

GENDER ACTION PLAN

Activities	Performance Targets/Indicators	Responsibility	Timeframe
Outcome: Access to reliable and resilient urban services improved			
<p>a. Improve women's access to reliable and safe water supply and sanitation services, as well as to safe public spaces</p> <p>b. Provide women and girls opportunities to take on technical jobs in WSSCs</p>	<p>By 2028:</p> <p>a.1 At least 800,000 people, of which approximately 400,000 are women, have access to piped water supply system (2021 baseline: 247,000 people, 124,000 women)</p> <p>a.2 At least 180,000 people, including 90,000 women, are served by sewerage network connected to new wastewater treatment system (2021 baseline: 19,880)</p> <p>a.3 At least 35% reduction in time spent by women and girls in the collection, storing, and treatment of water, as well as in disposing solid waste (2021 baseline: XX)^a</p> <p>b.1 At least 50% of the 270 women beneficiaries of project scholarships, research scholarships, and internships gained employment in the urban WSS sector (2021 baseline: 0%)</p>	PMU, WSSC, LGER&DD	2028
Output 1: Climate resilient and gender friendly urban infrastructure and services improved			
<p>1.1 Develop and implement gender-sensitive BCC strategy</p> <p>1.2 Support gender-inclusive urban spaces</p>	<p>1.1.1. By 2027, 50% of the target population reached through multimedia campaigns, consultations, and awareness raising are women and girls (2021 base line: 0%)</p> <p>1.1.2. By 2023, 80% WSSCs staff (of whom 40% are women) report increased information on gender-sensitive BCC through training programs (2 in each city)^b (2021 baseline: 0%)</p> <p>1.2.1 1.6 km² of gender-friendly urban spaces and parks established^c (2021 baseline: 0)</p> <p>1.2.2. Post-survey results indicate 80% of women and girls feel safe and use the improved urban spaces in KPCIP locations (2021 baseline: XX)^d</p>	<p>PMU, WSSC, CIUs</p> <p>TMAAs, LGER&DD, PMU</p>	<p>Q2 2022–Q3 2024</p> <p>2027</p>
Output 2: Institutional capacities of gender inclusive urban service providers and government strengthened			
<p>2.1 Develop and implement gender-inclusive HR policies and procedures for WSSCs</p> <p>2.2 Undertake affirmative actions to increase women staff at technical and senior level positions</p> <p>2.3 Develop and implement WASH program promoting women as leaders</p>	<p>2.1.1. Gender-inclusive HR policies and procedures developed and adopted for the five WSSCs^e (2021 baseline: 0)</p> <p>2.1.2. Performance/service benchmarks for key urban services, with sex-disaggregated targets developed and approved for 5 WSSCs</p> <p>2.2.1. Women staff in WSSCs increased to 20% by 2026 (2021baseline: 2%)</p> <p>2.2.2. At least 2 women are appointed at senior management level at the PMU</p> <p>2.2.3. At least 20% of board members in each WSSC are women (2021 baseline: 3%)</p> <p>2.3.1 At least 100 community WASH groups support improvement in urban WSS (30% low-income and 40% women-led groups) (2021 baseline: 0)</p>	PMU, WSSCs, LGER&DD	Q2 of 2022–2026

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	2.3.2 By 2024, at least 200 women and girls report enhanced leadership skills in promoting WASH and safe SWM in 5 cities		
Output 3: Women's role in urban development increased			
3.1 Create a pool of women technical workers	3.1.1 At least 200 female graduates of university and technical institutes provided with internship in a higher skill technical position at WSSCs ^f (2021 baseline: 0)	PMU, WSSCs	2022–2027
	3.1.2. At least 55 female beneficiaries of the project's scholarship program earned university degrees in the fields related to urban WSS (2021 baseline: 0)		
3.2 Increase women's access to jobs and enterprises	3.2.1. WBDC in Kohat constructed ^g and one technical training institute for girls in Peshawar upgraded (2021 baseline: 0)		2027
	3.2.2. At least 1000 women and girls with certifications from training programs of the WBDC and WTTI (2021 baseline: 0)		
	3.2.3. At least 30 women teachers of the WBDC and WTTI report improved teaching skills from the training programs supported by the project (2021 baseline: 0)		
	3.2.4. At least 240 women who have completed training from the WBDC and WTTI are employed (2021 baseline: 0)		
	3.2.5. At least 100 WBDC trainees provided with materials and technical training have set up their own businesses (2021 baseline: 0)		
	3.2.6. At least 300 women entrepreneurs have established their green enterprises with the material and technical training support provided under the Community Incentive Fund established by the project ^{h, i} (2021 baseline: 0)		

BCC = behavioral change and communication, CIU = City Implementation Unit, HR = human resource, km = kilometer, KPCIP = Khyber Pakhtunkhwa Cities Improvement Project, LGER&DD = Local Government, Elections, and Rural Development Department, PMU = Project Management Unit, Q = quarter, SWM = solid waste management, TMA = tehsil municipal administration, WTTI = Women's Technical Training Institute, WASH = water, sanitation, and hygiene, WBDC = Women's Business Development Center, WSS = water supply and sanitation WSSC = water supply and sanitation company.

- ^a Baseline data on current time spent by women in water collection and solid waste disposal to be determined through a survey.
- ^b BCC refers to promoting women's increased participation and gender transformation in urban planning and executing urban services.
- ^c Gender-friendly urban spaces with dedicated spaces to promote women sports and physical health, family areas, well-lit rest areas, and toilets.
- ^d Baseline data on current perceptions of women and girls about urban spaces to be determined through a survey at the start of the project.
- ^e Gender-inclusive HR policies and procedures that encourage women's recruitment and retention in WSSCs.
- ^f A year-long internship includes living and transport support, office space, and IT equipment.
- ^g WBDC Kohat will include facilities such as training rooms, multipurpose community hall, market space, and a childcare for working mothers.
- ^h Green enterprises refer to environment-friendly and sustainable enterprises such as the provision of WSS and SWM.
- ⁱ The Community Incentive Fund will be administered by WSSCs to support women in establishing and expanding green enterprises.