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# Gender Action Plan

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## **FP108: Transforming the Indus Basin with climate resilient agriculture and water management**

Pakistan | FAO | B.23/10

5 September 2019



**GREEN  
CLIMATE  
FUND**

## 9. GENDER ACTION PLAN

The day-to-day implementation of the Gender Action Plan for the project, *Transforming the Indus Basin with Climate Resilient Agriculture and Water Management*, will be led by two full-time project-recruited Gender and Nutrition Specialists. These individuals will work in the Provincial Project Implementation Units (PPIUs), and thus will work under the direct supervision of the Provincial Project Coordinators. Although the Gender and Nutrition Specialists will lead the implementation of the Gender Action Plan, they will do so in close collaboration with other project-recruited staff who will lead day-to-day delivery of project activities at the federal, provincial and districts levels. In this context, the Gender and Nutrition Specialists will work with (inter alia): project-recruited staff in the Project Management Unit (PMU) including the National Project Coordinator and other specialists working at the federal level; project-recruited staff in the two PPIUs, including the Provincial Coordinators and other technical specialists; and project-recruited staff in the eight District Project Implementation Units (DPIUs), including the District Training Teams (each of which will include two Women Open Schools (WOS) supervisors, who will play a key role in delivering support for WOS – a key element of the gender-responsive support provided by the project). The Gender and Nutrition Specialists will also work collaboratively with the Responsible Entities (which play a key role in this project, as outlined in Section C.7 of the Funding Proposal and Sections 5 and 7 of the Feasibility Study) to ensure gender-differentiated needs are adequately integrated into the complementary support they provide in collaboration with this GCF project.

Expected Result <sup>350</sup>	Indicators and Targets	Timeline	Responsibilities	Budget
<i>Fund-level impacts</i>				
<i>GCF core indicator</i>	Number of direct and indirect beneficiaries.  Direct: <i>Baseline: 0</i> <i>Target: 1.3 million (636,000 women)</i> Indirect: <i>Baseline: 0</i> <i>Target: 16 million (7.9 million women)</i>	By end of Project Year 6	FAO (as Executing Entity), particularly: - National Monitoring Specialist.	Included in regular budget.
	Number of direct beneficiaries relative to total population (in the targeted districts).  Direct: <i>Baseline: 0%</i> <i>Target: 8% (4% women)</i> Indirect: <i>Baseline: 0%</i> <i>Target: 100% (49% women)</i>	By end of Project Year 6	FAO (as Executing Entity), particularly: - National Monitoring Specialist.	Included in regular budget.

<sup>350</sup> Note: All rows in the Gender Action Plan that are shaded in green include indicators and targets that are included in the overall project logframe. These constitute the higher-level results to which the actions in the Gender Action Plan will contribute. Progress in achieving these results will be assessed by the Project Monitoring Specialist. Rows that are not shaded in green include indicators and targets that are specific to the Gender Action Plan. The Gender and Nutrition Specialists will bear overall responsibility for delivering the Gender Action Plan, and as such they will bear overall responsibility for: (i) working with other project-recruited staff and partners to ensure gender considerations and support are integrated into project support in a manner that enables achievement of the targets included in this plan; and (ii) monitoring progress against these targets and reporting to the PMU (and National Monitoring Specialist in particular).

A1.0 Increased resilience and enhanced livelihoods of the most vulnerable people, communities and regions	Number of males and females benefiting from the adoption of climate-resilient livelihood options. <i>Baseline: TBD (based on baseline survey)</i> <i>Target: 1.3 million people benefiting from the adoption and use of CRA and OFWM practices (636,000 females)</i>	By end of Project Year 6	FAO (as Executing Entity), particularly: - National Monitoring Specialist.	Included in regular budget.
A2.0 Increased resilience of health and well-being, and food and water security	Number of food secure people in beneficiary households. <i>Baseline: TBD (based on baseline survey)</i> <i>Target: 200,000</i>	By end of Project Year 6	FAO (as Executing Entity), particularly: - National Monitoring Specialist.	Included in regular budget.
<b>Project-level outcomes</b>				
A8.1 Strengthened awareness of climate change threats and risk reduction processes	Number of males and females made aware of climate threats and related appropriate responses. (A8.1). <i>Baseline: 0</i> <i>Target: 10 million (4.9 million females)</i>	By end of Project Year 6	FAO (as Executing Entity), led by: - National Monitoring Specialist.	Included in regular budget.
<b>Activities</b>	<b>Indicators and Targets</b>	<b>Timeline</b>	<b>Responsibilities</b>	<b>Budget</b>
<b>Component 1: Agriculture and Water Management Information Services for Resilience to Climate Change</b>				USD 48,000 + regular budget
Activity 1.1.1: Develop and establish a water accounting system, including the equipment needed to operate this system in two canals.	Proportion of female technicians among technical positions proposed, including training. <i>Baseline: 0%</i> <i>Target: 10%</i>	By end of Project year 6	FAO (as Executing Entity), led by: - Gender and Nutrition Specialists.	Included in regular budget
Activity 1.1.2: Conduct risk-based assessments of aquifer vulnerability, and procure and install automatic groundwater level sensors to enable continued monitoring.	Gender mainstreaming in training material, including curriculum for universities. <i>Baseline: 0%</i> <i>Target: women's perspectives and activities taken into account in 100% of training material developed.</i>	By end of Project year 2		Included in regular budget
Activity 1.1.3: Support the development of local aquifer management plans and participatory aquifer management at field level.				
Activity 1.2.1: Develop and deploy an ET monitoring system.	Proportion of female technicians among technical positions proposed, including training. <i>Baseline: 0%</i> <i>Target: 10%</i>	By end of Project year 2	FAO (as Executing Entity), led by: - Gender and Nutrition Specialists.	Included in regular budget
Activity 1.2.2: Design, develop and build capacity to use ET-based water management software applications/tools	Gender mainstreaming in	By end of		Included in regular

to guide planning at policy and field levels. Activity 1.2.3: Strengthen the network of agrometeorological stations in the Project Area by installing and upgrading stations.	evapotranspiration system management training <i>Baseline: 0%</i> <i>Target: 20% of training time devoted to what kind of management could improve women's lives and why.</i>	Project year 2		budget
Activity 1.3.1: Train Professional Beneficiaries in the water and agriculture sectors to use IT tools to inform planning and decision-making related to climate change, agriculture and water. Activity 1.3.2: Development of the Agri-Climate-Water (ACWA) Information Portal. Activity 1.3.3: Develop a consortium for information management and the ACWA Portal.	Proportion of female technicians among technical positions proposed, including training and Interdisciplinary Technical Working Groups for MOSAICC and Aquacrop. <i>Baseline: 0%</i> <i>Target: 10%</i>	By end of Project year 6	FAO (as Executing Entity), led by: Gender and Nutrition Specialists.	Included in regular budget
	Number of female technicians and university students trained on background science and systems developed by project. <i>Baseline: 0%</i> <i>Target: 100 female technicians and university students</i>	By end of Project year 6		USD 48,000
<b>Component 2. Building on-farm resilience to climate change</b>				USD 8 393 987 + regular budget
Activity 2.1.1: Develop and improve training materials to support adoption of CRA and OFWM practices. Activity 2.1.2: Set up project demonstration plots and support adaptive research to underpin delivery of climate-informed extension services. Activity 2.1.3: Develop a CRA and OFWM practice repository – the Pakistan Climate Agriculture Information System (PCAIS).	Proportion of female technicians among technical positions proposed, including training. <i>Baseline: 0%</i> <i>Target: 10%</i>	By end of Project year 6	FAO (as Executing Entity), led by: Gender and Nutrition Specialists.	Included in regular budget
	Gender mainstreaming in extension materials, including training <i>Baseline: 0%</i> <i>Target: gender mainstreamed in all materials and 20% of training time devoted to what kind of extension could improve women's lives and why.</i>	By end of Project year 3		Included in regular budget
	Women Open School (WOS) knowledge products elaborated. <i>Baseline: 0</i> <i>Target: 3</i>	By end of Project year 2		USD 18,000
	WOS knowledge products printed <i>Baseline: 0%</i> <i>Target: 50% of budget allocated for printing used for WOS products.</i>	By end of Project year 3		USD 10,000

	Project demonstration plots and adaptive research for kitchen gardens and livestock. <i>Baseline: 0%</i> <i>Target: 50% of budget allocated for setting up project demonstration plots and adaptive research used for women's activities.</i>	By end of Project year 6		USD 172,800
	Farmer Field and Women Open School knowledge products shared with both men and women for their feedback <i>Baseline: 0.</i> <i>Target: sharing of all knowledge products produced.</i>	By end of Project year 6		Included in regular budget
	Revision of Farmer Field and Women Open School knowledge products based on feedback from men and women. <i>Baseline: No revisions.</i> <i>Target: All knowledge products revised to account for feedback (to the extent required).</i>	By end of Project year 6		Included in regular budget
Activity 2.2.1: Train the core facilitators/staff who will lead climate-informed extension service delivery in each of the eight project districts.	Extension workers, partner field staff and farmer facilitators are effectively training farmers through demo-plots, WOS and CBFS. <i>Baseline: 0</i> <i>Target: 320 WOS facilitators</i>	By end of Project year 6	FAO (as Executing Entity), led by: Gender and Nutrition Specialists.	Included in regular budget
Activity 2.2.2: Training of Trainers (ToT) on CRA and OFWM Practices.	Number of female international consultant contracted and engaged in work as Women Open School Master Trainer. <i>Baseline: 0</i> <i>Target:1</i>	By end of Project year 2		USD 30 000
	Number of female Women Open School Facilitators contracted and trained <i>Baseline: 0</i> <i>Target: 2 per district (total 16)</i>	By end of Project year 2		Included in regular budget
	Number of female Women Open School trainers/extension workers contracted and trained <i>Baseline: 0</i> <i>Target: 320</i>	By end of Project year 6		Included in regular budget
	Number of government extension workers trained. <i>Baseline: 0</i> <i>Target: 720 (# of women TBD during inception</i>	By end of Project year 6		Included in regular budget

	<i>phase, including based on baseline survey)</i>			
	Number of partner & private sector field staff trained. <i>Baseline: 0</i> <i>Target: 650 ((# of women TBD during inception phase, including based on baseline survey)</i>	By end of Project year 6		Included in regular budget
Activity 2.3.1: Train and support Farmer Beneficiaries to adopt CRA and OFWM through Climate and Business Field Schools (CBFS).	Proportion of female technicians among technical positions proposed, excluding Gender and Nutrition Specialist below, but including training. <i>Baseline: 0%</i> <i>Target: 10%</i>	By end of Project year 6	FAO (as Executing Entity), led by: - Gender and Nutrition Specialists.	Included in regular budget
Activity 2.3.2: Train and support Women Farmer Beneficiaries to adopt CRA and OFWM through Women Open Schools (WOS).	Number of female Gender and Nutrition Specialists contracted and engaged in work. <i>Baseline: 0</i> <i>Target: 2 per year</i>	By end of each Project years 1-6		USD 651 187
Activity 2.3.3: Training of Farmer Beneficiaries on CRA and OFWM organized by partners on their demonstration plots.	Training days for women organized at demonstration plots <i>Baseline: 0%</i> <i>Target: 100% of demo plots</i>	By end of Project years 6		Included in regular budget
Activity 2.3.4: Organize field days for additional farmers to visit CBFSS, WOSs and demonstration plots to gain exposure to CRA and OFWM practices ("Field Day Farmer Participants").	Women Open Schools (whose activities include livestock) established and operated <i>Baseline 1: 0</i> <i>Target 1: 960 WOSs</i>  <i>Baseline 2: 0</i> <i>Target 2: 24 000 female farmers trained in WOSs</i>  <i>Baseline 3: 0%</i> <i>Target 3: 30% of trainees are youth (age 15-30)</i>	By end of Project year 6		USD 4 152 000 (includes provision of inputs for Schools and training of trainers in climate resilient agriculture and on-farm water management)
	Provision of backyard poultry to women <i>Baseline: 0</i> <i>Target: 960 poultry distributed to WOSs.</i>	By end of Project year 6		USD 484 800
	Provision of small ruminants to women <i>Baseline: 0</i> <i>Target: 960 small ruminants distributed to WOSs</i>	By end of Project year 6		USD 969 600

	Awareness raising of landowners and farm managers on gender issues. <i>Baseline 1: 0%</i> <i>Target 1: 100% attendance of invited trainees</i>	By end of Project year 2		USD 24 000
	<i>Baseline 2: 0%</i> <i>Target 2: 50% of male participants show change in gender perception, measured through before and after questionnaire.</i>			
	Farmer Facilitator led Women Open Schools established and operated <i>Baseline 1: 0</i> <i>Target 1: 240 WOSs</i>	By end of Project year 6		USD 1 881 600
	<i>Baseline 2: 0</i> <i>Target 2: 6 000 female farmers trained in WOSs</i>			
	<i>Baseline 3: 0%</i> <i>Target 3: 30% of trainees are youth (age 15-30)</i>			
	Women Open School Open Days and Field Days. <i>Baseline: 0</i> <i>Target: 75 000 women farmers participate in Field Days</i>	By end of Project year 6		Included in regular budget (including costs for male chaperons)
<b>Component 3. Creation of an enabling environment for continued transformation</b>				USD 154 000 + regular budget
Activity 3.1.1: Organize and launch a multimedia information and awareness raising campaign on climate change, CRA and OFWM.	Farmers reached through radio, text and voice information services / received CC information. <i>Baseline: 0</i> <i>Target: 10 million (# of women TBD during inception phase, including based on baseline survey)</i>	By end of Project year 6	FAO (as Executing Entity), led by: Gender and Nutrition Specialists.	Included in regular budget
	Proportion of female professionals among communication specialists for the activity. <i>Baseline: 0%</i> <i>Target: 50%</i>	By end of Project year 6		Included in regular budget
	Gender mainstreaming in national radio programme. <i>Baseline: 0%</i> <i>Target: 40% of programmes feature female farmer protagonist empowered through climate</i>	By end of Project year 1		Included in regular budget

	<i>change adaptation.</i>			
	Gender mainstreaming in provincial radio programme. <i>Baseline: 0%</i> <i>Target: 40% of programmes per Province feature female farmer protagonist empowered through climate change adaptation.</i>	By end of Project year 4		Included in regular budget
	Radio programme broadcast during the time of the day when women are typically at home <i>Baseline: 0%</i> <i>Target: 90% of broadcasts</i>	By end of Project year 4		Included in regular budget
	Analysis of existing farmer advisory services on gender aspects <i>Baseline: 0%</i> <i>Target: 80% of existing services analysed and recommendations made with respect to women farmers</i>	By end of Project year 1		Included in regular budget
	SMS/Voice mass broadcasting on climate resilient agriculture for women <i>Baseline: 0%</i> <i>Target: 30% of broadcasting targets women.</i>	By end of Project year 4		Included in regular budget
	Provision of ICT equipment for WOSs <i>Baseline: 0%</i> <i>Target: 100% of WOSs established are equipped with a tablet and a projector.</i>	By end of Project year 6		USD 74 000
	Location-based/interactive/on-demand SMS/voice messages. <i>Baseline: 0%</i> <i>Target: 30% of broadcasting targets women.</i>	By end of Project year 6		Included in regular budget
	Climate change additions to and gender mainstreaming in existing Department of Agriculture smartphone applications. <i>Baseline: 0%</i> <i>Target: 30% of broadcasting targets women.</i>	By end of Project year 4		Included in regular budget
Activity 3.2.1: Increasing Collaboration between Institutions through Knowledge Sharing for Evidence-based Policymaking.	Proportion of female technicians among technical positions proposed, including training. <i>Baseline: 0%</i> <i>Target: 20%</i>	By end of Project year 6	FAO (as Executing Entity), led by: - Gender and Nutrition Specialists.	Included in regular budget
Activity 3.2.2: Mainstreaming Climate Resilient Agriculture and Water Management across All Policy Areas.	<b>Gender mainstreaming in provincial level interdepartmental workshops.</b>	By end of Project year 4		Included in regular budget



	<p><i>Baseline: 0%</i>  <i>Target: 20% of training time devoted to what kind of agriculture could improve women's lives and why.</i></p>			
	<p>Gender mainstreaming in district level meetings, intra- and inter-departmental meetings.  <i>Baseline: 0%</i>  <i>Target: 20% of meeting time devoted to what kind of agriculture could improve women's lives and why.</i></p>	By end of Project year 6		Included in regular budget
	<p>Gender mainstreaming in national meetings.  <i>Baseline: 0%</i>  <i>Target: 20% of meeting time devoted to what kind of agriculture could improve women's lives and why</i></p>	By end of Project 6		Included in regular budget
	<p>Gender mainstreaming in provincial training for policy makers on using data.  <i>Baseline: 0%</i>  <i>Target: 20% of training time devoted to what kind of data utilisation could improve women's lives and why.</i></p>	By end of Project 5		Included in regular budget
	<p>Gender mainstreaming in provincial multi-stakeholder committee meetings for policy drafting.  <i>Baseline: 0%</i>  <i>Target: women farmer's perspectives integrated in the main topics.</i></p>	By end of Project 5		Included in regular budget
	<p>Gender mainstreaming in background studies with policy briefs.  <i>Baseline: No gender specialist engaged.</i>  <i>Target: One gender specialist engaged for gender aspects of all three background studies.</i></p>	By end of Project 5		Included in regular budget
	<p>Gender mainstreaming in public discussion workshops on policy proposals.  <i>Baseline: N/A</i>  <i>Target: Suggestions and recommendations by women integrated into revised policy.</i></p>	By end of Project 4		Included in regular budget
	<p>Awareness raising on women's access to information.</p>	By end of Project 6		USD 30,000

	<p><i>Baseline 1: 0%</i> <i>Target1: 100% attendance of invited trainees</i></p> <p><i>Baseline 2: 0%</i> <i>Target 2: 50% of male participants show change in gender perception through before and after questionnaire.</i></p>			
	<p>Gender mainstreaming in annual climate forum <i>Baseline: 0%</i> <i>Target: 20% of forum time devoted to what kind of management could improve women's lives and why.</i></p>	By end of Project 5		Included in regular budget
	<p>Gender mainstreaming in climate change adaptation study <i>Baseline: 0%</i> <i>Target: a gender specialist engaged for gender aspects of study.</i></p>	By end of Project 6		Included in regular budget
Activity 3.3.1: Develop a searchable online database (and associated application and map) of locally available financial and value chain services to support adoption and sustained use of CRA and OFWM practices.	<p>Proportion of female technicians among technical positions proposed, including training. <i>Baseline: 0%</i> <i>Target: 20%</i></p>	By end Project year 6	FAO (as Executing Entity), led by: Gender and Nutrition Specialists.	Included in regular budget
Activity 3.3.2: Support financial service providers to access and apply climate information and knowledge of CRA and OFWM to inform credit and insurance products.	<p>Gender mainstreaming in training organised for financial-risk evaluation officers. <i>Baseline 1: 0%</i> <i>Target1: 100 % attendance of invited participants</i></p> <p><i>Baseline 2: 0%</i> <i>Target 2: 30% of training time devoted to what kind of financial services could improve women's lives and why.</i></p> <p><i>Baseline 3: 0%</i> <i>Target 3: 50% of male participants show change in gender perception through before and after questionnaire.</i></p>	By end of Project year 5		Included in regular budget
Activity 3.3.3: Train and support local companies, young people and women to deliver services to farmers to facilitate adaptation to climate change.	<p>Gender mainstreaming in national training organised on financial-services. <i>Baseline: 0%</i></p>	By end Project year 6		Included in regular budget

	<i>Target: 20% of training time devoted to what kind of service could improve women's lives and why.</i>			
	Gender mainstreaming in awareness raising workshops on adaptation-services for managers. <i>Baseline: 0%</i> <i>Target: 30% of training time devoted to what kind of service could improve women's lives and why</i>	By end Project year 5		Included in regular budget
	Gender mainstreaming in training of company staff on use of Portal developed by project. <i>Baseline: 0%</i> <i>Target: 30% of training time devoted to what kind of Portal use could improve women's lives and why.</i>	By end Project year 5		Included in regular budget
	Gender mainstreaming in training for Farmer Experts. <i>Baseline: 0%</i> <i>Target: 30% of training time devoted to what kind of agriculture could improve women's lives and why</i>	By end Project year 5		Included in regular budget
	Number of female youth (age 15-30) trained on assistance related to e-agriculture services <i>Baseline: 0</i> <i>Target: 200 per year through Project years 2-6</i>	By end of each Project years 2-6		USD 50 000 (including expenses for male chaperons)
			<b>Total Budget</b>	<b>USD 8 595 987 + regular budget</b>