

GENDER ACTION PLAN

Activity	Performance Targets/ Indicators	Responsibility	Timeframe
Output 1: PDF and VGF resources for PPP projects augmented			
1.1 Ensure that the call for proposals explicitly requires the line departments to demonstrate how their proposed projects would benefit the people of Punjab, especially the vulnerable groups	Memos and guidelines on drafting the project proposal explicitly requires the proponents to demonstrate how the project will benefit the poor, women, children, elderly, and persons with disabilities	PPP Cell	At project effectivity / 2018
1.2 Require a social impact assessment for project proposals, which would include an assessment of how the project would benefit women and girls	Project proposals accepted include social impact assessments with a section on gender impact	PPP Cell	Throughout project life/ 2018–2022
1.3 Encourage line departments to design high impact social projects that demonstrate how they will directly address social and gender issues	At least 1 social sector project approved ¹ , with direct benefits to vulnerable groups such as the poor, women, girls, elderly, and persons with disabilities	PPP Cell	Throughout project life/ 2018–2022
Output 2. PPP institutional capacity enhanced and strengthened			
2.1 Engage the services of a social and gender specialist	Social and gender specialist hired	PPP Cell / Selected Line Departments	At project effectivity / 2018
2.2 Develop the “Guidelines on Reviewing Proposals” with a social and gender lens	Guidelines developed, reviewed by the PPP Cell and approved by the Steering Committee	Social and gender specialist, with approval of PPP Cell	2018
2.3 Incorporate social and gender criteria into the screening tools for assessing proposals	Screening tools for assessing proposals, with social and gender criteria, utilized		2018
2.4 Conduct gender training to the staff of PPP Cell, RMU, and to the relevant staff of the line departments preparing proposals	At least 60% of staff of RMU and PPP Cell have undergone gender trainings At least 2 staff from each line department submitting	Social and gender specialist	2018–2022

¹ The project commits to 5 PPP projects approved during project life. As the Health Department is one of the key line departments involved, it is expected that the high impact social sector PPP project that will most likely be approved, is a health sector project. The other line departments include the (i) Communications and Works Department; and (ii) Housing Urban Development and Public Health Engineering Department, which is expected to submit a proposal that would have direct social and gender benefits.

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	proposals have undergone gender trainings		
2.5 Hire women staff in the PPP Cell and RMU	At least 20% women staff in the RMU and PPP Cell (Baseline: 15% of GoPb staff are women)	PPP Cell and RMU	2018–2022
2.6 Ensure that the project ESMS include social and gender indicators	Project ESMS with social and gender indicators, established	PPP Cell	Quarter 1 2018
2.7 Ensure women's participation in all PPP trainings conducted for line departments	At least 20% women's participation in PPP trainings in at least one department	PPP Cell, RMU and selected Line Departments	2018, 2020, and 2022

ESMS = environmental and social management system, GOPb = Government of Punjab, PDF = project development facility, PPP = Public-Private Partnership, VGF = viability gap fund, RMU = Risk Management Unit.