

GENDER ACTION PLAN (GAP)

Outputs/Objectives	Activities	Performance Targets/Indicators	Responsible	Timeframe
Output 1: Climate-resilient hydropower plant commissioned				
1. Gender-mainstreamed community mobilization strategy developed and implemented	1a. Conduct participatory consultations with men and women groups on project related activities and impacts, and information sharing 1b. Campaign for and support women's representation in community-based forums, such as: village committees, grievance committees and other community-based organizations established under the project.	1a. At least 3 broad-based consultations held with men and women groups in the project area. 1b. Village committees have 30% women representation.	PIU-PEDO Gender Specialist (GS) and Consultant - NGO hired for the community development component	1a. Year 1-5 1b. Year 2-3
2. Gender-responsive Land Acquisition and Resettlement ensured	2a. List affected women and disadvantaged groups and record their grievances and compensations received against their respective entitlements and claims.	2a.1. Sex-disaggregated grievances and compensation recorded and available 2a.2. Social mobilization team hired by the NGO includes at least 40% female social mobilizers 2a.3. Monitoring systems and reports on compensation and resettlement issues are sex disaggregated with actions to address concerns of women, elderly, disabled and vulnerable groups		2a.1-2a.2 Year 1-2 2a.3. Year 1-3
3. Increased awareness on social and gender issues	3a. Educate communities on social and gender issues such as importance of educating girls, reproductive health of women, pre- and post-natal care, nutritional needs and growth monitoring of children etc. 3b. Conduct training and knowledge sessions for school ¹ staff on modern teaching techniques, use of information technology.	3a. At least 2 sessions in project communities conducted per year on the importance of educating girls, reproductive health of women, pre- and post-natal care, nutritional needs and growth monitoring of children etc. 3b. At least 100 teachers (with 50% women) trained in modern teaching techniques, use of information technology.	PIU-PEDO GS and Consultant - NGO	3a. Q1 of Year 2-3 3b. Q2 of Year 2-4
Output 2: Capacity for climate change risk management in hydropower production enhanced				
4. Climate Change Awareness created	4a. Conduct training for PEDO staff on climate change impact mitigation and adaptation for hydropower projects. 4b. Conduct awareness raising sessions on issues related to climate change and environment (de-forestation, water conservation, water pollution, energy conservation, gender and climate change nexus etc.)	4a. By 2023, training of at least 30 PEDO staff (at least 50% are female) on climate change impact mitigation and adaptation for hydropower projects (2020 baseline: 0) 4b. By 2023, awareness campaign with at least 30% women and girls' participation on climate change impact and mitigation measures launched (2020 baseline: 0)	PIU-PEDO GS and Consultant - NGO	4a. From Q2 of Year 2 4b-c. Q2 of Year 2-3

¹ Schools = those affected under the project and re-constructed by the Khyber Pakhtunkhwa Government Education Department

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	4c. Organize and train youth and mothers' groups in surrounding schools and communities as change makers and leaders of climate change issues 4d. Organize plantation campaigns in the project area involving youth groups, community organizations and local administration	4c.1. Youth groups and committees have 30% women and girls 4c.2. Mothers' groups trained as climate change leaders – 2 groups in each settlement 4d. At least 2 plantation campaigns organized per year with 30% participation of women and girls		4d. From Q3 of Year 2
Output 3: PEDO's revenues from indigenous resources increased				
5. Institutional capacity of PEDO improved in developing and implementing gender-inclusive energy sector projects	5a. Provide employment opportunities to women under the project 5b. Develop toolkits and guidelines for developing gender inclusive energy sector projects 5c. Institutionalize social and gender responsive policies and procedures 5d. Document good practices and gender impacts of the project	5a. At least 20% of the people employed are female. 5b. One toolkit and guidelines for mainstreaming gender in energy projects prepared and PEDO staff trained 5c.1. Human Resources policies and procedures of PEDO are gender sensitive 5c.2. At least 1 reward and recognition program conducted for gender champions annually 5d.1. Two studies per year on good practices and gender impacts prepared and published 5d.2. One video documentary on project pre and post social and gender impacts prepared	PEDO GS	5a. Q1 of Year 2 –3 5b. Year 2 5c.1. Year 2 5c.2. annually 5d.1. Mid and end Year 5d.2. Year 1 and post filming of project
Output 4: Income-earning opportunities and skills for local communities increased				
6. Increased access to livelihood opportunities through Skill Development Program	6a. Conduct assessment of the value chain of electricity driven enterprises (including backward and forward linkages, skill sets for men and women, market analysis for employability). 6b. Develop and implement skill development program based on the value chain assessment for men and women of the affected and vulnerable households in the project.	6a. One assessment on value chain of electricity driven enterprises prepared. 6b.1. One Skill Development Program developed and implemented. 6b.2. Terms of references of NGO include implementation of skill development program 6b.3. 500 community members trained in livelihood skills with 50% women participation (baseline 2020: 0) 6c. Four value added business models developed.	PIU-PEDO GS and Consultant - NGO hired for the Community Development Component	6a. Q3 of Year 1 6b.1–6b.3. Q1 of Year 2

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	6c. Develop value-added business models to provide employment opportunities for women including affected and vulnerable households in the project.			6c. Q3 of Year 2-4

NGO = non-government organization = PEDO = Pakhtunkhwa Energy Development Organization, PIU = project implementation unit, Q = quarterYear