A Systematic Review of Gender and Youth Issues in Balochistan and Khyber Pakhtunkhwa from Value Chain Perspective

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The Project for Agri-food and Agro-industry Development Assistance in Pakistan (PAFAID): Initiative for Balochistan and Khyber Pakhtunkhwa (SAP ID: 1800109)

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DISCLAIMER

This report was written by Dr. Rakhshinda Perveen, gender expert, PAFAID in collaboration with UNIDO Experts.

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Abbreviations/Acronyms

1. ADB-Asian Development Bank
2. AHITI - Animal Husbandry In-service Training Institute
3. BPFA- Beijing Platform for Action
4. CBOs Community Based Organizations
5. CEDAW-Convention on the Elimination of All forms of Discrimination Against Women
6. CoP- Code of Practice
7. CPEC - China Pakistan Economic Corridor
8. EAS- Extension and Advisory Services
9. FATA- Federally Administered Tribal Areas
10. FAO - United Nations Food and Agriculture Organization
11. FHH-Female Headed Households
12. FPSDP - Federal Public Support Development Programme
13. FSHFA - Food Safety and Halal Food Authority
14. GAP-Good Agricultural Practices
15. GBC- gender Based Constraints
16. GDP - Gross domestic product
17. GMS-Gender Mainstreaming
18. GoB-Government of Balochistan
19. GoJ-Government of Japan
20. GoP - Government of Pakistan
21. IDR - Industrial Development Report
22. IFAD-International Fund for Agricultural Development
23. IFI-International Financial Institutions
24. ILO-International Labour Organization
25. IPL-International Poverty Line
26. IRPF - Integrated Results and Performance Framework
27. ISID - Inclusive and Sustainable Industrialization Development
28. JICA - Japan International Cooperation Agency
29. LFR-Labour Force Participation Rate
30. L&DD KPK - Livestock and Dairy Development Department
31. KP-Khyber-Pakhtunkhwa
32. KPI's - Knowledge and Performance Indicators
33. MNFSR - Ministry of National Food Security and Research
34. MSME - Micro, Small and Medium Enterprise
35. MTPF - Medium Term Programme Framework
36. MVA - Manufacturing Value Added
37. NARC - National Agriculture Research Cent

38. NCSW- National commission on the Status of Women
39. NEET - Neither in Employment, nor in Education or Training
40. NWFP - North-West Frontier Province
41. PAFAID: The Project for Agri-food and Agro-industry Development Assistance in Pakistan (PAFAID): Initiatve for Balochistan and Khyber Pakhtunkhwa.
42. PCP - Project for Country Partnership
43. PSC-Project Steering Committee
44. PPP- Purchasing Power Parities
45. SDG - Sustainable Development Goal
46. SME - Small and Medium Enterprise
47. SSA - Sub-Saharan Africa
48. UN - United Nations
49. UNDP -United Nations Development Program
50. UNFCCC - United Nations Framework Convention on Climate Change
51. UNIDO - United Nations Industrial Development Organization
52. UN Women-United Nations Entity for Gender Equality and the Empowerment of Women
53. USAID - United States Agency for International Development
54. USDA- United States Department of Agriculture
55. VC - Value chain
56. VCD-Value Chain Development
57. WEAI - Women's Empowerment in Agriculture Index
58. WAE Women Agricultural Extensionists
59. WES Women Extension Service
60. WFP World Food Program

Executive Summary

The GoP and UNIDO developed a 4-year (2019-2023) intervention entitled the Project for Agri-food and Agro-industry Development Assistance in Pakistan (PAFAID): Initiative for Balochistan and Khyber Pakhtunkhwa with the assistance of the GoJ and JICA aimed at supporting the enhancement of productive and compliance capacities of the cattle meat value chain (VC) in four districts of KP and apple VC in five districts of Balochistan. The long-term goal is to revitalize the livelihood of cattle meat VC actors in KP and apple VC actors in Balochistan through the introduction of best practices in the aforementioned areas, considering also frequently marginalized groups, such as women and youth.

UNIDO in consultation with the GoP, the GoJ and JICA, developed a two-phase approach, commencing the project with an inception phase followed by the project implementation period. During the inception phase (meant to enable the thorough understanding of the apple and cattle VC and related gaps and opportunities and in turn verify the intervention logical framework in the original project document), an in-depth analysis of the selected value chains and gender analysis were carried out by the respective experts. As part of the inception phase, UNIDO hired a woman gender expert who extended the required technical support to ensure that gender remains a cross-cutting theme in all research reports and gender and age disaggregated data is generated. Additional inputs were also provided to project logical framework in order to ensure a project approach with the inclusion of gender and youth perspectives in the targeted districts.

The gender analysis and parallel research study reports are expected to assist PAFAID to further systematically plan, steer, deliver and report more effectively on the progress in alignment with its gender equality commitments at multi-levels in the larger picture of the 2030 Agenda, specifically for the achievement of SDG 9 and SDG 5. As a key outcome of the inception phase this analysis, not only tells about gender relations, how the division of labor, access to and control over resources, decision-making processes within the household and norms values are interlinked and interlocked but also informs the design, planning, monitoring and evaluation of inclusive interventions. This, in turn, would contribute to achieve overall results of PAFAID including women's and youth's empowerment and sustainable livelihoods.

This report is broadly divided into five chapters through a systematic review of existing literature supported by some preliminary data received from technical consultants on the value chains. Chapter 1 sets the context and offers an ample introduction to the Project besides assembling a short situation assessment and describing the research methodologies with the identification of limitations, biases and mitigation measures. This chapter is supported by five annexs. The second chapter offers a review and analysis of research-based global experiences about inequalities faces by women in agriculture, the impact of climate change on agriculture and how agri-value chains can become gender equitable; and is complemented by a detailed gender glossary, compilation of key terms, youth and gender mainstreaming checklists and an annex about Good Practices in Climate Smart Agriculture. A focused review and analysis of literature primarily related to Pakistan based information and some province-specific studies supported by two annexes presenting socio-demographic details of Pakistan constitute the third chapter.

Young people constitute the largest population of Pakistan, which is currently one of the youngest countries in the world and the second youngest in the South Asian region after Afghanistan. Taking into consideration the unique importance and critical number (64% of Pakistan's total population is below the age of 30, and 29% is between the ages of 15-29 years) chapter 4 is dedicated to the review and analysis of international and national Youth-related literature. This chapter is supported by an annex about Off-Farm VC Opportunities for Youth.

The fifth and final chapter is supported by additional literature review and analysis and an annex that contains some case studies and research abstract divided by thematic areas, Agriculture, Rural Development & Gender, Youth and Women. Primarily the works of JICA and UNIDO were consulted to summing up, suggesting best solutions in the milieu of constraints and concerns of numerous origins and extending guidelines for achieving the desired and required results of the PAFAID with gender sensitivity and youth inclusion. It is divided into three parts;

- Part A: This part is composed of key learnings and findings captured through the review and analysis presented in the previous chapters;
- Part B: This part builds on analytical thinking and presents a comprehensive recommendation and a way forward for the consideration of the decision-makers at the strategic level of PAFAID and
- Part C: This part contains some important reminders and deliberations.

Pakistan categorized among the countries with medium human development has the Global Gender Gap index rank of 151/153 countries. Like elsewhere, Pakistani women too have a larger share in agriculture, non-recognition and subordination and the resultant deprivations and discriminations are more marked in certain public sector structures and societal practices.

The absence of any youth-specific project in Pakistan that is using their capabilities and contributions in agri-business and PAFAID specific value chains (yet to be genderized) establishes the marginalization of rural youth. Are there any good or best practices regarding two specific VCs of PAFAID? Are there any best practices in Pakistan regarding gender and agriculture and youth and agriculture? Are there any best practices globally regarding gender and agriculture and youth and agriculture? The answers are No, May Be and Somewhat respectively. The review and analyses starting from chapter 1 till 4 substantiate these responses Vulnerable stakeholders are seldom included and even if they are engaged in consultation, they seldom have any say. Planned activities for a project like this need to consider how women and youth issues can be addressed from different angles, most importantly be making space for them at the table.

Despite many international commitments to empower women and youth the reality is riddled with contrasts and contradictions. Even Sex and Age disaggregated data (leave aside other variables like urban-rural divide, ethnicity, class etc.), in a majority of reports/studies, with or without ownership of the government/s and donor agencies, is a rarity rather than a general practice. The use of technology and using the entrepreneurship model have documented advantages. PAFAID too has the potential of gaining from these while remaining cognizant that deep-rooted social and

political realities and constraints usually take longer times but focusing on those entry points where change can be introduced pay back positively.

Men, who are in much greater numbers in power positions and control much greater share of control, delegation, decision and all forms of power must never be sidelined in any project that aims to empower women. What is of utmost importance is to continue to invest in deepening men's understanding of gender and the benefits of women's empowerment. However, great caution is required in "Male involvement for Female empowerment" approach in order to avoid creating (inadvertently) new dependencies for women. For this reason, the PAFAID project will identify "gender champion" among these men who are actively engaged in the inclusion of women in the value chain or related support services. At the same time, integration of gender perspective in training materials and pre- and post-training survey will assist in identifying the possible perception change of beneficiaries. The report is offering only one major recommendation based on the available expertise, information and interpretation attained from the field so far, literature review and analyses, and strategic objectives and priority areas of UNIDO and it is as follows:

UNIDO has to ensure that the implementing partners from the Governments in both provinces and at the Federal level, would adopt Gender Mainstreaming Strategy (GMS) as a prime principle to ensure inclusion and acceleration of gender equality dimensions in PAFAID. These government partners would take all necessary Affirmative Actions to address horizontal inequalities, immediately after necessary consultations and take every possible measure to ensure that Gender responsive administrative arrangements would be in place throughout the life of the PAFAID and preferably afterwards as well. Once this guarantee is obtained and communication is initiated a set of following strategies and activities in a calculated and coordinated manner may be executed to meet the expected results from the approved interventions.

Gender Mainstreaming will be a cross-cutting theme from sub-activity level up to impact level. Building on this it is proposed that PAFAID shall be implemented through a Gender Action Plan, outlined in the last chapter, with a 2-pronged 2-Cs strategies, namely Capacity Development and Community Based Participatory Partnership with gender perspectives. The very titles of these sub-strategies draw the shape of success (theory of change in technical terms) that is required to be visualized now in order to achieve the qualitative and quantitative results of the project. Does Agriculture need women and girls?

The answer is yes not only because poverty has a woman's face and feminization of agriculture is a living reality but because mostly women are often not "allowed growing" due to their predetermined position in care economy and unpaid work.

There is no singular pathway, either to exit gender disparities and social injustices or design to embrace equality mechanisms. Empowerment remains a distant dream for a vast majority of Pakistani women and some specific regions, belts and ethnic divides in PAFAID provinces make this even more remote. The silver bullet in the obviously bleak scenario is the host country itself rather its people who have to make a choice to empower themselves. This again is easier said than done and nothing can be achieved by working in silos and by concentrating on protagonists only.

This analysis (with all limitations and reservations -as documented in chapter 1) is actually a starting point to recognize more profoundly that to achieve the desired results and to sustain the effectiveness of PAFAID; it is not just relevant but undisputable to start and scale up a focused conversation about the local contexts, social innovation and enhance critical thinking to accelerate the journey towards reducing gender inequalities in underprivileged provinces of Pakistan through doable, affordable, scalable and sustainable interventions, arrangements and engagements.

Local Glossary[1]

S#	Local Word	Meaning/explanation
1.	*Arhati*	Commission Agents
2.	*Barani*	Rainfed
3.	*Beaopari*	Trader (male)
4.	*Bekhar*	Pre-Harvester Contractor
5.	*Bara Goshtt*	Beef/Cattle [2]
6.	*Halal*	denoting or relating to meat prepared as prescribed by Muslim law
7.	*Ladania*	Traders
8.	*Mas ha Khaur*	Wholesalers
9.	*Pharia*	Wholesalers
10.	*Purdah*	Veil
11.	*Saibb*	Apple
12.	*Safaii*	Hygiene[3]
13.	*Sardar*	Tribal Chief
14.	*Zaraat*	Agriculture
15.	*Zibah khana*	Slaughterhouse

[1] No alternative and or equivalent exist for Value Chain in any Pakistani language. It is suggested to adopt the term. This glossary will be useful for VC experts and communication related project staff.
[2] Cattle is taken as an equivalent of Cow and or Beef.
[3] Also taken as an equivalent to Food Safety (literally & practically both)

GENDER INDICES

1. **Global Gender Gap Index (GGGI)**
   The World Economic Forum's Global Gender Gap Index quantifies the magnitude of gender disparities and tracks progress over time across 144 economies and four thematic areas: Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment. It uses mainly quantitative outcome variables, such as the ratio of female to male labor force participation.
2. **Social Institutions and Gender Index (SIGI)**
   The OECD's Social Institutions and Gender Index scores 160 economies on discrimination in social institutions. The composite measure is an unweighted average of five sub-indices: discriminatory family code, restricted physical integrity, son bias, restricted resources and assets and restricted civil liberties. The data are both quantitative and qualitative. Non-OEDC countries are also included.
3. **Gender Inequality Index (GII)**
   The UN's Gender Inequality Index provides a composite measure reflecting inequality of achievement between women and men in 159 economies. The index covers five indicators in three dimensions: reproductive health, empowerment (as measured by educational attainment and parliamentary representation) and the labor market. The indicators are based on quantitative outcome variables.
4. **Gender-related Development Index (GDI)**
   The UN's Gender-related Development Index examines gender differences in development outcomes in health, education and equitable command over economic resources. Covering 160 economies, the indicators are based on outcome variables and measure the gender gap by showing the female human development index (HDI) as a percentage of the male.
5. **Gender Social Norms Index (GSNI)** measures how social beliefs obstruct gender equality in areas like politics, work, and education, and contains data from 75 countries, covering over 80 percent of the world's population[4].

Sources: World Economic Forum, OECD Development Center, and United Nations Development Program databases.

[4] hdr.undp.org/en/GSNI

Some Most Important & Relevant Concepts for Practitioners & Researchers

1. **GENDER BALANCE** would also imply inclusion of:

- Men in 'female-owned' enterprises
- Men who are vulnerable to displacement by policies aiming to benefit women in value chain upgrading.

2. **GENDER DIFFERENCE:** those differences between women and men that are freely chosen. However, most 'differences' between men and women, even where they may involve an element of choice (e.g. what to wear) are nevertheless embedded in structures of gender inequality which generally ascribe lower value to women's choices and perpetuate unequal access to power and resources.

3. **GENDER EQUALITY OF OPPORTUNITY:** the provision of an enabling environment whereby gender is no longer a basis for privileging access to resources, power or services. This is likely to require different types of considerations for women from different backgrounds depending on other dimensions of disadvantage, and at different levels.
   Women's Empowerment: the process through which women, who are currently most discriminated against, enable themselves or are enabled to take advantage of equality of opportunity. This includes affirmative action for women, and support for men to change those aspects of their behaviour, roles and privileges that currently discriminate against women. It is likely to include different types of support for women from different backgrounds depending on other dimensions of disadvantage, and at different levels.

4. **GENDER EQUITY OF OUTCOMES:** the situation where gender equality of opportunity and women's empowerment have combined to mean that gender inequality and discrimination are is no longer a cause of gender difference. Any gender differences can be confidently attributed to free and realisable individual differences in choice rather than gender inequality or discrimination.

WHAT ARE EQUITABLE OUTCOMES?

A woman may choose to stay at home to look after children, but this is only an equitable outcome if she has a real choice including:

- Equal opportunity to well-paid work
- Family-friendly working practices which do not lead to future discrimination in employment and promotion
- Anxiety-free childcare which is good for the children
- Male family members playing equal role in unpaid household work.

5. GENDER MAINSTREAMING IN POLICY:

Making the concerns and experiences of women (as the currently most disadvantaged by gender inequality) integral to the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres. Its goals are gender equality of opportunity and equity of outcomes through empowerment of women as well as men

6. ELEMENTS OF THE GENDER LENS

1. Gender disaggregation of ALL economic data
2. Ensuring that language is gender inclusive from the start and implicit understandings of terms like 'entrepreneur', 'farmer' is examined.
3. Boundaries of 'economic analysis' to include non-market activities
4. Analysis of inequalities in power relations, voice, and vulnerability and hence capabilities.
5. Looking at effects of external gender inequalities at the meso- and macro-levels
6. Inclusion of all female stakeholders
7. Men's attitudes and behaviours

7. GENDER LENS CHECKLIST

1. Is all information gender-disaggregated and gender difference included as a dimension of analysis and monitoring throughout?
2. What gendered assumptions are made in language and terminology? For example: in definitions of 'enterprise', 'worker', 'head of household'?
3. Are women's 'invisible' and/or non-market activities part of the analysis and recommendations throughout?
4. Are gendered power relations within and between enterprises part of the analysis and recommendations throughout? Within households? Within markets? Within communities? Within development institutions?
5. Are gender implications of macro- and meso-level policies included in the analysis and recommendations?
6. Are the full range of female stakeholders not only been included throughout the process, but have they been given a voice?
7. Have the gender dimensions of men's attitudes, behaviour and experience also been included in the analysis and recommendations?
8. What are the implications for the gender skills and gender composition of the Management Team and/or Steering Committee/s?

8. GENDER-INCLUSIVE LANGUAGE: SOME GUIDELINES

It is crucial at all stages of Value Chain Development (VCD) Language should be explicitly rather than implicitly gender neutral through e.g.: Use of she/he or he/she at the beginning, then using 'they' when both sexes are referred to. 'He' should only be used when men only are referred to. To do otherwise is not only discriminatory but also inaccurate. Terms like 'head of household' should be

avoided as they make assumptions about intra-household processes which may be inaccurate and should rather be investigated rather than prejudged. Ensuring that language is gender inclusive from the start and implicit understandings of terms like 'entrepreneur', 'farmer' are examined.

9. **GENDER-INCLUSIVE STAKEHOLDER ANALYSIS** will also need to look differently at the stakeholders to ensure inclusion of:
   I. Women working at different stages of the value chain but who are less visible, for example: in ancillary activities, temporary work, putting out systems and homeworking. They are likely to be among the most vulnerable stakeholders. They may also be critical in attempts to improve quality and productivity.
   II. Women family members who are significant actors in 'male-owned' enterprises as managers, supervisors and unpaid family workers in production or reproductive activities. They may be not only vulnerable but also significant potential beneficiaries of management training and quality improvement measures.
   III. Women involved in enterprises or trading activities which might be displaced by some types of upgrading strategies.
   IV. Potential as well as actual female consumers who might be significant in market expansion locally, nationally or internationally.

Stakeholder analysis should however be seen not as a 'one-off' exercise, but an iterative and cumulative process. Understanding of the dynamics of power and difference within and between stakeholder groups, and the best ways in which the different interests can be represented and negotiated, will need to be continually refined

Source: Making the Strongest Links: A practical guide to mainstreaming gender analysis in value chain development. Mayoux, L. and G. Mackie. Geneva. ILO. 2009.

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1. **Gender audits:** are institutional gender analysis and assessment tools that help to scan the extent to which gender equality has been integrated into institutions, policies, or programmes. There are a wide variety of gender auditing tools that address different issues, including financial audits, general organizational assessments and international policy analysis. The overarching aim of most auditing tools is to hold institutions and governments to account regarding gender integration.
2. **Gender blindness:** the failure to recognize that gender is an essential determinant of social outcomes impacting on projects and policies. A gender-blind approach assumes gender is not an influencing factor in projects, programmes or policy. Thus, gender-neutral approaches often run the risk of reinforcing existing gender-based discrimination or responding to male -priorities, especially in societies where the power and decision-making is predominately in the hands of men.
3. **Gender competence** is the knowledge and the ability to recognize gender blindness and to deal with ensuring that discriminatory structures are changed, and new and diverse

development opportunities are opened to all genders. Moreover, gender competence includes knowledge about gender policies, strategies, and approaches as well as the tools and use of gender mainstreaming.

4. **Gender neutral:** gender is not considered relevant to development outcomes. Gender norms, roles and relations are not affected (worsened or improved).
5. **Gender responsive results** are changes that respond to the inequities in the lives of men or women within a given social setting and aim to remedy these inequities.
6. **Gender sensitive:** considers gender norms, roles and relations but does not address inequality generated by unequal norms, roles or relations. While it indicates gender awareness, no remedial action is developed.
7. **Gender specific:** considers gender norms, roles and relations for women and men and how they affect access to and control over resources and considers men and women's specific needs. It intentionally targets and benefits a specific group of women or men to achieve certain policy or programme goals or meet certain needs.
8. **Sex-disaggregated data** is data that is collected and presented separately on men and women. Sex describes the biological and physiological differences that distinguish males, females and intersex.
9. **Women's economic empowerment:** a woman is economically empowered when she has both the ability to succeed and advance economically and the power to make and act on economic decisions. To succeed and advance economically, women need the skills and resources to compete in markets, as well as fair and equal access to economic institutions. To have the power and agency to benefit from economic activities, women need to have the ability to make and act on decisions and control resources and profits.
10. **Women's empowerment:** is about the process by which women who have been denied the ability to make strategic life choices acquire such ability. The ability to exercise choice incorporates three interrelated dimensions: resources (defined broadly to include not only access, but also future claims, to both material and human and social resources); agency (including processes of decision-making as well as less measurable manifestations of agency such as negotiations); and achievements (well-being outcomes).c

Source: UNIDO GUIDE ON GENDER MAINSTREAMING AGRIBUSINESS DEVELOPMENT PROJECTS. Vienna 2015.

A Compilation of Key Terms

Some most important terms/concepts

1. **Adolescents** – defined by the United Nations as those between the ages of 10 and 19 – number 1.2 billion in the world today, making up 16 per cent of the world's population. As children up to the age of 18, most adolescents are protected under the Convention on the Rights of the Child[5] .
2. **Agriculture-** includes the science and practice of activity related to food, feed, and fiber production, processing, marketing, distribution, utilization, and trade and includes family and consumer sciences, nutrition, food science and engineering, agricultural economics and other social sciences, forestry, wildlife, fisheries, aquaculture, floriculture, veterinary medicine, and other environmental and natural resources sciences[6].
3. **Agricultural holder-** is a civil or judicial person who exercises management control over the agricultural holding operation and takes major decisions regarding resource use. The holder has technical and economic responsibility for the holding and may undertake all responsibilities directly, or delegate responsibilities related to day-to-day work management to a hired manager. * Agricultural holding when used for statistical purposes, refers to the economic unit of agricultural production under single management, comprising all livestock kept and all land used wholly or partly for agricultural production purposes, without regard to title, legal form or size. [7]
4. **Agricultural household-** refers to a household whose largest source of income consists of income derived from agricultural production[8].
5. **Climate Change Adaptation**, as per the United Nations Framework Convention on Climate Change (UNFCCC), refers to "adjustments in ecological, social, or economic systems in response to actual or expected climatic stimuli and their effects or impacts." Adaptation refers to changes in "processes, practices and structures to moderate potential damages or to benefit from opportunities associated with climate change". The purpose of these adaptations is to decrease vulnerability and minimize risks for humans and ecosystems. Common approaches focus on expanding resilience or "adaptive capacity "by people, groups, and institutions[9].
6. **Decent Work** - The ILO defines Decent Work as opportunities for men and women to obtain productive employment in conditions of freedom, equity, security and human dignity. To this end, the ILO believes that women, including women entrepreneurs, have a fair chance to generate adequate incomes through self-employment. In turn, the ILO is working hard to

[5] data.unicef.org/topic/adolescents/overview/
[6] USAID.2009. Deborah Rubin, Cristina Manfre, and Kara Nichols Barrett. A guide to integrating gender into agricultural value chains Based on Promoting Gender Equitable Opportunities in Agricultural Value Chains: A Handbook.
[7] http://www.fao.org/faoterm/ en
[8] http://www.fao.org/faoterm/ en
[9] http://asiapacificadapt.net/gender-sourcebook/5-glossary/5-glossary/

promote gender equity in mainstream small enterprise development methodologies, including Value Chain development[10].

7. **Intersectionality-** The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups[11].Intersectionality is thus used to disentangle complex layers of identity, categories, and experiences which form the everyday life of migrants. Dancer and Hossain (2018) addressed social difference and women's empowerment in the different pathways of agricultural commercialization in Africa[12].intersectionality, recognises that women in agriculture have a multitude of overlapping identities, and therefore a blanket, one-size-fits-all strategy cannot be applied to be truly successful or inclusive.

   Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face[13].

   A sociological term, intersectionality refers to the interconnected nature of social categories such as race, class, age, gender, ability, ethnicity and residence status, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. It emerges from the literature on civil legal rights. It recognizes that policies can exclude people who face overlapping discrimination unique to them[14].
8. **Labour Force Participation Rate (LFPR):** Proportion of the working-age population (ages 15 and older) that engages in the labour market, either by working or actively looking for work, expressed as a percentage of the working-age population.
9. **Female-headed household (FHH)** is a household in which adult males either are not present (owing to divorce, separation, migration, non-marriage, widowhood) or do not contribute to the household income (owing to illness, alcoholism, drug addiction and so forth). De facto FHH is a household in which an adult male partner is working away from the household but remains involved through remittances and other economic and social ties. De jure FHH is a household which has no male partner, such as women who are widowed, divorced or never married[15].
10. **Feminization of agriculture** refers to the increased concentration of agricultural tasks in the hands of rural women in developing countries[16].
11. **Feminization of poverty refers** to the fact that women are overrepresented among the world poor, especially the rural poor[17].

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[10] ILO (2006) Decent Work and Poverty Reduction Strategies (PRS) - An ILO Advocacy Guidebook: A supplement to the PRS reference manual, Policy Integration Department, ILO Geneva
[11] https://www.merriam-webster.com/dictionary/intersectionality
[12] https://gender.cgiar.org/grit-intersectionality-african-research/
[13] https://www.ywboston.org/2017/03/what-is-intersectionality-and-what-does-it-have-to-do-with-me/
[14] UNDP.2020. HUMAN DEVELOPMENT PERSPECTIVES TACKLING SOCIAL NORMS.A game changer for gender inequalities.p.11
[15] http://www.fao.org/faoterm/ en
[16] http://www.fao.org/faoterm/ en
[17] http://www.fao.org/faoterm/ en

12. **Horizontal linkages** are defined as longer-term cooperative arrangements among firms that involve interdependence, trust and resource pooling in order to jointly accomplish common goals. Interfirm horizontal linkages can contribute to shared skills and resources and enhance product quality through common production standards. Such linkages also facilitate collective learning and risk sharing while increasing the potential for upgrading and innovation[18]
13. **KILM[19]:The 20 Key Indicators are;** Labour force participation rate, Employment-to-population ratio, Status in employment, Employment by sector, Part-time workers, Hours of work, Employment in the informal economy, Unemployment, Youth unemployment, Long term unemployment, Unemployment by education attainment, Time-related underemployment, Inactivity rate, Educational attainment and illiteracy, Manufacturing wage indices, Occupational wage and earning indices, Hourly compensation costs, Labour productivity and unit labour costs, Employment elasticities Poverty, working poverty and income distribution.
14. **Markets-**The organized exchange of commodities (goods, services, or resources) between buyers and sellers within a specific geographic area and during a given period of time. Markets are the exchange between buyers who want a good--the demand-side of the market--and the sellers who have it--the supply--side of the market. In essence, a buyer gives up money and gets a good, while a seller gives up a good and gets money. From a marketing context, in order to be a market, the following conditions must exist. The target consumers must have the ability to purchase the goods or services. They must have a need or desire to purchase. The target group must be willing to exchange something of value for the product. Finally, they must have the authority to make the purchase. If all these variables are present, a market exits[20].
15. **Monetary Poverty-** A person is considered deprived if the household consumption or income per person per day falls below the IPL, currently set at US$1.90 in 2011 PPPs[21].As the definition of poverty broadens to include additional aspects of deprivation, the composition of the poor changes. Monetary poverty is predominantly a rural phenomenon; 81.3 percent of the monetary poor are living in rural areas. If poverty is considered more broadly with the multidimensional lens, the distribution of poverty tilts even more toward rural areas. 83.5 percent of the multidimensionally poor are rural dwellers, implying that, relative to urban households, rural households suffer cumulatively more deprivations in access to education and essential utilities. The most pronounced shifts of poverty toward rural areas are observed in East Asia and the Pacific and in Latin America and the Caribbean while poverty becomes more urban in Middle East and South Asia. With respect to household composition, households with children are overrepresented among both the monetary poor and the multidimensionally poor, regardless of the gender or number of adults in the household[22].

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[18] MicroLinks Wiki, "Horizontal Linkages.
[19] Source: ILO, 2006, Key Indicators of the Labour Market, Fourth edition
[20] https://glossary.econguru.com/economic-term/market
[21] https://openknowledge.worldbank.org/bitstream/handle/10986/30418/9781464813306.pdf
[22] https://www.worldbank.org/en/research/brief/poverty-and-shared-prosperity-2018-piecing-together-the-poverty-puzzle-frequently-asked-questions-ii

16. **Multidimensional Poverty-**The World Bank's multidimensional measure is anchored on consumption or income as one dimension of welfare, and also includes several direct measures of access to education and utilities (such as electricity, water, and sanitation). For a few countries where extensive data is available, the measure is extended to look at other important dimensions of well-being including health care and nutrition, as well as security from crime and natural disasters. Going forward, the World Bank will monitor progress on multidimensional poverty at the global level using the three-dimensional measures – income/consumption, access to education, and utilities. The UNDP's index includes only non-monetary indicators, whereas the Bank's multidimensional measure includes consumption or income below $1.90 as one of the indicators along with the other dimensions. The Human Capital Index (HCI) is designed as an indicator of each country's future labor productivity, going beyond years of schooling. The multi-dimensional poverty measure seeks to expand our understanding of poverty by accounting for non-monetary deprivations, including limited access to education and utilities. Both initiatives share the goal of broadening our measures to incorporate elements of human capital previously ignored but capture very different concepts. Specifically, the HCI focuses on the productive potential of the human capital of the next generation, while the MPM captures the extent to which the current population suffers from deprivations in human capital.[23]
17. **Poverty lines -new higher poverty lines that the World Bank is using-**The World Bank Group has introduced two complementary global poverty lines: the lower-middle-income poverty line at $3.20 and the upper-middle-income poverty line at $5.50 per person per day. These are designed to complement, not replace, the international poverty line ($1.90 per person per day) and can be used as a benchmark for countries across the world whose level of development makes the IPL of more limited use in gauging levels of poverty[24].
18. **PRO-POOR GROWTH (PPG) -**Growth is pro-poor when the income of the poorest (e.g. of the lowest quintile) increases equally or more than the average income. PPG stresses the need to make the poor participate directly in the economic growth and does not rely on "trickle down" processes or social transfers[25].
19. **Rights-Based Approaches** are a methodology employed during project preparation and implementation, which uses human rights as a framework to guide the development process. It starts from the assumption that people have a human right to achieve economic, social, and cultural development.[26]
20. **Sex/Gender Bias[27]** in data collection refers to the underreporting or misreporting of demographic, social or economic characteristics associated with one of the sexes.

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23 https://www.worldbank.org/en/research/brief/poverty-and-shared-prosperity-2018-piecing-together-the-poverty-puzzle-frequently-asked-questions-ii

24 https://www.worldbank.org/en/research/brief/poverty-and-shared-prosperity-2018-piecing-together-the-poverty-puzzle-frequently-asked-questions-ii

25 Springer-Heinze, A. (2007) Value Links Manual, GTZ

26 http://asiapacificadapt.net/gender-sourcebook/5-glossary/5-glossary/

27 http://www.fao.org/faoterm/ en/

21. **Societal Poverty Line-**As countries grow richer, their definitions of basic needs change. Carrying out basic functions of life might require more goods in some countries than in others. The societal poverty line ensures equality across countries in terms of carrying out the same basic functions of life in each society. For instance, in a poorer country, participating in the job market may require only clothing and food, but in richer economies one may also need to have internet access, a vehicle, and a cell phone. The line is based on a combination of extreme poverty, which is fixed in value for everyone, and a relative dimension of well-being that differs in every country depending on the median level of consumption. In 2015, 2.1 billion people were poor relative to their societies, three times the number of people living in extreme poverty. With over half of the population societally poor, Sub-Saharan Africa has substantially higher rates of societal poverty than other regions. In contrast, East Asia and Pacific had seen its societal poverty rate drop by 38 percentage points. Since 1990, societal poverty declined across all developing regions, but has remained stubbornly static in high-income countries[28].

22. **Stakeholder Analysis-** Identifies the different stakeholders, in particular where the women are, who might be involved in an intervention, the degrees of overlap between groups, how easy it is to move from one group to another and the relative importance of the different groups in terms of numerical strength and/or power.

23. **Value Chain (VC)-**The value chain describes the full range of activities that are required to bring a product or service from conception, through the different phases of production (involving a combination of physical transformation and the input of various producer services), delivery to final consumers, and final disposal after use. A value chain is a sequence of target-oriented combinations of production factors that create a marketable product or service from conception to the final consumption. This includes activities such as design, production, marketing, distribution and support services to the final consumer. The activities that comprise the value chain can be contained within a single firm or divided among different firms, as well as within a single geographical location or spread over wider areas. The term Value Chain refers to the fact that value is added to preliminary products through the combination of other resources.[29]
24. **Value Chain Analysis (VCA)-**VCA is increasingly being used as a methodology for identifying effective strategies for Value Chain Development (VCD) for pro-poor growth. It aims to identify: Appropriate points of intervention for upgrading industries to compete on local, regional and international markets and improving the situation of those currently disadvantaged in the value chain. Researchers use VCA to understand why particular countries and particular types of enterprise find it difficult to enter certain sectors, why many

[28] https://www.worldbank.org/en/research/brief/poverty-and-shared-prosperity-2018-piecing-together-the-poverty-puzzle-frequently-asked-questions-ii

[29] ILO. (2006). "Decent Work and Poverty Reduction Strategies (PRS) - An ILO Advocacy Guidebook& KAPLINSKY, R. and MORRIS, M. (2000). A Handbook for Value Chain Research. London, IDRC

of the potential benefits of globalisation fail to reach the very poor and identify the implications for value chain development.[30]

25. **Vulnerability and Resilience-Vulnerability and Resilience** are inherently social concepts and tied to social equity. Someone's sex, socioeconomic standing, assets, age, education, ethnicity, and other variables strongly influence her/his relative vulnerability to the impacts of climate change and related risks. Adaptation to climate change is likely to be inefficient and inequitable if it does not consider the multidimensional and differentiated nature of poverty and vulnerability. Adaptation strategies are highly context-specific and culturally bound; they should build on capacity, assets, and traditional responses to climate variability and not erode long-standing adaptive capacities. While serving immediate needs is important, there is also a place for structural reforms to address vulnerability and its causes as well as incentives and capacity building for institutional and governance structures.[31]
26. **Women's Empowerment in Agriculture Index (WEAI)-**The Women's Empowerment in Agriculture Index (WEAI) is a tool for measuring the empowerment, agency and inclusion of women in the agriculture sector, in an effort to identify ways of overcoming persistent obstacles and economic constraints. The WEAI is a survey-based index, developed in 2012 by the U.S. government Feed the Future initiative on global hunger and food security. It has been used extensively since its creation. The index consists of 10 equally weighted indicators, grouped into five domains (production, resources, income, leadership and time). This tool measures women's empowerment relative to men's within the household. Because it generates "scores" that can be compared over time, the WEAI was used in the Feed the Future initiative to monitor programme performance and to assess impact. More recently, practitioners have revised the WEAI in order to respond to challenges encountered in the field and to streamline the tool. This has resulted in the new Abbreviated WEAI (A-WEAI). The A-WEAI retains the five domains on empowerment but reduces the number of indicators, making it faster to administer than the original version. The full A-WEAI survey module is accessible online, alongside an instructional guide, training materials and an enumerator manual[32].
27. **Youth-**According to the UN. "Youth" is best understood as a period of transition from the dependence of childhood to adulthood's independence and awareness of our interdependence as members of a community. Youth is a more fluid category than a fixed age-group.". The Commonwealth defines youth as 15-29 years of age. Pakistan defines "youth" as people between the ages of 15 and 29 (National Youth Policy, 2009). According to this definition, approximately two-thirds of Pakistan's population of 180 million is categorized as youth[33].The youth population is defined as those people aged less than15. The share of the dependent population is calculated as total elderly and youth population expressed as a ratio

[30] Herr, M., Hultquist, I., Rogovsky, N., Pyke, F., (2006) A guide for Value Chain Analysis and Upgrading, ILO, Geneva.
[31] http://asiapacificadapt.net/gender-sourcebook/5-glossary/5-glossary/
[32]Guidance, training materials, datasets and a manual are available at http://feedthefuture.gov/lp/womens-empowerment-agriculture-index. International Food Policy Research Institute. 2012. Women's Empowerment in Agriculture Index. Washington, DC. &Materials are available at http://www.ifpri.org/topic/weai-resource-center.
[33] https://ecommons.aku.edu/cgi/viewcontent.cgi?article=1228&context=pakistan_ied_pdck

of the total population[34].Within UNIDO's technical cooperation portfolio on youth, the cohort goes from 15 years-old up to 34 years old. Defining youth is intricate for development and policy purposes, as youth is a heterogeneous concept. The UN defines youth as individuals between the ages of 15 from 24. This can be useful from statistical purposes however, it englobes a large group of people with different socioeconomic, geographical and demographic realities and backgrounds. Thus, it is essential to move beyond the age dimension when targeting youth and focus on "the transitional experience of being young" which implies, understanding and acknowledging cultural and context related experiences of childhood and adulthood. Policies and programmes targeting youth need to be segregated when designing projects and programmes in order to boost UNIDO's results. There are multiple transitions to adulthood when accessing the labour market. Accordingly, strategies for the cohorts between 15 and 24, were in some parts of the world youth are still in education schemes or transitioning from school to work, will differ for the 24 to 35 cohorts, where it is expected that youth are already engaged in self-sufficient and productive activities. To effectively target youth implies differentiating projects and programmes i.e. when compulsory education finalizes, and youth need support to find a first job and when economic and social settings may hamper youth's transition towards the economic independence of adulthood. UNIDO's bulk of work on youth economic empowerment is entrusted within the ISID strategic priority of "Creating Shared Prosperity". By improving employability and entrepreneurship opportunities in strategic manufacturing industries with high growth potential this pillar intends to support productive activities for young women and men. However, youth employment is a multifaceted topic. It is demonstrated that interventions that focus only on economic growth and productivity fail to protect the most vulnerable when economic turbulences arise. As some of the examples show, there is significant value in creating synergies with the full scope of UNIDO's industrial interventions that may raise economic prospects for youth, such as those related to climate action, energy efficiency, green and circular economy among others.[35]

[34] data.oecd.org/pop/young-population.htm
[35] UNIDO 2019. UNIDO YOUTH STRATEGY Integrating youth into Inclusive and Sustainable Industrialization Development (ISID).

A Checklist of Gender Mainstreaming[36]					
S#	**Areas**	**Questions**	**yes**	**no**	**partiall**
1.	Analysis/ Justification	Does the project explicitly address a gender issue or issues? If so, please describe how and if not, please provide an explanation. Does the background/context analysis of the project examine: *(a)* the different situations of women and men *(b)* the impacts the project will have on different groups			
2.	Data & Statistics	Will the project collect and use sex disaggregated data and qualitative information to analyse and track gender issues?			
3.	Results Framework	Are outcomes, outputs and activities designed to meet the different needs and priorities of women and men? Does the results framework include gender responsive indicators, targets and a baseline to monitor gender equality results?			
4.	Budget	Have adequate financial resources been allocated for the proposed gender activities (vis-à-vis per cent of total budget)?			
5.	Stakeholders and Participation	Are women/gender focused groups, associations or gender units in partner organizations consulted/included in the project? Does the project ensure that both women and men can provide inputs, access and participate in project activities (target at least 40 per cent of whichever sex is underrepresented)?			
6.	Gender Capacities	Has a gender expert been recruited or do the project staff have gender knowledge and have gender related tasks incorporated in their job descriptions? Will all project staff be sensitized to gender (e.g. staff will complete online course—'I Know Gender' on UN Women's eLearning Campus https://trainingcentre- .unwomen.org)?			
7.	Implementation Arrangements	Is there gender balanced recruitment of project personnel and gender balanced representation			
8.	Monitoring & Evaluation	Will the monitoring and evaluation of the project cover gender issues and monitor Behavioural changes towards greater gender equality?			

[36] Gender mainstreaming checklist for PAFAID adapted from UNIDO. 2015.Guide On Gender Mainstreaming Agribusiness Development Projects. Vienna

A checklist of Youth Mainstreaming[37]

Youth Mainstreaming checklist					
Project Component	**Question**	**Yes**	**No**	**Partially**	**Comments**
Analysis/ Justification	1. Does the project explicitly address a youth issue or issues? If so, please describe how and if not, please provide explanation.				
	2. Does the background/context analysis of the project examine: a) The different situations for different age groups? b) The different situations for young women and young men? c) The impacts the project will have on different age groups?				
Data & Statistics	3. Will the project collect and use age-disaggregated data (in addition to gender-disaggregation data) and qualitative information to analyse and track the impact on youth, including youth employment? **PMs are advised to consider the checklist for age-disaggregated data-collection in project formulation.**				
Results Framework	4. Are outcomes, outputs and activities designed to meet the different needs and priorities of youth?				
	5. Does the results framework include youth-responsive indicators, targets and a baseline to monitor impact on youth, including on youth employment?				

[37] UNIDO.2019.UNIDO YOUTH STRATEGY Integrating youth into Inclusive and Sustainable Industrialization Development (ISID) .

Youth Marker	6. Does the project correspond to the following categorization? Please elaborate in comments. **4-** No attention to youth **3-** Some/limited attention to youth: not a primary objective, but with indirect impact on youth. Data-collection can be done on a voluntary basis but is advised. **2-** Significant attention to youth: at least 50% of the activities are focused on youth issues, including youth employment. All indicators have to include relevant data and be reflected in the checklist for data-collection. **1-** Youth and/or youth employment is the central focus. All indicators have to				
Budget	7. Have any financial resources been allocated for the proposed youth activities (vis-à-vis % of total budget)?				
Stakeholders & Participation	8. Are youth focused groups, associations, networks, etc. consulted/ included in the project?				
Monitoring &Evaluation	9. Will the monitoring and evaluation of the project cover youth issues and monitor the impact on youth, including on youth employment?				

Chapter 1: The Introduction

A. The Context[38]

The United Nations Industrial Development Organization (UNIDO), is a specialized agency in the United Nations system, headquartered in Vienna, Austria. In 2020, UNIDO is implementing a portfolio of 606 projects with a total value of $1,188 million. Expenditures so far in 2020 amount to $58 million; and $528 million is available for future activities. Most of the projects are in the three thematic priority areas of Inclusive and Sustainable Industrial Development (ISID), such as Creating Shared Prosperity, Advancing Economic Competitiveness and Safeguarding the Environment. The cost of these projects is met almost entirely by earmarked voluntary contributions negotiated on a project-by-project basis. In line with its corporate priorities of upscaling impact while reducing operating costs, UNIDO with the support of its donors is shifting to larger, multi-year, multi-country programmes[39].

The Organization's primary objective is the promotion and acceleration of industrial development in developing countries and countries with economies in transition and the promotion of international industrial cooperation. The mission of the UNIDO, as described in the *Lima Declaration* adopted at the 15th session of the UNIDO General Conference in 2013, is to promote and accelerate inclusive and sustainable industrial development (ISID) in Member States. The relevance of ISID as an integrated approach to all three pillars of sustainable development is recognized by the 2030 Agenda for Sustainable Development and the related Sustainable Development Goals (SDGs), which will frame United Nations and country efforts towards achieving sustainable development till 2030. UNIDO's mandate is fully recognized in SDG-9[40], which calls to "Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation". The relevance of ISID, however, applies in greater or lesser extent to all SDGs .Accordingly, the Organization's programmatic focus is structured, as detailed in the Organization's Medium-Term Programme Framework 2018-2021, in 4 strategic priorities:

1. Creating shared prosperity
2. Advancing economic competitiveness
3. Safeguarding the environment
4. Strengthening knowledge and institutions

[38] Major content of this part is derived from the actual project document. External sourcing is indicated where deemed necessary.
[39] https://open.unido.org/?_ga=2.171734754.355382430.1583512706-1575685807.1576599636.
[40] SDG 9 – Build Resilient Infrastructure and Promote Sustainable Industrialisation. Sustainable Development Goals were basically formulated to ensure acceleration in global economic growth. The economic status of a country or region has its physical reflection in the quality of infrastructure in that particular country/region. Aspects of the prevailing global economic environment have not been conducive to rapid progress on Sustainable Development Goal 9. While financing for economic infrastructure has increased in developing countries and impressive progress has been made in mobile connectivity, countries that are lagging behind, such as least developed countries, face serious challenges in doubling the manufacturing industry's share of GDP by 2030, and investment in scientific research and innovation remains below the global average. Almost all people around the world now live within range of a mobile-cellular network signal, with 90 per cent living within range of a 3G-quality or higher network. This evolution of the mobile network, however, is growing more rapidly than the percentage of the population using the Internet. Sources: https://sustainabledevelopment.un.org/SDG9 & Report of the Secretary-General, Special edition: progress towards the Sustainable Development Goals.

Each of these programmatic fields of activity contains a number of individual programmes, which are implemented in a holistic manner to achieve effective outcomes and impacts through UNIDO's four enabling functions: (i) technical cooperation; (ii) analytical and research functions and policy advisory services; (iii) normative functions and standards and quality-related activities; and (iv) convening and partnerships for knowledge transfer, networking and industrial cooperation. In carrying out the core requirements of its mission, UNIDO has considerably increased its technical services over the past ten years. At the same time, it has also substantially increased its mobilization of financial resources, testifying to the growing international recognition of the Organization as an effective provider of catalytic industrial development services[41].

The Project for Agri-food and Agro-industry Development Assistance in Pakistan (PAFAID): Initiatve for Balochistan and Khyber Pakhtunkhwa.

Essential details

Agriculture constitutes the largest sector of the Pakistani economy and the majority of the local population, directly or indirectly, dependent on it. The sector also contributes about 20 % of the country's gross domestic product (GDP)[2] and accounts for half of employed labour force. However, the country's agricultural productivity is one of the lowest in the world, ranging between 29 and 52%. The high sectorial post-harvest losses cause large economic and environmental damage to local women and men farmers, not forgetting to mention the lack of understanding in the need of proper food safety and hygiene standards application. On the other hand, fertile soil, excellent geographical location, availability of rural labor force and adequate climate for agricultural production create a large potential of Pakistan.[42]The Government of Pakistan (GoP)[43] requested UNIDO[44] to develop a conceptual intervention approach, which aims to develop agricultural extension services of provincial agriculture department and simultaneously enhance obsolete practices of agri-food value chains.

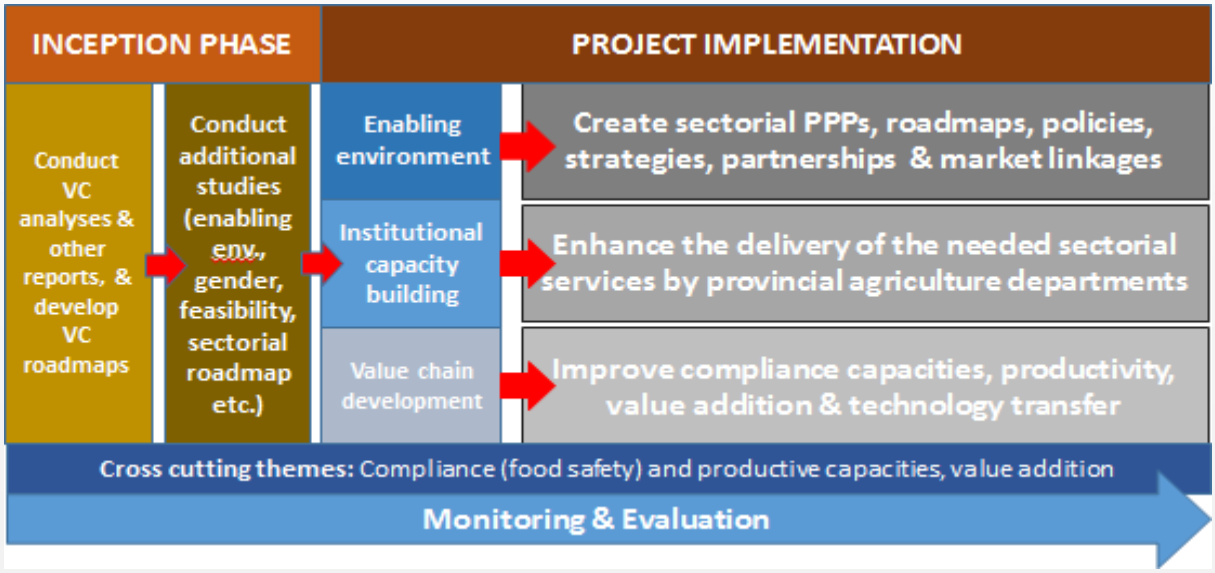
[41] https://www.unido.org/

[42] Pakistan has ranked 11th worst among 118 countries in the Global Hunger Index (GHI) 2016. With 22 percent of its population undernourished, Pakistan ranks 107 in GHI. Improving from the previous **alarming** hunger level in 2008, Pakistan now is ranked on a **serious** level, scoring 33.4 against 35.1 in the 2008 index. The GHI is produced by International Food Policy Research Institute (IFPRI) USA and Concern Worldwide.Source:https://walizahid.com/2016/10/pakistan-ranks-11th-worst-in-global-hunger-index/.

[43] The partners from the host country are the Ministry of National Food Security and Research Livestock and Agriculture Departments in KP and Balochistan, Food Safety and Halaal Food Authority in KP.

[44] The country office of UNIDO Pakistan was established in 1968. It has extensive and successful experience in industrial development cooperation. This experience has been gained through a continuous interaction with the public and private sectors and by implementing over 50 projects covering many industrial sectors.

Figure 1. UNIDO's intervention approach



Subsequently, UNIDO has developed the PAFAID project which supports the upgrade of the agriculture and livestock sector at a sustainable manner and in turn improves the livelihood of the stakeholders, particularly farmers and herders. The first such project was launched in Gilgit-Baltistan and upon successful commence, in other provinces of the country. In 2018, UNIDO was approached by the Government of Japan and the Japan International Cooperation Agency (JICA) to develop a project based on the aforementioned concept. UNIDO's assistance with the budget of USD 4,998,504 aims at supporting the enhancement of productive and compliance capacities of the cattle value chain in Khyber Pakhtunkhwa(KP)[45] and apple value chain in Balochistan[46]. The long-term goal of this intervention is to revitalize the livelihood of cattle meat value chain actors in KP and apple value chain actors in Balochistan through the introduction of best practices. The main stakeholders of the project are as follows:

1. Ministry of National Food Security and Research (MNFSR)
2. KP Agriculture Department and its Animal Husbandry In-service Training Institute (AHITI)
3. Food Safety and Halal Food Authority (FSHFA)[23] in KP
4. Baluchistan's Agriculture & Cooperative Department
5. Women and Farmers' Cooperative Associations

[45] Khyber Pakhtunkhwa, is one of the four administrative provinces of Pakistan, located in the northwestern region of the country along the International border with Afghanistan. It was previously known as the North-West Frontier Province until 2010 when the name was changed to Khyber Pakhtunkhwa by the 18th Amendment to Pakistan's Constitution and is known colloquially by various other names. KP is the third-largest province of Pakistan by the size of both population and economy, though it is geographically the smallest of four. Within Pakistan, KP shares a border with Punjab, Balochistan, Azad Kashmir, Gilgit-Baltistan and Islamabad. It is home to 17.9% of Pakistan's total population, with the majority of the province's inhabitants being Pashtuns and Hindko speakers.

[46] According to the Ethnologue, households speaking Balochi, whose primary dialect is Makrani constitutes 13%, Rukhshani 10%, Sulemani 7%,and Khetrani 3% of the population. Pashto is also spoken by around 30% of the population and 13% of households speak Brahui baloch. The remaining 18% of the population speaks various languages, including Lasi, Urdu, Punjabi, Hazargi, Sindhi, Saraiki, Dehvari, Dari, Tajik, Hindko, Uzbek, and Hindki.

6. Farmers and private sector entities, including associations and cooperatives

As per the developed concept in consultation with the Government of Pakistan, the Government of Japan and Japan International Cooperation Agency (JICA), UNIDO developed a two phase approach, commencing the project with an inception phase followed by the project implementation period. During the inception phase, an in-depth analysis of the selected value chain was carried out. This phase will enable the thorough understanding of the apple and cattle value chains and related gaps and opportunities and in turn verify the intervention logical framework in the original project document.

Cross cutting themes applied by UNIDO in other technical assistance initiatives, such as, introduction of value addition and application of compliance and productive capacities will be taken into account to ensure competitiveness and potential economic growth of labour intensive value chains through higher sales income. The project implementation phase will be in charge of the capacity building activities verified under the inception phase of the project. The 100 days' *plan* of the Government of Pakistan specifically contain two essential points related to agriculture, which are also going to be addressed by this project, 1) transform agriculture produce markets and incentivize value addition; and 2) revamp the livestock sector. Other salient features of the project, management structure, outcomes and outputs are given in annex 1, 2, and 3 respectively.

Provincial Priorities:

Cattle meat value chain in KP

Poverty incidence and trends in KP reflecting 44% rural population living below poverty line shows disappointing results of recent economic growth, declining job opportunities and a range of natural resource problems. The perceived causes of these high poverty levels included a variety of factors such as low level of agricultural yields and livestock productivity due to use of obsolete technology, drought and geographic isolation. The project focuses on the cattle value chain, as the most important one within the livestock sector in KP[47], which is a strategic sector in the project.

The Agriculture Policy of the GoKP, "A Ten Years Perspective (2015-2025)" developed through the assistance of the FAO in 2012 which outlines the following goals:

- enhance sector productivity and competitiveness by activities such as improving the supply chain, technology dissemination and trade promotion.
- address food security and incomes needs of the vulnerable sections of the population

[47] As per the 2017 census, KPK's population is around 30.5 million people and its majority, about 83 %, dwells in rural areas receiving large part of their income from these land resources. In terms of agricultural land size, the province 10.17 million hectares of land, however, the cultivable area was only around 2.75 million hectares in 2013. Out of these areas only 1.8 million hectares is cultivated, and 1.08 million hectares considered as a cultivable waste. The major chunk of cultivated land is rain fed which constitute 49 %of the overall cultivated area. As a result of this situation, about 94% of farms are now below the range of 12.5 acres, which is considered as a subsistence farm level. The land tenure system in KP can be classified into three categories, i.e. 58% farm area is operated by owners while 27 % and 15 % of farms area is cultivated by owners-cum-tenants and tenants respectively. Due to great diversity in climate and soils, KPK grows over 42 crops: the major ones being wheat, rice, barley, maize, sugarcane, tobacco, grape & mustard, groundnut, pulses, vegetables and fruits. The major crops occupy nearly 90%of the total cropped area and play an important role in sustaining the living of the rural population. Agriculture employs about 50% of the labour force and contributes 40%of the province's GDP.

and targeted actions are needed to improve food security, reduce poverty and enhance the role of women; and

- Improve national resource management, adaptation to climate change and disaster risk management.

The Livestock Policy of the GoKP, which sets the vision, goal and objectives for the sector has outlined four objectives, which are as follows:

1. To ensure efficient of services in the livestock sector in order to improve health, efficiency, and productivity of livestock with sustainable use of natural resources.
2. To conserve, improve and develop local livestock breeds.
3. To promote the production of safe and healthy food.
4. To promote one health approach to minimize the incidence of zoonosis.

The PAFAID will also contribute to the **policy point 1, 3 and 4** through the introduction of best practices in food safety and food processing. Livestock, most particularly, cattle value chain, serves as a primary income source to many households in KPK, providing 11% of the agricultural GDP. In addition to cattle, there is a large population of buffaloes, sheep, goats and camel along with poultry, horses and mules. The Government of Pakistan in its first National Food Security Policy which identified the livestock sector as a strategic area with large potentials, identified certain challenges that are also applicable in KP and include:

a) expansion of provincial capacity for livestock sector development; b) promotion of meat as profitable business for local consumption and exports; c) low capacity of programs on highly infectious and economically important animal diseases; d) inadequate compliance to national and international standards for quality and hygiene; e) prevalence of zoonotic diseases due to close proximity of human and animals; f) lack of incentives for generation of quality export surpluses; g) low quality and contaminated feed; h) culling of dry animals and calves under per-urban dairy farming system; and i) inadequate legal framework for export standards and consumers' trust. In addition to these constrains, low value addition due to the lack of technical know-how and required technology also results in limited trade which currently performed only by one private company to Afghanistan. To ensure proper practices at farm level along with adequate practices by butchers, the Animal Husbandry Inservice Training Institute (AHITI) plays a key role for female and male practitioners[48].

Apple Value Chain in Balochistan

Balochistan is the largest province of Pakistan, occupying 44% of Pakistan's territory, however, it is also least densely populated area with 12 million inhabitants based on the 2017 census. Balochistan, a multi-cultural province with different sub-cultures is also multi linguistic and ethnic. The three main historical ethno-linguistic communities are Baloch, Pashtun and Brahvi while the

[48] Despite the federal support to practitioners, AHITI has limited resources and capacities to provide appropriate services. AHITI also provides training to butcher who later planned to work for slaughterhouses and micro, small and medium-enterprises (MSMEs), but the allocated facility is not operational. The personnel of AHITI has not benefited from any training on best practices at farm and processing level during the past period. AHITI currently also provides a two-year training programme in veterinary assistance to female candidates where they are able to provide the required lodging to students.

small ethnic groups are Hazaras in Quetta city, Sindhi and Saraiki speaking Jat or Jadgals in the plains of Kachhi, Naseerabad and Lasbela areas while Persian speaking Dehwars in Mastung and Kalat. A reasonable number of Urdu speakers, Panjabi and Hindko speakers also reside in Quetta city since long. Linguistically, Balochi is an Indi-Iranian language having three major dialects known as Western or Mekrani, Eastern or Sulaimani and in the Chagi, Kharan, and Panjgur district known as Rakhshani Balochi. Brahvi a north Dravidian language bifurcate the Balochi language is spoken in the Central Balochistan from Quetta valley to Gizri Karachi. Pashto an Indo-Aryan language is spoken in the northern areas of the province. Other minority languages are Hazargi a kind of Persian is spoken in the Quetta city by the Hazara community while Sindhi and Siraiki in the plain areas mostly adjourning areas to the Sindh Province.[49]

Balochistan[50] characterized by conspicuous underdevelopment within the country has multi-dimensional, widespread and profound poverty. 52 % of total households and 72%of the rural households live below the poverty line in this province. This number is quite significant, especially taking into account the fact that 75.7 % of the population lives in rural areas and the rest in urban areas. Among the major issues in agriculture production, water shortages, decreasing prices of farm produce due to quality, payment on minimum support prices, inadequate farm-to-market infrastructure and absence of proper cold storage and marketing facility are very common and hurdles the economic development of the province. As a positive indication, the farms yields have shown some improvements in the last years, especially when it came to rice, cotton, apple and vegetables. However, compliance capacities with market requirements at farm and processing level are still lacking which prevent farmers to sell their produce for a higher price.

According to the Directorate of Crops Reporting Services, Agriculture Department Balochistan, apple was the highest produced fruit grown in the province with 527,642 tons, overtaking almond and apricot. Among the districts, Killa Saifullah, Killa Abdullah, Pishin and Mastung have the highest production of apples in the province. Apple is the most planted fruit (in hectares) and the second most produced fruit (in tons) after dates in Balochistan. The fruit production usually exceeds the local consumption which results in export of the surplus to other provinces without any food security issues.

The PAFAID identified certain key challenges that include a poor transportation network which is detrimental to the shelf life of apple. Transportation to major markets and market linkages across the country remains an issue for most apple producers in the province. The lack of marketing infrastructure, skilled labor and lack of technical knowledge and expertise contribute to the high post-harvest losses. Despite the availability of cold storage facilities in Quetta and Pishin, there is still a requirement for additional cold storages and refrigerated transportation. There are currently no major packing companies operating in Balochistan as majority of the packing and branding companies operate in Karachi. Apple treatment plants are also essential for preservation of lower grade fruits. A major issue in the province for fruit production is the shortage of irrigation water and

[49] https://balochilinguist.wordpress.com/2013/04/21/multiculturalism-a-case-study-of-balochistan/

[50] Balochistan accommodates one of the most relevant sites of the China Pakistan Economic Corridor (CPEC) initiative, the Gwadar port. In case of air cargo, there are two options available, first the Quetta International Airport and the Karachi Airport in case of southern districts of the province, however, only very low volume about $45 million worth of fruits and vegetables are exported at the moment. On a positive side nature has bestowed the province with a lot of natural resources and favorable climate conditions for the production of fruits such as dates, apples, grapes and apricots. The strategic location of the province, proximity to routes such as CPEC and operationalization of Gwadar port would provide great access to the Central Asian Republics and the Gulf countries.

non-availability of groundwater in the highland which are also required for the appropriate processing of the product. The Balochistan Agriculture Project of the FAO helped increase the productivity and value of crops and livestock through strengthening market linkages and improving market competitiveness. Improvements were made by introducing load splitters into trucks transporting apples to reduce the damage to the apples due to overloading of the trucks. 165 farmer field schools were implemented, also focusing on apple production.[20]

A fruit preservation unit was launched under UNIDO's Agriculture Rural Development and Poverty Reduction Program in Kuchlak Balochistan for disabled individuals. The Balochistan Rural Support Organization(BRSP) formed apple production, marketing associations and village organizations in district Killa Saifullah and worked towards development in sectors of agriculture, horticulture and livestock. All these initiatives should be able to catalyze the implementation of much targeted intervention to introduce local value adding practices and ensure appropriate capacities among value chain actors.

Youth and the PAFAID [51]

Pakistan currently has the largest population of young people ever recorded in its history, it is currently one of the youngest countries in the world and the second youngest in the South Asian region after Afghanistan. According to a comprehensive National Human Development Report (NHDR) report by UNDP (2018), 64% of Pakistan's total population is below the age of 30, and 29% is between the ages of 15-29 years.

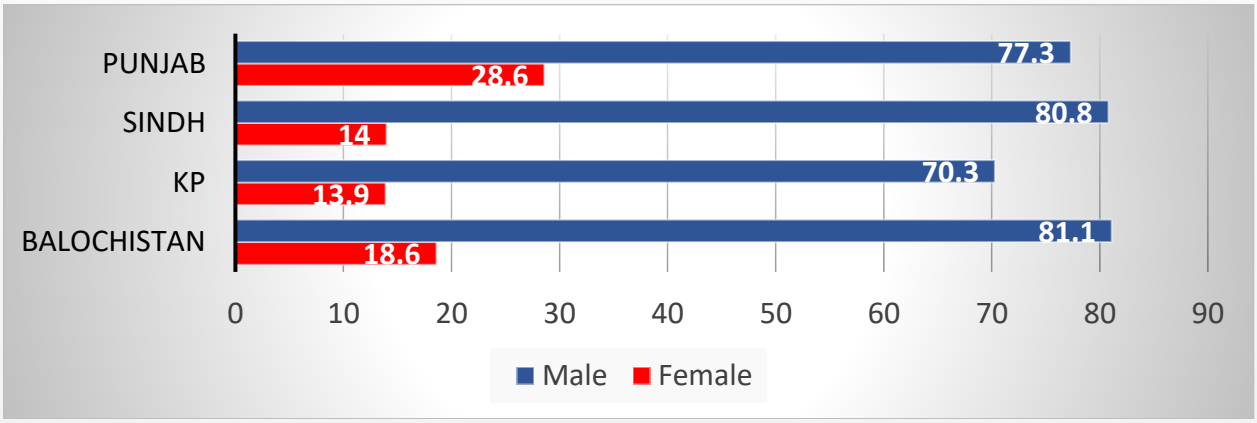
Youth literacy rates are 81.46% and 69.33% for males and females accordingly. The overall youth literacy rate is 75.59%. Youth literacy rate definition covers the population between the ages of 15 to 24 years[52]. Following graphs and tables, from the PBS depict employment trends among Pakistani youth.

[51] Major content in this part is derived from UNIDO Youth Strategy(2019) for integrating youth into Inclusive and Sustainable Industrialization Development.

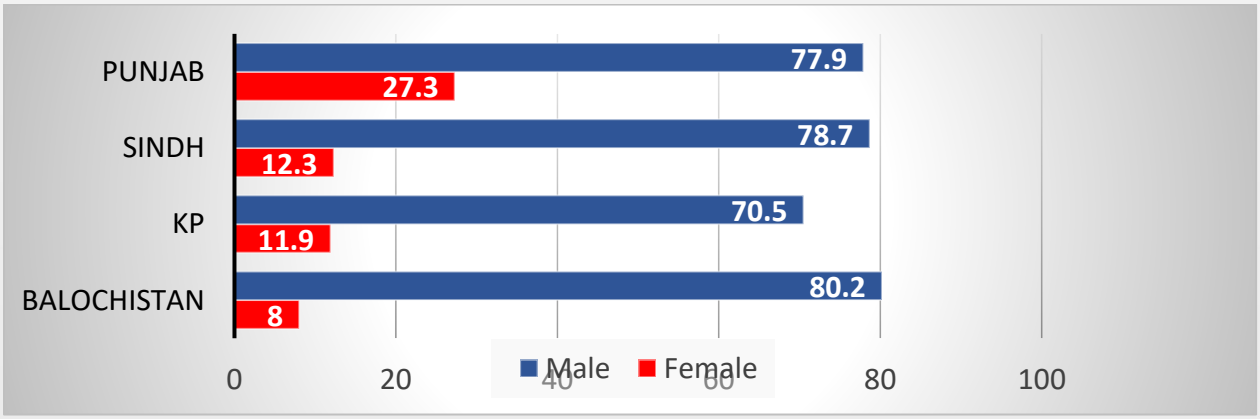
[52] https://countrymeters.info/en/Pakistan.

Figure II: [53]Employment-to-population ratios by sex and provinces (%)

Year: 2014-2015



Year: 2014-2015



[54]Table 1: Employment-to-population ratios by province and age (%)

	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2014-15	2017-18
	15 years & above								
Pakistan	49.8	49.9	50.3	50.7	50.4	49.9	50.0	50.2	50.5
KP	39.4	43.1	43.3	42.1	42.2	40.6	40.5	40.8	40.6
Punjab	52.9	51.1	51.3	52.6	52.5	52.0	52.9	52.5	53.7
Sindh	48.2	50.9	51.6	50.7	50.0	50.3	50.9	49.2	49.0

[53] Source: PBS, various years, Pakistan Labour Force Survey and ILO, Global Employment Trends, 2013
[54] Source: PBS, various years, Pakistan Labour Force Survey

Balochistan	51.2	49.4	50.4	50.7	49.4	49.7	46.8	52.1	48.7
Youth (15-24 years)									
Pakistan	40.9	40.3	40.6	41.1	39.6	39.0	41.0	37.6	36.9
KP	30.3	32.8	33.3	32.4	29.9	28.3	28.2	27.7	29.6
Punjab	43.7	41.4	41.2	42.3	41.8	40.8	41.3	40.0	39.2
Sindh	40.2	42.0	43.2	42.6	40.1	40.2	37.7	37.6	36.5
Balochistan	42.9	40.4	42.9	43.1	39.9	43.4	34.2	39.1	36.1

The United Nations in line with the Government of Pakistan's Vision 2025, has prioritized working with youth as a key pillar of our work across the board. UNIDO's Youth Strategy to integrate youth into ISID, adopts a human rights-based approach to addresses the challenges faced by youth in transitioning towards social and economic independence. It aims to expand the social and economic potential of youth in an inclusive and competitive economy that contributes to a sustainable environment.

Youth has always been at the core of UNIDO's mandate. UNIDO will intensify its extensive experience in youth-specific programmes of technical cooperation in areas such as: agribusiness and rural entrepreneurship, trade investment clusters and value chains, quality standards in the manufacturing sector, including multilateral agreements for climate action.

The Youth Strategy will adopt a two-thronged approach by:

1. Integrating youth-related issues across UNIDO's programmatic activities and strategic priorities
2. Developing and expanding its youth-targeted technical assistance. ILO – International Labor Organization

UNIDO, in its Youth Strategy, leverages its position at the forefront of the fourth industrial revolution, to work on adequate education and training as well as strategies and policies for the employment and the support of entrepreneurship of young women and men to have a significant impact on the future world of work. This is particularly true for labour-intensive sectors such as agriculture, which hold considerable untapped potential for employment. Technological innovation can modernize the sector and improve productivity, while creating opportunities for productive work, particularly for youth in rural areas. UNIDO can support in adding value to agricultural production and improve employment opportunities, strengthening the linkages between agriculture, industry and markets and realizing the opportunities in rural farm and non-farm activities. Youth can benefit from this transformation through dedicated partnerships, networks and platforms. UNIDO is committed to gender equality and the economic empowerment of women and girls, as industrialization offers significant opportunities to tackle gender gaps. A wider participation of women in productive activities will contribute to reducing income poverty and generating growth. The Organisation will enable the business environment for women entrepreneurs, so that they will

gain access to productive and financial resources and support the development of gender-responsive policies for industrial growth.

As such, the Youth Strategy will guide to:

(1) Improve the integration of youth across UNIDO's strategic priorities and core functions, thereby supporting the harmonization of programmatic activities and the scale-up of impact.
(2) Develop and expand the youth-targeted technical assistance.

Through PAFAID, UNIDO will actively contribute to global fora and thematic leadership on youth employment and entrepreneurship[55]. Ecosystems for youth-led SME development, entrepreneurship and self-employment would be enabled through PAFAID by mobilising partners for joint initiatives with youth organisations, the private sector and academia[56].

Gender Mainstreaming in the PAFAID:[57] Gender equality is a goal in its own right, but it is also vital to the achievement of other development goals, such as poverty reduction and environmental sustainability. To ensure that women and men can access, participate, and benefit from development projects on an equal footing and that gender inequalities in activities and outcomes are not perpetuated, gender issues need to be considered throughout the entire project cycle—from design and implementation to monitoring and evaluation[58]. The status of women[59], their equal access to opportunities and their adequate recognition in the economy are those global issues that are relevant to Pakistan as well. Women are mostly engaged in unpaid family work and their very real economic contribution is not counted. According to the World Bank, the LFPR for women is 25% and for men, it is 83%.[60]Women own less than 3% of the land which impacts their economic empowerment. The participation This is the lowest in South Asia after Afghanistan[61]. The country

[55] Small and Medium Enterprise development and entrepreneurship, particularly led by young women and men, in the manufacturing industries and their related services sectors have proven to be key drivers of job creation, innovation and increased socio-economic prosperity.

[56] Improved data collection on youth and youth employment will reinforce UNIDO's understanding of challenges faced by young people and enhance its programmatic efforts, analysis and decision-making. Thus, UNIDO's Youth Strategy will boost efforts to gather gender-sensitive data on youth within its technical cooperation portfolio, in order to scale-up impact towards creating productive opportunities for and young women and men achieving ISID and contributing to the global agenda on youth. Enabling youth employment prospects refers to a multidimensional approach that implies different aspects of the transition to adulthood of young women and men. Yet not all the interventions from a specific programme or project can be captured by quantitative data. The theory of chain approach provides the opportunity to capture the intervention process at different levels (macro, meso and micro), and to adapt on a needs-basis. However, when a result chain analysis is combined with data, the outcome is a powerful tool for policy decision that can be oriented to boost inclusive and sustainable industrial development. From Youth Strategy UNIDO (2019). P.28

[57]Major content of this part is derived from two documents of UNIDO; UNIDO. 2015.Guide On Gender Mainstreaming Agribusiness Development Projects. Vienna & UNIDO. 2019.Strategy for Gender Equality and The Empowerment Of Women. 2020–2023. Vienna.

[58] UN Women has a specific mandate to work on empowering women, all United Nations (UN) agencies have a responsibility to work with a gender perspective and to understand how and where gender issues are relevant to fulfilling their mandate.

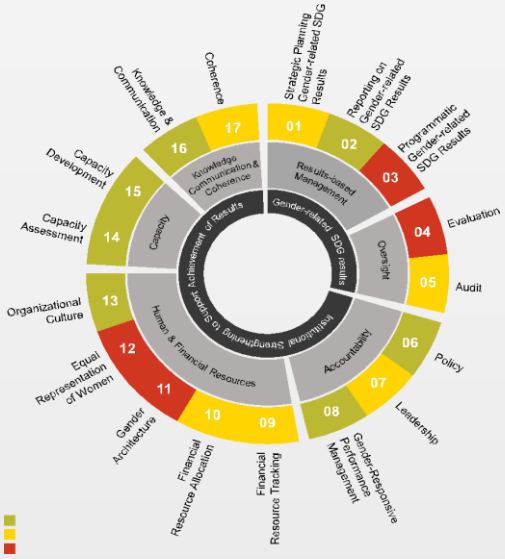
[59] According to the 2017 Census of Pakistan, females constitute 49% of Pakistan's population. However, when it comes to the workforce, the percentage goes up to 24% only. Data from the International Labour Organization (ILO) indicates that Labour Force Participation Rate (LFPR) in Pakistan is 82.5% for men while for women it is 24.8%; three times lower than men. The data also implies that the gender gap in LFPR is one of the highest in the world. This puts Pakistan in the same league as the Arab states and countries in North Africa. Most women that participate in the workforce are unskilled and work in the informal sector i.e. as maids and cleaners, often with low pays and substandard working environment. An IMF study estimates that if the participation of women in the workforce increases to match that of men, our GDP could increase by nearly one-third. Source : https://voiceofbalochistan.pk/opinions-and-articles/social-development/international-day-of-the-girl-child-with-her-a-skilled-girl-force/

[60] https://www.theglobaleconomy.com/Pakistan/Female_labor_force_participation/

[61] https://www.dawn.com/news/1274206. UNDP. 2017.Development Advocate Pakistan.

stands at 152nd position out of 189 countries and territories in human development and 136th rank out of 162 countries (UNDP 2019). Almost two-thirds of Pakistan's population belongs to rural areas and agriculture is the main labour activity of rural women[62] with approximately 75% of women and girls employed in the agriculture sector. In Pakistan, UNIDO has tapped into a key entry point for women's economic empowerment through harnessing heritage, culture and local knowledge to develop productive enterprises. An example is UNIDO's Women[63] Entrepreneurship Development (WED) Programme provided technical assistance in order to work towards the economic and political empowerment of women through sustainable livelihoods development. The success of the programme can be attributed to its comprehensive approach in addressing gender dimensions at various levels e.g. capacity building of beneficiaries, partnerships with public and private sectors, awareness- raising through social media.

Figure III: THE UNIDO 2018 UN-SWAP 2.0 RESULTS



WED Programme was concluded in December 2013 but some major functions of the programme remained operational during 2014 on self-finance basis. For this purpose, women beneficiaries (entrepreneurs) pooled their own resources to continue the interventions from January 2014 onwards. This innovative programme showed a remarkable success and put more than 6000 women beneficiaries as entrepreneurs on the national/international map by transforming simple, non-professional women into innovative and competitive businesswomen, giving way to flourishing emerging sectors of the economy with high potential. Following this approach, UNIDO was able to successfully transform otherwise traditional sectors into highly innovative sectors through the

[62] As of 1 January 2020, the population of Pakistan was estimated to be 207,490,544 people. This is an increase of 2.10 % (4,273,651 people) compared to population of 203,216,893 the year before. In 2019 the natural increase was positive, as the number of births exceeded the number of deaths by 4,519,544. Due to external migration, the population declined by 245,892. The sex ratio of the total population was 1.030 (1,030 miles per 1 000 females) which is higher than global sex ratio. The global sex ratio in the world was approximately 1 016 males to 1 000 females as of 2019.source: https://countrymeters.info/en/Pakistan

[63] Entrepreneurship is an important driver of economic development and growth. The rise in entrepreneurship among women in developing countries has been cited as a crucial element in growing their economies. In 2012, the World Economic Forum identified women entrepreneurs as "the way forward". Having more women in business helps to make full use of human economic potential and resources, creates jobs and, beyond that, can help to reduce poverty as women are more likely to invest earnings education and children's well-being. Source: UN Women (2012), 'Decent work and women's economic empowerment: Good policy and practice', UN Women/ILO.

integration of women into the value-chain. This project was seen as "UNIDO Entrepreneurship Model" and was recommended in evaluation 2013, to be replicated nationwide with different target groups such as youth, internally displaced people (IDPs), home based workers etc.

UNIDO as an organization fully recognizes that gender equality and the empowerment of women lie at the heart of its mandate. It is fully committed to addressing gender inequalities in industry and to harnessing women's full potential as leaders and economic agents of change, thereby transforming economies and generating inclusive growth. The current strategy 2020-2023, of UNIDO for Gender Equality and the Empowerment of Women provides a framework for UNIDO's programmatic work and organizational practices to accelerate progress in delivering on its gender equality commitments. This Strategy is aligned with the second generation of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP 2.0)[64]. UN-SWAP 2.0 provides an up-to-date accountability framework with 6 commonly agreed performance areas and 17 performance indicators for the UN system to reach its goals and measure progress systematically. It covers both external changes in terms of delivering gender equality results, as well as internal changes in terms of organizational gender mainstreaming. UNIDO commits to; 1. Prioritize attention to areas where additional emphasis is required to meet or exceed UN-SWAP 2.0 performance indicators (as indicated by "meets" or "approaches" status in figure III) and 2. Maintain its strong performance where it is currently meeting or exceeding UN-SWAP 2.0 performance indicators.

Under the first generation of UN-SWAP, UNIDO made significant advancements on issues related to gender equality and the empowerment of women. Not only was UNIDO awarded the certificate of achievement for "most significant progress" between 2012 and 2017, it was also rated "best amongst UN technical entities" at the end of the reporting period in 2017. With the release of UN-SWAP 2.0 in 2018, many of the indicators were strengthened. UNIDO reporting results continued to be positive, exceeding 7 of 17 indicators and meeting an additional six. These results can be seen in figure III.

In Balochistan the role of rural women in agriculture involves weeding, seed cleaning, drying and storage of crops. They are also involved in processing of food (jam, jelly, tomato ketchup etc.) but play a limited role in marketing of the products due to limited mobility and access to the market.[65] Women's involvement from north to south of KP depends on the zonal ecology in which they dwell. Accordingly, the following table summarizes the different types of activities pursued by women in agricultural production. It is also relevant to mention that they have different roles in livestock and crop production depending on the aforementioned factors.

[64]UN-SWAP2.0technicalguide:www.unwomen.org/-/media/headquarters/attachments/sections/how%20we%20work/unsystemcoordination/un-swap/un-swap-2-framework-and-technical-guidance-en.pdf?la=en&vs=1406.
[65] http://www.fao.org/3/a-i4330e.pdf

Table 2: Women's perceived role in crop production in KP[66]

Cropping Activity	Northern Zone %	Central Zone %	Southern Zone %
Seed cleaning	60	90	90
Sowing	30	5	15
Weeding	75	10	30
Hoeing	70	2	5
Harvesting	65	10	20
Threshing	50	5	30
Drying	60	60	60
Seed Storage	70	50	50
Binding	50	10	40
Selling commodities	40	10	40
Packing	50	20	50
Sorting	50	25	55
Chemical Application	10	2	2
Cleaning Stores	35	80	80
Cleaning Fields	50	10	35
Irrigation	16	10	15
Thinning(vegetable)	80	30	40
Vegetable Picking	70	30	40
Storing food for home	70	80	50

According to the project document the general constraints in case of Balochistan women are almost the same to women in KP. UNIDO is committed to ensuring a gender perspective in all of its projects and programmes, as well as implementing gender-related targeted interventions. See annex 4 for PAFAID and its contributions towards other SDGs to address specifically SDG5 and SDGs in Pakistan as per available data by PDHS (NIPS 2019). Some tables from PDHS (2017-18) have been adapted and put together to in annex 5 to present a reasonable picture about employment types and related details, educational attainment levels between men and women and capturing percent distribution of the de jure population by wealth quintiles, and the Gini Coefficient, according to residence and region.[67]

B. The Gender Analysis and Research components of PAFAID:

The overarching aim of the research component at the inception phase of PAFAID is to enable the decision makers to not to accept exclusion of women and any disadvantaged stakeholder and remain willing to incorporate gender perspectives in PAFAID so that its pre-identified benefits are equally distributed among between men and women, boys and girls. UNIDO hired in the inception phase, a gender expert to conduct a research study, examine all relevant documents and works of VC

[66] FAO (2015)

[67] The fourth 2017-18 PDHS was implemented by the National Institute of Population Studies (NIPS) under the aegis of the Ministry of National Health Services, Regulations and Coordination provided technical assistance through The DHS Program, which is funded by the USAID and offered financial support and technical assistance for population and health surveys in countries worldwide. Support for the survey was also provided by the Department for International Development (DFID) of the United Nations Population Fund (UNFPA).

Experts and IAG (the technical firm for conducting survey) with gender lens and offer appropriate advice to ensure that gender remains a cross cutting theme in all research reports and gender disaggregated data is generated. The gender expert's advisory objectives for other researchers who did primary research with the stakeholders[68] can be summarized as follows:

Specific Objectives for the reports by VC Experts & IAG:

1. To ensure inclusion of Gender Focus in VC surveys and Analysis through suggestions for integration of gender dimensions in data collecting tools/research instruments.
2. To identify sex- disaggregate data gaps if any in VC analysis
3. To identify gender- disaggregate data gaps if any in VC analysis
4. To ensure documentation of gender accurate language in the reports of the inception phase[69]

This analysis and parallel study reports by the VC experts are expected to assist UNIDO Pakistan to further systematically plan, steer, deliver and report more effectively on the progress of PAFAID in alignment with its gender equality commitments at multi-levels in the larger picture of the 2030 Agenda, specifically for the achievement of Goal9 ("Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation" and Goal 5: "Achieve gender equality and empower all women and girls"). The overall goal of this entire exercise was to support PAFAID to revitalize the livelihood of value chain actors in KP and Balochistan with gender perspectives.

Some pre-determined general objectives are enumerated as follows:

1. To introduce improved practice and techniques in product quality, safety and productivity of the farmers/herders (young and mature; women/men/others) as well as enterprises.
2. To enable farmers (young and mature; women/men/others) to generate additional incomes by selling their food safety compliant and value added products in high-end markets.
3. To contribute towards SDG 9 through introducing industrialized production and value-adding manufacturing practice in PAFAID.

The Gender Analysis:

Specific objectives of the gender report:

1. **To assemble and analyze the:**
   i. critical information of division of labour, resources, access and control among men and women

[68] Since the first United Nations Conference on Environment and Development in 1992 - known as the Earth Summit, it was recognized that achieving sustainable development would require the active participation of all sectors of society and all types of people. Agenda 21, adopted at the Earth Summit, drew upon this sentiment and formalized nine sectors of society as the main channels through which broad participation would be facilitated in UN activities related to sustainable development. These are officially called "Major Groups" and include the following sectors: Women, Children and Youth, Indigenous Peoples, Non-Governmental Organizations, Local Authorities, Workers and Trade Unions, Business and Industry, Scientific and Technological Community and Farmers. Source: https://sustainabledevelopment.un.org/aboutmajorgroups.html

[69] The gender expert reviewed the research instruments with gender lens and integrating some gender and women related questions and the questionnaires designed by VC experts and Impetus Advisory Group, a consulting company subcontracted by UNIDO to collect additional data.

ii. current perceptions about climate changes among women in the cattle value chain in KP and apple value chain in Balochistan
iii. Gender Based Constraints and practical and strategic gender needs in the project implementation
iv. Information relevant to youth in the context of PAFAID

2. **To research and select case studies that may provide contextual similarities and enable the decision takers to take further actions.**
3. **To suggest a way forward with a specific focus on youth and women that include clear gender equality objectives based on gender analysis.**

This report- a gender analysis[70]- is a key outcome of the inception phase . Gender-analysis not only tells about gender relations, how division of labor, access to and control over resources, decision-making processes within the household and norms values are interlinked and interlocked but also informs the design, planning, monitoring and evaluation of inclusive interventions.[71] This in turn would contribute to achieve overall results of the PAFAID including women's and youth's economic empowerment and sustainable livelihoods.

Structure of the Gender Analysis Report: This report is broadly divided into five chapters:
Chapter 1: This current chapter sets the context and offers an ample introduction to the Project besides assembling a short situation assessment. This chapter is supported by five annexes.
Chapter 2: This chapter offers a review and analysis of research based global experiences, primarily in the context of PAFAID and UNIDO priorities. This chapter is complimented by a detailed gender glossary, compilation of key terms, youth and gender mainstreaming checklists and an annex about Good Practices in Climate Smart Agriculture.
Chapter 3: This chapter is focused on review and analysis of literature primarily related to Pakistan in the context of the PAFAID and UNIDO priorities. This chapter is supported by two annexes.
Chapter 4: This chapter is focused on review and analysis of international and national literature primarily related to Youth in the context of the PAFAID and UNIDO priorities. This chapter is supported by an annex about Off-Farm Value Chain Opportunities for Youth.

[70] Gender analysis should be undertaken at all stages of a programme/project cycle, i.e.: Identification of the project or activity, Formulation Implementation and, Monitoring and evaluation. Gender analysis is an effort to understand how gender issues relate to development processes, through the application of a set of questions and tools that are to be integrated in all steps of the project. Therefore, it is imperative to ask how a particular activity, decisions or plan will affect women differently from men, as the analysis is based on the fact that women and men play different roles in society, connected with different problems, different needs and priorities. It is for this reason that gender analysis must be applied at all stages of the development process. Source: The Federal Ministry of Women Affairs (MOWA), (2009). A Training Manual on Gender Mainstreaming and Sensitization. Ideally, a gender analysis should be carried out before a project or programme starts and should be available for the approval of the offer design meeting. Depending on the specific focus and on the methodological approach adopted, a gender analysis can be part of the appraisal, or it can be made available to the appraisers for information purposes if it has been carried out in the run-up to the appraisal. If a gender analysis is not carried out during the appraisal or before the approval meeting, it can be conducted during the project term, and the project/programme can be reoriented if necessary, to take account of the recommendations made. Source: https://www.genderingermandevelopment.net/custom/images/contentBilderGalerie/bilderGalerie1000499/GIZ-Gender-analysis-frequently-asked-questions-2013-EN.pdf

[71] Strategic objective 1 of the gender equality strategy relates more to the technical interventions whereas objective 2 on the institutional capacities.

Chapter 5: This chapter is divided into three main parts. Part A: This part is composed of key learning and findings captured through the review and analysis presented in the previous chapters. Part B: This part builds on analytical thinking and presents a comprehensive recommendation and a way forward for the consideration of the decision makers at the strategic level of the PAFAID. The way forward besides containing the proposed strategies and activities also include the aim and application of the Gender Mainstreaming along with a suggested plan for the consideration of the decision makers at the strategic level of the PAFAID. Part C: This part contains some important reminders and deliberations. This chapter is supported by more literature review and analysis and an annex that contains some case studies and research abstract divided by thematic areas; [72]Agriculture, Rural Development & Gender, Youth and Women.

Applied Methodology[73]:

1. **Secondary Data Analysis:**

A global and national literature[74] review and analysis were conducted as an initial step for assembling the most essential and elemental accounts allied to gender analysis and mainstreaming gender in value chain development with a special focus on cattle meat and apple value chains. Most of the reference material was searched on web and the key words used to find the material included: Gender, Women, SDG, Inequalities, Agriculture, Value Chain, Livestock, Economy, Pakistan, KP, Balochistan, Apple VC, Cattle Meat VC, Access, Patriarchy and gender-related concepts and Youth. The categories of literature review included: background literature, literature of relevance to gender and value chains, Value chain toolboxes/manuals, Value chain manuals which have a specific gender focus, evaluations/impact assessments and experiences and lessons learned.

The idea was to finally include most recent material whereas the older material is used where it was simply inevitable[75]. Apart from the valuable publications of UNIDO in the given context, the desk review drew its most critical insights from the sizeable and significant works of other UN agencies especially FAO, ILO and UNWomen, IFI like IFAD (also a specialized UN agency), the World Bank and the ADB, International technical and aid agencies like USAID and JICA. These agencies are deeply involved in technical assistance to Pakistan in the past decades. The selection criteria of

[72] Agriculture: In a broad sense, the word "agriculture" includes forestry and, at times, fisheries as well. In these Guidelines, however, it is defined as a limited primary industry centering around the sub-sectors of crop farming and livestock farming. Crop farming is the industry of growing useful plants such as grain, vegetables and garden products by tilling land. Livestock farming is the industry of obtaining daily necessities like milk, meat, eggs and furs by keeping livestock and poultry and by producing fodder and feeding it to them. Rural development refers to the development of rural areas, including not only agriculture and agriculture-related industries as a primary means of earning a living, but also, more broadly, healthcare and sanitation, education, environment, social infrastructure improvement and empowerment of community members. However, healthcare, sanitation and education will be discussed only in connection with the characteristics they show in rural areas since separate thematic guidelines have been established. Source: Japan International Cooperation Agency (JICA). 2011.Thematic Guidelines on Agricultural and Rural Development.

[73] **Research instruments for exploratory study:** An exploratory- micro qualitative study with purposive sampling was originally and initially designed by the designated gender expert in PAFAID provinces. The information gathered through an initial scan of the available literature was plugged into research instruments for conducting Focus Group Discussion (FGD), In-depth interviews and consultative meetings with the stakeholders; mainly women extension workers (Government), women and youth from the community and non-farm actors like entrepreneurs, NGOs and other members of the civil society. The designated expert on gender was not able to participate in the actual field visits to collect the aimed primary data, due to the security related administrative requirements (initially due to internal security limitations and policy changes, and later due to COVID 19 based safety restrictions) changing during this period. However, the tools can be used in implementation phase for the continuity of gender analysis, gathering of more evidence and ultimately offering interventions that are not only more data-driven but are culturally sensitive, socially approved and owned by the targeted community as well as the concerned public departments.

[74] Gray literature included.

[75] All citations in the reference list/bibliography added in the report may not necessarily be mentioned in the chapters included in the report.

including any study or report was determined by the gender expert in the context of PAFAID needs and UNIDO priorities. The rapid assessment of the secondary data assessment is thus, providing an evidence based foundation to rest of the stages of the project cycle by bringing together diverse but matching expertise together.

2. **Bringing Varied Expertise Together:**

Prior experiences and expertise of the researcher in the areas relevant to the PAFAID were given due consideration in this gender analysis. Regular weekly team meetings between February – mid April 2020 also provided a platform for valuable exchange of information especially that related to the field situation/s and evolving contexts. The weekly meetings among the members of UNIDO expert team conducting the data collection also allowed the provision of technical comments on gender perspective/s and raise potential issues as well as biases in the process. This must not be misinterpreted that skewed material or personal prejudices are included in the analysis. For example, institutional strengthening is a pivot in the PAFAID. In the absence of a formal exercise to assess the capacity issues of key implementing public departments not only the literature was sought out (JICA's 2016 report about KP)[76], but the situation was verified by the team members who frequently visit the concerned offices/departments.

Besides generating data and information to construct the gender analysis other important and useful products by the methods employed included:

1. **Initiating critical thinking and creative processes with empathy:** This is an inevitable but often undervalued prerequisite for suggesting workable and measurable activities that could bear the potential of political and civic ownership, replication from village to village and scalability within the districts. This particular non-tangible product valuably influenced the context (that did not remain confined to the information available in the original project document) by complementing it with additional and relevant framework, information and analyses.
2. **Two glossaries**: These are added in the beginning of the report. One is local containing words and terms used in VC in Pakistan and in specific settings of Balochistan and KP .
3. **Two checklists (gender mainstreaming and youth mainstreaming from UNIDO):** These are also added in the beginning of this report to enable clear understanding of project's focus and justification of suggested recommendations.
4. **A compilation of most important and relevant terms/concepts in development literature:** This inventory of important terms and concepts arranged in alphabetical order is not only user-friendly but saves space in the chapters for defining and or explaining technical jargons.

Mitigation in data collection:

Since certain data-collection elements of the originally designed exploratory study had to be postponed due to the travel limitations it was attempted to replace it with key informant interviews (KIIs) with relevant groups and government officials in the selected areas at this stage. In addition, the "gender lens" were also applied on the aforementioned surveys and questionnaires to gain

[76] JICA.2016.Data Collection Survey on Agriculture Sector in Punjab and Khyber Pakhtunkhwa Provinces. Final Report Summary.

additional information on the role of different genders in the two value chains and their current situation. Following the project data collection approach, the group discussions aimed to reveal the situation from qualitative and quantitative perspective whereas the short-survey conducted through field visits to the different districts aimed to understand the depth of socio-economic issues and the gaps in terms of food safety compliance of actors. On the one hand, the discussions served as detailed information for different sections of the value chain analyses as well as this report, on the other hand, the surveys enriched about the actual situation. In case of the former, even though gender-specific questions were included in the questionnaire, women group discussions could not be organized due to the socio-economic limitation at this stage and the limitation of travel at this stage. In Balochistan, all 5 districts were visited by the respective VC expert and IAG to collect the data. In KP, the interviews and discussions were only conducted in Peshawar but actors from other 3 different districts were also invited.

In case of the discussions, the different sessions were organized in collaboration with the Government to which more progressive operators were invited, in case of the survey a subcontractor for data collection (IAG) conducted surveys to take into consideration variables such as the ethnic composition or gender of the provinces, however, since no population size could be defined due to lack of statistical data at provincial level, this cannot be considered statistically representative. Nevertheless, all information revealed through this data collection mechanism can improve the decision-making of the project stakeholders and showcase improved practices for the government in their policy decision-making.

The limitations and biases (sampling bias, convenience bias, time constraints, language limitations) of the methodology/s were identified in advance and are interpreted accordingly. These matters were also discussed during the weekly UNIDO expert team meeting to avoid any negative biases for the data analysis part. Quality assurance and research ethics have been ensured at each and every stage of research study.

It is also acknowledged that while every effort has been made to gather all relevant information from many stakeholders, this has been predominantly a rapid assessment conducted within a limited time frame therefore the information contained in the report may have certain gaps as valid for all qualitative studies with small samples the results by no means must be generalized for the entire population, particularly due to the fact that the PAFAID shall be implemented in the selected districts, and more specifically only in two value chains.

The above-mentioned outcomes would be not only acting as the constant reminders to ensuring gender dimensions at each and every step and stage of PAFAID but backing intersectionality and diversity in language and reducing the probabilities of errors of conceptual understanding. This report formulated amidst the COVOD19 Pandemic bears a distinct methodology and can set a precedent of working together with uniqueness and co-collaboration in the extraordinary context.

Chapter 2: Women and Agriculture- A brief global literature review and analysis

A focus on empowering women leads to more progressive farmers and greater economic and social opportunities for households. "Compared to men, women were more concerned about household welfare. "At the end of the day, women are more likely to be responsible for putting food on the table. "They are the ones responsible to source household food. Men are in the field growing food, but even if men fail to grow it, women are responsible for putting food on the table — for their children and for the family." An excerpt from a 5-country (Bangladesh, India, Myanmar, Philippines, and Vietnam study) by Sonia Akter.[77]

Power relations and dynamics impact all industries and sectors in different and at times discriminating ways. The symptoms of such impact either remain buried in the guises of culture, traditions, religion, faith and even public policies. People who are first and foremost to be affected by the normative and official values assigned to exclusion and injustice are disadvantaged communities and even within those women are more at loss. Inequality in people's (including women) capacity to make choices, be counted and acknowledged and benefit from technology and other scientific advancements exists in agriculture industry sector as well.

A. Women, Agriculture and Gender - a web of Inequalities

> ***8 Principles for Managing a Commons-*** *1. Define clear group boundaries. 2. Match rules governing use of common goods to local needs and conditions. 3. Ensure that those affected by the rules can participate in modifying the rules. 4. Make sure the rule-making rights of community members are respected by outside authorities. 5. Develop a system, carried out by community members, for monitoring members' behaviour. 6. Use graduated sanctions for rule violators. 7. Provide accessible, low-cost means for dispute resolution. 8. Build responsibility for governing the common resource in nested tiers from the lowest level up to the entire interconnected system.* ***Dr.Elinor Ostrom***[78]

The forthright questions like; How many women are poor? How many poor children are there? have no upfront responses[79]. Despite the conceptual challenges in answering this question and the data limitations, accumulating evidence confirms the existence of a pattern of consumption inequality between children and adults and between women and men in the household. The results and rulings of several studies insinuate that poverty affects women disproportionately. The global poverty data and country studies show that children are poorer than adults, which is partly driven by demographic

[77] https://www.devex.com/news/how-empowering-women-leads-to-innovative-agricultural-practices-92236

[78] She was the first woman to win the Nobel Prize in Economics. Based on her extensive work, Ostrom offers 8 principles for how commons can be governed sustainably and equitably in a community. Elinor Ostrom shared the Nobel Prize in Economics in 2009 for her lifetime of scholarly work investigating how communities succeed or fail at managing common pool (finite) resources such as grazing land, forests and irrigation waters.

[79] WB.2018.P.125. Most poverty measures refer to households. Individuals are typically classified as poor or nonpoor in accordance with the poverty status of the households in which they live. This masks differences in poverty among the individuals within the same household.

patterns of fertility and household formation. To tackle poverty "in all its forms everywhere" as the Sustainable Development Goals call for, it is must to understand and measure poverty[80] in all of its manifestations. (World Bank 2018). There is a global (official) consensus that women are equal beings and that no economy can grow to its full potential unless both women and men participate fully as half the world's population i.e. women have an equal role in driving economic growth. However, the policy biases and the policy and practice gaps of a good number of the governments stand in contrast to all signed documents/pledges/resolutions and agendas.[81]Rights based approaches, instruments, treaties and conventions, starting from the milestone document The Universal Declaration of Human Rights (UDHR), 1948 to The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW[82]),1979 up to The SDG(2015), have underscored the relevance of gender empowerment and mainstreaming.

Laws influence women's decisions to start and run businesses or get jobs; was the conclusion of the study by Women, Business and the Law (2018), in its series of biennial reports measuring the legal obstacles to women who engage in economic activity around the world, The analysis from the data from 189 economies around the world had 7 indicators: accessing institutions, using property, getting a job, providing incentives to work, going to court, building credit, and protecting women from violence. The data showed the difficulty and dilemma many women meet in the quest for economic opportunity. 104 economies still prevent women from working in certain jobs, simply because they are women. In 59 economies there are no laws on sexual harassment in the workplace. And in 18 economies, husbands can legally prevent their wives from working (World Bank Group 2018).

Owing to the legal discrimination and social norms[83] impeding women's abilities to use and own land equally to men; women are often controlled in their access to land through relationships with men, by marriage or kinship, and have relatively few opportunities to obtain formal ownership of land either independently or jointly. Resultantly, the gender gap in landownership is significant.

Although data are incomplete, reports from countries around the world suggest that women's landownership rates vary from between 2 and 15% to 20 and 25% only in European countries. The existing gender inequalities in land access can get inflated due to emerging land markets, commercialization and privatization.

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[80] A significant consensus has emerged in recent years about the importance of addressing high levels of inequality at the country level for making progress toward the World Bank Group's vision of a world free of poverty. In the mid-20th century, mainstream development economics treated income inequality as a by-product of development and a key incentive for taking risk and engaging in entrepreneurship.

[81] International human rights treaties and conventions The seven core international human rights treaties are the International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), the Convention on the Elimination of All Forms of Racial Discrimination (ICERD), the Convention on Elimination of All Forms of Discrimination against Women (CEDAW), the UN Convention against Torture (CAT), the Convention on the Rights of the Child (CRC) and the Migrant Workers Convention (MWC).All treaties, General Comments of the human rights treaty bodies and Concluding Observations on State Party reports can be found at: http://www.ohchr.org/english/.source:IASC2006.P.38.

[82] Adopted in 1979 by the UN General Assembly, is often described as an international bill of rights for women.

[83] Social norms that define "a farmer" also influence how men and women participate in value chains. In many societies the head of household, whether a man or a woman, is still defined as the primary farmer and as the only appropriate recipient of contracts and agricultural extension. Others in the household are seen to be only "helping," rather than producers in their own right. For example, in Honduras, Colverson (1995) found that women described their agricultural activities as simply "helping their husbands" despite their contributions to the production and harvesting of cash crops. As a result, women are underserved as clients of extension services in their own right. They may be targeted for home economics activities while ignoring their substantial contributions to market.

The challenges of commercialization and privatization can be translated into opportunities not only for women to earn income, but for equitable opportunities for both women and men to obtain land[84] (USAID2009). Gender statistics[85] can help to make these gender imbalances visible.

Gender-sensitive indicators measure gender-related changes over time. They can refer to quantitative indicators based on sex disaggregated data - which provides separate measures for men and women, [and they] can also capture qualitative changes - for example, increases in women's empowerment.

Agriculture as an undisputed economic impetus is central to the achievement of many of the SDGs. Reducing food insecurity, cannot be achieved without advancement in agriculture. Subtraction of gender discrepancies in the agricultural sector is a goal in its own right. More sustainable growth and increased productivity for the benefit of all are tied to mounting women's access to critical resources, such as land, water for irrigation, extension services and credit. (FAO 2016).

Agricultural development is one of the most powerful tools to end extreme poverty, raise incomes and improve food security for 80% of the world's poor, who live in rural areas and work mainly in farming, upturn shared prosperity and feed a projected 9.7 billion people by 2050. Growth in the agriculture sector is 2-4 times more effective in raising incomes among the poorest compared to other sectors.[86] A technical guide on Governing land for women and men (2013) by FAO with the support of IFAD , aimed to assist implementation of the Guidelines' principle of gender equality through the achievement of responsible gender-equitable governance of land tenure. An example of good practice in gender-equitable institutional capacity development is given below:

[84] On average, women represent close to half of the agricultural labour force in developing countries (the FAO estimates this to be 43 %), yet in all regions, female farmers, "control less land and livestock, make far less use of improved seed varieties and purchased inputs such as fertilizers, are much less likely to use credit or insurance, have lower education levels and are less likely to have access to extension services."

[85] Producing gender statistics requires the systematic incorporation of a gender perspective at all stages of data production, analysis and dissemination, therefore, the relevant organizations for instance statistics bureaus must be prepared to coordinate its work across and within departments. Even when an organization has a dedicated gender focal point or gender unit, other departments will also be required to consider gender in their regular work. The production of gender statistics is part of a larger process of "engendering" statistical production and "mainstreaming" a gender perspective throughout national statistical production. The concepts of gender mainstreaming and using a gender perspective are not new, but they can often seem abstract and difficult to apply in practice. Furthermore, the terms themselves may be unfamiliar to many people, and it is not uncommon for statisticians and data producers to have misconceptions about the requirements for developing gender statistics. Gender statistics are statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: (a) data are collected and presented disaggregated by sex as a primary and overall classification; (b) data reflect gender issues; (c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and (d) data collection methods take into account stereotypes and social and cultural factors that may induce gender biases. Household is a basic unit for socio-cultural and economic analysis. It includes all persons, kin and non-kin, who live in the same dwelling and share income, expenses and daily subsistence tasks. Intra-household (for example, relations / labour / decision-making / allocation of resources / inequality / dynamics) refers to relations, including power relations, roles and processes, that take place within the household and are affected by existing gender inequalities (FAO 2016).

[86] https://www.worldbank.org/en/topic/agriculture/overview

Box 1: Capacity building for gender-equitable land tenure governance

Tajikistan
In Tajikistan a UN Women-supported programme promoted the adoption of a mechanism for providing the Land Agency with citizens' feedback on ongoing land reform. The mechanism used two-way communication between the district Land Agency and rural citizens, with emphasis on efforts to remove cultural and social stereotypes, which are still strong in rural areas. Piloting of the feedback mechanism, monitored through citizens' report cards, showed a strong need for further strengthening of local governments' capacities for rights-based and gender-sensitive service provision. As a result, more than 650 local government officials and staff from the Land Agency, the Women's Committee, NGOs and informal rural community groups attended training workshops on gender aspects of the land reform process. This improved trainees' involvement in the land restructuring process, from better skills in dealing with farmers' concerns, to greater participation in awareness campaigns.

This guide (FAO 2013) has emphasized on the relevance multistakeholder 'engagement, social and behaviour change communications in institutionalizing gender equitable governance, in the specific and unique set of geographical, economic, social and cultural features of each country in addition to its own political system patterns of land use and landholding. An equal understanding of the local context by all stakeholders can lead to their effective participation in the policy-making process. The guide has noted that in many countries legal pluralism is part of the context; implies that policy-makers should consider communal and customary tenure arrangements, the links between land tenure and the rules governing property rights within marriage and on inheritance, and the hierarchies of power that affect decision-making regarding land. Sometimes there are similarities in context among the countries within a region, such as in Asia and Africa (see the matrix) allowing the sharing of lessons learned, directly between countries or through regional initiatives.

Matrix 1: Regional similarities in the context for land policy-making[87]

Asia	Africa
A coalition of civil society organizations established Land Watch Asia to support, monitor and advocate for access to land, agrarian reform and equitable and sustainable rural development across Asia. Land Watch Asia builds on regional similarities in: ➢ the declining availability of land for agriculture. ➢ a post-colonial history of conflicts and civil strife. ➢ the impact on women's rights to land of the multiple burdens of class, caste and gender discrimination, sexual abuse and violence: • family laws provide differently for women's rights to individual and marital property and inheritance, depending on ethnicity, religion or caste. • women generally have few and unrecognized rights to land and are excluded from decision-making and governance processes. • gender inequality and biases have historically constrained women's access to government initiatives to register land and rationalize property rights.	The Land Net West Africa network comprises civil society organizations and activists engaged in land policy-making processes in their respective countries. It builds on regional similarities in: agriculture's importance in national economies. women's important role in food production. the pressures of desertification, drought and population growth. the colonial legacy of many land laws but few guiding policies. A predominance of customary land tenure arrangements. the insecurity of land tenure faced by many women: • local governance institutions and structures are often dominated by men, and customary rules on land are often interpreted in ways that marginalize women. • women are disadvantaged by their greater poverty, lower literacy levels and lack of knowledge about the legal system. • land administration practices often disadvantage women, including in registering household land and acquiring strong individual rights to it. differences in the rights of citizenship enjoyed by men and women – especially married women – which affect women's relationship to all types of property; women sometimes need the consent of their fathers or husbands to register land that they have acquired themselves.

The FAO (2006) documented some important and doable guidelines for policy action. Analytical steps which may be taken in relation to the various levels of the economy may be summarized at the following three levels:

[87] Based on Seema Gaikwad's presentation on "Asian experiences of civil society engagement with land policy processes" and Catherine Gatundu's presentation on "Africa experiences of civil society involvement in land policy process" at the May 2011 workshop. Source: FAO 2008. Good governance and natural resources tenure in South East Asia region, O. Nabangch ang and E. Srisawalak. Land Tenure Working Paper No. 4. Rome.

Level: Macro

Provision of gender disaggregated national statistics to identify the location of men and women in the economy. Integrating the unpaid "domestic economy" in macro and agricultural analysis.

Level: Meso

Addressing gender-based-distortions in markets which can result in inefficient resource allocation. Addressing gender asymmetries and biases in institutions and organisations which can restrict women's access to resources.

Level: Micro

Taking account of gender differences in household preferences, time allocation and control over household resources. Understanding how such differences influence household production and investment decisions, food security and well-being within the household.

There are no short, simple and singular solutions for any country to end Feminization of poverty, multidimensional and monetary poverty, or to ensure pro-poor growth, access to decent work, gender mainstreaming and equality. Until and unless structural patriarchy is addressed through clear policies (formulated through inclusive and transparent processes) to ensure engendering of economies and legislative actions, gender blindness in agriculture-data leading to exclusionary policies and practices would continue.

B. Gender in value chain

"Mainstreaming gender analysis in value chain development is likely to encourage creative thinking about a range of different potential strategies for upgrading of the value chain as a whole and also protecting the interests of those most vulnerable at specific stages within it." Linda Mayoux Grania Mackie[88]

Gender inequalities affect where power is located. Gender inequalities also affect men's behaviour in enterprises and markets as well as the household. Global researches sponsored by reliable agencies and executed by renowned experts are filled with validated data that clearly demonstrate that both women and men are likely to be involved at different stages of the chain as producers and entrepreneurs, in marketing and as consumers. Why those areas where women are involved are often less visible and may be overlooked in both analysis and development? Why large parts of the value chain, which are essential to upgrading, are often ignored, particularly homeworking, 'putting out' and temporary work? What, where and how change can occur in order to translate chain upgrading into poverty reduction?

A review by Mitua et al (2014) concluded with the following 3 broad recommendations for consideration in the design and use of value chain analysis tools:

1. **Value chain analysis must be gendered to capture the different roles, opportunities and constraints for men and women.**
2. **Results of gendered value chain analysis must be used not only in designing value chain interventions (such as selecting the most appropriate value chain or target group) but also in guiding project implementation and in informing monitoring and evaluation systems.**
3. **Gendered value chain analysis should be undertaken by persons with sound knowledge in gender at the micro, meso and macro level.**

According to USAID supported researches the value chain construct has emerged as a popular approach because it provides an analytical tool to address these challenges and to shape implementation of agricultural programming. Value chain programs, with gender equitable principles, can contain both competitiveness and gender equity to enhance poverty reduction impacts. Women and men enter value chains as wage workers, farm managers, unpaid family workers, and entrepreneurs. Key enabling factors guide the opportunities. Other vital determinants are human capital endowments and social beliefs and norms. These can also influence the character and extent of men's and women's involvement.

A VC is built on three underlying assumptions:

1. Value chains are embedded in a social context
2. Value chain development affects gender roles and relations
3. Gender equity and value chain competitiveness are mutually supportive goals

[88] ILO. 2009.Making the Strongest Links: A practical guide to mainstreaming gender analysis in value chain development. Mayoux, L. and G. Mackie. Geneva

Box 2: CHARACTERISTICS OF GENDER EQUITABLE AND COMPETITIVE

AGRICULTURAL VALUE CHAINS

Value chain programs that support gender equity goals:

1. Understand men's and women's roles and relationships.
2. Foster equitable participation.
3. Address the distinctive needs of women.
4. Support women's economic advancement.
5. Promote gender equitable market-driven solutions.
6. Design equitable benefit-sharing mechanisms.
7. Include men in defining the "problem" and the solution.

The acknowledgment of women to contribute to and shape the global economy as employees, entrepreneurs, and leaders is relatively newer despite the adoption of the most leading international donor agencies of value chain approaches as a strategy for enhancing economic growth and reducing poverty. A renewed focus on agriculture is looking at the invisibility of women and their disadvantages. The GATE project[89] developed a participatory training program to enhance practitioners' understanding of how gender roles and relations impact value chains and program outcomes. During 2008-2009, the training program was piloted in Kenya and in Tanzania and recorded experiences in a Handbook (USAID 2010 & 2012).

Matrix2: A PROCESS FOR INTEGRATING GENDER ISSUES INTO AGRICULTURAL VALUE CHAINS [90]

PHASE	PURPOSE
Phase One. Mapping Gender Roles and Relations along the Value Chain	Learn how to identify gender roles and relations along the value chain through data collection efforts
Phase Two. From Gender Inequalities to Gender-based Constraints	Become familiar with a systematic way to identify gender-based constraints
Phase Three. Assessing the Consequences of Gender-based Constraints	Understand how to assess the implications of gender-based constraints on value chains
Phase Four. Taking Actions to Remove	Learn how to determine the most

[89] The GATE (Greater Access to Trade Expansion) was a five-year (September 2004–2009) project of the USAID's Task Order .Over the life of the project[89], GATE worked with 7 USAID Missions to better integrate gender considerations into economic growth and trade-related programs to expand areas of opportunity and mitigate the adverse effects of economic and trade expansion for poor women and men.

[90] USAID.2009. Deborah Rubin, Cristina Manfre, and Kara Nichols Barrett. A guide to integrating gender into agricultural value chains Based on Promoting Gender Equitable Opportunities in Agricultural Value Chains: A Handbook. P.9

Gender-based Constraints	appropriate course of action to remove gender-based constraints
Phase Five. Measuring Success of Actions	Become familiar with ways of measuring the success of actions

Gender analysis is the first step toward understanding the gender issues that are relevant to value chain operations. Gender analysis leads to the identification of Gender-based Constraints (GBCs).

Matrix 3: ILLUSTRATIVE GENDER-BASED CONSTRAINTS[91]

	On-Farm Productivity	Horizontal Linkages	Vertical Linkages	Business Enabling Environment	Employment and Entrepreneurship
Most critical GbCs related to	Access to assets including: Land, Labor, Capital Inputs Technology Information Education	Active participation including: Membership Decision-making Leadership in decision making and leadership	Access to assets including: Land Labor Capital Inputs Technology Information	Laws, policies, and institutions Formal discrimination in law and policy Cross-sectoral or cross jurisdictional inconsistencies Unequal enforcement	Access to assets including: Land Labor Capital Education Information Training
Illustrative factors that contribute to or exacerbate these constraints include: **Beliefs**	Beliefs and perceptions about appropriate women's economic activity (e.g., as farmers or entrepreneurs) Legal and regulatory frameworks related to property ownership and inheritance Beliefs and perceptions about inheritance patterns	access to assets, such as land and capital, that facilitate participation and/or leadership Beliefs and perceptions about the capabilities of women to lead	Beliefs and perceptions about appropriate jobs/ tasks for men and women Beliefs and perceptions about appropriateness for women to travel alone, at different times and to different locations	Beliefs and perceptions that discourage women from participating in public fora Beliefs and perceptions of officials with enforcement authority	Laws regulating employment terms and conditions, credit, and property ownership Beliefs and perceptions about appropriate roles/jobs for women and men

[91] USAID.2009. Deborah Rubin, Cristina Manfre, and Kara Nichols Barrett.A guide to integrating gender into agricultural value chains Based on Promoting Gender Equitable Opportunities in Agricultural Value Chains: A Handbook. P.26

Practical lessons that can be drawn from the gender and value chain literature and applied to agricultural EAS include:

1. Ensuring that extension agents are familiar with the different ways that men and women participate in agricultural value chains.
2. Providing gender training to extension agents to improve their abilities to work with men and women farmers.
3. Designing extension and advisory materials in ways that are accessible to both men and women of varying educational levels and inclusive of relevant content.
4. Supporting the substantive participation of women in mixed-sex producer and trade associations, including in leadership positions.
5. Providing information about opportunities for women to find credit, gain access to land, and formalize rights to land and other productive inputs (USAID2012).

[92]Box 3: Value Chain & Gender Inequalities

Any justification of gender inequalities in terms of 'culture' and 'tradition' can be challenged in value chain development.

Gender inequalities exist in all cultures - in both industrialised countries and low income countries. Many dimensions of 'culture' and 'tradition' are constantly changing.

Supporting perpetuation of gender inequalities on the grounds of 'cultural sensitivity' is no more justified than perpetuation of the equally 'cultural' discrimination on the basis of race and ethnicity, religion, caste or disability.

There is often confusion because of the assertion that 'gender means women and men'.
All the indicators of human development in most countries show that women are significantly disadvantaged compared to men.

This justifies a focus on changing those gender inequalities that disadvantage women, and a focus on women's needs and interests.
The focus on 'gender policies' rather than 'women's projects' came about because it was realised that removing gender inequalities which disadvantage women requires changes not only in women's behaviour and position, but also that of men.

It also requires change in underlying gender inequalities in power and resources that structure the ways in which women and men behave towards each other.

Addressing gender inequalities therefore generally requires not only strategies targeting women, but mainstreaming change in gender relations in strategies targeting men, for example: the inclusion of gender awareness in livelihoods training for men as well as women.

[92] ILO. 2009.Making the Strongest Links: A practical guide to mainstreaming gender analysis in value chain development. Mayoux, L. and G. Mackie. Geneva

Gender inequalities are often important in explaining why different parts of the chain blockages to growth are? Gender analysis is needed to explain why particular chains are dominated by men or women, in what circumstances women have been able to become successful at creating employment, and how women can be supported to make a more effective economic contribution?

Responsible and candid answers to these questions are very important in explaining how value chains operate and indicate critical links at which upgrading, or change should happen in order to bring about development of the chain as a whole, and for poverty reduction[93].

C. Women, Agriculture and Climate change - the unnoticed crisis

"People are dying. Entire ecosystems are collapsing. We are in the beginning of a mass extinction. And all you can talk about is money and fairytales of eternal economic growth. How dare you!" Greta Thunberg[94]

The challenge of climate change has two extremes. Either certain governments are not going beyond rhetoric or those who are active are not achieving the desired levels of integrating the issues of climate change, poverty, and gender inequality in policies, surveillance, and program creation and implementation.

The violent conflict, political instability, and economic strife have distinct and exacerbated impacts of climate change on men and women. Women, girls, boys and men face unalike risks and are thus victimized in dissimilar ways in wars, natural disasters and related crisis situations. For example, in the 2005 Tsunami, in parts of Indonesia and Sri Lanka up to 80% of those who died were women. In contrast, in situations of armed combat, young men are more often the primary victims. Food security consists of 4 main dimensions: availability, access, utilization and stability/vulnerability.

Women, girls, boys and men each have a special role in ensuring food security. Multidimensional and multi-sectoral, Food security involves many issues from food production, distribution and marketing, preparation, processing and storage to population and health, education, employment and income, nutrition, trade, services and infrastructure. (IASC2006).

Box 4: What do we need to know to plan and implement gender responsive Food security programmes in emergencies?

What are the demographic factors?

Number of landless poor (disaggregated by sex). Number of herd less pastoralists (by sex). Number of poorest in caste groups (by sex). Most marginalized communities (composition and size). Number of temporary and long-term or permanent migrants. Disaggregated data by age, wealth and marriage status.

[93] Gender issues fundamentally shape the totality of production, distribution, and consumption within an economy but have often been overlooked in value chain development. From production to processing to disposal, gendered patterns of behavior condition men's and women's jobs and tasks, the distribution of resources and benefits derived from income generating activities in the chain, and the efficiency and competitiveness of value chains in the global market.

[94]https://quotepark.com/authors/greta-thunberg/

What are the social factors and how have they changed since the crises?

What are the different types of households after the crisis (e.g. female- or child-headed households)? What is the composition of households needing special assistance (e.g. unaccompanied children, widows without families, disabled and women, girls, boys and men affected by HIV/AIDS)? Has there been recognition of the roles of women and men in caring for their extended families and dependents? Are the specific needs of women, children, men and disabled recognized? Is the local knowledge of women and men recognized and used in planning food security interventions? What is the local level of organization of women, youth, men and disabled in the rural communities? Can informal networks or formal associations be supported and how? Is there any community support to women and men for food production, transport and delivery? What are the community and household power structures in relation to the use of food, land and other productive resources? How acceptable to the population are the proposed commodities, according to gender-disaggregated needs? Who controls resources (production tools, food, etc.) at both the community and household level? Who in the household is responsible for food safety and the hygiene considerations for ensuring food and nutrition security? Who in the household is responsible for processing, conservation and storage of food?

What are the economic factors and how have they changed since the crisis?

What is the level of poverty of women, girls, boys and men? Do women and men have equal access to the local market? What is the process for local food procurement for women and men? Do both women and men have access to cash and food-for-work opportunities, credit and agricultural inputs? Is cash available for women and men to meet non-food needs? Do both women and men have access to food aid services and programmes? What are their levels of self-sufficiency in particular crops? Are there adequate and stable food supplies and access (quantity, quality and nutritional aspects) for women and men?

The systematical exclusion of women from decision-making mechanisms and denial of their agency in deciding when and how to overcome the vulnerabilities they face was identified by was Sorensen et al (2018) in their policy paper as a serious omission that undermines the potential and compromises the effectiveness of even the best-intentioned efforts to address climate change. Their research pointed out at the failure to bridge the relevant sectors while sculpting the SDGs containing separate targets for poverty (SDG 1), gender equality (SDG 5), sustainability (SDG 11), and climate action (SDG13). Health-related indicators are absent in the energy or climate goals but there are energy-related indicators in the health goal (related to household use of biomass fuels).

Box5: Key points of the study (Sorensen et al (2018)

1. Climate change impacts on health—including increased exposures to heat, poor air quality, extreme weather events, altered vector-borne disease transmission, reduced water quality, and decreased food security—affect men and women differently, depending on local geographic and socioeconomic factors.
2. Climate change threatens to widen existing gender-based health disparities, especially in low- and middle-income countries.

3. Health impacts, and gender differences in those impacts, are mediated through socioeconomic, cultural, and physiologic factors. Policy action targeted towards these factors, which are often modifiable, can decrease negative health outcomes.
4. Integration of a gendered perspective into existing climate, development, and disaster-risk reduction policy frameworks requires improvement in data acquisition, monitoring of gender-specific targets, coordination between sectors, and equitable stakeholder engagement.
5. Empowering women as educators, caregivers, holders of knowledge, and agents of social change can improve mitigation and adaptation policy interventions.

The study recommended that:

- The policies should move beyond traditional separations of health, gender, and environment and embrace proactive and gender-based solutions is paramount to protecting women's health and mobilizing their vast social potential to mitigate, adapt to, and respond to climate threats.
- The compliance with the monitoring processes advocated by the SDGs and the Sendai Framework are critical to address the complex interactions between poverty, gender-based social discrimination, and climate change that threaten to amplify gender-based health disparities.
- The effective engagement and communication with women and girls throughout society must be included at all levels and within the following practices to support an integrative policy approach (ensure participation, prioritize education, improve data, enhance preplanning, redefine success and improve multisector coordination).

Capacity-building efforts can promote women's knowledge of issues and ability to take leadership or decision-making positions, which in turn leads to changing social norms and outcomes and increased economic growth. Focusing on capacity-building to augment women's opportunities, climate change initiatives can also boost women's economic participation and bolster growth. Women invest up to 90% of their income - 30 to 40 % higher than men- on the well-being of their families. Muhammad Yunus, Nobel Peace Laureate and founder of the Grameen Bank, notes, "when a destitute mother starts earning an income, her dreams of success invariably center around her children...money entering a household through a woman brings more benefits to the family as a whole." Promoting women's economic empowerment is also one of the most effective ways to improve human development indicators (Mayesha Alam et al 2015).

The climate change is a gender issue. Remedial and mitigation actions include gender sensitive strategies, gender audit of stakeholders, and inclusive mainstreaming policies and resources for women-centered solutions. The changes that are required to challenge climate change have the potential to radically alter global political and economic systems, either for better or worse. (Women's Environmental Network 2015). According to the FAO (2019), the impacts of climate change are evident in many forms, from rising sea levels and more extreme weather events, to changing rainfall patterns and shifting seasons, to glacial melt and ocean acidification. The poor and vulnerable people the most, particularly women and girls, are more affected by the climate changes as the predominant and preponderant structural inequalities are further exacerbated by the effects

of climate change on their lives and livelihoods. The vulnerability to climate change is shaped by the capacity of men and women to adapt, to access resources, information and alternative livelihood options, and by existing decision-making processes and power dynamics that impact the social distribution of resources or support. Some **Good Practices** for Integrating Gender Equality and Women's Empowerment in Climate-Smart Agriculture Programmes[95]are given in annex 6.

The world through powerful leaders and leading institutions appears to be responding to slower degradation caused by climate change. However, beyond the headlines and soundbites in media the world has yet to firmly develop an agenda of concerns and show determination that women – from different backgrounds – are able to lead in negotiations and participate, equally in the design and implementation of programs intended to address climate changes. Studies show that 80 percent of people displaced by climate change around the globe are women[96].Climate change has financial; social and health costs and these costs are higher for women and other vulnerable populations. Though the agenda of climate change seems to be as the most urgent ones of our times its connectivity with women and especially for women in agriculture is yet to be duly visible. The study conducted by Mayesha Alam et al (2015), reiterated that the climate change is a global challenge that burdens all of humanity, unequally.

[95] FAO and CARE. 2019. Good Practices for Integrating Gender Equality and Women's Empowerment in Climate-Smart Agriculture Programmes. Atlanta. 108 pp. Licence: CC BY-NC-SA 3.0 IGO

[96] https://www.climaterealityproject.org/blog/how-climate-change-affecting-women

Chapter 3: Women and Agriculture- Pakistan-related Literature Review and Analysis

Are women being counted and compensated fairly in agriculture? Do these women, are decision makers at any level or for any matter that shapes care and reproductive work? Are research studies in agriculture and dairy sectors, cattle meat and fruit chains, trade and economy etc. look at the gender dimensions as well? Do gender relations based on the size, ownership and control remain static? How do the landless and illiterate women cope with the additional burdens of outmigration of male small farmers, humanitarian crises and climate change? How Pakistan aims to achieve SDG with colossal gender inequalities? Is the State ready to accept its gender blindness reflected in the architecture of public buildings, public policies and public programs? What steps are being taken to enable women to access climate and economic justice? This brief desk review containing information of Pakistan from Pakistani and International literature in connection with women in agriculture, value chain, labour force, response to disasters and climate change with the common denominators of gender and rights approach has attempted to answers these and many related questions so that an informed way forward could be suggested to the powerful stakeholders and influencers.

A. Country context: a glance through the PDHS (2017-18)

In spite of having similar patterns of cultural barriers, gender (in)sensitive legislation and poor governance in varying degrees among many developing countries or within Muslim majority countries a country's own specific context can never be (or should not be) neglected while reviewing and analyzing the role of women in agriculture value chain and aiming for gender and youth mainstreaming. Any comment, data and recommendation should not be interpreted in isolation with the specific context (that too is not singular faceted and or homogenous in Pakistan)[97].

According to the Population Census of 2017, the total population of Pakistan is 207 million with a growth rate of 2.4. The size of the population and the growth rate present serious challenges to governmental efforts to prevent food insecurity, water scarcity, rapid urbanisation, inadequate housing, and loss of economic opportunities. Such challenges necessitate regular assessment of their demographic impact through collection of reliable data in surveys such as the Pakistan Demographic and Health Survey (PDHS). For the 2017-18 PDHS, the survey sample was representative at the national level; for urban and rural areas separately; for four provinces including Punjab, Sindh, Khyber Pakhtunkhwa (KP), and Balochistan; for two regions including Azad Jammu and Kashmir (AJK) and Gilgit Baltistan (GB); ICT Islamabad; and FATA. In total, there were 13 second-level survey domains.

The country context with a special focus on the power dynamics in general and between the two genders i.e. women and men in particular is summarized in the light of the statistical and qualitative findings of this PDHS as follows:

The proportion of female-headed households has increased by two percentage points from 11% in PDHS 2012-13 to 13% in PDHS 2017-18. This seems to be at least partially the result of recent male outward migration from Pakistan. The average household size is 6.6 persons, which is slightly less

[97] Researcher's views.

than in 2012-13 (6.8). The average household size is slightly larger in rural (6.8) than urban (6.3) areas[98]. In Pakistan, 62% of women and 50% of men age 15-49 are currently married. 35% of women have never been married, as compared with 49% of men. 7% of women age 45-49 are widowed, compared with 1% of men in the same age group. Women are far more likely to be employed in agriculture than men (32% versus 21%). Women are slightly less likely than men to be employed in professional/technical/ managerial occupations (12% versus 13%), as well as clerical services (less than 1% versus 3%), sales and services (14% versus 22%), and unskilled manual labour (7% versus 22%). Women are more likely to be involved in skilled manual labour than men (35% versus 20%). 24% percent of women who were employed in agriculture in the past 12 months did not receive any payment for their work. The trend analysis disclosed that the involvement in agricultural work has decreased among women over the past 5 years, from 37% in 2012-13 to 32% in 2017-18. In contrast, involvement in professional/technical/managerial work has increased, from 8% to 12% among ever-married women and from 8% to 13% among ever- married men.

An Analysis of the background characteristics showed following key patterns:

1. Urban women are more likely to be involved in skilled manual work (43%) and in professional/technical/managerial occupations (25%), while rural women are more likely to be involved in agriculture (44%).
2. Among the employed, the percentage employed in agriculture falls with each increase in the wealth quintile, from 54% of women and 50% of men in the lowest wealth quintile to a low of 3% of women and 5% of men in the highest wealth quintile.

According to this PDHS, 38% of the population is under age 15. Children under age 5 and adolescents age 10-19 account for 13% and 23% of the population, respectively. About 4% of the population is age 65 and above, a group considered to be a dependent population.[99]

Overall, 38% of children under age 5 are stunted, with 17% severely stunted; 7% are wasted, with 2% severely wasted; and 23% are underweight, with 8% severely underweight. 2% of children are overweight. The trends analysis showed the prevalence of stunting and of wasting among children under age 5 has decreased, from 45% to 38%, and from 11% to 7%, respectively, in the last 5 years (2012-13 to 2017-18). This indicates stunting in children declined by 7 percentage points and wasting by 4 percentage points. A similar downward trend over the last 5 years, from 30% to 23%, is observed for underweight children. The proportion of overweight children has stagnated at 3% during the same period. There has been a modest improvement over time in nutritional status of children. The prevalence of underweight is highest among children whose mothers are underweight (35%) compared with normal (28%) and overweight or obese (15%); and the prevalence of stunting and wasting among children is lowest (29% and 5%, respectively) among overweight or obese mothers. Children born to mothers with no education are undernourished compared with children whose mothers have a higher level of education (stunting: 48% versus 16%, wasting: 9% versus 5%, and underweight: 32% versus 8%). The prevalence of overweight in children (6%) is highest among those born to mothers with a higher level of education. Stunting is high among children from the lowest wealth quintile (57%) compared with the highest wealth quintile (22%). (ex) FATA region has

[98] NIPS(2019).
[99] NIPS(2019).

the highest proportion of stunted children (52%) whereas ICT Islamabad has the lowest (24%).[100]The country context in which PAFAID Project was developed and some additional information based on the available data (refer to chapter 1) is obviously complex and challenging not only in its own stride but more for women (especially women in poor rural areas) and that too from disadvantaged communities. The data collated in the following table not only reflects the disparity between women and men in employment but higher deprivation level in PAFAID provinces.

Table 3: Percent distribution of ever-married women age 15-49 by employment status, according to background characteristics, Pakistan DHS 2017-18 [101]

Employment status: Women	Employed in the 12 months preceding the survey Currently employed	Employed in the 12 months preceding the survey	Not Employed in the 12 months preceding the survey	Total	Number of women
	17.3	2.7	80	100	12,364
PAFAID Provinces					
KP	7.4	0.4	92.2	100.0	1,901
KP (Urban)	9.2	0.7	90.1	100.0	366
KP (Rural)	7.0	0.4	92.7	100.0	1,535
Balochistan	10.1	0.8	89.1	100.0	642
Balochistan (Urban)	8.7	1.4	90.0	100.0	188
Balochistan (Rural)	10.6	0.6	88.8	100.0	454

[100]The 2018 Pakistan National Nutrition Survey (NNS 2018), the largest national nutrition survey, in Pakistan, undertaken with the support of UNICEF. According to the key findings of the survey, stunting is a major problem in Pakistan, with 12 million children with low height for age. The national average (40.2pc) for stunting masks provincial disparities. The average annual reduction rate is estimated at 0.5pc, too slow to significantly reduce the stunting rate in Pakistan. The prevalence of stunting varies from 32.6pc in ICT (Islamabad Capital Territory) to 48.3pc in Khyber Pakhtunkhwa-NMD (newly merged districts previously called FATA). The prevalence of stunting among young children in Sindh (45.5%), Balochistan (46.6%), KP-NMD (48.3%) and G-B (46.6%) is higher than the national average. Its prevalence in Punjab is 36.4%, 39.3% AJK and 40% in KP. The prevalence of low weight for height (wasting), a strong predictor of mortality among under-five children, is on the rise in Pakistan, from 8.6% in 1997 to 15.1% in 2011 and 17.7% in 2018.Despite improvements in other socioeconomic indicators, acute malnutrition remains in a state of nutrition emergency. This is the highest rate of wasting in Pakistan's history. This form of malnutrition, according to the report, is most prevalent in Sindh (23.3%) and KP-NMD (23.1%), whereas G-B and ICT have the lowest proportion of children with wasting, at 9.4% and 12.1pc respectively. Regrettably, while stunting is on the rise, obesity is also increasing among children in the country, which the report describes as "the double burden of malnutrition.

[101]Data gathered from NIPS (2018). Currently employed" is defined as having done work in the past seven days. Includes persons who did not work in the past seven days but who are regularly employed and were absent from work for leave, illness, vacation, or any other such reason.[2] Total excludes Azad Jammu and Kashmir and Gilgit Baltistan. Background characteristics included age (15-19,20-24,25-29,20-34,35-39,40-44& 45-49) regional (4 provinces, ICT & FATA), residence (urban & rural), wealth quintiles, marital status, number of living children & education stratification.

Employment status: Men	Employed in the 12 months preceding the survey Currently employed	Employed in the 12 months preceding the survey Not currently employed	Not Employed in the 12 months preceding the survey	Total	Number of men
	96.1	1.6	2.3	100	3145
PAFAID Provinces					
KP	91.5	4.7	3.8	100.0	438
KP (Urban)	92.5	2.0	5.5	100.0	87
KP (Rural)	91.3	5.3	3.4	100.0	350
Balochistan	94.8	1.5	3.5	100.0	185
Balochistan (Urban)	93.0	1.5	5.4	100.0	56
Balochistan (Rural)	95.6	1.5	2.7	100.0	129

As per PDHS (NIPS 2018), since 2012-13, married women's participation in decision making has steadily improved. Percentage of currently married women age 15-49 who usually make specific decisions either by themselves or jointly with their husband, by background characteristics (age, number of living children, residence, education & wealth quintile), Pakistan DHS 2017-18 are summarized in the following matrix:

Matrix 4: Autonomy of Women

Specific decisions						
Region	Woman's own health care	Making major household purchases	Visits to her family or relatives	All three decisions	None of the three decisions	Number of women
Punjab	56.5	49.5	52.0	**39.7**	33.5	6,277
urban	61.6	55.7	59.7	46.8	28.2	2,283
rural	53.6	45.9	47.6	35.6	36.6	3,994
Sindh	59.4	54.0	63.5	**46.2**	27.6	2,750
urban	63.1	55.6	65.8	46.5	23.6	1,464
rural	55.3	52.1	60.8	45.8	32.1	1,286
KP	29.2	23.9	28.8	**19.0**	63.3	1,846
urban	37.1	30.7	38.5	25.0	**52.8**	356
rural	27.3	22.3	26.4	17.5	**65.9**	1,490
Balochistan	26.9	17.3	18.4	**10.0**	**64.5**	627
urban	36.6	27.4	26.3	16.8	**54.0**	181
rural	22.9	13.2	15.2	7.3	**68.8**	446
Islamabad	67.6	58.7	65.3	**47.0**	21.1	103
(ex) FATA	9.7	6.2	6.9	**4.2**	88.6	229
Total	**50.5**	44.1	48.5	**35.8**	39.4	11,831

The latest PDHS (NIPS 2018) found that Pakistani Women are less likely than men to own a house or land, alone or jointly. Merely 3% of ever-married women own a house, alone or jointly, compared to 72% of ever-married men. 2% of ever married women, while 27% of men own land, alone or jointly.

Table 4: Percent distribution of ever-married women & men age 15-49 by ownership of housing and land, according to background characteristics[102], Pakistan DHS 2017-18

Ownership of assets: Women											
Background characteristics	Percentage who own a house:					Percentage who own land:					
	Alone	Jointly	Alone and jointly	Percent-age who do not own a house	Total	Alone	Jointly	Alone and jointly	Percent-age who do not own land	Total	Number
Residence											
Urban	2.0	2.1	0.1	95.8	100.0	0.9	0.5	0.1	98.5	100.0	4,550
Rural	1.7	0.9	0.1	97.3	100.0	1.4	1.0	0.0	97.5	100.0	7,814
Region											
Punjab	**2.3**	1.8	0.1	95.8	100.0	1.7	1.1	0.0	97.1	100.0	6,630
Urban	2.4	3.3	0.0	94.2	100.0	1.3	0.8	0.0	97.8	100.0	2,402
Rural	2.3	0.9	0.1	96.7	100.0	2.0	1.3	0.0	96.7	100.0	4,228
Sindh	**0.8**	0.7	0.2	98.2	100.0	0.3	0.6	0.0	99.1	100.0	2,850
Urban	1.2	0.4	0.2	98.2	100.0	0.3	0.2	0.1	99.4	100.0	1,527
Rural	0.4	1.1	0.1	98.3	100.0	0.3	1.0	0.0	98.7	100.0	1,323
PAFAID PROVINCES											
Khyber Pakhtunkhwa	**1.8**	0.9	0.2	97.1	100.0	1.1	0.5	0.1	98.3	100.0	1,901
Urban	2.1	1.4	0.1	96.4	100.0	0.7	0.2	0.3	98.8	100.0	366
Rural	1.7	0.7	0.3	97.3	100.0	1.2	0.5	0.1	98.2	100.0	1,535
Balochistan	**0.7**	1.0	0.2	98.1	100.0	0.2	0.3	0.1	99.3	100.0	642
Urban	1.4	2.2	0.6	95.9	100.0	0.5	0.2	0.3	99.0	100.0	188
Rural	0.4	0.5	0.0	99.1	100.0	0.1	0.3	0.0	99.5	100.0	454
ICT Islamabad	3.2	4.1	0.0	92.4	100.0	1.9	2.4	0.1	95.4	100.0	107
FATA	0.3	0.1	0.1	99.5	100.0	0.3	0.1	0.3	99.3	100.0	234
Total[103]	1.8	1.4	0.1	96.7	100.0	1.2	0.8	0.0	97.9	100.0	12,364
	Percentage who own a house:					Percentage who own land:					

[102] In the original tables of PDHS background characteristics also included stratification by age, education and wealth quintile that are not mentioned here.
[103] Total excludes Azad Jammu and Kashmir and Gilgit Baltistan.

Background characteristics	Alone	Jointly	Alone and jointly	Percent-age who do not own a house	Total	Alone	Jointly	Alone and jointly	Percent-age who do not own land	Total	Number
Residence											
Urban	26.2	35.6	3.9	34.3	100.0	5.0	5.9	1.7	87.3	0.0	100.0
Rural	33.7	34.8	8.0	23.5	100.0	13.0	20.0	4.0	63.0	0.1	100.0
Region											
Punjab	**35.4**	33.6	4.9	26.2	100.0	14.3	13.7	1.5	70.4	0.0	100.0
Urban	31.5	34.6	3.6	30.4	100.0	6.6	6.0	0.8	86.6	0.0	100.0
Rural	37.9	32.9	5.7	23.5	100.0	19.4	18.9	2.0	59.7	0.0	100.0
Sindh	**25.0**	40.6	1.4	33.0	100.0	3.9	10.7	0.3	85.0	0.1	100.0
Urban	18.1	38.8	1.7	41.4	100.0	2.9	3.3	0.2	93.6	0.0	100.0
Rural	33.8	42.9	1.1	22.2	100.0	5.2	20.4	0.3	73.8	0.2	100.0
PAFAID PROVINCES											
Khyber Pakhtunkhwa	**22.6**	34.7	14.5	28.3	100.0	5.7	16.3	5.3	72.6	0.0	100.0
Urban	25.2	34.6	7.2	33.0	100.0	6.2	9.3	3.2	81.3	0.0	100.0
Rural	21.9	34.7	16.3	27.2	100.0	5.6	18.1	5.9	70.4	0.0	100.0
Balochistan	**33.2**	28.8	20.0	17.7	100.0	5.6	29.5	19.8	44.9	0.2	100.0
Urban	28.8	26.2	22.3	22.5	100.0	0.9	20.0	21.5	57.4	0.2	100.0
Rural	35.2	29.9	19.0	15.7	100.0	7.7	33.6	19.1	39.5	0.2	100.0
ICT Islamabad	26.7	36.0	1.6	35.7	100.0	6.4	19.7	0.3	73.4	0.2	100.0
FATA	28.9	27.2	17.0	27.0	100.0	3.2	15.0	17.5	64.3	0.0	100.0
Total[104]	30.7	35.1	6.4	27.8	100.0	9.8	14.4	3.1	72.8	0.0	100.0

A matrix comprising some selected key socio-indicators is given in annex 7. Ownership of title or deed for land among ever-married men and women age 15-49 who own land, percent distribution by whether the land owned has a title or deed and whether or not the man's name appears on the title or deed, and percentage of men who have the autonomy to sell the land they own, according to background characteristics, Pakistan DHS 2017-18 are documented in Annex 8. Annex 9 assembles original tables from PDHS 2017-18 on the exposure of mass media and internet usage among women and men.

[104] Total excludes Azad Jammu and Kashmir and Gilgit Baltistan.

B. Women and Work- Participation and Presence-an overview

The empowerment of women and girls and the realization of their human rights and gender equality are essential to the achievement of the Beijing Declaration and Platform for Action, the SDGs[105] as well as the Government of Pakistan's Vision 2025.[106]

Agriculture is the largest employer of Pakistani women workers. College education is a catalyst for women to enter into the formal, paid employment. 4% rural women have college degrees, and 57% of them are employed, primarily as teachers[107].Pakistani women's disempowerment was calculated in a discussion paper (Ahmed et al 2016), published by the International Food Policy Research Institute (IFPRI)[108].Women's Disempowerment Index examined women's control over production, resources, income, household decisions, and time burden. The index based on a slightly modified methodology than that used for WEAI calculation by Alkire et al. (2012) analysed a sample of 2,090 households in the rural areas of Pakistan. The results showed low empowerment levels of only 17 % for women in the rural areas of Pakistan. The results also showed very low empowerment of women in all indicators and domains except the time burden/workload indicator.[109]

The transformation of agriculture in the last few decades has been gendered leading to 'feminization of agriculture'. There are several factors behind the pattern of a steady decline in men's participation in the agriculture sector as indicated by the National level statistics in developing countries (Deere, 2005; de Schutter, 2013; Slavchevska et. al, 2016).

The visible rise in women's responsibilities in agriculture is a result of increasing diversification out of family farming, which is being driven by demographic pressures and land fragmentation. It also reflects the intensification of agricultural production, which affects the "demand for female and male labour.[110]"

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[105]The Convention on the Elimination of Discriminations against Women (CEDAW) includes special mention of rural women in Article 14, where it encourages States to recognize "the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy" and urges them to "take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas". This emphasis was echoed in the Beijing Platform of Action (1995, Global Framework para # 20)5 and most recently in the Sustainable Development Goals (SDGs).

[106] Generating economic growth is the centre-piece of the Pakistan Government's *Vision 2025* statement. Achieving higher growth rates will depend on Pakistan's ability to address the structural and emerging constraints holding Pakistan back, including energy shortages and the need for comprehensive economic reform. Source: https://www.dfat.gov.au/geo/pakistan/development-assistance/Pages/generating-sustainable-economic-growth-and-employment-pakistan.aspx

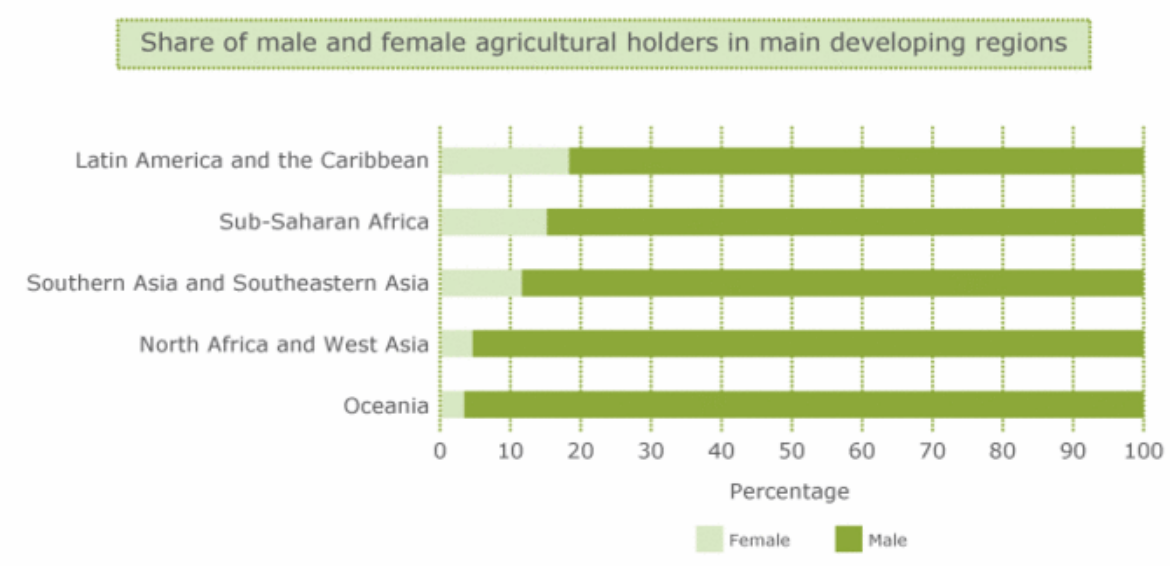
[107] Pakistan has the highest rate of education inequality in South Asia (UNDP 2019).

[108] Established in 1975, provides evidence-based policy solutions to sustainably end hunger and malnutrition and reduce poverty. The Institute conducts research, communicates results, optimizes partnerships, and builds capacity to ensure sustainable food production, promote healthy food systems, improve markets and trade, transform agriculture, build resilience, and strengthen institutions and governance. Gender is considered in all of the Institute's work. IFPRI collaborates with partners around the world, including development implementers, public institutions, the private sector, and farmers' organizations, to ensure that local, national, regional, and global food policies are based on evidence. IFPRI is a member of the CGIAR Consortium.

[109] Data for the analysis come from three rounds of the Pakistan Rural Household Panel Survey undertaken by IFPRI/IDS for its Pakistan Strategy Support Program between 2011 and 2014 undertaken in the provinces of Punjab, Sindh, and KP. Some districts in KP could not be included in the sample due to the difficult law and order situation. The province of Balochistan was also excluded from the sample due to security concerns.

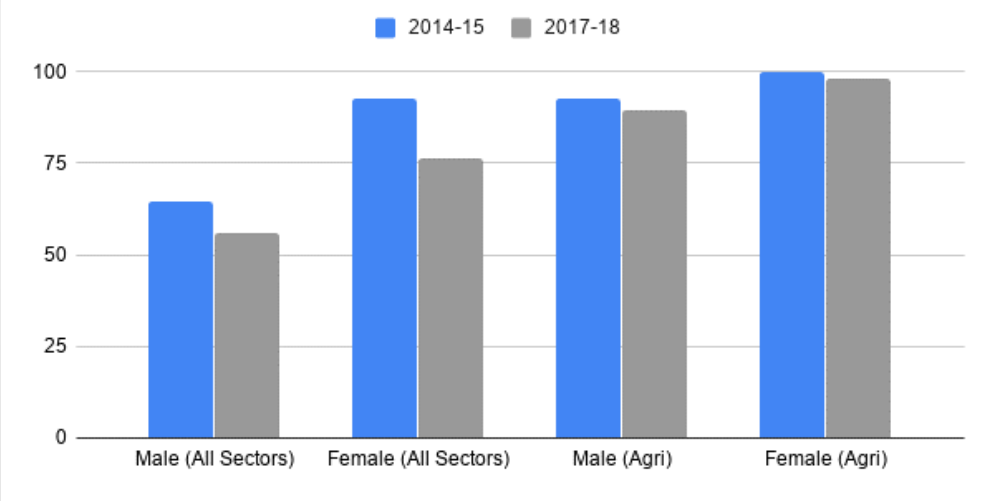
[110] http://www.fao.org/climate-smart-agriculture-sourcebook/enabling-frameworks/module-c6-gender/chapter-c7-2/en/

[111]Figure:IV : Regionally Sex Disaggregated Data



The growth of jobs in other sectors and significant male out-migration from rural areas is another factor that is increasing women's workload. (Slavchevska *et al*., 2016).

Figure V: Share of vulnerable employment[112] in Agriculture (%)



Pakistani women have not only higher share in Agriculture sectors but have highest one when compared with women and men in decreasing order in other 10 sectors namely: Fishing, Mining,

[111]Source:http://www.fao.org/climate-smart-agriculture-sourcebook/enabling-frameworks/module-c6-gender/chapter-c7-2/en/

[112] Vulnerable employment is measured as the proportion of own-account workers and contributing family workers in total employment.

Manufacturing, Electricity, Gas & Water, Construction, Wholes Sale & Retail Trade, Hotels &Restaurants, Transport & Communication and Real State and Business Activities. [113]

Table 5: Employment-to-population ratios by sex and Age-Pakistan (%)

YEARS	2006-07	2007-08	2008-09	2009-10	2010-11	2012-13	2013-14	2015-16	20017-18
Age	**15 years & above**								
Both sexes	79.6	79.1	78.5	78.3	78.0	77.0	77.3	77.5	77.2
Male	19.4	19.9	21.0	21.9	22.2	22.1	22.6	22.7	20.9
Female	79.6	79.1	78.5	78.3	78.0	77.0	77.3	77.5	77.2
Age	**15-24 years**								
Both sexes	40.9	40.3	40.6	41.1	39.6	39.0	41.0	37.6	36.9
Male									
Female	64.2	62.3	61.4	61.3	59.5	58.2	62.2	56.4	56.3

Employment to population ratio tends to increase from 49.8% in 2006-07 to 50.7% in 2009-10 and decelerates thereafter to end up 48.9% in 2017-18. By gender, a sort of decrease obtains for males from 2006-07 to 2012-13 and a sort of decline is observed in the year 2017-18. However, employment to population ratio of males is about 3 to 4 times of that female which is at variance with the cause of gender equity. Youth (15-24 years) employment to population ratio seems to be waving down from 40.9% at beginning of the period (2006-07) to a level of 36.9% at the end (2017-18) of the period. Similar curvature is made in the case of males and females Again, figures for males are more than double of the corresponding figures for females. The most recent survey data that were publicly available for Pakistan's MPI estimation refer to 2017/2018. In Pakistan, 38.3% of the population (75,520 thousand people) are multidimensionally poor while an additional 12.9 % are classified as vulnerable to multidimensional poverty (25,454 thousand people). The breadth of deprivation (intensity) in Pakistan, which is the average deprivation score experienced by people in multidimensional poverty, is 51.7% (UNDP 2019).

The National Commission on the Status of Women (NCSW) in collaboration with UNWomen Pakistan produced a comprehensive report profiling rural women through available quantitative and qualitative secondary data with the wide-ranging purpose to provide substantiation and submissions for the enhancement of their economic and social well-being. The report documented that Pakistan, with the population of 64% residing in "rural areas", depend on agriculture and allied activities for its livelihood.[114] According to the official agriculture statistics, agriculture accounts for 21% of the Gross

[113] The Gender and Land Rights Database (GLRD) was launched by FAO in 2010 to highlight the major political, legal and cultural factors that influence the realisation of women's land rights throughout the world. It also serves as a platform to address, discuss and provide information about gender and land issues with the support of 84 Country Profiles, Land Tenure Statistics disaggregated by gender, and a Legal Assessment Tool for gender-equitable land tenure (LAT). Pakistan, however, is not included in the database.

[114] Rural Women's multidimensional work that spans productive, reproductive, care, and community and social work does not get captured as the lines between work for economic gain, and work as an extension of household chores (livestock management) and on the family farm are blurred. Including augmented labour force participation, that takes this into account raises rural women's participation rates from 34% to 52% and even as high as 60% when the right questions are asked of the women themselves. Women are concentrated in the agriculture sector, primarily in diary and livestock. The returns to labour are low: only 19% are in paid employment and 60% work as unpaid workers on family farms and enterprises. Their unpaid work is valued (using comparative median wages) at PKR 683 billion, is 57% of all work done by women, and is 2.6% of GDP. 38% of young women ages 15-19 are working,

Domestic Product (GDP) and for just under half of the total employed labour force.3 However for rural women, agriculture is their main labour activity—approximately 75% of women and girls (ages 10 and above) in the labour force are employed in the agriculture sector[115]. Women in agriculture work an average of 34 hours per week in addition to their reproductive and care work in Pakistan. With an average family size of 6.8 persons and frequent childbearing the reproductive work- burden takes a toll on women's health especially where there is often poor access to health and malnutrition rates are high (Zaidi Y, Farooq S. et al. 2018).

Key researches at the national and provincial levels not only points out at the lack of strong policies and action plans with budgetary commitments to ensure the integration of women's work that is largely based on human energy is not only considered unskilled, and less productive while keeping them invariably paid less wage (despite their working harder and for longer hours) and ultimately making them invisible. The subordinated status of agriculture and its subsectors are also obvious in provincial policies regarding women's empowerment and deficient dialogues around practical and strategic gender needs of women in concerned public departments, women machineries and caucuses. Consequently, women farmers and agri-entrepreneurs are conspicuous by their absence in a majority of researches and policy consultations[116].

reaching a peak of 63% of women in the middle age cohort of 45-49 years (augmented labour participation). 35% of employed rural women (ages 25-49) have at least 1 child under age 3. 82% of rural employed women are engaged in agriculture, forestry and fisher industry. Of these, 52% are in animal production 70% of rural employed women are in skilled agriculture and fisher occupation. 96% are in Market Oriented skilled agriculture occupation 60% of rural employed women are unpaid.

[115] Agricultural Census 2010-Pakistan Report. Viewed at: http://www.pbs.gov.pk/content/agricultural-census-2010pakistan-report.

[116] Consultant's observations.

C. Women, Agriculture and Livestock-Snapshots from the Provinces with a special focus on KP & Balochistan

Statistical Snapshots

Table 7: % age share of vulnerable employment in Agriculture-Sector-Provinces

	KP	PUNJAB	SINDH	BALOCHISTAN	KP	PUNJAB	SINDH	BALOCHISTAN
All sectors	2014-2015				2017-2018			
Both sexes	56.6	60.3	55.4	69.3	54.3	58.1	49.5	**57.7**
Male	50.6	55.9	51.8	64.6	49.3	53.4	47.4	**56.1**
Female	83.8	71.9	78.2	92.7	80.8	70.9	64.3	**76.5**
Agriculture								
Both sexes	95.7	85.7	91.7	94.3	94.7	87.7	84.6	90.5
Male	93.1	87.7	91.0	92.7	92.1	87.6	85.0	89.4
Female	99.9	83.2	93.5	100.	99.8	87.8	83.1	98.3

Table7: % age distribution of employed working excessive hours in Agriculture sector-sex-Provinces

Agriculture	2014-15			
Provinces	**KP**	**Punjab**	**Sindh**	**Balochistan**
Both sexes	13.0	29.9	23.6	41.8
Male	13.1	28.3	23.0	41.8
Female	4.3	59.2	44.8	44.5
Agriculture	**2017-18**			
Provinces	**KP**	**Punjab**	**Sindh**	**Balochistan**
Both sexes	10.7	23.7	26.0	30.3
Male	10.5	22.0	24.7	30.0
Female	23.2	55.4	61.7	67.0

Province KP

"Women play an important, largely unpaid role, in generating family income mainly from within the boundaries of their households. Therefore, their role is frequently documented in husking and preserving agriculture produce in addition to caring and rearing of domesticated livestock. Commercial agriculture is a male dominated activity when it comes to Khyber Pakhtunkhwa province. Men own and trade large animals and are also responsible for cutting, hauling and selling forest timber. Women's access and control over productive resources is limited. Lack of skills, limited opportunities in the job market, and social and cultural restrictions limit women's access to public resources and markets. Livestock farming (principally cattle and goats) is important in the KP and accordingly demand from the commercial consumer has increased. According to the official statistics, contribution to provincial GDP is greater than that of crops. Commercial production has taken over from small-scale poultry farming, particularly in the central irrigated plains and Hazarra that have good access to markets. Buffaloes — mainly brought from the Punjab — remain pivotal to dairy production. The sale of dairy products and live animals to urban households provide income in rural areas. The extensive pastureland in the high mountains allows herders to maintain large herds of small ruminants (sheep and goats). In KP, almost every rural household maintains 2-10 units of livestock of various sizes including poultry, sheep and goat, buffalo and cow, horses, and bulls, etc. and these are reared and taken care of by women. Women do the cleaning, feeding, milking, and collection of farmyard manure but they have no share in income generated from these animals. Research and extension services have generally been weak. Dr.Shahnaz Akhtar[117]

The KP is divided into the following four agro-ecological zones[118] :

- Northern Irrigated Plain: Charsadda, Hangu, Kohat, Mardan, Nowshera, Peshawar, Swabi
- Barani (rainfed) Land: Bannu, D.I.Khan, Karak, Lakki, Tank
- Wet Mountains: Abbottabad, Battagram, Haripur, Kohistan, Mansehra
- Northern Dry Mountains. Buner, Chitral, Dir Lower, Dir Upper, Malakand, Shangla, Swat

Agriculture and livestock were identified as one of the four among manufacturing and construction, mining; and tourism priority areas in a Medium Term Strategy for Inclusive Growth 2015 entitled "Reclaiming Prosperity in Khyber Pakhtunkhwa". A paper was developed by Aroona Kamal and Lauren Woodbury in 2016, that expanded the findings and recommendations of that report by adding a gender component. Priority Growth Sectors Agriculture and Livestock is the largest sector in KP. Women play a significant role spending an average of 6 to 7.5 hours per day in agriculture activities. Despite their widespread involvement, development policy has largely ignored or only marginally addressed women's role in agriculture and livestock. Women are bypassed customarily in programs (such as sector specific training, technology upgrading initiatives and access to finance etc.). In some locales, women look after the livestock inside the family compound; in others, they take the animals out to graze as well. Women largely confined to unpaid domestic labor,

[117] Adapted from FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS Islamabad, 2015.
[118] JICA. 2016.Data Collection Survey on Agriculture Sector in Punjab and Khyber Pakhtunkhwa Provinces. Final Report. Summary.

animal husbandry and agriculture work, are not homogenous as well and their degree of their involvement in formal and informal labor markets varies from district to district, and even from village to village Women are actively involved at different stages of the crop cycle throughout most of KP.

KP is experiencing a shift from religious bigotry and harmful cultural practices through urbanization and with greater numbers of educated women who are willing to speak out against gender based discriminatory social practices and laws. Female headed households have increased by 4 to 15 % according to a USAID study. Widows and female-headed households struggle to maintain their livelihoods because employment generation assistance tends to focus on sectors that predominantly employ men. A significant gender gap in wages is also observable with women earning an average of only 42% of men's wages across sectors. Several constraints undermine women's development across the KP growth sectors.

Women face significant time poverty when trying to balance domestic responsibilities with participation in the labour force. Poor transport system (if any) and ineffective access to transportation obstruct visibly women's ability to participate in the formal paid labor market. The report validated findings from other studies that inaccessibility to skill, entrepreneurship training, microfinance, discriminatory labour markets, hostile social attitudes (which confine women to the home restrict their participation in the labour force even when better education opens up new employment opportunities), relegate women to largely unpaid or underpaid labor in the informal economy.

Province Balochistan

"Women work and produce on land mostly owned by men. Men sell the harvest and enjoy a strong social and economic standing as compared to women. Other factors that limit women empowerment include lack of access to credit, gender bias in transfer of new technologies and required training, and lack of access to education. The pervasive patriarchal ideology reinforces the economic subordination further. Gender discrimination starts from the early days of a female child. She is taught not to value herself when it comes to equality with males in the family. This applies even to small matters such as eating food of the same quality. Women also have no say in decision making, education, marriage, health and so on and so forth. All powers are vested with the males. As the society is predominantly patriarchal, decision-making is in the hands of men and these are binding on women. Society is structured on kinship bases and each group is attached to particular tradition. The political organization is built upon two principles: hereditary authority and personal bonds of allegiance in which protections is exchanged for loyalty. Many elected representatives are tribal Chiefs and Sardars. Women's non-agriculture and non-livestock income-earning activities accounts for 15% of their annual income and is earned through embroidery, rug manufacturing, knitting, wool spinning and shearing, labour, processing edible products, shop keeping, etc. Women are involved in various enterprises including embroidery, preparation of processed foods (jam, jelly, tomato ketchup, etc.)

but they cannot market these due to issues of mobility and market access. The role of middlemen and commission agents further reduces their income. "Dr.Durre Samee[119]

Balochistan is the largest and most underdeveloped province of the country having multi-dimensional, widespread and profound poverty with 70 % of the population residing in scattered, sparsely populated settlements around water resources, amid an arid and rugged terrain. The highest incidence of poverty is in Balochistan where 52 % of total households and 72 % of the rural households live below the poverty line. Approximately 75.7% of the population lives in rural areas and the remaining 23.3 % in urban areas.[120] The administrative structure created by the British largely remains in place, and continues to underperform, and the state of development and participation remains much below the national averages.[121] According to a UN report published in June 2018, in Balochistan, Women[122] within the tribal culture do not enjoy social safety nets. They are almost entirely dependent on male members of the family with insufficient means of income. Only 2% of the rural women are literate. Illiteracy, poverty, lack of access to services are among the chief causes for distress for them. Women who play an active role agriculture and livestock production in Balochistan,[123] and are active participants of the workforce, do not receive the compensation they deserve.[124] The bleak scenario is slowly changing in some districts through some promising projects. The FAO as the key implementing partner is collaborating with the Australian government and the Government of Balochistan (Livestock and Dairy Development Department, GoB Department of Agriculture and Cooperatives and GoB Planning and Development Department) for two projects in Balochistan. The first, the Australia Balochistan Agri-Business Program, the objective of which is to teach women skills they need to develop and strengthen Agri Enterprises. This would enable them to increase their income, lessen their workload and make investment decisions on their own to improve their living conditions.

Box6: Phase I & II of The Australian Assistance to Agriculture in Balochistan[125]

Phase I, $12.88 million, 2012-2017 The Australian Assistance to Agriculture in Balochistan Border Areas (AusABBA) program aims to promote sustainable development among marginal and small-

[119] Adapted from FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS Islamabad, 2015.
[120] FAO.2015 & Planning and Development Department, Government of Balochistan
[121] http//www.voiceofbalochistan.pk/opinions-and-articles/social-development/international-day-of-the-girl-child-with-her-a-skilled-girl-force/
[122] In the absence of proper health care facilities, Baloch women often have to travel over 700 km to the nearest hospital in Karachi. Maternal mortality rates are very high among the Baloch women. According to a Pakistan Health Demographic Survey, more than 3 times as many Baloch women die during childbirth than all the other regions of Pakistan combined.
[123] According to a report by a consultancy firm The Gender Equality Policy, Government of Balochistan, was approved in May 2013 under the technical support provided to WDD Balochistan from UN Women. The policy focuses on social, economic and political empowerment of women, enhancing leadership role of women in humanitarian crisis and ending violence against women as girls (as a cross cutting theme). Implementation of the Gender Equality Policy Balochistan is the responsibility of the Government of Balochistan through all government/line departments and district offices. The Department of Women Development is the nominated coordinating body supported by the Planning and Development Department in this regard. The implementation of the Policy framework for Women's Empowerment necessitates functioning of a strong and revitalized Women Development Department with sufficient human and financial resources so that it can play an effective role as catalyst for its mandated functions. In this context, WDD Balochistan needed to have a strategic plan in place. For this purpose, the Gender Equality Policy was developed as the implementation plan/strategy with long term visions, resource mobilization and advocacy strategy. The relevant site of Balochistan government is inactive and no further information could be retrieved.
[124] https://voiceofbalochistan.pk/opinions-and-articles/social-development/international-day-of-the-girl-child-with-her-a-skilled-girl-force/
[125] https://www.dfat.gov.au/geo/pakistan/development-assistance/Pages/generating-sustainable-economic-growth-and-employment-pakistan.aspx

scale producers as well as food traders and exporters, to reduce poverty and address economic inequalities. The project targets six districts of western Balochistan incorporating Chagai, Kech, Kharan, Nushki, Panjgur and Washuk. AusABBA is implemented by the Food and Agriculture Organization of the United Nations (FAO). **Phase II, up to $22 million 2017-2020 AusABBA** Phase II will build on the achievements of AusABBA Phase I, by deepening systemic support for agriculture and market development in the districts of Chagahai, Kech, Kharan, Nushki, Panjgur and Washuk with clear objectives around nutrition and gender outcomes. AusABBA II will further strengthen the more mature and market oriented Farmers Marketing Collectives and Mutual Marketing Organisations to become sustainable small agribusinesses. AusABBA II (2017-2023), targets (organized) male and female subsistence and commercial farmers and mothers and young children in the Districts, but also input suppliers, traders and middlemen. Beneficiaries (approximate number) include 5,000 farmers and their households (total 6 Districts, 1st 3 years only). It is aligned to SDGs 2,5 & 8.

The Australia[126] Balochistan Agri Business programme (AusABBAII) implemented project in Nushki district, southwestern Balochistan, Pakistan where food insecurity is high, stunting is common, and women have a marginalized role. It is working to increase household incomes and food security[127]. Kitchen gardens are producing fruit, vegetables and livestock that is being consumed and some of it is being used for sale or barter. As a result, girls are now being sent to school. Livestock farmers have benefitted from a vaccination programme, fruit tree nurseries have been established and farmers' cooperatives are increasing income and reducing waste along the food chain. The second initiative is Empowering Women in Balochistan through Agri Entrepreneurship. According to news report citing officials of the FAO, 34 community organizations, 25 women agribusiness and value chain facilitators were trained in entrepreneurial skills. The project comprising on 24 months' duration (It was started in April 2017 and concluded in March 2019) and was aiming to economically empower the women of the province as well as addressing the malnutrition issues in women and children by involving a large majority of the population in economic and livelihood activities. more than 3,069 men and 2,043 women from districts of Nushki, Kharan, Washuk, Panjgur, Ketch and Chaghi were benefited from the projects that had helped them to increase their income and to meet the household expenses. Women from the districts of Nushki, Chaghai and Queetta where imparted

[126] The Border Livelihoods component of the Australia Pakistan Agriculture and Rural Development Strategy (APARDS) is also supporting The Livelihood Strengthening Programme (LSP) a critical intervention implemented by the Sarhad Rural Support Programme (SRSP). LSP is livelihood focused, designed to address key social and economic development challenges. It aims to improve community capacity to develop social and economic infrastructure and strengthen rural income generating opportunities. Source:https://www.dfat.gov.au/about-us/publications/Pages/pakistan-livelihood-strengthening-program-border-districts-eval-report.aspx

[127] Women and children also suffer from some of the world's highest levels of vitamin and mineral deficiencies with maternal anaemia at 47% in Balochistan and Vitamin A deficiency in children at 74% in Balochistan. Although a number of nutrition approaches and actions have been implemented in Pakistan at various times, there hasn't been a comprehensive approach to prevent under nutrition in general and stunting specifically. According to different news reports available on websites the Government of Balochistan and WFP prepared a Multi-sectorial Nutrition project, under which the Government of Balochistan has agreed to fund WFP's stunting prevention intervention in 22 Union Councils of District Pishin by engaging more than 188 female health workers in providing WFP's ready-to-eat nutritious products along with key behaviour change messages to the target groups in 2018.USAID is supporting this initiative that aims to break the inter-generational cycle of stunting and malnutrition across Pishin district, is aligned with the Government of Pakistan's Vision 2025 and Global Nutrition Targets. The project implemented in collaboration with the provincial Nutrition Cell; the provincial Lady Health Worker Programme and the Health Department of Balochistan has other collaborating partners including UNICEF, the World Health Organization and the provincial Peoples Primary Healthcare Initiative which will provide technical and implementation support. Sources: https://www.wfp.org/news/new-stunting-prevention-initiative-launched-government-balochistan-and-wfpand https://clinicaltrials.gov/ct2/show/NCT03689218

training of agri-business and entrepreneurial skills.This project aims to empower women from different cities through development of female enterprise in the agriculture sector. The idea is to look for opportunities that are readily available to them i.e. agriculture, livestock, handicrafts and embroidery among other activities. Projects like these are essential to social and economic growth. In the next phase the scope of the project extends to other districts of the province in public private partnership.[128]

D. Women, Climate Change and Pakistan

"Gender inequalities intersect with climate risks and vulnerabilities. Women's historic disadvantages — their limited access to resources, restricted rights, and a muted voice in shaping decisions — make them highly vulnerable to climate change." Human Development Report 2007/08. Fighting climate change: Human solidarity in a divided world

Pakistan is understood to be one of the world's most vulnerable countries to drought, and climate change is predicted to increase the intensity, frequency, duration and extent of drought in the region (Women's Environmental Network. 2010). Climate change has increased challenges for land management in rural areas of Pakistan, in terms of water resources, soil quality, pests and diseases and rural business. Given that the majority of the rural population in Pakistan is associated with agriculture of which 49% are women, it is not incorrect to assume that climate change has the potential to drastically shape lives of rural women and affect agricultural productivity.[129]

Pakistan National Climate Change Policy of 2012 established a framework for addressing current climate change facing Pakistan aiming to "ensure that climate change is mainstreamed in the economically and socially vulnerable sectors of the economy and to steer Pakistan towards climate resilient development." Recognizing that climate change increases the intensity of climate related natural disasters such as floods, droughts and landslides, the Policy acknowledged women, elderly and disabled persons as vulnerable ones, and prioritized them in evacuation strategies. The Policy has a one page-section dedicated to gender and climate change and the policy measures to address these challenges, especially with reference to rural women in agriculture. It recognized that women are more vulnerable to climate risks but at the same time also understands that women can be powerful agents of change in climate action.

The Policy aimed to mainstream gender perspective into climate change efforts at national and regional level, to reduce vulnerabilities of rural women in terms of water, energy and food, to develop vulnerability reduction measures for climate change by focusing on women needs, to include local knowledge of women in climate change adaptation measures. An important point highlighted in the policy is to 'develop gender sensitive indicators and criteria related to adaptation and vulnerability, as gender differences in this area are most crucial and most visible'. The contrast in commitment is reflected in the implementation framework developed in 2014 two years after the policy was announced, which has no actions for the gender specific policy measures outlined in the 2012 document and omits women from the strategies for adaptation and mitigation.

[128] https://www.app.com.pk/fao-provides-entrepreneurial-skills-agri-business-training-to-400-women-of-balochistan/

[129]Sources: Food and Agriculture Organization. 2015.The Impact of Disasters on Agriculture and Food Security&Asian Development Bank. 2017. Climate Change Profile of Pakistan. Manila.

Evidence suggests that Pakistan's main reason for its high vulnerability towards climate change is the dependence of the economy on agriculture, which in turn relies heavily on the monsoons. Monsoon variability has increased with each passing year due to global warming, resulting in increased frequency of floods and droughts, giving rise to fluctuations in crop sector output. The increasing instability of agricultural production has already created increased inequality and rural poverty. Those farmers who earlier were barely able to meet family needs through agricultural production are now facing a food deficit situation due to poor harvest. They are borrowing money for buying grains from the market[130]. Women Environmental Network (WEN) examined the distinct impacts of climate change on women in both developed and developing countries, women's contribution to climate change, and their involvement in decision making about tackling climate change. A case study on Pakistan from the report (2016) is as follows:

Box 7: CASE STUDY: Migration in Pakistan[131]

Between 1998 and 2002, Balochistan province was affected by severe drought, in which three quarters of all livestock died and more than a quarter of the region's population was displaced. Two types of migration occurred: firstly, migration of able-bodied males to seek work; followed by a second phase in which whole families moved in order to survive. In the first phase, the women left behind experienced increased workloads, with additional tasks such as tending livestock, without any increased participation in decision-making. Lack of male family members was sometimes a barrier to accessing services such as healthcare. Those men who had migrated often suffered from exploitation, poor living conditions and low wages due to the oversupply of labour.

Sometimes women were refused relief if male members had left to seek work, whether or not they were sending back money. When whole families moved to urban slums or relief camps, women faced challenges adapting to the new environment. Problems included harassment and lack of security, unreliable water supplies which increased their workload, and gender insensitive conditions such as lack of privacy. The long journey to a relief camp caused its own physical and mental stresses exacerbated by instances of sexual harassment on these journeys. Pressure on families was so severe that there were reports of children being offered for domestic employment, and of female children being sold. While in some cases, migration, particularly male migration, may result in increased decision-making powers and open up new opportunities for women such positive outcomes are far from certain. These opportunities need to be acknowledged and actively encouraged in strategies for addressing migration caused by climate change. There is also a serious danger that migration will be increasingly treated as a security issue, rather than a social issue, which will strongly impact on women who are amongst the most vulnerable in climate-induced conflicts. The European Commission outlines in a paper on climate change and international security that the threat of migration is mainly to be met by increased policing of borders and "stability operations" in the countries the (climate) refugees come from, whilst admitting at the same time that these are not going to solve the underlying problems.[132]

Agriculture and food security are particularly threatened due to increased heat and water stress on crops and livestock, as well as a higher frequency of floods and droughts resulting from changes in climate. The FAO puts Pakistan at the top among the developing countries at risk for losses in agriculture and crops. Beyond production losses, small and large scale disasters can impact

130 United Nation Development Program, Inclusive and Sustainable Development, 2017, Social Policy and Development Centre. 2015. Gender and Social Vulnerability to Climate Change, Sustainable Development Policy Institute, Pakistan: Country Situation Assessment, 2015 180 Qaisrani et al., 2018 Forthcoming publication. SDPI, Pakistan 181 IDRC., 2015. Climate change, Vulnerability, food security and human health in Rural Pakistan: A gender perspective 182 UN Women. 2017 & Mainstreaming Gender in Green Climate Fund Projects 183 Ajani, EA Onwubuya and RN Mgbenka. 2013. Approaches to Economic Empowerment of Rural Women for Climate Change Mitigation and Adaptation: Implications for Policy.

131 Zahur, M. (2009) Climate change, migration and gender. Reflections from Balochistan, Pakistan drought 1998.

132 European Commission (2008) Climate Change and International Security: Paper from the High Representative and the European Commission to the European Council, March 2008. Available: http//www.consilium.europa.eu/ ueDocs/cms_Data/docs/press Data/en/reports/99387.pdf [4 September 2009].

the food value chain, with adverse effects on agricultural commodities food and nonfood agricultural industries and national economies. For example, the 2010 floods in Pakistan affected cotton ginning, rice processing, sugar and flour milling, resulting in increased cotton and rice imports. In the past decade, recurrent spells of weather events such as droughts, floods, glacial lake outbursts and heat waves have had an adverse effect on the country's economic growth. The mammoth floods of 2010, flooded an area of 38,600 square kilometers, killed 1600 people and caused damage of around $ 10 billion. The Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) for the Asia region observed that vulnerability to climate change threats in countries dependent on agriculture such as Pakistan, arises from their demographic trends, distinct geography and lack of adaptive measures taken by government.

A study by Shahen et al (2015) on Perceptions of Pakistani Women Regarding Natural Hazards and Disaster Risk Reduction revealed that few studies exist about Pakistani women 's experiences before, during, and after natural hazards, nor how they perceive conditions, receive information, or participate in dialogue about anthropogenic climate change. The triangulation of quantitative and qualitative methods used to gauge Pakistani women's (literate and semi-literate, urban and rural Pakistani women) awareness of anthropogenic climate change, unveiled their usage and the effectiveness of media/non-media sources of information, and assessed their current and potential future participation in climate change intervention, mitigation, and rehabilitation. The climate change conversation is marked by the absence of opinions, knowledge, and ideas of Pakistani women from all levels of society and they are tremendously underutilized resource to address global climate change and its consequential disaster related harm and loss. The study recommended the need to significantly mitigate and reduce the current and future destructive impacts of climate change and natural hazards. Some suggestions were creating of awareness and providing of systematic education to Pakistani women through the media about climate change, natural hazards and disaster risk reduction, as well as creating and empowering culture /gender -appropriate communication pathways.

Some specific observations regarding Exclusion of Women in Research and Policies

Recommendations from different studies in last ten years clearly justify the need and relevance for the all the provincial governments to take actions for diversifying agricultural resources and generate employment for the rural women. Currently, government in any province has yet to design a fully functional integrative system as to support women in all agriculture related sectors e.g. financial services, land reforms, tax reforms etc., provide a sound basis for policy makers, take initiatives to accurately record and reflect timely data particularly gender- segregated data about women's contribution in agriculture, make the extension system improved to cover women's farmer's and herder's needs where arrangements should be made to teach them about the use of technological equipment in their farming practices to bring efficiency with technology and introduce visibly sincere policy reforms to uplift rural agro-based small-scale industries.

A random selection of research studies around health safety, value chain and marketing opportunities within Balochistan and KP revealed three main scenarios; 1. There is no mention of women in their different capacities in the ecosystem of agriculture and its subsectors 2. Women are mentioned as a casual reference 3. Culture as a constraint is used conveniently as a justifiable reason

to exclude women as respondents.[133] However, some examples of research studies cited below may substantiate this observation.

Box 8: Examples of research lacking gender perspective

Perveen FK and Shah H. 2016. Seroprevalence and Risk Factors for Toxoplasmosis in the Cows (Cattle), Bos indicus Linnaeus (Mammalia: Eutheria) from Dir Upper, Khyber Pakhtunkhwa, Pakistan. J Vet Sci Res 2016, 1(3): 000117.

"In Pakistan, there is a close contact between humans and livestock, therefore, toxoplasmosis is of special significance and requires a thorough investigation. The prevalence of toxoplasmosis in domestic animals of Pakistan has been investigated by various authors but Toxoplasmosis in domestic animals in different parts of KP is questionable to date. A study on the Seroprevalence and Risk Factors for Toxoplasmosis in the Cows (Cattle), Bos indicus Linnaeus (Mammalia: Eutheria) from Dir Upper (DU)[134], KP, revealed that in B. indicus of DU, toxoplasmosis is more prevalent in males, in 1-4 years age group and in women having five or more pregnancy. It recommended that to lower the incidence and spreading of toxoplasmosis in B. indicus in DU, suitable prophylactic measures should be undertaken. Also, the public especially the farmers should be educated about the spreading routes and acquisition of toxoplasmosis."

Observation : The link of toxoplasmosis[135] and Women's health completely overlooked. The recommendation mentioned farmers' education and not unpacking that farmers are always men or not, why only male farmers should be educated and why women who are in contact with sheep may not be included for safety measures?

Qasim, Said, Alam Tareen, Mohammad & Qasim, Mohammad. (2014). Socio-Economic Factors Affecting Livestock Production in Pishin Sub-basin, Pakistan. Balochistan Review. 30. 71-82.

The paper carried important information about the Apple Value Chain that encompasses the full range of activities and services required to bring the produce from farm to sale in local, national, or international markets.

Observations: The given data is neither sex nor gender disaggregated. The entire paper is written without showing any concern or curiosity about the people (men? women? Youth?) who are carrying out different functions. Some sentences copied below may highlight that concern that either it was assumed that all actors in a VC are men or it was thought irrelevant to look at the actors through sexual identities and gender division of works.

"The value chain includes input suppliers, producers, market actors, processors and buyers."

"The sector faces several constraints including lack of formal training for farmers and related actors of the value chain, scarcity of proper equipment, limited access to markets, and an absence of a formal link between apple growers and actors producing value-added products such as apple pulp and concentrate. Other factors that reduce potential revenues for farmers include a high-waste ratio, lack of utilization of C and D grade fruits, and the absence of export certification or established export channels. Keeping in view the above constraints, the present study is designed with the objectives to document and gain insights into marketing and economic gains across the apple value chain."

"A very small part of the produce is processed to prepare value added products which include jam, jelly, squash, juice, pury, vinegar, pulp, nectar and clear concentrate. Mostly C and D grade produce is procured by the processors."

Qasim, Said, Alam Tareen, Mohammad & Qasim, Mohammad. (2014). Socio-Economic Factors Affecting Livestock Production in Pishin Sub-basin, Pakistan. Balochistan Review. 30. 71-82.

"Through simple random sampling, a total of 200 farm household were selected for the survey in Pishin sub-basin, Pakistan. Questionnaire, field observations & group discussions were used to collect data on livestock production and extension services. The male household heads were picked up for interview. The female was not interviewed because of cultural and religious concerns."

"Fewer households were found to have access to extension services."

[133] Any student of any discipline (not necessarily feminism, gender, ethnography, anthropology and related disciplines) would (and should) ask; how such studies are even funded and published and if there were barriers and risks beyond the control of researchers then how one could believe in the success of national projects implemented with the support of international partners? Any opinion and or discussion on these two queries are beyond the scope of this study report.

[134] Dir is a mountainous area in the north of KP. The district is administratively divided into 6Tehsils and 28 union councils. Main River of the district is River Panjkora which originates from Dir Kohistan. Topography of the district is mountainous. the climate is humid subtropical. Summer is moderate and warm. Winter is very cold and severe. Rainfall is received throughout the year. According to livestock census, there were 232,013 cattle in DU. Source: Perveen FK and Shah H. 2016.

[135] Toxoplasmosis is caused by the protozoan parasite Toxoplasma gondii. The organism is an intestinal coccidium of cats, with a wide range of warm-blooded intermediate hosts, including sheep, in which it can cause considerable losses during pregnancy. Toxoplasmosis causes heavy economic losses to the sheep industry worldwide. Toxoplasmosis is a zoonotic disease and although not common in humans, it can present a food safety issue and infection in pregnant women can lead to abortion, stillbirth or serious disease in the newborn. As a provision, pregnant women should avoid close contact with sheep during the lambing period.
Although the infection generally causes a mild, symptomless illness in people with healthy immune systems, it's risky during pregnancy because the parasite may infect the placenta and the unborn baby. *Toxoplasma* can also cause severe disease in people with HIV, or other conditions that suppress the immune system.

"To overcome the problems on crops and livestock, the extension agents should be directed by authorities to regularly visit the farm households to solve their problems"
Observations: Women were simply ejected from the research due to "cultural and religious concerns". The published content shows that either all extension workers are male or have no sexual identity-but definitely they are non-women.

The examples cited in the matrix by no means should be equated as a judgment or verdict against the two provinces on gender discrimination. These are reflections of a general mindset and weaknesses in conducting research and documentation of findings. There are better studies from relatively progressive Province Punjab that do include women as respondents and give segregated data. This by no means establishes that women in Punjab (that too is not homogenous in inequality and bias distribution) do no face nonrecognition in agriculture and allied services.

A study by luqman et al (2018) to examine barriers to Gender Equality in Agricultural Extension in Pakistan: Evidences from District Sargodha, Punjab province found that there was highly significant difference in opinion of male family heads and their spouses (female respondents) regarding barriers to gender equality in agricultural extension in Pakistan. In spite of higher degrees of participation of female respondents in different crops and livestock activities when compared to their male counterparts, the average daily shares of female in crops related activities was 42% and in livestock activities was 53%. Only male family heads had access to agricultural extension/advisory and agricultural information services and credit facilities due to the existing patriarchal /men-friendly/power-friendly interpretation of religion and culture in Pakistan that are not in favour of women and all weaker and vulnerable segments of the society. Factually and practically Women are operating in Agriculture and Allied Activities , supplementing agriculture productivity e.g. food storage, grain cleaning, threshing, livestock, cottage industry etc. and are rendering services in sub-sectors of crop production, livestock and cotton industry[136].

Mainstreaming gender in economic growth policies and projects cannot be materialized without a systematic analysis and an evaluation of the differential situations faced mainly by men and women, the socio-political institutions and structures that produce GBC, and a systematic methodology for economic gender analysis. Economic gender analyses are meant to understand how and why issues affect men and women differently and unequally within a particular economic sector and what options exist to address them. Prerequisites for effective gender analysis are expertise in gender issues, the technical expertise to conduct data analysis, as well as access to appropriate gender disaggregated data and an overall enabling environment towards progressive voices. These capacities are lacking effectively across the sectors in Pakistan and more so in Balochistan and KP provinces.

The prevailing levels of low sectoral productivity and overall dismal economic growth are means of verification of inclusion and implementation of exclusionary policies and strategies. Research has generated enough evidence (Ahmed 2016) that to invest in women's access to; affordable transport to facilitate their participation in economic activities, improved technology and communication will also improve women's knowledge and their participation in the economy.

[136] Khan (2008) claimed that Livestock is supposed to be the second largest sub-sector contributed 52.2% of overall agriculture value added and 11.0% to GDP. Thus, influence the lives of 30-35 million people living in rural areas.Butt et al. (2010) commented as rural women actively participate in agriculture, therefore it necessitates the providence of latest knowledge related to crop production and other allied activities. Jamali (2009) affirmed that women are not only active in farm activities but also in livestock and its associated chores to supplement her income as well as farm by providing cattle for ploughing and harvesting tasks. Studies reveal that by selling of animals she earns extra income of approximately Rs.8780/- Similarly she is also engaged in poultry farm activities. These two are prominent sources of her contribution to household income.

Women and youth in Pakistan in general and KP and Balochistan in particular should have direct targeted policies for specific groups as a blanket policy for all is not feasible. For instance, youth (especially young women) can benefit from greater perceived security, educated women can benefit from greater nonfarm employment availability, and elderly women above the age of 65 years and women with no children (especially no sons) can be supported by social protection programs. Policy interventions also need to take into account the intrahousehold disparities between men and women and ensure that policies narrow and not increase these gender gaps. Though a sizeable number of donor-supported programmes are collaborating with the Governments in Pakistan (as can be appreciated even from the brief literature review even in this report) and apparently data-driven decisions are being made for key interventions the exclusion, marginalization and voice lessness of women as vulnerable stakeholders cannot be ignored.

Many research studies from Pakistan including studies by women researchers) regarding decision making, financial compensation and simple acknowledgment of a woman's work in agri-industry have repeatedly highlighted that; in spite of greater share of Women's productive participation than men in many spheres of agricultural tasks their efforts are not duly recognized due to patriarchy and endorsement of patriarchy, both at the household and national levels. The structural patriarchy integrates well into the bureaucratic systems and causes in trickling the forgetfulness on the part of the policy makers for any gender segregated move to recognize and promote women's participation in agriculture. Gender actions and responsiveness rarely go beyond speeches, launches, reports and resolutions.[137]

[137] Begum et al (2011).

Chapter 4: Youth and Agriculture-at a glance

"Youth is not a monolithic, uniform group – the challenges and constraints they face differ between age groups, ethnicities, education levels and many other factors. Thus, first and foremost, agri-food projects that are youth-specific must understand the heterogeneity of this population group. This means profiling them by age groups (e.g. 15–17, 18–24, 25–29), ethnicity (e.g. indigenous groups), disability, gender, education and skills level, social capital, access to land and finance, prevailing social norms in the community, etc. This profiling will help identify different bottlenecks for each group." Ji-Yeun Rim and Tony Roberto Nsanganira.[138]

By the year, 2050, the global population is expected to increase to 9 billion with youth (aged 15–24) accounting for about 14 % of this total. However, the employment and entrepreneurial opportunities for youth – particularly those living in developing countries' economically inert rural areas may remain restricted, defectively waged and of lower worth[139] and would not match the growth of the youth cohort.

This chapter looks at some global and national discussions to comprehend the challenges and opportunities that young women and men experience in general (e.g. poverty, hunger, climate change, education, gender equality, environment and employment) and in agricultural industry and subsectors in particular, while keeping in context the overall purpose, strategic objectives, outputs, outcomes and priority action areas of PAFAID-UNIDO as discussed in preceding chapters.

A. The global literature review and analysis

"The future of humanity and of our planet lies in our hands. It lies also in the hands of today's younger generation who will pass the torch to future generations." 2030 Agenda, paragraph 53[140]

Young people have an undisputed role in the implementation of sustainable development efforts at all levels. Today, there are 1.2 billion young people aged 15 to 24 years, accounting for 16% of the global population. The active engagement of youth in sustainable development efforts is central to achieving sustainable, inclusive and stable societies by the target date, and to averting the worst threats and challenges to sustainable development, including the impacts of climate change, unemployment, poverty, gender inequality, conflict, and migration[141] due to the unavailability of decent work[142].

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[138] Ji-Yeun Rim and Tony Roberto Nsanganira. 2019.Creating jobs for rural youth in agricultural value chains. "© CTA 2019 EU financing.

[139] https://www.youthlead.org/resources/fao-youth-and-agriculture-key-challenges-and-concrete-solutions

[140] Far from being mere beneficiaries of the 2030 Agenda, young people have been active architects in its development and continue to be engaged in the frameworks and processes that support its implementation, follow-up and review. The adoption of the 2030 Agenda represented the culmination of an extensive three-year process involving Member States and civil society, including youth organizations, in the development of specific goals and targets—and marked the beginning of a 15-year journey to achieve sustainable development by 2030.Source: https://www.un.org/development/desa/youth/world-youth-report/wyr2018.html

[141] https://www.un.org/development/desa/youth/world-youth-report/wyr2018.html

[142] An agenda for the community of work looking at job creation, rights at work, social protection and social dialogue, with gender equality as a crosscutting objective has been developed by the ILO, and its definition of the Decent Work is given in the inventory of key terms at the beginning of this report.

Box 8 : SDG9 9: Industry, innovation and infrastructure[143]

Investment in infrastructure and innovation are crucial drivers of economic growth and development. With over half the world population now living in cities, mass transport and renewable energy are becoming ever more important, as are the growth of new industries and information and communication technologies. Technological progress is also key to finding lasting solutions to both economic and environmental challenges, such as providing new jobs and promoting energy efficiency.

Promoting sustainable industries, and investing in scientific research and innovation, are all important ways to facilitate sustainable development. More than 4 billion people still do not have access to the Internet, and 90% are from the developing world. Bridging this digital divide is crucial to ensure equal access to information and knowledge, as well as foster innovation and entrepreneurship.

"While most of the world's food is produced by (ageing) smallholder farmers in developing countries, older farmers are less likely to adopt the new technologies needed to sustainably increase agricultural productivity, and ultimately feed the growing world population while protecting the environment. Hence, we need to re-engage youth in agriculture. Can this be done[144]?" Some countries are indeed experiencing trends of youth turning away from agriculture and/or working fewer hours per week in agriculture than older age groups; however, the absolute numbers of youth who are dependent on farming or livestock production is likely to increase because of population growth. Is youth not attracted to agriculture and leaving the sector? Many research findings lead to this debate? However, there is also the evidence that [145]young women and men are engaged in the agri-food system in a variety of ways through formal and informal wage work, unpaid family labor, self-employment, and cooperative membership and across all levels of the value chain. Overall, youth earn "mixed livelihoods" from various sources on-farm, off-farm, and non-farm and with self-employment and migration playing particularly important roles. What are the determinants of decisions by young people? Youth decisions to participate in work are also shaped by the environment in which they live: the economic and political context, social norms and customs, the nature of the agri-food system, institutions, laws and regulations, parental and peer influence, media, previous experiences, and gender relations. Primary data across multiple countries verifies that youth are not attracted to low-wage, low-value production, and are instead drawn to modernization/ new practices, use of technology, and opportunities for "quick money" with somewhat higher earnings than staple crops. Access to land, finance, and skills, appear consistently in the literature as the principal three constraints to youth engagement in agriculture. While there is some debate about whether these structural barriers are specific to youth (as older populations are marginalized in the same ways), youth- and gender-specific issues appear in each of these areas. The agriculture sector is at large is characterized by a number of structural barriers, and these barriers

[143] https://www.undp.org/content/undp/en/home/sustainable-development-goals/goal-9-industry-innovation-and-infrastructure.html
[144] FAO(2012). www.fao.org/3/a-i3947e.pdf. In this provided real life examples on how to re-engage youth in agriculture. It showed how tailor-made educational programmes can provide rural youth with the skills and insights needed to engage in farming and adopt environmentally friendly production methods. Many of the initiatives and approaches reported in this study originated from the youth themselves.
[145] https://www.youthpower.org/youthpower-issues/topics/youth-engagement-agriculture

are often more pronounced for specific subgroups, including youth who experience vulnerability across multiple fronts. Irrespective of the nature of the constraints, youth engagement in collective action and advocacy for agriculture policy is needed.

Around 60% of the world's youth, or 750 million, live in the Asia Pacific region. Up to 70% of them, or around 525 million, are living in the rural areas of the continent, with more than half of them directly engaged in agriculture. However, the popular and or common perception if not opinion is that many rural youths prefer to migrate to cities or work abroad. Many of those who stayed did not have better options. They see that farming does not earn, that it is a lowly and high risk job, and is poorly supported by government and other institutions. Participatory researches were conducted by Asian Farmers' Association (AFA) members in 13 countries with 660 rural youth and with 17 national farmer organizations (2015) to explore that why young people are not attracted to agriculture and presented short case studies of initiatives being taken to encourage youth to consider careers in agriculture. The findings led to the conclusion that youth can be attracted to agriculture if: (1) agriculture will earn enough for youth to raise a family, (2) youth are provided basic resources such as land, capital, training, farm equipment and market, and (3) youth can see meaning and significance in their work. These conclusions imply that to harness the potentials and energy of the youth for agriculture, a comprehensive and integrated policy and program on agrarian reform, rural development, sustainable, agro-ecological production and farmer-managed agro-based enterprises as well as on markets and trade should be put in place, with special incentives and provisions for young farmers, especially women.

A brief by Ji-Yeun Rim and Tony Nsanganira (2019), argued that youth-inclusive investments to modernise the agricultural sector will unleash its huge potential, offer attractive employment opportunities and create a level playing field for rural girls and boys. It sets out several youth-inclusive approaches that will help agricultural value chain development programmes meet the needs of young people. These include different approaches for different classes of youth; helping young people understand and respond to markets; making youth aware of job opportunities in agriculture; building the capacities of young people; facilitating their access to finance and land; and building social capital and networks.

Key steps in developing a youth-sensitive approach to job creation should include:

1. Profile youth for accurate targeting of development efforts.
2. Engage youth in developing an understanding of the market
3. Make youth aware of the potential of agriculture as a job sector
4. Build youth capacity through peer to-peer learning and mentoring
5. Provide training in basic literacy and numeracy and life skills
6. Facilitate access to finance and land through public-private partnerships
7. Build social capital and make sure that these efforts are part of an integrated development framework.

A joint MIJARC/FAO/IFAD (2012) project on Facilitating Access of Rural Youth to Agricultural Activities was carried out in 2011 to assess the challenges and opportunities with respect to increasing rural youth's participation in the sector. Over the course of the project, 6 principal challenges identified were as follows:

1. Youth's insufficient access to knowledge, information and education
2. Youth's limited access to land
3. Youth's Inadequate access to financial services
4. Youth's difficulties accessing green jobs
5. Youth's 's limited access to markets
6. Youth's limited involvement in policy dialogue[146]

Box 9: Female Inequality: as a barrier to Effective Youth Programming[147]

Young women are almost invariably disadvantaged compared to their male counterparts and require extra support and attention to break cycles of poverty. Early marriage and/or pregnancy often lead to dropping out of school, poverty, and a struggle to provide a better life for children. Intentionally introducing activities meant to break this cycle, including sensitization efforts to delay marriage, keep girls in school, and confront limited opportunities as well as family planning and other female empowerment activities, should be a critical component of youth mainstreaming activities, particularly because gender is mainstreamed as well. Patriarchal cultures prioritize boys over girls and award them more autonomy, responsibility, power, and opportunities. Traditional customs in many cultures dictate that family land and assets are handed down from father to son, and in some cases, women cannot own assets at all. Because of these damaging challenges, young women have fewer resources than young men to benefit from youth programs. Failure to observe these cultural norms disables girls. It cannot be overstated how important female empowerment is in the sustainable achievement of global development objectives.

According to the study "Youth and agriculture: key challenges and concrete solutions" by FAO, CTA &IFAD (2014), more evidence was needed on youth participation in agri-food systems, and especially the benefits of taking a youth mainstreaming and/or youth-focused approach to agri-food systems development. The diversity of different youth segments and the different contexts in which they operate must be acknowledged and incorporated in research studies. One-size-fits-all solution never work and the policymakers and decision-takers must know this and they must be capable to distinguish between long-term approaches (employment through on-farm productivity) versus short-term approaches (youth self-employment and entrepreneurship), as well as "demand-side" versus "supply-side" solutions, tailored to the specific context of the country and its agri-food system, the local context and its stakeholders, and the target youth segments (FAO,CTA &IFAD 2014).

A report "Youth Engagement in Agricultural Value Chains Across Feed the Future: A Synthesis Report September (USAID 2016)[148] through its discussions with stakeholders that included 177

[146]Too often young people's voices are not heard during the policy process, and so their complex and multifaceted needs are not met. Policies often fail to account for the heterogeneity of youth, and so do not provide them with effective support. To remedy this, youth need the requisite skills and capacities for collective action to ensure that their voices are heard. Policymakers themselves must also actively engage youth in the policymaking process. FAO (2012).

[147] Source: USAID.2016.Feed the Future. Youth Engagement in Agricultural Value Chains across Feed the Future: A SYNTHESIS REPORT.LEO Leveraging Economic Opportunities. LEO REPORT

[148] This report aimed to inform Feed the Future (FTF) efforts moving forward to more strategically and deliberately engage youth in market systems by providing insights from current FTF country programs. Commissioned by USAID's Bureau for Food Security/Office of Country Strategy and Implementation, a research team with the Leveraging Economic Opportunities activity scanned all 19 FTF

female youth and 207 male youth reported a major finding is "intentionality when it comes to youth engagement matters." Most FTF programs engage youth unintentionally, meaning youth were not specifically recruited or supported but are present in communitywide programming. There is little youth-specific data on these programs. The review also found that youth are engaged at all levels of the value chain, and thus the prevailing assumption that youth are not interested in agriculture is not only wrong but damaging. This study also documented some interesting insights from Youth FGDs and looked specifically at identifying value chain entry points for youth. These entry points were characterized as those that either filled unmet needs or were generated due to value chain upgrades. The opportunities showed (see annex 10 for Off-Farm Value Chain Opportunities for Youth) that financial, educational, gender-based, and social barriers can be high for many FTF youth, which effectively limits the opportunities available unless they can benefit from programs designed to address these barriers. Young women are increasingly engaged in some of these off-farm opportunities, including running retail shops, acting as village agents, or organizing transportation; these opportunities allow them to stay close to home and still complete traditional domestic tasks. While co-funded programs provide broad business, literacy, and life skills without creating links to specific value chain opportunities, such programs can be beneficial to women who do not complete formal education, in combination with more market-focused activities

Unemployment among youth represents one of the greatest global challenges. Recent estimates suggest that 600 million jobs would have to be created in next 15 years to address this challenge. In addition, it is estimated that 96.8 % of all young workers in developing countries are in the informal economy. Also, low youth unemployment rates may mask poor job quality, especially in developing countries. Lastly, the global NEET rate (the proportion of youth neither in employment, education or training) has remained stubbornly high in the last 15 years and now stands at 30% of young women and 13% of young men worldwide. Until structural barriers are removed, implementing employment-based interventions targeting young people may just fuel grater frustration. Hence, under the proper conditions, social entrepreneurship can offer youth an avenue to explore in the quest for sustainable employment. While entrepreneurs "by choice" and entrepreneurs "by necessity" both face numerous challenges, there are significant differences in

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countries and analyzed four FTF country programs in more depth through site visits to Guatemala, Liberia, Nepal, and Uganda. These countries were chosen based on 1) their relatively high youth involvement in the portfolio; 2) youth mention in Country Development Cooperation Strategies) and FTF strategy documents; and 3) geographic diversity. Case studies and success stories from these countries accompany this report and cover the following themes: Uganda - Adaptive Program Models; Guatemala – Engaging Rural Youth through Experiential Education; Liberia –Building Youth Resilience in Weak Market Systems; and Nepal – Household Approach to Reaching Youth.

terms of contexts and needs. The successful pursuit of youth social entrepreneurship is highly dependent on a confluence of several enabling settings and conditions, described as an entrepreneurial ecosystem. The realization of the youth social entrepreneurship's potential depends in large parts on this ecosystem[149].

The contribution of small enterprises to employment growth in southern and eastern Africa was studied by Donald Mead (1994). The study revealed that an expansion of employment in small enterprises has absorbed over 40% of the increase in the labor force in five countries of SSA (Botswana, Kenya, Malawi, Swaziland and Zimbabwe) and start-ups of new enterprises caused most of the increase. Global studies have indicated convincingly that Small and Medium Enterprise development and entrepreneurship, particularly led by young women and men, in the manufacturing industries and their related services sectors have proven to be key drivers of job creation, innovation and increased socio-economic prosperity. Creating decent employment for youth will require the transformation from informal to formal economy through targeted policy reforms and the creation of an enabling business environment, as well as technical assistance in skills development, entrepreneurship and education. Small-scale industries, which operate on a small amount of capital using local resources, play a crucial role in the economy by generating employment and self-employment which helps to reduce poverty in developing countries.

An overview of research on entrepreneurship[150] in the agricultural sector (1980–2015) by Sarah Fitz-Koch et al (2017) identified 36 empirical articles (47.4%) relating to antecedents for entrepreneurship at the individual level; 11 articles (14.5%) about outcomes of entrepreneurship at the individual level; 13 articles (17.1%) that cover antecedents for entrepreneurship at the firm-household level; 30 articles (39.5%) on outcomes of entrepreneurship at the firm-household level; 13 articles (17.1%) that deal with antecedents for entrepreneurship at the environmental level ; and finally, 4 articles (5.3%) that take up outcomes of entrepreneurship at the environmental level . The review unearthed that entrepreneurship had been applied as a strategy for farm continuation in a context of policy reform, growing retailer concentration and falling incomes and as a way for business development to exploit the changes in the strategic environment. Since an increasing number of scholars argued that entrepreneurship researchers should pay more attention to the contexts in which entrepreneurial activities take place the review emphasized on the Sector as a central context which impacts on many aspects of entrepreneurship. The study concluded that by embracing sector context to a greater extent in their future studies, entrepreneurship scholars can generate new and meaningful insights into entrepreneurial action. Three context-specific dimensions of this sector included entrepreneurial identity, family entrepreneurship, and institutions and entrepreneurship. Entrepreneurship scholars can focus on these dimensions in future research and thereby deepen our understanding of how entrepreneurship happens in context. Women entrepreneurs can play a significant role in reducing the gender gap, as it has been demonstrated that they tend to hire more

[149] www.un.org/development/desa/youth/wp-content/uploads/sites/21/2019/12/WYR-2020-Executive-Summary.pdf

[150] Theory development and testing are central to the advancement of entrepreneurship as a scholarly field. An important trend in entrepreneurship research is an increased interest in a more contextualized understanding of entrepreneurship. Zahra (2007:445), for instance, argued that "greater care and creativity in contextualizing our research can enrich future scholarship in the field".

women than men. Therefore, helping young women to become entrepreneurs and grow their businesses has a multiplying effect on the reduction of women's unemployment. However, many small-scale industries and small enterprises do not have the access to financial services in order to technologically upgrade the enterprise, recruit skilled people or compete in the international market; "in many developing economies, most of small enterprises do not have even a bank account while only some 30 to 35 % of enterprises have ever applied for a loan or had a credit line (UNIDO 2019).

While youth entrepreneurship is a promising approach for certain young people with the right assets and attributes, the majority of youth seeking work will have to find wage jobs. Governments will have to stimulate growth in wage employment in the productive sector in order to address the massive youth employment challenges. This will require greater investment in rural areas to tap into the comparative advantage of these areas and to support access to markets. This will contribute to the creation of on farm and off-farm wage employment (Ji-Yeun Rim and Tony Roberto Nsanganira. 2019).

The complex and interwoven challenges faced by youth must be diagnosed and context specific remedies must be suggested. Failure to generate opportunity for the world's youth cohort – particularly those living in developing countries' economically stagnant rural areas – will undermine both current and future poverty reduction efforts. A coherent and integrated response is required to address the core challenges faced by youth when entering the agriculture sector. It is important to work in partnership, with a transparent multistakeholder mechanism ensuring coherence, coordination and cooperation across different national government institutions and agencies, at central and local level, private sector organizations, youth organizations and development partners. A coordinated response to increase youth's access to the agricultural sector is more important than ever, as a rising global population and decreasing agricultural productivity gains imply that young people must play a pivotal role in ensuring a food-secure future for themselves, and for future generations. (FAO, CTA &I FAD. 2014).

Agricultural value chain development programmes need to apply a youth-employment lens and youth sensitive approaches and purposefully set rural youth inclusion and decent employment as objectives. Continued growth in demand for value added food and agricultural products in developing countries makes a strong business case to invest further in the development of agri-food value chains for domestic and regional markets. Unlocking this potential will require focused attention on what young people want as well as better provision of infrastructure and services and skills provision, especially in rural areas and for rural communities, through integrated development frameworks[151].

Youth as a cross cutting theme in programs is evolving. Serious thinking and realistic approaches are needed to benefit young women that remain underrepresented in the research about youth issues and undervalued in agri-industry.

[151] https://cgspace.cgiar.org/bitstream/handle/10568/99347/2063_PDF.pdf

B. The national literature review and analysis

"The future of Pakistan – one way or the other – will be determined by those who are between 15 and 29 years of age today. The single most useful thing that the rest of us can do is to create meaningful opportunities in education, employment and engagement that can empower our young to unleash their potential." Dr. Adil Najam[152]

Pakistan currently faces two critical forms of employment challenges that correspond and intersect with the ineffective delivery of educational services. The first challenge is its unescapably entrenched system of child labour and the second is the country's high rates of youth unemployment, even among those who have received a complete education. The result is a distorted employment process: [153]children are deprived of education due to forced or compulsory employment at an early age, and those with educational qualifications cannot translate their skills and training into employment outcomes. Disaggregating this data revealed large gender disparities[154]. Lloyd and Grant (2005) examined transitions to adulthood in Pakistan with a focus on gender differences. The results of the analysis confirmed the fundamental importance of schooling to transitions to adulthood. Those without any schooling assume the work burdens of adults prematurely and are deprived of the opportunity to learn in an institutional setting outside the family. Definitely, youth who do attend school have the benefit of a longer transition to adulthood. For both male and female youth, there appears to be a large lag in years between the assumption of adult work roles, whether in the domestic setting or in the labour market, and the assumption of adult family roles as marked by the timing of first marriage. In the case of young women, delay in the timing of first marriage has increased in recent years, accompanied by a rise in the percentage working for pay during the later adolescent years; a similar trend is not apparent for young men.

There is a trade-off between creating limited work opportunities that are high in quality and offering a larger number of jobs that do not meet quality conditions. Focusing solely on quality and not on creating enough jobs is equally problematic. Failure to create additional employment

[152] Lead author of the Report: UNDP. 2019.Pakistan National Human Development Report Summary Unleashing the Potential of a Young Pakistan.

[153] 10% of households have foster and/or orphan children, with a slight difference between households in rural (11%) and urban (9%) areas. 81% children under age 18 live with both of their parents; 2% are not living with their biological parents. 5% of children under age 18 are orphans, with one or both parents dead. Registration with NADRA National Database and Registration Authority (NADRA) is a legal entity in Pakistan that oversees registration of the population. All children under age 18 are registered using the "Bay Form," and adults age 18 and older are issued a Computerised National Identity Card (CNIC). These documents are compulsory for procurement of any official document such as a passport or a driver's license, for admission in schools, and for obtaining a government job. Overall, 35% of the household population under age 18 has a Bay Form. More than four in five adults (age 18 and over) in all regions have a CNIC. People living in rural areas and in the lowest wealth quintile are less likely to register with NADRA than other subgroups. For KP the statistics are Registration with NADRA under 18-21% (urban 39.1 % & Rural 18.2%)and for Balochistan the statistics are Registration with NADRA under 18-39.7% (urban48.4 % &36.3 rural %). Source PDHS 2017-18. NIPS (2018).

[154] Young women age 15-19 are more likely than young men to be currently married (14% versus 3%). Early marriage increases the risk of teenage pregnancy, which can have a profound effect on the health and lives of young women and can contribute to high fertility rates. Trends: The percentage of women who are currently married declined slightly from 64% in 2012-13 to 62% in 2017-18. There was also a slight decline among men, from 51% to 50%. The primary school NAR is lowest in Balochistan (39%) and highest in ICT Islamabad (74%). The middle/secondary school NAR is lowest in (ex) FATA (18%) and highest in ICT Islamabad (59%). The pattern of GPI in middle/secondary school attendance is lower than primary in most regions. However, in (ex)FATA the middle/secondary (0.24) school attendance is lowest among all regions and lower than primary school attendance (0.48). Source PDHS 2017-18. NIPS (2018).

opportunities can lead to 43 million people being unemployed by 2050.[155] Pakistan's youth unemployment is higher than other South Asian countries like India, Bangladesh and Nepal although better than Sri Lanka's. Unemployment between the ages of 15 and 24 in Pakistan is 10.8 %, according to ILO. At the current participation and unemployment levels and considering the number of retirees, Pakistan needs to create 4.5 million jobs over the next five years (0.9 million jobs annually). If the LFPR increases to 66.7 %, Pakistan must create about 1.3 mil-lion jobs every year for the next five years.

Box 10: A summarized situation analysis of the state and status of youth as interpreted from the report (UNDP 2019) about Youth is as follows:

"The socioeconomic benefits of educated, healthy and empowered women are well documented but women workers in Pakistan are consistently at a disadvantage compared to their male counterparts. They have lower participation rates, and if in work, are exposed to considerably poorer working conditions. Harassment is identified as the biggest obstacle to women's participation in society in general. The proportion of young Pakistani women who are not in employment, education or training (NEET), at over 65 %, is one of the highest NEET rates amongst developing countries. Additionally, Pakistan has the lowest female LFPR in South Asia across all age groups. The largely agriculture based rural sector currently employs around 53 % of Pakistan's young adults. This figure is changing with the rise in the youth population. The higher LFPR for young women in rural areas compared to those in urban areas is part of the pattern that shows urban men and women across all age groups in Pakistan facing higher unemployment rates. The greatest barrier to female employment is the gender discrimination entrenched in a highly patriarchal society. Families dictate women's choices about entering the workforce – if they will be 'allowed' to work, under what circumstances, or what jobs will 'suit' them most as women. Women's low rate of labour force participation is the most salient feature of their economic inactivity. Even where women manage to achieve higher education and professional training, their employment levels remain low. While an increasing number of women in Pakistan are now in parliament, serving at managerial positions in private companies and in institutions of governance such as bureaucracy and judiciary, most continue to struggle to reach influential positions. Total equality is of course something even advanced countries haven not achieved. However, it is a critical part of human development and a goal to aspire towards. Various constituencies – adult-led organisations, corporations, and government departments–are harnessing the youth's drive and passion. Some initiatives are politically driven, gaining momentum as elections come up. Others are socially driven to claim public spaces or to stand against human rights violations. Despite the absence of a working youth policy in all regions of Pakistan, several small and largescale initiatives, focusing on improving education facilities and skill development of young people, are already underway at the community, provincial and national levels."

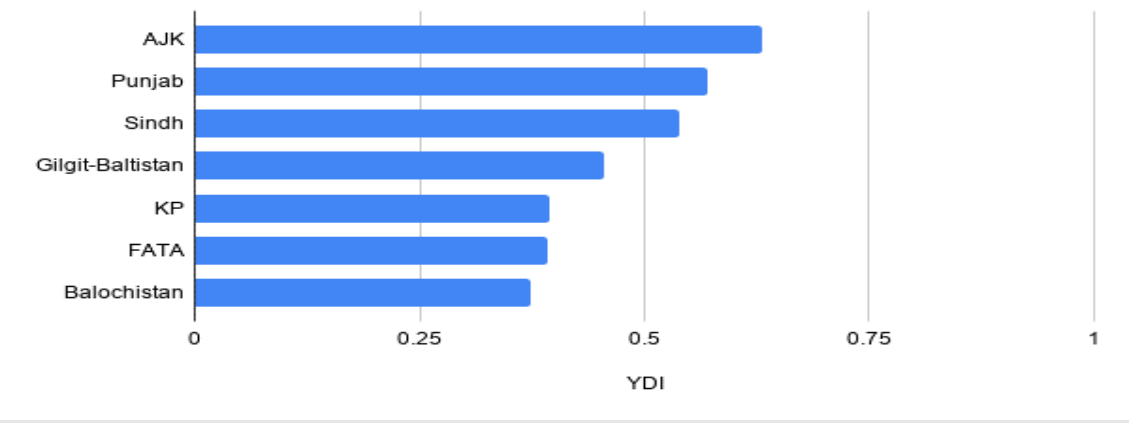
Pakistan currently ranks 22nd against the Commonwealth Youth Development Index (YDI), with a score of 0.63 (Commonwealth, 2013). The YDI is a composite index based on 15 indicators under five key domains of education, health and wellbeing, employment, civic participation, and political participation. The YDI is accompanied by a Youth Gender Inequality Index (YGII), rather than a gender adjusted youth development index. The YGII, is a composite index that measures gender-

[155] Pakistan will continue to be a younger country for at least the next three decades; not only as one of the youngest countries in its region, but also in the world with 64% of the country's population under the age of 29, with some 30 % between the ages of 15 and 29; noted the country's first national human development report 2017 in a decade, launched by UNDP in 2019. This youth bulge[155] brings Pakistan at a critical juncture, where it can capitalize on this demographic dividend for transformational and sustainable socioeconomic growth.

based disparities across three dimensions of health, empowerment and the labour market. The YGII showed that gender disparities exist across the board in all indicators, while major gender disparities in physical activity and labour force participation translate to lower YGII scores. Pakistan at the rank of 154 out of 183 countries with a score of 0.470, is trailing behind the Asian average in all areas except health and wellbeing, noted the global YDI report of 2016. Due to ineffectual accomplishment in education and factors like financial exclusion and feeble political participation, Pakistan has the lowest scores for education and YDI global ranking of all South Asian countries, except Afghanistan.

The absence of a reasoned youth policy at the federal and provincial levels further impairs the situation (UNDP 2019). In an analysis of YDI by UNDP (2019) within Pakistan, the country was divided into 18 regions and were ranked as High, Medium, Low and Very Low Youth Development regions. Southern and Central KP falls into low youth development regions whereas Northern KP falls into Very Low Youth Development Regions along with Central, Northeastern and Southern Balochistan. According to YDI, the regions in Pakistan with highest youth development were AJ&K, eastern Punjab, Islamabad and northern Punjab. Apart from the two indicators related to employment used in the YDI, youth labour force participation rate and the ratio of total unemployment rate to the youth unemployment rate, the youth's performance in all other dimensions of YDI in these regions is alarmingly low. The report by UNDP (2019) documented that youth social participation rate to be extremely low all over Pakistan. The reports sample had Kila Saifullah, Quetta and Pishin from Northern Balochistan, Peshawar from central KP, Abbottabad and Kohistan from Northern KP and D.I.Khan from Southern KP; these districts are PAFAID UNIDO districts. Following table shows regional YDI ranks within Pakistan.

Figure V: YDI In Pakistan(disaggregated by region)[156]



The fact that low youth unemployment is teamed with low educational outcomes raises alarms about the restricted pathways being taken towards adulthood (Lloyd and Grant, 2005). Economic, political and social engagement constitute three fundamental domains of youth development and are intersected by the educational policy. A systematic examination of the inter-

[156]FATA is now merged with KP. Adapted from a table in NHDR 2017 by UNDP (statistics for PAFAID Provinces & Pakistan are shown in in colour)

linkages between youth education, development, empowerment, and engagement in Pakistan by Ashraf et al (2013) revealed that the inadequate intersection and convergence between Pakistan's national and provincial Education and Youth policy frameworks are unable to address the challenges of educational and economic development. The failures in fully integrating the interrelated issues relevant to the youth population produce unfavourable educational outcomes in terms of economic, political, and social engagement. Therefore, the paper proposed the use of the Capability Approach[157] to inform education and youth policies, so that the country can harness the energy and potential of a bourgeoning youth population that currently constitutes about two-thirds of the Pakistani population.

Young women[158]despite growing evidence of the positive outcomes of young women's economic empowerment, continue to experience unequal access to education and skills development and face barriers to securing decent employment and opportunities to thrive as entrepreneurs. Young women's access to resources, including land and loans, may be restricted by discriminatory laws. Young women continue to shoulder an unequal share of unpaid care work, due to the persistence of traditional gender roles. Any review and analysis of youth policies[159] in the PAFAID context is beyond the scope of this study. However, some interesting insights, observations and analysis (that may be seen in conjunction with the project and impact it too) in the report by the Population Council (2016) are collated and summarized below:

Matrix 5: Youth Policies in Pakistan

positive aspect of youth policies	some continuing weaknesses in the present youth policies
Recognition of the pressure of the youth bulge, as well as the inherent opportunity of a demographic dividend.	The first major weakness pertains to scope: while the policies generally reflect adequate appreciation of the need to address and engage youth in economic development, skill development, education, and political development, other important areas, such as general health, family planning, life skills, social security and financial support, are either missing or only superficially

[157] The capability approach (also referred to as the capabilities approach) is an economic theory conceived in the 1980s as an alternative approach to welfare economics. The Capability Approach is defined by its choice of focus upon the moral significance of individuals' capability of achieving the kind of lives they have reason to value. This distinguishes it from more established approaches to ethical evaluation, such as utilitarianism or resourcism, which focus exclusively on subjective well-being or the availability of means to the good life, respectively. A person's capability to live a good life is defined in terms of the set of valuable 'beings and doings' like being in good health or having loving relationships with others to which they have real access. The Capability Approach was first articulated by the Indian economist and philosopher Amartya Sen in the 1980s and remains most closely associated with him. It has been employed extensively in the context of human development, for example, by the United Nations Development Programme, as a broader, deeper alternative to narrowly economic metrics such as growth in GDP per capita. Here 'poverty' is understood as deprivation in the capability to live a good life, and 'development' is understood as capability expansion.

[158] https://www.unwomen.org/en/what-we-do/youth/economic-empowerment-and-skills-development-for-young-women

[159] Youth Policies At the national level, the last policy for youth (15–29 years) was formulated in 2008. Since then, under the 18th Constitutional Amendment, matters of youth development have been devolved to provincial governments, precluding the need for a national youth policy. With respect to administration, currently no federal ministry or other national level organization or association has been mandated to spearhead efforts for youth. However, all provinces have developed their youth policies, essentially on the pattern of the 2008 national policy. These youth policies have been developed by the provincial departments of "Youth Affairs, Sports, Archaeology and Tourism" in Punjab, "Environment, Sports and Youth Affairs" in Balochistan, "Sports, Tourism, Culture, Archaeology, Museums and Youth Affairs" in KP, and "Sports and Youth Affairs" in Sindh.

	dealt with.
The coverage of multiple spheres of development in the policies, including economic, social, health, and education, as well as political development and volunteerism, with the stated intention of empowering youth. This is an improvement over past policies, the focus of which tended to be limited to reproductive health, sports, and education.	The second weak area relates to responsiveness to the diversity within the youth cohort and its implications. The current youth policies are generally blind to differences of gender, wealth, urban/rural residence, and age among youth. This near-absence of segmentation can only lead to blunt strategies that are unlikely to work.
The draft[160] youth policy of Balochistan expresses a greater awareness of gender disparities through its special focus on education, employment, and credit opportunities for young women. in Punjab, the draft "Adolescent (10-19 years) Strategy and Strategic Plan 2013-17" reflects the government's awareness of the special needs of adolescents and younger youth, albeit only with respect to awareness of sexual and reproductive health issues. The other three provinces have not given any special attention to this crucial age group, which is of concern.	A third major issue is the apparent gap between the aims expressed in the youth policies, and the strategies proposed to achieve those aims. In some cases, the strategies indicated in the documents are inadequate for achieving stated objectives. For example, the aim of empowering youth is conservatively linked with raising awareness amongst youth about their rights, with no further steps defined to provide youth an enabling environment to broaden their vision, explore their potentials, or participate in platforms where they have a say. Similarly, strategies for providing employment opportunities to youth are insufficient and limited to providing small loans, internships, and entrepreneurship opportunities, creating job banks, etc., missing the larger picture of how to mainstream youth in the job market and create opportunities to absorb the burgeoning young male and female work force. Unless this broader issue is addressed, the steps to support youth employment are unlikely to have any significant effects in coming years.

Pakistan Vision 2025, developed by the Planning Commission in 2013, Government of Pakistan (GoP) in consultation with provincial governments and a broad range of other stakeholders, Vision 2025 represented a unified, nationally owned perspective of priorities and approaches for development till 2025. The ambitious if not unrealistic target set by the said Vision, of making Pakistan amongst the top 25 economies of the world and upper middle country by 2025 and ultimately one of the 10 largest economies by 2047, implied a demanding focus on positioning youth to fulfill the objectives associated with all vision elements. Vision 2025 does talk about young people in the perspective of education, employment, labor market efficiency, skill development, and sports; a particularly reassuring aspect is its concentration on development of knowledge economy of youth

[160] According to a news report published on 27/09/19, the provincial government is developing a youth policy while focusing on the allocation of budget for sports grounds. Source: https://tribune.com.pk/story/2066341/1-balochistan-govt-making-youth-policy-says-cm-kamals-spokesperso

through improvements for higher education attainment, advancement in information and communication technology, and reforms in Pakistan's labor market to develop a demand-based skilled workforce. However, the document is limited in its inclusion of the special needs of youth in the contexts of general and reproductive health, gender issues, life skills, civic and political participation, and social security. This oversight has important implications for adolescents and older youth who are transitioning[161] .

The GoP has developed a National Youth Development Framework (NYDF)[162] aiming to empower the youth socially, economically and politically, based on following six thematic areas: Mainstreaming Marginalized Youth, Employment and Economic Empowerment, Civic Engagement, Social Protection, Health & Well-being and Youth-Focused Institutional Reforms.

The need of times is to increase access to decent employment and entrepreneurial opportunities to youth including young women while remaining cognizant of GBC among other barriers. Greater participation of youth in agriculture has been articulated in published literature, validated studies and statements by high profile officials of powerful platforms, as a solid solution to address unemployment among youth. Entrepreneurship and enterprises have emerged as buzz words and magical wands to end any issue affecting human lives. However, oversimplification of the interwoven issues of gender, youth[163], unemployment, disabled environs, constraints of different origins, weak institutional capacities must be avoided at any cost[164].

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[161] The de facto survey population is 77,818; 49% male and 51% female, yielding a sex ratio (number of males per100 females) of 98. 38% of the population is under age 15. Children under age 5 and adolescents age 10-19 account for 13% and 23% of the population, respectively. About 4% of the population is age 65 and above, a group considered to be a dependent population. **Trends:** There has not been a substantial change in Pakistan's household population distribution since 2012-13. The proportion of the population under age 15 has declined slightly, from 39% in 2012-13 to 38% in 2017-18. There has also been a decline in the share of children under age 5 (14% to 13%) in the past 5 years. However, their proportion in the rural population has increased. The proportion of the population age 0-17 is 47% in rural areas compared with 41% in urban areas. There is a slight differential between rural (41%) and urban (35%) proportions of the household population under age 14. Source: PDHS 2017-18. NIPS (2018).

[162] In the light of NYDF, for the first time in Pakistan, the PTI government notified a 33-member "National Youth Council (NYC)", comprising outstanding young leaders of country in different sectors, including entertainment, NGOs, IT, sports, private sector, and Madaris (religious seminaries). The NYC also include provincial youth ministers and officials responsible for formulating and executing youth policies. To implement various initiatives for the socio-economic development of youth, the government launched the Prime Minister's Kamyab Jawan Programme, which has a vast array of projects and initiatives in education, skill training, entrepreneurship, and civic engagement. These initiatives focus on 3Es: Education, Employment and Engagementandinclude6flagshipprogrammes; International Partnerships for Youth Development programme is striving hard to improve image of Pakistani youth abroad. For this purpose, it has started active collaboration with international youth forums like Commonwealth Youth Council and SCO Youth Council. Moreover, Muhammad Usman Dar has been designated Co-Chair of UNDP's Youth Empowerment Program (YEP), which will raise $30 million for the development of youth in Pakistan. Source: https://www.urdupoint.com/en/pakistan/pti-govt-devises-national-youth-development-f-692448.html

[163] The Population Council study (2016) suggested that the responses to youth issues have to be carefully stratified and would require a specific set of sectors and agencies to be assigned to take responsibility. Even more importantly youth have to be differentiated by gender, residential and most critically economic class differences across each of the provinces. Life is totally different for young persons across rich and poor households in terms of avenues of information, resources to avail opportunities, and the options that they can tap. Therefore, a monolithic program for young people, even if it is restricted to a province or a particular geographical area, is from the beginning misplaced. Efforts have to be targeted where they most count and are likely to have the greatest impact—among the most vulnerable groups. It is clear that living in and moving to urban areas, young people are likely to have greater opportunities than those living in rural areas not only in terms of education and employment, but also in the form of reduced gender inequities. There is no doubt that young girls living in poor rural households are the worst off by any measure of vulnerability.

[164] Accessible information and scientific Literature relevant to Balochistan and KP providing insights about locally-relevant training for young men, women and others, a value chain focus, financing options, and the engagement of the broader community in relation to agri-business, contextual realities, barriers and bridges and shifting mindsets (if any) about youth (with the continued reminder that youth is not an homogenous entity) is limited and data gaps make it difficult if not impossible to design data-driven interventions. Observations by the researcher /Gender expert.

Chapter 5: Towards Gender Transformative Agri-Value Chains

"Everything possible needs to be done though to prevent any development that does not benefit small-scale farmers."

"In order to achieve a goal of realizing economic growth and reducing rural poverty through a stable supply of food and agricultural promotion, entire value chains, from inputs through to production and distribution (from upstream to downstream), need to be improved[165]."

Are there any good or best practices regarding two specific VCs of the PAFAID? Are there any best practices in Pakistan regarding gender and agriculture and youth and agriculture? Are there any best practices globally regarding gender and agriculture and youth and agriculture? The answers are No, May Be and Somewhat respectively. The review and analyses starting from chapter 1 till 4 substantiate these responses.

The projects that have recognition of overburdened and undervalued women and audience profiling, that applied gender main streaming, participatory data collection techniques and more inclusiveness were able to offer better results and some success stories.

In Pakistan, WED project of UNIDO, some projects by FAO, and research studies by UNDP on youth (UNDP 2019), disaggregated data generated by the fourth PDHS (NIPS 2019), overall focus and attention of many UN agencies including UNIDO, and technical and aid agencies like USAID, World Bank and JICA towards youth and gender offer some hope towards attaining gender equality and enabling those living at margins to move towards the mainstream. (A selection of some case studies and abstracts of research studies compiled in annex 11 can be seen as vivid examples[166]).

This chapter documents, descends and develops inferences from what has been detailed in preceding parts. It also incorporates more substantiation and foresights (from different leading resources). Primarily the works of JICA[167] and UNIDO[168] were consulted to summing up , suggesting best solutions in the milieu of constraints and concerns of numerous origins and extending guidelines for achieving the desired and required results of the PAFAID with gender sensitivity and youth inclusion.

A. Key Learning and Challenges

Copious literature and information revealing the paucity of gender, age and geography specific data and boundless prevalence of centuries old patriarchy in the structures of public policies, legislations, economies, social attitudes, normative behaviours etc. it looks, are still, scanty to change the gender biases and inequalities for women and girls in most parts of the world (as no country has achieved gender equality as yet). Pakistan too is characterized by lack of

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[165] JICA's Position Paper on Agriculture and Rural Development. March 13, 2013 Rural Development Department Japan International Cooperation Agency.

[166] This was on purpose not included in chapter 2 or 3 as this entire gender analysis is largely based on secondary data. It is also implored to go through the annex while reading Parts B & C of this chapter.

[167] Gender Mainstreaming Guidelines(Transport). 2016, JICA's Position Paper on Agriculture and Rural Development. March 13, 2013 Rural Development Department Japan International Cooperation Agency & Japan International Cooperation Agency (JICA) .2011.Thematic Guidelines on Agricultural and Rural Development.

[168] UNIDO. 2015.Guide On Gender Mainstreaming Agribusiness Development Projects. Vienna &Gender mainstreaming the project cycle, UNIDO.2019 & YOUTH STRATEGY Integrating youth into Inclusive and Sustainable Industrialization Development (ISID).

social development, good governance and gender disparities. In spite of the existence of invaluable tool kits for engendering developmental sectors including agriculture and documented benefits of the gendered approaches, experiences and evaluations it is still valid and mandatory, it appears strongly, to present gender equality, gender lens and investing[169] as a business case, human rights case and development case. The global emphasis on gender focus, mainstreaming, perspectives, integration and analysis as can be validated just by looking at 17 SDGS with 169 targets and 244 indicators, does not match the budgetary allocations. The current analysis did not discuss financial allocations but a cursory review of different internal and published external documents of prominent technical and aid agencies led to this reflection.

A data-based grasp of the magnitude of the challenging context in which PAFAID has to be implemented may be drawn from the following matrix:

Matrix 6: Some selected Indicators

S#	Indicator [170]	Information
Pakistan		
1.	Global Gender Gap Index	151 out of 153 countries[171]
2.	Social Institutions and Gender Index	Very High[172]. Higher SIGI values indicate higher inequality/ levels of gender discrimination in social institutions
3.	Gender Social Norms Index	Pakistan ranks 1st 1st UNDP Gender Social Norms Index 2020: Almost 90 % of people are biased against women.[173]
4.	Human Development Index	152 out of 189 countries and territories. Pakistan's HDI value for 2018 is 0.560 which put the country in the medium human development category[174].

[169] Gender lens investing. Gender lens investing is the practice of investing for financial return while also considering the benefits to women, both through improving economic opportunities and social wellbeing for girls and women. The term was coined around 2009 and became an increasingly popular practice in the mid-2010s.

[170] Kindly look at the Gender Glossary to correctly interpret the information.

[171] Global Gender Index Report 2020: https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality.

[172] https://www.genderindex.org/ranking/?region=asia. 2019 results in Asia: The SIGI 2019 shows that clear progress has been made with political commitments to eliminate gender inequality. New legislation enhances equality and abolishes discriminatory laws, including through gender-transformative programmes and action plans. However, political commitments, legal reforms and gender-sensitive programmes in many countries are still not being translated into real changes for women and girls. Gender-based discrimination remains a lifelong and heterogeneous challenge for women and girls. Locally designed solutions combined with adequate legislation are needed for more social change to take hold. The fourth edition of the SIGI ranks 120 economies included in the classification. The remaining 60 countries are not ranked due to missing data for one or more indicators. Countries and territories are grouped by level of discrimination, to assist the interpretation of the data and results.

[173]https://affairscloud.com/1st-undp-gender-social-norms-index-2020-almost-90-of-people-are-biased-against-women-pakistan-ranks-1st/

[174] Among the provinces, Punjab and Azad Jammu and Kashmir come under high medium human development, while Sindh and Khyber Pakhtunkhwa fall under medium human development. On the other hand, very low human development was noted in Federally Administered Tribal Areas and Balochistan, while Gilgit Baltistan fell under low medium human development. The high medium human development rankings include 18 cities from Punjab, four cities from Khyber Pakhtunkhwa and one city

5.	Female-headed Households[175]	13%
6.	Likelihood of Women to be employed in agriculture than men[176]	32% Women 21% Men
7.	currently married women age 15-49 who can make decisions (Woman's own health care, Making major household purchases & Visits to her family or relatives)[177]	All three decisions 35% None of the three decisions 39.4%
8.	ever-married women age 15-49 ownership of housing and land	97.9% women do not own a land 96.7% women do not own a house
Balochistan		
9.	currently married women age 15-49 who can make decisions[178](Woman's own health care, Making major household purchases & Visits to her family or relatives)	None of the three decisions Total 64.5 % Urban-54.0 % Rural -68.8%
10.	ever-married women age 15-49 ownership of housing and land[179]	98.1% women do not own a land 99.3%women do not own a house
KhyberPakhtunkhwa		
11.	currently married women age 15-49 who can make decisions[180](Woman's own health care, Making major household purchases & Visits to her family or relatives)[181]	None of the three decisions Total 63.3 % Urban-52.8% Rural -65.9%

from Sindh (Hyderabad). 11 cities each from Punjab and KP make it to the list of medium human development, which also includes four cities from Sindh and one from Balochistan (Quetta).Very low human development includes 14 cities from Balochistan,2 from KP(Kohistan included) & 1from Sindh. Sources:UNDP2019,www.hdr.undp.org/sites/all/themes/hdr_theme/country-notes/PAK.pdf www.geo.tv/latest/196173-punjab-fares-much-better-than-other-provinces-on-hdi

[175] NIPS 2019. See Chapter 2 of this report as well.

[176] Ibid.

[177] Ibid.

[178] Ibid.

[179] Ibid.

[180] NIPS 2019. See Chapter 2 as well. See (ex) FATA statistics as well.

[181] Ibid.

12.	ever-married women age 15-49 ownership of housing and land	98.3% women do not own a land 97.1% women do not own a house

No human life including women's lives cannot be partitioned, therefore wide-ranging and cohesive methodologies to reduce poverty, hunger and gender disempowerment are required. This analysis (that looks in varying degrees at different policies and tools, social, cultural, political, legal and economic dimensions of gender empowerment), the picture of disadvantaged women in agriculture who have the classical triple burden of labour is re-reinforced. This picture, captioned as the key learnings (based on the findings and analysis presented earlier in the report) and challenges (not conclusions) that are inferred from these learnings that touches upon four key dimensions of gender equality namely, human capital, economic empowerment, women's voice and agency and gender capacity building. Each dimension is linked to another and collectively construct or deconstruct gender equality.

1. Women and girls in agriculture face all forms of gender barriers that are sanctioned in the guise of culture, religion and traditions. Hence, they are far more deprived than men and boys from the same socio-economic class in terms of accessing information, access to assets, land, technology, technical information, extension services, training, financial services, marketing services, livestock, and farm inputs. This qualitative analysis yet again established that women across the continents, countries, cultures and classes have much lesser autonomy in the household as can be verified from their decision-making choices and chances. Pakistan too is no exception. The inherent and normative acceptance of the lower status of women and girls leads to further discrimination and resultant multifaceted inequalities. For instance, rural women are much more disadvantaged than rural men in participating in or benefiting from a policy, program, project, or other type of initiative.

2. Value Chains in agri-business are yet to be genderized and the gender gap is not only needed to be closed but admitted first to address it. The VC selected for the PAFAID and their assessments give the indication and impression of an almost absence of women throughout the chain[182]. This "nonexistence" is rather unbelievable and rationalizing the exclusion of women is unjustifiable. Additionally, class and age biases are dominant too. The combination of age (too young or too old), sex and poverty pushes many actors who must be present somewhere in the chain are not visible. Escalating to the complexity of this dismal scenario is the unwelcoming ambience within public institutions to even raise the question about role of women or even possibility of their inclusion or being inclusive, not speaking about the existence of social services which could facilitate their integration in an appropriate and sustainable manner. There is deficiency of data based evidence for any attempt to upgrade[183] the apple value chain and cattle meat value chain in the PAFAID provinces. Similarly, there is no evidence of applying strategies for addressing gender-sensitive value chain development in

[182] There is absence of any focus on four different stages of a simplified value chain; input provision and use, production, post-harvest processing and storage; and transportation, marketing, and sales.

[183] Literature has documented that there are six entry-points for upgrading: 1) farmers and their organisations; 2) processors and traders; 3) lead companies; 4) business development—and financial services; 5) certified value chains; and 6) enabling environment.

the PAFAID province-specific Value Chains which will be further addressed through the recommendations.

3. Stakeholders' mapping and their continuous and coordinated involvement throughout the life of a project is given priority in different guides and research studies but very often an investigation about the practices reflect that these activities are taken more as a ceremonial formality rather than an utmost important strategic intervention. Vulnerable stakeholders are seldom included and even if they are engaged in consultation, they seldom have any say. Research studies are convenient to undertake with powerful and influencing stakeholders especially when thematic areas are complex and complicated. This causes inadequacies in context analysis and many highly rated technical reports often end with one-size fits all approach solutions that eventually never work, and the engineered optics disappear when projects head towards the completion phase. This also raises questions about planning around technical, financial, institutional and social sustainability of the projects themselves. These loopholes have adversely affected the desired impact of the project's interventions. For this reason, planned activities for a project like this need to consider how women and youth issues can be addressed from different angles, most importantly be making space for them at the table.
4. Institutional capacity and enabling environments directly affect the goal of gender equality. Most of the institutions in public and private domains dispossess the required gender capacity that could ensure the initiation and actual accentuation of gender mainstreaming. Gender and all related concepts are not translated comprehensively, conveniently and concisely in conversations that takes place even at the official forums not only due to lack of alternatives in local languages but lack of ownership of these ideas (still widely perceived as anti-culture, faith, religion or morality). In spite of many international commitments to empower women and youth the reality is riddled with contrasts and contradictions. Even Sex and Age disaggregated data (leave aside other variables like urban rural divide, ethnicity, class etc.), in a majority of reports/studies with or without ownership of the government/s and donor agencies (is a rarity rather than a general practice).[184]Climate change and its impact on agriculture – an established evidence reality is yet to earn its required ownership even within the policy making corridors. Expecting, awareness and sensitization on this issue from, invisible, unremunerated, underpaid, unrepresented and invisible groups of women in agriculture would be unrealistic at this stage.
5. Young people's participation (and that too gender equitable) to ensure opportunities for youth to be engaged in development processes though underscored in literature are not supported through actual investments. Literature review could not locate any youth specific project in Pakistan that is using their capabilities and contributions in agri-business and the PAFAID specific value chains. This can create a burden for young entrepreneurs who are keen to apply new technologies and techniques, reforming obsolete and low productivity practices.
6. Use of technology and using entrepreneurship model have documented advantages. The PAFAID too has the potential of gaining from these while remaining cognizant that deep

[184] Research based evidence is available through various studies/reports that the collection of gender disaggregated statistics is not and end in itself, but a means to achieving better gender policies and, therefore critical for the gender mainstreaming strategy by; making visible the main inequalities women face and critical issues that require policy intervention& Informing the policy making process and facilitating the design of policies. Source: Source: Gender Economic Equity Argentina 2018.

rooted social and political realities and constraints usually take longer times but focusing on those entry points where change can be introduced pay back positively.[185]

7. Men are social gate keepers. They are community gate keepers. They are in much greater numbers in power positions and control much greater share of control, delegation, decision and all forms of power. Therefore, they must never be sidelined in any project that aims to empower women. What is of utmost important is to continue to invest in deepening men's understanding of gender and benefits of women's empowerment.[186] However, great caution is required in "Male involvement for Female empowerment" approach in order to avoid creating (inadvertently) new dependencies for women. For this reason, the PAFAID project will identify "gender champion" among these men who are actively engaged in the inclusion of women in the value chain or related support services.
8. The language of research findings and evaluations is often too complicated. Intersectoral and multisectoral collaboration if existent is fragmented. The short term of the project itself without effective investments in the four dimensions (human capital, economic empowerment, voice and agency of women and gender capacity building) itself effectively contribute towards lack of impact.

B. The Recommendation and a Suggested Way Forward[187]

The report is offering only one recommendation based on the available expertise, information and interpretation attained from the field so far, literature review and analyses, and strategic objectives and priority areas of UNIDO and it is as follows:

UNIDO has to ensure that the implementing partners from the Governments in both provinces and at the Federal level, would adopt Gender Mainstreaming (GMS) as the prime strategy to ensure inclusion and acceleration of gender equality dimensions in the PAFAID. These government partners would take all necessary Affirmative[188] actions to address horizontal inequalities, immediately after necessary consultations and take every possible measure to ensure that Gender responsive administrative arrangements would be in place throughout the life of the PAFAID and preferably

[185] Pakistan's digital literacy, media influx and youth bulge if tapped smartly can be a gamechanger. Caveat: Women tend to be restricted from participating in training on agricultural extension and agricultural technology, and from participating in decision-making processes within the local community, such as in village committees and agricultural/irrigation associations. There are also few female agricultural extension workers.

[186] It remains a technical necessity and not to be seen as a cultural, social and or political nicety. Caveat: It must never be assumed that women in strategic roles/ decision making roles are gender sensitized by default. Patriarchy is an ideology and has nothing to do with biology.

[187] All relevant references are given as per basic standards of a research product and gender expert has documented her practical experiences or the lessons learnt/unlearnt as footnotes where deemed necessary.

[188] Affirmative action is meant to increase diversity in the workplace. Affirmative action refers to a range of different policies designed to either fix known problems with discrimination at the company or ensure that the company's current policies do not unintentionally discriminate.

afterwards as well[189]. The policy makers and decision takers have to be constantly reminded that; *"190*

The benefits from women's economic empowerment will extend not only to women but also to men, children, and to the whole society, and will lead to poverty reduction and national development. It is important to share the understanding that gender issues are an "opportunity" and not a "cost" to the governments of developing countries and project implementing agencies. Also, it is necessary to establish a win-win situation of economic growth and gender integrated projects: a structure that will be a new driving force for future economic activities by including women as new players."

Once this guarantee is obtained and communication is initiated a set of following strategies and activities in a calculated and coordinated manner may be executed to meet the expected results from the approved interventions.

Gender Mainstreaming[191] will be the foundation strategy. Building on this it is proposed that PAFAID shall be implemented with a two pronged 2-Cs strategies namely, Capacity Development and Community Based Participatory Partnership with gender perspectives. The very titles of these sub-strategies draws the shape of success (theory of change in technical terms) that is required to be visualized now in order to achieve the qualitative and quantitative results of the project.

Capacity Development (CD):

JICA[192] defines Capacity Development is a process where the problem-solving capacity of a developing country improves at various levels, including individuals, organizations and society, when viewed as a whole. CD differs from capacity building (CB) in that: it looks at capacity improvements in systems, policies and social systems, not just organizations and individuals; it is an intrinsic process without any outside intervention; and it looks at "strengthening" and "maintenance" in addition to "building." A custom-built CD approach can be used to strengthen the public sector institutions involved in the implementation of the PAFAID.[193]The three different aspects of CD are i) to increase and widen the knowledge about theory, method, system, definition and so on ii) to develop skills. They include the adoption of new knowledge into practice, technical skills and so on and iii) to

[189] For instance, ensuring the provision of women with basic veterinary training to protect their livestock/ any training provided is conducted in the village/culturally acceptable and geographically accessible venue rather than in towns/hotels since women's physical mobility can be an issue/engagement of reliable civil society organizations to mobilize and train women and youth in livestock production and marketing/ all technical inputs and services are provided to women.

[190]JICA.2009. Task Force for Thematic Guidelines on "Gender and Development" Public Policy Department JAPAN INTERNATIONAL COOPERATION AGENCY

[191] Kindly refer to the Gender Glossary. Kindly remain cognizant that the literature and UN strategies/documents too supports the position that GMS , as a strategy, does not preclude interventions that focus only on women or only on men. In some instances, the gender analysis that precedes programme design and development reveals severe inequalities that call for an initial strategy of sex-specific interventions. However, such sex-specific interventions should still aim to reduce identified gender disparities by focusing on equality or inequity as the objective rather than on men or women as a target group. In such a context, sex-specific interventions are still important aspects of a gender mainstreaming strategy. When implemented correctly, they should not contribute to a marginalization of men in certain critical area/s. Nor should they contribute to the evaporation of gains or advances already secured by women. Rather, they should consolidate such gains that are central building blocks towards gender equality.

[192] JICA .2011.Thematic Guidelines on Agricultural and Rural Development

[193] Adapted from JICA.2014.Implementation Guideline. JICA Capacity Building Project for the Implementation of the Executive Programme for the Agricultural Revival

change (improve) one's attitude[194]. The report recommends the project to focus on changes in practical attitude. Any individual capacity development produces "change agents" who have right understanding of newer concepts, gender and development and improved knowledge and skills and they will be conducive to playing a leading role for organizational capacity development. The trained participants would immediately implicate the obtained knowledge and skills into their work through producing an action plan by the end of the training course and obligates its implementation as a part of the training course.[195] This would lead towards contributing to "Organizational Development".

Proposed set of activities:

- **Stakeholders Analysis:** should be continued, expanded and carried forward in the implementation phase. PAFAID needs to conduct an analysis and may include new players (for example women faculty and students of veterinary schools, women development department, health department, women chambers of commerce and industries, informal and formal networks of women and civil society organizations for gender equality, rural communities, media, startups, teachers/educationists, Philanthropists, Bureau of statistics, etc.).[196]

- **Trainings and Capacity Building Workshops, Exposures, Visits:** Technical Needs Assessment followed by Trainings on defined thematic areas[197]. On-site awareness visits of not only field-level/extension service workers but of high/higher ranking officials; could be the follow-up/practical part of some trainings as well.

- **Communication for Development (ComDev):** The Pandemic COVID 19 is changing and will be changing the not only the task distribution within the households but on-farm activities and Market linkages. Therefore, ComDev assumes strategic significance[198].

Expected /Desired gender results[199]:

1. Enabling environment for women workers (clean rest rooms, day care facility, transport arrangement, prayer room etc.)
2. Institutional mechanisms established for building and maintaining liaisons with all stakeholders

[194] While attitude involves mind's predisposition to certain ideas, values, people, systems, institutions; behaviour relates to the actual expression of feelings, action or inaction orally or/and through body language. Attitude is internal. Behaviour is external.
[195] To maintain the required speed, steadiness and sustainability of PAFAID, the concerned government departments in both the PAFAID provinces may be enabled by instituting a one window operation stop/unit/counter to coordinate with all the stakeholders and enable inclusion of women and youth (girls and boys) representatives to access information about the project and the services it is offering to the target districts and focused populations. A helpline can be initiated as well.
[196] Stakeholder analysis as global research recommended, should not be seen as a 'one-off' exercise, but an iterative and cumulative process. Understanding of the dynamics of power and difference within and between stakeholder groups, and the best ways in which the different interests can be represented and negotiated, are needed to be continually refined. Therefore, such Consultations should be a continued activity. Kindly refer to inventory of important terms.
[197]Some suggested thematic areas based on the available knowledge and understanding could be: Value chain thinking, Community Participation, Planning, ICT, Entrepreneurship, report writing, communication, Attitudinal change, Negotiation, Management. Engaging youth in agriculture, Gender sensitization, Gender responsive budgeting, food safety, up grading of VC,Participatory monitoring etc.)
[198] Since the knowledge management and communication plan for PAFAID aims for the same result this activity can be shifted there as well. By definition it is the systematic use of participatory communication methods and tools to facilitate access to information, knowledge sharing, and the active participation of the stakeholders involved in a development initiative.
[199] These may be considered as Key Performance indicators and used accordingly in monitoring.

3. PAFAID data base in place
4. Policies shall be developed and approved for promoting Youth in agriculture and women in agriculture (specific VC province wise) with gender perspectives
5. Reports with sex, age and other relevant variables disaggregated data

Community Based Participatory Partnership (CBPP)[200]:

- The report recommends the PAFAID to create partnerships with other NGOs / CBOs working on community development issues including agriculture. Through community mobilization, involvement, participation and ultimate partnership an ownership shall be built, and this would pave the way towards achieving results of the project.
- The report recommends creating four committees (men, boys, women and girls) besides establishing an advisory council at district level with representation from each committee who would be more often involved in stakeholders' consultations. Other members of district advisory council should include representatives from community gate keepers (religious/faith leaders, culturally prominent individuals etc.). and representatives from the district government.
- To maintain regularity and plan for sustainability it is further proposed to apply the model of an activity centre (segregated by sex i.e. Agri-Friendly Centre -for women and girls and Agri-Friendly centre-for Men and Boys).[201]

Proposed set of activities for all Communities (girls and boys/women and men):

1. Identifying and building linkages to mobilize the communities; and organizing awareness raising about the PAFAID through mobile texts/voice messages, community networks, chambers etc.[202]
2. Conducting participatory research
3. Capacity building trainings on use of technology, entrepreneurship, setting small business, planning, report writing, food safety, climate change and agriculture.
4. Arranging meetings with extension workers and communities
5. Working with communities for their action plans

[200] A CBPP provides a process and structure for agencies, institutions and communities to work together to address problems important to a community. Although creating a community partnership provides many benefits, it requires time and patience and at times may be challenging. In all power structures, the role of the community influential or gatekeepers is quite significant and general community acceptance of any sensitive issue is dependent on the attitude and level of receptivity of the gatekeepers.

[201] This model would not only concentrate resources around one entity to avoid competition and lack of focus, but it is hoped that youth groups' learning about the struggles of women can change the perception and create the culture of co-collaboration, particularly if they are at the same table. These centers could be established within houses and or business points. Incentivization (preferably non-monetized) is also suggested. One centre can act at different timings and or days to cater to the multi-purpose needs of women/girls and men/boys.

[202] This document has not discussed COVID19 impact separately but the Pandemic in progress and afterwards would impact all stages, activities and sub activities of PAFAID and new techniques of reaching out the communities will be a pre-requisite to finalize any activity/intervention. Digital literacy of Pakistan is higher than actual literacy. Chambers and community networks can be used as well. If social distancing is observed, then small group activities can be materialized. More specific and detailed plans would be extended by knowledge and communication plans of PAFAID. Involvement of social enterprises and entrepreneurs would bring to PAFAID social innovation as well. Digital policies should also be consulted, and relevant departments be contacted for disseminating information and effectively using technologies. Kindly refer to annex 9 (Chapter3) for exposure to mass media and internet usage among men, women, youth in urban and rural areas of Pakistan. Some studies/papers are available for digital Agriculture in Pakistan and specific districts of Balochistan. These alongwith digital policies for PAFAID provinces may be examined while finalizing Communication Plan for PAFAID.

Expected/Desired Results:[203]

1. Use of Technology introduced[204]
2. Increased job opportunities for Youth (Girls & Boys) and increased job opportunities for Women & Men
3. Equal access to services (trainings, technology, meetings etc.) by women and girls
4. Increased visibility of women in Value Chains (Cattle farming, Food processing, etc.)
5. Increased youth-led agri-entrepreneurship and increased women-led agri-entrepreneurship
6. Formation of formal or informal associations of farmers (women and men and from female and male youth groups)
7. Increased coordination/communication with the Livestock and Dairy Departments/other relevant departments

General Principles for applying the strategies:

The PAFAID will:

1. work with communities and NOT for communities
2. use simple and understandable language in reports
3. allocate more time to actions and critical and creative processes rather than ceremonial meetings
4. developed the Monitoring and Evaluation frameworks (separate) for the approved Project activities and will be adjusted if activities are changed/cancelled/substituted accordingly.
5. use gender and youth checklists as key parameters to gauge its own pace and performance
6. actually, mainstream gender and youth perspectives rather than seeing these as standalone entities
7. be open to new partnerships and social innovation
8. not justify exclusion of women, girls ,boys and other disadvantaged groups under any excuse[205]
9. Monitor perception change about gender and youth by integrating relevant approaches in the developed guidelines and toolkits
10. Select gender champions on a biannual basis to facilitate perception change on gender among men.

[203] These may be considered as Key Performance indicators and used accordingly in monitoring.

[204] Including gender equitable technology

[205] GMS at times becomes confusing and challenging. Inclusion of women e.g. in Cattle Meat VC does not mean that GMS in Cattle meat VC in KP should start from having women butchers (though it is neither unimaginable nor impossible) but there can be in a woman run/owned slaughterhouse. but it implies that the VC has at some point/node women who are very often neither counted nor contacted by the public and private sectors. Therefore, the concerned project implementers should start seeing the process GMS as an integral part of the project and not as an add on. It's the needs (needs to create income, jobs, removal of gender biases, discriminations etc.) not numbers that must be chased. Beliefs and perceptions about what is appropriate and what is not for women needs to be identified and challenged (or at least not justified) not only within deprived communities but amongst technical experts and officials themselves. At times compulsions pushes for more dramatic and instant transformations before pro-poor growth and or attitudinal change communication become palpable. For example, in Pakistan some widows and divorced mothers are driving taxis and trucks and are working as street hawkers/vendors as they have to. Similarly, in international fast food chains and posh beauty salons young women and girls work attired in Western clothes while on duty and returning back to their homes in conventional *purdah*. Women from KP are participating successfully in "nontraditional sports/inappropriate sports for women "like weightlifting and cycling" -by choice. The distinction and blurring between choice, compulsion and courage need to be regarded while working with projects aiming for the economic empowerment of women and or other disadvantaged groups.

11. Identify influencers among stakeholders to ensure and increase participation rates of women and youth groups

The pointer for the fruitful finish of PAFAID is the **Readiness** of the relevant institutions/organizations to understand the project and work together with relevant stakeholders alongwith UNIDO teams to enhance the capacity of the relevant Govt. departments/line departments, create enabling Environment for Gender Mainstreaming, believing in the relevance and rationality of the Economic Empowerment of women and promotion of Agri-entrepreneurship among youth and women.

Suggested Guidelines Ensuring Gender Mainstreaming (GMS) in the PAFAID

The following matrix presents a set of suggested guidelines for ensuring GMS in the PAFAID.

Matrix 7: Gender Mainstreaming (GMS) in PAFAID Project Cycle[206]

Purpose	To analyse the roles and needs of women and men; girls and boys and addresses any gender inequalities so that they can equally access, equally participate in and equally benefit from the resources, services, capacity building and other activities offered by the PAFAID.
Stage	Inception
Key Activities	Status of Activities/Progress/comments [207]
Ensure equal opportunity to women and men, girls and boys in the management and implementation arrangements of project.	*Create terms of reference for project staff that include gender sensitivity/respect for diversity as a competency and/or include incentives for women to apply.* [208]*Recruitments: A monitoring expert with ample knowledge of GMS shall be required throughout the project life.* Gender Expert Recruited in February 2020 (for 81 days)
Assess and categorize the project's potential to integrate gender dimensions and contribute to the advancement of gender equality.	Project Document Examined with gender lens by the gender expert Review shared with Project Management Expert (Headquarter) Regular Team Meetings Held Research tools examined by the gender expert and necessary advice extended to integrate gender dimensions. Inception report shall provide the missing elements from the Project Document.
Collect and analyse sex-disaggregated and age disaggregated data and qualitative information to understand roles and needs of women and men; girls and boys	Research Studies Designed. Gender Analysis conducted by the gender expert, Value Chain Experts & a specialist survey firm.
Design project activities to meet the specific needs of women and men, girls and boys.	*Gender Sensitization & GMS Trainings for the implementing partners (Senior officers and field/extension staff) from the provincial governments.* *Training to field staff for community participation.* *Stakeholders' meetings.* *Selecting CSOs for working with PAFAID in consultation with concerned government officials.*
Incorporate mechanisms to ensure gender balanced representation and	*Field visits (actual sites) and meetings with key actors in the chain at workplace*

[206] Adapted & customized from UNIDO.2015.Guide On Gender Mainstreaming Agribusiness Development Projects. Vienna.
[207] Suggested activities (not quantified at this stage) are in colour blue and in italics. Comment & Recommendation are in colour Green
[208] Taking into consideration the budgetary constraints that most of the projects face and PAFAID too may not be able to recruit some relevant experts like Gender, Communication, Policy Analysts etc. but the expertise can be availed on need basis through inclusion of such experts in the list of stakeholders and constituting expert groups. Perhaps using social media and engaging with women and youth network who can mobilize more women, girls and boys would be interesting and larger numbers are anticipated. Also, PAFAID can motivate women to bring with them their best friend doing the same activity to fulfill the culture norm of not traveling alone and at the same time increase the participation rate.

participation in project activities and decision-making processes (target at least 40% of whichever sex is underrepresented). Take into account any adverse impacts or risks that may affect the equal access to, equal participation in and/or equal benefit from project activities among women and men, girls and boys.	*Meetings with women chambers and chambers of business and commerce and CSO partners* *Prepare and finalize MoU/Devise mechanisms to ensure that PAFAID activities reaches to 40% females (women& girls) available/found/existing in a particular area/setting/community and for a specific intervention through different activities*[209] *Establish community committees (one each for women, girls, boys and men) for appropriate representation of the targeted beneficiaries* *Research based advocacy* *Record impressions from the field by the field coordinators* *Document findings from FGD, Consultative meetings with stakeholders including community gatekeepers to map out the risks and barriers for each group of beneficiaries* *Design and disseminate culturally appropriate messages for behavior and social change*
Develop gender-specific targets or performance indicators that track gender results and impact.	Indicators will be gender and youth inclusive for all approved activities. Gender Mainstreaming Checklists and Youth Mainstreaming Checklist of UNIDO (included in gender analysis report) shall be taken as guidelines for ensuring gender sensitive management of the entire project.
Allocate sufficient financial resources for gender equality and women's and girl's empowerment activities.	Gender Expert shall be consulted to review the Gender Training/s Manual by UNIDO GMS training/s shall be conducted by the gender expert for project team GMS training shall include personnel from human resource and finance desks as well *Project Staff shall undertake online trainings on gender by UN.* *Project budget may be reviewed.*

This gender analysis right from the beginning has looked into guides from different sources and is using UNIDO's own GMS guide and insights drawn from JICA's learning to suggest the guidelines. While striving for a gender-equitable participation of targeted beneficiaries (that does involve challenging patriarchal norms and mindsets) for promoting GMS in the PAFAID Project uncompromising caution[210] has been taken to evade any contravene with any group of stakeholders

[209] Rationale: Aim higher for inclusion of females and if 50% of the target is achieved it shall be seen as a success considering the challenging local contexts and augmenting background characteristics and manifestations of patriarchy (poverty, illiteracy, inaccessibility, VAWG/GBV etc.)

[210] In a world where only 14 %of women and 10 %of men worldwide have no gender social norms biases bolder but empathetic and culturally sensitive communication strategies are needed. Statistics source: UNDP 2020.

and semblance of any negative impact[211] when there exists difference in the way how PAFAID touches on targeted beneficiaries. This, if adopted in letter and spirit, would not only ensure quality implementation but improve the efficiency as well.

The suggested Guidelines focus on GMS[212], as the strategy to reflect various needs of PAFAID in the fields Value Chains of Apple and Cattle Meat in selected districts of Balochistan and KP, respectively. The broader aim or purpose is to ensure GMS in the PAFAID. These Guidelines explain gender perspectives[213] and how such perspectives should be reflected in the actions so that all those involved in the PAFAID could clearly follow gender perspectives related to the specific VCs and gender-responsive actions, procedures and instruments remain part of the pathways in the stages of formulation, inception, implementation, monitoring, and evaluation of the project.

This guideline may be read in conjunction with ESMP of UNIDO for the PAFAID. Like all projects, it is important that PAFAID, may seek approaches from the perspective of involving vulnerable stakeholders and youth as a specific target group (girls and boys) in the mainstream, in addition to gender perspectives[214]. The Guidelines are expected to help all users better appreciate and embrace the diversity in the field of the selected VCs and within the project districts, eventually and incrementally becoming more inclusive with integrated and innovative approaches.

C. Finale

Does Agriculture need women and girls? The answer is yes not only because poverty has a woman's face and feminization of agriculture is a living reality but because mostly women are often not "allowed growing" due to their predetermined position in care economy and unpaid work. Non-recognition of the contributions of rural and or poor women in agri-value chains is one of the many manifestations of patriarchal culture that somehow gets comfortably integrated in not only in individual lives but at times in the organizational mindsets. Regrettably, different structures in development practice and governance as well as the society at large have cleverly assigned social sanction and legal safeguard to it. While there is no instant cure to this ill all that has been achieved so far to treat it adequately is to place gender mainstreaming strategy and guiding principles.

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[211] Negativity can be of many forms and shapes. It could be overt and covert both. It could be in attitudes, choice of words, tone type of intervention and An Example of Negative Impacts of Development **:** Danish economist Esther Boserup argues in her well-known monograph "Women's Role in Economic Development," a pioneer work calling for attention to Women in Development (WID) approaches, that men and women traditionally took part together in farm work in Africa, but as a result of colonial development, fertile farmlands were converted into plantations of coffee and tea, and men were employed as wage-workers at plantations, while subsistence farming on barren land became women's work. This resulted in gender division of labour where "the man work outside the home, the woman work inside," and the status of women with no access to cash income accordingly became lower. Source: Boserup Esther (1970): "Women's role in Economic Development" St. Martin's Press, New York.

[212] Kindly refer to gender glossary given at the beginning of this report.

[213] ibid

[214] Response to socially disadvantaged people: In developing countries, gender is not the only factor on which prejudices and disparities are based. Others include class, caste, race (ethnicity), age and disability, and some people are socially excluded because of these. Setting quotas for training participants and committee members will lead to effective cooperation in response to these kinds of social exclusion issues, as will incorporating into project activities diverse genetic resources, which are suited to local conditions and which have traditionally been used by the indigenous people, as well as knowledge and experience in farming techniques that utilize these resources. Given the social sensitivity of these issues, any initiatives need to be addressed in full consultation with the residents of the relevant community. Source: Japan International Cooperation Agency (JICA) .2011.Thematic Guidelines on Agricultural and Rural Development

This gender analysis, based on knowledge, data, information, interpretation and inspiration drawn from diverse but matching sources and is principally using UNIDO's own GMS guide and insights drawn from JICA's learning to suggest the guidelines for promoting GMS in the PAFAID project. To attain gender equality, not only condition but the position of women, youth and all socially disadvantaged groups who have a stake in agri-business/value chains must be changed. Policies, legislation, rules of business, institutional arrangements, physical environment, and amenities all play a critical role GM. Transformative changes require transformative leadership at all levels. All actions, strategies, speed, directions, directives, and decisions are interconnected and interlocked and effectiveness or ineffectiveness of one directly plugs into the other.

Women who bear the greater share of disease and honour also bear the greater share of poverty and nonrecognition in the agriculture in Pakistan, like elsewhere. Youth that forms the greatest cohort of the population (youth bulge will be ultimately elderly bulge too) has to be brought from margins to the mainstreams. Policy-level decisions with participatory planning and strategic management are required to ensure that more sex and age disaggregated data are needed to monitor (primarily) gender gaps and (secondarily) other social vulnerabilities prevalent in agriculture (VC in PAFAID context), with a view to establishing policies for gender equity and facilitating economic growth. Additionally, the Gender-differentiated data and information must be available for policy makers to be able to assess the situation and develop appropriate, evidence-based responses and policies. Such data must be collected and analysed within the policy-making process and enable them to take corrective actions.

Civil society organizations, including NGOs and women's groups, are precious allies in gathering information about the potential or actual impact of government policies, and they should be consulted regularly. Advancing public servants' awareness and expertise through information campaigns and training must be seen as the pivot in the entire implementation of PAFAID. Strong, visible and continued communication and collaboration with relevant organizations within UN and donor/technical aid group/s must be initiated on emergency footing to avoid any negative and unnecessary competition, subtle or obvious resistance and duplication of interventions.

There is no singular pathway, either to exit gender disparities and social injustices or design to embrace equality mechanisms. Empowerment remains a distant dream for a vast majority of Pakistani women and some specific regions, belts and ethnic divides in PAFAID provinces make this even more remote. The silver bullet in the obviously bleak scenario is the host country itself rather its people who have to make a choice to economically empower themselves. This again is easier said than done and nothing can be achieved by working in silos and by concentrating on protagonists only. Just as in a value chain each participant is inevitable to sustain the chain, any project cannot achieve any desired and expected result by excluding any stakeholder. Therefore, it is imperative to remain cognizant of the context/s while proposing solutions that do not lead to newer sets of problems or GBCs. This definitely is a tough call and demands from decision makers a fine balance of cultural consciousness, social approval, calculated risks and technical correctness.

This chapter formally concludes the analysis (with all limitations and reservations -as documented in chapter 1). However, it is actually a starting point to recognize more profoundly that to achieve the desired results and to sustain the effectiveness of PAFAID; it is not just relevant but undisputable to start and scale up a focused conversation about the local contexts, social innovation and enhance critical thinking to accelerate the journey towards reducing gender inequalities in underprivileged provinces of Pakistan through doable, affordable, scalable and sustainable interventions, arrangements and engagements.

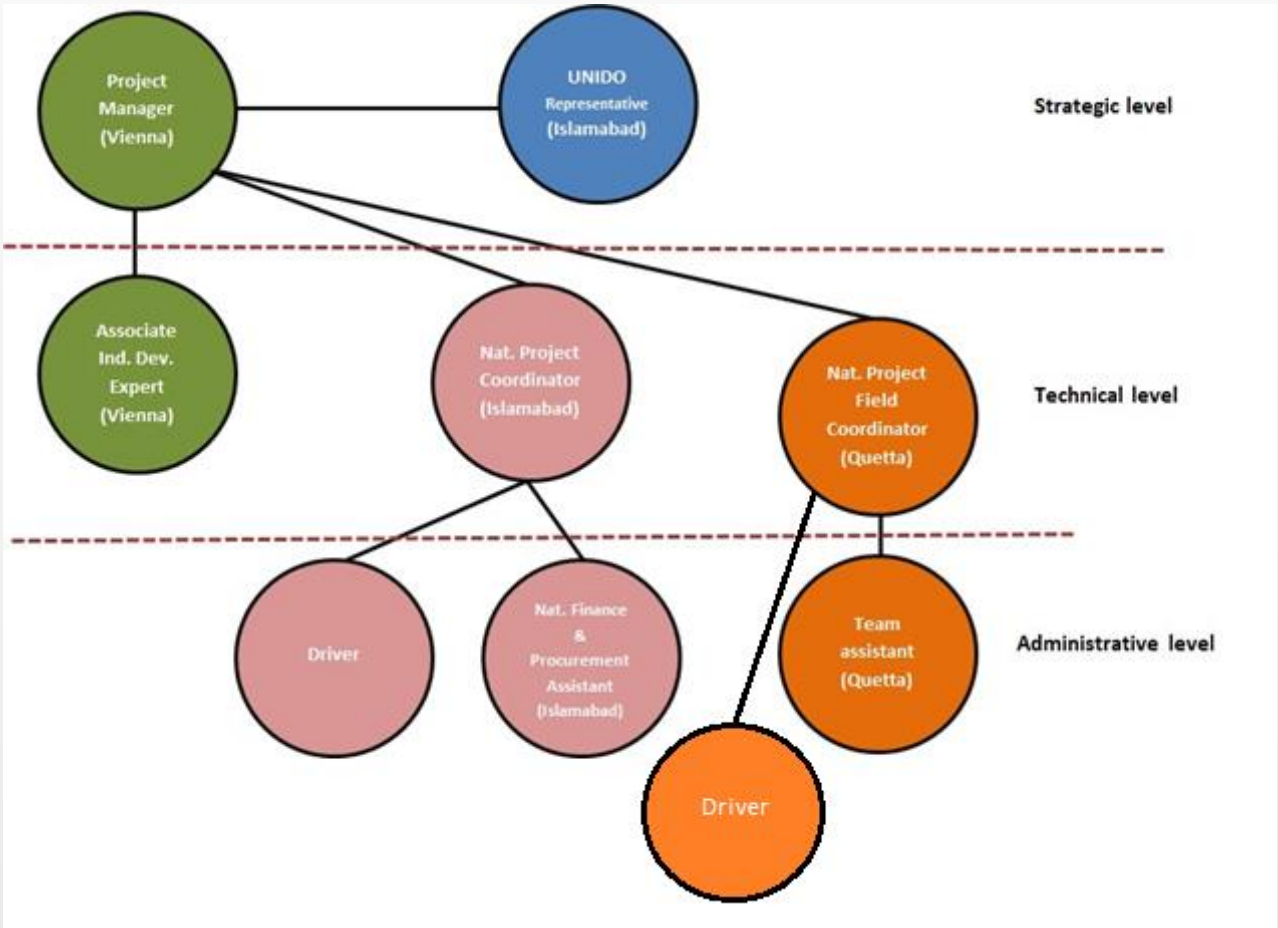
Annex 1: Salient features of the PAFAID

Impact **Enhanced livelihood of people living from the cattle meat value chain in KPK and apple value chain in Balochistan as a main source of income resulted from improved capacities and practices**	1. 5,000 new jobs created for the industry (fresh producers, manufacturers/processors, e.g. slaughterhouse, butcher) 2. 25,000 people (women & men, girls & boys) living under poverty who gain access to quality-assured products in Khyber Pakhtunkhwa and Balochistan 3. Livelihood of 50,000 beneficiaries (Women & men, girls & boys) improved through project activities for the rural farmers / workers (women & men; girls & boys)
Outcome **Improved pilot applications in the compliance capacities and value addition practices of the cattle meat value chain in Khyber Pakhtunkhwa & apple value chain in Balochistan**	1. 1449 female and male actors gaining new skill through UNIDO knowledge areas (best available technology; best management practices and international standards; climate resilient industrial development; product and process quality and safety; gender equality and empowerment of women in the ISID context) 2. 35 firms with improved management practices. 10 upgraded enterprises should be women-led, women-focused, women-owned, and/or have at least 10% of women in staff and youth-led, youth-focused, youth-owned, have at least 10% of youth in staff (depending on size and types of private sector organization). 3. Average 10 sales price of product increased for food safety and quality compliant product. 4. 12 new technologies adopted
Specific Expected Results **(Outputs)**	• Enabling environment from food safety compliance aspect improved for the cattle meat value chain in Khyber Pakhtunkhwa ○ 25 capacity building activities provided on legislative framework, inspection and gender ○ 3 laws, policy documents drafted ○ 2 guidelines and toolkits produced related to the value chain ○ 2 standard-setting processes with UNIDO participation ○ 12 workshops / expert working group organized • Cattle meat compliance and productive capacities are piloted by following safety, quality and environmental best practices ○ 3 guidelines and toolkits produced related to the value chain ○ 39 capacity building activities provided on the developed guidelines • New practices in value addition are introduced ○ 2 capacity building activities provided on value addition • Market linkages of actors from the meat value chain improved ○ 3 capacity building activities provided on product packaging

	○ 3 study tour/expo participation organized • Enabling environment from value addition and food safety compliance aspect improved for the apple value chain in Balochistan ○ 2 laws, policy documents drafted ○ 5 capacity building activities provided on the developed guidelines ○ 2 guidelines produced for value chain actors ○ 9 workshops / expert working group organized • Value addition and safety and quality compliance practice are piloted ○ 1 guideline and toolkit produced for value chain actors ○ 20 capacity building activities provided on the developed guidelines • Market linkage of actors from the apple value chain is improved ○ 1 capacity building activity provided on product packaging ○ 2 capacity building activities provided on product packaging
Geographic Focus	2 provinces with specific action focus in selected districts/regions **Balochistan:** Quetta, Killa Saifullah, Killa Abdullah, Pishin & Kalat[215] districts **Khyber Pakhtunkhwa:** Peshawar, Abbottabad, Kohistan and D. I. Khan districts
Focus Population	Farmers and herders, particularly youth and women Food processing enterprises

[215] Kalat was included in the inception phase.

Annex 2: Project Management Structure



Annex 3: The PAFAID & SDG 5--- How the project addresses the SDGs

Through the creation of new job opportunities, the project will create higher income potentials and increase the standard of living of rural communities.

The inception phase will consider the potential impact of upgraded production of the selected value chains. Food security in KPK and Balochistan are more economic driven and by uplifting the rural economy these issues can be also tackled.

The project will provide equal opportunity for women to work. Simultaneously, the project will promote the approach of equal money for equal work.

UNIDO aims to introduce industrialized production and manufacturing practices thus ensuring value addition of end products.

Annex 4: Sustainable Development Goals Indicators Pakistan DHS 2017-18

Indicator	Sex		Total
	Male	Female	
2. Zero hunger			
2.2.1 Prevalence of stunting among children under 5 years of age	38.2	37.1	37.6
2.2.2 Prevalence of malnutrition among children under 5 years of age	9.9	9.2	9.5
a) Prevalence of wasting among children under 5 years of age	7.6	6.6	7.1
b) Prevalence of overweight among children under 5 years of age	2.3	2.6	2.5
3. Good health and well-being			
3.1.2 Proportion of births attended by skilled health personnel	na	na	69.3
3.2.1 Under-five mortality rate[1]	80	68	74
3.2.2 Neonatal mortality rate[1]	52	33	42
3.7.1 Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods[2]	na	48.6	na
3.7.2 Adolescent birth rates per 1,000 women			
a) Girls aged 10-14 years[3]	na	0.0	na
b) Women aged 15-19 years[4]	na	46	na
3.a.1 Age-standardised prevalence of current tobacco use among persons aged 15 years and older[5] Proportion of the	22.6	4.7	13.7[a]
3.b.1 target population covered by all vaccines included in their national programme			
a) Coverage of DPT containing vaccine (3rd dose)[6]	77.0	73.6	75.4
b) Coverage of measles containing vaccine (2nd dose)[7]	69.6	63.7	66.6
c) Coverage of pneumococcal conjugate vaccine (last dose in schedule)[8]	76.6	72.6	74.7
5. Gender equality			
5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months[9,10]	na	24.8	na
a) Physical violence	na	13.6	na
b) Sexual violence	na	3.6	na
c) Psychological violence	na	20.6	na
5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18			
a) before age 15	na	3.6	na
b) before age 18	na	18.3	na
5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care[11]	na	31.4	na
5.b.1 Proportion of individuals who own a mobile telephone[12]	92.7	39.2	66.0[a]

	Residence		Total
	Urban	Rural	
7. Affordable clean energy			
7.1.1 Proportion of population with access to electricity	99.4	88.1	92.2
7.1.2 Proportion of population with primary reliance on clean fuels and technology[13]	87.8	25.5	48.2

	Sex		Total
	Male	Female	
8. Decent work and economic growth			
8.10.2 Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider[14]	31.6	6.0	18.8[a]
16. Peace, justice, and strong institutions			
16.9.1 Proportion of children under 5 years of age whose births have been registered with a civil authority	42.5	41.9	42.2
17. Partnerships for the goals			
17.8.1 Proportion of individuals using the Internet[15]	28.4	12.0	20.2[a]

Note: Table excludes Azad Jammu and Kashmir and Gilgit Baltistan na = Not applicable [1] Expressed in terms of deaths per 1,000 live births for the 5-year period preceding the survey/[2] Data available for currently married women

[3] Equivalent to the age-specific fertility rate for girls age 10-14 for the 3-year period preceding the survey, expressed in terms of births per 1,000 girls age 10-14 [4] Equivalent to the age-specific fertility rate for women age 15-19 for the 3-year period preceding the survey, expressed in terms of births per 1,000 women age 15-19/[5] Data are not age-standardised and are available for women and men age 15-49 only./[6] The percentage of children age 12-23 months who received three doses of pentavalent (DPT-HepB-Hib)/[7] The percentage of children age 24-35 months who received a two doses of measles

[8] The percentage of children age 12-23 months who received a three doses of pneumococcal conjugate vaccine/[9] Data are available for women age 15-49 who have ever been in union only./[10] In the DHS, psychological violence is termed emotional violence./[11] Data are available for currently married women who are not pregnant only./[12] Data are available for women and men age 15-49 only./[13] Measured as the percentage of the population using clean fuel for cooking [14] Data are available for women and men age 15-49 who have and use an account at bank or other financial institution; information on use of a mobile-money-service provider is not available./[15] Data are available for women and men age 15-49 who have used the internet in the past 12 months./[a] The total is calculated as the simple arithmetic mean of the percentages in the columns for males and females.

Annex 5: Type of employment: Women

Type of employment: Women

Percent distribution of ever-married women age 15-49 employed in the 12 months preceding the survey by type of earnings, type of employer, and continuity of employment, according to type of employment (agricultural or nonagricultural), Pakistan DHS2017-18

Employment characteristic	Agricultural work	Nonagricultural work	Total
Type of earnings			
Cash only	61.2	90.1	81.0
Cash and in-kind	9.2	2.0	4.2
In-kind only	6.1	0.3	2.1
Not paid	23.5	7.7	12.6
Total	100.0	100.0	100.0
Type of employer			
Employed by family member	42.4	24.0	29.9
Employed by nonfamily member	44.7	42.3	42.9
Self-employed	13.0	33.7	27.2
Total	100.0	100.0	100.0
Continuity of employment			
All year	36.8	77.7	64.6
Seasonal	60.2	11.2	26.8
Occasional	3.0	11.1	8.6
Total	100.0	100.0	100.0
Number of women employed during the last 12 months	778	1,682	2,470

Note: Total includes women with missing information on type of employment who are not shown separately. Table excludes Azad Jammu and Kashmir and Gilgit Baltistan.

Educational attainment: Women

Percent distribution of ever-married women age 15-49 by highest level of schooling attended or completed, and median years completed, according to background characteristics, Pakistan DHS 2017-18

Background characteristic	Highest level of schooling					Total	Median years completed	Number of women
	No education	Primary	Middle	Secondary	Higher			
Total5	49.2	**16.5**	**9.4**	**11.8**	**13.1**	**100.0**	1.3	12,364

Educational attainment: Men

Percent distribution of ever-married men age 15-49 by highest level of schooling attended or completed, and median years completed, according to background characteristics, Pakistan DHS 2017-18

Background characteristic	Highest level of schooling					Total	Median years completed	Number of men
	No education	Primary	Middle	Secondary	Higher			
Total5	25.4	**20.3**	**15.2**	**20.1**	**18.9**	**100.0**	6.7	3,145

Wealth quintiles[216]

Percent distribution of the de jure population by wealth quintiles, and the Gini Coefficient, according to residence and region, Pakistan DHS 2017-18

Residence/region	Wealth quintile					Total	Number of persons	Gini coefficient
	Lowest	Second	Middle	Fourth	Highest			
Residence								
Urban	2.9	7.2	16.9	30.7	42.3	100.0	28,578	0.14
Rural	29.8	27.4	21.8	13.8	7.2	100.0	49,763	0.29
Region								
Punjab	**11.4**	18.8	22.1	23.2	24.5	100.0	40,684	0.24
Urban	0.7	4.9	15.6	29.0	49.8	100.0	14,914	0.10
Rural	17.7	26.8	25.9	19.8	9.8	100.0	25,770	0.26
Sindh	**36.3**	13.6	13.1	19.1	17.9	100.0	18,717	0.39
Urban	5.5	8.5	18.1	33.8	34.0	100.0	9,591	0.18
Rural	68.7	18.9	7.8	3.6	1.0	100.0	9,126	0.38
Khyber Pakhtunkhwa	16.9	28.8	24.9	15.5	13.8	100.0	11,895	0.24
Urban	2.3	7.7	17.3	32.6	40.1	100.0	2,297	0.10
Rural	20.4	33.9	26.7	11.5	7.5	100.0	9,599	0.23
Balochistan	28.8	30.7	21.4	12.6	6.5	100.0	4,694	0.26
Urban	10.8	21.1	21.3	27.7	19.1	100.0	1,331	0.24
Rural	**35.9**	34.6	21.4	6.7	1.5	100.0	3,363	0.22
ICT Islamabad	0.4	4.4	14.1	23.8	57.2	100.0	680	0.15
FATA	**51.3**	**34.5**	**8.7**	**3.8**	**1.7**	**100.0**	**1,670**	**0.34**
Total[1]	20.0	20.0	20.0	20.0	20.0	100.0	78,341	0.27
Azad Jammu and Kashmir	13.0	26.5	27.8	18.4	14.3	100.0	10,550	0.27
Urban	2.4	15.7	28.3	25.5	28.1	100.0	1,815	0.21
Rural	15.3	28.7	27.7	16.9	11.4	100.0	8,735	0.27
Gilgit Baltistan	40.2	37.2	14.1	5.1	3.3	100.0	7,521	0.36

[1] Total excludes Azad Jammu and Kashmir and Gilgit Baltistan.

[216] Wealth index: Households are given scores based on the number and kinds of consumer goods they own, ranging from a television to a bicycle or car, and housing characteristics such as source of drinking water, toilet facilities, and flooring materials. These scores are derived using principal component analysis. National wealth quintiles are compiled by assigning the household score to each usual (de jure) household member, ranking each person in the household population by their score, and then dividing the distribution into five equal categories, each with 20% of the population. *Sample:* Households presents data on wealth quintiles and the Gini coefficient according to residence, region, and province. The Gini coefficient indicates the level of concentration of wealth, with 0 representing an equal wealth distribution and 1 representing a totally unequal distribution. Pakistan's Gini coefficient is 0.27, indicating a relatively uneven distribution of wealth in the population. Table 2.6 of PDHS 2017-18.NIPS(2018).

Annex 6: Good Practices for Integrating Gender Equality and Women's Empowerment in Climate-Smart Agriculture Programmes217.

Title	Good Practice
Risk, vulnerability and capacity	Analyse climate risks, differential vulnerability and capacity of people, ecosystems and institutions.
Participation, inclusion and gender equality	Ensure participation, agency, transparency and inclusion of all groups.
Climate information and uncertainty	Incorporate management of uncertainty and use of climate information by women and men.
Planning and decision- making processes	Promote anticipatory, flexible and forward-looking adaptation planning and decision-
Innovation, local and indigenous knowledge and technology	Support innovation, local (including traditional and indigenous) knowledge and gender-
Sustainable economies	Promote empowerment, market synergies and opportunities, increase access to financial
Institutional linkages	Establish institutional arrangements and linkages that facilitate multi-stakeholder engagement.
Learning, capacity building and knowledge management	Integrate learning, capacity building, monitoring and knowledge management processes.
Scaling up and sustainability	Support ongoing and sustainable adaptation at scale.

[217]FAO and CARE. 2019. Good Practices for Integrating Gender Equality and Women's Empowerment in Climate-Smart Agriculture Programmes. Atlanta. 108 pp. Licence: CC BY-NC-SA 3.0 IGO

Annex 7 Matrix: Information on some key Socio-economic indicators of Pakistan

Indicator	Information	Indicator	Information
Drinking Water	95% of all households have access to an improved drinking water source. Only 7% of the households use an appropriate water treatment method.	Disability by domain	13% of household members age 5 or above have some level of difficulty in at least one functional domain, while 6% have a lot of difficulty or cannot function at all in at least one domain.
Sanitation	70% have an improved sanitation facility that is not shared with the other households; however, 25% have flush linked to the septic tank.	Disability by sex	Women and men age 15 or above most often report experiencing difficulty in seeing(15% and 12%, respectively) and in walking and climbing steps (15% and 11%,respectively).
Indoor Smoke	49% of the households use solid fuel for cooking.	Disability by age	The proportion of household members who have difficulty in each domain rises with age, with a rapid increase after age39.
Electricity	93% of the households have electricity	Disability by education	Women and men with no education (13% and 14%, respectively) are more likely than women and men with a higher education (2% each) to have a lot of difficulty or no ability at all in at least one domain.
Birth Registration	42% of children under age 5 are registered, and 36% have a birth certificate; 84% of adults age 18 and above have a National Identity Card	Employment and control over earnings	Almost all currently married men (98%) were employed during the past 12 months, as compared with only 19% of currently married women. Nearly half of currently married women (49%) with cash earnings decide independently on how their earning are used.
Education	50% of women have no education compared with 34% of men.	Ownership of property	A significantly larger proportion of men than women own houses and land. Three percent of women and 72% of men own a house, while 2% of women and 27% of men own land.
School Attendance	Net attendance ratio (NAR)is 59% at the primary level and 38% at the middle/secondary level.	Participation in decision making	41% of women indicated that they make decisions regarding their own health care jointly with their husband, 37% reported that such decisions are made mainly by their husband, and 10% said that they mainly make these decisions on their own.
Marital status	96% of ever-married women and 98% of ever-married men are currently married, while 4% of women and 2% of men are divorced, separated, or widowed.	Attitudes towards wife beating	42% of women and 40% of men agree that wife beating is justified in at least one of six specified situations.
Education	Ever-married men are more likely than ever-married women to have secondary or higher education (39% versus25%).	Empower ment and health outcomes:	Use of any contraceptive method is higher among women who participate in one or more household decisions. Also, women's participation in decision making is positively associated with three specified components of reproductive care (antenatal care, delivery from a skilled provider, and postnatal checkups).
Exposure to media	Television is the most commonly accessed form of media among both women (51%) and men (55%). Men also are more likely than women to be exposed to the radio and newspapers. Among internet users, however, 60% of women	Experienc e of violence	28% of women age 15-49 have experienced physical violence since age 15, and 6%have experienced sexual violence. Seven percent of women who have ever been pregnant have experienced violence during pregnancy.

	and 53% of men reported daily use in the past 12months.		
Employment	17% of women and 96% of men are currently employed.	Out-migration within Pakistan	14% of households had at least one member who had out-migrated within the previous 10 years; three-quarters of out-migrants moved to urban areas
Occupation	Women are more likely to be employed in agriculture than men (32% and 21%, respectively). About a quarter of women (24%) who are involved in agriculture do not receive any payment for their work.	Nutritional status of children	38% of children in Pakistan are stunted (short for their age), 7% are wasted (thin for their height), and 3% are overweight (heavy for their height).
Health insurance	Women are less likely than men to have health insurance. Overall, 8% of women and 9% of men benefit from the Benazir Income Support Programme (BISP).	Antenatal care	86% of women who gave birth in the5 years before the survey received antenatal care (ANC) from a skilled provider, a 13-percentage-point increase from 2012-13. Fifty-one percent of women had at least four antenatal care visits.
Problems in accessing health care	Nearly 7 in 10 women reported at least one problem in accessing health care for themselves.	Nutritional status of women	5% of women age 15-49 are short (less than 145 cm), and 9% are underweight (BMI less than 18.5). More than half of the women(52%) are overweight or obese (BMI greater than or equal to 25.0).

Annex 8: Ownership of title or deed for land: (Women & Men)

Ownership of title or deed for land: Men **Amongever-marriedmenage15-49whoownland,percentdistributionbywhetherthelandownedhasatitleordeed and whether or not the man's name appears on the title or deed, and percentage of men who have the autonomy to sell the land they own, according to background characteristics, Pakistan DHS2017-18**							
Background characteristic	Land has a title or deed and:		Does not have a title/deed	Don't know/ missing[1]	Total	Percentage who have autonomy to sell the land they own	Number who own land[2]
	Man's name is on title/deed	Man's name is not on title/deed					
Age							
15-19	*	*	*	*	*	*	4
20-24	14.7	14.5	65.2	5.6	100.0	14.0	57
25-29	26.0	11.5	60.8	1.7	100.0	23.7	140
30-34	24.6	17.5	57.3	0.6	100.0	24.0	160
35-39	47.2	9.3	42.3	1.2	100.0	41.0	174
40-44	43.9	13.6	42.5	0.0	100.0	42.2	139
45-49	60.2	7.3	32.3	0.2	100.0	62.6	181
Residence							
Urban	46.8	11.8	40.4	1.0	100.0	42.2	160
Rural	37.7	11.8	49.5	1.1	100.0	36.8	695
Region							
Punjab	52.1	8.4	38.8	0.7	100.0	49.4	491
Urban	55.7	8.5	35.8	0.0	100.0	50.3	88
Rural	51.3	8.4	39.4	0.9	100.0	49.3	402
Sindh	34.6	37.4	27.7	0.3	100.0	34.5	117
Urban	(60.3)	(33.4)	(6.3)	(0.0)	100.0	(50.2)	28
Rural	26.4	38.7	34.5	0.4	100.0	29.5	89
Khyber Pakhtunkhwa	23.5	8.6	65.2	2.7	100.0	20.7	120

Urban	40.2	6.4	47.7	5.6	100.0	40.8	16
Rural	20.8	8.9	67.9	2.3	100.0	17.5	104
Balochistan	4.3	4.0	91.2	0.5	100.0	7.6	102
Urban	2.8	2.1	94.4	0.7	100.0	3.0	24
Rural	4.8	4.6	90.3	0.4	100.0	9.0	78
ICT Islamabad	57.9	5.3	27.5	9.3	100.0	44.5	9
FATA	19.0	3.8	74.4	2.8	100.0	24.2	17
Total[3]	39.4	11.8	47.8	1.1	100.0	37.8	855

Note: Figures in parentheses are based on 25-49 unweighted cases. An asterisk indicates that a figure is based on fewer than 25 unweighted cases and has been suppressed.

[1]Includesmenwhohavelandwithatitle/deed,buttheydonotknowiftheirnameisonit(orthisinformationismissing), and men who do not know if there is a title/deed for the land (or this information is missing)

[2] Includes sole, joint, or sole and joint ownership

[3] Total excludes Azad Jammu and Kashmir and Gilgit Baltistan.

Ownership of title or deed for land: Women **Among ever-married womenage15-49whoownland,percentdistributionbywhetherthelandownedhasatitleordeed and whether or not the man's name appears on the title or deed, and percentage of men who have the autonomy to sell the land they own, according to background characteristics, Pakistan DHS2017-18**

Background characteristic	Land has a title or deed and:		Does not have a title/deed	Don't know/ missing[1]	Total	Percentage who have autonomy to sell the land they own	Number who own land[2]
	Woman's name is on title/deed	Woman's name is not on title/deed					
Age							
15-19							
20-24	*	*	*	*	*	*	4
25-29	(39.1)	(0.0)	(57.0)	(3.9)	100.0	(18.0)	25
30-34	(24.5)	(0.0)	(72.8)	(2.7)	100.0	(24.1)	52
35-39	(35.4)	(0.0)	(63.7)	(0.9)	100.0	(28.4)	33
40-44	(37.7)	(0.6)	(59.8)	(1.9)	100.0	(33.2)	61
45-49	*	*	*	*	*	*	20
Residence							
Urban	43.0	0.1	52.2	4.7	100.0	34.6	66

Rural	43.4	0.6	55.1	0.8	100.0	37.4	192
Region							
Punjab	46.5	0.0	53.5	0.0	100.0	38.9	190
Urban	*	*	*	*	*	*	26
Rural	(23.9)	(0.0)	(76.1)	(0.0)	100.0	(23.2)	32
Sindh	*	*	*	*	*	*	4
Urban	(41.9)	(1.8)	(53.5)	(2.7)	100.0	(39.7)	5
Rural	*	*	*	*	*	*	2
Khyber Pakhtunkhwa	43.3	0.5	54.4	1.8	100.0	36.6	259
Urban	46.5	0.0	53.5	0.0	100.0	38.9	190
Rural	*	*	*	*	*	*	26
Balochistan	(23.9)	(0.0)	(76.1)	(0.0)	100.0	(23.2)	32
Urban	*	*	*	*	*	*	4
Rural	(41.9)	(1.8)	(53.5)	(2.7)	100.0	(39.7)	5
ICT Islamabad	*	*	*	*	*	*	2
FATA	43.3	0.5	54.4	1.8	100.0	36.6	259
Total[3]	46.5	0.0	53.5	0.0	100.0	38.9	190

Note: Disaggregation by residence is not shown for regions due to the small number of cases. Figures in parentheses are basedon25-49unweightedcases.Anasteriskindicatesthatafigureisbasedonfewerthan25unweightedcasesandhas been suppressed. [1]Includeswomenwhohavelandwithatitle/deed,buttheydonotknowiftheirnameisonit(orthisinformationismissing), and women who do not know if there is a title/deed for the land (or this information is missing) [2] Includes sole, joint, or sole and joint ownership [3] Total excludes AJK &G-B

Table 3.4.1 Exposure to mass media: Women

Percentage of ever-married women age 15-49 who are exposed to specific media on a weekly basis, according to background characteristics, Pakistan DHS 2017-18

Background characteristic	Reads a newspaper at least once a week	Watches television at least once a week	Listens to the radio at least once a week	Accesses all three media at least once a week	Accesses none of the three media at least once a week	Number of women
Age						
15-19	3.3	38.1	4.5	0.3	58.1	600
20-24	4.7	49.1	4.1	0.8	48.8	1,889
25-29	4.9	52.9	4.1	0.5	44.8	2,548
30-34	5.4	53.1	2.7	0.4	44.5	2,413
35-39	5.2	51.2	3.6	0.3	46.1	2,163
40-44	5.8	52.0	3.7	0.4	45.2	1,437
45-49	5.2	46.7	4.0	0.6	50.5	1,316
Residence						
Urban	8.7	70.7	3.2	0.6	27.2	4,550
Rural	3.0	38.9	4.0	0.4	58.4	7,814
Education						
No education	0.2	31.7	3.7	0.0	66.0	6,080
Primary	4.3	57.5	3.5	0.2	39.5	2,037
Middle	5.7	67.5	4.2	0.5	30.5	1,160
Secondary	9.2	74.4	3.8	1.2	22.8	1,463
Higher	20.0	78.9	3.3	1.7	18.2	1,624
Wealth quintile						
Lowest	0.5	14.2	3.4	0.0	83.4	2,258
Second	1.2	32.0	4.1	0.2	64.4	2,430
Middle	2.4	53.3	4.5	0.2	44.2	2,504
Fourth	7.0	69.6	3.1	0.7	28.6	2,594
Highest	13.5	78.2	3.4	1.2	19.5	2,579
Region						
Punjab	5.2	60.3	2.2	0.5	38.4	6,630
Urban	7.7	74.9	2.0	0.5	23.6	2,402
Rural	3.7	52.0	2.3	0.4	46.9	4,228
Sindh	6.6	51.6	3.9	0.6	46.7	2,850
Urban	10.7	71.5	3.7	0.8	26.7	1,527
Rural	1.8	28.5	4.0	0.4	69.8	1,323
Khyber Pakhtunkhwa	3.3	26.9	4.4	0.3	69.0	1,901
Urban	7.7	53.6	3.9	0.1	41.9	366
Rural	2.2	20.6	4.5	0.4	75.4	1,535
Balochistan	2.9	28.0	14.4	0.3	59.7	642
Urban	6.9	44.8	11.2	0.8	47.8	188
Rural	1.3	21.1	15.8	0.1	64.6	454
ICT Islamabad	16.1	77.5	6.1	2.4	20.0	107
FATA	0.7	5.6	8.6	0.0	86.8	234
Total[1]	5.1	50.6	3.7	0.5	46.9	12,364
Azad Jammu and Kashmir	6.7	51.2	5.3	0.8	45.9	1,720
Urban	9.8	66.6	3.9	0.6	31.6	292
Rural	6.0	48.1	5.6	0.9	48.9	1,428
Gilgit Baltistan	3.9	43.5	2.5	0.1	55.5	984

[1] Total excludes Azad Jammu and Kashmir and Gilgit Baltistan.

Annex 9: Exposure to mass media and internet usage among Women & Men[218]

Table 3.4.2 Exposure to mass media: Men

Percentage of ever-married men age 15-49 who are exposed to specific media on a weekly basis, according to background characteristics, Pakistan DHS 2017-18

Background characteristic	Reads a newspaper at least once a week	Watches television at least once a week	Listens to the radio at least once a week	Accesses all three media at least once a week	Accesses none of the three media at least once a week	Number of men
Age						
15-19	(17.6)	(53.0)	(14.1)	(5.1)	(32.8)	40
20-24	19.2	49.9	6.8	0.7	41.1	265
25-29	23.7	54.6	8.7	1.7	37.5	607
30-34	30.2	62.2	8.6	3.5	31.6	603
35-39	29.4	59.6	8.9	3.6	30.7	617
40-44	29.5	49.2	7.6	2.1	40.7	502
45-49	26.8	52.5	8.0	2.9	40.9	511
Residence						
Urban	32.5	68.3	7.8	2.9	24.2	1,264
Rural	23.4	46.8	8.7	2.4	44.5	1,881
Education						
No education	0.8	30.9	7.4	0.0	65.1	800
Primary	16.7	52.6	8.4	1.0	38.2	640
Middle	31.6	66.0	5.8	2.2	24.4	478
Secondary	42.8	63.3	10.3	5.3	24.6	633
Higher	53.3	74.5	9.5	5.4	17.8	594
Wealth quintile						
Lowest	10.2	18.2	9.2	1.4	71.8	554
Second	14.4	45.7	9.5	1.1	44.5	613
Middle	29.0	62.5	9.4	2.6	27.6	619
Fourth	34.1	68.1	6.2	2.7	26.0	680
Highest	43.4	75.3	7.8	5.0	18.3	680
Region						
Punjab	27.9	65.8	6.0	2.6	28.5	1,657
Urban	30.3	75.2	5.9	2.2	20.2	660
Rural	26.3	59.7	6.0	2.8	34.0	997
Sindh	27.2	49.3	11.4	3.3	39.5	784
Urban	33.6	59.6	10.1	3.8	29.2	441
Rural	19.0	36.0	13.0	2.7	52.7	342
Khyber Pakhtunkhwa	27.8	38.0	11.7	2.0	49.2	438
Urban	46.4	67.2	10.1	3.8	20.6	87
Rural	23.1	30.8	12.1	1.6	56.4	350
Balochistan	17.8	34.1	5.6	1.3	58.8	185
Urban	25.2	53.5	7.3	2.8	40.6	56
Rural	14.6	25.6	4.8	0.6	66.7	129
ICT Islamabad	42.8	81.8	16.1	7.9	12.7	32
FATA	14.0	18.8	13.9	0.5	66.0	49
Total[1]	27.1	55.4	8.3	2.6	36.3	3,145
Azad Jammu and Kashmir	27.8	62.3	9.0	0.7	29.1	336
Urban	44.8	70.1	5.6	0.9	21.7	65
Rural	23.8	60.4	9.8	0.7	30.9	271
Gilgit Baltistan	27.2	57.2	7.9	1.3	37.1	210

Note: Figures in parentheses are based on 25-49 unweighted cases.
[1] Total excludes Azad Jammu and Kashmir and Gilgit Baltistan.

[218] NIPS 2019. Original Tables with original numbers reproduced

Table 3.5.1 Internet usage: Women

Percentage of ever-married women age 15-49 who have ever used the internet, and percentage who have used the internet in the past 12 months; and among women who have used the internet in the past 12 months, percent distribution by frequency of internet use in the past month, according to background characteristics, Pakistan DHS 2017-18

Background characteristic	Ever used the internet	Used the internet in the past 12months	Number	Among respondents who have used the internet in the past 12 months, percentage who, in the past month, used internet: Almost every day	At least once a week	Less than once a week	Not at all	Missing	Total	Number
Age										
15-19	6.5	5.7	600	(34.4)	(45.9)	(19.7)	(0.0)	(0.0)	100.0	34
20-24	14.6	14.1	1,889	56.3	25.9	14.9	2.3	0.6	100.0	267
25-29	16.1	15.3	2,548	61.2	28.0	9.8	1.0	0.0	100.0	390
30-34	15.1	14.1	2,413	62.4	23.8	10.3	3.5	0.0	100.0	340
35-39	11.2	11.0	2,163	63.3	26.2	10.4	0.1	0.0	100.0	238
40-44	8.5	8.4	1,437	61.6	23.4	14.4	0.6	0.0	100.0	120
45-49	8.1	7.4	1,316	59.7	25.0	14.4	0.9	0.0	100.0	98
Residence										
Urban	22.4	21.5	4,550	62.8	26.1	9.2	1.7	0.2	100.0	980
Rural	6.9	6.5	7,814	55.3	26.4	16.9	1.3	0.0	100.0	507
Education										
No education	1.1	1.0	6,080	49.0	29.1	17.1	4.7	0.0	100.0	59
Primary	6.4	6.1	2,037	50.8	27.8	20.0	1.4	0.0	100.0	124
Middle	11.8	10.8	1,160	55.5	30.3	12.9	0.0	1.4	100.0	125
Secondary	22.4	21.4	1,463	55.6	25.7	17.6	1.1	0.0	100.0	313
Higher	55.3	53.3	1,624	64.8	25.4	8.0	1.8	0.0	100.0	865
Wealth quintile										
Lowest	0.2	0.2	2,258	*	*	*	*	*	*	5
Second	1.6	1.5	2,430	(39.7)	(33.2)	(25.6)	(1.6)	(0.0)	100.0	37
Middle	4.3	3.8	2,504	44.9	25.3	26.4	3.5	0.0	100.0	94
Fourth	14.3	13.5	2,594	56.2	26.2	15.0	2.5	0.0	100.0	350
Highest	40.3	38.8	2,579	64.1	25.9	8.6	1.1	0.2	100.0	1,001
Region										
Punjab	15.7	15.2	6,630	58.1	27.4	12.6	1.9	0.0	100.0	1,009
Urban	25.9	25.3	2,402	59.1	29.2	9.5	2.2	0.0	100.0	608
Rural	9.9	9.5	4,228	56.4	24.7	17.4	1.5	0.0	100.0	401
Sindh	11.7	11.0	2,850	69.1	21.5	8.1	0.8	0.5	100.0	313
Urban	20.5	19.2	1,527	72.0	19.0	7.6	0.7	0.6	100.0	294
Rural	1.5	1.5	1,323	*	*	*	*	*	*	19
Khyber Pakhtunkhwa	6.8	6.0	1,901	53.6	28.4	17.0	1.0	0.0	100.0	114
Urban	13.3	12.0	366	51.4	28.4	17.7	2.5	0.0	100.0	44
Rural	5.2	4.5	1,535	55.0	28.5	16.5	0.0	0.0	100.0	70
Balochistan	2.8	2.3	642	60.9	31.7	7.0	0.4	0.0	100.0	15
Urban	9.2	7.5	188	61.1	32.8	5.6	0.4	0.0	100.0	14
Rural	0.2	0.1	454	*	*	*	*	*	*	0
ICT Islamabad	31.7	31.0	107	68.9	23.2	7.2	0.7	0.0	100.0	33
FATA	1.5	1.3	234	*	*	*	*	*	*	3
Total[1]	12.6	12.0	12,364	60.3	26.2	11.8	1.6	0.1	100.0	1,487
Azad Jammu and Kashmir	13.4	12.6	1,720	65.3	24.8	8.0	1.8	0.0	100.0	217
Urban	23.1	22.8	292	71.5	20.2	4.9	3.5	0.0	100.0	67
Rural	11.4	10.6	1,428	62.6	26.9	9.4	1.1	0.0	100.0	151
Gilgit Baltistan	6.7	5.9	984	41.3	36.1	20.5	2.0	0.0	100.0	58

Note:Figuresinparentheses arebasedon25-49unweightedcases.Anasteriskindicatesthatafigureisbasedonfewerthan25unweightedcasesandhasbeen suppressed.
[1] Total excludes Azad Jammu and Kashmir and Gilgit Baltistan.

Table 3.5.2 Internet usage: Men

Percentage of ever-married men age 15-49 who have ever used the internet ever, and percentage who have used the internet in the past 12 months; and among men who have used the internet in the past 12 months, percent distribution by frequency of internet use in the past month, according to background characteristics, Pakistan DHS 2017-18

Background characteristic	Ever used the internet	Used the internet in the past 12months	Number	Among respondents who have used the internet in the past 12 months, percentage who, in the past month, used internet:						
				Almost every day	At least once a week	Less than once a week	Not at all	Missing	Total	Number
Age										
15-19	(31.1)	(26.2)	40	*	*	*	*	*	*	10
20-24	31.2	30.6	265	58.0	33.2	8.0	0.9	0.0	100.0	81
25-29	31.5	31.0	607	54.4	34.5	11.1	0.0	0.0	100.0	188
30-34	36.8	33.9	603	58.0	27.5	14.2	0.1	0.3	100.0	205
35-39	31.8	30.0	617	47.3	42.0	10.7	0.0	0.0	100.0	185
40-44	24.0	22.2	502	55.1	30.1	14.8	0.0	0.0	100.0	112
45-49	22.4	21.7	511	48.1	31.6	20.3	0.0	0.0	100.0	111
Residence										
Urban	42.3	40.1	1,264	54.1	31.9	14.0	0.0	0.0	100.0	506
Rural	21.5	20.5	1,881	51.8	35.7	12.2	0.2	0.1	100.0	386
Education										
No education	4.8	3.7	800	(61.4)	(32.6)	(6.0)	(0.0)	(0.0)	100.0	30
Primary	11.8	10.9	640	26.6	45.4	28.0	0.0	0.0	100.0	70
Middle	31.4	30.2	478	32.3	48.3	18.9	0.5	0.0	100.0	144
Secondary	40.9	38.8	633	51.7	31.3	16.9	0.0	0.1	100.0	246
Higher	69.9	67.8	594	65.5	27.6	6.8	0.0	0.1	100.0	403
Wealth quintile										
Lowest	6.5	5.7	554	(48.2)	(42.4)	(7.2)	(2.2)	(0.0)	100.0	32
Second	11.8	11.2	613	40.8	46.7	12.4	0.1	0.0	100.0	69
Middle	22.1	21.4	619	46.3	45.3	8.5	0.0	0.0	100.0	132
Fourth	37.9	35.5	680	49.0	30.7	20.3	0.0	0.0	100.0	241
Highest	64.1	61.5	680	60.1	28.6	11.2	0.0	0.1	100.0	418
Region										
Punjab	31.3	30.4	1,657	49.4	34.7	15.9	0.0	0.0	100.0	504
Urban	43.4	42.3	660	50.6	31.8	17.6	0.0	0.0	100.0	279
Rural	23.2	22.5	997	47.9	38.4	13.8	0.0	0.0	100.0	225
Sindh	27.0	24.3	784	53.1	34.9	12.0	0.0	0.0	100.0	190
Urban	39.3	35.4	441	53.2	34.3	12.5	0.0	0.0	100.0	156
Rural	11.2	9.9	342	(52.6)	(37.8)	(9.6)	(0.0)	(0.0)	100.0	34
Khyber Pakhtunkhwa	30.2	29.5	438	67.0	24.9	7.6	0.5	0.0	100.0	129
Urban	47.1	45.7	87	72.9	25.6	1.5	0.0	0.0	100.0	40
Rural	26.0	25.5	350	64.3	24.6	10.3	0.8	0.0	100.0	89
Balochistan	26.5	23.0	185	55.8	39.3	4.4	0.0	0.5	100.0	43
Urban	41.2	37.4	56	60.9	34.2	3.8	0.0	1.1	100.0	21
Rural	20.1	16.8	129	(50.8)	(44.2)	(5.0)	(0.0)	(0.0)	100.0	22
ICT Islamabad	55.2	54.4	32	65.5	22.1	9.5	1.1	1.8	100.0	18
FATA	18.3	18.3	49	(28.9)	(55.8)	(15.3)	(0.0)	(0.0)	100.0	9
Total[1]	29.8	28.4	3,145	53.1	33.5	13.2	0.1	0.1	100.0	892
Azad Jammu and Kashmir	26.6	25.5	336	63.0	26.0	8.3	2.7	0.0	100.0	86
Urban	41.7	39.7	65	48.1	32.0	16.3	3.6	0.0	100.0	26
Rural	23.0	22.2	271	(69.3)	(23.5)	(4.9)	(2.3)	(0.0)	100.0	60
Gilgit Baltistan	34.1	33.3	210	57.6	32.9	8.0	0.0	1.5	100.0	70

Note: Figures in parentheses are based on 25-49 unweighted cases. An asterisk indicates that a figure is based on fewer than 25 unweighted cases and has been suppressed.
[1] Total excludes Azad Jammu and Kashmir and Gilgit Baltistan.

Annex 10: Off-Farm Value Chain Opportunities for Youth[219]

Off-Farm Activity	Opportunities and Benefits to Youth	Observed Limitations
Farm Services Services in land preparation, herbicide/pesticide spraying, pruning, weeding, seeding harvesting, post-harvest handling	Low barriers to entry Youth can earn money in rural areas without access to land Motivates youth to earn so as to rent a plot of land of their own (leads to growth)	Gender norms discourage women from providing many of these services Casual wage labor may not be appealing to youth Mechanization equipment is expensive
Agriculture tool production	Use of vocational skills in welding, carpentry	Most farmers buy low-cost imported Most roles are occupied by men
Construction of agricultural structures and shelters	Use of vocational skills in construction and carpentry	Most roles are occupied by men May require a higher degree of skill and/or education
Input dealer Input sales, referrals to farm services	Profitable, growth-oriented business Can provide extension services where lacking Leverages connections to expand businesses Can make use of ICTs to provide information and advice where lacking Can make inputs available locally where previously unavailable Takes advantage of favorable or subsidized bulk pricing of inputs	Requires access to transportation May not provide enough opportunity for full-time work May require access to capital and storage facilities Need license to sell pesticides in some countries
Village agent Farm profiling, referrals to extension services, soil testing, sell	Can provide extension services where lacking Can make use of ICTs to provide	May not provide enough opportunity for full-time work Role may be within NGO-led

[219] USAID 2016.Youth Engagement in Agricultural Value Chains Across Feed the Future: A Synthesis Report.

inputs, loan intermediation	information and advice where lacking Can be part-time employment	program and not sustainable Requires sustained learning about new products & technologies Positions require high levels of education and social capital Financial needs of agents can lead to unscrupulous practices
Extension services Deliver information and education to farmers (e.g., new inputs and technologies)	Technical jobs are appealing Can earn high income	Requires technical training and minimum of high school education Capacity of extension service systems varies by context
Transporter Transport of agricultural products to market	Use of vehicles is appealing and profitable Wage employment opportunity Offers mobility Some examples of female truck drivers (challenging norms)	Requires access to capital (if self-employed) Still seen largely as a male role Transport of agricultural products may not be as profitable as transporting passenger or other commodities Higher risks associated with health, sexually transmitted diseases, and occupational safety
Trader	Women can be involved in product aggregation and often dominate trade	Gender norms can restrict mobility in some places Financial capital may be restricted for women, affecting liquidity
Retail shops	Can be part-time work Requires low mobility Allows youth to juggle competing demands on their time (especially young women)	High capital requirement Recordkeeping can be a challenge Market is often over-saturated(low-demand)

Youth financial services/bookkeeping	Appealing white-collar job Allows youth to apply education in rural areas to help farmers formalize their areas to help farmers formalize their agribusinesses and comply with tax regulations	Requires a diploma in accounting
Medium-sized agribusiness entrepreneur	High growth potential Creates employment for unemployed, educated youth in the agriculture sector Encourages youth to return to rural areas	Restricted to highly entrepreneurial youth with a university diploma

Annex 11: Case Studies & Abstracts

Agriculture, Rural Development and Gender:

1) **ABSTRACT[220] :**The popular literature in development communication is found in innovation diffusion studies. Most diffusion programmes are supported with media plan. This study attempted objective evaluation of the communication strategies for the campaign on agricultural improvement practices in five developing countries namely: **Pakistan, India, Philippine, Senegal and Mexico.** The literature on the agricultural information systems addressed the organized mobilization of the peasant farmers to adopt modern agricultural practices. The multi-step-flow theory of information diffusion in large clientele systems was used to evaluate the communication strategy that supported the campaign program in the five countries. This approach paved the way for the understanding of innovation diffusion process in complex target populations. It was recommended that the traditional mass media of communications alone did not effectively support the diffusion process. Rather, the use of a combination of the mass media and some variations in the use of interpersonal network led to effective diffusion process. **CONCLUSION:** The programme evaluation study in this report revealed a number of issues that are worth the attention of researchers, sponsors as well as campaign communication planners. The study draw conclusion on a number of matters of learning experience. The programmes that were evaluated exhibited the crawling pace of subsistent agriculture in the countries under study. The communication strategy that is confined on the traditional mass media of communications did not effectively support the agricultural modernization campaign programmes of these nations. The communication strategy that utilized extensive variations in the use of interpersonal networks proved to be more effective than the strategy that confined to the traditional mass media of communications. The programmes that featured large-scale mobilization of the entire national population made it difficult for the manager of the programmes to implement the communication strategy plan.
2) **JICA's Cooperation for Information Centers for Women in the Philippines[221]:** The "Project on Gender Responsive Employability (wage and self) and Training (GREAT)" (February 2004 to February 2007) in the Philippines, provided vocational training programs for women, and at the same time, developed a database and collected good practices of training, so that interested parties in and outside the TESDA Women's Centre can have access to information on women's vocational training. In addition, the project provided assistance in establishing a One-Stop–Center. The center provides comprehensive service where female future entrepreneurs can collect all the necessary information to start a business, without going to different offices and institutions

[220]COMMUNICATION STRATEGY FOR AGRICULTURALPROGRAMMES IN DEVELOPING COUNTRIES.Egbula, F. U. Department of Mass Communication Faculty of Communication Technology Cross River University of Technology Calabar, Cross River State, Nigeria. Journal of Environmental Issues and Agriculture in Developing Countries Vol. 2No. 1, April 2010

[221] Japan International Cooperation Agency (JICA) .2011.Thematic Guidelines on Agricultural and Rural Development

3) **The Case of Kilimanjaro Agricultural Training Centre Project in Tanzania, Phase II[222] :**It is estimated that women bear 60-70% of work in rice farming in this region. Men are responsible for agricultural tasks that require physical strength, such as ground levelling and building levees, while women are involved in detailed work, and work that require bending over for a long period of time such as planting and weeding. However, the opportunities for women to participate in training on farming were limited. Therefore, the skills acquired by men through this training were in the end not available to women who actually engage in agricultural work. As a result, there were many cases where new knowledge and technology were not applied in the field. **Based on the recognition that gender-responsive measures were necessary for increasing rice productivity, gender perspectives were included into the project. The gender ratio of training participants was established at 50:50.** Baby-sitters were arranged during the training to ensure opportunity for women's participation. **Training methodology was improved to transfer technology to women, by changing curriculum to make it suitable for both women and men, and by facilitating active involvement of both women and men. Moreover, the introduction of improved kitchen furnaces with high thermal efficiency and an easy-to-use weeding instrument (weeder) was promoted, aiming at reducing the labor burden of women who are engaged in both housework and agricultural work, such as gathering firewood and weeding in the paddy field.** Men started to help women in weeding after the weeder had been introduced, which not only reduced the women's labor burden but also contributed to higher productivity. Additionally, gender training was conducted to raise awareness on gender inequality, as well as training on household financial management for co-management by women and men. As a result of such efforts, irrigated rice farming technology has been adopted unanimously by both men and women and has raised enthusiasm for work on both sides. Consequently, the productivity of rice has improved significantly. The average yield of rice at the model site has increased from 3.1 tons per hectare in 2002 to 4.3 tons in 2005. **The project has not only increased rice yield but also given a positive impact of changing gender relations in the local communities.** For instance, by managing the household budget by husband and wife together, the wives' voices have been reflected in the household expenses. As a result, expenditure for education and medical treatment has increased. Conversations between husband and wife have increased and husbands have started helping wives with housework.
4) **Grameenphone in Bangladesh[223]:** Bangladesh is among the countries with the lowest diffusion rate of telephones. Grameenphone Ltd. adopted a business model of the Grameen Bank and launched its business in 1997 with joint capital investment of Grameen Bank, a Norwegian private telecommunication company, NGOs, and others. The company distributed cellular phones to women on a low-cost plan. Women who acquired cellular phones are widely known as "phone ladies." Registration can be done only in a woman's name. A woman can let her husband and children use the phone and can also provide her phone for the use of the entire community and collect some takas (currency in Bangladesh) per call. Since a single cellular phone allows one to launch a business, the service is currently established as a family-owned business in many communities. It provides people of rural communities with possibilities of obtaining market information of agricultural produce or talking with their

[222] Japan International Cooperation Agency (JICA) .2011.Thematic Guidelines on Agricultural and Rural Development
[223] ibid.

relatives working overseas. In particular, it facilitates self-reliance for women and people with disabilities who previously did not have means for livelihood. (Grameenphone website: http://www.grameenphone.com/)

5) **Case Study[224]:Egypt:** Project for Strengthening Water Management Transfer :Popularizing Farmer Participation-Type Water Management throughout the Country-For years, JICA has extended assistance to improve the efficiency of water use in Egypt's agricultural sector by utilizing the techniques and knowledge of Japan's farmer participation type water management.

Efficient Use of Limited Water Resources

Egypt relies on the Nile River for over 90% of its water resources, and the amount of usable water is limited to 55.5 billion tons per year. Due to this, the efficient use of agricultural water, which accounts for more than 80% of Egypt's total water resources, has been a crucial problem. However, in recent years, illegal irrigation and excessive water intake are increasing in tandem with the popularization of irrigation pumps, and irrigation facilities are also deteriorating. It is difficult for the government to control fair water distribution from upstream to farmland, the tail end. JICA has implemented three technical cooperation projects since 2000 by utilizing the knowledge of Japan's highly evaluated farmer participation-type water management, which is conducted in land improvement districts. In these projects, several water users' associations were established and enhanced to appropriately manage water systems, including branch canal and tertiary canals, called mesqa. In this final project, JICA utilized past outcomes and offered capacity-building assistance for the water users' associations and the Ministry of Water Resources and Irrigation (MWRI), which supports the associations. Assistance was also provided for Egypt to develop a road map, which shows a plan to transfer control of the water system to the branch waterway associations over the next ten years. JICA also conducted flow measurements with the participation of farmers, experiments on a new water-distribution plan that takes the measurement results into account, and joint repair work. These initiatives produced very meaningful outcomes. Accordingly, one of the pilot sites successfully achieved 17% agricultural water saving and reduced the repair cost of water management facilities by 27%. The road map was also officially approved by the MWRI in March 2016 when the project was completed. In this project, past initiatives that had been supported by various donors since the 1980s finally obtained a consensus from the MWRI for the future vision and strategies. Now it is the time for Egypt to become independent and push forward the water management transfer in accordance with the road map.

6) **Smallholder Horticulture Empowerment & Promotion (SHEP)[225]** Approach have developed in Kenya through technical cooperation project by JICA which started from 2006 and succeeded in increasing farmers' income. SHEP is an approach which realizes "Market-Oriented Agriculture" and converts farmers mind from "grow and sell" to "grow to sell". In Kenya, with

[224] https://www.jica.go.jp/english/our_work/thematic_issues/agricultural/study.html

[225] https://www.jica.go.jp/english/our_work/thematic_issues/agricultural/shep/index.html

this approach, the project achieved doubling income of 2,500 smallholders only within 2 years (2007-2009). JICA has set the wide implementation of the SHEP Approach to countries throughout Africa as one of the pillars of Agricultural cooperation in Africa. In this page you will see how SHEP has been expanding. The Concept of SHEP is an Economic and Psychology Hybrid. Thinking from the economic theory "grow to sell" and based on a psychological theory "a mechanism for unlocking farmer motivation". The SHEP approach: History: Horticulture (Vegetables, fruits and cut flowers) is one of the major pillars in Kenya's economy. Approximately 80 % of total production is done by small-scale farmers. However, they are the ones who still suffer from poverty. Based on this background, "Smallholder Horticulture Empowerment Project (SHEP phase 1), a technical cooperation project between Kenyan government and JICA, was launched in 2006. The "SHEP approach" developed in this project greatly contributed to doubling farming income of 2,500 beneficiaries within 2 years.

7) **Promoting Dynamic Rural Communities[226] :** For rural development that reduces poverty, it is important to aim for social changes and invigoration in rural villages from the standpoint of developing agricultural economies and enhancing the livelihood of people. Accomplishing this goal requires going beyond simply raising productivity. For instance, the distribution and sale of food must be improved, the food processing sector energized, export promotion measures strengthened, and agricultural management must also be upgraded to increase non-agricultural income and such. Furthermore, aid is needed that brings together a diverse range of fields. Local administrative functions must be strengthened and rural infrastructures such as community roads and drinking water supplies established. The rural living environment must be improved and level of health and education for residents enhanced. Among other examples of aid is the narrowing of the gender gap. Moreover, for post-conflict countries, because agricultural and rural development is often a key component of aid, JICA gives priority to these activities. To stimulate rural development, JICA supplies aid to local administrative institutions in drafting development plans with the participation of rural residents. JICA also provides aid for the establishment of implementation systems that enable the community to raise income and improve people's livelihood, through improving the processing, distribution and sale of agricultural products. For example, the Smallholder Horticulture Empowerment Project (SHEP, 2006–2009) and the following Smallholder Horticulture Empowerment and Promotion Unit Project (SHEP UP, 2010–2015), the technical cooperation projects implemented in Kenya to support improvement of smallholder farmers' livelihoods, have supported the farmer groups to change their attitudes from "grow and sell" to "grow to sell," introducing the concept of "Farming as a Business." As a result of various support activities—the SHEP approach—to make farmers manage market-oriented agriculture by themselves, the horticultural incomes of the farm households involved in the projects have increased. The effectiveness of the SHEP approach has been recognized by other donors such as the United States Agency for International Development (USAID), and Japanese Prime Minister Shinzo Abe also touched on it at the opening session of the Fifth Tokyo International Conference on African Development (TICAD V) in 2013. In response to this, JICA places priority on implementing the SHEP approach in other African countries by conducting the JICA Knowledge Co-Creation Program (Group and Region Focus) as well as

[226] https://www.jica.go.jp/english/our_work/thematic_issues/agricultural/activity.html

providing careful follow-up monitoring and technical guidance, covering 20 countries as of May 2016. To broaden the scope of utilization, a computer game is currently under development as a new public relations tool for technical officers in Africa. This game will enable them to have a simulated experience of the SHEP approach.

8) Technical Cooperation Projects by JICA[227]

a) **Kenya: Smallholder Horticulture Empowerment Project (November 2006 to November 2009)** A gender survey was conducted at the time of the baseline survey, confirming the differences in needs and problem awareness between men and women in the target farmer groups. These results were reflected in the activity plan. Gender mainstreaming in agricultural management was undertaken using a method of creating a six-level assessment for the three categories of leadership, member cooperative structure and gender, as unique empowerment indicators for measuring the capacity building of farmer groups, and then only moving on to the next level when all goals for each of the three categories for the current level had been attained. Short-term experts in gender issues were also dispatched.

b) **Laos: Aquaculture Improvement and Extension Project Phase II (April 2005 to April 2010)** This project actively encouraged the participation of women in rural areas. As a result, group aquaculture was carried out properly, and the female participants were to become socially empowered. Examples were also seen where women's groups contrived to raise common funds from aquaculture or seed and seedling production, which was set aside to fund mutual aid when required, such as when one of the members gave birth to a child or fell ill.

c) **Ecuador: Capacity Development for Promoting the Sustainable Integral Rural Development for Poverty Reduction in Chimborazo Province (February 2009 to August 2011)** The objective of this project is to implement programs aimed at reducing poverty in Chimborazo Province, which is home to many indigenous people. The project is comprised of: (1) strengthening the capacity of the provincial government, relevant agencies and related organizations to analyze problems in relation to sustainable integral rural development; (2) strengthen their capacity to formulate and plan programs; and (3) strengthen their capacity to implement and manage programs.

Youth-Case Studies/ Research-

1. **ABSTRACT:**RJOAS, 7(43), July 2015.[228]DETERMINANTS OF DECISION AND PARTICIPATION OF RURAL YOUTH IN AGRICULTURAL PRODUCTION: A CASE STUDY OF YOUTH IN SOUTHERN REGION OF NIGERIA. Sunday B .Akpan , Inimfon V .Patrick, Samuel U.James, Damian I. AgomAkwa Ibom State University, Obio-Akpa Campus, Nigeria

Evidence of labour constrained in the rural area and increasing rural –urban migration as well as mounting youth unemployment in urban areas of the Southern of Nigeria drove our interest to analyze youth involvement in agricultural activities in the region. Specifically, the study determined factors that modeled rural youth decision and participation in agricultural activities in the Southern region of Nigeria.

[227] Japan International Cooperation Agency (JICA) .2011.Thematic Guidelines on Agricultural and Rural Development

[228]https://pdfs.semanticscholar.org/6f95/3e329407405a88a1a055590fe4c3e45ed4ab.pdf

Data were collected from 300 youth spread across the rural areas of Akwa Ibom State, one of the States in the region. Combinations of sampling methods were used to collect data for the study. Analytical tools used were descriptive and regression analysis (the Logit and Poisson regression).The Logit model estimates revealed that years of youth in social organization, access to ICT, nature of land ownership, and youth access to state owned agricultural programme were positive determined of decision of youth to engage in agricultural activities in the study area. On the contrary, male youth, years of formal education and marital status of youth were negative determinants. The Poisson estimates showed that, youth age, number of extension visit and years in social organization as well as purpose of farming were positive drivers of youth participation (numbers of hours spent in farm per day)in agricultural activities in the rural areas. On the other hand, years of formal education, farm income of previous farming season, land ownership and access to credit triggered youth participation negatively. Perceived constraints to youth involvement in agricultural activities were insufficient initial capital, insufficient credit facility, poor storage facility, poor access to tractors and inadequate farmland among others . In order to increase youth involvement in agricultural activities in the rural areas, it is recommended that, stake holders should endeavor to provide storage facilities in the rural area to reduce the post - harvest losses. Communities in the rural area should support youth farmers through land donation. In addition, government should empower and strengthen youth groups or social capital formation in the rural Communities. State extension system should be strengthened to deliver more efficient services to youth farmers in the rural areas.

2) Case Study229 :Published by Mercy Corps, Mastercard Foundation, January 1st, 2019

This case study by Mercy Corps and the Mastercard Foundation aimed to identify successful pathways for youth livelihoods in agriculture. By 2030, youth will be 34% of Africa's total population. Thus, there is a strategic opportunity to engage those currently involved in agriculture. Rising education levels of young farmers seems to be tied to shifting preferences toward high-value commodities on minimal land. Moreover, digital trends suggest key entry points to engage young farmers who are seeking more meaningful livelihoods in agriculture. Mobile money offers a key delivery channel for digital financial solutions for smallholders, in addition to the existing youth usage of digital services for agronomic and market information. For this study, 23 young farmers across 10 villages in two Kenyan counties were interviewed, to more fully understand their financial and agricultural portfolios, needs, and outlooks. The study defines 4 youth personas that vary along key demographic, behavioural and attitudinal criteria, which reveals unique pathways to success in agriculture. The Determined Builders have achieved success by progressively and intentionally growing their agricultural business activities. Opportunistic Movers take big risks and have a strong belief in their own ability. Static Planners put family first and see agriculture as a means of achieving stability for their dependents. Rootless Climbers are ambitious for success in agribusiness but struggle to make their aspirations real. The study comes with recommendations for private sector and development actors to serve and support youth: 1) Design for the full range of youth personas and pathways; 2) Customize value chain approaches to address key youth constraints; 3) Use digital solutions to reach youth affordability and at scale, with high potential for impact; 4) Capture opportunities beyond production as enablers.

[229]https://knowledge4food.net/knowledge-portal-item/digital-pathways-for-youth-in-agriculture-afa-case-study/

Women

1. **Summary:** Many African governments, faced with low rural incomes and food security challenges, have developed input subsidy programs in order to enhance agricultural productivity. This paper adds to recent literature analyzing the effects of input subsidy programs and gender on crop diversification in Sub-Saharan Africa. We investigate the effect of Zambia's input subsidy program on crop allocation patterns by gender. In relatively land abundant Zambia, we test both single-equation crop diversification index models and multivariate regression models of cropland allocation. Our study finds that input subsidies reduce crop diversification more in male-headed households than in female-headed households. Further, multivariate regression results confirm that this occurs because female-headed households expand maize acreage less in response to the input subsidy. These findings suggest that greater cropland diversification will be maintained if input subsidy programs are accompanied by loan programs and other assistance which support leadership roles for women in farm households.
2. **"These days' women are farming equally to men, and this has made men become lazy and leave all this hard work to the women. "CASE STUDY PROFILE Florence, Uganda[230].**

Florence, a 40-year-old mother of three and a member of the Apedu tribe, rents an old, three-room house by the roadside in the Amuru district of northern Uganda. She attended school through the sixth grade, but, at the age of 11, her family no longer had enough money for her to continue. After the death of her husband in 2011, she was "inherited" by her current partner into a co-habiting marriage. In addition to their home, they also rent a store nearby. Florence has more than two decades of farming experience, and she and her partner grow food for the family's consumption in a garden adjacent to their home. Florence previously earned most of her money from the home and garden she shared with her late husband, but, after he died, her clan forced her to abandon both. She now worries about her tenuous position as a tenant. Since she is not formally married at present, she would have little claim to household assets or property if anything happened to her current partner or if domestic disputes arose. Despite her and her partner's various activities to generate income for the family—farming, retail, and the intermittent brewing of alcohol for sale—Florence has seen her standard of living decline since her husband's death. Florence is disempowered according to the Women's Empowerment in Agriculture Index; however, she has achieved gender parity with her partner. In the Index diagram, the outer ring identifies the domains. The shaded segments inside represent the indicators in which Florence has adequate achievements.

3. **Participatory Livestock Project in Bangladesh[231]**

The project preparatory technical assistance identified several gender concerns and issues such as the lack of attention paid to women's overwhelming role in livestock production and their lack of access to extension, credit, and markets. It demonstrated that women do much more significant work in small-livestock raising than men, and yet are largely ignored in the training and extension programs of government agencies. Such programs are held in central locations, preventing the participation of women because of their lack of mobility. Women also lack access to credit which

[230] Condensed version by the gender expert. Complete story can be read at www.feedthefuture.gov.
[231] https://www.adb.org/publications/bangladesh-second-participatory-livestock-development-project-brief

they need to expand their livestock holdings. Nongovernment organizations (NGOs) have organized extension and training programs in villages where women's participation has been very high. NGOs have likewise demonstrated ways in which women can be provided access to microfinance for purchasing livestock and equipment, and access to technical services even in villages not covered by government veterinary services. The project has addressed gender concerns in its design by treating women as significant economic actors in their own right. Seventy to eighty percent of primary beneficiaries will be women. Microcredit will be supplied through NGOs to 340,000 households, particularly female-headed households, and landless women, for smallholder poultry, beef-fattening, and goat-rearing enterprises. Village-based extension services and training will be provided to women by NGOs. About 10,800 women will be trained and provided with credit to establish village-based feed supplies, vaccination, and marketing services.

4. Impact from The Australia Balochistan Agribusiness Programme[232]

South Western Balochistan is characterized by high levels of rural poverty. Crop and livestock productivity is low, markets are undeveloped, household food and nutrition insecurity is common, and household livelihoods are vulnerable and fragile. At the same time, agriculture will remain the mainstay of household livelihoods for the majority of households in rural areas in Balochistan for generations to come. There is thus considerable need and scope to increase household incomes by improving crop and livestock productivity and strengthening market access and value chain linkages. This would enable smallholder farmers to enjoy increased returns from crop and livestock production in the province.

The Australia Balochistan Agribusiness Programme was formulated as an adequate response to the urgent need to increase household incomes and to enhance food security by improving crop and livestock productivity and strengthening market access in the project area, with a special focus on female farmers.

The project directly improved food and nutrition security for 10 200 rural households and indirectly for a further 20 400 households in 340 target communities through developing community organizations, increasing crop and livestock productivity, building capacity in marketing and post-harvest skills, and empowering women.

Mother of twelve children, Murad Bibi, who received two sets of chicken on a cost - sharing basis, said: "In a time span of two years, not only did poultry provide nutritious food to my family but also helped me generate income of PKR 93.500 by selling our eggs and chickens. I have opened a bank account for the first time in my lifetime using the money earned from backyard chicken farming. I now tell other women I meet to look at how poultry keeping has changed my life."

[232] http://www.fao.org/3/I9196EN/i9196en.pdf

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