

Gender Action Plan of PCP

INTRODUCTION

Project Context

The Gender Action Plan (GAP) is the PCP's strategic document that outlines how sub-projects or program will address gender issues and promote gender equality. It is designed to ensure that the project takes into account the different needs, priorities, and experiences of women, men, girls, and boys, and promotes equal opportunities for all.

The Gender Action Plan (GAP) is designed to ensure that the project:

- Create an enabling policy environment to reduce gender parity gaps and inequalities in the project;
- Promote women's participation in project
- Maximize women's access to subproject benefits
- Minimize social vulnerability of women arising due to the subproject activities like securing land, security concerns during construction
- Addresses the needs and constraints of women, girls, men, and boys;
- Avoids any risks of adverse gender impacts;
- Ensures women's participation, promotes their contribution in project and subprojects planning;
- Ensures women are included as planners, co-implementers and agents of change
- Reduce the gender gap of social, economic and environmental vulnerabilities.

Key Components of GAP

The GAP is a critical tool for ensuring that PCP sub-projects are gender-responsive and contribute to gender equality and women's empowerment.

Some of the key components of a GAP include:

- Engaging with women's groups and other stakeholders to ensure that their perspectives and needs are taken into account in project design and implementation

- Conducting gender analysis and sex-disaggregated data collection to identify gender gaps and inform project decision-making
- Setting specific gender equality objectives and indicators to measure progress towards gender equality
- Implementing gender mainstreaming strategies to ensure that gender considerations are integrated into all aspects of the project, including project design, implementation, monitoring, and evaluation
- Promoting women's leadership and participation in project decision-making and implementation
- Addressing gender-based violence and other forms of gender discrimination that may affect project outcomes.

Target groups

Project activities should be directed to five main target groups: women, men, youth, educational institutions, project staff and staff of executing entities and implementing partners.

- **Men and women and girls** are often disproportionately affected by urban development projects. They may have specific mobility needs, access to services, and safety concerns that need to be addressed in the project design and implementation as well as utilizing and access to municipal services being provided through PCP.
- **Youth** is an important target group as the long-term impact of the project depends on them as decision-makers in the future. They also have specific needs and experiences in urban areas, and their perspectives and needs should be taken into account in the project design and implementation.
- **Vulnerable and marginalized groups** include people with disabilities, elderly people, indigenous populations, and ethnic minorities, among others. These groups may face specific challenges in urban areas, such as discrimination and exclusion, and the GAP should aim to address these challenges.

- **Staff of Municipal Committees (MCs), PMDFC and Local Government and Community Development Department (LGCDD)** - Gender sensitivity of the staff and gender mainstreaming in the project is essential for the implementation of planned activities. including planners, engineers, fiduciary, environmental and social specialists and project staff have a critical role to play in ensuring that the project is gender-responsive and promotes gender equality.

Civil society organizations and women's groups can play a key role in advocating for gender-responsive policies and programs, as well as in providing feedback on the project design and implementation.

Resources

Implementing a Gender Action Plan (GAP) for PCP requires adequate resources, both in terms of financial and human resources. The specific resources required will depend on the size and scope of the subproject under PCP, as well as the objectives and strategies outlined in the GAP.

Here are some of the key resources that may be required:

- I. Legal provisions aim to increase women's participation in decision-making. Legal provisions at provincial level and mechanisms could be utilized to strengthen the engagement of men and women within the framework of the project.
- II. The GAP requires additional financial resources to cover the costs of activities and strategies outlined in the plan. This may include funds for gender analysis, data collection, capacity building, advocacy, and monitoring and evaluation.
- III. The implementation of the GAP will require staff with specific skills and expertise in gender analysis, gender mainstreaming, and monitoring and evaluation. This may require additional staff or training of existing staff.
- IV. Collecting sex-disaggregated data and other gender-specific information is a critical component of the GAP. This will require additional resources to collect, process, and analyze the data.
- V. Implementing the GAP will require partnering with civil society organizations, women's groups, and other stakeholders who can provide expertise, feedback, and

support. This may require additional resources to establish and maintain these partnerships.

- VI. The implementation of the GAP may require technical expertise in areas such as urban planning, public transport, housing, and social services. This will require hiring consultants or partnering with academic institutions and research organizations.
- VII. Implementing a GAP requires a long-term commitment from all stakeholders, including city officials, project staff, and community members. This may require additional time and resources to ensure that the project is sustained over the long term.
- VIII. Project has employed a full-time Sr. Program Officer (ESM¹), Program Officer and regional offices ESM Deputy Program Officers to take care of the compliance of ESMF, implementation of the Environmental and Social Management Plan (ESMPs) and the Gender Action Plan (GAP) as well as to screen all the subprojects, comply with the EHS standard operating procedures (SOPs), policies and regulations on gender-sensitiveness and responsiveness.

Implementation of GAP will use outreach platforms setup by Communication Strategy of the program such as mass and social media for awareness raising campaigns. The specific gender action plan of the project is presented below:

Please revise the below table using various stages of project cycle in the light of examples provided below. The list is not exhaustive.

Outputs

- Improved gender-disaggregated data collection and analysis: This output could be measured by improvements in the collection and analysis of gender-disaggregated data, as well as improvements in the availability and quality of data on women's experiences and outcomes in the project area.

¹ Environment and Social Management

- Increased recruitment and retention of women in PMU/PIU and subprojects: This output involves number of women are hired in the project in PMU and various subprojects.
- Increased participation of women in decision-making: This output could be measured by the number of women who are involved in project design and implementation, as well as the number of women who are represented in decision-making bodies related to the project.
- Improved access to services for women: This output could be measured by improvements in the availability and quality of services that are important for women's well-being, such as healthcare, education, and social services.
- Increased safety and security for women: This output could be measured by reductions in the incidence of gender-based violence, harassment, and other forms of violence against women in the project area, as well as improvements in women's perceptions of safety in public spaces.
- Improved physical infrastructure for women: This output could be measured by improvements in the quality and accessibility of physical infrastructure that is important for women's mobility, such as public transportation, sidewalks, and public lighting, day care centers, the number of women-only toilets and changing rooms in public spaces.
- Increased awareness and capacity on gender equality: This output could be measured by improvements in the understanding and capacity of project staff, partners, and community members on gender equality and women's empowerment, as well as improvements in the inclusion of gender considerations in project planning and implementation.
- Improved gender-responsive policies and practices: This output could be measured by improvements in the development and implementation of gender-responsive policies and practices within the project, as well as improvements in the monitoring and evaluation of the project's gender-related outcomes.

A few examples of Activities:

- Conduct a gender analysis to identify gender-specific challenges and opportunities in the project area, including the gender division of labor, access to resources and services, and safety and security concerns.
- Engage with women and other stakeholders in the project area to understand their perspectives, needs, and priorities, and ensure that their voices are heard in the project design and implementation.
- Build the capacity of project staff and partners on gender mainstreaming, gender analysis, and monitoring and evaluation to ensure that gender considerations are integrated throughout the project.
- Ensure that the project design is gender-sensitive and takes into account the needs and priorities of women and other marginalized groups, including the design of infrastructure, services, and public spaces.
- Ensure that project services, such as public transportation, health services, and housing, are accessible and responsive to the needs of women and other marginalized groups.
- Advocate for gender-responsive policies and programs, and raise awareness among project staff, partners, and community members on the importance of gender equality and women's empowerment.
- Monitor and evaluate the project to assess its impact on gender equality and women's empowerment, and make adjustments as necessary to ensure that the project is achieving its gender-related objectives.

A few examples of indicators and KPIs

Indicators and key performance indicators (KPIs) are used to monitor and evaluate the progress and impact of a Gender Action Plan. The specific indicators and KPIs will depend on the context

and objectives of the plan. However, here are some examples of possible indicators and KPIs for a Gender Action Plan:

- Output: Improved gender awareness and sensitivity among employees.
- Indicator: Number of employees who receive gender awareness training.
- KPI: Ensure that 100% of employees receive gender awareness training within 1 year.
- Indicator: Employee satisfaction with gender awareness training.
- KPI: Achieve an average satisfaction rating of 85% for gender awareness training within 2 years.
- Objective: Increased number of women who participate in decision-making processes.
- Indicator: Number of women who participate in decision-making processes (e.g., committees, focus groups).
- KPI: Increase the number of women who participate in decision-making processes by 25% within 2 years.

Sr. No.	Activities	Actions and Targets	GAP Indicator	Timelines	Responsibilities
OUTPUT I- SUBPROJECTS IDENTIFIED, PREPARED, PLANNED AND DESIGNED					
1.1	Identify the men, women and transgender population in the proposed subproject area	<ul style="list-style-type: none"> Secondary population census data Subproject siting and surveying 	<ul style="list-style-type: none"> Baseline data collected and documented in the instruments Ensure collection of gender disaggregated data. 	At the planning and design phase of all the subprojects	Consultants hired for detailed design and survey PCP ESM Team MCs
1.2	<ul style="list-style-type: none"> Ensure men, women and transgender's participation in infrastructure planning and design in all the subprojects under PCP. Ensure women and transgenders and vulnerable groups are equally benefitted with the project activities and sub-activities 	Consultation and participation	<ul style="list-style-type: none"> Documented evidence of consultation Recorded the feedback 	At the planning and design phase of all the subprojects during Environment and Social Screening Survey	Consultants hired for detailed design and survey PCP ESM Team MCs

1.3	Awareness and information about the subproject activities and anticipated environmental and social impacts that may emerge during or after construction phase and may affect the women and children	Information and Awareness	<ul style="list-style-type: none"> Documented the evidence 	During public consultation at the time of E&S Screening Surveys	Consultants hired for detailed design and survey PCP ESM Team MCs
1.4	Ensure the inclusion of needs and feedback of all the gender related groups in the planning and design documents	Gender considerations in PC-Is and Sector Plans preparation	<ul style="list-style-type: none"> Incorporated the feedback/comments in planning documents 	At the planning and design phase of all the subprojects	Consultants hired for detailed design and survey PCP ESM Team MCs
1.5	Ensure the Environment and Social Screening and Involuntary Resettlement Screening of each subproject under PCP, categorization of each subproject and development of relevant E&S instruments	Women, men and transgender and other vulnerable groups as Affected Persons identified in terms of social and environmental implications	Documented in E&S and IRS Screening Checklists and E&S instruments	During preparation of screening checklists and E&S instruments	Consultants hired for detailed design and survey PCP ESM Team MCs

1.6	Promote gender aspects of all activities through targeted and culturally sensitive awareness raising training and campaigning	Training/awareness raising programs	Documentation of trainings Training reports	Throughout the length of project	PCP PMDFC team
1.7	Preparation of livelihoods restoration and social development programs including women skills enhancement plans in the subprojects where women or transgender may have the chance of loss of livelihoods or means of livelihoods	Gender consideration in management and mitigation plans	<ul style="list-style-type: none"> • Livelihoods Restoration Plans for women developed and approved • Skills enhancement programs for women and transgenders developed and approved • Social development plan for women developed and approved 	Before execution of the projects	Consultants hired for detailed design and survey PCP ESM Team MCs
1.8	Inclusion of estimated costs of implementation of E&S instruments and mitigation	Estimated budget for implementation of E&S instruments reflects the	Cost of E&S estimated budget included in the total estimate of PC-I	At the project planning and design phase	Consultants hired for detailed design and survey

	and management plans in the total estimate of PC-Is	provisions made for women and transgender			PCP ESM Team MCs
1.9	Sex disaggregated data of complaints	An effective GRM is in place	Complaints received record	Throughout the course of project	MCs PMDFC ESM /Institutional Development team
OUTPUT II- BID DOCUMENTS AND CONTRACT OF AWARD OF APPROVED SUBPROJECTS					
2.1	Ensure the incorporation of SOPs for Environment, Health and Safety of labor/women workers in the contractors' terms of reference	Contractor's scope of work has gender considerations	Clause regarding compliance of EHS SOPs developed by PMDFC, included in the bid documents	At the stage of bid documents preparation	Consultants hired for detailed design and survey PCP ESM Team MCs
2.2	Ensure the incorporation of SOPs for EHS of local communities particularly women, children and transgender in the scope of work of contractor	Contractor's scope of work has gender considerations	Clause regarding compliance of EHS SOPs developed by PMDFC, included in the bid documents	At the stage of bid documents preparation	Consultants hired for detailed design and survey PCP ESM Team MCs

2.3	E&S instruments are made part of bid documents and mitigation measures having provision for gender are included in the BOQ items	Contractor's scope of work has gender considerations	Clause regarding compliance of E&S approved included in the bid documents	At the stage of bid documents preparation	Consultants hired for detailed design and survey PCP ESM Team MCs
OUTPUT III- SUBPROJECT EXECUTION AND CONSTRUCTION PHASE					
3.1	Ensure the compliance of environment and social mitigation and management plans as given in the approved instruments	Gender related mitigation measures are complying and adopted as per the given procedures	<ul style="list-style-type: none"> • Monitoring and Evaluation • Evidence based documentation and recommended measures • Record of visual site observations • Record of GRM complaints 	During construction phase	Supervision consultants ESM PMDFC team MCs

3.2	Orientation/sensitization of contractors on core labor standards such as equal labor wages irrespective of gender	All the contractors have got training	Documentation of training sessions	At contract award and during construction phase	Supervision consultants ESM PMDFC team MCs
3.3	Orientation/sensitization of contractors to provide best EHS provisions to all genders	All the contractors have got training	Documentation of orientation sessions	At contract award and during construction phase	Supervision consultants ESM PMDFC team MCs
3.4	Ensure the compliance of EHS SOPs of Labor/Women workers and children	EHS SOPs developed for Women and child labor/workers are in compliance with the prescribed procedures	<ul style="list-style-type: none"> • Monitoring and Evaluation • Evidence based documentation and recommended measures • Record of visual site observations • Record of GRM complaints 	During construction phase	Supervision consultants ESM PMDFC team MCs
3.5	Train and sensitize the construction labor/workers	Training and awareness raising	<ul style="list-style-type: none"> • Documentation • Training reports 	At site during construction	Supervision consultants

	about gender related issues that may emerge during execution and construction of infrastructure projects	programs for labor/workers			ESM PMDFC team MCs
3.6	Ensure the compliance of EHS SOPs of communities including women members of communities	EHS SOPs developed for local communities are in compliance with the prescribed procedures	<ul style="list-style-type: none"> • Monitoring and Evaluation • Evidence based documentation and recommended measures • Record of visual site observations • Record of GRM complaints 	During construction phase	Supervision consultants ESM PMDFC team MCs
OUTPUT IV- SUBPROJECTS COMPLETION					
4.1	Equal access of women, men and transgender and vulnerable groups to better municipal services	Equal access to municipal services	Documentation records Post projects reports development	After execution of projects	PCP PMDFC team
4.2	Document gender impacts and results of the project	Impacts of project interventions on	Post project reports	At completion of project	PCP PMDFC team

		men, women, children and other vulnerable groups			
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