

GENDER ACTION PLAN

Activities	Indicators and Targets	Responsibility	Time Frame
Output 1. Road Network system (including bridges) repaired and rehabilitated			
Increase women's participation in community consultation/ awareness raising activities	- At least 30% of participants of all community consultations and awareness raising activities are women	C&W Departments Social and Gender Specialists in the two PCUs	1-3 Yr
Include safety measures and commuters/ pedestrians' concerns in the design of roads and bridges (as part of "Build Back Better")	- All project roads and bridges include gender-sensitive safety measures (including safe pathways, elevated side walkways, speed breakers etc.) - All project roads and bridges include road and traffic signs(informatory, cautionary or mandatory signs)		
Encourage contractors to include women under cash-for-work schemes for the unskilled labor (where women are willing to work)	- Contractors' contract include incentives for providing employment opportunities for women, as well as compliance with core labor standards (such as providing equal pay for work of equal value)		
Ensure women's grievances and concerns are addressed during reconstruction work	- 20% women representatives in grievance redress committees - Reports on the results of grievance meetings identify issues raised by women and measures agreed to address these issues		
Output 2: Irrigation and Flood management structures rehabilitated and upgraded to safer standards to protect against future flooding			
Employ women in planting and maintaining the plants along irrigation channels and protection bunds	- At least 30% of workers engaged for planting and maintenance work along irrigation channels and protection bunds are women	Irrigation Department, Punjab Social and Gender Specialists in PCU Planning and Development Department, Punjab	1-3 Yr
Improve women's income through participation in Land sliding risk mitigation measures	- Land-sliding risk mitigation measures include procurement of 30% of the forest nurseries owned by women - Women suppliers of forest nurseries receive free inputs like plants, polythene bags and seeds	Forest Department for Haveli, Kotli and Poonch districts Social and Gender Specialist in PCU	

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Output 3: Disaster vulnerability reduced and DRM capacity increased			
Collect gender disaggregated data under the multi-hazard risk assessment	<ul style="list-style-type: none"> - Multi-hazard risk assessment tools and surveys include gender-disaggregated indicators/parameters - Gender disaggregated data and analysis of multi-hazard risk assessment for 16 Districts in Punjab inform the development of gender-inclusive/responsive social protection, disaster risk reduction, preparedness and response plans 	Forest Department for Haveli, Kotli and Poonch districts Social and Gender Specialist in PCU P&D Department Government of Punjab	1 –Yr
Ensure gender-inclusive awareness campaign in disaster risk reduction, preparedness and response	<ul style="list-style-type: none"> - At least 30% women participation in public meetings/seminars/orientations on disaster risk reduction and emergency preparedness and response - Specific print/electronic or other communication means for awareness raising on climate change risks, disaster risk reduction and preparedness adapted to reach out more women¹ 	Social and Gender Specialist at PCU Punjab Social and Gender Specialist at PCUs, Planning & Development Departments	2-3 Yr
Project Management and Monitoring			
Recruit social development and gender specialist at Project Coordination Units	<ul style="list-style-type: none"> - 2 social development and gender specialists placed (one each) of the two PCUs 	PCUs & PIUs	1Yr
Capacity building of the IAs in gender inclusive project design and implementation	<ul style="list-style-type: none"> - Training in gender-responsive/inclusive measures for developing disaster risk reduction, preparedness and response systems conducted for all IAs (1 each for the two project areas) 		
Encourage recruitment of women staff in PIUs	<ul style="list-style-type: none"> - 20% of the PIU staff are women 		
Include indicators of GAP in the periodic reports and project monitoring system	<ul style="list-style-type: none"> - Project bi-annual, mid-term and completion reports include progress against GAP indicators and results (good practices, lessons learnt etc.) 		1-3 Yr

¹ Most appropriate communication means other than public meetings/seminars/orientation that are adapted to the specific needs of the communities and targeted to reach more women, are identified in the detailed GAPs for both Punjab Province and the districts of Haveli, Kotli and Poonch, at project onset.