

GENDER ACTION PLAN

Activities	Indicators and Targets	Timeframe	Responsibility
Output 1. Expanded coverage of cash transfer program			
Current Project 1. Gender sensitive awareness raising by field social mobilizers supports demand generation for new enrolments and knowledge of rights, entitlements and grievance redress mechanisms amongst Benazir Income Support Program (BISP) beneficiaries. 2. Mobilization of surveyors to identify pending and difficult to reach beneficiaries and support registration of CNIC to BISP. 3. Catch-up effort of National Database Registration Authority (NADRA) mobile and semi-mobile teams to issue computerized national identity card (CNIC) and bank account. Overall Project Unchanged	Current Project <ul style="list-style-type: none"> BISP tehsil offices and social mobilizers are able to explain to potential/existing female beneficiaries about entitlements for CNICs and BISP programs and respond to complaints. Awareness raising campaigns undertaken throughout catchup period. By 2018 95% of eligible female heads of families with the CNIC enrolled in BISP (2013 baseline: 70%) Debit card issued and Biometric Verification System payments mechanism operational for all new registered women with CNIC (2.4 million) By 2018 Regular cash transfers received on time by 2.4 million women (2013 baseline: 0) Overall Project <ul style="list-style-type: none"> BISP tehsil offices and social mobilizers are able to explain to potential/existing female beneficiaries about entitlements for CNICs and BISP programs and respond to complaints. One study to assist in developing more effective community outreach mechanisms conducted by 2020 (baseline: 0)1 By 2022: 100% of eligible female heads of families with the CNIC enrolled in BISP. (2018 baseline: 95%) Regular cash transfers received on time by 5 million newly registered women. (2018 baseline: 2.4 million newly registered women) 	Year 1–5 Year 1–2 Year 1–5 Within 3 months of registration Year 1-5 Q2 of Year 1	BISP and NADRA
Output 2. BISP Graduation Program implemented²			

¹ Outreach mechanisms to be studied include: awareness campaigns via print/electronic media/mobile phones, BISP beneficiary committees formed under Waseela-e-Taleem (Education CCT) program and other communication channels used by BISP to reach out women beneficiaries.

² The original scope of the project included a UCT component, two poverty graduation components (for health and skills development: the *Waseela-e-Sehet*, a health insurance program and the *Waseela-e-Rozgar*, a skills development program), and an institutional strengthening component. *Waseela-e-Sehet* and *Waseela-e-Rozgar* were later replaced by the BISP Graduation Program (BGP) through minor change in scope on 8 December 2017. The ongoing project was subsequently restructured with 3 outputs: cash transfer program expanded (Output 1), the BGP implemented (new output 2) and financial management and control systems and policy research improved (new output 3).

<p>Current Project</p> <ol style="list-style-type: none"> 1. Create awareness about the BISP graduation program to ensure women and girls are fully-informed and have equitable access to its benefits. 2. Create employment opportunities for women in Inclusive Business Companies and Social Enterprises. <p>Overall Project Unchanged</p>	<p>Current Project</p> <ul style="list-style-type: none"> • Comprehensive business incubation provided to BISP and other poor and vulnerable beneficiaries (baseline:0 target: 50000 of which 30% women by June 2020). • Poor and vulnerable people in the value chain of inclusive Business companies and Social Enterprises come out of poverty. (Baseline: 0 in 2014, targets: 85% BISP beneficiaries employed by IB companies, of which 20% women). • Monitoring and reporting requirements ensure gender action plan targets are reported regularly. <p>Overall Project Unchanged</p>	<p>Q3 2020</p> <p>Q2 2022</p> <p>Q2 of 2020</p>	<p>BISP BGP-PMU</p>
<p>Output 3. Improved financial management and control systems, and policy research</p>			
<p>Current Project</p> <ol style="list-style-type: none"> 1. Engendered research conducted on BISP in line with research framework to promote evidence-based policy development. <p>Overall Project</p> <ol style="list-style-type: none"> 1. Engendered research conducted on BISP in line with research framework to promote evidence-based policy development 	<p>Current Project</p> <ul style="list-style-type: none"> • New position created and filled for a Social Researcher (Gender) and develop a multi-year social research program inclusive of relevant topics for women empowerment and poverty reduction. • Updated BISP research framework to include specific gender analysis on empowerment outcomes of Outputs 1-2 above. • Web articles, policy briefs, discussion documents and other research outputs on gender impacts of BISP such as impacts of unconditional cash transfers on nutrition and/or indebtedness and/or asset ownership by type (income generating, labor saving, etc; impacts of health insurance on health and health-seeking behavior of poor women; and impacts of skills training on informal and formal sector labor participation rates/income generation by gender. <p>Overall Project</p> <ul style="list-style-type: none"> • Policy Research Unit established and fully operational by Q4 2020 • PRU's workplan for research to include specific gender analysis on women's empowerment outcomes of Outputs 1-2 above by Q2 2020 and ensure annually. • Web articles, policy briefs, discussion documents and other research outputs on gender impacts of BISP such as impacts of unconditional cash transfers on nutrition and/or indebtedness and/or asset ownership by type (income generating, labor saving, etc.; impacts of health insurance on health and health-seeking behavior of poor women; and impacts of BISP graduation program on informal and formal sector labor participation rates/income generation by gender. 	<p>Year 1</p> <p>Year 2-5</p> <p>Q1 2021</p> <p>Q2 2020</p> <p>Ongoing</p> <p>Q1 2022</p>	<p>BISP PMU and PRU</p>

	<ul style="list-style-type: none">• BISP research on women's empowerment outcomes (i) contain both quantitative and qualitative data, and (ii) cover both practical and strategic benefits for women, including those that are considered as transformative gender agenda, e.g., creating access to economic and productive resources, information and communication technology, changing gendered social norms, women's participation in decision-making and leadership, etc.• BISP research framework to include one study for developing social protection schemes (such as covering disabilities, man-made or natural disasters, and marketable skills training programs etc.) for women home-based workers by 2021. (baseline: 0)³• Monitoring and Quarterly progress reports of the project include updates on gender action plan targets.	Q1 2022 Q2 2020	
--	---	------------------------	--

³ This will help women's transition from informal to formal labor markets.