

GENDER ACTION PLAN

Activities/Measures	Indicators/Targets	Responsibility	Timeframe
Outcome: Access to quality urban services by the residents of Sahiwal and Sialkot cities improved			
Outputs 1 and 2: Water supply and sanitation systems improved			
1/2.1 Ensure the installation of water meters to households in Sahiwal and Sialkot	<ul style="list-style-type: none"> 15,000 metered water connections in Sahiwal and Sialkot. 	PMU CIUs	Year 2-4
1/2.2 Ensure participation of women in project consultations	<ul style="list-style-type: none"> Conduct focus group discussions with at least 50% women participation before finalizing water and sanitation schemes in Sahiwal and Sialkot. 	PMU CIUs	Year 1
1/2.3 Ensure women's participation as WASH focal persons	<ul style="list-style-type: none"> At least 15% of trained WASH behavior change and health and hygiene focal persons are women. WASH related training provided to household members in all project communities, with 30% women participation. 	PMU CIUs Urban Services Companies	Year 1-6 On-going basis
1/2.4 Establish a gender-inclusive grievance redress mechanism	<ul style="list-style-type: none"> Gender-inclusive grievance system for water supply and sanitation concerns, include widely advertised cell phone and toll-free numbers, and trained responders/ telephone operators (10% female). At least 25% female participants in grievance redress meetings/consultations. 	PMU CIUs Urban Services Companies	Year 1-6
Output 3: Urban public spaces improved			
3.1 Promote women's and girls' safe access to urban public spaces	<ul style="list-style-type: none"> At least 8 of 11 (or 70%) city parks rehabilitated/constructed, have allocated a safe "women's space" for sports, recreational, or other activities participated in by majority women. At least one outdoor space for women's sports. 	PMU CIUs	As per implementation schedule
3.2 Install gender-inclusive facilities in bus terminals	<p>All three bus terminals upgraded to include:</p> <ul style="list-style-type: none"> Separate female and male toilets, with provisions for diaper changing stations. Visible anti-sexual harassment messages on posters on the walls and in television monitors. Well-lit comfortable waiting areas with an exclusive (cordoned off) waiting area for females. Allocation of at least 1 commercial space for women vendors in (or surrounding) bus terminals. 	PMU CIUs	Year 3 or as per implementation schedule
3.3 Ensure ease of access to, and safety of women, children, elderly, and persons with disabilities on the pedestrian footpaths to be constructed/rehabilitated	<ul style="list-style-type: none"> Pedestrian footpaths include sufficient lighting, appropriate directional signs in local language, and access ramps for wheelchairs and prams. 	PMU CIUs	Year 4 or as per implementation schedule
Output 4: Institutional support and capacity developed			
4.1 Incorporate gender concerns in newly developed capacity development program for PMU, PIU, Urban Units	<ul style="list-style-type: none"> Capacity development program includes how to identify and address gender-related concerns in the provision of water supply and sanitation services, as well as in the management of public urban spaces. At least 80% of staff of PMU, CIUs, and Urban Units underwent capacity development training with integrated gender concerns. 	PMU CIUs	Year 1 onwards

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	<ul style="list-style-type: none"> At least 80% of existing relevant female staff in each city participated in the newly designed capacity development program. 		
4.2 Ensure participation of female technical and financial management staff in trainings	<ul style="list-style-type: none"> At least 10% female participants in technical and financial management trainings conducted for staff of PMU, CIUs, and Urban Services Companies. 	PMU CIUs	Year 1 onwards
4.3 Ensure the regular collection of sex-disaggregated data and reporting of GAP implementation results	<ul style="list-style-type: none"> Project management information system includes gender indicators and regularly populated with sex-disaggregated data. Project progress reports include a section on GAP implementation. 	PMU CIUs	Year 1 onwards
4.4 Ensure significant women's participation in customer satisfaction surveys	<ul style="list-style-type: none"> 50% women respondents in customer satisfaction surveys. Report on customer satisfaction is sex-disaggregated. 	PMU Urban Units Urban Services Companies	Year 1-6
4.5 Hire a social and gender specialist in the PMU	<ul style="list-style-type: none"> GAP implementation carefully monitored and gender results are reported in progress reports and project completion report. Qualitative information on how the project has positively impacted women's lives, gathered and recorded. 	PMU	Year 1-6 (starts within 6 months of setting up the PMU)

CIU = city implementation unit, GAP = gender action plan, PMU = project management unit, WASH = water, sanitation, and hygiene.