GENDER STRATEGY AND GENDER ACTION PLAN

GLOF-II Project

Scaling-up of Glacial Lake Outburst Flood (GLOF) Risk Reduction in Northern Pakistan

5 December 2020

Table of Contents

List of Acronyms

AWS	Automatic Weather Stations
CBOs	Community Based Organisations
CC	Climate Change
CCC	Climate Change Cell
CCA	Climate Change Adaptation
CBDRM	Community Based Disaster Risk Management
CBDRMC	Community Based Disaster Risk Management Committee
DRM	Disaster Risk Management
EMSP	Environment, Management and Social Plan
FIU	Field Implementation Unit
GB	Gilgit-Baltistan
GRM	Grievance Redress Mechanism
GBDMA	Gilgit Baltistan Disaster Management Authority
GBRSP	Gilgit-Baltistan Rural Support Programme
GLOF	Glacial Lake Outburst Flood
GCF	Green Climate Fund
IP	Implementing Partner
M&E	Monitoring and Evaluation
MoCC	Ministry of Climate Change
NGO	Non-Governmental Organisation
O&M	Operation and Maintenance
P&D	Planning and Development
PIU	Project Implementation Unit
PMU	Project Management Unit
UNDP	United Nations Development Programme

# 1.	Introduction and Background

## 1.1.	Purpose of Assignment

The purpose of the assignment is to help mainstream gender considerations in the planning and implementation of the United Nations Development Programme (UNDP) assisted Project, Scaling-up of Glacial Lake Outburst Flood (GLOF) risk reduction in Northern Pakistan (GLOF-II). For this purpose, a detailed gender strategy and action plan is to be formulated which will be used for gender integration in programming as well as to enhance institutional effectiveness for gender mainstreaming in all activities specified in the project document.

The Terms of Reference (ToRs) require the Gender Mainstreaming Consultant to review, scrutinize and update the gender strategy and action plan in light of existing gender guidelines of the Green Climate Fund (GCF) and the UNDP. The ToRs list specific outputs and deliverables. The **key deliverables** under this assignment are: (i) detailed gender strategy and action plan; (ii) training need assessment report at district level; (iii) develop gender sensitive training material and manuals; and, (iv) carry out initial sensitization session for project staff. This report comprises of the first deliverable.

## 1.2.	Gender Considerations in High Levels of Design: GCF and UNDP

### 1.2.1.	Gender Considerations in Green Climate Fund (GCF)

The primary donor of GLOF-II, the Green Climate Fund (GCF) places high importance on mainstreaming gender perspectives in all its operations.[1] GCF has placed gender as a key element of its programming architecture, and its commitment to gender equality centres on gender-responsive climate action programmes and projects that benefit women and men. GCF is the first climate finance mechanism to mainstream gender perspectives from the outset of its operations as an essential decision-making element for the deployment of its resources.

Gender mainstreaming is central to the GCF's objectives and guiding principles, including people of all genders of all ages as stakeholders in the design, development and implementation of strategies and activities to be financed. The GCF Governing Instrument states that: "The Fund will strive to maximise the impact of its funding for adaptation and mitigation … promoting environmental, social, economic and development co-benefits and taking a gender-sensitive approach."

Thus, according to GCF, gender equality considerations should be mainstreamed into the entire project cycle to enhance the efficacy of climate change mitigation and adaptation interventions, and ensure that gender co-benefits are obtained. This applies to all projects, not only those intended from the outset to centre on women or to have a gender focus. GCF believes that, "mainstreaming gender makes climate interventions more effective and efficient."

GCF's gender-responsive approach is captured in the GCF Gender Policy and Action Plan, which was adopted by the Fund's governing body in 2015. Through the Gender Policy and Action Plan, GCF commits to:

---

[1] This section is taken from https://www.greenclimate.fund/projects/gender#

- Gender equality and equity;
- Inclusiveness in all activities;
- Accountability for gender and climate change results and impacts;
- Country ownership—through alignment with national policies and priorities, and broad stakeholder engagement, including women's organisations;
- Gender-sensitive competencies throughout GCF's institutional framework—skills, knowledge and behaviours acquired from training and experience that enable GCF Secretariat staff members to apply a gender-lens throughout their work; and
- Equitable resource allocation—so that women and men benefit equitably from GCF's adaptation and mitigation activities.

1.2.2. Ministry of Climate Change

The Ministry of Climate Change is bound by national and international commitments to address gender inequalities particularly in aspects of vulnerability from climate change. This commitment is formalized also in the National Climate Change Policy of September 2012 which provides a comprehensive framework for the development of Action Plans for national efforts on adaptation and mitigation. One of the objectives of the Policy explicitly mentions the "focus on pro-poor gender sensitive adaptation…" and Section 4.8.2 of the Policy recognizes the effects of climate change on rural women and the increased vulnerability of women to extreme climate events and disasters.

The Policy formalizes the intention of the Ministry to "ensure participation of women and female gender experts in all policies, initiatives and decisions relating to climate change" and spells out eight policy measures that it intends to take in collaboration with other relevant entities to ensure the same. These policy measures include the objective of mainstreaming gender perspectives into climate change efforts at all levels; assessing gender-differentiated impacts of climate change; developing gender-sensitive criteria and indicator related to adaptation and vulnerability and finding appropriate ways of including women into decision-making processes on climate change mitigation and adaptation initiatives. Moreover, the recognition of women as powerful agents of change and the cognizance of local and indigenous knowledge held by women are amongst the positive aspects of the Policy.

The Ministry, as a key government entity, is also partner to the endorsement of 2030 Agenda for Sustainable Development and the realization of the Sustainable Development Goals (SDGs) as the national development agenda which includes a set of 17 goals. Goal 5 aims to address gender equality and women empowerment. The goals are interconnected and provide clear guidelines and targets for all countries to adopt in accordance with their own priorities and the environmental challenges.

The seven pillars of Vision-2025 are fully aligned with the SDGs, providing a comprehensive long-term strategy for achieving inclusive growth and sustainable development.

1.2.3. Gender Considerations in United Nations Development Programme (UNDP)

Gender equality, centred in human rights, is both a development goal on its own and a critical factor for achieving sustainable development. It underlies one of the guiding principles of the 2030

Agenda for Development—the concept of 'leaving no one behind'. UNDP[2] supports the government and civil society partners to empower women and achieve gender equality. In contributing to development for all Pakistanis, female or male, UNDP works to guarantee that women participate in, and their voices are heard, across government institutions, civil society, the private sector and in UNDP itself.

According to UNDP, gender equality is fundamental to a country's development and essential to the achievement of the Sustainable Development Goals. UNDP is guided by the UNDP Gender Equality Strategy 2014–2017, advancing the empowerment of women in its support to countries to eradicate poverty and reduce inequality. In all its work, UNDP strives to integrate the experiences and needs of women into every aspect. UNDP supports partners to eliminate gender inequalities through targeted, gender-focused programmes and by working to ensure that all development efforts take into account the experiences, needs, and contributions of women. By removing structural barriers to gender equality and promoting women's participation in the decisions that affect their lives, success in eradicating poverty and inequality, building resilience to disasters, climate change and conflict, and driving sustainable development can be achieved.

UNDP as a leading UN agency is the main partner with the Government of Pakistan in coordinating and strengthening efforts to achieve SDG goals. It has supported a five-year project with the GoP on launching a national initiative for sustainable development goals to institutionalize the 2030 Agenda which includes various aspects of localization of SDGs, improved data collection and enforcement of monitoring mechanisms. UNDP believes that the gender inequalities and discriminatory attitudes and practices that hold women back, must be confronted and eliminated. UNDP is committed to making gender equality, a basic human right and a necessity for a sustainable world, a reality. Women's empowerment and gender equality are vital to achieving the 2030 Agenda for Sustainable Development, which envisions a world "of universal respect for human rights and human dignity" in which "every woman and girl enjoys full gender equality and all legal, social and economic barriers to their empowerment have been removed."

The UNDP Gender Equality Strategy 2018-2021, the third such strategy, provides a road map to elevate and integrate gender equality into all aspects of UNDP's work to reduce poverty, build resilience and achieve peace in communities and territories, helping to accelerate progress towards the 2030 Agenda. In particular, the strategy delineates the UNDP commitment to:

- Strengthen UNDP interventions tackling structural changes that accelerate gender equality and women's empowerment;
- Strengthen the integration of gender equality into UNDP's work on the environment, energy and crisis response and recovery;
- Better align UNDP programming with the centrality of gender equality and women's empowerment to the achievement of sustainable development; and
- Build upon institutional mechanisms for gender mainstreaming such as the Gender Equality Seal and the Gender Marker, which provide measurable standards and incentives to drive development progress

GLOF-II is categorised as **GEN2: gender mainstreamed initiative** of the UNDP Gender Markings System as the project outputs are seen to directly contribute to gender equality and women's empowerment. The requirements, therefore, for GLOF-II as GEN2 classification include consideration of gender issues

---

[2] https://www.undp.org/content/undp/en/home/2030-agenda-for-sustainable-development/people/gender-equality.html

highlighting constraints and opportunities; specific gender design features included in project outputs and components and gender targets and performance indicators.

1.3.   Methodology and Limitations

The study employed existing UNDP and GCF gender guidelines in terms of the main methodology that was followed. This consisted of a participatory process which entailed a gender analysis that considered the different needs, roles, benefits, impacts, risks and access to/control over resources of women and men and identification of appropriate measures to address these. In line with the requirements in the ToRs, the focus was to capture the local context; the issues around gendered division of labour and time use; power and decision making and knowledge and capacities of the intended beneficiaries under GLOF-II.

Most importantly, was the understanding of the gender differentiated impacts of the project interventions/sub-projects on women and men and possible ways of mitigating any negative impacts. The main components for investigation included the project components and project activities. A mix-methods approach was followed which comprised of (i) document review (refer Annex VI) of existing secondary data including project related documents to identify key issues; (ii) field-work (refer Annex III) for validation; group discussions with GLOF-II staff, implementing partners and male and female beneficiaries in GB and KP. Field-work was carried out from 11-18 August in Gilgit-Baltistan and from 19-24 September in Khyber Pakhtunkhwa. Annex V provides an outline of the questions used for group discussions.

The key findings from the document review (gender analysis) in terms of information of the gender situation and gender orientation of the project and partners was taken to the stakeholders and implementers in the field who are already in the process of implementation. A few important key informant interviews (KIIs) were also carried out in the field with individuals who could shed more light in terms of gender issues. The list of stakeholders is attached as Annex III and the interview instrument is attached as Annex IV.

The main limitations or challenges faced were the paucity of gender disaggregated district and valley level data (pre and post Project) and the fact that on-ground implementation had not yet started in most of the locations which made it difficult to organize in-depth discussions with the implementers or focus-group discussions with sizeable numbers of intended beneficiaries who were aware of the interventions and processes to be followed under GLOF-II. There was a lockdown imposed due to COVID-19 in Gilgit-Baltistan and Khyber Pakhtunkhwa which affected the overall pace of work for the Project and due to which delivery targets were also reduced. The field-work for this study took place at a time of relatively low incidence but with necessary precautions.

2. Mainstreaming Gender in GLOF-II: Gender Strategy and Action Plan

2.1. GLOF-II Project at a Glance

The Scaling-up of GLOF risk reduction in Northern Pakistan (GLOF-II) project is a continuation of the four-year 'Reducing Risks and Vulnerabilities from GLOF in Northern Pakistan' (GLOF-I) project. GLOF-I helped vulnerable communities prepare for and mitigate GLOF risks through early warning systems, enhanced infrastructure and community-based disaster risk management.

Objectives

GLOF-II builds on the measures piloted by GLOF-I and aims to empower communities to identify and manage risks associated with GLOFs and related impacts of climate change, strengthen public services to lower the risk of disasters related to GLOF, and improve community preparedness and disaster response. The Project has two outputs and a host of activities under each output.

> **Core Implementing Partners-GLOF-II**
>
> - Pakistan Meteorological Department
> - Planning & Development Department
> - PDMAs (GB and KP)
> - Forest Department, EPA
> - Gilgit-Baltistan Rural Support Programme
> - On-Farm Water Management
> - Academia (Karakorum International University and University of Baltistan)

Output 1: Strengthened sub-national institutional capacities to plan and implement climate change and disaster-resilient development pathways

Output 1 is related to the need for a systematic integration of GLOF risk management into the processes, policies and plans of key government institutions of KP and GB which have a role in GLOF risk reduction. The activities under this output are aimed at strengthening capabilities of local and higher level institutions to incorporate climate change adaptation considerations into development plans in GB and KP and incorporation of climate change adaptation measures into planning instruments.

Output 2: Community-based EWS and disaster response measures are up-scaled to increase communities' adaptive capacity

Output 2 responds to the need to increase adaptive capacity of communities in target valleys through diverse interventions. The output focuses on expanding the weather surveillance and discharge measuring networks by installing 50 automatic weather stations (AWS) and 408 river discharge gauges/sensors. These monitoring instruments will provide the requisite data to conduct hydrological modelling to generate flood scenarios that will feed into a flood early warning system to enable the dissemination of flash flood warning signals on a 24-hour basis. Village hazard watch groups will be capacitated to function as part of the local level early warning system and small-scale adaptation structures will be constructed e.g. gabion walls, spillways and check dams in combination with other bioengineering interventions.

Expected Results

GLOF-II will scale up GLOF-I from its original two districts (one each in KP and GB) to cover 10

districts, benefiting 29 million people or 15 percent of the population of Pakistan. Expected results by the end of the project are:

- At least two policies reviewed and/or revised to address or incorporate GLOF risk reduction.
- In target communities, 95 percent of households able to receive and respond to early warnings and take the appropriate action.
- At least 250 small-scale engineering structures established to reduce the effects of GLOF events on livelihoods, such as tree plantation, controlled drainage and mini dams.
- Fifty weather monitoring stations to collect meteorological data in catchment areas; 408 river discharge sensors to collect river flood data. This data will inform hydrological modelling and help develop village hazard watch groups.

To achieve its planned results, GLOF-II will:

- Strengthen and expand institutional and coordination arrangements for implementing adaptation action plans and climate change initiatives in GB and KP at the provincial and local levels.
- Scale up early warning systems and disaster response measures in communities, as well as surveillance and analysis by meteorological and disaster management authorities.
- Establish multi-channel communication systems to ensure that flood warnings reach vulnerable communities, establish village hazard watch groups, and work with local support organizations to operate and maintain early warning systems.
- Strengthen and expand community-based disaster risk management (CBDRM) committees and emergency response cells through equipment and training, and support small-scale infrastructure and slope stabilization.
- Institutionalize a community-based revolving fund through a one-time endowment, which will ensure that 24 CBDRM committees have access to US$ 50,000 each to support adaptation and recovery.
- Establish reforestation and water harvesting schemes, and establish farmer-operated tree nurseries.

2.2. GLOF-II's Gender Strategy

2.2.1 GLOF-II's Vision/Purpose for a Gender Mainstreaming Strategy

The project document emphasizes the need for a comprehensive[3] plan and strategy to ensure gender mainstreaming in GLOF-II and makes clear the intention to propose specific activities and interventions that benefit men and women equally. This Strategy and Action Plan provides an overall approach and directions for the following:

- proposed actions that narrow gender inequality given the cultural and religious sensitivities;
- specific or targeted actions that address the needs and constraints of women, girls, men, and boys;
- actions to offset any risks of adverse gender impacts;
- ensure women's participation promotes their leadership qualities; and ensure women are

---

[3] A preliminary gender analysis and action plan was prepared for the project. This document was prepared with limited on-the-ground consultation; relying heavily on information and experience generated by the GLOF-1 project implemented by UNDP/MCC. This necessitated a more detailed gender consultation and assessment to prepare a comprehensive strategy and action plan.

included as planners, co-implementers and agents of change.

For GLOF-II, gender mainstreaming is a prerequisite for making communities and institutions "resilient" by making sure that they have the knowledge, tools and resources required for responding better to disasters and reducing GLOF related risks. Achieving gender equality is, therefore, an objective for the Project which will be achieved by making sure that there is no discrimination against any man or woman on the basis of sex, gender, class or ethnicity. The integration of gender concerns will take place across the entire project cycle; planning, implementation, monitoring and evaluation. This is pivotal for Project success. The formulation of this gender strategy is an attempt to ensure the following:

- Ensure that marginalized men and women are included as beneficiaries of the Project;
- Ensuring that women remain not only beneficiaries but are active agents of change rather than as passive recipients;
- Reducing barriers to meaningful participation of women in all interventions;
- Recognizing and harnessing the full potential of women to allow them to play their role in community level decision making

The Strategy document is intended to provide guidelines for the GLOF-II Project to move forward in mainstreaming women in the Project according to their capacities for different Project interventions. This document will provide a framework to incorporate gender perspective into a project in a systemic way at the organization, implementing partner and field level (refer to Gender Strategic Framework attached as Annex II). This strategy will be reflected into the Gender Action Plan (GAP) with detailed activities and interventions for implementation of the strategy at the organization, Implementing level and field level.

2.2.2   Key Principles and Elements of the Gender Mainstreaming Strategy

The GMS is guided by the following principles and key elements:

1. **Institutionalizing gender:** The Project will attempt to institutionalize and mainstream gender at the level of the Project and all implementing partners as well as field level to address gender gaps
2. **Gender Sensitization and capacity development:** This element will focus on raising gender awareness amongst staff, implementing partners and beneficiaries through provision of regular technical support
3. **Gender inclusive development:** GLOF-II acknowledges that gender inclusion in climate change as a cross-cutting theme is imperative for sustainable project results
4. **Safety and security:** GLOF-II will advocate the provision of a safe, secure and conducive working environment for all staff and will employ appropriate mechanisms as needed
5. **Empowerment:** The Project will foster empowerment of women and the marginalized by staying cognizant to unequal power relations and control over resources
6. **Gender Equality/Equity:** This is treated as an integral and cross-cutting theme in the Project to ensure that no discrimination takes place and gender inequalities are addressed
7. **Implementation framework:** The Strategy adopts a gender action plan with specific targets, indicators and responsibilities along with timelines for implementation
8. **Resource allocation:** The adoption of the Strategy and Action Plan necessitates the allocation of appropriate resources (technical and financial) for the achievement of gender equality
9. **Flexibility:** As a "learning Project", the Strategy is subject to review and revisions on the basis of feedback and lessons learnt.

2.3. Gender Analysis

2.3.1 Information from Secondary Sources

The impacts of climate change affect women and men differently. Women are the hardest hit by dramatic shifts in climatic conditions. Women's mortality from climate-related disasters is higher than that of men. Compared to men, domestic burdens (e.g. collection of firewood and water) of women increase substantially with various manifestations of climate change.

Selected secondary data on women's status and gender inequality are reported in tables in Annex VI, based on three sources:

- the Pakistan Demographic and Health Survey 2017-18 (PDHS 2017-18),[4] in which indicators are available at GB and KP level, but not the district level;
- the Pakistan Social and Living Standards Measurement Survey 2014-15 (PSLM 2014-15),[5] which includes provincial and district level data for KP, but not for GB; and,
- the Multiple Indicator Cluster Survey 2016-17 (MICS 2016-17) for GB,[6] which includes district level data.

With exceptions such as Hunza and Ghizer Districts in GB, the indicators included in Annex VI confirm widespread gender inequality and women's deprivation across GB and KP in relation to education, health, employment and asset ownership, household decision making, banking and connectivity, and violence against women. The main findings in terms of trends and outliers are summarized below.

Literacy. Literacy in the population that is 10 years and older was 69% among men in rural KP and 31% among women, so that the level of literacy among women was 45% of the men's level (PSLM). Inequality was somewhat lower (62%) in rural GB, where male literacy was 63% and female 39% (MICS). Hunza and Ghizer in GB, and Mansehra in KP, are the only districts among the 12 included in Annex xx where more than 50% of the women were reported to be literate; Chitral in KP (45%) and Astore in GB (44%) were close to this level. On the other hand, female literacy was only 5% in Kohistan (KP) and 10% in Diamer (GB).

Primary school enrolment. More than half (55%) of the primary school age girls were enrolled in school in rural KP (PSLM) and almost half (48%) in rural GB (MICS). Girls' enrolment was particularly low (16%) in Kohistan and Diamer (20%). It was 84% in Hunza and 64% in Mansehra, which led GB and KP, respectively, in this regard. In all districts except Hunza and Ghizer, the girls' enrolment

---

[4] National Institute of Population Studies (NIPS) [Pakistan] and ICF, *Pakistan Demographic and Health Survey 2017-18*; Islamabad, Pakistan, and Rockville, Maryland, USA: NIPS and ICF, 2019 (https://dhsprogram.com/pubs/pdf/FR354/FR354.pdf).

[5] Pakistan Bureau of Statistics, Government of Pakistan, *Pakistan Social and Living Standards Measurement Survey 2014-15* (http://www.pbs.gov.pk/sites/default/files/pslm/publications/PSLM_2014-15_National-Provincial-District_report.pdf).

[6] Planning and Development Department, Government of Gilgit-Baltistan, and United Nations Children's Fund, *Multiple Indicator Cluster Survey 2016-17* (https://mics-surveys-prod.s3.amazonaws.com/MICS5/South%20Asia/Pakistan%20%28Gilgit-Baltistan%29/2016-2017/Final/Pakistan%202016-17%20MICS%20%28Gilgit-Baltistan%29_English.pdf).

percentage was lower than that for the boys, with large inequalities in Kohistan and Upper Dir in KP and Diamer in GB.

Employment and asset ownership. The PDHS, which focused on ever-married individuals in the age group 15-49 years, found very low employment levels for women in KP and GB (7-8%, compared with approximately 80% for men). Only 2-3% of women, compared with 72% of the men in KP and 92% in GB, owned a house. Land ownership was limited to less than one percent of the women in rural KP (compared with 30% of the men) and less than 4% of the women in GB (compared with 85% of the men).

Household decision making. Only 4% of the women in GB, and 28% in rural KP, reported that it is mainly the husband who decides how the wife's cash earnings are used (PDHS). In approximately one-third of the cases (32% in rural KP and 35% in GB), this decision is mainly the wife's. For the majority in GB (61%) and 40% in rural KP, the wife and husband decide jointly. For major household purchases, 32% of the women in GB and 22% in rural KP make specific decisions either by themselves or jointly with their husbands. For visits to their family or relatives, 48% of the women in GB and 26% in rural KP decide by themselves or jointly with their husbands.

Banking and connectivity. Ten percent of the women and 58% of the men in GB, and only 2% of the women and 15% of the men in rural KP, have and use an account at a bank or other financial institution (PDHS). Ownership of mobile telephones is much higher: approximately 90% among men, 55% among women in GB, and 33% among women in rural KP. Internet use is much lower: only 5-6% among women and 25-33% among men.

Violence against women. The PDHS reported that 25% of the ever-married women (age 15-49) in rural KP, and 5% in GB, had been subjected to physical violence by a current or former husband in the previous 12 months. The reported incidence of sexual violence was 8% in rural KP and 6% in GB.

Facility and persons assisting with delivery. More than half (51%) of the children delivered in rural KP and 39% in GB were delivered at home (PSLM for KP and MICS for GB). The remaining deliveries took place at a government or private health facility. Only 1% of the deliveries in Hunza and 11% in Ghizer took place at home, compared with 79% in Kohistan, 73% in Upper Dir, and more than 60% in Chitral, Kharmang and Diamer. A skilled attendant[7] assisted with 52% of the deliveries in rural KP and 63% in GB, with Swat, Hunza, Ghizer and Astore relatively better served in this regard.

2.3.2   Key Findings from the Field

Consistent with findings from secondary data, women do not possess fair and equitable rights and access to resources and opportunities for education, information and decision-making is not fair. Women are involved in playing a major role in agriculture (planting, growing, harvesting, sorting/separating), vegetable cultivation, livestock rearing and management, water and fuel wood collection, cooking, child rearing and a host of other productive and reproductive tasks. Women are also not actively part of household decision-making and at community meetings where decisions about collective actions are made. Women also feel vulnerable to climate change induced risks and feel that they do not possess the know-how of how to react and respond to such emergencies. Consultations revealed the specific risks that women face, and the types of livelihood activities they would like to pursue to enhance their socio-economic well-being. In terms of the most immediate and relevant priorities for these women, the ability to have access to water all year long, fuel for

---

[7] This includes doctor, nurse, midwife or lady health visitor.

cooking and heating and reliable access to food, health and livelihood sources emerged as top most concerns.

Of equal importance, women expressed their interest in increasing their social mobility, opportunities for networking, technical skills training and market access. More women are now also interested in voicing their opinions in community level decisions affecting their lives[8]. Interestingly, almost all women and men expressed their desire to have training, gender sensitisation and capacity building sessions. In certain areas e.g. Gilgit and Baltistan region, men and women are ready to sit together for meetings and training events whereas in other more conservative areas (e.g. Diamer region) this is still not possible.

The Project does not have any *known* adverse impacts on women or girls and does not widen any known gender inequalities, although there is always the possibility that systemic and other factors exclude vulnerable women and men from accessing benefits in an equitable manner. At a basic level, it can be stated that GLOF-II includes multiple cross-sectoral interventions which are to be implemented through various outreach mechanism for men and women through a combination of approaches which can promote inclusion and lead to greater women empowerment. There are instances e.g. installation and construction activities where the opportunities for women participation are limited but it is proposed that the Project continue to explore and implement affirmative actions and innovations for women focused initiatives that will enable greater participation and benefits. Table 1 below provides an illustration of some of the planned activities disaggregated by gender under GLOF-II.

Table 1: Sample of Gender Activities Across GLOF Project: *Planned and Anticipated*		
Women Only	**Men Only?**	**Both (?)**
Formation of female groups/organisations/committees	Formation of male institutions/committees	Community awareness/sensitization sessions
Capacity building of female organisations	Installation of EWS structures/equipment	Social mobilization/CBO formation
Health and hygiene campaigns/sessions	Construction of other small-scale infrastructure	Awareness raising campaigns
	Procurement related activities	Community safe havens/halls/centres
	Installation of equipment	CBDRMC related activities
	HVRA	O&M committees
	Hazard watch groups	CBDRMF related activities
		School based activities
		Gender awareness sessions
		Research studies and surveys
		Stakeholder workshops
		IEC material development and dissemination
		Tree plantation(s)
		Wildlife, other conservation committees

Women also pointed out the different forms of gender-based violence prevalent in certain areas such as early child marriages, domestic violence and discriminatory attitude of men towards them. The meetings with male community members, however, indicated high levels of acceptance and enthusiasm in initiating Project related activities and willingness to allow women involvement. On the whole, the community level consultations reiterate the importance of building in gender-

---

[8] In the areas visited some very encouraging examples of women activists/champions emerged who are ready to take on more active leadership roles e.g. in Tarshing/Astore and Barrah/Khaplu.

specific, gender responsive, gender-sensitive and gender transformative[9] interventions to counter the existing imbalances and deeply embedded forms of gender discrimination at play. This was evidenced for example by the disproportionately high burden of responsibilities on women compared to men or the very limited space and opportunity for women's voice and agency. In addition, women in most of the meetings referred to the new risks and loss of livelihoods due to the COVID-19 pandemic and made implicit reference to increased responsibilities at domestic level. Further specific information on effects of COVID-19 was not given during the time and this may be an area for further investigation in future.

The stakeholder meetings[10] conducted with representatives of government line departments reveal some common observations. None of the departments have any clear written guidance or orientation on gender sensitisation and integration nor are they equipped with the basic tools and techniques in how to approach gender mainstreaming in the tasks they are assigned. The male officials interviewed, however, were keen to learn more and opined that they would like to work with the Project in achieving gender mainstreaming objectives.

2.4. Proposed Gender Approaches, Actions and Interventions under GLOF-II

The proposed project is estimated to benefit **348,171 women and 348,171 men**, giving a total of 696,342 people on average directly (5 districts in KP and 10 in GB) and approximately 29,233,000 indirect beneficiaries, of whom half are women, through expanded EWS, protective infrastructure, and community-based disaster risk management. Indirect women and men beneficiaries under other planned results of awareness raising are expected to be many more.

The project encompasses a holistic model of gender-sensitive climate-resilient development to enable 15 districts of Pakistan to manage the risks from GLOFs and other impacts of climate change, incorporating top-down regulatory support, bottom-up community preparedness, and long-term planning for sustainable and climate-resilient use of natural livelihood assets. A host of inter-linked, inter-dependent activities and interventions planned under the Project, with gender as a cross-cutting theme, provide a framework which if implemented in its entirety, can result in meaningful improvements in the lives of men and women. The target area of 15 project districts is amongst those with low socio-economic and low gender equality indicators on the whole.

Albeit contingent upon other external factors, the project approach of building and capacitating provincial and line planning departments to better respond to needs of target communities will entail creating the awareness and providing the necessary technical inputs to enable them to recognize and respond to gender differentiated needs. The establishment and strengthening of provincial coordinating entities with Departments of Planning and Development will help coordinate and integrate gender concerns across other key sectors e.g. agriculture, forest, on-farm water management etc.

The Project, therefore, will take into account the gender dimension throughout project implementation in order to better understand how interventions can lead to women empowerment

---

[9] According to the UNDP Gender Results Effectiveness Scale (GRES) 2015, gender specific and gender sensitive interventions focus on particular groups of men and women and/or they reflect an understanding or awareness of gender issues even if appropriate actions are not necessarily taken. Gender responsive refers to where gender roles, norms and inequalities are considered and measures taken to actively address these. Gender transformative projects are those which contribute to changes in norms, cultural values, power structures and the roots of gender inequalities and discriminations.

[10] The sample interviewed is not considered representative at provincial or regional level. These were views of the few officials who were met with.

in the target area. For this purpose, the project intends to mainstream the gender perspective in all stages from formulation to design and implementation, monitoring and evaluation. At the project management level, there is an explicit intent to try and ensure gender balanced recruitment in engaging project team[11]. A Gender Action Plan (refer section 3.2) prepared with actions and targets and its regular updation and monitoring will further ensure that gender perspective is mainstreamed into all the activities and activities feed into gender responsive budgeting.

At the field level, there are plans to engage an increasing number of women as facilitators, community mobilisers, resource persons, local group leaders, change agents for dissemination of key messages and committee members. Women will be encouraged to participate in DRM committees and village hazard watch groups and trainings provided on climate change, GLOF events, DRR and slope stabilization programme etc.

A bulk of activities (planned under Output 2) pertains to training of different types, information provision and awareness raising. Gender considerations will be mainstreamed into all training and knowledge sharing activities. There will be on-going assessment to determine when and where women can be engaged to take on leadership and mentoring roles. At a minimum, all community level events/training sessions will target women as active participants while adhering to local cultural norms and sensitivities. It is noted that women participation rates may vary in GB (higher) and KP (lower) provinces and area specific strategies will be devised to cater to existing gender barriers. The approaches employed successfully during implementation so far will be deepened and expanded[12].

Early warning system communication design will apply gender-responsive considerations to the dissemination of disaster warnings and post-GLOF support. Local government entities in charge of managing post-GLOF support will be trained so that financial support can flow to activities that meet the needs of women. Likewise, operations and management plans for EWS are subject to managerial handover to local governments in collaboration with communities. Women's voices will inform the management at the local level of EWS and the maintenance committees will provide an additional avenue for women to assume leadership roles.

Women participation in all outreach and awareness raising activities will be ensured for effective gender mainstreaming. The grievance redress mechanism will be made available to both men and women. Given the local context, special efforts will be made to engage women and publicize the provisions under GRM so that their specific concerns and grievance could be voiced. Throughout implementation and during assessments of any nature, the Project will try to address the following overarching questions in mind:

- Are women getting a fair and equal opportunity to engage and participate in the activities?
- Are there location/area specific barriers to women's participation that need to be taken into consideration and what measures can be taken to mitigate them?
- What additional support measures are required to enable women to participate?
- How can men be engaged and sensitized in the efforts to involve women?
- Is the grievance mechanism adequate, accessible and transparent given the local context?

---

[11] Women quotas have been established for the active participation of women during the project implementation, from the project management unit to the implementation of all activities. During the hiring phase of project team, although a gender balance was sought, only 1 woman was hired out of 6 staff personnel hired. Once further recruitment is reinitiated female candidates will be given priority during the staff hiring as well as procurement of individual consultants.

[12] So far, the project has been making efforts to encourage women to take part in all activities and events. In 2019, there were 4,000 women participants out of a total of 10,500 people. Also, different approaches were employed by the project in different areas while respecting traditional and cultural factors e.g. separate consultations/arrangements for women.

2.5.   Gender Mainstreaming in Action: Across the Spectrum

Strategic Actions: Overall Project Level

The following actions will be taken to institutionalise and strengthen gender perspective within the Project:

- The Project Management will incorporate gender perspective throughout all stages of implementation. Implementing partners and collaborating organizations engaged in the Project will be encouraged to consider gender equity in all project interventions as appropriate.
- A gender focal person (from UNDP and P&DD) will be assigned as the primary point of contact for receiving and addressing gender specific issues throughout implementation and for follow-up and monitoring.
- The Project will develop core gender capacities within existing and new institutional structures/mechanisms established under the Project including any committees. The membership of any committees set up will ensure gender inclusiveness. The terms of reference for these groups will be reviewed and adjusted to include gender mainstreaming, monitoring and reporting.
- The Project will, at all levels, promote the safety and security of female employees at the workplace and provide them with a non-discriminatory environment. This will include, among other things, compliance with existing standards against sexual harassment and gender-based violence at the workplace.
- Qualified female candidates will be provided with an equal and fair chance in all stages of selection, recruitment and job promotion/placements. Providing opportunities to women professionals to be inducted[13] as technical staff e.g. in finance, administration and monitoring and evaluation.
- Male and female employees will be provided with equal opportunities to perform their roles and be given equal opportunities for progression, trainings and capacity building efforts that are offered during Project implementation. The current good practice of hiring male and female volunteers at PMU (and PIU level) will be promoted.
- Mandatory gender sensitization training will be carried out for all Project staff at all levels and more specialized training will be offered to concerned staff as identified. In addition, gender based training will be organized/facilitated as required for partners at provincial and regional levels.
- Throughout implementation and for all stakeholders, the Project will oversee, guide and facilitate the promotion of a gender responsive environment and practice.
- Promote the establishment of linkages with government departments, academia and other civil society organizations that are working to achieve the common objectives of gender equality.
- Monitoring and reporting: the GMS and GAP will be subject to periodic reviews and revisions to make appropriate adjustments in the interventions, targets and resource allocations as needed
- Project will conduct progress reviews on a quarterly and annual basis which will include review of gender updates. This review will particularly help in the identification of problems, gaps faced by regions and proposing solutions accordingly.
- Update, document and present gender-specific achievements and challenges at high level fora including but not limited to project steering committees, stakeholder workshops.
- The Project will promote the use of initial project intervention/scheme screening for gender sensitivity on basis of rapid assessment and checklists at various stages of sub-project cycles: preparation, appraisal, approval, implementation and monitoring.

---

[13] Efforts will be made to reduce gender imbalances in recruitment at all levels (PMU, PIUs and FIUs). The current staffing levels at PIU and FIU was noted to be a serious limitation and there is no female field-staff at either the PIU or FIU level.

Strategic Actions at the Community/Operational Level

- Promote the importance of ensuring that at the minimum *all* consultations at the community level are inclusive of women
- Provide equal opportunities to men and women to organize and meet according to prevalent norms and culturally appropriate arrangements
- Ensure that *all* community men and women are aware of the objectives and interventions, planned and anticipated, of the Project which will enable them to make informed choices
- Identify, train and nurture existing or new women activists at community level who can become resource persons/change agents for various Project related activities *(examples of some such women already identified during field-work)* who can be pivotal for Project success
- Ensure that all field-staff at all levels are equipped with basic gender-sensitization training which will allow them to engage in dialogue with community women
- Respond to urgent and expressed needs of men and women and provide referrals as needed
- Mandatory inclusion of basic gender sensitization training (module, handout or other appropriate way) in all trainings conducted at community level
- Awareness raising on key social and environmental issues through a gender lens for all direct and indirect women and men beneficiaries on DRR, environment, health and hygiene, water use and conservation, among other core topics

2.6. Inclusive Community Mobilisation and Gender Capacity Development in GLOF-II

GLOF-II's partnership with the GBRSP[14] in GB and Civil Defence Directorate[15] in KP offers an effective and inclusive approach for the project to extend outreach to community men and women in a participatory and gender-sensitive manner. Specifically, with GLOF-II, these organisations are engaged for social mobilization, training and organizing stakeholder workshops. The GBRSP's approach to community development is founded on the same principles and philosophy as followed by the other rural support programmes which promote social mobilization, builds and capacitates local level institutions and engages the entire community to pursue their development objectives in a holistic way. The RSPs core philosophy is to strengthen and build upon indigenous community institutions.

For the Civil Directorate-KP, the scope of work with respect to disaster risk reduction includes coordination different civil protection service providers, collection and dissemination of emergency information; training and assessments and information sharing. The Directorate is working with GLOF-II in registering the Hazard watch group (HWG) volunteers *(razakaars)* and building their capacity through training/awareness. In addition, the Directorate is particularly responsible training of CBOs on CCA, community mobilization and exposure visits. A special taskforce has been

---

[14] Gilgit-Baltistan Rural Support Programme (GBRSP) was established in 2012 under Section 42 of the Company's Ordinance 1984 as a state-owned non-profit organization. GBRSP started its formal operations in 2016 after receiving an endowment fund from the Government of Gilgit-Baltistan (GoGB) to supplement and complement GoGB's long-lasting efforts for development and poverty alleviation in Gilgit-Baltistan.

[15] Civil Defence is an attached directorate of RR&SD which is regulated under Civil Defence Act 1952. Its renewed and enhanced mandate spans different aspects of emergency operations/crisis management including prevention, mitigation, preparation, response, or emergency evacuation and recovery. It operates primarily through a wide network of "razakaar" (volunteer) force, the numbers of which are currently being enhanced. The district Civil Defence force is headed by the Deputy Commissioner and in each district there is a Chief Warden, Additional Chief Warden and Deputy Chief Warden. Every Union Council in Khyber Pakhtunkhwa has been declared as a Warden Post which is headed by a 'Post Warden' who is responsible for enrollment of Razakaars.

comprised by the RR&S Department, comprising of field staff from Social Welfare Department, Elementary and Secondary education department, District administrations of the districts concerned, trainers from Rescue 1122 and DRR specialist PDMA.

For partnering with GLOF-II, the GBSRP is guided by its own organizational gender strategies. These seek to promote women's empowerment and gender equality as an integral and cross-cutting objective. Specifically, the gender development strategy aims at reducing gender inequalities through promoting positive changes in the knowledge, attitude and behaviour of men and women regarding their roles and responsibilities; awareness raising; increasing women's voice and representation within communities; increasing women's participation in planning and implementation and providing equitable access to training and capacity building events.

For execution of GLOF-II activities, the organisations intend to hire additional community mobilisation staff in a gender balanced way and will fill any existing gaps in staff hiring to ensure availability of male and female field-staff. Under social mobilization and training component, GBRSP will ensure on-going and active participation of women in all community level consultations and in ensuring that women are given equal opportunity and access to all planned training events. The type and number of CBO trainings will also ensure that women and men are benefitting equally to the extent possible. Gender aspects will be an integral theme (incorporated as sub-modules) in core training courses determined so far e.g. CO management, GLOF risk reduction, operation of EWS, disaster response and recovery, relief and rehabilitation, reporting, communication etc. More importantly, it will be the *primary responsibility of these organisations to ensure that the selection of resource persons is appropriate in the sense that training content and delivery is carried out in a gender-sensitive way.*

The stakeholder workshops organized at national, provincial, district and lower levels for sharing project successes, challenges and way forward will be used as opportunities for GLOF-II to document and disseminate gender-related achievements and challenges to critical stakeholders and for reaching common understanding and consensus on addressing gender barriers and mobilizing support and resources for achieving gender equality objectives of the Project.

At the very least, GLOF-II in collaboration with the GBRSP, will facilitate community women in the following additional (and complementary ways):

* Involving women in on-going planned activities under its thematic areas of social and economic development which serve to enhance women's agency and empowerment
* Inclusion of women in social development activities pertaining to capacity development and events/celebrations such as plantation campaigns, cultural festivals, sports and other recreational activities which can greatly improve women's mobility and integration in other activities at community level
* developing linkages of GLOF-II target community women with other resources e.g. with the women resource centres and vocational skills training for productive opportunities
* linking up interested women with the RSPs own created women community enterprise groups (CEGs) and women entrepreneurs

2.7.   Knowledge Management and Communication

The Project will invest in the development of both gender-based knowledge products and knowledge management products. The former will include databases, survey reports, special studies and monitoring data while the latter will focus on products that may provide information for project

management and other specific uses by different stakeholders. These products will be tailored to specific communication needs of the Project and may include communication for publicity, for awareness-raising, training and so on. GLOF-II will employ three types of such communication-oriented knowledge management products, namely, promotional, operational and inspirational (refer to text box) in pursuit of its gender empowerment goals.

<u>Reporting and Communication</u>

GLOF-II will document the implementation experiences and knowledge gleaned from implementing gender integration; it will identify and document the good practices from partners and other stakeholders. Moreover, the Project will support knowledge sharing activities around the themes of gender and climate change and gender in disaster risk reduction. The communication strategy of the Project will incorporate relevant elements of the GMS and elaborate mechanisms for documentation and dissemination to diverse stakeholders. At the national and sub national level, the project will capture and disseminate gender-focused lessons learned through the development of a separate web site. A comprehensive communications strategy will be employed to disseminate key gender results both within and outside GB and KP through several information sharing channels and forums.

> **Communication-oriented Knowledge Management Products**
>
> - **Operational products** respond to the management's need to **promote compliance**. The purpose is to **guide implementers/operations** in a prescribed or desirable manner. Examples include standard operating procedures, pro-women approaches, guidelines for community workers and minimum standards for line departments.
> - **Promotional products** aim to **enhance influence**. The purpose is to **publicize achievements** for influencing decision makers. Examples include website information, brochures and press releases.
> - **Inspirational products** aim to **inspire a thinking process**. The purpose is to **disseminate certain approaches** as part of influencing. Examples include awareness-raising messages in the mass media, rights awareness events and publications,

The project will ensure that all activities pertaining to GLOF awareness and outreach are aimed at strengthening local communities' (men and women) understanding of GLOF events and also ensure that women are engaged actively, wherever possible and relevant, in responding to such events. Gender sensitive design and printing of visibility, outreach and awareness material along with targeted media awareness campaigns will contribute towards creating sensitization at all levels and in communicating key gender messages to diverse stakeholders.

The communication strategy will, among other things, delineate clear actions, roles and responsibilities of duty bearers and rights holders prior to, during and post disasters. Moreover, clear and simple messages will be included which will allow women members to be more informed during meetings/consultations vis-à-vis local level plans and future planning in terms of lives and eco-system management.

Awareness raising print material (brochures and pamphlets in English, Urdu and selected local languages) will be developed which will include the project's objectives and approaches to mainstream gender. These will particularly be aimed towards, and disseminated amongst government departments (provincial and line planning departments) and local community organizations to convey seriousness of intent to incorporate gender equality objectives.

The project will also employ the use of telecommunication technology ranging from visual communication, commercial radio to mobile phones to ensure that key sensitization messages are delivered to communities. Additional media channels and techniques that can be utilized for this purpose include documentation of gender-specific knowledge products such as case-studies and lessons learnt as well as short-films/documentaries for showcasing achievements, challenges and disseminating gender-differentiated impacts to a wide audience.

2.8. Integration of Gender Issues within the Grievance Redress Mechanism (GRM)

GLOF-II will have a dedicated GRM in place to facilitate amicable and timely resolution of complaints and grievances of various stakeholders including communities and project affected personnel. This mechanism of systems and procedures to lodge a complaint will be made in a way that women (community/government/project) in particular find it easy to access it and use it in a safe and secure way. For this purpose, a focal person at the PIU and PMU will be responsible to oversee its functioning and provide trouble-shooting as needed. A committee (with at least 50 percent female representation) will be set up to respond to serious complaints and to take remedial action.

The Project will ensure that user-friendly, gender-sensitive and culturally appropriate ways are employed to inform women and men regarding all information pertaining to the GRM and the process entailed. The use of local language(s) and pictorials will be preferred as needed. The Project will seek to conduct outreach and enhance interactions with its stakeholders through activities such as meetings and the production of written and electronic information and publications. A grading system will be assigned where priority will be given to complaints filed by women categorised as urgent. A no-disclosure policy will be implemented to ensure confidentiality of the complainant and consent will be taken in case of disclosure(s) or public settlement. The multi-tier functioning system will be followed as finalised under the EMSP. The GRM will make provisions under which verbal complaints can also be entertained in case a complainant is unable to submit it in writing.

2.9. Monitoring, Evaluation and Learning

Consistent with international best practice standards and those espoused by the UNDP, the Project will promote a shared understanding of the results chain as the main conceptual foundation for developing and tracking indicators of delivery and change. The usefulness of an effective gender-based M&E system is also dependent on this. The M&E system will not only include **implementation monitoring (inputs, activities and outputs) but also results at the outcome and impact levels, disaggregated by gender.** Different methodologies will be employed to capture short-term outcomes which are usually reflected in changes in capacity (access, awareness, knowledge and skills) and higher-level (medium-term or intermediate) outcomes which are reflected in changes in behaviour, practice or performance.

The gender-tracking indicators that will be employed will be specific, measurable, achievable, relevant and time-bound (SMART). To the extent possible, there should be SMART[16] outcome, impact and output statements. UNDP's guidelines on how to formulate outcome statements are useful.[17] UNDP guidelines on output statements are also useful.[18] Indicators should describe what is to be measured, and are needed to assess progress against objectives. Good practice suggests that indicators should not include targets, or set direction for progress. Targets and milestones for each indicator are stated separately from the indicator.

The GAP proposed in this document includes a separate stand-alone section (strengthening Project Management Capacity on Gender) that may be helpful for this purpose. The following recommendations are therefore made for an effective M&E system which is also reflected in the gender action plan given below:

---

[16] UNDP Handbook on Planning, Monitoring and Evaluating for Development Results, 2009, p. 58 (http://web.undp.org/evaluation/handbook/documents/english/pme-handbook.pdf).
[17] *op. cit.*, pp. 57-58.
[18] *op. cit.*, pp. 59.

- Recruit a gender and M&E specialist/focal person, at least on an intermittent basis, for managing the actions given below:

  o Add basic gender sensitisation training for *all* project staff and more specific specialised sector based gender training as appropriate (e.g. planning, gender based budgeting, monitoring and evaluation). Provide resources for design and implementation of this.
  o Ensure inclusion of sex disaggregated data leading to informed gender based analysis and integration.
  o Ensure follow-up and assessment of gender outcomes in assessments, mid-term and final evaluations.

Given below are some of the M&E guidelines and strategies that can be considered for monitoring and evaluating progress on gender inclusion across the project cycle:

- Collection of gender disaggregated data throughout the project(s) life including quantitative and qualitative data.
- Gender segregated data will be an integral part of the data collection plan. Basic quantitative information with regard to female participation in Project activities will be systematically recorded on monthly basis and gender analysis (for new sub-projects) may be conducted on the quarterly basis. This sex disaggregated data will be analyzed at the provincial and regional level. This will help in the identification of the gaps or the issues behind the less involvement of women and for proposing solutions accordingly.
- Inclusion of gender specific indicators on women participation and women beneficiaries, direct and indirect, along with identification of issues and constraints.
- Wherever possible, inclusion of targets for men and women.
- Field visits will be conducted to review the progress on the Implementation of gender strategy and to provide technical assistance with the challenges encountered.
- Regular communication amongst partners and stakeholders to review gender progress and identify remedial actions as needed.
- Regular consultation meeting with implementing partners and stakeholders at the regional and Project office levels will be held to review the gender progress. These meeting will also be helpful in identifying way forward in context of the upcoming challenges faced by the Project.
- Appointment of a gender focal person at the PMU level (this may also include a representative of UNDP or Steering Committee) who can provide technical assistance as needed.
- Additional surveys and impact assessment will be conducted administrated by Focal Gender persons and M&E specialists if and when considered useful.
- Appropriate documentation of most significant case studies/success stories from the field (on quarterly basis) and their targeted dissemination at national and regional level (e.g. GLOF website). These could be organised and published thematically. These case studies will help in capturing the impact of the Project interventions on the life of women.
- Trend analysis studies may also be conducted on annual basis for the comparison of women participation in the different Project components, changes in position within the groups and individually. The data for the current year will be compared with the previous years to assess change in trends.

Annex I attached to this report provides additional guidelines and examples for formulating gender-responsive indicators and outcomes with relevant examples.

3.   Gender Action Plan

3.1.   Purpose and Focus

A project/program-specific Gender Action Plan (GAP) is a tool used to ensure gender mainstreaming. The Project GAP is not a separate component; it mirrors the logical framework of the project and is an integral part of project/program design. GAPs include clear targets, gender design features and measurable performance indicators to ensure women's participation and benefits. Typically, the GAP presents:

- Work undertaken to address gender issues in the project/program;
- Targets and design features, included in the project/program to address gender concerns and ensures tangible benefits to women and men, especially from vulnerable communities;
- Mechanisms to ensure implementation of the gender design elements;
- Gender - sensitive monitoring and evaluation indicators.

> *GAPs help address gender equality issues, facilitate women's involvement, participation in, and tangible benefits from the project. It is also used to identify the resources required for each action-point and, therefore, form the basis for resource allocation.*

The GAP proposed here is intended to be used as a gender mainstreaming tool and mechanism for ensuring gender inclusive implementation and monitoring and evaluation of GLOF-II. It is intended to address gender equality issues, facilitate women's involvement, participation in, and tangible benefits from the project. The *GAP proposed here has been aligned with the project outputs* while proposing a few overarching *affirmative action/activities for women* to ensure that the benefits spread is equal and fair. It can be further refined with changes and revisions made to the overall design and monitoring framework for the project. *In order for it to be effective, is important that the GAP is understood and fully owned by the executing and implementing agencies and is resourced (provided sufficient budget allocation) accordingly.*

The GAP is based on the gender issues, concerns and constraints identified through the gender analysis and on-ground assessments carried out for this assignment. Broadly, the gender analysis carried out has revealed that although the Project does not have any adverse impacts on women or girls and does not widen any *known* gender inequalities, there is a possibility that extremely vulnerable men and women are unable to access benefits or services in an equitable manner unless proactive steps are taken. Women have time, mobility, social, cultural and economic constraints that place them in a more disadvantaged position.

The Project interventions are expected to deliver tangible benefits to women by improving their resilience against GLOF disasters and providing them access to protective infrastructure, all of which contribute towards women's empowerment as they serve to protect the lives and livelihoods (assets) of women while providing them with the requisite knowledge, awareness, skills and resources (equipment) required to enhance community level preparedness and response. Another purpose is to promote women's and men's participation and decision making at the community level; increase gender sensitisation and awareness amongst key stakeholders and institutions; and therefore increase the inclusiveness and sustainability of the Project.

As mentioned in the Strategy above, it is also recommended that appropriate gender-inclusive communication strategies are developed for awareness raising and building capacity in the Project area for efficient use of resources. Recruitment at partner level organisations also needs to be gender-responsive by increasing employment opportunities for women. Gender disaggregated complaint or grievance redress mechanisms can be ensured for effective service delivery.

Finally, it is pointed out that the *GAP will need to be tested, reviewed and refined in the later stages* of implementation and the activities, targets, resources and responsibilities will need to be changed as appropriate according to field realties and incremental progress made.

3.2.   Gender Action Plan for GLOF-II

Proposed Gender Action Plan, GLOF-II						
Project level Objective: To enable community organizations in Pakistan to take collective action for adaptive management for socio-ecological resilience – through design, implementation and evaluation of grant projects for global environmental benefits and sustainable development in key landscapes and rural/urban communities						
Gender related activity/measure	**Indicator**	**Target**	**Baseline**	**Budget**	**Timeline**	**Responsibility**
Project Outcome: Strengthened adaptive capacity and reduced exposure to climate risks						
Output 1: Strengthened sub-national institutional capacities to plan and implement climate change resilient development pathways						
Activity Result 1.1: Provincial line and planning departments have technical capacities to mainstream CC into development plans						
Indicator 1.1: Strengthened institutional and regulatory systems for climate-responsive planning and development						
Review of gender specific needs and requirements	• Gender based TNA and organizational capacity assessment conducted	Project level TNA and CA report produced	0		By end 1st Q 2021	UNDP CO GLOF-II P&DD *All partners*
Enhanced institutional capacity for gender based planning and development	• Appointment of gender focal person(s) • Review and revision of ToRs of CCC, TWGs • Formulation of gender specific standards and guidelines • Inclusion of women in project committees • Stakeholder inception workshops and provincial and district coordination workshops to include dedicated session on gender equality	Appointment of at least 1 gender focal person at project and partner level Revised ToRs developed and approved for CCC and TWGs Gender sensitive policies and guidelines in place	0		By end 1st Q 2021	UNDP CO GLOF-II P&DD *All partners*
Activity Result 1.2: Sub-national institutions coordinate effectively to implement CCA action plan and CCA initiatives						
Indicator 1.2: Number of policies introduced to address GLOF risks or adjusted to address GLOF risks						
Review of gender-responsive policies	• Review drafts of existing or new CCA/GLOF policies to identify gender gaps and issues	Review carried out for existing strategy and policy documents Gender gaps identified and documented	1 CC strategy and 1 policy document in place for GB and KP		On-going basis As needed	EPA Forest UNDP CO GLOF-II P&DD Legal expert Gender experts
Ensure inclusiveness within contributions allocated for gender-specific plans	• No. of separate and mixed consultations held with men and women to agree on and prioritize issues • Women constitute 50% of those formulating any plans and strategies • No. of formal and informal linkages built with gender resource experts, CSOs, external partners and organizations for providing gender focus for plans/policies • No. of alliances built with known pro-women legislators/policy makers, local elected officials	Qualified and relevant gender experts are engaged formally or informally to contribute towards gender-integrated plans	0		On-going basis	EPA Forest UNDP CO GLOF-II P&DD Legal expert Gender experts CSOs Academia//think-tanks
Awareness campaign/ targeted lobbying and advocacy	• No. of targeted campaigns and advocacy carried out for addressing gaps in GLOF	Awareness raising and lobbying carried out at national and sub-	0		On-going basis	EPA Forest GLOF-II

	policies/strategies	national levels				P&DD Legal expert Gender experts
Output 2: Community-based EWS and long-term measures are up-scaled to increase communities' adaptive capacity						
Activity Result 2.1: Expanded weather surveillance and discharge measuring networks						
Indicator 2.1: Number of vulnerable households in KP and GB covered by a GLOF Early Warning System						
Installation	• No. of women given complete orientation on EWS installed at community level	100% women involved in orientations	0			
Orientation and training of PMD and DDMAs	• No. of gender sensitive training conducted for PMD and PDMA/DDMAs staff	All relevant staff trained	0			
Ensuring equal and significant inclusion of women's feedback on EWS	• No. of community women groups/leaders provided information on functioning and processes of EWS	All community women oriented on EWS	0			
Activity Result 2.2: Early warnings are effective in protecting communities from climate induced risks						
Indicator 2.2: Number of community-based organisations trained in the operation and maintenance of the EWS						
Ensure women participation in community mobilisation	• No. of community level focus groups and discussions with women for identification of needs and constraints • At least 50% of office-bearers/leadership to be women • No. of men and women in general body	100% women involved in community level consultations At least 50% women consulted/involved in decision making and written resolution obtained from women	0			All partners PMD GBRSP
Training of CBOs	• No. of trained and sensitized members of CBOs/CBDRMCs • No. of specialized training sessions on women identified needs e.g. planning, budgeting, DRR, H&H etc • No. of visits, meetings or exchanges of community women with CSOs, local leaders and government officials	100% women members of CBOs/CBDRMCs trained and sensitized on project and given gender sensitisation training	0			GLOF-II PMD GBRSP
O&M of early warning systems	• No. of men and women trained in O&M committees • No. of women members included in O&M committees	At least 40% of O&M committee members to comprise of women All women members to be oriented on O&M	0			GLOF-II PMD GBRSP
Activity Result 2.3: Vulnerable communities have adequate long-term measures in place to address GLOF-related risks						
Indicator 2.3: Number of physical assets constructed to withstand the effects of GLOF events						
Small-scale infrastructure	• No. of separate meetings/consultations with women for scheme planning and implementation (site selection, social survey, O&M) • No. of women given orientation on scope and benefits • No. of women involved in O&M	100% Women *consulted* on site and scheme selection At least 30% women trained on O&M aspects	0			PDMAs DDMAs GBRSP
Slope-stabilisation through bio-engineering	• No. of women given opportunity to be involved	*TBD*	0			Forest

	in plantation activities					
Irrigation systems (construction, repair, rehabilitation)	• No. of women consulted to determine priorities and issues for small-scale infrastructure • No. of women included as members in water user associations • No. of line department staff to be provided gender sensitization training (OFWM) • Rapid assessments to include time-cost savings incurred for women for planned schemes • No. of women provided the opportunity to provide equitable waged labour • NO. of women included in any on-farm training in new techniques • No. of implementation plans discussed with men and women groups and time-table of activities agreed in consultation with women	*TBD* *Involvement of women could vary location to location* At least 1 woman representative per household to be included in WUAs No. of women involved in improved water management practices No. of women providing skilled/unskilled labour	0		On-going as planned	GLOF P&DD OFWM staff Gender focal person
Women entrepreneurial training	• No. of local women oriented and trained for basic repair and maintenance • No. of women focal persons facilitated in market access/links for training and O&M • No. of referral services / linkages facilitated for women entrepreneurs	At least 1 woman per valley trained in basic O&M X women focal persons linked with external resource persons for training	0		2020 2021 2022	GBRSP P&DD Private sector
Hazard watch groups	• No. of male and female community members form HWGs and sensitized • NO. of women involved in the hazard watch groups and other women involved in monitoring of HWGs	At least 1 woman member in HWGs established	0		2020 2021 2022	GLOF-II GBRSP DDMAs
Community centres/safe havens/halls	• No. of community centers/safe havens that cater to female- specific needs e.g. accessible location, separate women washrooms, availability of health and hygiene products, separate spaces	Community centre is built with women involvement in site selection and design of gender-friendly features	0		2020 2021 2022	GLOF-II DDMAs
Activity Result 2.4: Improved financial capacities to adapt to GLOFs and CC-induced risks						
Indicator 2.4: Number of small-scale community driven initiatives for GLOF preparedness financed through CBDRM funds						
Community-level initiatives through CBDRM funds prioritising gender equality	• No. of fund amounts given with a focus on services/products that lead to practical and strategic gender benefits • No. of low-cost, feasible solutions applied for solving problems faced by women in DRR/DRM • No. of products/technologies tailored on the basis of identified women needs and priorities implemented	CBDRM funds provided to ensure women beneficiaries Women focused products introduced	0		By end 2021, and through 2022	GLOF-II GBRSP CBDRMCs
Women-focused micro-finance access	• No. of women accessing micro-finance,	At least 50% CBDRM	0		By end 2021, and	GLOF-II

	insurance and other MF products	funds allocated for women			through 2022	CBDRMCs Local MF service providers GBRSP

Knowledge Management, Research and Dissemination of Gender-focused Products and IEC material – *Cross-Cutting*						
Deepen gender based KM, research and development products	• No. of women focused partnerships/links with technical experts, scientists or academic institutes in gender No. and types of tangible interactions with gender experts, CSOs, partners, academic institutes for replication of successful gender approaches and results under GLOF-II • No. of KM and other gender-focused IEC/sensitization products developed • No. of studies conducted for identifying new approaches/opportunities for women focused GLOF risk reduction initiatives	Links formed with gender experts (universities, CSOs) 2 KM products developed 1 study conducted on GLOF risk reduction	0		By end 2020, mid-way 2021 and during implementation	Gender focal person Communication specialist M&E specialists
Identify and document women-focused best practices, experiences and lessons	• No. of best practices and lessons learned identified on the basis of contribution to gender equality and/or empowerment as well as negative lessons, if any • No. of women-focused case-studies prepared for showcasing gender achievements • No. of papers/technical briefs prepared for replication and up-scaling successful cases • No. of gender-disaggregated lessons and results documented in GLOF-II	3 case studies lessons learned	0		on-going and as per targets in AWPs	GLOF-II Gender expert M&E team Communications team
Dissemination of gender-focused information to key stakeholders for awareness raising and action	• No. of gender focal persons at partner level sensitized and equipped to promote awareness • No. of women and men identified and trained as focal persons in promoting behavior change and provision of key gender messages in communities • No. of awareness raising campaigns including key gender messages *(at all levels)*	At least 2 focal persons per province/region Community level women activists engaged (1 per valley) 1 focused awareness campaign	0		On-going	GLOF-II Gender expert M&E team Communications team
Gender sensitive communication products developed and disseminated	• Prepared website, brochures and press releases for key stakeholders, national and subnational policy makers and duty bearers • Communication strategy with gender sensitive guidelines developed • Website with separate links and resources on GLOF-II related data and resources for men and women • Gender sensitive GRM in place • Accessibility of gender awareness based workshops and seminars of rural populations	1 website 3 posters 3 brochures 5 press releases Information on gender-based GRM developed and disseminated	0		On-going By end 2020	GLOF-II Gender expert M&E team Communications team

Strengthening Capacity of GLOF Project Management level vis-à-vis Gender[3]						
Appoint gender expert	• Appoint gender specialist (at-least half time) for planning, coordinating and organising all gender related activities, particularly the following: ✓ Review existing structure, policies and procedures at project level and identify gaps ✓ Ensure safe and conducive working conditions for female employees ✓ Design and implement gender sensitive tools and material for incorporation across project cycle ✓ Update and monitor implementation of GAP ✓ Carry out organizational assessment of gender capacities	Review of existing policies Gender sensitive tools developed GAP prepared and revised periodically Gaps identified and documented in form of gender needs assessment	0		Within first quarter and later on intermittent basis	GLOF-II
Recruitment	• Review staffing and ensure parity within the work force to enable gender balance • Gender sensitive human resource policies for all project based recruitment (e.g. qualified women staff at senior, mid and low levels are short-listed, interviewed and selected)	At least 30% of overall project staff to be women Fill existing vacancies at other levels	0		By last quarter of 2020 and as needed	GLOF-II
Gender specific training and capacity development	Organise and implement the following: • Review capacities of management and staff in planning and implementing gender inclusive projects • Design and make available appropriate gender sensitive training material • Basic training for all staff and core partners on gender sensitization/awareness raising • Specific training on gender sensitive monitoring and evaluation organized for relevant staff	1 Gender TNA Designed and developed sensitization material 1 training module designed and developed 2 training events conducted for all staff	*Work in progress on:* Gender TNA Gender material development Module development		Basic training implemented within 1st quarter of 2021 followed by training on a need basis	GLOF-II Consultant Gender focal person
Ensure gender sensitive monitoring, reporting and evaluation	• Gender disaggregated database: gender disaggregated data is being collected in baselines, surveys and other activities and used for design of new activities • Gender disaggregated data is monitored and reported throughout the project cycle with respect to women participation, access, benefits • For any local level monitoring of (perception surveys, feedback mechanisms) ensure that at least 50% involved and participating are women • Allocate human and financial resources for inclusion of gender issues in M&E activities	Gender-specific data is available Gender-based M&E indicators are developed and tracked Reporting is carried out on sex and gender based data M&E male and female staff is available	0		At inception and through-out project implementation	Provincial coordinators/M&E specialists P&DD focal person(s)

CO = Community organizations, CSO = Civil society organization, CCC = Climate Change Cell, GAP = Gender Action Plan, IP = Implementing Partners, KAP = Knowledge, attitude, practices, M&E = monitoring and evaluation, R&D = Research and development, TWG = Technical Working Group, O&M = Operation and maintenance,

Notes:

1/ and 2/: Will need to be reflected in the budget and/or linked with other interventions

Additional baseline values are not known and may be added at a later stage.

3/: This is not a specific output under the results framework but is often documented as such and various issues related to enhancing gender capacities at Project level are defined here. It is to be read in conjunction with output 1 above. Parts of this may overlap with the training and recruitment actions listed above but presented separately for the sake of clarity.

Annex I: Gender Specific Monitoring & Evaluation Guidelines

(Taken from different gender resource toolkits)

Gender-responsive indicators should measure the following:

- Differences in participation, benefits, outcomes, and impacts for women, men, boys, and girls;
- Changes in gender relations and power structures (positive or negative)—that is, changes toward equality, or changes toward inequality between men and women, and between girls and boys;
- How these changes impact on the achievement of objectives and outcomes.

Examples of gender responsive outcomes

- Government and NGO sectors have strengthened capacity to make national decisions on climate change adaptation to reduce risks within a gender responsive framework.
- Gender-responsive livelihood strategies that enhance the resilience of vulnerable farmers to cope with drought and climate change adopted and sustained.
- Access to new energy technologies have resulted in increased economic empowerment for women.
- Sustainable natural resource management has reduced gender inequality through the diversification of local livelihoods and promoted women's empowerment.
- Decision makers in water governance will have an understanding of the importance of promoting gender equality.

Generic indicators

- Number of women/number of men in decision making positions related to the areas of intervention or in the project context
- Number and percentage of women and men serving in leadership positions related to the areas of intervention or in the project context
- Number and percentage of men and women, by social group, consulted about project plans
- Number and percentage of men and women, actively participating in consultations, workshops, and committee meetings
- Number of poor households that are project beneficiaries; number headed by men/women.
- Number of women who have ownership of land in their name; Number of men who have ownership of land in their name
- Number of women/number of men who have access to land use.
- Time spent collecting wood for fuel (daily/weekly; by sex and age group)
- Number of women/number of men who have knowledge of laws related to the areas of intervention

Climate Change Adaptation

- Number of awareness campaigns on climate change directed to decision makers and the populations that are designed to be gender responsive and include the perspectives of women.
- Number of national and sub-national organizations have access to gender responsive climate change impact information and adaptation options

---

- % of population affirming ownership of adaptation processes, disaggregated by sex
- Number of women and number of men with capacity to transfer appropriate adaptation technologies
- Number of policies and frameworks governing coastal area land use planning and development that mainstream gender responsive adaptation to climate change.
- Number of women applying livelihoods strategies promoted by the project
- Number of female farmers/number of male farmers using adaptive measures to cope with drought and climate change
- Number of female farmers/number of male farmers with new skills in climate resilient agriculture

Biodiversity

- Percentage of proceeds from access and benefit-sharing agreements given to/received by women
- Number of women/number of men in decision-making positions related to biodiversity conservation and management
- Percentage of female farmers and male farmers who have access to high-quality, locally adapted planting material
- Number of households headed by men, headed by women, benefiting from intellectual property rights
- Number and percentage of men and women, by social group, consulted about project plans and frequency
- Women and men's time dedicated to sustainable management of natural resources.

Annex II: Gender Strategic Framework

Gender Integration Focus	Gender Gap Addressed	Gender-Responsive Activities	Expected Results
• Institutional strengthening, training & capacity building	• Limited gender relevant knowledge & skills of stakeholders (partners and beneficiaries) • Lack of dedicated gender specific GLOF risk reduction structures and community institutions • Lack of awareness and skills regarding gender differentiated roles and responsibilities in case of GLOF events	• Gender orientation workshops for staff & partners • Gender embedded in institutional structures and committees • Focused training and capacity building of duty bearers and rights holders	• Staff & partners equipped to address gender issues in GLOF focus areas • Stakeholders more sensitised and aware to address gender inequalities/discrimination • More aware government officials and communities • Women provided greater space and voice in community level preparedness and response mechanisms
• EWS and GLOF related Infrastructure for improved resilience	• Existing EWS and GLOF infrastructure gender blind and stereotyping • Limited or no access of women to GLOF related infrastructure	• Review, develop and adapt mechanisms and EWS systems to reduce bias & stereotyping & make it more gender-inclusive • Women engaged more proactively in community consultations and planning for structures and mechanism for GLOF response	• More women more active in CBDRMCs and related committees • More women aware of roles and responsibilities in case of GLOF events • More local activists aware and sensitised and equipped in GLOF risk reduction.
• Knowledge management and communication	• Lack of gender-specific knowledge and knowledge management products (communities, officials &	• Sensitisation of officials and communities on need for gender integration in	• Women inclusion a more visible public and policy issue • More women participating

	• Lack of comprehensive communication strategy and protocols (included GRM)	policymakers)	DRR/CCA and GLOF risk reduction	and aware of gender issues
		• Gender focused knowledge management products developed and disseminated	• Greater number of men and women are able to access and utilise gender-specific information, products and available resources (technical, physical and intellectual)
		• Gender-focused communication strategy and guidelines	
		• Community gender sensitization and access to GRM	• Increased number of women able to access and utilise equitable grievance redressal mechanisms
• M&E, research & assessments	• Limited regional gender disaggregated data available	• M&E systems and assessment tools reviewed to ensure sex-disaggregated data collection, analysis and utilisation	• Regional and area specific gender disaggregated data on gender variations
	• Limited sex-disaggregated assessment data available to guide policy and planning		• More targeted focus on gender issues in M&E, learning and research
	• Limited policy focus on gender in CC and GLOFs	• Inclusion of gender issues in research studies e.g. socio-economic surveys, indigenous knowledge and KAP studies	• Greater awareness of and action on gender-issues in CCA and GLOF risk reduction
	• Limited tracking of gender-differentiated outcomes and impacts		• Provincial and district capacities enhanced for a more gender-balanced response
• Effective project management	• Limited focus on gender	• Greater involvement of PMU in gender based management and implementation	
	• Limited orientation on gender-sensitive management and implementation	• More gender specific workshops and use of gender action plan	• More gender aware and supportive staff for planning and management
	• Limited gender-based monitoring and reporting	• Collection and reporting on gender disaggregated data	• Increased number of gender-sensitive approaches and practices being applied
		• Gender sensitive training for all management and	• Allocation of more resources to achieve gender equality objectives

		implementation staff	• Gender-focused M&E in place

Annex III: List of Stakeholders Interviewed

A.   Gilgit-Baltistan

Government Stakeholders

1. Mohammad Alam, Deputy Secretary, Planning & Development Department

2. Usman Zeb Gandapur, Programme Manager Monitoring, Evaluation, Research and Learning, Gilgit-Baltistan Rural Support Programme

3. Amjad Wali, Programme Manager, Economic, Social and Gender Unit, Gilgit-Baltistan Rural Support Programme

4. Ms Neelofar Khan, Research Officer, Planning & Development Department

5. Ms Aneesa Yusuf, Research Officer, Planning & Development Department

6. Iftikhar Ali, Assistant Director, On-Farm Water Management, Hunza-Nagar District

7. Mr Mobashar, District Officer, On-Farm Water Management, Hunza-Nagar District

8. Zaheer-ud-Din Babar, Deputy Director, Gilgit-Baltistan Disaster Management Authority

Communities/Villages Visited

1. Social Welfare Community Organisation, Ghulkin, Ghulkin Village, District Hunza

2. Male and female community representatives, Village Tarshing, Rupal Valley, District Astore

3. Male and female community representatives, Village Barrah, Valley Barrah Paien, District Ghanche-Khaplu

B.   Khyber Pakhtunkhwa

Government Stakeholders

1. Ozair Rahim, Assistant Chief, Foreign Aid, Planning & Development

2. Zohra Nigar, Director DRM, Provincial Disaster Management Authority

3. Muhammad Asif, Deputy Director Planning, On Farm Water Management

4. Afsar Khan, Deputy Director, Climate Change, Environment Protection Agency

5. Fahad Ikram Qazi, Director Civil Defence

6. Hazrat Mir, Conservator, Forest

<u>Communities Visited</u>

1. Communities in Golain, Chitral

2. Community institutions in Madak Lasht, Chitral

Annex IV: Instrument for Stakeholder Interviews: Implementing Partners

- Please explain how you are associated with the GLOF-II project. What are your roles and responsibilities?
- How and at what level do you coordinate with project implementation and monitoring?

- Please elaborate on any gender specific policies that you have in place or are applicable to your work?
- In particular, please explain what gender strategy, if any, you have in place? Explain key elements.
- At the organizational level, please explain any gender specific policies and procedures you have in place (staffing, structure, resources, HR policies, working conditions etc.,)
- What written documents can you share for the above mentioned that may be of relevance to drafting a GLOF-II gender strategy and action plan?

- What are your expectations from this project as far as women are concerned (women in government, women in communities)?
- What do you think the project is lacking in terms of your expectations (training, financial support, legislative support, government support)?
- What is the evidence on which you are making this assessment (too new, money, government support, any other factor)?
- What are the differences across the region which effects the project in reaching out to women?
- What do you think we should start with to promote greater inclusion of women in the government and community decisions about project interventions?
- How and in what ways are you willing to support the project in achieving its objectives to mainstream gender?

Training

- What kind of gender-related trainings have you had and for whom?
- What were the key learning and achievements at an individual level and at an organizational level?
- What in your view are the training related gaps and challenges?
- How would you want to overcome these and in what ways? Please elaborate.

Annex V: Gender Analysis: General Community Level Questions Used to Guide Discussions

<u>The context</u>: what are the gender norms and values; what are commonly held beliefs, perceptions and stereotypes relating to gender? Are there differences between women and men in the local context in terms of rights, resources, participation and gender related norms and customs?

<u>Who does what</u>: what is the division of labour among women and men? Who does what in the specific areas of work and types of interventions in your projects? Who makes decisions and manages household time and resources? Are there certain tasks that only women or men are expected to perform? How the gendered division of labour and patterns of decision-making effect the project and how the project could affect the gendered division of labour and decision-making?

<u>Who has access and controls what</u>: Who has access to and control over resources? Are women and men likely to benefit equally from resources/products/activities of the project? Who benefits from opportunities (e.g. land, livestock, health, employment, information)? What are the barriers in relation to mobility and access to services? What are the issues in meaningful access, participation and control in specific areas of project?

<u>Who decides</u>: who participates in decision-making in the household, public and private sector? Are the bargaining powers of men and women different? Are women involved in economic decision-making? What are the decision-making structures within the project and who is likely to participate in the different decision-making structures at different levels of the project? What are women's and men's capacities to make decisions freely and which decisions women decide on their own? What barriers do women face in meeting their practical needs and interests?

<u>Who knows what</u>: what are the training, education and literacy levels of women and men? Do they have equal access to education, technical knowledge and skill upgrading? Do men and women have different skills and capacities and face different constraints? Are the knowledge and skills of men and women valued differently?

Annex VI: Indicators of Women's Status and Gender Inequality from Secondary Sources, Gilgit-Baltistan and Khyber Pakhtunkhwa

Table 1: Literacy in population 10 years and older (percentage), GB, KP and 12 districts

Province/Territory and District	Male	Female	Both	Female as Percentage of Male
From *Pakistan Social and Living Standards Measurement Survey 2014-15,*[19] Table 2.14(a)				
▫ KP	71	35	53	49
▫ KP Rural	69	31	50	45
Malakand Division				
▫ Chitral	76	45	62	59
▫ Upper Dir	64	22	42	34
▫ Swat	63	31	48	49
Hazara Division				
▫ Mansehra	78	52	64	67
▫ Kohistan	42	5	24	12
From *Multiple Indicator Cluster Survey 2016-17,*[20] Table ED 12				
▫ GB	66	42	53	64
▫ GB Rural	63	39	50	62
Baltistan Division				
▫ Ghanche	56	34	44	61
▫ Kharmang	67	37	50	55
▫ Skardu	67	41	54	61
Gilgit Division				
▫ Hunza	80	65	72	81
▫ Ghizer	75	54	64	72
Diamer Division				
Diamer	46	12	28	26
Astore	69	44	55	64

Table 2: Net enrolment/attendance (percentage) at the primary level, GB, KP and 12 districts

Province/Territory and District	Male	Female	Both	Female as Percentage of Male
Net enrolment from *Pakistan Social and Living Standards Measurement Survey 2014-15,* Table 2.6(b) [a]				
▫ KP	61	51	56	84
▫ KP Rural	60	49	55	82
Malakand Division				
▫ Chitral	61	50	56	82
▫ Upper Dir	47	31	39	66
▫ Swat	65	51	59	78
Hazara Division				
▫ Mansehra	67	64	65	96
▫ Kohistan	43	16	30	37
Net attendance from *Multiple Indicator Cluster Survey 2016-17,* Table ED 4 [b]				
▫ GB	53	46	49	87
▫ GB Rural	52	44	48	85
Baltistan Division				
▫ Ghanche	63	62	62	98
▫ Kharmang	58	51	54	88
▫ Skardu	48	39	44	81
Gilgit Division				

---

[19] Pakistan Bureau of Statistics, Government of Pakistan, *Pakistan Social and Living Standards Measurement Survey 2014-15* (http://www.pbs.gov.pk/sites/default/files/pslm/publications/PSLM_2014-15_National-Provincial-District_report.pdf).

[20] Planning and Development Department, Government of Gilgit-Baltistan, and United Nations Children's Fund, *Multiple Indicator Cluster Survey 2016-17* (https://mics-surveys-prod.s3.amazonaws.com/MICS5/South%20Asia/Pakistan%20%28Gilgit-Baltistan%29/2016-2017/Final/Pakistan%202016-17%20MICS%20%28Gilgit-Baltistan%29_English.pdf).

Province/Territory and District	Male	Female	Both	Female as Percentage of Male
▫ Hunza	81	84	82	104
▫ Ghizer	59	59	59	100
Diamer Division				
Diamer	38	20	29	53
Astore	59	46	53	78

Notes:

[a] Number of children attending primary level (classes 1-5) aged 5-9 years divided by children aged 5-9 years multiplied by 100. Enrolment in *katchi* is excluded.

[b] Percentage of children of primary school age attending primary school (adjusted net attendance ratio).

Table 3: Distribution of facilities where children were delivered (percentage of cases), GB, KP and 12 districts

Province/Territory and District	Home	Government facility	Private facility
From *Pakistan Social and Living Standards Measurement Survey 2014-15,* Table 3.12			
▫ KP	46	22	32
▫ KP Rural	51	19	30
Malakand Division			
▫ Chitral	68	12	20
▫ Upper Dir	73	19	8
▫ Swat	35	34	31
Hazara Division			
▫ Mansehra	52	10	38
▫ Kohistan	79	7	14
From *Multiple Indicator Cluster Survey 2016-17,* Table RH 11 [a]			
▫ GB	39	47	13
▫ GB Rural	43	42	13
Baltistan Division			
▫ Ghanche	58	36	3
▫ Kharmang	61	29	9
▫ Skardu	42	47	10
Gilgit Division			
▫ Hunza	1	40	58
▫ Ghizer	11	28	58
Diamer Division			
Diamer	64	34	2
Astore	37	53	9

Note:

[a] The three columns may not add up to 100 because of missing, "don't know" and "other" responses.

Table 4: Distribution of persons assisting with delivery (percentage of cases), GB, KP and 12 districts

Province/Territory and District	Doctor	Nurse, midwife or lady health visitor	Other [a]
From *Pakistan Social and Living Standards Measurement Survey 2014-15,* Table 3.12			
▫ KP	44	12	44
▫ KP Rural	41	11	48
Malakand Division			
▫ Chitral	20	15	65
▫ Upper Dir	26	8	66
▫ Swat	58	8	34
Hazara Division			
▫ Mansehra	41	9	49
▫ Kohistan	20	3	77
From *Multiple Indicator Cluster Survey 2016-17,* Table RH 10			
▫ GB	26	37	37
▫ GB Rural	24	33	43
Baltistan Division			
▫ Ghanche	20	21	59
▫ Kharmang	17	36	47

Province/Territory and District	Doctor	Nurse, midwife or lady health visitor	Other [a]
▫ Skardu	15	46	39
Gilgit Division			
▫ Hunza	57	42	1
▫ Ghizer	41	46	13
Diamer Division			
Diamer	12	23	65
Astore	32	34	34

Note:

[a] Includes traditional birth attendant, dai, family member, neighbour and friend.

Table 5: Indicators of women's status and gender inequality from the Pakistan Demographic and Health Survey 2017-18, GB and KP

Indicator	Province/ Territory	Percentage		PDHS Table Number[21]
		Female	*Male*	
Employment and Asset Ownership				
Currently employed individuals (among those who ever married, age 15-49) [a]	KP	7.4	91.5	3.6.1
	KP Rural	7.0	91.3	3.6.2
	GB	7.5	87.8	
Ever-married individuals (age 15-49) who own a house	KP	2.9	71.7	15.5.1
	KP Rural	2.7	72.8	15.5.2
	GB	1.5	91.9	
Ever-married individuals (age 15-49) who own land	KP	1.7	37.4	15.5.1
	KP Rural	0.7	29.6	15.5.2
	GB	3.6	84.6	
Household Decision Making				
Person who decides how the wife's cash earnings are used (for currently-married women, age 15-49)—mainly wife	KP	37.0		15.2.1
	KP Rural	31.8		
	GB	35.3		
Person who decides how the wife's cash earnings are used (for currently-married women, age 15-49)—wife and husband jointly	KP	39.7		
	KP Rural	40.1		
	GB	60.8		
Person who decides how the wife's cash earnings are used (for currently-married women, age 15-49)—mainly husband	KP	23.2		
	KP Rural	28.1		
	GB	3.9		
Currently-married women (age 15-49) who make specific decisions, either by themselves or jointly with their husbands, regarding woman's own health care	KP	29.2		15.10.1
	KP Rural	27.3		
	GB	47.7		
Currently-married women (age 15-49) who make specific decisions, either by themselves or jointly with their husbands, for making major household purchases	KP	23.9		
	KP Rural	22.3		
	GB	32.1		
Currently-married women (age 15-49) who make specific decisions, either by themselves or jointly with their husbands, for visits to their family or relatives	KP	28.8		
	KP Rural	26.4		
	GB	48.1		
Banking and Connectivity				
Ever-married individuals (age 15-49) who have and use an account at a bank or other financial institution	KP	2.5	20.4	15.8.1
	KP Rural	2.2	15.1	15.8.2
	GB	9.6	57.8	
Ever-married individuals (age 15-49) who own a mobile telephone	KP	37.0	93.3	15.8.1
	KP Rural	33.3	92.3	15.8.2
	GB	55.0	89.3	
Ever-married individuals (age 15-49) who used the Internet in the past 12 months	KP	6.0	29.5	3.5.1
	KP Rural	4.5	25.5	3.5.2
	GB	5.9	33.3	
Violence Against Women				

Indicator	Province/ Territory	Percentage		PDHS Table Number[21]
		Female	*Male*	
	KP Rural	43.1		
	GB	27.0		
Ever-married women (age 15-49) who have been subjected to physical violence by any husband in the previous 12 months	KP	23.4		
	KP Rural	24.5		
	GB	4.7		
Ever-married women (age 15-49) who have been subjected to sexual violence by any husband in the previous 12 months	KP	7.0		
	KP Rural	7.5		
	GB	6.1		

Notes:

[a] "Currently employed" is defined as having done work in the past seven days and includes persons who did not work in the past seven days but who are regularly employed and were absent from work for leave, illness, vacation or any other such reason.

Annex VII: Bibliography

- Government of Pakistan, Planning Commission (PC-I) Form, Scaling-up of Glacial Lake Outburst Flood (GLOF) Risk Reduction in Northern Areas, November 2017
- GLOF-II, Project Document
- Green Climate Fund (GCF), Annual Performance Report, 01-01-2018 to 31-12-2018
- Green Climate Fund (GCF), Comments and Responses on Annual Performance Report, F8018
- UNDP, GLOF-II, Annual Work-Plan 2020
- Initial Gender Analysis and Action Plan, Annex VI (d), Green Climate Fund Funding Proposal, *Incomplete Document, n.d*
- Stakeholders' Needs and Capacity Assessment at Federal, Provincial, District and Community Levels, Final Draft Report, Sebcon (Pvt) Limited, April 2020
- Gender Mainstreaming Policy, Enterprise, Social and Gender Development Section, Gilgit-Baltistan Rural Support Programme (GBRSP), draft report, *n.d*
- Draft Report, Knowledge, Attitude and Practices Study as well as Documenting Local/Indigenous Knowledge for 15 Districts in KP and GB, MDC and CMDO, May 2020
- Environment and Social Management Plan, Draft Report, June 2020
- https://www.undp.org/content/undp/en/home/2030-agenda-for-sustainable-development/people/gender-equality.html
https://www.greenclimate.fun/projects/gender#