</sup> Amongst pregnant women, aggravated consequences can include miscarriages, pre-term births,<sup>107</sup> birth defects, and learning or developmental disabilities in children, but the effects of pesticides on reproductive health are difficult to determine with certainty in terms of causality (Center for Disease Control and Prevention, 2021).<sup>108</sup> The SPDC report also suggests that in addition to the symptoms above, women working in cotton fields frequently suffer from aggravated gastroenteritis (10 percent). Further, reviews on biological monitoring of pesticides also show that accidents of pesticide exposure occur in Pakistan due to lack of awareness<sup>109</sup> about the safe use of pesticides amongst field workers, especially women due to higher levels of illiteracy and lack of information/knowledge on potential effects and necessary safety precautions.<sup>110</sup>

Wheat, a common crop across Punjab which employs women for manual labor on small farms, creates dust, which is also closely associated with recurring or chronic allergies, sore throats, severe body aches amongst

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<sup>100</sup> Zubia Mumtaz et al (2003) [Gender-based barriers to primary healthcare provision in Pakistan: the experience of female providers](#). Health Policy and Planning; 18(3): 261–269.

<sup>101</sup> Source: Discussions with OFWM on different dates.

<sup>102</sup> Discussion with Zia-ur-Rehman, 24 January 2022.

<sup>103</sup> Pakistan Locust Emergency and Food Security (LEAFS) Project. Draft Gender Report, 2021.

<sup>104</sup> Discussion with Aqeela Naz, Peasant Women Society, Pakistan, 27 January 2022.

<sup>105</sup> Ghaus, K (2015). [Gender and Social Vulnerability to Climate Change: A Study of Disaster-Prone Areas in Sindh](#). Social Policy and Development Center, Islamabad, Pakistan.

<sup>106</sup> Khan DA, Ahad K, Ansari WM, Khan H. Pesticide Exposure and Endocrine Dysfunction in the Cotton Crop Agricultural Workers of Southern Punjab, Pakistan. *Asia Pacific Journal of Public Health*. 2013;25(2):181-191. doi:[10.1177/1010539511417422](#)

<sup>107</sup> Discussion with Dr Rakhshinda Ambreen, HANDS, 20 May, 2021, for LEAFS.

<sup>108</sup> See [Reproductive Health & the Workplace](#), Center for Disease Control and Prevention (CDC).

<sup>109</sup> Pakistan Locust Emergency and Food Security (LEAFS) Project. Draft Gender Report, 2021.

<sup>110</sup> Tariq et al. (2007) [Pesticides exposure in Pakistan: A review](#).

women, and labor-intensive work is tougher on women having had cesarean-section deliveries due to long hours of squatting.<sup>111</sup>

Depending on the ecological zone and the quality of available drinking water, there are differences of pre-existing health conditions or common ailments between communities across Pakistan and within Punjab that affect women & girls' health. In Tharparkar, Sindh, e.g., it is reported that salty water used for drinking and cooking contributes to orthopedic and dental problems, whereas the **contamination of open sources of water** (canals, ponds, wells, etc.) leads to high levels of Hepatitis A and B, and chronic diarrhea amongst different populations. Under- and malnutrition and associated premature births and low birth weight amongst newborns have also been attributed to crop failure in Tharparkar in Sindh, for example, resulting from climate change and the subsequent drop in food security in the dessert district (Food Security Cluster 2016). During disasters leading to household food shortages, women also often skip meals to ensure that there is food for others to consume.<sup>112</sup> Women farmer's food intake is minimal during the day as they work long hours in the fields unless their home is close by or they can bring pre-packed lunches from home – Due to poor diets and malnutrition, amenia remains far more prevalent amongst women, leading to poorer immunity, more severe health outcomes or chronic illnesses, and heightened susceptibility to developing morbidities, some form of disability, and other health-related complications. According to DHS 2012-13, out of all mothers who were working in the agriculture sector, 29 percent were underweight, 13 percent of their children are wasted and 52 percent were stunted.

Across different parts of Pakistan, including Punjab, groundwater is unfit for domestic purposes, creating a reliance on irrigation water for agriculture, domestic uses, and livestock water uses. Periodic canal closures for maintenance, de-silting and repairs have been identified as issues creating **disruption of domestic water supply**, which creates a need to ensure safe storage, and restricted water uses; personal and household hygiene is usually quick to be restricted to maintain drinking water supplies.<sup>113</sup> This has many health implications and consequences, where **improved farm water may restrict or adversely affect water availability and quality for households**, especially at the tail-end and particularly for women and girls, given their role in water collection, management of homesteads, and biological need for more water during menstrual cycles. Lack of water can seriously affect women's reproductive and menstrual health. In some areas of Punjab such as Muzaffargarh and Kasur, the quality of available water is further affected by contamination from near-by factory waste<sup>114</sup> which generates health concerns.

Landlords are usually not responsible for providing food, water or any kind of protection from occupational hazards. Care work also increases for women when family members fall sick or die, as a result of exposure to harmful chemicals used in agricultural work, and/or other occupational hazards. In terms of occupational safety and health, however, women are about twice as exposed to risks (79.7 percent) as opposed to males (38.0 percent) working in agriculture (LFS 2017-18). When it comes to seeking medical assistance for occupational injuries and diseases in the sector, women are also much less likely than men to get any treatment including consulting a doctor or medical practitioner or being hospitalized for treatment (LFS 2017-18).<sup>115</sup>

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<sup>111</sup> For other issues related to women's work in wheat farming, see: [Literature on gendered agriculture in Pakistan: Neglect of women's contributions - ScienceDirect](#)

<sup>112</sup> Pakistan Locust Emergency and Food Security (LEAFS) Project. Draft Gender Report, 2021.

<sup>113</sup> Paper presented by P.K. Jensen, W. Van Der Hoek, F. Konradsen and W.A. Jehangir (1998). [Domestic use of irrigation water in Punjab](#). Sanitation and Water for All. 24th WEDC Conference, Islamabad, Pakistan, 1998.

<sup>114</sup> Discussions with Hira Wajahat, 26 January 2022.

<sup>115</sup> The 2017-18 PDHS/NIPS data for Pakistan show that only 55% of women of all ages have access to adequate healthcare facilities across the country, and only 34% report consulting a medical professional for health their concerns. About 67% women report at least one social problem (e.g., restricted mobility, distance from health facility, getting permission from family members, etc.) in accessing healthcare. Younger women's access to health services presents a worse situation with only 23.6% of girls between ages 15 and 19 able to decide independently whether to seek healthcare themselves – in the province of Sindh, only 18.8% of this age cohort can even visit their families without their husband's permission (PSHD/NIPS, 2017-18).

#### 4.3.1. Risks Associated with Community Health and Safety

- Both directed and indirectly, women are much more likely to suffer adverse health effects of harmful farming practices including extended physical labor, arduous work hours and conditions, and pesticide exposure in agricultural work, depending on crop and agro-economic zone.
- The girl child's vulnerability to aggravated illness will be higher given the greater share of young people with pre-existing pulmonary diseases such as asthma and other respiratory disorders across Pakistan, including in Punjab.
- The quality and availability of water from irrigated areas that is available for domestic and homestead use might be affected as irrigation systems are closed for any purpose, or the timing, location or means etc., for getting water becomes unsuitable for women/ girls.
- Pregnant women would be at a higher risk of health problems resulting from pesticide exposure than non-pregnant women in crops dependent on high use of pesticides (Integrated Pest Management protocol relevant)
- Women and girls with disabilities and older women will likely be left further behind in terms of access to adequate healthcare due to their gender, age and disability status.
- Women and girls may not be able to access medico-legal services and legal aid in most cases of GBV due to very thin spread of services<sup>116</sup> and social barriers to access.

#### 4.4. ESS 10: Stakeholder Engagement and Information Disclosure

Women have **less access to information**, particularly due to **limited mobile phone ownership and use**, and concomitant lack of access to information related to available health and extension services compared to men. Haris, herders and migrant workers are generally not literate, least of all women, which further restricts their access to information. According to J. Lamontagne-Godwin et al (2018)<sup>117</sup>, men and women farmers' use and preferences in accessing information sources are extremely different in parts of Punjab.<sup>118</sup>

**Women hardly use sources for agricultural information, and value interpersonal communication from informal sources (particularly, neighbors and friends).**<sup>119</sup> In contrast, men use and value official agencies more. Whereas men relied mainly on PDEAR (Provincial Department of Extension and Adaptive research), PDAI (Provincial Department for Agricultural Information, PDAR (Provincial Department of Agricultural Research), PDPW (Provincial Department for Pest Warning and Quality Control of Pesticides, and agrodealers to access information compared to other sources, 43 percent and 38 percent women stated that the district and tehsil offices are a 'very bad' or 'bad place' to receive information, while the village office was rated 'OK' by 68 percent of women to access information.

Different mix of **content and modes of communication** need to be used to reach people based on preferred and available local sources of information, including both off-line and online communication. This should be done for both rural and urban audiences, with **preference given to pictorial and audio/ visual information** over text as they are more accessible to those with less time on their hands, and lower levels of literacy. The specific needs of women of all ages must be a key consideration for messaging by the Government and civil society groups working on the ground. Further, social mobilization and outreach activities need to be gender responsive in that separate sessions may be critical for reaching and involve female farmers and farm workers.

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<sup>116</sup> World Health Organization; UNFPA; FPAP (2021). [Multi Sectoral Referral Pathways for GBV Survivors in Punjab & KP: Towards strengthening health system response and psychosocial support services in intersections with the COVID-19 pandemic to the survivors of gender-based violence.](#)

<sup>117</sup> J. Lamontagne-Godwin, F. E. Williams, N. Aslam, S. Cardey, P. Dorward & M. Almas (2018): [Gender differences in use and preferences of agricultural information sources in Pakistan.](#) The Journal of Agricultural Education and Extension, DOI: 10.1080/1389224X.2018.1491870.

<sup>118</sup> The study interviewed 401 male/female individuals in farm households in Jhang and Bahawalpur district of Punjab, Pakistan in 2016.

<sup>119</sup> This is also supported by findings in Ishaq, W., & Memon, S. (2017). [Roles of women in agriculture: A case study of rural Lahore, Pakistan.](#) Journal of Rural and Development, 1, 1-11.

#### 4.4.1. Risks Associated with Stakeholder Engagement and Information Disclosure

- Access to communication technology (mobile phones, TV, radio, and internet) which varies greatly between men and women, will prevent women from accessing timely, accurate, reliable and understandable information. Printed and online messages will reach women, especially rural women, far less than men due to lower levels of literacy.
- Limited access to communal spaces due to socio-cultural issues (mobility, sex-segregation, male dominance, etc.), would limit the number of women giving feedback directly to field teams and project staff.
- All-male teams would be least appropriate and distance women beneficiaries further from participating equally in the project.
- Use of generic GRM for responding to GBV cases may not be appropriate as it requires specialized handling of complaints, resulting in underutilization, lack of confidentiality, dismissal, and non-referral.

## 5. Gender Risks Assessment and Mitigation against Project Components

Component-wise Project risks and mitigation strategies are listed in Table 3 below. This can be used to further develop a Gender Enhancement Plan for PRIAT.

**Table 3: Component and Activity-wise Project Risks and Mitigation for Gender Mainstreaming**

Component	Key Activities	Risks	Mitigation
<b>Component 1:</b> <b>Improvement of On-farm Water Conveyance Efficiency</b>	1.1 Improvement/ lining of unimproved water courses 1.2 Extension of watercourse lining up to optimal lining length of 50% 1.3 Reconstruction of outlived watercourses 1.4 Development of water conveyance systems in non-canal commands and riverine areas	<ul style="list-style-type: none"> <li>– Women and gender minorities will be excluded during the selection processes of identifying labor for participating in water storage construction work due to an abundance of male workers.</li> <li>– Women small farmer will not have the financial means to go into cost-sharing arrangements for installing HEIS on their own land; landless and tenant women farmers will have fewer resources and decision-making power.</li> <li>– Equal wages will not be paid to women hired for civil work, or they would have no control over their earnings.</li> <li>– Female labor will not have permission to work; seizing opportunity for paid work may lead to intrafamilial dispute and violence, which could spill over into the community.</li> <li>– Field staff ill-informed or ill-equipped with a nuanced understanding of local social, gendered and power dynamics between groups and men and women could exacerbate conflict which could lead to escalation of violence,</li> </ul>	<ol style="list-style-type: none"> <li>1) Promote and support women’s employment opportunities in drip irrigation and tunnel farming, specifically those involved in vegetable or fruit farming and kitchen gardening.</li> <li>2) Undertake large campaigns regularly including all-women seminars in villages to encourage women to join/apply to WUAs.               <ol style="list-style-type: none"> <li>i. Ensure that the application process to join WUA is easy, not contingent on landownership and/or control, and free of cost for women.</li> <li>ii. Use audio-visual material to highlight the importance of women in irrigation, and of joining WUAs.</li> <li>iii. Agree on suitable terms and conditions (timing, location, access, and mobility, etc.) for women to participate in decision-making processes, regarding infrastructure and watercourse development through WUA and otherwise.</li> <li>iv. Develop separate forums for women to create a safe space for them to share their opinions.</li> <li>v. Track WUAs to ensure women’s inclusion, timely reporting, and accountability.</li> </ol> </li> <li>3) Ensure meaningful female participation in Water User Associations (WUAs) including by:               <ol style="list-style-type: none"> <li>i. Reserving spaces for women in the governing bodies of WUAs, should there be interested and qualifying candidates, and</li> <li>ii. Organizing training programs on the gendered dimension of water, leadership, communication, and technical knowledge on irrigation methods and uses for women to play an active role in WUAs.</li> <li>iii. Expanding women’s role in WUAs by linking its works to (women) farmers’ education, and to improve</li> </ol> </li> </ol>

Component	Key Activities	Risks	Mitigation
		<p>or reinforce existing harmful gender norms.</p> <ul style="list-style-type: none"> <li>– Negative economic and social impacts may result from any involuntary taking of land or restrictions on land use especially during civic construction work.</li> <li>– Inter/Intrafamilial and communal conflict, and/or disaster(s) that cause family separation will jeopardize yield, reducing farm productivity.</li> <li>– Labor influx may lead to increased changes of GBV, SH and SEA and unsafe working conditions for women and especially young girls.</li> <li>– Violence may also result from shift in women’s work, away from domestic work and into commercial/ market activities.</li> <li>– Threats to women and girls’ human security through the escalation of personal and communal conflict, crime, or violence because of unconventional inclusion into Water-Users Associations, or perceived uneven benefits derived by different people/ groups in the project.</li> <li>– WUAs may disband after watercourse improvement or become inactive.</li> <li>– Lack of awareness, visibility and access to the GRM will prevent women, girls and gender minorities from recording their complaints.</li> </ul>	<p>organization and feedback loops to women beneficiaries/ affectees.</p> <p>4) Incorporate women- friendly characteristics in the design and implementation assets and/or services for women and girls by setting requirements for hiring of women as skilled and unskilled workers in establishment of water storage structures; should there be few or no women laborers, community-based supervisory roles may be extended to them especially. Remote location deployment of women supervisors, however, should be avoided.</p>

Component	Key Activities	Risks	Mitigation
<b>Component 2: Promotion of Climate Smart Production and Inclusive Access to Markets</b>	2.1 Promotion of Climate Smart Agriculture 2.2 Integrated water resource management 2.3 Value chain development	<ul style="list-style-type: none"> <li>- Insufficient effort will be made to identify landless and small women farmers (1.5-2 hectares) to take benefit from PRIAT interventions – larger landed male farmers will dominate/influence selection.</li> <li>- Incentives provided to women farmers will not translate into learning and practices uptake or not produce desired outcomes if other impediments to their participation and growth are left addressed or interventions are not relevant to their needs.</li> <li>- Male trainers/social mobilizers will not be suitable for reaching female trainees and farmers through any public activity for awareness-raising, capacity-development, or on-farm support.</li> <li>- Women &amp; girls will not be allowed to travel to training sites (even if next village) due to social restrictions on mobility and lack of safe and appropriate transport.</li> <li>- Mix group trainings and consultations will limit women and girls' participation.</li> <li>- Literacy-dependent or hypertechnical trainings may not be beneficial for women with zero or very low levels of literacy, with undue benefits accruing to wealthier and more educated (male) farmers in terms of learning outcomes.</li> <li>- Prejudice and discrimination towards women &amp; girls, and other marginalized individuals or groups in terms of access to Project benefits</li> </ul>	<ol style="list-style-type: none"> <li>1. Arrange women-only awareness raising and training sessions to inform women beneficiaries about new technologies and infrastructure being supported by the project. Separate on-farm trainings for women conducted by female instructors should be given preference.</li> <li>2. Provide free trainings along with food for women, . This will be done through:             <ol style="list-style-type: none"> <li>i) Organizing separate training sessions for men and women on climate smart technology with a strong focus on the diversification of their production and practices to increase their production in a climate-smart way.</li> <li>ii) Organize separate entrepreneurship training sessions for women on topics such as value chain, marketing, post-harvest value addition, small technologies and machinery, building market linkages with off-takers and aggregators, and business development skills.</li> </ol> </li> <li>3. Engage women/girls to support women farmers in agribusiness and market integration activities.</li> <li>4. Form women's groups where their agricultural/ farming work is concentrated geographically, to organize regular dialogues for identifying key value chains and agribusinesses, choke points constricting growth, opportunities for developing value chain linkages, and defining skill gaps to be bridged under the project.</li> <li>5. Identify NGOs, CBOs and local universities working with the farming community to identify women producer groups, including mechanisms for providing mentoring and coaching sessions targeted to women producer groups, cottage and small &amp; medium enterprises led by women.</li> <li>6. Provide financial support to women farmers to invest in climate-smart technologies, along with trainings on repair and maintenance.</li> <li>7. Hire female professionals as well as field staff in project teams, with appropriate facilities, terms of work and workplace protection. Women should be encouraged and</li> </ol>



Component	Key Activities	Risks	Mitigation
		<p>and development opportunities at the local and household level will not only lead to exclusion but may increase their burden of contributory, unpaid or underpaid work, or lower levels of market integration (increase in informal and unprotected work).</p> <ul style="list-style-type: none"> <li>- Irrespective of value addition, women/girls will still be reliant on male partners to access markets/<i>mandis</i> (both for inputs and sale of produce).</li> <li>- Small to very small land holding amongst individual women, or lack of participation in farm-related decisions by landed women will reduce the viability of developing women-only producer groups.</li> <li>- Lack of data on and overall support in policy and practices related to women and girl in STEM and SMEs will curtail opportunities for women/girls to grow their agribusinesses and gain competitive edge in the market.</li> <li>- Women individual small or landless farmers will be less likely to possess the financial means to go into cost-sharing arrangements (matching grants) for starting farmers' groups, setting up a cottage industry, establish enterprises and undertake value addition.</li> <li>- Low salary structures in extension work and absence of safe and affordable conveyance will disincentivize women from taking up employment. Agriculture women field assistants will hesitate or</li> </ul>	<p>supported to join project team as per government policy.</p> <ol style="list-style-type: none"> <li>8. Develop guidelines to ensure a safe and comfortable work environment for women staff and field workers such as separate bathrooms, dedicated female communal spaces, safe and affordable transport options, and childcare.</li> <li>9. Involve young women in sales and marketing in value addition work</li> <li>10. Develop value chain models at the local or farm level, with exclusive support for women farmer in product diversification and value addition by linking them up with aggregators and value chain innovators. These chains should involve women for every role from the farm to the table.</li> <li>11. Identify women aggregators looking to connect with and support women producers with the assistance and guidance from local NGOs and CBOs for different crops, agribusinesses, and agricultural zones/clusters.</li> <li>12. Support women producers to form producer/ farmer cooperatives over jointly owned land and other resources which they can collectively manage and take/sell produce from; identify such women with the support of local women's groups, NGOs and CBOs.</li> <li>13. Support and promote uptake of innovations in small and single-hand farming technologies and solutions for women by connecting with Agriculture Universities that have established incubation centers and start-ups in climate smart agriculture.</li> <li>14. Rather than targeting individual farmers and producers, focus more on targeting farming families and groups of landless or tenant farmers. Track processes and outcomes for whole families and within groups.</li> <li>15. Hire female field assistant staff to reach out to women and support farmer education for women, especially those growing vegetables; increase the number of female extension workers at the Zila, District and/or regional offices of OFWM, or by farming clusters of fruit and vegetable growers.</li> </ol>

Component	Key Activities	Risks	Mitigation
		<p>decline to participate in Project activities if they have no access to safe transport or are made to cover large areas due to their small numbers.</p> <ul style="list-style-type: none"> <li>- Landowners may not be willing to invest in creating safe working environment for women farm laborer in the field where their work is mainly located.</li> <li>- SH redressal mechanism will not be functional at the district and Zila level and remain out of reach or ill-equipped to handle complaints with confidentiality and with suitable referral, in the absence of basic public services infrastructure in remote areas (hospitals, police stations, shelters, child protection units, FIA, etc.)</li> </ul>	<ol style="list-style-type: none"> <li>16. Take trainings to women farmers at their doorstep as Training Institutes are difficult for most females to access. Conduct door-to-door awareness campaigns for women farmers, which have been noted as successful in reaching women under PIPIP. Alternately, provide safe and appropriate transport to trainees, substituting any wage-losses during the full course of training.</li> <li>17. Establish value addition model industries attached to small-medium sized farms, including with trainings and equipment for grading, packing, marketing, that meet women small farmers' requirements.</li> <li>18. Link up the agriculture department with the Metrological Department so that women and farmers in general can get reliable information related to weather; women's limited access to these warning systems must be bridged through community awareness and linking up concerned departments.</li> <li>19. Ensure the presence of an active and responsive Sexual Harassment (SH) reporting, inquiry and redressal mechanisms at the Zila and Tehsil levels, that is visible, accessible, transparent, comprehensive, relevant to needs and realities of women and confidential, with adequate systems for onward referrals (though use of service provider directories) and follow-up, if need be.</li> <li>20. Include dedicated sessions on GBV, SH, SEA and related mechanisms and support structures, along with comprehensive modules on women's rights (right to own/control property; inheritance, constitutional guarantees, pro-women legislation, special schemes, and programs for women/girls/gender minorities relating to social protection and basic public services, sector-specific policies, etc.), in all training activities for women and girls.</li> </ol>
<p><b>Component 3: Project Management, Monitoring and Learning</b></p>	<ol style="list-style-type: none"> <li>3.1 Project management, operations, training, and administration</li> <li>3.2 Project implementation supervision consultancy,</li> </ol>	<ul style="list-style-type: none"> <li>- Women may be skipped by Project if teams are dominated by men, and gender mainstreaming is not institutionalized at every level and in within stakeholder engagement activities, including consultations,</li> </ul>	<ol style="list-style-type: none"> <li>1) Undertake a study to document the role of women in Punjab's agriculture sector as a basis for targeted interventions to improve the status of women in agriculture.</li> <li>2) Examine the relationship between women's economic status improvement under the project and gender-based violence for families supported under the project.</li> </ol>

Component	Key Activities	Risks	Mitigation
	<p>research, and strategic studies<sup>120</sup></p> <p>3.3 Monitoring and Evaluation consultancy<sup>121</sup></p>	<p>exchange of feedback, data collection and evaluation.</p> <ul style="list-style-type: none"> <li>- Community sessions may drive women away due to overrepresentation and crowding-out by men; reasons for lack of engagement and inclusion of women may not be tracked sufficiently and/or responded to.</li> <li>- The full impact on and results of the Project for women may be insufficiently tracked due to their invisibility in public forums and lack of access to management and monitoring &amp; evaluation systems, including women who farm for their livelihood.</li> <li>- Without disaggregating indicators by gender at every level of intervention and categorizing women agriculture workers as farmers by type and nature of work, the impacts on women/ girls in all their diversity would remain undocumented, less understood, and unaddressed.</li> <li>- A very small number of GBV, SH and SEA cases get reported due to fear, stigma, shame, and lack of social and economic support.</li> </ul>	<ul style="list-style-type: none"> <li>3) Built departmental capacity across the board on gender and women’s work, and gender mainstreaming in agriculture and irrigation. In addition, the Project should sensitive all contractors, consulting firms and implementing partners on these and risks and suitable responses to cases of GBV/SH/SEA (GRM, whistleblowing, referrals, etc.) through organizations with gender expertise. Trainings may be held periodically.</li> <li>4) Enhance the role of extension workers along with increasing the strength of female field staff, as per government policies and law on fair representation. To support this, shared and safe conveyance systems must be put into place or salaries increased in lieu of mobility costs. Suitable conveyance facilities must be provided to female field officers below Grade 18.</li> <li>5) Study the knock-on or spill-over effect of SMART on PRIAT outcomes, where intervention sites overlap, or specific areas receive a greater share of different interventions to identify what works better.</li> <li>6) Undertake a study on how women are being impacted by disasters differently from men in Punjab, its and use evidence to propose actions under the Project. Study can be outsourced or undertaken in partnership with Agricultural Universities with support from the Bank and/or FAO.</li> </ul>

<sup>120</sup> Including a) supervision and spot checks, covering quality and quantity aspects, by third-party consultants based on which the funds would be disbursed; (b) strategic studies and research of pilot projects that would be identified before and during project implementation; (c) a gender specific study to develop sector-wide gender strategy and implementation plan; and (d) activities identified in the Operational Risk Assessment Framework (ORAF) and governance and accountability measures

<sup>121</sup>Including a) pre-implementation baseline evaluation of groundwater level in project areas by district level; (b) the impact of the irrigation improvements on water use efficiency, groundwater levels and quality, and soil salinity; on-farm water use; cropping patterns and yields; draught events; species rely on the open water; and livestock population, health and production; (c) socio-economic impacts and the impact on the level of employment, livelihood and household incomes in the project area; estimation of the project’s overall benefits and economic rate of returns

## 6. Gender-based Violence, Sexual Harassment and Sexual Abuse and Exploitation Action Framework

<b>Legend</b>	
OFWM DIC PIC PSC DAC GRM	On-farm Water Management District Implementation Committee Project Implementation Committee Project Steering Committee District Allotment Committee Grievance Redressal Mechanism

**Table 4: Gender-based Violence, Sexual Harassment and Sexual Abuse and Exploitation Action Framework**

S. No.	Suggested Action(s)	Timeline	Responsibility (Departments and members/officials of the following)	Budgetary Allocations	Monitoring	Remarks
1	Develop stand-alone gender and GBV, SH, SEA training material or adapt exiting material by qualified and experienced trainers to orient GRM response teams as well as project staff and implementing partners on reporting mechanisms and response protocols related to cases; cyclically, take such trainings down to the lowest levels of governance and project management.	Within 3 months of staff hiring. 2 trainings in the first year, and six-monthly trainings second year onwards.	PIC; DIC	Annual budgets should be set aside for field trainings across OFWM district offices and with Tehsil level staff, targeting women and men separately	Copy of adapted training module and pre-and post-training reports	
2	Hire a qualified gender trainer on contract to impart intermittent gender sensitization trainings to government officials, project partners, and beneficiaries and train Master Trainers for community replication sessions.	Within 2 months of project staff hiring	PSC, PIC	Long-term contract with a qualified gender trainer to develop content, integrate it in materials for other trainings, and carrying out sessions with Master Trainers in the community (including women and men separately)	HR and procurement records	Engage women's organizations such as Shirkat Gah – Women's Resource Center or Aurat Foundation, to provide specialized trainers and content/modules for said trainings.

S. No.	Suggested Action(s)	Timeline	Responsibility (Departments and members/officials of the following)	Budgetary Allocations	Monitoring	Remarks
3	Ensure GBV provisions within the main GRM. This should be able to route complainants towards relevant GBV counselors and authorities, while providing compliant registration and legal counseling. Establish a system of confidential user satisfaction assessments with a tracking system for onward referrals and follow-up after the GRM has been set up.	Within 45 days of project inception	PSC, GRM	Additional costs for GRM to be financed by Project budget under Component 3	Quarterly assessment of complaints received responses provinces and user satisfaction	See <i>Referral Directories</i> appended with this report ( <b>Annex 3</b> ) for linking GRM with existing response systems.
4	Ensure the GRM dedicates trained female staff to handle all cases of GBV, SH, and SEA. Train <b>GBV response teams</b> on standards and guidelines developed under the United Nations Joint Global Programme on <a href="#">Essential Services Package for Women and Girls Subject to Violence: Core Elements and Quality Guidelines</a> .	Within 45 days of project inception	DIC, PIC		Quarterly assessment of training needs and implementation	
5	OFWM in each district/ division to notify <b>local</b> Sexual Harassment Inquiry Committees in their offices and appoint three trained officer bearers as permanent Committee members, including at least one woman, after adequate training from the provincial office.	Within 30 days of project inception	OFWM	N/A	Monthly stocktaking of complaints; Quarterly reporting	
6	Enhance the visibility of information and systems regarding designated Sexual Harassment Inquiry Committees and their members who could be approached by all project staff and beneficiaries for assistance in cases of SH and SEA.	Continuous throughout project life cycle	DIC	Part of regular stakeholder engagement and awareness raising activity budgets	Site visit reporting, reviews during implementation support	
7	Mandate visible display of <a href="#">Anti Sexual Harassment Code of Conduct</a> by project all partners at <b>all project sites</b> (including offices, fields, training institutes and famers' schools, water collection points, etc.), along with information on the GRM.	Once in the beginning of project implementation, and putting up signage, etc., as operational sites are expanded.=	PIC; DIC; OFWM	Budget to be set aside for printing and other visibility/publicity material	Site visits reporting, reviews during implementation support	
8	Ensure gender inclusive, safe and well-lit WASH facilities for women workers in the project; use civil works budgets to financially support	Plan before the beginning of civil works in project	PIC; DIC	In-built into civil works' budgets	Site visits reporting, reviews during	

S. No.	Suggested Action(s)	Timeline	Responsibility (Departments and members/officials of the following)	Budgetary Allocations	Monitoring	Remarks
	recurring repair and maintenance budgets for the same.				implementation support	
9	Introduce localized referral directories and train GRM response teams on GBV, SH and SEA, related laws, reporting procedures, and referral systems. Develop a system for linking up with other concerned departments and entities to strengthen institutionalized response to criminal and civil offences that may be reported.	At the time of GRM development	DIC; GRM staff	In-built into GRM budget and including hiring/engagement of a Gender Expert to gather information on district specific referral mechanisms where they are missing/ uncollated	Copy of referral directory with GBV response staff at GRM	See Annex 3 for referral information
10	Share GBV/SH/SEA referral directories with project partners, beneficiaries, farmers' associations, extension workers, and community resource persons (male and female)	On-going throughout project	PIC; DICs;	Part of stakeholder engagement and trainings' budgets	Proof of correspondence and sharing of directories	
11	Mandate Departmental reporting of detected cases of GBV, SH and SEA to the GRM as well as recording of response provided thereof, with due attention to privacy and confidentiality (for example, case numbers can be used for identification rather than real names), for further analysis, action, and follow-up.	On-going after GRM has been set up	OFWM; Assistant Directors Agriculture (OFWM); GRM	Part of M&E budgets	Monthly or Quarterly GRM reports	
12	Popularize the use of GBV and violence against women and girls (VAW/G) reporting mechanisms including software applications such as <a href="#">Humqadam</a> (by Shirkat Gah – Women's Resource Center) and <a href="#">ZAARA</a> (Citizen Police Liaison Committee, National Ministry of Human Rights) amongst project implementation partners, community groups, project beneficiaries and others.	On-going after GRM has been set up	All implementing partners	Part of awareness-raising, trainings, and stakeholder engagement budgets	Meetings' and communications' reports	Community sessions should integrate publicity of these systems along with the project GRM
13	Involve women community resource persons working with different rural development support groups to monitor and facilitate reporting of GBV, SH and SEA cases with complete confidentiality, privacy, and safety (this could include local female teachers, members of the	On-going after GRM has been set up	PSC; PIC; DIC	Part of awareness-raising, trainings, and stakeholder engagement budgets under Component 3	Project Consultants will monitor. Community sessions' reports	

S. No.	Suggested Action(s)	Timeline	Responsibility (Departments and members/officials of the following)	Budgetary Allocations	Monitoring	Remarks
	Union Council and Zila Committees, and female staff at the District Commissioner's office, after training).				and training sessions' reports	
14	Provide digital data security & safety trainings to GRM staff and generally for implementing partners.	Intermittent trainings after GRM has been set up	PSC; PIC; DIC	Part of GRM protocol allocations	GRM and Quarterly Project Progress Reports	
15	Continually transmit public messages (through local radio, and pictorial posters, banners, etc. at community meetings, etc.) promoting zero tolerance GBV, SH and SEA and prominently highlighting complaint mechanisms, contact points, ways to access them, and services provided thereof.	Throughout project lifecycle	PSC; PIC	Part of awareness-raising, trainings, and stakeholder engagement budgets under Component 3	Copies/ visual/audio records of public messaging	
16	Provide an orientation package to all newly hired staff, which includes information about the Project GRM, and GBV, SH, SEA compliant and response mechanisms	Throughout project lifecycle	All Implementing partners	N/A (part of due diligence checks for hiring Project staff at all levels)	HR records of each concerned agency/ implementing partner	

## 7. Proposed Gender Indicators under PRIAT

- i. **Project Development Objective (PDO) level Indicator for Component 1: Increased agriculture outputs per unit of water used in project areas (%) [of which female-headed households]**
  - a. Intermediate level indicator for Component 1 (IR1): Improvement of watercourses in canal command
  - b. Intermediate level indicator for Component 1 on water use efficiency (IR2): Reduction in water conveyance losses (%)
  - c. Intermediate level indicator for Component 1 on water delivery equity (IR3): Percentage increase in water availability for tail end users (%) or Reduction in time to reach the tail-end (Number of hours)
  - d. Intermediate level indicator for Component 1 on groundwater management (IR4): Number of watercourses budget and accounting established (Number)
  - e. Intermediate level indicator for Component 1 (IR5): Number of farmer enterprises groups (FEGs) mobilized for agribusiness purposes [% of the FEG members are female]
- ii. **Project Development Objective (PDO) level Indicator for Component 2: Increase in agriculture incomes of households participating in the project activities (%) [of which female-headed households]**
  - a. Intermediate level indicator for Component 2 (IR6): Number of business plans developed for producers and producer groups (gender disaggregated)
  - b. Intermediate level indicator for Component 2 (IR7): Number of acres of HEIS installed [of which is powered by solar]
  - c. Intermediate level indicator for Component 2 (IR8): Increase in cropping intensity in project areas (%) (gender disaggregated)
  - d. Intermediate level indicator for Component 2 (IR9): Increased area under high value and less water intense crops (acre)
  - e. Intermediate level indicator for Component 2 (IR10): Number of formal contracts signed between individual farmers/FEGs and aggregators (gender disaggregated)
  - f. Intermediate level indicator for Component 2 (IR11): Increase in marketed volumes by the project beneficiaries (tons) (gender disaggregated)
  - g. Intermediate level indicator for Component 2 (IR12): Increase in crop yield due to project activities (%) (gender disaggregated)
  - h. Intermediate level indicator for Component 2 (IR13): Number of direct employments created (person day) generated by agribusiness activities [of which number of women employed]
- iii. Intermediate level indicator for Component 3 (IR14): Number of training sessions provided on on-farm water smart practice (gender disaggregated)
- iv. Intermediate level indicator for Component 3 (IR15): Number of processing and marketing advisory services provided to OFWM workers, private sector and service providers (gender disaggregated)
- v. Citizen engagement indicators (IR16): Percentage of project beneficiaries satisfied with the project (gender disaggregated)

### Gender-specific Indicators

- PDO1: Increased agriculture outputs per unit of water used in project areas (measure water productivity) [of which female-headed households (FHH) - target dependent]
- PDO 2: Increase in agriculture incomes of households participating in the project activities (%) [of which FHH - target dependent]



- IR 4: Number of farmer enterprises groups (FEGs) supported for agribusiness purposes (% of FEG members that are females)
- IR 5: Number of business plans developed for producers and producer groups (gender disaggregated)
- IR8: Number of farmers adopt drip and high efficiency systems (among which number of female-headed households adopting HEIS units)
- IR 9: Number of formal contracts signed between individual farmers/FEGs and aggregators (Number of female famers)
- IR 13: Number of direct employments created (person day) generated by agribusiness activities (Number of women employed (person day))
- IR 14: Percentage of women adopting on-farm water-smart practices based on training and support

**To consider in addition to above:**

- Percentage of women beneficiaries reporting reduction or increase in time-use on productive activities relating to farming, within the pool of women beneficiaries
- Percentage of women reporting improved control over household income amongst supported farming families
- Percentage of registered women members of WUAs that report improved inclusion or exclusion in decision-making
- Percentage of WUAs that have at least one woman in governing committee
- Gender Enhancement Plans for Agriculture Department adopted and implemented (Y/N)
- Percentage of female professionals for both technical roles and field work and employees in Agriculture Department
- Number of women included in local disaster management committees
- Number of GBV, SH and SEA related trainings conducted for project staff, implementing partners and beneficiaries (gender disaggregated)
- Number of GBV/SH/SEA complaints registered with GRM
- Percentage of GBV/SH/SEA complainants reporting issue resolution and appropriate referrals to service providers

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## **ANNEXURES**

## Annex 1: Institutions and Individuals Interviewed

### Group Discussions (mixed groups):

Three (3) group discussions with mixed respondents, including one in-person meeting, and two online discussions in Rawalpindi, Sargodha and Multan including:

- i) Directorate General, Agriculture (Water Management), Punjab
- ii) Various Directors and Assistant Directors, Training and On-Farm Water Management (OFWM), including three women
- iii) Water Management Training and Research Institute (WMTI), Lahore
- iv) Male farmers (large and medium)
- v) Civil society representatives

### Key Informant Interviews:

Civil society actors (experts in gender, sustainable agriculture, food and water security, climate smart agriculture, and those working with local NGOs and CBOs and with farming communities in different parts of Punjab), and government officials

- i) Mr Zia Ur Rehman (Secretary General and Chief Executive, AwazCDS-Pakistan)
- ii) Ms Fauzia Viqar (CEO, RAH; Former Chairperson, Punjab Commission on the Status of Women)
- iii) Mr Mahzar Ali (tunnel farmer based on Sargodha)
- iv) Ms Aqeela Naz (Founder, Executive Director, Peasant Women Society, Pakistan)
- v) Ms Hira Wajahat (National Lead, Pakistan, Climate Launchpad; Karachi Organizer, Circular Economy Club; Asia TFF Ambassador, Thought For Food® Foundation; Chapter Chair, Karachi, Women in Energy Pakistan)
- vi) Mr Ahmed Raza Khan (Senior Program Coordinator, Shirkat Gah – Women’s Resource Center)
- vii) Ms Moneeza Ahmed (Social Impact Consultant, Engro Corp)
- viii) Ms Ambreen Fatima, Assistant Director, Agriculture Department, Pindi
- ix) Mr Rana Mehmood, Chief Planning and Evaluation Cell, Agriculture Department

Annex 2: Protection Against Harassment of Women at the Workplace (Amendment) Act, 2022 – for reference

REGISTERED No.  $\frac{M - 302}{L - 7646}$

**The Gazette**  **of Pakistan**

EXTRAORDINARY  
PUBLISHED BY AUTHORITY

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ISLAMABAD, TUESDAY, JANUARY 25, 2022

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PART I

Acts, Ordinances, President's Orders and Regulations

NATIONAL ASSEMBLY SECRETARIAT

*Islamabad, the 24th January, 2022*

No. F. 22(28)/2021-Legis.— The following Act of *Majlis-e-Shoora* (Parliament) received the assent of the President on the 21st January, 2022 is hereby published for general information:—

ACT NO. V OF 2022

*to amend the Protection against Harassment of women at the Workplace Act, 2010.*

WHEREAS it is expedient to amend the Protection against Harassment of women at the Workplace Act, 2010, (IV of 2010) for the purposes appearing hereinafter;

It is hereby enacted as follows:—

1. **Short title and commencement.**— (1) This Act shall be called the Protection against Harassment of women at the Workplace (Amendment) Act, 2022.

(29)

*Price: Rs. 10.00*

[7124(2022)/Ex. Gaz.].

(2) It shall come into force at once.

2. **Amendment of section 2, Act IV of 2010.**— In the Protection against Harassment of Women at the Workplace Act, 2010 (IV of 2010), hereinafter referred to as the said Act, in section 2,—

- (a) in clause (e), for the words “a woman or man”, the words “any person” shall be substituted and after the word “harassment”, the expression “and shall include a former employee who has been removed or dismissed from service or has resigned, and a parent or guardian where the complainant is a minor” shall be inserted;
- (b) for clause (f), the following shall be substituted, namely:—
- “(f) “employee” includes a regular, contractual, piece-rate, gig, temporary, part-time, freelance employee whether employed through express or implied contract on daily, weekly, monthly or hourly basis, and shall include a student, a performer, an artist, a sportsperson, an intern, trainee, a domestic worker, a home-based worker or an apprentice whether working for remuneration or not, or whether working on a voluntary basis or otherwise;”;
- (c) in clause (g), in sub-clause (vi), the word “and” at the end shall be omitted and after sub-clause (vii), the following new sub-clauses shall be added, namely:—
- (viii) person discharging any contractual obligations with respect to his employees and expressly or impliedly procures the services or labour of persons whether as freelancers or part-time employees;
- (ix) a person who owns or manages an online or customer to customer or business to customer or any other virtual or remote business; and
- (x) in relation to a dwelling place or house, a person or a household who employs or benefits from the employment of home-based workers, irrespective of the number, time period or type of such worker employed, or the nature of the employment or activities performed by the home-based worker;”;
- (d) for clause (h), the following shall be substituted namely:—
- “(h) “harassment” means—
- (i) any unwelcome sexual advance, request for sexual favours, stalking or cyber stalking or other verbal, visual



or written communication or physical conduct of a sexual nature or sexually demeaning attitudes, including any gestures or expression conveying derogatory connotation causing interference with work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment; or

- (ii) discrimination on basis of gender, which may or may not be sexual in nature, but which may embody a discriminatory and prejudicial mind-set or notion, resulting in discriminatory behavior on basis of gender against the complainant;”

(c) for clause (k), the following shall be substituted, namely:—

“(k) “Ombudsperson” means the Ombudsperson appointed under section 7;”;

(f) elsewhere in the said Act, for the word “Ombudsman” the word “Ombudsperson” shall be substituted;

(g) in clause (1), for the expression “Companies Ordinance, 1984 (XLVII of 1984)” the expression “Companies Act, 2017 (Act No. XIX of 2017)” shall be substituted and after the word “institution”, occurring at the end, the words “or online business” shall be inserted;

(h) for clause (n), the following shall be substituted, namely:—

“(n) “workplace” means the place of work or any place where services are rendered or performed by professionals, including educational institutions, gigs, concerts, studios, performance facilities, courts, highways, sporting facilities and gymnasiums, and shall include any building, factory, open area or a larger geographical area, where the activities of the organization or of employer are carried out and includes any situation that is linked to work or activity outside the office.”.

3. **Amendment of section 4, Act IV of 2010.**— In the said Act, in section 4,—

(a) in sub-section (2), for the full stop at the end, the following expression shall be substituted, namely: —

“and, where applicable, apply appropriate child-sensitive procedures.”;

(b) in sub-section (4),—

- (i) in the rider clause, after the word “penalties”, the expression “,as applicable” shall be inserted;
- (ii) in clause (ii), in sub-clause (d), the word “and” at the end shall be omitted and thereafter the following new sub-clause shall be inserted, namely:—

“(da) suspension or cancellation of a professional licence;  
and”.

4. **Amendment of section 5, Act IV of 2010.**— In the said Act, in section 5, in sub-section (1), in clause (b), for the word “document”, the words “documentary, audio or video evidence” shall be substituted.

5. **Amendment of section 8, Act IV of 2010.**— In the said Act, in section 8, —

- (a) in sub-section (1), for the word “employee”, the word “complainant” shall be substituted; and
- (b) after sub-section (5), the following new sub-section shall be added, namely:—

“(6) The Ombudsperson shall decide a case or appeal, as the case may be, within a period of ninety days.”.

6. **Amendment of section 9, Act IV of 2010.**— In the said Act, in section 9, after the full stop at the end, the expression “The President or the Governor, as the case may be, shall decide such representation within ninety days.” shall be added.

7. **Amendment of Schedule, Act IV of 2010.**— In the said Act, in the Schedule, in the first paragraph,—

(A) in clause (ii),—

- (I) for the definition of “harassment”, the following definition shall be substituted, namely:—

“(ii) “harassment” means.—

- (a) any unwelcome sexual advance, request for sexual favours, stalking or cyber stalking or other verbal, visual or written communication or physical conduct of a sexual nature or sexually demeaning attitudes, including any gestures or expression conveying derogatory connotation causing

interference with work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment; or

- (b) discrimination on basis of gender, which may or may not be sexual in nature, but which may embody discriminatory and prejudicial mind-set or notion, resulting in discriminatory behavior on basis of gender against the complainant:

Provided that a single incident having the effect of making a person uncomfortable or creating a sense of fear or panic at the workplace is also harassment.”; and

- (II) in the Explanation, for clause (b) the following shall be substituted, namely:—

**“(b) Creating a hostile environment**

Any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature, which interferes with an individual’s work performance or creates an intimidating, hostile, abusive or offensive work environment; or any discrimination on basis of gender, which may or may not be sexual in nature, but which may embody a discriminatory and prejudicial mind-set or notion resulting in discriminatory behavior on basis of gender.

The typical “hostile environment” claim, in general, requires finding of a pattern of offensive conduct, however, in cases where the harassment is particularly severe, such as in cases involving physical contact or gender-based discrimination, a single offensive incident will constitute a violation.”; and

- (B) in clause (xi), after the full stop at the end, the following shall be added, namely:—

“Filing counter-blast suits for defamation etc. are also retaliation. The Ombudsperson or Inquiry Committee, as the case may be, should take notice of this in his or its proceedings.”.

TAHIR HUSSAIN,  
*Secretary.*

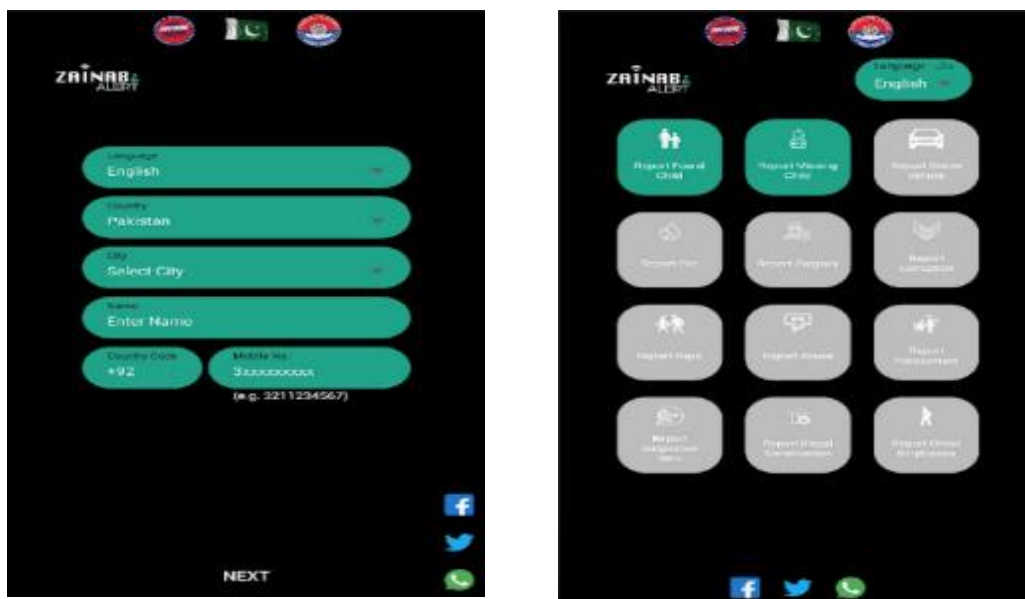
### Annex 3: Referral Directory for GBV, SH, and SEA Referral and Service Provision, and other Support Communication for Orientation and Training Sessions

3.1. Shirkat Gah – Women’s Resource Center’s [Referral Directory of Response Services for Violence Against Women and Girls](#).

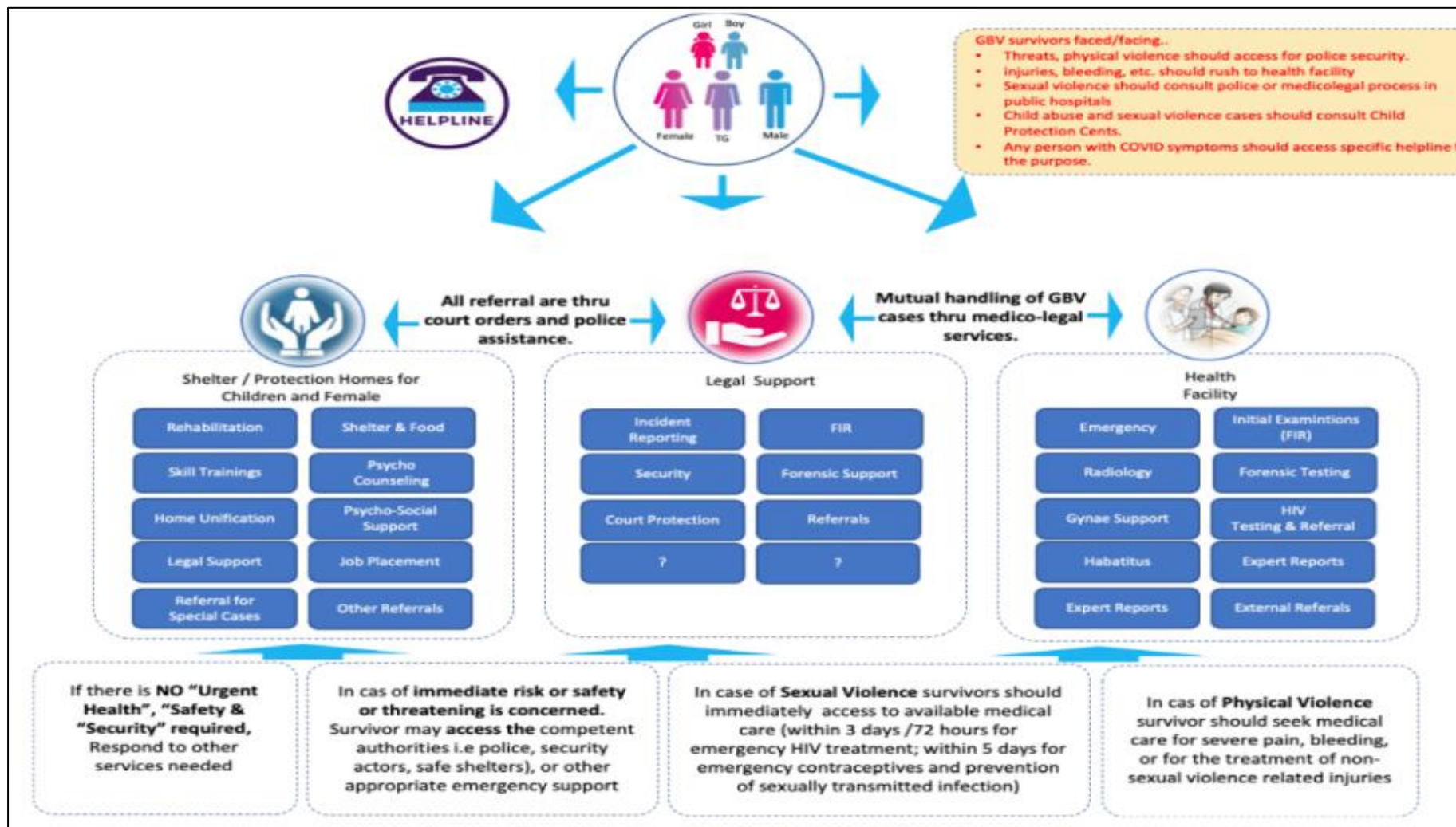
3.2. Shirkat Gah – Women’s Resource Center **Humqadam** online mobile application (available for download from [here](#)) for GBV Response Services across Pakistan



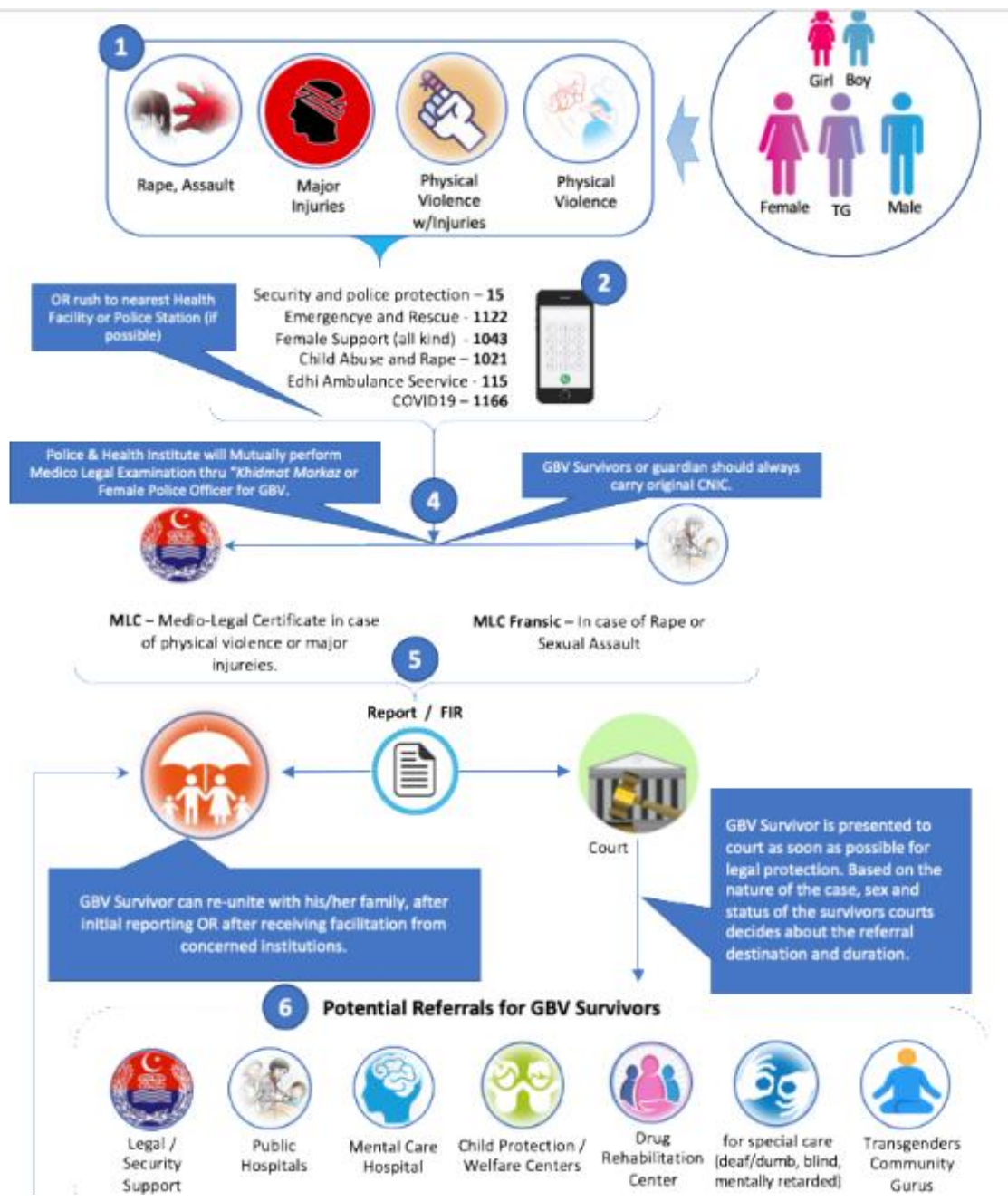
3.3. Citizen Police Liaison Committee’s (CPLC) **Zainab Alert** mobile app, available for download from [here](#).



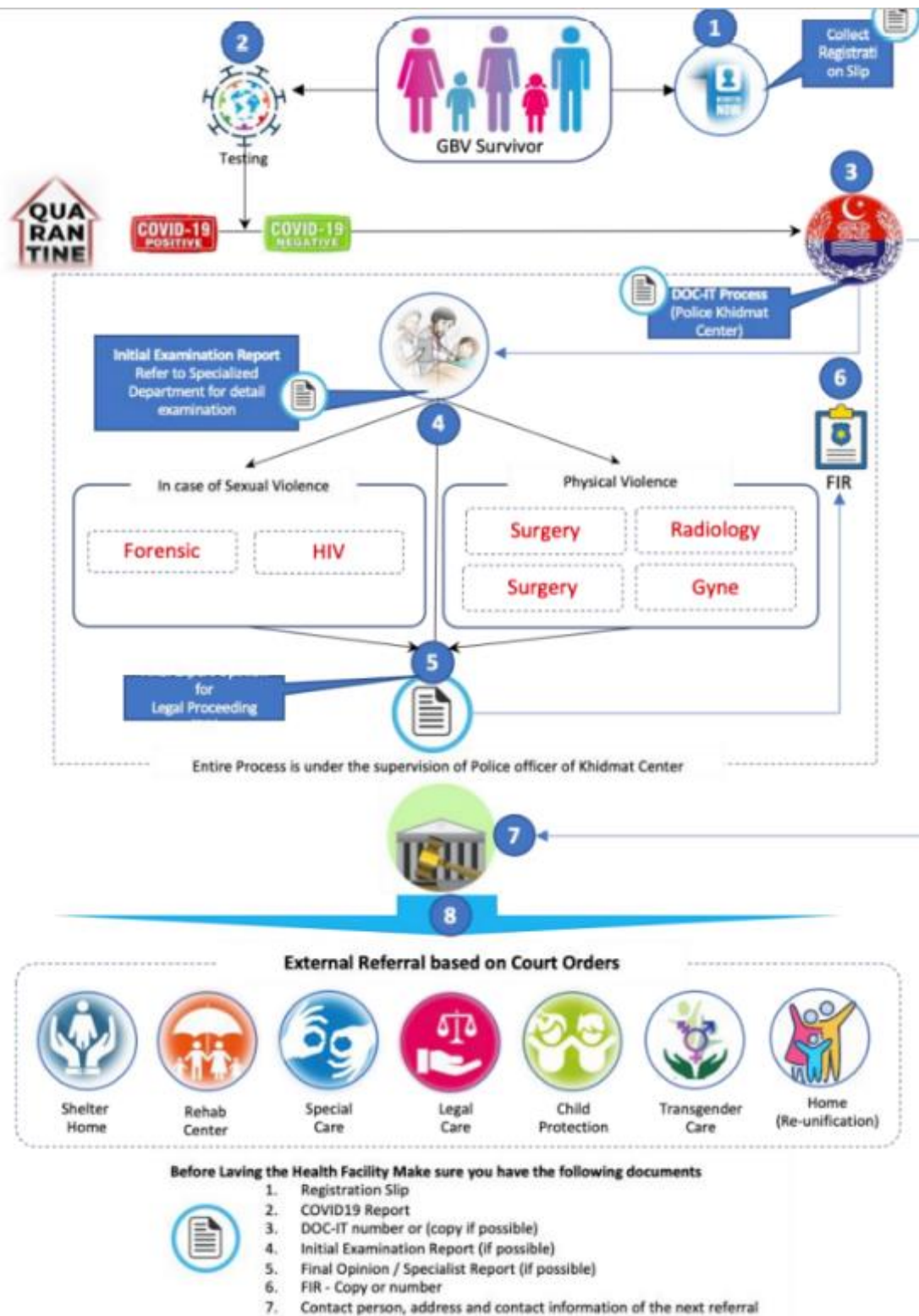
3.4. External Pathways and Services Available to GBV Survivors in Punjab (WHO, 2020) – orientation package for GRM staff, project partners and beneficiaries



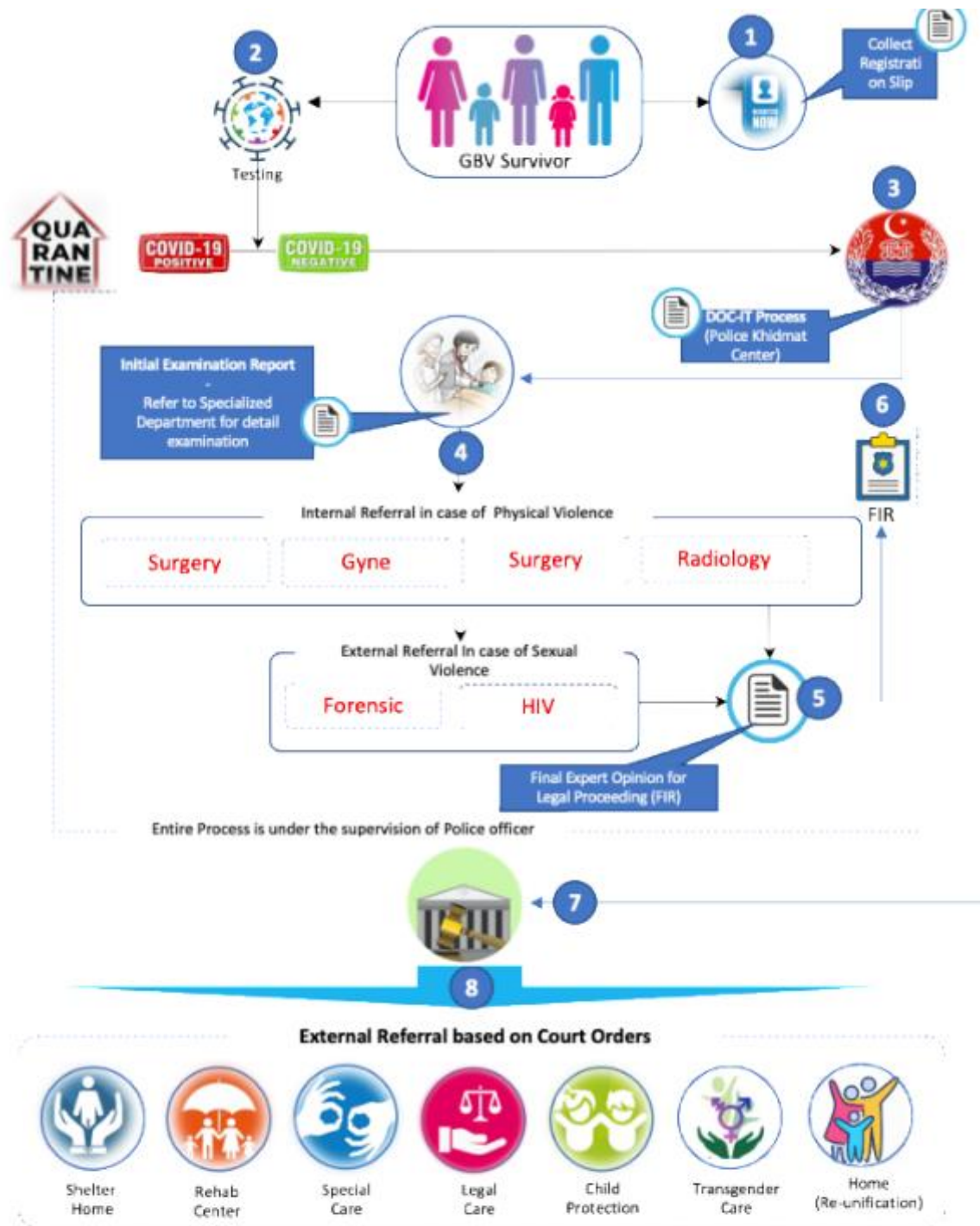
### 3.5. Existing Health System for GBV Survivors in Punjab (WHO, 2020)



### 3.6. Urban Health Facilities for GBV Survivors in Punjab (WHO, 2020)



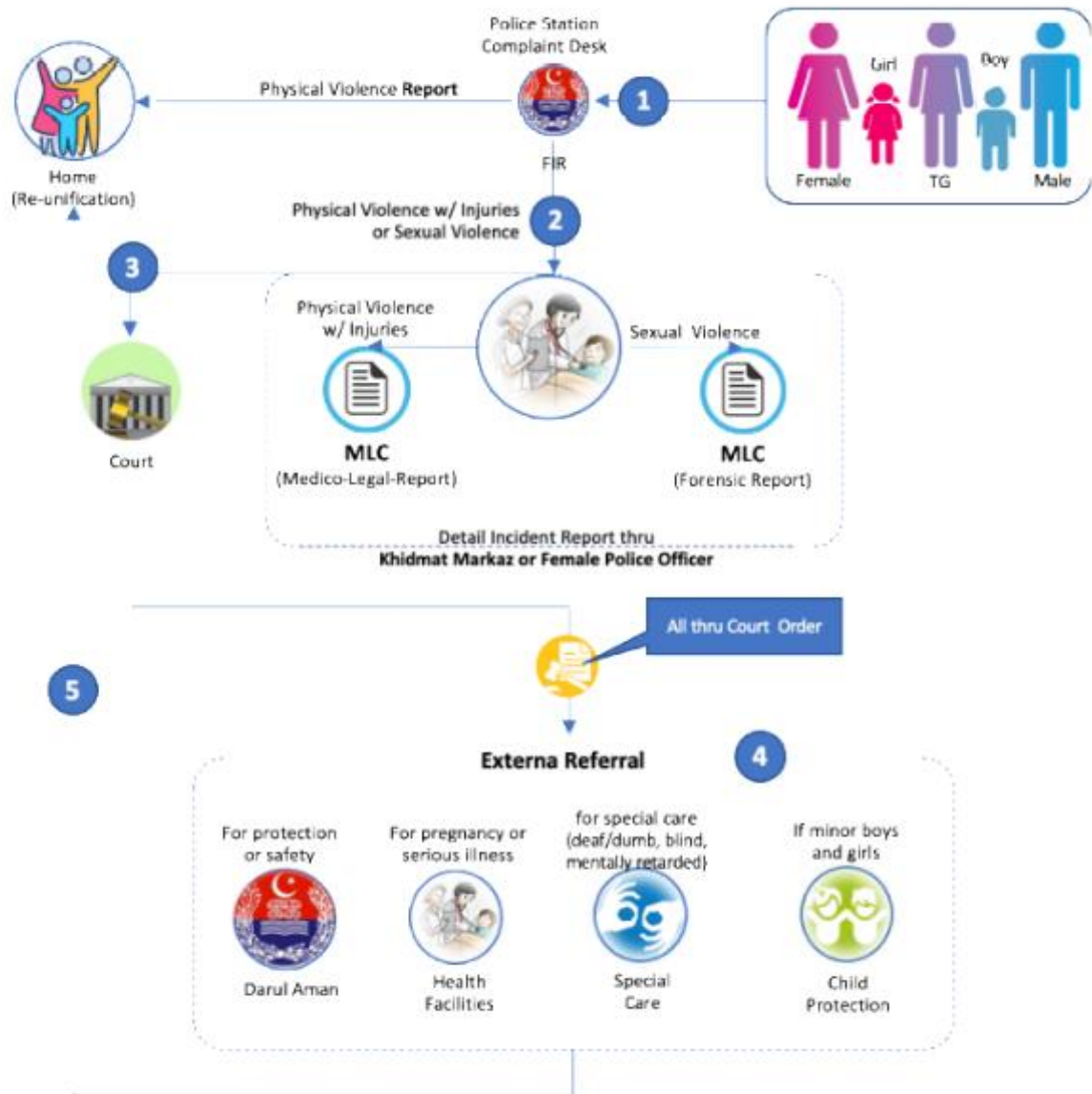
**3.7. Existing Pathways for GBV Survivors at Rural Health Facilities (THQs/DHQs), Punjab (WHO, 2020)**



**The best option for a survivor is to call "15" or "1122" for instant help, the team will lead them respective facility.**



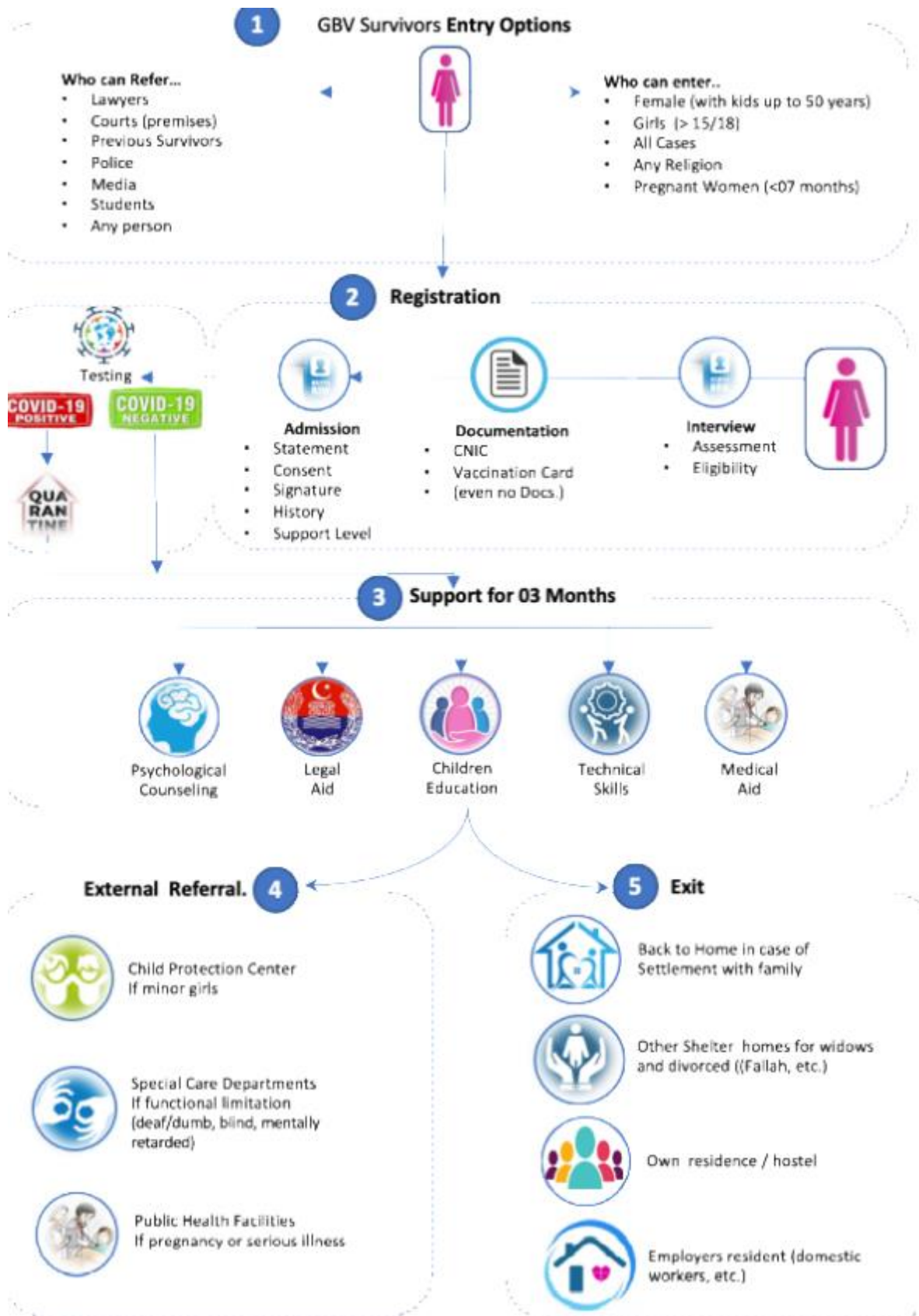
### 3.8. Existing Referral System for GBV Survivors at Police Stations, Punjab (WHO, 2020)



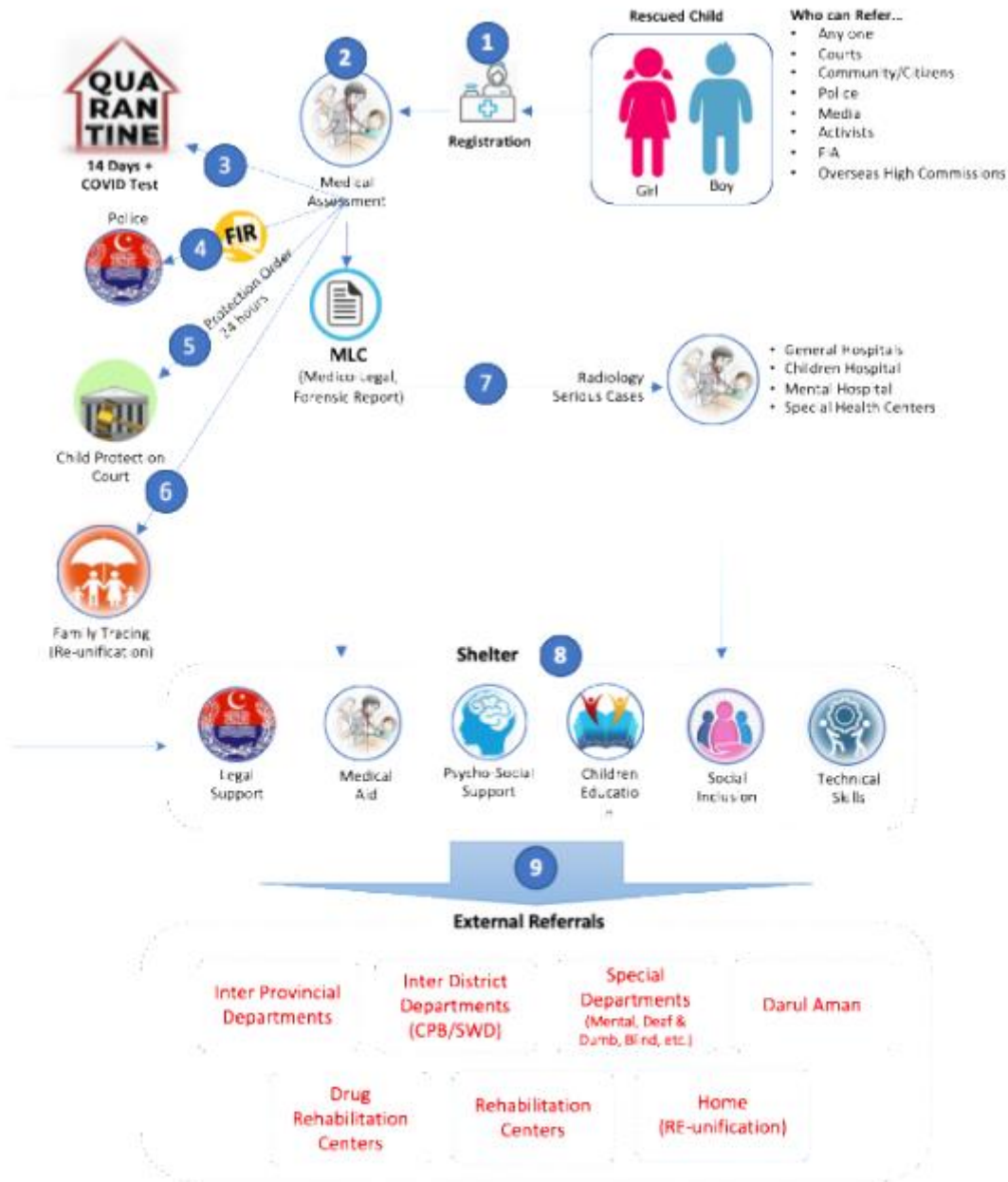
#### Facilities at Police Station

- For hearing or visual impaired, seek the help of siblings or special school teacher (as the case may be)
- *Khidmat* Counter / Centre at public facilities
- No specific facility, but priority is given to person with functional limitation.
- Transgenders treatment and follow-up process is based on their sex identify in MLC

### 3.9. Existing Referral System for GBV Survivors at Private Shelter Homes, Punjab (WHO, 2020)



**3.10. Existing Referral System for GBV Survivors at Child Protection Centers, Punjab (WHO, 2020)**



No case of transgender found in the history. The community GURU take care of the kids themselves. Special/disabled and drug addicts kept under emergency until handed over to respective departments.

**The parent or guardians of the survivor child may call “1121” for instant help and rescue services.**

**3.11. List of Dar-ul-Amans (Shelter Homes for Women) in Punjab (Punjab Commission on the Status of Women)**

Sr.#	Distriet	Contact #	Address
1.	Lahore	042-7468403	Near Police Station Band Road Chowk Yateem Khana, Lahore
2.	Gujranwala	055-9200149	539 C Satellite Town near Bilal Masjid Gujranwala
3.	Rawalpindi	051-4424301	Government Dar-ul-Amman, Social Welfare Complex # 2, DPS School, Shamas Abad, Rawalpindi
4.	Multan	061-9239203	Mohalla Ameer Abad Shah Faisal Colony near Workers Welfare School, Multan
5.	Bahawalpur	062-9239038	Dilawar Colony Fauji Basti, Bahawalpur
6.	D.G. Khan	064-9260470	Social Welfare Complex, Jail Road, DG Khan
7.	Sargodha	048-9239028	New Satellite town Sargodha
8.	Faisalabad	041-9239013	519 Block A Latif Chowk near Qasmi Ground Ghulam Muhammad Abad, Faisalabad
9.	Attock	057-9316241	Madina CNG Pump near the New WAPDA Office Dar-ul-Islam Colony, Attock
10.	Mianwali	0459-381221	House # 6 G-F-127/5, Raffi Ullah Khan Son of Mr. Samand Khan Mohalla Nai abadi, Ibrahimabad, Sadar Chowk, Mianwali
11.	Sahiwal	040-9200449	Guddu Nagar Jhaal Road, Sahiwal
12.	Rajanpur	0604-690422	Near Fatah Pur Adda, Rajanpur
13.	M.Garh	0546-521877	Near Yadgar Club Shah Jamal Road, Muzaffargarh
14.	Kasur	049-99239102	Tehsil Road near Punjab Provincial Cooperation Bank, Kasur
15.	Vehari	067-3360796	Near Bus Stand Main Duniwal Road Vehari
16.	R.Y.Khan	068-9230386	Chak No. 111 Sharqi near Madrassa Jamia Islamaia, Rahim Yar Khan
17.	Bhakkar	0453-9200214	House # 18, Block # 4, Ward # 4 Mandi Town near District Information Office, Bhakkar
18.	Sheikhupura	056-9239017	Railway Road, Sheikhupura
19.	T.T.Singh	046-2518389	Social Welfare Complex Jhang Road Toba Tek Singh
20.	Jhang	047-9200019	Toba Road opposite Farooq Flour Mill, Jhang
21.	Gujrat	053-9239018	Kothi 83-84 Maragzar near Tanki Ground, Gujrat
22.	Jhelum	0544-623675	Sharyar Daniyal Floor, Saadat Colony Chowk Jumma, Jhelum
23.	Sialkot	052-3259841	Social Welfare Complex near Government Sardar Begum HPH Sialkot
24.	Bahawalnagar	063-9240269	Officials Colony DCO House Defence Office Bahawalnagar
25.	Lodhran	0608-9200173	Farooq Town Near Exchange Lodhran
26.	Narowal	0542-410646	Mumtaz Colony Jassad by pass near Shelter Home, Narowal
27.	Khushab	0454-723105	336- Officers Colony near Ab Orala Masjid Joharabad, District Khushab
28.	Khanewal	065-9200282	People Colony 3 Maria Scheme near Gujrat Chowk, Mutassal Commerce College, Khanewal
29.	Okara	044-9239004	Faisal Colony # 2, Street # 2, House # 230 Near Celcon Shelter Home, Okara
30.	Pakpattan	0457-372144	Mohalla Anamabad near Haji Khursheed Karkhana, Pakpattan
31.	Layyah	0606-414630	Reehan Wala, House # 135-B, Emp Lines Colony near General Bus Stand, Layyah
32.	M.B.Din	0546-521877	Purani Chungi near Gaga House, Khaliyan Road, Mandi Baha ud Din.
33.	Hafizabad	0547-523402	Mohalla Ghari Awan, Street No. 1, Malik Sharo Wali near Christian Graveyard, Kasoki Road, Hafizabad
34.	Chakwal	0543-541301	Near Government Girls College, Mohalla Sargojra, Chakwal
35.	Chiniot	047-6330892	Shah Dolat Road Near Sio Gass Office Satellite Town Chiniot

## **Annex 4: Questionnaire for Respondents to FGDs and KIIs:**

### **Guidelines for field teams conducted FGDs with women's groups:**

1. Discussions with women's groups should be conducted by a female, in no more than groups of 7-8 to allow to adequate discussion of about 1 hour.
2. For all FGDs, please note the following details of women respondents:
  - individual ages
  - location (zila, district)
  - the kind of crop or agricultural product produced
  - whether farming on owned land or someone else's land
  - specific role in growing/processing (e.g., weeding, stacking, harvesting, post-harvest processing, etc.)
  - other sources of incomes (apart from farming)
  - membership of WUA (Y/N)
3. When asking about women/girls, the person conducting the FGD should ask about women in all their diversity (married, unmarried, single mothers, landless women, land-owning women, women agricultural workers (including paid and contributory women workers), women sharecroppers, women seasonal wage workers, women migrant workers, older women workers, women with disabilities, women belonging to ethnic, gender, and/or religious minorities.
4. Ensure that FGDs are facilitated by two people, with one dedicated to notetaking. At least one person should be able to speak the local language. If that is not possible, then have a local trusted NGO/ Community Worker accompany.

*Word of caution: Woman may suffer physical harm and other forms of violence if their partners find out that they have been talking to others them or their domestic relationship. Even the act of speaking to another person without permission may trigger a beating. Asking women about violence should be done in strict confidentiality and privacy, except for children under the age of two years. Otherwise, stakeholder engagement should use proxy indicator to gauge the extent and nature of violence (e.g., questions around health and well-being, decision-making power related to health and well-being, etc.)*

### **Group Profiles and Areas of Inquiry**

#### **1. Women-led Farmers' Organizations/ Enterprises Groups and Co-ops:**

##### ***Profile:***

One-three FGDs with women-led farmer's organizations– inclusive by age, caste, religion, disability status and class, preferably covering Central, South and North Zones and including:

- small women producers' groups and cooperatives (with joint resource ownership and shared profit-making)
- women-led Small and Medium Enterprises in agribusiness
- female wholesalers and retailers, and other women in the value chain of varying agri-products

##### ***Questions:***

1. Is it easy for women farmers to form and manage groups/cooperative organization compared to men? What are the main hinderances to their formation, running and growth?
2. What are the challenges facing women small producers, sellers, FO and FEGs in your area? What kinds of issues do women-led FO and FEG face (more than men's) in terms of access to agricultural inputs, finance, mobility, storage, value addition, technology and/or markets linkages?
3. What support is needed to improve on all of theses (access to agricultural inputs, finance, mobility, storage, value addition, technology and/or markets linkages)
4. Are famers schools accessible to women? If not, why? What can be done to make them more accessible and women-friendly?
5. What kind of support is needed and capacity gaps to be filled to encourage women-led farmers' organizations?

## **2. Women members of Water Users Associations**

### ***Profile:***

One FGD with women WUA members, or interviews with individual female members of WUAs

### ***Questions:***

1. What is the role of women kisaans/ haris in water management and irrigation-related decisions in your area? Which decisions can they/ can they not take?
2. What are the challenges to women's active involvement in communal decisions around water use? What about female-headed households, women with disabilities?
3. What is women's role in WUA decision-making (where they are members)?
4. Which issues do women WUA members usually raise concerning women farmers, growers/ agriculture producers, related to water and its use (note area)?
5. What are the reasons for women's low membership in WUAs? What challenges exist to women's inclusion and active participation WUA decision-making Committees?
6. How can women's inclusion and meaningful participation be ensured and built up over time, within and across WUAs?
7. Can women in your area easily work as irrigation construction workers (in tunnel farming and in HEIS)?
8. How are water course improvement likely to affect women (in terms of access to water for farming, home and animal use?)
9. Do women kisaans/ haris have access to solar or any other technology relating to water management? What are the challenges to their access to farming technologies? How can they be mitigated?
10. How well do women kisaans/ haris and land-owning women farmers understand drip irrigation systems? What is their specific role and involvement in setting up or using such a system? How can this understanding & role be enhanced?

## **3. Female Farm Labor:**

### ***Profile:***

Three -four FDG(s) with women farm labor, always separating own-owning from landless, and ideally from all three zones (Central, North and South Punjab), and working on different kinds of agri-produce:

- landless women farmers and sharecroppers
- landowning women farmers
- temporary or permanently hired female farm labor
- women migrant/seasonal agriculture workers
- contributory (unpaid) female family workers

### ***Questions:***

1. Generally, what are the kind of issues women agriculture workers (kisaans and haris) face in Punjab, in the absence of land ownership?
2. What is the role of women (landowning and landless) in water management and irrigation-related decisions in your area?
3. Is it easy for women kisaans and haris to access irrigation extension support? What inhibits their access?
4. Are women farmers/ agriculture workers routinely involved in communal decisions around water use? What about female-headed households or women with disabilities?
5. Can women in your area easily work as irrigation construction workers (in tunnel farming and in HEIS)? What challenges can be expected to their paid employment in this kind of work?
6. Which specific crops are easy for women to grow and sell at a profit in your area? Are there any specific crops or varieties that are more difficult for women to grow due to water constraints?
7. What kinds of issues to women kisaans and haris face (more than men) in terms of access to agricultural inputs, finance, mobility, storage, value addition, technology and/or markets linkages? How can these be improved?

8. What kinds of relationships exist between landowners (men and women) and female agricultural workers, including sharecroppers, in your area? How does this relationship affect women's work environment, wages, safety, and security, especially minority women?
9. Is sexual harassment, violence against women and girls, sexual exploitation, and abuse common in agricultural work (by contractors, sub-contractors, landowners, other farm labor, officials)? What is the nature of violence and abuse faced by women?
10. Are there systems available to respond to violence against women by powerful landlords? Are they functional (staff, infrastructure), visible, accessible, confidential, relevant to needs, comprehensive and effective (including referral and follow-up)?
11. Is there any sensitization and capacity-building training of field staff (male and female), including extension support workers, related to gender and prevention of/ responding to violence? What is needed to build officers' capacity?

#### **4. Women extension workers**

##### ***Profile:***

One-three FDGs with female extension workers in irrigation and agriculture, ideally from all three zones (Central, North and South Punjab)

##### ***Questions:***

1. Generally, what are the kind of issues that landowning women farmers face in Punjab? And landless women farmers (*hari aur kisaan aurtein*)?
2. Are you familiar with any support that OFWM offers to women landowners, or kisaans and haris specifically to support their growth, profitability, and water management?
3. Is the number of female extension workers across Punjab sufficient to support women farmers, land-owning or landless (how many in your area)? Why have their numbers not grown over the years?
4. How does the small ratio of female extension workers affect women kisaans and haris and the support available to them?
5. Are conflicts related to irrigation common? How do these impact individual women farmers (land-owning and landless) in the area?
6. Is sexual harassment, violence against women and girls, sexual exploitation, and abuse common in agricultural work (by contractors, sub-contractors, landowners, other farm labor, officials)? What is the nature of violence and abuse faced by women?
7. Are there systems available to respond to violence against women by powerful landlords? Are they functional (staff, infrastructure), visible, accessible, confidential, relevant to needs, comprehensive and effective (including referral and follow-up)?
8. Is there any sensitization and capacity-building training of field staff (male and female), including extension support workers, related to gender and prevention of/ responding to violence? What is needed to build officers' capacity?
9. Can women easily become instructors in farmer schools? Can they enroll for trainings easily? What are the challenges, and what can be done to overcome them?

#### **5. Areas of Inquiry (for Government Officials and PIPIP + SMART project staff):**

1. How have women, girls and gender minorities been impacted (benefited, or adversely affected) from interventions under PIPIP and SMART Projects? Evidence?
2. What have been the challenges to targeting women, girls and gender minorities under PIPIP and SMART?
  - a. Were there any unexpected result (above/below/beyond targets) under specific Project components related to women, girls and gender minorities?
3. What systems are in place to protect women, girls and gender minorities against risks of GBV, SH and SEA, and to respond to their concerns, including health and labor violations under PIPIP/SMART/PRIAT?

- a. Are these systems *functional (staff, infrastructure), visible, accessible, confidential, relevant to needs, comprehensive and effective (including referral and follow-up)*?
- b. How linked up are GRM mechanisms to existing support systems for GBV/SH/SEA survivors? What is missing?
- c. Do any systems need to be set up/ strengthened further under PRIAT? Which and how?
4. What systems are in place for on-going sensitization and capacity-building of staff, partners and extension support workers or community groups for gendered analysis and responding to issues of exclusion, GBV/SH/SEA?
5. Water-Use Associations:
  - a. Which issues do women WUA members put forth concerning women farmers, grower, and producers, related to water and its use?
  - b. What is women's role in WUA decision-making (where they are members)?
  - c. Which issues do women WUA members usually raise concerning women farmers, growers/ agriculture producers, related to water and its use (note area)?
  - d. What are the reasons for women's low membership in WUAs? What challenges exist to women's inclusion and active participation WUA decision-making Committees?
  - e. How can women's inclusion and meaningful participation be ensured and built up over time, within and across WUAs?

**6. Areas of Inquiry (for CSOs and Subject experts):**

- 1- How do the lives of rural women, girls and gender minorities differ across agro-climatic zones in Punjab?
- 2- Where (geographically) are women, girls and gender minorities (WGGM) in rural settings (specifically in agriculture and farming) more vulnerable to GBV, SH, SEA in Punjab?
- 3- What are the prominent health risks to women farm labor and women producers working in agriculture or livestock in Punjab (for specific kinds of crops, including High Value, and farming practices)?
- 4- How could women, girls and gender minorities be impacted (beneficially or adversely) under PRIAT, by project components and actions?
  - a. Which factors could confound project implementation (pre-existing challenges to WGGM's inclusion, adoption of climate smart agricultural practices, access to resources, inputs, markets, technologies and support services along the value chain; equal opportunities and benefits under PRIAT; access to justice systems for GBV/SH/SEA; access to extension services and government-community engagement mechanisms, etc.)?
  - b. What legal and institutional protections exist to protect women farmers, producers, and producer groups against GBV/SH/SEA, labor and health violations, that the PRIAT could link up with?
- 5- Input for GMR.