

Climate Justice for Women Cotton Workers in Sindh Province of Pakistan



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1. Executive Summary

This independent end-of-project evaluation assesses the Climate Justice for Women Cotton Workers initiative implemented by the Sindh Community Foundation (SCF) with support from the Commonwealth Foundation during August 2024 – July 2025. The evaluation applied internationally recognized OECD-DAC and UNEG criteria relevance, effectiveness, efficiency, impact, and sustainability and used a mixed-method approach combining field verification, focus group discussions, and policy-level interviews. The purpose was to assess how far the project succeeded in transforming the lived realities of women cotton pickers facing overlapping vulnerabilities of poverty, gender discrimination, and climate stress.

Sindh's cotton sector sustains hundreds of thousands of rural families, with women performing most of the manual picking Labour under harsh and unsafe conditions. Rising temperatures now reaching 48°C, erratic rainfall, pesticide exposure, and prolonged dehydration have resulted in frequent heat-related illnesses and declining productivity. Recurrent floods have further disrupted seasonal income cycles, forcing families into debt and deepening precarity. Despite the passage of the Sindh Women Agricultural Workers Act 2019, which legally recognizes women as agricultural workers, its implementation has remained limited. Most women remain unable to read contracts, complete forms, or register for social protection schemes. As a result, they continue to exist outside the safety nets guaranteed under Labour and social welfare laws.

Responding to this complex intersection of climate, gender, and labour injustice, SCF, with Commonwealth Foundation's support, designed a holistic empowerment model that combined adult literacy, legal awareness, occupational health and climate safety training, and policy advocacy. The central hypothesis of the project was that if women workers gain literacy, legal identity, and climate-safety knowledge within a supportive institutional environment, they can transition from vulnerability to agency. The project established learning circles across key cotton-producing districts, enabling women to understand their rights, identify climate risks, and voice their concerns collectively through emerging worker groups and networks.

Baseline assessments revealed literacy levels below 10 percent, heat-related illness affecting over 60 percent of women, and almost no social-security registration. Through the project's interventions, participating women demonstrated stronger self-confidence, improved occupational health practices, and a clearer understanding of their legal entitlements. The initiative also fostered multi-departmental coordination among the Labour, Women Development, and Climate Change Departments, contributing to the translation of policy commitments into local-level actions.

Strategically, the project reinforced Pakistan Vision 2025, the Sindh Labour Policy 2023, and the country's Nationally Determined Contributions (NDCs) under the Paris Agreement, all of which emphasize inclusive adaptation and resilient livelihoods. By embedding gender justice within climate action, the initiative advanced Sustainable Development Goals (SDG 5: Gender Equality) and SDG 13: Climate Action, positioning Sindh as a provincial innovator in gender-responsive climate justice. The experience offers valuable lessons for scaling women-centered climate adaptation models in other agricultural and informal sectors across Pakistan.

2. Key Results and Achievements

The Climate Justice for Women Cotton Workers project achieved measurable and transformative results across multiple dimensions - social, institutional, and behavioral. The evaluation found that the initiative not only improved women's awareness and adaptive capacity but also created lasting linkages between communities and provincial institutions responsible for gender, Labour, and climate governance.

- **Enhanced Literacy and Awareness**

At baseline, fewer than 1 in 10 women cotton pickers could read or write their names, understand work contracts, or interpret safety symbols on pesticide containers. Through SCF's adult literacy and numeracy circles, 350 women gained basic literacy, numeracy, and record-keeping skills. These sessions went beyond reading and writing they became spaces for critical dialogue about health, environment, and rights.

Participants reported being able to read their identity cards, calculate daily wages, record debts, and sign attendance registers for the first time. This newfound confidence directly increased their negotiating power and reduced dependency on intermediaries or contractors.

- **Legal Empowerment and Rights Activation**

The project operationalized the Sindh Women Agricultural Workers Act 2019 at the grassroots level by translating its provisions into simple Sindhi and Urdu modules and conducting legal literacy sessions across target districts. Over 700 women workers and 40 local leaders were trained on rights to fair wages, workplace safety, maternity benefits, and freedom of association.

As a result, three women workers' committees were formed and began engaging directly with local labour officers and union federations. In several cases, women collectively approached local authorities to demand inclusion in labour inspection drives and agricultural policy dialogues - an unprecedented step in a historically invisible workforce.

- **Improved Occupational Health and Climate Resilience**

Before the project, more than 60% of participants reported frequent heat exhaustion, dizziness, and skin allergies due to prolonged exposure to sun and pesticides. Through participatory climate-safety and occupational-health trainings, women learned preventive behaviors such as hydration routines, protective clothing, safe pesticide handling, and emergency first aid.

Simple, locally designed tools - such as cotton-picking cloth masks, shaded rest zones, and water breaks - were introduced through village-level action plans. Women reported a significant reduction in heat-related symptoms and greater readiness to respond to extreme weather events. These changes were further reinforced through engagement of male family members and local landlords to promote collective safety norms.

- **Institutional Coordination and Policy Influence**

A major achievement of the project was bridging the disconnect between policy and practice. SCF successfully convened multi-departmental coordination meetings involving the Labour, Women Development, and Climate Change Departments to discuss inclusion of women agricultural workers in climate-adaptation and social-protection frameworks.

Policy briefs prepared by SCF were shared with provincial officials, highlighting gaps in implementation of the 2019 Act and proposing integration of gender-responsive measures in the Sindh Climate Change Policy. These dialogues helped build institutional ownership and demonstrated that community-level evidence can inform provincial policy reform.

- **Social Capital and Collective Voice**

Through the formation of peer-learning groups, village committees, and district-level forums, women workers began exercising collective agency. Community leaders trained under the project took the lead in organizing awareness sessions, facilitating registration for CNICs, and connecting fellow workers to health and microfinance programs.

This networked approach fostered solidarity and reduced isolation. For the first time, women cotton pickers were represented in district-level consultations on labour rights and climate resilience signaling a cultural shift from silence to participation.

- **Broader Development Impact**

The project’s integrated model contributed to several cross-cutting outcomes:

- Increased social visibility of women agricultural workers in local and provincial dialogues.
- Improved health outcomes through practical climate-adaptation measures.
- Enhanced trust and collaboration between communities and public institutions.
- Replication interest expressed by NGOs and donors exploring climate-justice programming for informal workers.

The evaluation concludes that the project successfully transformed awareness into action enabling marginalized women to move from passive recipients of aid to active agents of change within the climate-justice and Labour-rights landscape of Sindh.

3. Domain wise Results Reflection

Domain	Indicator	Result (End-line 2025)	Significance
Empowerment	Women-led trade unions registered	11 (> target 10)	Legal recognition of 386 workers
Economic Justice	Average daily wage ↑	60 % (PKR 500 → 800)	Livelihood security improved
Education	Literacy graduates	350 women (100 %)	Functional literacy enables documentation
Climate Adaptation	Heat illness ↓ 48 %; PPE use ↑	70 % Reduced occupational risk	
Governance	Tripartite Task Force on Decent Work	Operational	Institutional anchor
Outreach	Media & digital reach	13 media highlights in social media, electronic and print media	Public visibility for women workers

Quantitative data were validated through 300 household surveys (95 % confidence, ± 6 %), 6 FGDs, 12 KIIs, and triangulated desk reviews.

4. Overall DAC Rating and Significance

The project achieved an aggregated DAC score of 4.6 / 5 – **Highly Successful and Transformational**.

Beyond numerical success, it created systemic value:

- First formal registration of women-led cotton unions in Sindh.
- Cross-sector collaboration among five provincial departments.
- A climate-safety prototype adaptable to other agricultural sectors.

The intervention advanced **SDG 5 (Gender Equality)**, **SDG 8 (Decent Work)**, **SDG 10 (Reduced Inequalities)**, **SDG 13 (Climate Action)**, and **SDG 16 (Institution-Building)**, translating abstract frameworks into measurable social progress.

5. Objectives of the End Project Evaluation

The evaluation was commissioned to generate an independent and evidence-based judgment on project performance and to inform future programming for SCF, the Commonwealth Foundation, and provincial partners.

Primary Objectives

1. Determine the relevance of project design to community needs and provincial policies.
2. Measure the effectiveness of outputs and outcomes against targets.
3. Assess efficiency of resource use and management systems.
4. Evaluate the extent of impact on income, health, agency, and recognition.
5. Analyze sustainability of benefits and institutional structures post-funding.
6. Examine cross-cutting themes - gender equality, social inclusion, and climate justice.
7. Document lessons learned and replication potential.

Secondary Objectives

- Capture organizational learning and capacity development within SCF.
- Provide credible evidence for policy dialogue and future donor partnerships.
- Contribute to provincial knowledge on gendered climate resilience.

6. Methodology and Analytical Approach

6.1 Design

The evaluation adopted a convergent mixed-methods design integrating quantitative and qualitative streams to cross-validate results. Baseline information was reconstructed from project records and beneficiary recall, while end-line data were collected through surveys and field observation. A participatory validation workshop with community representatives ensured ground-truthing of findings.

Parameter	Specification
Target Population	1350 direct women beneficiaries
Sample Size	300 respondents (22 %)
Sampling Method	Stratified random across 10 villages
Confidence Interval	95 % (± 6 %)
Minority Representation	15 % (Hindu & scheduled caste)
Youth (18–25 yrs)	31 % of sample

This sampling structure ensured both geographic and socio-demographic diversity and enabled gender and age-disaggregated analysis.

6.2 Data Collection Tools

- **Structured Questionnaire:** Quantified changes in income, literacy, health, and decision-making.
- **Focus Group Discussions (FGDs):** Captured collective perceptions and behavioral change.
- **Key Informant Interviews (KIIs):** Engaged government officials, union leaders, and ginners.
- **Observation Checklists:** Assessed physical working conditions and PPE usage.
- **Desk Review:** Analyzed policy documents and media records for contextual alignment.

6.3 Analytical Framework

- **SPSS 26:** Descriptive statistics and paired t-tests ($p < 0.001$) to measure change.
- **Effect Size:** 1.26 (large impact per Cohen's d).
- **NVivo 14:** Thematic coding for qualitative patterns.
- **Reliability:** Cronbach's $\alpha = 0.83$, indicating strong internal consistency.
- **Triangulation:** Findings cross-checked among surveys, FGDs, and KIIs.

6.4 Ethical Safeguards

All participants gave verbal consent; no personal identifiers were recorded. Female enumerators (70 %) conducted interviews in Sindhi and Urdu to ensure comfort and trust. The study followed the Commonwealth Foundation's Ethical Evaluation Guidelines (2024).

6.5 Limitations and Mitigation

Limitation	Mitigation Strategy	Outcome
Recall bias on income data	Peer group validation and record checks	Variance < 5 %
Migration of seasonal workers	Mobile tracking and peer enumeration	90 % coverage achieved
Cultural constraints on gender topics	Female facilitators and village endorsement	Full participation
Heat alerts during fieldwork	Flexible scheduling and hydration stations	Zero data loss

Part II – Findings to Institutional Collaboration

7. Findings and Interpretation

This section synthesizes quantitative and qualitative evidence gathered through surveys (n = 300), FGDs, and KIIs. Each DAC criterion is analyzed with accompanying interpretation.

Relevance

The project was fully aligned with community needs, Sindh's Labour Policy 2023, and the Women Agricultural Workers Act 2019.

At baseline, 87 % of respondents reported no access to any awareness or training on occupational safety or climate resilience. After the intervention, **96 %** stated that activities directly addressed their most urgent concerns, heat stress, pesticide exposure, and wage inequality.

"Before, we thought the sun and pesticides were fate; now we know they are risks we can prevent." - FGD participant, Matiari

Interpretation:

Relevance stemmed from three design strengths:

1. Integration of social, economic, and environmental priorities.
2. Use of local language and peer educators to overcome literacy barriers.
3. Direct linkage between project outputs and existing government policies, avoiding duplication.

The project therefore moved beyond service delivery to become a practical demonstration of policy operationalization at community level.

Effectiveness

All outcome targets were achieved or surpassed. Statistical tests confirm high significance.

Indicator	Baseline 2024	End-line 2025	% Change	p-value
Awareness Index (1–5)	2.1	4.3	+ 104 %	< 0.001
PPE Usage Rate	18 %	70 %	+ 52 pp	< 0.001
Heat Illness Incidence	63 %	33 %	– 48 %	< 0.005
Literacy Completion	0	350	New Outcome	–
Reported Ability to Negotiate Wages	9 %	68 %	+ 59 pp	< 0.001

Qualitative evidence corroborates the quantitative gains. Women described newfound confidence in reading pay slips, signing contracts, and demanding safe working hours. Male landowners interviewed acknowledged productivity improvements after heat-break policies were introduced.

Interpretation:

Effectiveness derived from SCF’s adaptive management style, micro-planning at village level, peer learning, and community-led monitoring. The project successfully converted knowledge into behavior, and behavior into social change.]

Efficiency

While the impact created by the project interventions in achieving the intended outcomes was remarkably high, the project also demonstrated strong financial efficiency and resource optimization. The approved project budget was PKR 9,616,945 (GBP 27,400), of which PKR 9,371,010 (GBP 26,687) was utilized, reflecting an impressive budget utilization rate of 97.4%.

Through strategic planning of field activities and the adoption of a clustering approach for targeted villages, travel and logistical costs were substantially reduced. The use of community spaces for trainings and meetings further optimized financial and human resources by minimizing venue rental expenses and maximizing outreach within available budgets.

Moreover, volunteer Climate Facilitators contributed nearly 6,000 unpaid hours, representing an in-kind contribution valued at approximately PKR 2 million. This effective use of local human capital reflects

efficient resource optimization, strong community ownership, and enhanced sustainability of project interventions.

Although inflationary trends affected a few budget heads, prudent financial management, cost-control strategies, and adaptive resource allocation ensured that all activities were completed within approved limits. Minor delays were experienced during the trade union registration process due to departmental backlogs; however, adaptive scheduling and efficient reallocation of resources prevented any spill-over effects on implementation timelines.

Overall, the project achieved high impact and outcomes through optimized use of financial, human, and community resources demonstrating exceptional value for money, cost-effectiveness, and sustainable financial management.

Interpretation:

Efficiency was reinforced by community ownership, in-kind contributions, and transparent procurement. Every rupee spent generated measurable social benefit, fulfilling donor expectations of value-for-money.

Impact

• **Economic Impact**

Average daily wage rose from PKR 500 to PKR 800 (+ 60 %). Women reported reduced debt dependency and improved household nutrition (food-security index ↑ 38 %).

• **Health and Safety Impact**

Incidence of heat-related illness dropped 48 %; 70 % now use protective cloth masks and hydration breaks.

“Now we keep shade cloths in the field and water for all, even the men.” - Climate Facilitator, Matiari

• **Social and Psychological Impact**

Self-confidence and community respect increased sharply: 74 % of respondents reported being consulted in household decisions versus 38 % at baseline.

• **Policy Impact**

Formation of the Tripartite Task Force on Decent Work and Climate Resilience ensured institutional anchoring.

Interpretation:

Impact was multi-layered raising income and dignity while changing institutional attitudes. Women shifted from passive laborers to recognized social actors, influencing the future of Sindh’s agricultural policy.

Sustainability

Eleven women-led unions remained functional three months after project closure; 45 additional villages replicated core activities through peer learning. Behavioral retention reached 84 %.

Sustainability factors included:

- strong local leadership.
- provincial policy linkages.
- low operational cost model.
- inclusion of youth facilitators ensuring generational continuity.

Interpretation:

The project generated institutional memory communities now see climate safety as a permanent labor right, not a temporary project deliverable.

8. Cross-Cutting Themes

Gender Equality

All union executive members were women. Male sensitization sessions led to visible behavioral change; 80 % of men interviewed agreed that “women have equal right to safe working conditions.”

Climate Justice

Forty-two trained facilitators ran 40 sessions; 400 Neem trees planted; 74 % of workers adopted hydration and shade practices. The initiative demonstrated that low-cost adaptation yields high productivity.

Human Rights and Inclusion

Fifteen percent of beneficiaries belonged to religious minority groups; 5 % were widows heading households. All training materials were available in Sindhi and Urdu.

Interpretation:

The project operationalized the principle of “leave no one behind” by embedding equality into every activity, thereby aligning with both SDG 5 and SDG 13 targets.

9. Challenges and Mitigation

Challenge	Underlying Cause	Mitigation Action	Outcome
Union Registration Delays	Bureaucratic backlog	Legal-aid cell + continuous follow-ups	11 unions registered
Social-Protection Gap	Policy ambiguity	Draft MoU with SP Unit	Integration under review
Cultural Resistance	Patriarchal Norms	Male champions and religious endorsement	Acceptance ↑ 80 %
Worker Migration	Seasonal mobility	Peer tracking system via	mobile 90 % coverage
Data Quality Risks	Low literacy levels	Visual icons on questionnaires	0 missing responses

Interpretation:

Adaptability proved SCF’s organizational strength. Continuous reflection loops allowed real-time problem-solving, demonstrating maturity far beyond the project’s modest scale.

9. Alignment with SDGs and Policies

SDGs Advancement

The project advanced SDG 5 (Gender Equality), 8 (Decent Work), 10 (Reduced Inequalities), 13 (Climate Action), and 16 (Strong Institutions). It operationalized clauses 4, 6, 10 of the Sindh Women Agricultural

Workers Act 2019 and Articles 9 & 12 of the Sindh Climate Change Policy 2022 the first community-driven example of provincial policy localization.

Provincial Policy Synergy

The project directly implemented clauses 4, 6, and 10 of the Sindh Women Agricultural Workers Act (2019) and Articles 9 and 12 of the Sindh Climate Change Policy (2022), making it the first community-driven example of provincial-policy localization.

10. Institutional Collaboration and Linkages

Government Partnerships

- **Labour Department**

Facilitated registration of 11 women-led trade unions and incorporated union data into the provincial labor database. Officials co-chaired the closing workshop, committing to maintaining the Tripartite Task Force on Decent Work and Climate Resilience.

- **Women Development Department**

Integrated project gender modules into district gender desks. Two focal officers were assigned for ongoing coordination in Matiari and Hyderabad

- **Social Protection Unit**

Agreed to include women cotton pickers in provincial registry databases, linking them with the Benazir Income Support Program (BISP).

- **Climate Change Department**

Co-hosted the Climate Safety at Work pilot workshop and recommended replication under the Sindh Climate Resilience Plan 2025-30.

Outcome: Five departments formally engaged; SCF recognized as a technical resource partner.

Civil Society and Media Alliances

- Partnerships with HRCP, Aurora Foundation, and local NGOs amplified the project's advocacy reach.
- Media campaigns included 8 FM radio talk shows, 3 TV segments, and multiple press articles, reaching an estimated 250 000 citizens.
- Public discourse around "climate justice for women workers" entered mainstream conversation for the first time in Sindh.

Private Sector Engagement

- Two ginneries signed MOUs adopting Green Cotton Safety Protocols introducing PPE kits, hydration areas, and shaded rest points for 500 workers.
- Discussions with the Pakistan Cotton Ginners Association are underway to pilot a "Safe Cotton" certification label, linking market incentives with ethical labor standards.

Cumulative Impact of Collaboration

Policy alignment: multi-departmental convergence on climate-labor agenda.

Replication interest: Four NGOs in Sanghar and Khairpur seeking partnership.

CSR synergy: Private-sector co-funding prospects emerging.

Knowledge creation: Academic partnerships producing scalable evidence.

Interpretation:

Collaboration was not merely a coordination tool it became the sustainability backbone of the project, embedding climate-justice principles into formal provincial systems and ensuring that progress endures beyond funding cycles.

SCF Organizational Capacity Development

- During implementation, SCF evolved from a local NGO into a policy-engaged, data-driven institution.
- Twelve core staff received intensive training on Monitoring & Evaluation (M&E), gender mainstreaming, climate-risk screening, financial compliance, and digital data collection.
- Average competency scores in internal assessments improved from 62 % → 87 %, and SCF introduced quarterly “Learning and Reflection Circles” where staff analyzed data, reviewed field reports, and re-aligned strategy.
- A digital Learning Hub was created using open-source software to archive 2 000+ photographs, 40 training sessions, and all monitoring data.

This not only enhanced transparency but also positioned SCF as a technical resource for other civil-society partners.

Interpretation: Organizational growth was an outcome in itself. By investing in internal systems, SCF strengthened its credibility with government departments and donors, ensuring continuity and readiness for scale-up.

Community and SCF Opportunity Framework

The evaluation identified a constellation of opportunities that extend the project’s impact:

Stakeholder	Opportunity	Anticipated Outcome
Community Unions	Formation of a Federation of Women Cotton Worker Unions across districts	Unified voice, collective bargaining power
Sindh Community Foundation (SCF)	Strategic partnerships with ILO, UN Women, EU	Delegations Funding diversification and knowledge exchange
Government Departments	Technical partnership for implementation of Women Agricultural Workers Act (2019)	Practical enforcement and field data integration
Private Sector (Ginneries & Brands) CSR	collaboration on “Green Cotton and Safe Supply Chains”	Ethical compliance and market advantage
Donors & Academia	Joint research	Impact evaluations, policy pilots Evidence-based policy dialogue and visibility

Interpretation: These synergies translate short-term achievements into a long-term ecosystem of cooperation. They represent a transition from project to platform a multi-stakeholder movement for gendered climate resilience.

Part-III Lesson Learned and Recommendations

11. Lessons Learned

The Climate Justice for Women Cotton Workers initiative demonstrated that climate justice, gender equality, and labour rights are interdependent goals. Its field experience in Sindh generated a set of lessons that can inform future programming, replication, and policy action across similar contexts.

Integrating Literacy with Empowerment Yields Deeper Impact

Basic literacy and numeracy were not merely educational outcomes they became gateways to empowerment. When women learned to read their names, identify safety signs, or calculate wages, their perception of self-worth changed. This literacy-linked empowerment proved more sustainable than stand-alone awareness campaigns. Future interventions should treat literacy as a core pillar of rights activation, not an ancillary activity.

Legal Awareness Must Be Translated into Local Action

Although Sindh has progressive legislation such as the Sindh Women Agricultural Workers Act 2019, its effectiveness depends on community-level understanding and administrative enforcement. SCF's approach of simplifying legal texts into local languages, using storytelling and pictorial aids, significantly enhanced comprehension. The lesson is clear: laws alone do not create justice; accessibility and community ownership do.

Climate Adaptation Must Begin at the Worker Level

Large-scale climate policies often overlook the micro-realities of informal women workers. By introducing small yet practical measures - like shaded rest zones, hydration routines, and heat-safety awareness - the project reduced health risks and absenteeism. This shows that climate adaptation can start with behavioral and workplace practices, even in low-resource settings. Such micro-adaptations can collectively shape provincial resilience.

Institutional Collaboration is Key to Systemic Change

The project's success in convening multiple departments - Labour, Women Development, and Climate Change - proved that institutional silos can be bridged when dialogue is evidence-driven. Collaboration enabled alignment between community realities and government policy frameworks. Sustainable change, therefore, requires ongoing coordination platforms where civil society and government co-create solutions rather than operate in isolation.

Women's Voices Strengthen Social Accountability

Empowered women workers became active monitors of local governance. Their engagement in advocacy and local consultations improved accountability and transparency. When women move from being beneficiaries to partners, social accountability becomes gender-responsive. This shift underscores the need for participatory mechanisms where women are heard, respected, and represented.

Flexibility Ensures Relevance Amid Climate Shocks

The project had to adjust its delivery schedule due to extreme heatwaves and local flooding. SCF's adaptive planning - using flexible venues, WhatsApp groups, and peer facilitators - ensured learning continuity. This adaptability is a crucial lesson: climate-vulnerable programs must be designed with operational flexibility, enabling rapid adjustments without losing momentum or outreach.

12. Recommendations

Building on these lessons, the evaluation presents actionable recommendations for sustaining, scaling, and institutionalizing the gains achieved under the project.

12.1 Scale Up the Integrated Model Across Cotton Districts

The pilot demonstrated a viable model for empowerment through literacy, rights, and climate safety. The approach should be scaled to other cotton-producing districts such as Sanghar, Mirpurkhas, and Ghotki, with modifications based on local realities. Provincial expansion can be supported through partnerships with the Sindh Labour Department, Networks, and farmer cooperatives.

12.2 Institutionalize Women Agricultural Workers' Platforms

The district-level women workers' committees established under the project should be formally recognized and supported by the Department of Labour and Women Development Department. These forums can serve as sustainable channels for policy dialogue, monitoring, and collective representation of women in agriculture.

12.3 Integrate Climate-Resilient Occupational Health into Labour Policy

Provincial Labour inspection frameworks should incorporate climate and occupational health indicators, ensuring employers and contractors provide shade, hydration facilities, and rest breaks during heatwaves. This will operationalize the link between climate justice and decent work as envisioned in Pakistan's NDCs.

12.4 Promote Cross-Sectoral Policy Coordination

The Labour, Women Development, and Climate Change Departments should establish a joint provincial working group on gender and climate justice. SCF and civil-society partners can serve as technical facilitators. This platform would institutionalize the dialogue initiated under the project and sustain policy coherence beyond the grant cycle.

12.5 Strengthen Digital Literacy and Mobile Outreach

Women's access to mobile phones was limited but growing. Future projects should develop mobile learning content in Sindhi and Urdu for continued education on legal rights, health, and climate safety. A WhatsApp-based platform can serve as a digital extension of the learning circles, ensuring continuous communication even beyond project completion.

12.6 Link Social Protection with Climate Adaptation

Given that floods and heatwaves disrupt work and income, climate justice programs should be linked with social protection schemes such as the Benazir Income Support Programme (BISP) and Sindh Social Protection Unit. Such integration can cushion income shocks and reduce vulnerability among women workers.

12.7 Resources and Guidelines for Climate-Safety Kits

A provincial policy initiative should allocate resources for low-cost climate-safety kits comprising shade cloths, reusable water containers, cotton masks, gloves, and oral-rehydration sachets for agricultural workers. Distribution can occur through registered unions and ginneries with technical oversight from the Labour and Climate Change Departments. Beyond distribution, the government should issue simple visual guidelines on safe field practices, hydration, and first-aid. Institutionalizing such kits will convert the pilot's behavioral change into a permanent occupational-health standard.

12.8 Encourage Donor Investment in Women-Centered Climate Action

The Commonwealth Foundation's catalytic funding demonstrated how small grants can generate systemic impact. Donors, including UNDP, ILO, and GCF, should build on this momentum by supporting long-term, women-led climate adaptation programs that emphasize both policy influence and community resilience.

Conclusion

The Climate Justice for Women Cotton Workers initiative transformed vulnerability into visibility and knowledge into power. Its participatory approach created tangible improvements in literacy, health, and rights awareness while building bridges between rural women and provincial institutions. The project stands as a replicable model for gender-responsive climate resilience - one that can guide Pakistan and other developing countries in making climate action truly inclusive and just.