

GENDER ACTION PLAN

Activity	Performance Targets/ Indicators	Responsibility	Timeframe
Output 1. Quality available water in the project area increased			
1.1 Install water supply outlets for household use in strategic areas of the irrigation tributary system	<ul style="list-style-type: none"> • 17 water supply outlets installed in strategic spots of the irrigation tributary system • Households in 17 water-scarce villages benefitted from water supply outlets installed 	PMO-canal	Q3 2018 – Q2 2022
1.2 Construct cattle baths for easy access to water by livestock often cared for by women in rural households	<ul style="list-style-type: none"> • 30 cattle baths constructed in specific spots along selected areas of the irrigation tributary system 	PMO-canal	Q3 2018 – Q2 2022
1.3 Install safety fencing in strategic areas of the irrigation tributary system	<ul style="list-style-type: none"> • Irrigation fences installed in strategic points in 7 locations to ensure children’s safety: Jalalpur, Thill Sharief, Chakri, Nathwal, Pipli, Ratwa, and Dheri 	PMO-canal	Q3 2018 – Q2 2022
1.4 Include provisions in labor contracting provisions that encourage the employment of women in civil works	<ul style="list-style-type: none"> • Labor contracting documents include specific provisions encouraging the hiring of local labor and women workers 	PMO-canal	Q3 2018 – Q2 2022
Output 2. Water use skill improved in the project area			
2.1 Encourage women’s participation in WUAs	<ul style="list-style-type: none"> • 5% of the 485 WUAs established, have women members (Baseline 2017: 0 WUAs at the project areas) • All female heads of households with farmlands registered in their names, are members of WUAs • All WUAs conduct women-only discussions with women members and wives of members, which would then be fed into bigger WUA meetings • Women’s participation in WUA meetings recorded in the minutes of the meeting 	PAD-PIO with gender implementation consultant	Q3 2018 – Q1 2023
2.2 Organize community-based groups of women to include women farmers who are not members of WUAs ^a	<ul style="list-style-type: none"> • At least 2 women-only meetings held per year • Minutes of meetings with consolidated views of women farmers, are considered by WUAs during their meetings 	PAD-PIO with gender implementation consultant	Q3 2018 – Q1 2023
2.3 Conduct training needs analysis of WUAs, with specific attention to the training needs of women water users	<ul style="list-style-type: none"> • TNA report includes a specific section highlighting the needs and concerns of women water users • Gender-sensitivity training is included in the training program of WUAs 	PAD-PIO with gender implementation consultant	Q3 2018 – Q1 2023
2.4 Develop and conduct training programs on water-use skills	<ul style="list-style-type: none"> • At least 2 detailed training programs designed to address the specific needs of women water 	PAD-PIO with gender	Q3 2018 – Q1 2023

	<p>users, including leadership trainings to increase the number of women participating in the WUAs</p> <ul style="list-style-type: none"> • At least 2 WUA management trainings on topics such as financial management, budgeting, and organizing, with 5% women's participation • 6,000 households trained in improved water-use skills, with 30% women's participation 	implementation consultant	
Output 3. Farm management capacity improved in project areas			
3.1 Conduct training on irrigated agricultural practices	<ul style="list-style-type: none"> • 6,000 households trained on irrigated agricultural practices • 30% of total trainees are women 	PAD-PIO with gender implementation consultant	Q2 2021 – Q3 2023
3.2 Conduct training on profitable farming systems	<ul style="list-style-type: none"> • 6,000 households trained on profitable farming system • 30% of total trainees are women 	PAD-PIO with gender implementation consultant	Q2 2021 – Q3 2023
3.3 Conduct cross-farm visits, farmer fairs, or other knowledge sharing events to enhance learning and exchange of good practices among farms	<ul style="list-style-type: none"> • 30% women's participation in the knowledge sharing events 	PAD-PIO with gender implementation consultant	Q2 2021 – Q3 2023
3.4 Establish demonstration plots managed by women	<ul style="list-style-type: none"> • At least 100 of the 664 demonstration plots are managed by women 	PAD-PIO with gender implementation consultant	Q2 2021–Q3 2023
3.5 Provide private agricultural support services to women farmers	<ul style="list-style-type: none"> • At least 30% of farmers provided with agricultural support services are women, including those working in their home gardens 	PAD-PIO with gender implementation consultant	Q2 2021–Q3 2023
3.6 Document experiences and lessons learned in implementing farmer training programs and ensuring women's full participation	<ul style="list-style-type: none"> • Report on good practices and lessons learned in ensuring women's full participation in farming training programs 	PAD-PIO with gender implementation consultant	Q2 2021 – Q3 2023
3.7 Hire women social mobilizers	<ul style="list-style-type: none"> • At least 10% of social mobilizers are women 	PAD-PIO	Q2 2021 – Q3 2023

PAD = Punjab Agriculture Department, PIO = project implementation office, PMO = project management office, TNA = training needs analysis, WUA = water users' association.

^a This is an informal group of women who are neither landowners, nor wives of landowners, but women who provide farming services to landowners, as needed.