

Gender Action Plan

FP018: Scaling-up of Glacial Lake Outburst Flood (GLOF) risk reduction in Northern Pakistan

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**GREEN
CLIMATE
FUND**

Disclaimer

This Gender Analysis and Action Plan has been prepared for the submission of the proposal to the Green Climate Fund for the purposes of assisting in the assessment of the potential gender issues associated with the proposal.

While it is noted that the Gender Analysis and Action Plan should specifically identify and analyze the most critical issues relevant to the project and whether the needs and priorities of an equal number of women/girls/men/boys are being assessed, this Gender Analysis and Action Plan has been prepared without any on-ground consultation and is based on available published and grey literature. Further a full institutional gender analysis has not been undertaken. During project implementation, stakeholder consultation will be undertaken to assess the components in relation to gender, age and other important matters.

There may be a need for the Gender Analysis and Action Plan to be modified depending on stakeholder consultation prior to and during the implementation of the project.

Gender Action Plan

1. The Gender Action plans provides an preliminary outline of the:
 - a) proposed actions that narrow gender inequality given the cultural and religious sensitivities;
 - b) specific or targeted actions that address the needs and constraints of women, girls, men, and boys;
 - c) actions to offset any risks of adverse gender impacts;
 - d) ensure women’s participation promotes their leadership qualities; and
 - e) ensure women are included as planners, co–implementers and agents of change.
2. The Government has recognized that women and children are especially vulnerable to natural disasters including cyclones, droughts, earthquakes, and floods and has created, with development partner support, gender and child cells in the National Disaster Management Authority and its provincial counterparts. The Gender Action Plan will work off the back of the work the Authority is currently doing.
3. With respect to ensuring that the Gender Action Plan ensure women’s participation promotes their leadership qualities, the Gender Action Plan intends to aim to achieve the quotas established by both Khyber Pakhtunkhwa (33% quotas of reserved seats for women) and in Gilgit-Baltistan which permit women and other special groups to occupy up to 25% of total seats for all decision making processes. This includes all committees and coordination mechanisms that are part of the project. In Islamabad, the current quota is approximately 10%; however given the high level of women decision making in the region, the Gender Action Plan will aim for this high level.
4. During Project preparation, household-based interviews, key informant interviews, focus group discussions and stakeholder consultations will be undertaken to ensure the following key gender issues are addressed:

- a) any lack of knowledge Glacial Lake Outburst Flood;
 - b) any lack of knowledge of innovative or alternative agricultural techniques to ensure no loss of income;
 - c) any lack of capacity to value women’s contribution to the existing agricultural workload; and,
 - d) any reason for the lack of access to credit and knowledge of small business activities.
5. The Project aims to address these key gender issues by
- a) ensuring that more women are offered the opportunity to actively participate in groups associated with Glacial Lake Outburst Flood management;
 - b) ensuring that more women are offered the opportunity to actively participate in groups associated with agricultural activities;
 - c) completion of subproject infrastructure that will contribute to a reduction in female specific activities associated with day-to-day activities; and
 - d) providing demand-driven opportunities via rural development support activities for all women’s specific priorities to also be supported
6. The enabling environment will be facilitated during project preparation and will continue during subproject implementation for women to be consulted separately to men to ensure women are empowered to make decisions of relevance to them and contribute to subproject design in order for them to also benefit.
7. Women will want assurances that they will be actively able to participate in all project activities at times that reflect the fact that women also have a range of household-based labor activities that men do not have.
8. The Gender Action Plan as summarized below has been designed to ensure that both men and women have full and equitable access to the Project’s resources and benefits by including specific actions and responsibilities to ensure the full participation of women in Project activities.
9. At Project inception, additional gender analysis will be undertaken to ensure that the baseline data set is sex-disaggregated and adequate for assessment of the gender impacts of the Project. At this time, the Gender Action Plan will be presented to the Project Implementation Team, including Government staff and consultants. In particular, the Project implementation and construction supervision consultant team leaders will ensure that all specialists are briefed on their responsibilities in relation to the Gender Action Plan upon mobilization. Progress reports will provide periodic updates on the effect of the Project on women, and regular UNDP review missions and the midterm review mission will review and monitor the gender impacts.

Summary Gender Action Plan

Project Outputs	Actions/Targets
EWS and Glacial Lake Outburst Flood Infrastructure	<ul style="list-style-type: none"> • Prior to detailed design, women to be consulted over final design and appraised of positive and negative impacts. • Ethnic minority and tribal women for whom Glacial Lake Outburst Flood management involve different infrastructure to be fully involved in alternative approaches. • Ensure women affected by temporary restriction to land have alternate options. • Women will constitute at least 20% of waged labor on Project-related activities. • At least 30% of beneficiaries of training and capacitation efforts by the project to be women.

<p>Improved Institutional Capacity to reduce GLOF risks</p>	<ul style="list-style-type: none"> • At least 20% of consultation committees related to project activities to be comprised of women. • At least 30% of trainers in project-supported activities to be women. • Project management unit to be evaluated to assess whether the project has led to a reduction in women’s on-farm labor activities.
<p>Climate-resilient land-use and water management techniques</p>	<ul style="list-style-type: none"> • Separate consultations undertaken with women and men to determine their priorities, including non-structural development activities. • Women from poorer and ethnic minority households will be provided with opportunity to identify their specific priorities. • Provisional staff to be trained in gender sensitive agro-based livelihoods approaches. • Women who manage or undertake agricultural activities to be trained in more effective land management strategies. • Where small-scale structural activities are prioritized (e.g. drip irrigation systems etc), women will be afforded the opportunity to provide equitable waged labor as men. • Activities such as on-farm training in new techniques to be undertaken at times convenient for women.
<p>Effective Project Management</p>	<ul style="list-style-type: none"> • At least 20% of project management unit staff will be women involved in effective management and implementation. • Initial gender-specific workshops will be conducted to introduce Gender Action Plan to stakeholders at national and provincial level. • The project management unit will monitor the impact of the Project on women, reporting results through collection and analysis of gender-disaggregated data as baseline and on a regular basis. • Gender sensitive training will be conducted for all management and implementation staff.

Gender Action Plan Implementation Strategy

10. As on-ground consultations to implement the Gender Action Plan have not been undertaken, it is currently not possible to provide specifics on the implementation arrangements and estimated costs of the Gender Action Plan. A Gender Action Plan Implementation Strategy will be developed during the early stages of the project.

Future Consultation and Stakeholder Engagement on the Gender Action Plan

11. A Stakeholder Engagement Processes that addresses institutional, process, information and transparency, stakeholder participation and outcomes issues in relation to gender has been prepared as below:

<p>INSTITUTIONAL ISSUES</p>	
<p>Assess the institutional factors that frame stakeholder engagement in the Project’s preparation</p>	
<p>1. What do GCF guidelines and policies say about consultation?</p>	<p>The GCF policies follow the World Bank Safeguards Policies which provide very clear guidelines and policies on consultations and in general expects as full and as meaningful consultation as is practically possible with all stakeholders but with more intensive consultations with primary stakeholders, which include groups of people that are targeted to benefit from projects it finances.</p>

2. What are the disclosure requirements for relevant documents under GCF policy	As this Project is a Category B project, details would need to be uploaded on the GCF and Government of Pakistan websites. The GCF requires that relevant project documents be translated into the local language.
3. How does the country context in Pakistan have an impact on meaningful consultation?	For the most part, facilitation of meaningful consultations in Pakistan is not overly frustrated by governmental or administrative structures; however there is the potential given the remoteness and cultural structures that can render consultations less meaningful than they should be. However, such contexts can be circumvented via adroit facilitation techniques.
4. Are adequate resources provided for the consultation processes?	The proposal provides the context for the consultation processes during the detailed design phase during implementation but the challenge is to ensure that adequate resources are made available for meaningful consultation with stakeholder representative groups, especially women, the poorer and more vulnerable stakeholders. The proposal has set aside adequate human and financial resources.
<p>PROCESS ISSUES</p> <p>Identify and evaluate the processes adopted for consultation</p>	
1. Will gender consultation be able to build on existing mechanisms and processes?	Pakistan is familiar with consultation processes of numerous entities including the UNDP based on its long involvement with projects and providers of ODA who have assisted finance in Khyber Pakhtunkhwa and Gilgit-Baltistan in the past. However, existing mechanisms and processes in the sub-project regions vary based on the absorptive capacity of the population and specifically based on cultural norms. The institutional analysis will be able to identify what mechanisms and processes are working on a sub-project by sub-project basis and what processes need to be incorporated to ensure female concerns are heard.
2. To what extent is there formal planning of the consultation process?	The GCF will require that the UNDP prepare a Consultation and Participation Plan relevant for the project. The Consultation and Participation Plan is will be prepared following funding of the project in a way that it will be readily understood by local stakeholders.
3. What methods and sequencing of consultation will be adopted?	<p>Stakeholder consultations will be undertaken with non-government organizations dedicated to gender issues, Government officials and other primary institutional stakeholders, especially at the municipal level in each of the sub-project towns and cities. This will include formal meetings, visits to specific sub-project sites, small group interactions with members of the community especially women, and interaction during project inception. These methods will continue on an iterative basis until the Project is finalized.</p> <p>Other methods of consultation and their sequencing with other primary stakeholders, including and especially women, poorer and more vulnerable households will also occur.</p>
4. How will the consultation processes be facilitated?	Once approved, the project implementation will result in the preparation of the Consultation and Participation Plan.

	<p>Experienced consultants will lead the consultation including a National Gender Specialist who is experienced in facilitating such consultations.</p>
<p>5. How will stakeholder expectations be managed?</p>	<p>The expectations of the UNDP, the Government of Pakistan and provisional government in the sub-project towns and cities will be that there will be a focused social and poverty analysis that is able to inform the project how to properly assess underserved and unserved areas of each sub-project town and city so as the poorer and vulnerable households can benefit from this Project.</p> <p>For poorer and more vulnerable households consultations will be facilitated to ensure the Project is able to understand affordability issues – especially in the context as to whether the Project is able to provide subsidized connections – but these expectations will be managed based on criteria that will be prepared and adapted for the specific socio-economic conditions of each sub-project town and city.</p>
<p>6. To what extent could interest groups try to capture or influence the consultation processes?</p>	<p>It is unlikely that interest groups will be in a position to capture or influence the consultation processes although there is the potential for female voices to not be heard due to cultural norms.</p>

INFORMATION AND TRANSPARENCY	
Evaluate the transparency of the planning and consultation processes	
1. Is the publication and dissemination of information on consultation timely and appropriate?	The requirement to undertake meaningful forms of consultation will require mobilization of a consultant responsible for overseeing relevant approaches to consultation.
2. Will the publication and dissemination of project documents be according to GCF policy?	There are a range of project documents that will be prepared as part of the project. These project documents will include relevant economic, financial, institutional and technical reports, the Environmental and Management Plan, Gender Action Plan and other relevant documents. For this Project most of these project documents have not as yet been prepared as the project has not been funded but once funded they will be prepared and placed on relevant websites and made available in local government offices as well as the UNDP Project Management Unit. All reports will be prepared in English and the local language, especially in relation to the Gender Action Plan.
3. What opportunities and processes are available for feedback from those consulted?	Full details of consultations – places, dates, names, gender, ages and occupation of people consulted, and issues discussed – will be fully documented and utilized where relevant to inform the final design of the Project. Two rounds of consultations with members of the community especially women, the poorer and more vulnerable households are planned to enable them to more fully comprehend how their demands have been incorporated into project design.
4. Will stakeholder input be publicly available or disseminated to others?	It is the intention of project implementation to ensure that stakeholder input will be either publicly available and or disseminated to others (e.g. issues raised by women living in underserved or unserved areas will be used to also inform the Gender Action Plan).
5. Will those managing the processes provide prompt information on changes in process and content?	It is anticipated that the process will be managed jointly with the UNDP and Government of Pakistan to ensure the process will provide prompt information on changes to any of the consultation processes that might influence the actual content of the project.
6. How will stakeholders be identified as part of the Project activity?	A Stakeholder Analysis, and specifically a finalized Gender Action Plan that identifies the principal or primary stakeholder's, describes initial stakeholder consultations, community consultations and surveys, and consultations with organizations and key informants will be prepared during project inception.
7. What outreach to potential stakeholders will be undertaken?	The Gender Action Plan and Consultation and Participation Plan will use a sampling strategy to ensure that underserved and unserved groups are reached in an attempt to better understand their specific socio-economic characteristics. Focus groups will be facilitated with members of the community especially women, particularly poorer and vulnerable stakeholders, civil society groups with an interest GLOF issues.
8. Has a formal communication strategy been adopted?	A formal communication strategy will be adopted following early stage consultation following project funding.
9. What efforts will be made to ensure continuity and follow-up of consultation activities?	During project inception, a process of documenting all consultation activities and the preparing a matrix to highlight the major issues raised and expected outcomes will be prepared.

	Typically such outcomes are embedded in specific project documentation but the aim of this Project is to ensure such efforts are institutionalized and are capable of being followed up.
STAKEHOLDER PARTICIPATION	
Assess the extent and quality of key stakeholders, eg, Government of Pakistan, development partners, civil society, specific women’s groups	
1. Will stakeholder and external actors provide input into the development of the consultation processes?	The Government of Pakistan, Provisional Governments, development partners and civil society will be asked to provide inputs (e.g. reviewing the Gender Action Plan) initially and throughout the life of the project.
2. Will a consultation team or working group be formed?	A working group including the aimed number of women will be formed with the National Social Development Consultant assuming responsibility for its day-to-day activities.
3. To what extent will the Government of Pakistan, Provisional Governments and the UNDP commitment to consultation?	GCF guidelines and policies are very explicit on this matter and full commitment will be required. The Government of Pakistan and Provisional Governments will commit and will want to see evidence that the Project is designed in such a way that as an institutional stakeholder and will claim full ownership.
4. Will stakeholder participation be appropriately diverse and inclusive?	Participatory tools and techniques will be utilized to ensure that the least served stakeholders and particularly women in the sub-project towns and cities are consulted. It will also be critical to ensure women associated with nomadic herders are consulted during the process.
OUTCOMES	
Identify how and in what way consultations will have an impact on the design of the Project	
1. Will consideration of stakeholder input be serious or mere “box ticking”?	Every attempt will be made to avoid simply “box ticking” and in a project such as this one this is probably a lot easier than in some other projects. To demonstrate the seriousness of the consultation processes the project will produce a concise but informative document in both English and the local language/s for each of the sub-projects that can be readily disseminated particularly to women. It will also assist in the preparation of a video involving locally affected stakeholder; notably women and other vulnerable stakeholders, talking about how they can improve their living standards via the project.
2. Can changes be made to the project as a result of consultations?	For the consultation processes to be effective it will be necessary for the Project to accept that change to some aspects of the Project might be necessary as a result of consultations. The biggest challenge will come if women, the poorer and more vulnerable stakeholders request significant changes to project design that may not be possible given the strict requirements of the GCF.
3. Are there likely to be any problems or controversies that may arise during the consultation process?	Given the impact of Glacial Lake Outburst Flood and the benefits that the project will bring to the peoples of Khyber Pakhtunkhwa and Gilgit-Baltistan, it is not anticipated that any major problems or controversies may arise.
4. What mitigation measures might need to be applied in	The UNDP will work closely with the Government of Pakistan, Provincial Governments and civil society to ensure there is no exclusion of end-user stakeholders, particularly women. The engagement processes identified here are designed to ensure

<p>response to consultation problems?</p>	<p>that Provincial authorities see the Project as serious about facilitating consultations with women, the poorer and more vulnerable stakeholders residing in the sub-project locations. A major strategy to ensure effective buy-in by local authorities that should mitigate some of the problems typically associated with understanding the issues of generally disempowered stakeholders is to facilitate joint consultations.</p>
<p>5. How will key stakeholders (including the Government of Pakistan and UNDP) view the consultation process?</p>	<p>The UNDP views the consultation process as being a critically central activity to project design and it is anticipated that this view is shared by the Government of Pakistan, Provincial Governments and civil society. During all stages of project implementation, the Gender Action Plan and Consultation and Participation Plan will be assess and reassessed to ensure the process is effective, and where necessary, recommend changes will be made where these processes have been observed to be ineffective.</p>