

**Gender Action Framework (GAF) (Draft)**  
Pakistan: Flood Emergency Reconstruction Project

Objective	Activity	Indicator	Responsibility
<b>Output 1: Road network system (including bridges) repaired and rehabilitated</b>			
1. Women participate in and benefit from the reconstruction process	1.2 Develop action plan for incorporating livelihood and employment option for women in infrastructure project sites	<ul style="list-style-type: none"> <li>Affirmative action for women employment (up to 10% of work force) formulated and reinforced during reconstruction process – included in bidding and contract documents and monitoring sheets in 15% of subproject (those, which will also have separate GAP)</li> <li>Up to 10% of work force generated by civil works done by women in 15% of subprojects (independently monitored)</li> <li>Dedicated grievance redress system for women with an outreach mechanism</li> </ul>	Respective provincial IA and EA
	1.2 Ensure compensation of eligible women landowners	<ul style="list-style-type: none"> <li>Women provided with compensation for their land and assets during resettlement</li> </ul>	Respective provincial IA through Project Management Consultants
	1.2.3 Establish grievance system catering to women's needs	<ul style="list-style-type: none"> <li>Providing women-friendly platform through the PMC at district level connected to the Ombudsman mechanism</li> <li>Sex-disaggregated data collected on grievances and published quarterly</li> </ul>	Respective provincial IA through Project Management Consultants
<b>Output 2: Provincial irrigation facilities reconstructed</b>			
2. Women's needs for irrigation water use are taken into consideration during reconstruction	2.1 Design irrigation canals with livestock watering pool and maintenance access	<ul style="list-style-type: none"> <li>Women water-related demands and priorities addressed, irrigation systems developed which provide women access to irrigation water for household use (time for fetching water reduced by 20% in selected project communities)</li> </ul>	Respective provincial IA and EA

<b>Output 3: Capacity building TA</b>			
3. Strengthening the commitment and capacity of IAs and EAs Management for gender equality	3.1 Enhancing capacity of line departments in undertaking gender-sensitive measures for irrigation and civil and works department	<ul style="list-style-type: none"> <li>Capacity of irrigation and civil and works departments enhanced to develop gender-sensitive projects</li> </ul>	Gender Specialists of the respective IA
	3.2 Enhancing the capacity of actors involved in reconstruction to assess gender needs and concerns, and recommend related improvement in reconstruction process to address these concerns	<ul style="list-style-type: none"> <li>Gender checklists for each sector published and distributed. Gender analysis of 15% of subprojects carried out (selected with the following criteria: geographical location, number of beneficiaries, opportunities for women employment, smaller infrastructure subprojects) and shared with the stakeholders</li> <li>Monitoring reports showing action taken on recommended actions</li> <li>Training in gender-sensitive development planning at stakeholder (contractors, PMUs) levels carried out</li> </ul>	Respective provincial IAs through PMC
	3.3 Gender mainstream reconstruction process	<ul style="list-style-type: none"> <li>Gender Specialist recruited under TA</li> <li>Gender considerations with clearly defined output and outcome indicators inform reconstruction process (GAP for 15% of subprojects)</li> <li>Budget allocated for gender-relevant initiatives in priority sectors</li> <li>Gender analysis conducted which informs women's livelihood needs assessment</li> <li>One pilot project for women livelihood designed and financing secured (\$50,000 seed financing from RETA 7563)</li> </ul>	Respective provincial IAs and Federal EAs.