

GENDER ACTION PLAN (GAP)

Objective	Actions and Description	Target/Indicator and Timeframe	Institutional Responsibility
Output A: Rehabilitation and upgrading of Trimmu and Panjnad barrages (Outputs 1 and 2 of DMF)			
Secure recreational facilities for women and families.	Design and construction of family park on Punjab Irrigation Department (PID) land around barrage, providing the only recreational facility for local women and families.	Park opened by 2019 at the latest, for use by at least 5000 families from surrounding communities, and many more from the wider area.	Project Management Office (PMO)/PID
Improved Basic Health Unit (BHU) functioning for women in local communities.	BHU constructed or upgraded based on assessment of local needs, ready to be staffed (including female staff) and equipped to provide women's health care including reproductive health.	Health center is constructed/upgraded and available by 2019 at latest, benefitting approximately 8500 families in the two locations.	PMO/PID hands over BHU to Ministry of Health for equipping, staffing and operation.
Higher levels of education provided for local girls.	Construction/upgrading of existing girls' primary school to high school (including primary section).	High school building available by 2019 at the latest, doubling post-primary enrollment from an estimated 25% to 50%.	PMO/PID hands over school building to Ministry of Education for equipment, staffing and operation as girls' high school.
Gender equality in resettlement provisions.	<p>Ensure information on payments of compensation is available to both spouses. Affected women are encouraged to open their own or jointly titled bank accounts.</p> <p>Ensure women's participation in affected persons' committee (APC).</p>	<p>All affected women aware of amount of compensation and of option to open bank accounts</p> <p>25% of the members of APCs are women.</p> <p>Relocation and resettlement procedures include women's specific concerns.</p>	PMO/PID and Social Safeguard and Resettlement staff.
Documentation of project results and impacts on women.	Conduct qualitative study (e.g. focus group discussions) of how women see the impact on their lives of provision of improved health care, skills training, education, and recreational provision.	Qualitative studies determining impact of project on women's lives, written up in accessible manner including lessons learned.	PMO/PID engages consultant to research and write up study.

	Write up narrative of good gender practices in irrigation sector, suitable for publishing on websites.		
Output B: Improved capacities of communities and PID staff			
Raised awareness and understanding of flood risk management.	Awareness of flood risk management raised in at least two nearby communities, including women's full participation in all activities.	Women participate in all awareness-raising activities, including representatives of those to be resettled, and volunteers from adjacent communities.	PMO/PID
Improved availability of medical services for women, bringing significant impact on e.g. maternal and infant mortality.	Conduct awareness-raising among women and men in the community to utilize prenatal, postnatal, child care, growth monitoring, and vaccination facilities at the health center. Separate awareness-raising sessions for women and men if requested.	Awareness-raising targeted at 8,500 families. Number of women visiting health center for check-ups increases by 20% annually for two years after launch.	Upgraded Basic Health Unit handed over to Ministry of Health for staffing and use as base for awareness-raising activities.
Enhanced livelihood skills for local women.	Mapping of local skills and priorities. Training opportunities provided for local women, including home-based businesses (e.g. food processing, handicrafts) and marketing. Gender specialist engaged to identify and mobilize trainees, and conduct training in communities.	Approximately 500 women aged 16-50 in surrounding communities are trained in livelihood skills and have increased income by 2020 [target takes into account local social norms].	PMO/PID, with assistance of consultant/partner organization.
Opportunities for local women to sell produce and handicrafts.	Facilities provided at family park.	Facilities available by 2019 at latest.	PMO/PID
Improve PID's capacity in gender-responsive planning and design.	Inputs from women representatives in Farmers' Organizations recorded and acted upon. Conduct orientation for PMO staff on gender-responsive planning and design.	70% of PMU staff trained, including 70% of female staff.	