



**M** A H E R Consulting  
Management, Analysis and  
Human Empowerment for Results



# CLIMATE CHANGE

## EMPOWERING WOMEN FOR A SUSTAINABLE FUTURE: GENDER-INCLUSIVE CLIMATE MITIGATION IN PAKISTAN-A POSITION PAPER

**2024**

[WWW.MAHER.CONSULTING](http://WWW.MAHER.CONSULTING)



## **Empowering Women for a Sustainable Future: Gender-Inclusive Climate Mitigation in Pakistan**

By  
Amer Ejaz  
MAHER Consulting  
[www.maher.consulting](http://www.maher.consulting)



C-Accounting and NetZero are the Climate Action initiatives of MAHER Consulting.

## Table of Contents

<b>INTRODUCTION .....</b>	<b>1</b>
<b>UNDERSTANDING GENDER ROLES IN CLIMATE MITIGATION .....</b>	<b>1</b>
<b>POLICY AND LEGISLATIVE FRAMEWORK ON GENDER AND CLIMATE IN PAKISTAN .....</b>	<b>3</b>
<b>WOMEN-LED CLIMATE MITIGATION INITIATIVES IN PAKISTAN .....</b>	<b>5</b>
<b>BARRIERS TO GENDER-INCLUSIVE CLIMATE MITIGATION .....</b>	<b>6</b>
<b>OPPORTUNITIES FOR ENHANCING GENDER PARTICIPATION IN CLIMATE MITIGATION .....</b>	<b>8</b>
<b>RECOMMENDATIONS .....</b>	<b>10</b>

# **Empowering Women for a Sustainable Future: Gender-Inclusive Climate Mitigation in Pakistan**

## **Introduction**

Climate change poses a significant threat to Pakistan, with its impacts becoming more evident in recent years through extreme weather events, unpredictable monsoons, and rising temperatures. As a country heavily reliant on agriculture, and with vulnerable communities scattered across rural and urban regions, the consequences of climate change are felt acutely, particularly by marginalized groups. In this context, climate mitigation—reducing or preventing the emission of greenhouse gases—is essential for Pakistan’s sustainable future. However, effective climate mitigation cannot be achieved without recognizing the distinct roles and contributions of both men and women. Gender plays a critical role in shaping how individuals and communities experience, respond to, and contribute to climate action. Women, especially in rural areas, are often at the forefront of environmental management, food security, and resource conservation. Yet, they remain largely excluded from decision-making processes and climate finance opportunities. The underutilization of their potential in climate mitigation efforts represents a significant gap in Pakistan’s strategy to combat climate change. This position paper focuses on exploring the gender dimensions of climate mitigation in Pakistan, with an emphasis on women's roles and contributions. The paper also discusses the existing policy framework at both federal and provincial levels, examining how gender considerations have been integrated—or overlooked—in climate mitigation efforts.

## **Understanding Gender Roles in Climate Mitigation**

Gender roles in Pakistan are deeply rooted in its social and cultural context, influencing how individuals interact with the environment and contribute to climate mitigation efforts. Traditionally, men and women in Pakistan are assigned distinct responsibilities within the household and community, with women often focusing on domestic duties and men on external economic activities. However, these roles also intersect with the ways both genders impact and are impacted by climate change, particularly in rural areas where livelihoods depend heavily on natural resources.

### **2.1 Disproportionate Impact of Climate Change on Women**

In Pakistan, women bear the brunt of climate change, particularly in rural areas where they are responsible for gathering water, managing household energy, and ensuring food security. With worsening droughts, floods, and changes in agricultural productivity due to climate shifts, women’s workload increases significantly. For example, in arid regions such as Tharparkar, women spend longer hours collecting water due to diminishing resources. This not only places a physical strain on them but also limits their ability to engage in other productive or income-generating activities.

Moreover, women in Pakistan generally have limited access to education, resources, and decision-making platforms. These inequalities further exacerbate their vulnerability to climate impacts and hinder their ability to contribute effectively to climate mitigation. The lack of access to financial resources, technology, and training also restricts their capacity to adopt climate-resilient practices.

## 2.2 Women's Role in Environmental Conservation and Sustainable Resource Management

Despite the challenges, women have long played a pivotal role in environmental conservation and sustainable resource management in Pakistan. In many rural communities, women are the primary managers of energy, water, and food resources. For instance, in mountainous regions like Gilgit-Baltistan, women are involved in traditional agricultural practices that include crop rotation, seed preservation, and organic farming—activities that directly contribute to climate mitigation by promoting sustainable land use.

In some areas, women are also active in small-scale afforestation and forest conservation projects, such as the Billion Tree Tsunami initiative in Khyber Pakhtunkhwa. Their participation in tree-planting and reforestation efforts helps sequester carbon, reduce soil erosion, and enhance biodiversity. These grassroots initiatives, often led by women, demonstrate the critical role that women play in supporting climate mitigation efforts at the community level.



Women in Tharparkar fetching water from the nearby well. Photo credit: The plight of water-scarce Tharparkar, The Express Tribune, June 6, 2021

## 2.3 Men's Roles and Gender Dynamics in Climate Mitigation

While women play a central role in resource management, men are typically seen as the decision-makers and landowners in Pakistan. Men are often more involved in sectors such as commercial agriculture, energy production, and industrial activities—sectors that are key to driving climate mitigation policies and practices. The transition to renewable energy, for

example, is often dominated by men, given the gender imbalances in technical education and employment opportunities in this sector<sup>1</sup>.

However, shifting these traditional roles and encouraging gender-inclusive approaches can significantly enhance climate mitigation efforts. For instance, engaging men in household energy efficiency measures or sustainable agriculture practices can lead to broader acceptance and implementation of these practices across communities. Moreover, encouraging men to support women's leadership in environmental conservation can facilitate more gender-balanced climate action, creating a synergy that accelerates mitigation outcomes.

## 2.4 Intersection of Gender and Climate Policies

Gender-responsive climate policies are essential to ensure that the contributions of both men and women are recognized and leveraged for climate mitigation. The current policies in Pakistan, including the National Climate Change Policy, do acknowledge the need for gender inclusion, but the implementation of these policies at the provincial level often lacks the necessary resources and political will. Addressing these gaps requires a comprehensive understanding of the gender dynamics within communities and ensuring that both women's and men's roles are considered in designing and executing climate mitigation programs.

By understanding the distinct roles that gender plays in climate mitigation, Pakistan can develop more effective, inclusive strategies that leverage the strengths and contributions of both men and women. This approach not only strengthens the country's overall climate resilience but also promotes gender equality, social cohesion, and sustainable development.

## Policy and Legislative Framework on Gender and Climate in Pakistan

Pakistan has made significant strides in addressing climate change through various policies and legislation, acknowledging the critical importance of mitigating its impacts. However, the integration of gender considerations into these policies has been uneven. A gender-responsive approach to climate mitigation is essential for addressing the disproportionate effects of climate change on women and ensuring their participation in decision-making processes. This section provides an overview of Pakistan's national and provincial climate policies, highlights their gender dimensions, and identifies gaps in existing frameworks.

### 3.1 National Climate Change Policy and Gender Inclusion

Pakistan's **National Climate Change Policy (NCCP)** was launched in 2012 and serves as the primary guiding document for the country's climate action strategies. The policy outlines mitigation and adaptation measures across various sectors, such as energy, water, agriculture, and forestry. The NCCP recognizes the need for gender-sensitive approaches, particularly in climate adaptation, noting that women and other vulnerable groups are disproportionately affected by climate change.

While the policy emphasizes the inclusion of women in climate adaptation efforts, its focus on gender in climate mitigation is relatively limited. The policy encourages capacity-building programs and awareness-raising initiatives targeting women but falls short of providing clear mechanisms to involve women in decision-making processes related to mitigation strategies, such as renewable energy, industrial emissions reduction, or afforestation initiatives. This creates a gap in leveraging the full potential of women's contributions to climate action.

---

<sup>1</sup> Women share in labour force in Pakistan is 22%. Only 11 percent of this women labour force have received technical or vocational training. Urooj Obaid, Role of Technical and Vocational Training in Empowering Young Women in Pakistan, PIDE M.Phil thesis <https://file-thesis.pide.org.pk/pdf/mphil-public-policy-2014-urooj-obaid-role-of-technical-and-vocational-training-in-empowering-young-women-in-pakistan.pdf>

### 3.2 Pakistan's Nationally Determined Contributions (NDCs)

As part of its commitment under the **Paris Agreement**, Pakistan submitted its updated **Nationally Determined Contributions (NDCs)** in 2021. The NDCs detail the country's mitigation targets, including a reduction in greenhouse gas emissions by 50% by 2030, contingent on international financial support. Gender inclusion is referenced within the broader climate justice framework, but again, there is limited focus on specific actions to promote gender equality within climate mitigation.

Pakistan's NDCs could benefit from a more robust gender-responsive approach by including strategies that directly empower women in key mitigation areas such as clean energy adoption, sustainable agriculture, and waste management. Integrating gender-disaggregated data into emissions reduction tracking and promoting women's participation in sectors like renewable energy would ensure a more inclusive climate response.

### 3.3 Provincial Climate Policies and Gender Integration

The **Sindh and Khyber Pakhtunkhwa Climate Change Policies** include provisions for women's participation in community-based natural resource management and disaster preparedness but does not explicitly incorporate gender-sensitive approaches to emission reductions or renewable energy projects. Provincial governments have an opportunity to strengthen their climate policies by integrating gender into every aspect of their mitigation strategies, particularly by creating avenues for women's participation in green energy and low-carbon development projects.

The **Draft Punjab Climate Change Policy** acknowledges the need to include women in climate adaptation and disaster risk reduction efforts. However, the policy's gender focus is largely centered on adaptation, with minimal attention to women's roles in climate mitigation activities.

In 2024, the **Balochistan government** announced its own **Climate Change Policy**. This policy underscores the importance of gender inclusion in climate adaptation and mitigation efforts. It highlights the need for women's active participation in reforestation, water conservation, and sustainable farming practices. The policy also addresses the vulnerabilities of women in climate-sensitive sectors and proposes solutions to increase their resilience, such as enhancing access to climate finance and capacity-building programs for women.

### 3.4 Gender Inclusion in Disaster Risk Management Frameworks

Climate-induced disasters, such as floods and droughts, are becoming more frequent in Pakistan. Recognizing this, the **National Disaster Risk Management Fund (NDRMF)** includes gender-sensitive disaster preparedness and response strategies in its Business Strategy 2023-2033<sup>2</sup>. Women, who often bear the brunt of climate-related disasters, are viewed as critical actors in disaster management. The NDRMF encourages women's participation in disaster risk reduction (DRR) committees and community-based resilience programs.

However, in terms of climate mitigation, the connection between disaster risk management and gender remains weak. There is a need for a more explicit focus on how gender-sensitive DRR measures can contribute to long-term mitigation strategies. For instance, empowering women through training in sustainable land management and renewable energy technologies can help build more resilient communities that contribute to reducing overall emissions.

---

<sup>2</sup> [https://ndrmf.pk/wp-content/uploads/2024/07/Business-Strategy-2023-2033\\_compressed.pdf](https://ndrmf.pk/wp-content/uploads/2024/07/Business-Strategy-2023-2033_compressed.pdf) last assessed on March 26, 2024

## Women-Led Climate Mitigation Initiatives in Pakistan

In Pakistan, women have long been engaged in environmental management, playing a vital role in preserving ecosystems and managing natural resources. Despite facing numerous social, economic, and institutional barriers, women across the country are increasingly participating in climate mitigation initiatives that are transforming their communities and contributing to national climate goals. This section highlights some key examples of women-led climate mitigation efforts, their successes, and the challenges they face.

### 4.1 Afforestation and Forest Conservation

One of the most prominent areas where women in Pakistan have actively contributed to climate mitigation is afforestation and forest conservation. Forests play a critical role in sequestering carbon dioxide, and women's involvement in tree-planting initiatives has become an important tool in mitigating climate change.

A significant example is the **Billion Tree Tsunami** project in Khyber Pakhtunkhwa, where women from rural communities have played an essential role in planting and nurturing trees<sup>3</sup>. As caregivers of the land, women have contributed their knowledge of local ecosystems to ensure that the right species are planted, maximizing the benefits of forest regeneration for carbon sequestration and biodiversity. In many cases, women's community groups have formed to monitor and protect newly planted trees, preventing deforestation and promoting forest conservation at the grassroots level.

In Sindh's **Thar Desert**, where desertification threatens the local environment, women have led initiatives to combat land degradation through sustainable tree-planting efforts<sup>4</sup>. By planting drought-resistant trees, such as moringa, women have helped create carbon sinks while simultaneously improving food security and economic prospects for their communities.

### 4.2 Clean Energy Adoption

Women in Pakistan are also driving clean energy adoption, especially in areas where access to conventional energy sources is limited. In regions such as Gilgit-Baltistan and Chitral, where harsh winters and remote locations make energy access difficult, women-led initiatives have focused on using renewable energy sources, such as solar power, to reduce reliance on traditional biomass fuels. This shift not only reduces carbon emissions but also alleviates the pressure on natural resources, such as forests, which are often cut down for firewood.

One such initiative is **Buksh Foundation's Lighting a Million Lives (LAML)** program, which trains women as solar energy entrepreneurs<sup>5</sup>. These women are equipped with the skills to maintain solar lanterns and provide clean energy solutions in their communities, significantly reducing the reliance on kerosene lamps and reducing carbon footprints. Through this program, women not only contribute to emission reductions but also generate income and improve their social status within their communities.

### 4.3 Sustainable Agriculture and Organic Farming

<sup>3</sup> The World Economic Forum report of July 2, 2018 recognizes the BTTP has boosted local incomes and generated green jobs for women. <https://www.weforum.org/agenda/2018/07/pakistan-s-billion-tree-tsunami-is-astonishing/>. Also see Usman Ashraf, Participation and Inclusion in Mega Tree Plantation Projects: A case study of ten billion trees tsunami Programme, Pakistan, p-37 available at <https://www.iied.org/sites/default/files/pdfs/2022-06/IIED20996.pdf>

<sup>4</sup> <https://climatetracker.asia/pakistans-tharparkar-desert-sees-a-forest/>

<sup>5</sup> <https://www.globalgiving.org/pfil/22398/projdoc.pdf> last accessed on March 4, 2024



Agriculture is a major contributor to greenhouse gas emissions in Pakistan, but women farmers are leading the way in introducing more sustainable practices that contribute to climate mitigation. In rural areas of Punjab and Sindh, women have been adopting **organic farming** techniques that reduce the use of chemical fertilizers and pesticides, which are major sources of emissions. These practices improve soil health, increase carbon sequestration, and contribute to climate resilience.

#### 4.4 Women's Role in Waste Management and Recycling

Another critical area where women are leading climate mitigation efforts in Pakistan is waste management and recycling. In urban centers such as Lahore, Karachi, and Islamabad, women are actively involved in community-based waste collection and recycling initiatives. Through organizations such as **Waste Busters**<sup>6</sup> and **Green Earth Recycling**<sup>7</sup>, women have been trained to manage solid waste and recycle materials, reducing landfill emissions and contributing to the circular economy.

In Karachi, women from informal settlements are involved in neighborhood recycling programs, turning waste into valuable products such as compost and craft items<sup>8</sup>. This reduces methane emissions from landfills, promotes recycling, and creates economic opportunities for women, allowing them to contribute to climate mitigation while improving their economic security.

### Barriers to Gender-Inclusive Climate Mitigation

Despite the growing recognition of women's role in climate mitigation, significant barriers continue to hinder the full participation of women in these efforts in Pakistan. These barriers are deeply rooted in social, economic, cultural, and institutional factors, resulting in a gender imbalance in climate policies and initiatives. This section examines the key obstacles to achieving gender-inclusive climate mitigation and highlights how these challenges limit the effectiveness of climate actions.

#### 5.1 Cultural and Social Barriers

In Pakistan, traditional gender roles and cultural norms often restrict women's participation in activities outside the domestic sphere, particularly in rural areas. These norms assign women the primary responsibility for household duties, such as cooking, cleaning, and caring for children, which leaves them with limited time and opportunities to engage in climate mitigation efforts or public decision-making processes.

Moreover, women in some communities face restrictions on mobility, which limits their ability to access climate-related training, resources, or participate in community-based mitigation projects. Social expectations about women's roles can also prevent them from entering sectors traditionally dominated by men, such as renewable energy, forestry, and agriculture, all of which are crucial to climate mitigation.

---

<sup>6</sup> <https://wastebusters.com.pk>

<sup>7</sup> <https://greenearthrecycling.com>

<sup>8</sup> For one such story read Crafting sustainability: Karachi-based women artisans leading the way, Geo News, <https://www.geo.tv/latest/534237-crafting-sustainability-karachi-based-women-artisans-leading-the-way>

## 5.2 Economic Barriers

Economic inequality is a significant barrier to gender-inclusive climate mitigation. In Pakistan, women often have less access to financial resources, credit, and land ownership compared to men, which hinders their ability to invest in climate-resilient technologies or engage in large-scale climate mitigation projects. For example, women may lack the financial means to install solar panels, adopt energy-efficient appliances, or implement sustainable agricultural practices, all of which are critical for reducing emissions.

Additionally, many women are engaged in the informal economy, which offers little financial security or access to climate finance mechanisms. As a result, they are unable to invest in long-term climate solutions that could contribute to mitigation efforts. Economic constraints also prevent women from participating in climate leadership roles or entrepreneurship in green sectors, where they could drive innovative solutions to climate change.

## 5.3 Lack of Access to Education and Training

Limited access to education and technical training is another barrier that prevents women from fully engaging in climate mitigation. In rural and marginalized areas of Pakistan, girls and women often have lower levels of formal education compared to men, which limits their ability to access information on climate change, sustainable practices, and available technologies. This knowledge gap prevents women from adopting new climate-friendly methods in agriculture, energy, and natural resource management.

Furthermore, women are underrepresented in technical fields, such as renewable energy, engineering, and environmental sciences, where their skills and expertise could contribute to national climate mitigation efforts. Without targeted education and training programs that cater specifically to women, they are likely to remain excluded from key sectors of climate action.

## 5.4 Institutional and Policy Barriers

While Pakistan has made progress in acknowledging the importance of gender inclusion in climate policies, the implementation of gender-responsive policies remains inconsistent. Many climate mitigation policies at the national and provincial levels do not include specific provisions to ensure women's participation in decision-making processes. For example, women are often absent from climate advisory boards, environmental agencies, and committees responsible for designing and implementing mitigation programs.

In addition, institutional barriers such as gender-blind planning and budgeting processes further exacerbate the problem. Without institutional mechanisms to integrate gender into climate mitigation strategies, women's contributions are often overlooked, and their unique needs are not addressed. The lack of representation in climate governance also means that women's voices are not adequately considered in shaping policies that directly impact their livelihoods.

## 5.5 Technological Barriers

Access to climate-related technologies is critical for enabling women to participate in climate mitigation efforts. However, in Pakistan, women face significant technological barriers that limit their ability to adopt and benefit from clean energy solutions, sustainable agricultural practices, and resource-efficient technologies. The cost of renewable energy technologies, such as solar panels, biogas systems, and energy-efficient stoves, is often prohibitive for women, particularly in rural areas where they have limited financial means.

Additionally, women's lack of access to information and technical knowledge about these technologies further hinders their ability to utilize them effectively. In many cases, technological interventions are designed without considering the specific needs and constraints faced by women, resulting in low adoption rates among female users. Bridging this

technological gap requires targeted interventions that focus on making climate-friendly technologies accessible, affordable, and user-friendly for women.

### 5.6 Gender-Blind Climate Investments

A significant barrier to gender-inclusive climate mitigation is the lack of gender-sensitive investment strategies. Climate finance and investments in Pakistan tend to focus on large-scale projects, such as energy infrastructure, industrial emissions reduction, and reforestation initiatives. However, these investments often fail to consider the specific needs and contributions of women, particularly in rural and informal sectors.

For example, women's contributions to small-scale energy conservation, sustainable farming, and household-level emissions reductions are frequently overlooked in climate finance allocation. Furthermore, financial institutions rarely offer tailored products, such as microfinance loans or gender-sensitive grant schemes, that cater to the needs of women-led climate initiatives. As a result, women are left out of the financial benefits of climate action, limiting their ability to contribute to mitigation efforts.

## Opportunities for Enhancing Gender Participation in Climate Mitigation

Enhancing gender participation in climate mitigation presents a significant opportunity for Pakistan to achieve more inclusive, effective, and sustainable climate outcomes. Women, particularly in rural areas, are often deeply connected to natural resource management and are pivotal actors in both household and community-level environmental practices. However, unlocking the full potential of women's contributions to climate mitigation requires targeted interventions that address the social, economic, and institutional barriers they face. This section outlines key opportunities for enhancing gender participation in climate mitigation and provides actionable recommendations for policymakers, NGOs, and other stakeholders.

### 6.1 Gender-Responsive Climate Policy Design and Implementation

One of the most critical opportunities to enhance women's participation in climate mitigation lies in designing and implementing **gender-responsive climate policies**. Currently, many climate policies in Pakistan do not adequately integrate gender perspectives, limiting women's contributions to mitigation efforts. By embedding gender considerations into national and provincial climate strategies, Pakistan can ensure that climate mitigation initiatives are inclusive and leverage the unique contributions of both men and women.

- **Opportunity:** Revise existing climate policies, such as the National Climate Change Policy (NCCP) and provincial frameworks, to include specific targets and actions aimed at increasing women's participation in climate mitigation activities, particularly in renewable energy, forestry, and sustainable agriculture sectors.
- **Action:** Develop guidelines for gender mainstreaming in all climate mitigation projects, ensuring that women are involved in decision-making processes and that their needs and contributions are fully considered in policy formulation and implementation.

### 6.2 Gender-Responsive Climate Finance Mechanisms

There is an urgent need for **gender-responsive climate finance mechanisms** that prioritize women-led and women-focused climate initiatives. While climate finance is increasingly available for mitigation efforts, women often face challenges in accessing these funds due to financial, institutional, and social barriers. By creating specific financial products and support mechanisms for women, Pakistan can enhance their capacity to contribute to climate mitigation.

- **Opportunity:** Establish dedicated climate finance schemes that provide interest-free microloans, grants, and technical assistance to women-led climate initiatives, particularly in the areas of clean energy, sustainable agriculture, and waste management.
- **Action:** Partner with financial institutions and international donors to develop gender-sensitive financing models, ensuring that a proportion of climate funds are allocated to projects that directly benefit women and promote gender equality in climate action.

### 6.3 Capacity Building and Training for Women in Climate Mitigation

**Capacity building** is essential for equipping women with the skills, knowledge, and resources needed to engage effectively in climate mitigation. Women, particularly in rural areas, often lack access to the technical training and educational opportunities required to participate in sectors such as renewable energy, environmental conservation, and climate-smart agriculture. By investing in women's education and skills development, Pakistan can expand their role in climate mitigation and build more resilient communities.

- **Opportunity:** Develop and implement gender-targeted training programs that provide women with the technical skills to engage in climate mitigation activities, such as solar energy installation, organic farming, and water conservation.
- **Action:** Establish partnerships with NGOs, educational institutions, and community-based organizations to deliver climate-related training and capacity-building programs for women, ensuring that these programs are accessible to women in both urban and rural settings.

### 6.4 Supporting Women's Leadership in Climate Action

Promoting **women's leadership in climate action** is essential for ensuring that women's voices and perspectives are represented in decision-making processes related to climate mitigation. Currently, women are underrepresented in leadership roles within government, environmental agencies, and private sector organizations that drive climate action. Enhancing women's participation in leadership roles can lead to more inclusive and effective climate policies and programs.

- **Opportunity:** Encourage women's leadership in climate governance by creating pathways for women to assume decision-making positions in climate-related sectors, including renewable energy, agriculture, and environmental protection.
- **Action:** Implement quotas or affirmative action policies to ensure that women are represented in key decision-making bodies related to climate mitigation, such as climate advisory boards, environmental agencies, and green economy initiatives.

### 6.5 Promoting Gender-Responsive Technology and Innovation

Technological innovation is a key driver of climate mitigation, but women in Pakistan often lack access to **climate-related technologies** that could help them reduce emissions and adopt sustainable practices. Ensuring that women have access to affordable, user-friendly technologies, such as solar panels, biogas systems, and energy-efficient appliances, will not only enhance their role in climate mitigation but also improve their economic resilience.

- **Opportunity:** Promote the development and dissemination of climate-friendly technologies tailored to women's needs, particularly in rural areas where access to such technologies is limited.
- **Action:** Partner with technology companies, research institutions, and international development organizations to design and scale up the distribution of gender-responsive technologies that reduce carbon emissions and promote sustainable resource management.

## 6.6 Public Awareness and Advocacy for Gender Equality in Climate Mitigation

Raising **public awareness** about the importance of gender equality in climate mitigation is essential for changing social norms and promoting the active participation of women in climate action. Advocacy campaigns that highlight women's contributions to climate mitigation and the benefits of gender inclusion can help shift societal attitudes and encourage broader support for women's involvement in climate-related sectors.

- **Opportunity:** Launch public awareness campaigns that showcase the contributions of women to climate mitigation efforts and emphasize the need for gender equality in climate policies and initiatives.
- **Action:** Engage media, civil society organizations, and local communities to promote positive narratives about women's role in climate mitigation, using case studies and success stories from women-led projects across Pakistan.

## 6.7 Strengthening Partnerships with NGOs and Civil Society

**NGOs and civil society organizations (CSOs)** play a critical role in promoting gender equality in climate action by supporting women's participation in mitigation initiatives and advocating for gender-responsive climate policies. Strengthening partnerships between the government, NGOs, and CSOs can help scale up successful women-led climate initiatives and ensure that women's needs and perspectives are incorporated into national and provincial climate strategies.

- **Opportunity:** Foster collaboration between the government, international donors, NGOs, and CSOs to implement gender-inclusive climate mitigation programs and advocate for women's representation in climate decision-making bodies.
- **Action:** Support community-based organizations that work with women on the frontlines of climate mitigation, particularly in sectors such as sustainable agriculture, clean energy, and environmental conservation.

## 6.8 Policy Recommendations for Gender-Inclusive Climate Mitigation

To effectively enhance gender participation in climate mitigation, Pakistan should consider the following **policy recommendations**:

- **Develop a National Gender and Climate Action Plan:** Create a comprehensive plan that integrates gender into all aspects of climate mitigation, with specific targets and indicators to measure progress.
- **Allocate Gender-Responsive Climate Budgets:** Ensure that a portion of climate funds is dedicated to projects that promote gender equality and support women's participation in mitigation efforts.
- **Institutionalize Gender Mainstreaming in Climate Governance:** Establish mechanisms within climate-related institutions to mainstream gender and ensure that women are represented in decision-making processes.

## Recommendations

This section provides concrete recommendations for policymakers, NGOs, and the private sector to ensure gender inclusion in climate mitigation efforts in Pakistan. These recommendations aim to create an enabling environment where both men and women can contribute effectively to climate action, ensuring equitable and sustainable outcomes.

## 7.1 Recommendations for Policymakers

### 1) Integrate Gender into National and Provincial Climate Policies

- Revise existing climate policies, such as the National Climate Change Policy (NCCP), to include specific gender-related targets and actions aimed at promoting women's participation in climate mitigation.
- Develop gender-sensitive climate action plans at the provincial level, ensuring that women's needs and contributions are prioritized in mitigation strategies like clean energy adoption, sustainable agriculture, and reforestation.

### 2) Allocate Gender-Responsive Climate Budgets

- Ensure that a portion of climate finance is specifically allocated to support women-led initiatives, particularly in sectors like renewable energy, organic farming, and waste management.
- Introduce gender-responsive budgeting in climate programs at both the national and provincial levels, tracking how resources are allocated to support gender equality in climate action.

### 3) Enhance Women's Representation in Climate Governance

- Establish quotas or affirmative action policies to ensure that women are represented in decision-making bodies related to climate governance, including climate advisory boards, environmental agencies, and municipal councils.
- Develop leadership training programs for women in climate-related sectors to increase their capacity to take on decision-making roles.

### 4) Mandate Gender-Disaggregated Data Collection

- Require all climate mitigation projects to collect gender-disaggregated data to monitor and assess the impact of climate policies and programs on both men and women. This data will help policymakers identify gender gaps and design more targeted interventions.

### 5) Promote Public-Private Partnerships for Gender-Responsive Climate Action

- Facilitate partnerships between government, the private sector, and NGOs to scale up successful women-led climate mitigation projects. These partnerships can provide technical expertise, financial support, and resources for expanding climate-smart initiatives led by women.

## 7.2 Recommendations for NGOs

### 1) Build Capacity for Women in Climate Mitigation

- NGOs should develop and deliver gender-targeted training programs that equip women with the technical skills and knowledge needed to engage in climate mitigation activities. Focus areas can include solar energy installation, agroforestry, water conservation, and waste management.
- Partner with local educational institutions and community groups to provide ongoing support and mentorship for women involved in climate mitigation.

### 2) Promote Women-Led Climate Initiatives

- Support grassroots women's organizations and cooperatives that are involved in sustainable agriculture, reforestation, and clean energy projects. NGOs should provide seed funding, technical assistance, and networking opportunities to help scale these initiatives.
- Highlight success stories of women-led climate initiatives in Pakistan to raise awareness and inspire broader participation. Advocacy campaigns can help shift public perceptions and create a more supportive environment for women's participation.

- 3) **Engage Men as Allies in Promoting Gender Equality**
  - Design programs that involve men as allies in promoting gender equality in climate action. Encouraging men to support women's leadership and participation in climate projects can reduce resistance to change and foster a collaborative approach to climate mitigation.
- 4) **Advocate for Gender-Inclusive Climate Policies**
  - NGOs should continue to advocate for the inclusion of gender considerations in national and provincial climate policies. This can include lobbying for the adoption of gender-responsive budgeting, promoting women's representation in climate governance, and ensuring that climate finance mechanisms are inclusive.

### **7.3 Recommendations for the Private Sector**

- 1) **Support Women Entrepreneurs in Green Sectors**
  - The private sector should provide financial products and services, such as microfinance and venture capital, targeted at women entrepreneurs in climate-related sectors, including renewable energy, waste management, and sustainable agriculture.
  - Develop business incubation and accelerator programs specifically for women-led climate startups to help them grow and scale their operations.
- 2) **Invest in Gender-Responsive Climate Technologies**
  - Private sector companies, particularly those in technology and energy, should prioritize the development of climate-friendly technologies that are accessible and affordable for women. This includes clean cooking technologies, solar-powered appliances, and energy-efficient stoves.
  - Establish partnerships with local communities and NGOs to distribute gender-responsive technologies and provide training to ensure their effective use by women.
- 3) **Promote Gender Diversity in Climate-Related Industries**
  - Encourage greater gender diversity in sectors like renewable energy, sustainable construction, and agriculture by offering internships, scholarships, and job opportunities to women, particularly those from rural areas.
  - Implement workplace policies that support women's career advancement in climate-related fields, including flexible working hours, mentorship programs, and leadership training.
- 4) **Collaborate with NGOs and Government on Gender-Inclusive Projects**
  - The private sector can collaborate with NGOs and the government to co-fund and implement gender-responsive climate mitigation projects. For example, companies could invest in renewable energy initiatives that target women entrepreneurs or support afforestation programs led by women's cooperatives.



MAHER Consulting is a premiere consulting firm supporting governance and non-profit sectors. We're not your typical consulting firm; we are a groundbreaking concept. Rooted deeply in the ethos of actionable impact, our approach transcends the standard. For us, it's not about the mere execution of tasks, whether it's management, advocacy, monitoring, or communication. It's about envisioning and ensuring tangible results. Every social action we advocate for or engage in isn't just about the activity – it's about the ripple of change it catalyzes. At MAHER, we don't just do; we achieve.

This paper explores the critical intersection of gender and climate change in Pakistan. It examines the unique vulnerabilities faced by women and marginalized gender groups due to climate change and discusses their essential roles in climate mitigation efforts. The paper also reviews Pakistan's evolving policy and legislative framework, highlighting key initiatives like the Balochistan Climate Change Policy 2024, which aims to integrate gender-responsive approaches in climate governance. Through this analysis, the paper aims to provide insights and recommendations for more inclusive and effective climate actions.

## **MAHER: Management, Analysis and Human Empowerment for Results**

