

Study Report

Effective Negotiation on Land Use Rights

Developing Scenario from CARE INTERNATIONAL Interventions

In District Umerkot, Sindh



List of Acronyms

CFW	Cash For Work
CARE INTERNATIONAL	CARE(Cooperative for Assistance and Relief Everywhere)
CP	Child Protection
CTC	CHIP Training & Consulting Pvt. Ltd.
DRR	Disaster Risk Reduction
DRM	Disaster Risk Management
FGD	Focus Group Discussion
FAO	(UN) Food and Agricultural Organization
IDI	In Depth Interviews
IFAD	International Fund for Agricultural Development
KG	Kitchen Gardening
LRSP	Long Range Strategic Plan
NFIs	Non Food Items
NGO	Non Government Organization
PEFSA	Pakistan Emergency Food Security Alliance
PI	Poverty Index
RWF	Root Work Foundation
SIDA	Swedish International Development Agency
SSI	Semi Structured Interviews
WB	World Bank

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Chapter 1

1. Background and Context

CARE International is one of the world's largest private relief and development agencies, working in sustainable development and emergency aid to reach tens of millions of people each year in more than 60 countries of Africa, Asia, Europe and Latin America. In Asia, CARE International works in Bangladesh, India, Nepal, Pakistan, Sri Lanka, Afghanistan and Thailand. CARE International in Pakistan (CIP) office was formally set up in June 2005, to respond to disaster and address the underlying cause of poverty in Pakistan¹.

CARE International arrived in Pakistan at a time, when the country was struggling with large-scale disasters. Through its emergency program, CIP provided relief, as well as recovery and rehabilitation support to millions of Pakistanis affected by disastrous floods, cyclones, earthquakes, and displacement. Recognizing the long-term needs for support to full recovery and their nexus with poverty, CARE International shifted its focus in 2009 towards implementing developmental projects linked to emergency response, working closely with partners and local communities.

The Pakistan Emergency Food Security Alliance (PEFSA) emerged as coordinated response to the 2010 floods. Six INGOs pooled their resources and technical expertise to reach to the most vulnerable populations. Since, its inception PEFSA has implemented three complete phases i.e. PEFSA I, II and III and is currently implementing PEFSA IV. This is a single donor project funded by ECHO and to date, has responded to the floods in 2010, 2011 and 2012 in *Sindh, Punjab and Khyber Pakhtunkhwa*.

PEFSA-IV design offers an integrated approach between Nutrition and Food Security. CIP implemented PEFSA-IV interventions in in UC *Chajro*, Taluka *Kunri* of District *Rajanpur* (South Punjab) and *Umerkot* (North Sindh) targeting landless households; however the prime beneficiaries were women. It has 02 components i.e. Agriculture (Kitchen Gardening) and Livestock assistance. Under agriculture component, the targeted beneficiaries were provided with vegetable seeds for kitchen gardening, fertilizers and toolkits as a requirement for kitchen gardening.

According to the beneficiary selection criteria of the project², land availability was one of the pre-requisites for kitchen gardening. However, land ownership emerged as a critical issue for engaging beneficiaries for food security interventions. In UC *Chajro*, 23 villages were targeted and assessed 819 potential beneficiaries In each village, the same issue of land availability and rights to land use for kitchen gardening became a challenge.

1.1. Objectives of Study

This research study was built around the successful implementation of food security interventions in District *Umerkot* targeting landless households. Though challenging, yet the intervention provided CARE International with an opportunity to analyze the factors and to explore the contributing elements within socio- cultural dimensions that resulted in accessing land for food security purposes.

The overall objective of the study was to learn more on gender perspectives, especially the role of women in the negotiation process for land use rights. In addition, the prime

¹ LRSP Indicators & Goals (PEFSA III)

²Technical Note-Land availability issue-CIP

constraints that impeded women to participate in such processes were also assessed including the best possible ways to address those issues. Research primarily involved the beneficiaries from CARE International's ongoing projects (PEFSA-IV) with a focus of looking beyond the project.

The study tested the following research questions and hypothesis;

1. Question: Is land negotiation effective when women participate in the process?

Hypothesis: Women have role, skills and ability to negotiate with landlords for the land use rights.

Null Hypothesis: Women do not have any role, skills and ability to negotiate with landlords for the land use rights.

2. Question: Are women-led land use negotiations making an impact on the food security of their households?

Hypothesis: Women-led land negotiations improve food security of their households.

Null Hypothesis: Women-led land negotiation do not improve food security of their households.

1.2 Methodology

The process of planning and implementing the study involved the collaborative efforts of the consultant team with expertise in gender and livelihood, organizational development and DRR, the CARE International country office as well as implementing partner at the field level.

Meetings were held for planning the assignment at CARE International Country Office in Pakistan. A meeting was organized for adapting and testing of the questionnaire with inputs from CARE International for training interviewers, and for outlining a report combining the qualitative and results.

1.2.1 Study Process and Sample

The following process was adopted for the research:

- Desk Review of project documents (annex 2)
- Secondary Literature review (Annex 2)
- Preparation of interview guides
- Interviews with women beneficiaries, land owners (annex 3).
- FGDs with beneficiaries men, women and non-beneficiary men and women (annex 3)
- Analysis and report writing

In-depth interviews and focus group discussions were key tools used, where the target group included women beneficiaries, men from the family of beneficiary women, land owners, project staff and other related stakeholders. Mostly, qualitative study tools were designed and employed as the study was primarily designed to collect the qualitative aspects of the land negotiations and challenges therein.

The Study team used the purposive sampling technique for this study. A total of 41 Women beneficiaries were interviewed from the selected 23 villages of the UC *Chajro*, District *Umar Kot*. Alongside, 5 landowners were also taken as a sample that had given their lands to the beneficiaries for kitchen gardening. In total, 7 focus group discussions (3 with women and 3

with Men and 1 with non beneficiaries -a mix of men & women) were also conducted from 6 selected villages.

The study team also interviewed representatives and project staff of the implementing partners. The details of the sample and persons interviewed for study is attached as *Annex 4*.

Initially, an interactive meeting with the program staff was arranged, during which, the drafted tools were developed and based on the inputs, the tools were edited and finalized.

In the second phase, the field data collection was planned and shared with the implementing partner. In the field, a half-day orientation cum training session was organized for orientation of the field enumerators. It was made sure that interviews were open, allowing multiple views to be brought up to assess qualitative aspects. Separate interview guidelines were developed for each category of respondents. Each interview questionnaire was designed to explore information on different related thematic areas i.e. land use rights, land negotiation processes and challenges for women etc.

Common areas that were explored in all interviews included the demography of all respondents, how the land negotiations between tenants and landowners started, and outcomes of the negotiations along with the challenges faced by the women.

1.2.2 Analysis of Data

Study data gathered through interviews and questionnaires was coded and recorded. The data was analyzed using a computerized excel based program. As major part of the study was qualitative, therefore qualitative analysis techniques were applied to structured and semi-structured interviews, FGD's and field observations. Answers were analyzed in accordance with the objectives of the study.

1.2.3 Study Limitations

Sample selected for study was purposive therefore, the results cannot be generalized except for that in the PEFS-IV context but they do give an indication of the situation in the selected project areas.

Due to the limited timeframe, the study team was not able to reach out to a larger sample size and gathered the data from conveniently selected smaller frame of sampled community beneficiaries.

Language barrier was another challenge for lead consultant. The tool was employed through the enumerators who were local from the region and well conversant with the language. However, for the lead consultant to translate the local version of information in real term came as a challenge at the end.

Lack of statistical secondary data made it difficult to make clear statements in relation to the projects' impacts on the beneficiaries particularly in documents and reports. Similarly lack of secondary data on land use rights in general and with particular reference to women in Pakistan was another limitation of the study.

The study was in fact aiming at a kind of retrospective information that was mainly gathered from the project beneficiaries therefore, the data collected might suffer from a conformity bias. However the team tried to address this by collecting the same information from a variety of sources.

Chapter 2

2. Context of land use Negotiations Processes and Outcomes

This chapter will mainly elaborate on the general overview of the situations on the basis of secondary information. The chapter will also discuss the land use negotiation process and its different dynamics.

2.1 Literature Review Relating to Land Use Rights

Pakistan has a very unequal distribution of landownership. Consequently, the fraction of tenanted land is high (more than a third), and about two-thirds of tenanted land is under sharecropping³. While various land and tenancy reforms have been attempted over the years, none has been particularly successful. There are, however, numerous tenancy laws on the books, which protect tenants from expropriation and set lower bounds on inputs shares provided by landlords. These laws are rarely used to settle actual disputes, though, and their enforcement is questionable at best.

Tenancy contract terms are quite diverse in Pakistan, although nearly three-quarters of secondary data source share-tenants report a nominal output share of 50%. Many tenants, however, also borrow from their landlords. These loans typically cover an agricultural season and the loan, plus any implicit interest, is deducted from output at the time the crop is harvested and divided. Thus the relative uniformity of nominal output shares may conceal significant variation in effective shares. Traditionally, the tenant has been solely responsible for all labor, but shared hiring of labor at harvest time has emerged more recently. Other major inputs (fertilizer, tractor hire, seeds, and pesticides/fungicides) are typically shared between the landlord and the tenant in accordance with the output share, although this also varies.⁴

Women's rights to land and land use are widely acknowledged as fundamental for safeguarding sustainable human development (*Mayra Gomez & D.hain.Tran*). These rights include the rights to own, access, control, use and inherit and otherwise making decisions for land and related matters. *Mayra Gomez* further emphasizes that for women exercising these rights should not entail approval beyond that required of men. The global data sufficiently provides a correlation among the gender inequality, social poverty and failure to protect these rights for women. This in fact establishes gender disparity through establishing women's reliance on men resulting in poor countries not being able to find an equitable course towards development. The World Bank recognizes that "rights to land and natural resources increases a women bargaining power within the household, which results in increased allocation of household resources to children and women as well as increased household welfare."⁵

Land use rights and poverty eradication are also found very much linked as the Swedish

³World Bank, United Nations Food and Agriculture Organization (FAO), and International Fund for Agricultural Development (IFAD) (2008). *The Gender in Agriculture Sourcebook, Module 4*, 125-171. See also: Fong, M. & Bhushan, A. (1996). *Toolkit on Gender in Agriculture. Gender Toolkit Series No. 1*.

⁴The (In)efficiency of Share-Tenancy Revisited: The Role of Supervision, Hanan G. Jacoby*Ghazala Mansuri*September 2004

⁵World Bank, United Nations Food and Agriculture Organization (FAO), and International Fund for Agricultural Development (IFAD) (2008). *The Gender in Agriculture Sourcebook, Module 4*, 125-171. See also: Fong, M. & Bhushan, A. (1996). *Toolkit on Gender in Agriculture. Gender Toolkit Series No. 1*.

International Development Agency (SIDA) has noted that women's access to land and property is central to women's economic empowerment, as land can serve as a base for food production and income generation. Agricultural production and food security also increase when women are granted tenure security⁶. This signifies that overall improvements in a given agricultural system can only be achieved by improving the women's access to land use and enhancing chances for family property rights. This can also be a significant factor towards the attainment of sustainable human development goals, including women's social and economic empowerment, poverty eradication, food security, and sustainable agriculture.

In Pakistan, the livings of rural women and men primarily revolve around agricultural land⁷. Khawar Mumtaz and Meher argued that land as an asset and among the basic physical resources which provide food, space for livestock and home. They also termed this as a source of social security and power. The landmark Participatory Poverty Assessment study⁸, identified non-ownership of land as a key factor of poverty, specifically among women. Through a study⁹ *Shirkat Gah*, an NGO working for the rights of women states that "...in Sindh, property is rarely in a woman's name. Only, if there is no male member in a family, or if the son is very young, a woman may manage land through a *Kamdar* (agent)." Similarly the landless women and women tenants are rarely aware of their land use rights mainly due to their low literacy, poverty and social status in the society.

2.2 Contextual Dynamics, Leading to Land Negotiation

Considering the high pre-existing levels of food insecurity and malnutrition in rural Sindh and southern Punjab since 2010 floods, which have been further exacerbated by consecutive flooding during 2011 and 2012, Pakistan Emergency Food Security Alliance (PEFSA IV) was designed to address immediate, and underlying causes of malnutrition and food insecurity amongst most vulnerable households through nutrition program, food security and cash based interventions. In 2011 flood-affected areas, PEFSA IV proposed food security packages oriented towards early recovery of activities to tackle the "chronic" food insecurity in the area. The livelihood package was mainly targeting women beneficiaries and comprised of kitchen gardening inputs and livestock assistance.

Since PEFSA was targeting most vulnerable communities in district *Umerkot*, dependent on agriculture for their livelihoods and are chronically poor. The targeted families for food security package in PEFSA largely represent the groups that do not own land (and if any, that is highly insignificant). These groups can be categorized as:

- Landless labourers, who neither own land nor rent land;
- Tenants, who do not own land but who rent land on a sharecropping basis from land owners;
- Owner tenants, who combine their own land with renting land;

These landless households earn most of their income from non-agricultural sources. Hence, land availability for implementing kitchen gardening activities had a challenge for CARE International and its partner to overcome. The challenge itself was the trigger for beneficiaries to indirectly initiate the dialogue with respective landowners to acquire piece of land for kitchen gardening.

⁶Swedish International Development Cooperation Agency (SIDA). *Quick Guide to What and How: Increasing Women's Access to Land. Women's Economic Empowerment Series.*

⁷*Scoping Study-women's access and rights to land and property in pakistan (Khawar Mumtaz and Meher M. Noshirwani)*

⁸*Shirkat Gah was responsible for carrying out the study and its documentation in Punjab and the documentation in Sindh*

⁹*Chart of Customary Practices in Pakistan in Comparison with Statutory Law, Shirkat Gah /WLUMI, Lahore.1995*

2.3 Social Relations and Methods of Negotiation between Tenants and Landowners

Rules of land tenure define how rights to use land are exercised within societies. They define how access is granted to rights to use, control, and transfer land, as well as associated responsibilities and restraints. In simple terms, land tenure systems determine who can use what resources for how long, and under what conditions.¹⁰

Tenure system in Sindh has evolved over centuries and has designed the social relations between tenants and landowners. The relation between tenants and landowners in the area is long-established and traditional in local social context where tenants are dependent on their landlords for their livelihood. Majority of tenants are engaged by landowners on shared basis i.e. 50% share agreement of agriculture yield, however there are other form of lease arrangements, which engage tenants only for skilled agriculture work. Typically, these agreements are made informally between landowners and tenants without driving them through legal contracts. In these informal agreements landowners are responsible for costs associated with land preparation, irrigation water, seeds, fertilizers and transportation of crops while tenants normally carry out labour in land preparation, cultivation, watering crops, taking care of crops and harvesting of crops.

In the context of the study area, men head of the households normally negotiate the deal with their landowners for land tenancy or other land related matters. Old tenants enjoy cordial relations with their landowners. However in previous years as explained by tenants they tried to negotiate with the land owners when due to flood they had been asked to share the loss on 50% basis. The tenants negotiated for compensation of their share but no resolution was observed due to the dependency on landowners, the tenant had to accept the decisions at the end.

2.4 What triggered the process and how it was initiated?

The land availability was one of the pre requisite for beneficiary selection. As the beneficiaries (mainly women) were landless tenants and without land ownership, implementing kitchen gardening became a challenge. The identified beneficiaries were tied in tenure agreement that prohibited them to cultivate the land without prior consent of land owners. Sighting the opportunity of free kitchen gardening seeds and inputs, farming families started a discussion and dialogue among themselves. The women beneficiaries discussed the benefits of the Kitchen gardening that they heard from the implementing partner with their family head. This dialogue further triggered the negotiation process with the land owners.

The implementing partners of CARE International played an important role in creating basic awareness among the women beneficiaries for initiating dialogues for land use. They communicated the conditionalities to targeted women beneficiaries. Majority of women beneficiaries took this up with their family head specifically men. Internal family discussions were held where women for the first time felt they were discussing land related matters with their men. The men discussed and negotiated with landowners to lease the land and hence provided women with access to land.

¹⁰<http://www.fao.org/docrep/005/y4307e/y4307e05.htm>

2.5 Effectiveness of the Negotiation Process - Measuring the Success Rate

Since project was mainly focusing women as beneficiaries, different stakeholders including men members of family and landowners etc. started to consider them as key stakeholder in these negotiations despite the fact they were not negotiating directly. Around 49% of the sample population indicated that they did not participate in the negotiations due to cultural norms. Around 29% of the respondents indicated that they could only participate in such talks or negotiations if the male head of their household was not available to attend. This non-participation was due to cultural constraints and prevailing local norms with respect to women's communication and mobility. Given this, women were not directly involved in negotiations though they initiated the process by discussing the issues at household level and motivated their family head to negotiate on behalf of them.

In response to the question "*whether women can do negotiations if allowed*" interestingly 12% of the respondents affirmed with a "yes" thus confirming their interest and motivation towards participating in negotiations. 10% of the respondents stated that they talked to the landowners' wives. However, in any case, decisions were made solely by landowners.

This negotiation process had been taken as a positive breakthrough between both parties as 50% of women beneficiaries felt encouraged to be the key to negotiation process. More importantly, they were specifically appreciative of the fact that this process provided them with an opportunity to discuss land use rights with the men of their family. This increased confidence level of the women (beneficiaries) this has also been complemented by the qualitative discussions, which indicated that women showed an interest in taking part in negotiations in future. **One of the women participants** of the FGD stated "**This was a very beneficial deal for us so I am now encouraged to take part in such negotiations in future for my family**".

It has been inferred that the social power structure also plays a role in this gap in communication since the land owners are socially placed at a somewhat 'higher' social status level therefore they do not deem it appropriate to interact with women or even at times with male tenants and instead their appointed managers (*Munshis*) who handle such matters.

Findings

- Although women were not directly involved in the land use negotiations, it was found that they were the key players in initiating the process and motivated their household members towards undertaking the land negotiations.
- The study found that although the land use negotiations result had visibly positive impacts on household's food security, the future sustainability is a challenge as the landowners give their land on a seasonal basis and any change in decision can lead to discontinuation.

2.6 Interests of Negotiating Parties

The study findings confirm that the negotiations were beneficial for both parties. For tenants, it was effective since they were granted piece of land for kitchen gardening activity - meeting the pre-requisite of beneficiary selection criteria. The negotiation had positive impacts on ensuring food security having access of families to fresh vegetables. It also

reduced the cost of the purchase of food items specifically vegetables from market. Women respondents indicated that through this venture their economic dependency on the household head (men) might also lessen. From the landowners' point of view, 33% of them indicated that their only interest was their long standing good relations with old tenants and continued trust. 33% of landowners indicated they may accept the fresh vegetables from the tenants for their own household use in return. 17% of landowners indicated their interest as monetary benefits whereas the same percentage claimed charity or the desire to invoke the blessings of God as their main interest.

It was found that no formal terms and conditions were recorded however informally the land owners allocated the communal land measuring almost 1 acre on average to the beneficiary families. The land was equally divided by the beneficiaries among themselves. The land owners provided the land and water while the beneficiary families contributed the seed and fertilizers that they had received from the CARE International.

The outcome of the land use negotiations was a success for both parties i.e. the beneficiaries and landowners. The land owners provided land to the tenant families (women beneficiaries) who cultivated the land with the vegetable seeds provided by CARE International.

It was found that women were mainly utilizing this land for kitchen gardening purpose. In some rare cases, women used the small piece of land in front of their house for kitchen gardening as well. While for the land provided by the landowners, the data indicates 100% of the land was utilized by women for kitchen gardening.

The vegetable produced as an output proved important food input for the tenant families. In some cases, where landowners had to be provided with the produce, a portion of vegetables was shared with landowners.

Findings

- It was found that women were **willing and encouraged** to negotiate with land owners in future as they saw a tangible interest in the outcome of such negotiations.
- **Interest of landowners:** One of the findings of the study suggests that landowners indicated a limited level of interest in giving land for such cultivation which yields comparatively low revenue for them. Therefore it can be inferred that they will not be willing to give more than an acre of their land for kitchen gardening. The finding is further complemented by qualitative discussions with landowners and tenants during which it was understood that they mostly agreed to give communal land to tenants for vegetable cultivation only on a seasonal basis.
- **Sustainability:** As this land tenancy is subject to the will of the landowner, which is driven by his own interest in productivity and profitability, it is found that this may affect the sustainability of any such initiative.

2.7 Constraints and Challenges for Women to Participate in Land Use Rights Negotiations

During the negotiations, the role of women remained symbolic since the negotiations were predominantly led by the male members of the beneficiary households. However, the women tenants identified different possible challenges that they could face during any such negotiations in future.

Around 38% of the respondents indicated that main challenge for them is the prevalent **cultural norms** where women are not allowed to discuss such issues or negotiate with the male land owners. Around 14% of the respondents indicated that they do not possess adequate and **proper knowledge on the land use rights** of the tenants. They mentioned of lack of relevant knowledge related to the different approaches being used in tenant/land owner agreements; therefore they are not able to negotiate.

Lack of Education was another challenge, where 8% of the respondents indicated this to be their primary challenge. Around 6% of the women respondents reported they lacked **communication skills** and this is a challenge for them.

Findings

- **Low literacy** among women tenant's communities entails limited understanding and awareness about their rights with respect to land use rights. Although, this low literacy situation is the same for the men tenants however it has a more profound negative impact on the women due to less exposure compared to men, inability to make decision regarding their own life etc.
- **Lack of willingness to permit women to negotiate:** it was found that the immediate as well as the general socio-cultural context, within which the women live, did not permit women to directly communicate with land owners due to the cultural norms that restricts women from communicating with men out of their family.
- **Lack of communication skills** in women is also emerges as a challenge to confidently take part in the negotiations for their own right and benefits.

Chapter 3

3.1 Conclusion and Recommendations

This chapter will elaborate on the conclusion drawn on the basis of analysis along with the key recommendations.

3.1.1 Conclusion

Concluding this, PEFSA IV was able to make a positive impact on the social dynamics of communal land tenancy. It encouraged women to take initiative to discuss land related matters with their male family members, which had never happened before. The negotiations with the landowners through male family member were successful primarily because they realized that they had nothing to lose if they spared a plot of land for cultivation purposes, the benefits of which they were able to accrue. This incentive proved to be beneficial as women began to engage in small scale gardening within close proximity to their homes. Not only were they able to receive relevant training in farming practices, they were also able to acquire a sense of strength of group and self worth.

With respect to women's involvement in land use negotiations, it can be concluded that KG interventions also made an impact. Women did not directly take part in the negotiations however they have been recognized as important stakeholders in these negotiations since they were the ones who primarily owned and initiated the process within their families and thus motivated their household head towards active participation. The women beneficiaries are now found to be encouraged and motivated to take part in such negotiations in future as a result of the benefits of the KG interventions. This entails that the resultant benefits of KG interventions also motivated them to diversify this in future to livestock, horticulture, and other aspects.

Thus, the study has **partially proved the hypothesis that women do play a role in land use negotiations despite having limited skills and abilities for land use negotiations along with facing cultural barriers.** Similarly the study also proves that **though the negotiations were not completely women led however, they were women focused and they have a positive impact on household food security on a short-term basis.**

Relating the findings of this study to the secondary data, it is found that the discussion by *Mayra Gomez and D. hain Tranis* quite in line with the findings of the study, where they opined that failure to protect women rights have direct correlation with social poverty and vice versa. It is also found that the description of World Bank was relevant where it is believed that rights to land and natural resources increases women bargaining power within household. Relating this to the findings of the study, it was revealed that the first step by women to discuss land related matters with male family members and subsequently, with landowners by the male family members. This can logically be connected to the outcome of this project, where women after having received social and economic benefits, vow to take up negotiations with men (of family members as well as with landowners) in future.

3.2 Recommendations

- I- There is a need to engage men and women beneficiaries into different basic literacy programmes with the intention to develop their basic skills related to functional literacy since this can be instrumental in creating the self confidence in

women that will enable them to realize their rights.

- II- Men don't allow communication of women with anybody even if it is for the family livelihood. For that to change and to respond to restrictive cultural norms, mobilization tools such as behavior change communication can be used to bring about changes in the cultural norms, specifically in those segments within society that impede communication for development i.e. men.
- III- Awareness raising and sensitization activities for men as well as women relating to land use rights can be beneficial in sensitizing men to understand rights of women and for women to ascertain their own rights and to discuss them with their family members.
- IV- It is essential to sensitize the tenants to ensure that they have the lease agreement in writing so that their rights can be protected legally, when needed. Village committees can be trained in developing lease agreements. In addition, in order to avoid any potential conflict in future, land owners should also be sensitized on the importance of lease agreements.
- V- Introducing discussions with land owners, local opinion makers, forums/NGO networks and elected representatives especially local government councilors and local land revenue department officials based on land use rights and the importance of women inclusion can be helpful in creating an environment for women's social acceptance.
- VI- Strengthening groups and organizations working on land use rights and food security issues along with supporting initiatives like CARE International's KG and livestock projects with specific focus on women empowerment can help bring women into the decision making forefront.
- VII- Assisting women beneficiaries in creating their own community groups focusing on their needs and interests. This assistance might include access to microcredit, non formal education and vocational trainings and skills that can lead to alternate sources of income generation for the family.

4. Annexes:

Annex 1: ToRs

Annex 2: List of Documents reviewed

Annex 3: Tools of Study

Annex 4: List of person interviewed for Study



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