

NEEDS ASSESSMENT FOR GENDER INCLUSION IN GLOF II PROJECT

Work plan based on Gender Action Plan (GAP) Implementation
Gender Inclusive and Climate Change Focused Communication Strategy



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Gender Inclusive and Climate Change Focused Communication Strategy

- a. Field visit and develop a detailed implementation workplan aligned with the Gender Strategy and Action Plan including activities, M&E plan and assessment criteria and measures to ensure gender balance and gender inclusive project interventions.
- b. Undertake need assessment and submit a report on identifying concrete requirements for gender balance (significant female participation) in institutional structures and committees at all levels and embed gender elements accordingly.
- c. Ensure consolidation of gender-focused additional guidelines for the communication and advocacy strategy

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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
KP	Khyber Pakhtunkhwa
M&E	Monitoring and Evaluation
MoCC	Ministry of Climate Change
NGO	Non-Governmental Organisation
O&M	Operation and Maintenance
P&D	Planning and Development
PDMA	Provincial Disaster Management Authority
PIU	Project Implementation Unit
PMU	Project Management Unit
UNDP	United Nations Development Programme

Acknowledgment

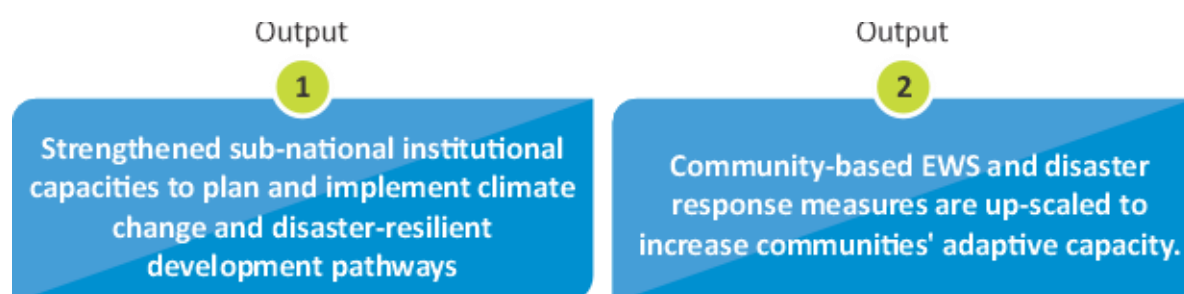
I extend my sincere appreciation to the entire project team of GLOF II, Mr. Amir Goraya the Adaptation and Resilience Officer (ARR) for his leadership and guidance, the Project Management Unit (PMU) at the Headquarters and the Project Implementation Units (PIU) of KP and GB, for their steadfast support and collaborative spirit throughout this assignment. Collaborating with such a dedicated and passionate team has been a rewarding experience. Their invaluable insights, cooperative approach, and relentless efforts have played a pivotal role in effectively consolidating gender initiatives within the project and fostering productive discussions that deepened our understanding of gender dynamics in the context the project and DRR. It has truly been a privilege to work alongside this forward-thinking team, and I commend their collective commitment to advancing gender equality within the framework of GLOF II.

I would also like to express my deep gratitude to the diverse stakeholders and beneficiaries from the valleys of Khyber Pakhtunkhwa (KP) and Gilgit-Baltistan (GB) who actively engaged in this endeavor. Their openness, willingness to share experiences, and insightful contributions during focus group discussions and consultations have been instrumental in shaping the gender mainstreaming initiatives within the GLOF II project. I am profoundly thankful for their unwavering commitment to building resilient communities and their invaluable insights into the unique challenges faced by women and men in the targeted regions. Their perspectives have been instrumental in ensuring that the strategies developed align with the specific needs of local communities. I am honored to have had the opportunity to collaborate with such resilient and inspiring individuals throughout this transformative journey.

Raheela Saad
Gender Mainstreaming Expert
GLOF-II Project

Background:

The purpose of the assignment is to help mainstream gender considerations through conducting a needs assessment, gaps identification, leading to recommendations 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). 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. GLOF-II built 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:



The primary donor of GLOF-II, the Green Climate Fund (GCF) places high importance on mainstreaming gender perspectives in all its operations. GCF has placed gender as a key element of its programming architecture, and its commitment to gender equality centers on gender-responsive climate action programmes and projects that benefit women and men ¹.

QUICK FACTS

DURATION		FUNDING PARTNER	Green Climate Fund	Govt. of Gilgit-Baltistan
IMPLEMENTATION PARTNER	Ministry of Climate Change	IMPLEMENTATION AREAS	Khyber Pakhtunkhwa	Gilgit-Baltistan
EXECUTING PARTNER	UNDP	TOTAL BUDGET	\$36,900,000	\$500,000

¹ <https://www.greenclimate.fund/projects/sustainability-inclusion/gender>

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. Furthering this agenda, a Gender Strategy and Action Plan was developed for the project in 2020 which aims to mainstream and maximise the representation and participation of women for inclusive interventions aiming to combat the impacts of climate change. The Strategy document was 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. Women make up approximately 50% of the total population and therefore 50% of the affected population for GLOF II. As per the latest census reports (<https://datareportal.com/reports/digital-2023>), the male to female ratio in these regions are as follows:

- Gilgit-Baltistan (GB): The female population in GB was estimated to be around 1.3 million to 1.5 million in 2022. The male to female ratio in GB was approximately 1.05 to 1.08, indicating slightly more males than females in the population.
- Khyber Pakhtunkhwa (KP): The female population in KP was estimated to be around 15 million to 16 million in 2022. The male to female ratio was approximately 1.05 to 1.07, again showing a slightly higher number of males compared to females

In Gilgit-Baltistan (GB) and Khyber Pakhtunkhwa (KP) in Pakistan, several societal norms specific to women exist, influencing their roles, responsibilities, and status within the community. Here are some prevalent norms:

1. **Gender Roles:** Women in these regions are often expected to fulfill traditional gender roles, which primarily revolve around domestic duties such as caregiving, cooking, cleaning, and child-rearing. These roles can limit their participation in public life and decision-making processes.
2. **Limited Mobility:** Cultural norms in GB and KP sometimes restrict women's mobility outside the home, especially in more conservative and rural areas. This limitation can impact their access to education, healthcare, and economic opportunities.
3. **Purdah System:** In certain communities, there's a practice of purdah, which involves the seclusion or veiling of women from men outside their immediate family. This practice can restrict women's interactions in public spaces and limit their access to social and economic opportunities.
4. **Education Prioritization:** In some cases, societal norms prioritize the education of boys over girls. This can result in lower literacy rates among women and girls and limited access to educational opportunities.
5. **Marriage and Family:** Early marriage is prevalent in some communities, impacting girls' education and health. Women are often expected to prioritize family responsibilities over personal ambitions or careers.
6. **Decision-making Power:** Women typically have limited involvement in decision-making processes within their households and communities. Their opinions and voices might not hold the same weight as those of men in matters concerning family, community, or public affairs.

Understanding these specific norms is crucial when designing interventions or policies aimed at promoting gender equality, empowering women, and addressing the impacts of climate change, such as GLOFs, in GB and KP. The impacts of glacial lake outburst floods (GLOFs) and

climate change on women in Khyber Pakhtunkhwa (KP) and Gilgit-Baltistan (GB) in Pakistan can be quite multifaceted:

- i. **Water Access and Sanitation:** In these regions, women often bear the responsibility of collecting water for household use. Changes in glacial melt patterns and water availability due to climate change can increase the distance women need to travel to fetch water, affecting their time, safety, and overall well-being.
- ii. **Agriculture and Livelihoods:** In rural areas, women are typically engaged in agricultural activities. Changes in precipitation patterns, erratic weather, and glacial melting affect crop cycles, making farming more challenging. This impacts women's income, food security, and overall economic stability.
- iii. **Health:** Women are often the primary caregivers in families, and climate change-induced events like GLOFs can lead to health crises. Floods can cause waterborne diseases, malnutrition due to crop loss, and injuries, thereby increasing the burden on women's caregiving roles.
- iv. **Education:** Climate change-related challenges, such as increased workload due to water scarcity or disasters, can hinder girls' access to education. Girls might be expected to assist more with household tasks, limiting their time for schooling.
- v. **Migration and Vulnerability:** Climate-induced disasters can force communities to migrate. Women, especially those in marginalized communities, face increased vulnerability during migration due to social and cultural norms, making them more susceptible to exploitation and abuse.

The project has now hired a consultant to conduct a Needs assessment for the implementation of Gender Action Plan. The Key principles and elements of the Gender Mainstreaming Strategy and Gender Action Plan have been reviewed in light of project implementation for this needs assessment. For a structured analysis, the nine element Gender Analysis tool has been used which includes the following elements²:

- i. Legal and policy Frameworks
- ii. Key Statistics
- iii. Identification of Barriers
- iv. Mapping of Actors
- v. Intersectionality
- vi. Lessons learnt
- vii. Stakeholder Analysis
- viii. Monitoring & Evaluation Needs
- ix. Capacity Strengthening Needs

Objectives and Scope:

Purpose of Assignment:

The Terms of Reference (ToRs) require the Gender Mainstreaming Consultant to review, scrutinize and update the policies, program activities and outputs in light of existing gender

² [https://www.annmurraybrown.com/introacademy/Gender Analysis](https://www.annmurraybrown.com/introacademy/Gender%20Analysis)

guidelines of the Green Climate Fund (GCF) and the UNDP and the Gender Action Plan. The ToRs list specific outputs and deliverables. The key deliverables under this assignment are:

Deliverable – I: Submission of workplan based on need assessment:

- Develop a detailed implementation workplan aligned with the Gender Strategy and Action Plan including activities, M&E plan and assessment criteria and measures to ensure gender balance.
- Undertake need assessment and submit a report on identifying concrete requirements for gender balance (significant female participation) in institutional structures and committees at all levels and embed gender elements accordingly.
- Ensure consolidation of gender-focused additional guidelines for the communication and advocacy strategy.
- This report comprises of the first deliverable.

The Consultant will align the implementation of the Project's Gender Strategy and Action Plan to specifically identify and analyze, in detail, the most critical issues relevant to the project and whether the needs and priorities of an equal number of women/girls/men/boys/third gender are being assessed. This needs assessment would be based on the activities required under the Gender Action Plan and would cover all activities, entities and valleys that are included in the project.

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 with focus on capturing 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. However, since the project is in its final year of implementation, the focus would be more on stakeholder engagement and lessons learnt for future interventions of GCF and UNDP. The following steps were followed

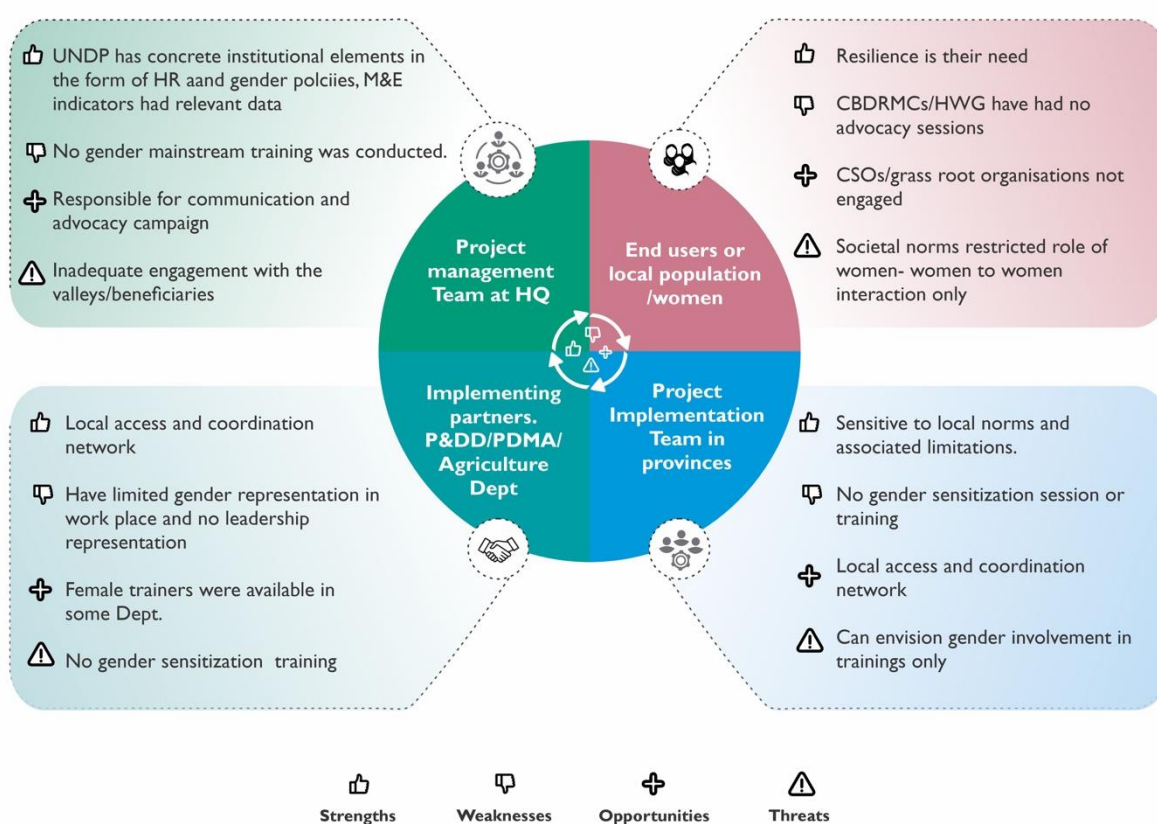
- 1- DESK REVIEW: A desk review of the project documents was conducted to develop an understanding of the requirements and current status of gender mainstreaming. These included:
 - a. High Level Gender Policies of GCF, UNDP and MOCC
 - b. Project Design Document
 - c. Gender Strategy and Gender Action Plan.
 - d. Climate Change Policies of both the provinces
 - e. Communication Strategy
 - f. Grievance Redressal Mechanism
 - g. Training & Capacity development data
 - h. Project Management practices

- i. Knowledge, Attitude & Practice Surveys.
- 2- A series of Stakeholder meetings were conducted. These meetings focused on understanding the current status of work, management practices and challenges. The meetings included:
 - a. Communications and Reporting Officer, GLOF-II Project, UNDP Pakistan
 - b. Monitoring and Evaluation Officer, GLOF-II Project, UNDP Pakistan
 - c. PDMAs KP and GB
 - d. P&DD dept KP and GB
- 3- In depth review of the Gender Action Plan was conducted. All the indicators were mapped against the M&E reports and current progress against the same was assessed.
- 4- Data collection was done for the relevant indicators
- 5- Gap assessment of the policy documents discussed at Serial 01 was conducted and recorded.
- 6- Detailed implementation workplan aligned with the Gender Strategy and Action Plan including activities, M&E plan and assessment criteria and measures to ensure gender balance was developed.

Needs Assessment Report

Stakeholder Identification & SWOT analysis:

An in depth analysis of the stakeholders for the GLOF project, their understanding of the Project's Gender Action Plan and their expected role in its implementation was conducted. This included assessment of their capacities, challenges and envisioned roles based on the expectations of the Gender strategy. The stakeholder assessment also included a layer of SWOT analysis; each of the stakeholder group was assessed in terms of their internal strengths, weaknesses and external opportunities and threats for implementation of the Gender Action Plan and the actions associated with it.



Review of Existing Policies and Documents:

All the relevant policies were reviewed with a gender lens to identify the shortcomings and develop SMART recommendations. These include:

High Level Policies and Gender Considerations:

As can be seen from the analysis, gender mainstreaming is supported and prioritized at the highest level in the policies being followed by all the key stakeholders at the highest level.

- **Global Climate Fund:** 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 obtained³. 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. 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.
- **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 of Climate Change and Environmental Coordination 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. 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 with Goal 5 aiming 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.
- **UNDP:** 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 2022–2025, advancing the empowerment of women in its support to countries in each of the five signature solutions of the Strategic Plan that include:
 - i. Poverty and inequality: Contribute to gender-equal and sustainable economies

³ <https://www.greenclimate.fund/projects/gender>

- ii. Governance: Help reinvigorate inclusive governance, participation and women's leadership
- iii. Resilience: Support equal societies to build resilience
- iv. Environment: Put gender equality at the heart of caring for people and the planet.
- v. Energy: Close gender gaps in access to modern energy
- vi. Gender Equality: Accelerate the achievement of gender equality and the empowerment of women

Climate Change Policies & Plans:

National Action Plan on Climate Change 2022: While the NAPCC acknowledged the importance of gender inclusiveness and women's roles in addressing climate change, there was a limited discussion on gender mainstreaming. The analysis suggested the necessity of incorporating gender-specific targets, enhancing women's participation, ensuring equitable access to resources, and integrating gender perspectives into climate policies and projects for more effective and inclusive climate action in Pakistan. The specific analysis on gender inclusiveness within the NAPCC revealed several aspects:

- **Limited Gender Mainstreaming:** While the NAPCC acknowledged the importance of gender considerations in addressing climate change, the integration of gender perspectives throughout the plan was limited. There was a lack of explicit and detailed strategies for mainstreaming gender into various climate change initiatives.
- **Vague Gender-Specific Targets:** The plan lacked specific targets and indicators related to gender equality and women's empowerment in the context of climate change. Clear benchmarks or goals for enhancing women's participation, ensuring their access to resources, or addressing gender-specific vulnerabilities were not adequately outlined.
- **Access to Resources:** The plan did not explicitly address the differential impacts of climate change on men and women or highlight strategies to ensure equitable access to resources and opportunities for both genders.
- **Capacity Building and Education:** Efforts toward capacity building, education, and awareness-raising on climate change did not sufficiently target women and their specific needs, limiting their ability to actively engage in climate-resilient practices.

Gilgit-Baltistan Climate Change Strategy and Action Plan- 2017: was developed by Environmental Protection Agency (EPA), Gilgit-Baltistan. The action plan presents specific adaptation and mitigation measures needed to be taken in each of the seventeen thematic areas, in which infrastructure resilience, capacity building, institutional planning and stakeholder's participation are the key cross cutting themes. In contrast to GAP which focuses on gender mainstreaming throughout each part of the project, the CC Strategy and Action Plan for GB, rarely talks of gender or women, even though the policy considers it to be Guiding Principle. It can be safely stated that this document was not written with the gender lens. There were many places in the multiple themes, where actions alongside the

themes could include actions to help gender empowerment while maintaining relevancy and avoiding repetition. Additionally, there was additional scope for uplifting women and facilitating gender equity in 7.1.1, 7.1.2, and 8.1, yet there is only a scarce mention of “vulnerable groups”. A detailed review of the sectors is as follows:

- **Theme 1:** Infrastructure: No mention of any actions or targets regarding specifically women, just general infrastructure resilience building
- **Theme 2:** Water and Power: Ensuring Water rights of locals mentioned, but not vulnerable groups like women who are responsible for water supply in the house.
- **Theme 8:** Objective is to build institutional and professional capacities for development and implementation of mechanisms, but not one of the actions is tailored towards encouraging women and making these professional and institutional capacity building helpful for all
- **Theme 10:** First time in a theme where an action involves women specifically, investing in women’s skill development on climate resilient is a great action
- **Theme 11:** Food and fuel security, women are usually responsible of these tasks in the household, yet no action pertaining to women has been added.
- **Theme 15:** Public health: Mentions how women are the most effected, but not one action in any of these objectives for theme 15 caters to or facilitates women
- **Theme 16:** One action is discussing the establishment of efficient public transport, this could include more details about how it will be accessible to women (segregated sections, security measures, maybe a different bus etc.)
- **Theme 17:** Good inclusion of financial literacy education specifically for women.
- Capacity enhancement: Once again, in several points some consideration for women could be included, especially to enhance the paucity of women’s capacity to help in that area, but none was found.

Khyber Pakhtunkhwa Climate Change Policy and Action Plan 2022: The Government of Khyber Pakhtunkhwa responded proactively to the Climate Change implications by updating the Provincial Climate Change Policy 2022 and formulation of Provincial Climate Change Action Plan 2022, to be implemented through a climate cell established by EPA. The policy in its objectives refers to the vulnerable but there is no focus on gender focused vulnerabilities. The document identifies the risks to different sectors, and has a complete section on Gender and its associated policy measures, across the climate change policy. Though most of the actions are generic, it is appreciated that the focus is there and would lead to engagement of women in all DRR activities. Many logical actions are proposed however, there is no focus on ensuring inclusion and reviewing if these skills and plans will be accommodating and accessible to women or not. Some of the more inclusive components include:

- Forestry section focuses on encouraging “female engagement in plant nurseries”.
- Health section also talks about high mortality rates for infants, children and women and inadequacy of public health facilities to be exacerbated by the impacts of Climate Change but does not focus on gender inclusive solutions.
- The water section also does not refer to the role of women, even though provision of water in most valleys is a burden carried by women.
- Considers and highlights the importance of making evacuation plans for women,

disabled, elderly and children

- There is a mention of gender working cell at page 22, however its operationalization process is not discussed.

Recommendations:

- a) Research opportunities being created could involve special grants or opportunities for teams of women
- b) Concrete actions need to be built across the policy document to align with GAP
- c) The treatment of gender is done by clubbing it with vulnerable groups: there needs to be specific discussions on gender specific impacts of climate change and associated actions to reduce gender specific risks.

Grievance Redress Mechanism (GRM):

The document states that the GRM will be accessible to diverse members of the community, including women, senior citizens and other vulnerable groups. The proposed methodology for raising a complaint is through verbal registration via phone or written complaint sent by courier. None of the complaint mechanisms seem accessible to women. Furthermore, the policy document states that the project will take a proactive approach to raising awareness and providing information about the GRM in a gender responsive and culturally appropriate manner to its stakeholders, including potentially affected people, civil society organizations, and others. However these sessions have not been conducted so far. In terms of representation of women on the GRM forums, the representation is as follows:

- Tier 1 (Community level); No female representation
- Tier 2 (District Level GRC): Two representatives from the community (preferably at least one of them should be a female).
- Tier 3 (Regional / Provincial level): No representation
- Tier 4 (National level): No representation

Recommendations:

1. There needs to be female representation at all tiers of the GRM, duly notified and circulated.
2. Involvement of Trainers of Kitchen gardening, CBDRMC members and HWGs in the Grievance Redressal mechanism as they have access to local communities, especially women. This would require sensitization and training sessions for them.
3. Sensitization session for all the stakeholders on the GRM.

Communication Strategy:

Gender-inclusive language and communication strategy is a linguistic and visual asset that portray women and men as equal, taking into account contextual factors and different expressions of people's genders, and do not convey gender stereotypes and are designed to

overcome any barriers to the full participation. A review of the GLOF II communication strategy revealed that:

- Goals and strategic objectives talk about community in general. The four strategic objectives make no mention about gender focused engagement or gender sensitive communication or collaboration.
- It gives a call of action for advocacy and collaboration but there is no mention of how the information will reach all stakeholders and since women focused actions have not been mentioned, there is a risk that information will simply reach accessible (male) stakeholders. Though there is mention of *impactful advocacy campaigns for locals*⁴, it has not been specified how the locals, especially women will be targeted as the local norms do not allow open interaction with outsiders.
- The policy also does not specify as to how will the communities be engaged in an inclusive way, no mention of female-only meetings or trainings, which may be the only way some female stakeholders could come and has been repeatedly requested in the FGDs.
- Similarly, there is mention of Gender in the list of Target Audience, but the responsibility seems to have been placed on the local networks, which have neither been identified nor used. Keeping in view the local norms in relation to gender roles, education levels and the availability and accessibility of technology to women, communication through social media may not be possible and this risk has not been covered in the strategy. Even the other channels mentioned (e-newsletter, Print, Events, Hard copy publications) would not be able to reach the women and transgenders in the valleys and if they do, the messages need to be drafted in a very sensitive and palatable manner. Again, there is mention of changing behaviors for adaptation, but no data or details on gender focused behaviors that need to be changed or how.
- Measurement and Reporting ensures that targets are being met and indicators specify the areas of priority. IN the M&E section, there is no mention of gender specific targets, such as number of women who have accessed the media, or number of messages focusing on issues of vulnerable groups including women and children.
- The thematic areas for the success stories does talk about Gender considerations and positive impacts in vulnerable groups, but does not provide any guidance on how to capture or present them. On the same pattern, smart objectives laid down by the strategy do not mention mainstreaming gender, involving female and other vulnerable stakeholders, making sure information is disseminated accessibly.

Recommendations:

- a) There should be specific mention of all vulnerable groups, including women and transgenders in the strategy as this would ensure their representation and voice.
- b) The strategy should focus on a transformational approach, initiating two way communication. As the training sessions and FGDs reflected, most women felt that

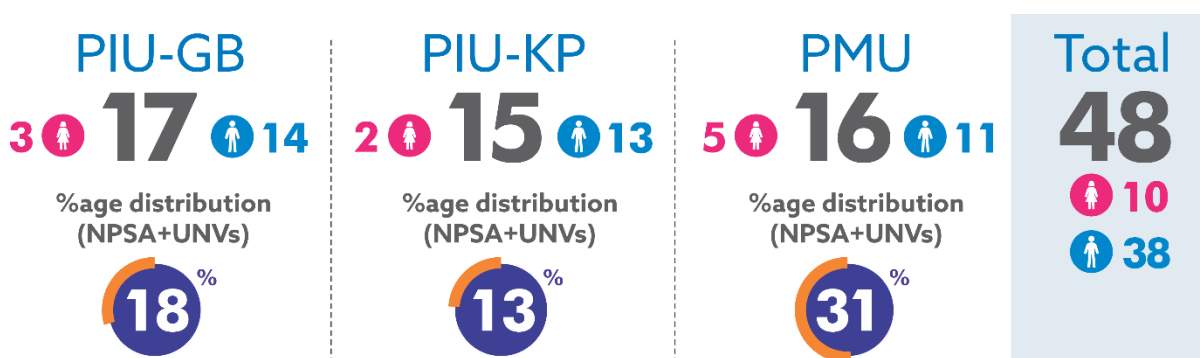
⁴ Communication and Advocacy Strategy GLOF II

their voices were not being heard and the challenges they considered critical were not addressed by the project.

- c) It is a culturally sensitive area, and inclusion of female-only training and advocacy sessions are a must for the women and have been repeatedly requested by them.
- d) Intersectionality has neither been focused in the strategy, nor in project communication. Even the data collection is only gender disaggregated. Therefore to start with, this data needs to be collected but in a very sensitive manner within the normative boundaries of the valleys.
- e) Detail feedback on making the communication strategy are included at the end of the report.

Institutional Structures & Committees

The project management operates at two levels, UNDP Project Management Unit (PMU) at the Headquarters and Provincial Implementation Unit (PIU) in the provinces. The data provided, shows low representation of women in all the offices, with KP having only 13% women representation in the team. Also, there are no differently abled or transgender staff members in the teams.



The two main institutional structures that are working at the local level are the CBDRMCs (one in each valley) and the Hazard watch Groups (HWG). Their status is as follows:

GB:

- i. CBDRMC: Amongst the 16 committees, there are only 03 which do not have any female representation, whereas numerically female representation stands at 19% (93 and 394) of the total members. However there is no female in the leadership positions. There was also female representation of one or more in Executive bodies of majority i.e. 11 CBDRMCs, mostly with the title of Gender Secretary.
- ii. Hazard Watch Groups: Amongst the groups, female participation rate is 28% (223 and 592). 05 valleys either do not have HWGs or the data is not available

KP:

- iii. CBDRMC: Amongst the 09 committees, there are only 02 which have any female

representation, thus numerically female representation stands at 15% (30 and 203) of the total members. However Madaklasht has a female General Secretary thus some female representation in leadership positions.

- iv. Hazard Watch Groups: Amongst the 16 groups, the participation rate is 14% (8 and 52). O5 valleys either do not have HWGs or the data is not available.





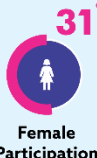

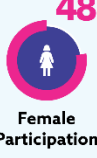


Recommendations:

- a) UNDP needs to conduct an internal analysis to see if there are any barriers to entry or the local work environment so that the same can be addressed to enhance gender representation in the project teams both at PMU and PIU levels.
- b) As the data shows, there is a huge difference in terms different needs, roles, benefits, impacts, risks and access to/control over resources of women and men in the provinces and each of the valleys. Local context needs to be understood and documented for identification of appropriate measures to address these.
- c) The FGD also reflected that a transformative approach would be required to enhance women agency and inclusion in the committees. Again, there needs to be sensitivity to the local norms, down to the valley level, e.g. GB is considered to be more gender inclusive, however in depth analysis and data shows that though this may be true for Hunza, the same cannot be assumed for places like Shigar or Burrah Valley. Therefore a two pronged strategy with advocacy sessions with men followed by advocacy sessions for women by women at the valley level need to be organised.

Capacity Development & Engagement

Many different kinds of trainings are a part of project activities. As the data below shows, there are sensitization sessions that are conducted by PDMAs, mock drills conducted by Rescue 1122, Kitchen gardening trainings either by P&DD or agriculture department. Each implementer has its own training program, along with sensitization and M&E visits of the project team with no coordination, thus creating a training burnout in most cases as reported by the female participants in FGDs. As per the participants, one group would come and do the training and then at another time, some other office would come. Being busy in work, it was not easy for them to be available every time. Furthermore, not only is there a difference in female participation in both provinces, there is a huge difference amongst the norms and gender roles of each valley, giving rise to localized challenges. One example would be Kandia, where even the female trainers have not been given access to women as engagement with women outside their local society is not acceptable. Again it was seen that in GB generally, and Baltistan, specifically there was a tradition of men migrating to down south in winters for jobs etc. This creates additional burden on women who are the only responders in the extreme winter months. Again, division of labour varies amongst the provinces and valleys; e.g.in Burrah valley, women carried the heavy load along with men whereas in Hunza, this was not the norm and men usually carried the heavy load. In KP, women were not comfortable in combined session, which was the opposite of GB. Also there were very few valleys represented in the FGD due to low engagement of women.

GB Training Status: There was a good mix of male and female trainers. However, the female participation which was at 31% increased to 48% in year two, but reduced to 28% in the year 2023. A critical female focused activity, i.e. is kitchen gardening is also missing in the reports of GB even though there was discussion about these in the FGDs conducted there.

						
	Activity	Activity Completed	Training No.	Male	Female	
 2021	2.1.1.g	DRM Trainings	4	139	11	 31% Female Participation
	2.2.2.a	Women Awareness & Sensitization	5	9	155	
		Social Mobilization	20	1589	416	
	2.2.2.b	CBDRMC trainings	24	664	461	
		Mock Drills	7	1395	743	
	2.2.2.j	Miscellaneous coordination meetings	3	53	6	
		Community Sensitization through Media Awareness	4	277	57	
		GRAND TOTAL	67	4126	1849	
 2022	2.2.2.c	Mock Drills	18	477	202	 48% Female Participation
	2.2.2.i	Awareness Workshops	6	510	950	
	1.2.1.b	Training and Capacity Building Sessions	10	272	42	
		Stakeholder Coordination Workshops	1	43	7	
	2.2.2.g	Reciprocal Visits by Community members	2	42	10	
		GRAND TOTAL	37	1344	1211	
 2023	2.2.2.0	Stakeholder Coordination Workshops	13	421	30	 28% Female Participation
	2.2.2.l	Mock Drill	14	392	228	
	1.1.1.g	Climate change	10	303	68	
		GRAND TOTAL	37	1116	326	

KP Training Status: Except for the women awareness sessions, majority of the trainers were males. Another area of female trainer representation was the Rescue 1122 teams, wherein some of the sessions had mixed teams. Some of the women specific activities conclude in KP include kitchen gardening and reciprocal trips. Overall the female participation for last 03 years has been ranging from 12% to a maximum of 31%.

	Activity	Activity Completed	Training No.	Male	Female	
2021	2.1.1.g	DRM Trainings	4	139	11	
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	2.2.2.j	Miscellaneous coordination meetings	3	53	6	
		Community Sensitization through Media Awareness	4	277	57	
	GRAND TOTAL		67	4126	1849	
2022	2.2.1.c	Capacity Building sessions on CCAP	8	413	21	
	2.2.2.b	Training of the community on understanding of GLOF risks	8	307	31	
	2.2.2.d	Mock Drills	8	333	31	
	2.2.2.g	Stakeholder Coordination Workshops	4	156	5	
	2.2.2.i	Awareness workshops	7	672	178	
	GRAND TOTAL		35	1881	266	
2023	1.1.1.l	Awareness workshops at sub/national level at educational institutes.	2	120	189	
	2.2.2.b	Capacity Building sessions on CCAP	1	23	05	
	2.2.2.f	Journalist Training	1	19	6	
	2.2.2.k	Orientation on SOPs and conducting mock drill activity to community	4	284	2	
	2.2.2.g	Stakeholder Coordination Workshops	1	43	4	
	2.2.2.p	Female Reciprocal visit	1	0	21	
	2.2.2.r	World Environment Day Celebration	1	105	30	
	2.2.2.t	Activity for formation of Green Climate Clubs	4	129	106	
	2.4.1.b	Training on Food Preservation, Kitchen Gardening and Tools Distribution	4	0	109	
	GRAND TOTAL		19	723	472	

Recommendations:

- Advocacy sessions are critical for women in valleys. Even though they are the key stakeholders and affectees, no one has reached out to women in most of the valleys yet.

- b) Training focusing on activities targeting women should also be conducted in GB as they have been well received by women in KP. These include kitchen gardening, vocational training, mother & child health training and food processing as requested by the participants in FGDs.
- c) Trainings need to be coordinated within departments to ensure minimum disturbance for women and make best use of the resources.
- d) Segregated or separate mock drill sessions should be organized with women, led by female trainers.
- e) In areas of low women engagement, advocacy sessions need to be conducted with CBDRMC Chairmans before going into active training. These sessions can be organized at PIU level, wherein the Chairmans (being persons of influence and power in their area) can be engaged in dialogue on how to increase women engagement. This model was tested in the FGDs and it was seen that they were willing to listen and be engaged as champions of change.

Project Management Practices

- Project Planning: Environmental and Social Screening Checklists (GLOF-II) is a key document of project planning. It refers to gender inclusion through a checklist of questions that include focus on inclusion and impact of the project. Review of the same shows that a Gender analysis was conducted during preparation of the project document, however the analysis identified limited effects on the lives of women in the targeted area with focus on water supply related issues only. GAP was not developed and therefore no resources (financial or human) dedicated for its implementation. Monitoring of the gender impacts was to be done by Water User Associations and P&DD without any specific protocols or responsibilities.
- Project Implementation teams: Review of the same shows that a Gender analysis was conducted during preparation of the project document, however the analysis identified limited effects on the lives of women in the targeted area with focus on water supply related issues only. The requirements, therefore, for GLOF-II as GEN2 classification include consideration of gender issues highlighting constraints and opportunities; specific gender design features included in project outputs and components and gender targets and performance indicators⁵. Gender consultant was however hired the fourth year of the project. Even though there were some indicators in the GAP as well as M&E framework, there was limited focus of the project management teams to mainstream gender. During the course of the project any gender inclusion training or guidelines was not provided to the implementation teams or any of the stakeholders. Again, for the last year of the project, there is no gender expert, thus creating the risk of losing out of any progress made in this context. Due to local norms, inadequate change management and unchanneled advocacy activity there is practically no role assigned to the women of community in the hard component, i.e. construction of protection walls, EWS and community safe

• ⁵ Gender Strategy and Gender Action Plan: GLOF-II, UNDP Pakistan Page 4

heavens.

- Project M&E reports: The M&E reports have many indicators relating to gender inclusion. An accomplishment is the availability of data on gender disaggregated format which makes it comparatively easy to review the progress and advise on way forward. This includes data on the committees, trainings and Hazard Watch Groups.

Knowledge, Attitudes and Practices (KAP).

KAP survey conducted in 30 valleys in 10 districts of Gilgit-Baltistan (GB) province and 05 districts of Khyber-Pakhtunkhwa (KP) province in the northern region of Pakistan in 2021. This survey was conducted with 1328 adult respondents (67% male and 33% female respondents) in 15 target districts of the two provinces. The team highlighted that in some areas women asked the men to respond to survey, therefore the ratio could not reach 50/50. Most of the analysis of the data such as age, education and occupation etc. have been gender disaggregated. Around 85% male respondents in all 15 target districts were literate, whereas only 28% female respondents had got some education. However, percent of literate male and female respondents varied among all the surveyed districts. Great inclusion of female perspectives in the Effect on Communities section, where answers provided great insight specifically into how these disasters may affect women differently with testimonials from both men and women on this e.g. a female respondent from Ghandos spoke about suffering of pregnant women. Cultural profiles should include some cognizance of the cultural customs between men and women, so team members deployed in the area have a sense of how to organize training, disseminate information, and interact with the public. Questions 35 (evaluation plan being suitable for women, children and disabled), and Question no 38 (location safety for women children, elderly and disabled) from the survey are well-written and reveal valuable gender-specific information, that provides context and insight throughout the document. Question 8 focusing on fund distribution post disasters with focus on women provides in the in-depth stakeholder interview similarly brings gender into Conversation- being a testimonial on how a document can maintain its relevancy, as well as cohesion, but still be written with a gender lens.

Feedback from Stakeholder Meetings

Meetings were held with the staff of PMIU offices in KP and Gb and implementation partners such as the Agriculture Departments, Provincial disaster management authorities, Planning & Development Division and the Gender cell in KP.

- The PMIU GB stated that consultation with women for site selection of EWS was not conducted as this selection was purely technical so PMD decides what the requirements are. The CBDRM Committees made in the valleys did the assessment along with PMD. P&DD stated that Education department has women, health dept has higher even 30-40% women that can be engaged. Diamer has 11 % literacy rate for women, so such socio cultural constraints need to be considered while designing women centered activities. They conducted youth awareness actions in schools and

Universities which has a high ratio of women representation and was considered useful for advocacy and communication about the project.

- PMIU KP highlighted the challenging sociocultural environment in some of the valleys, where they have not been able to get any access, even for conducting trainings. They emphasized that creation of livelihoods was a key success factor and therefore a dedicated livelihood officer may be considered to be included in the team. Valleys such as Kandia have localized challenges and would have to be treated creatively as even the women in the team have not been given access to the women living in Kandia. They also stated that kitchen gardening has been appreciated and therefore should be continued.

Feedback from Focus Group Discussions. (FGD) with women from the valleys

Three stakeholder/ FGD were held with women representatives from the valleys, one in Peshawar for KP region, one in Shigar for Baltistan region and one in Gilgit for GB. Most of the female representation in these sessions were from a few valleys as most of them were not accessible. Again, majority of the women were a part of the CBDRMCs and were accompanied by a male family member. Many of them were educated, however only 03 amongst them owned/ operated business. The feedback from them highlighted the following issues:

- A vast majority of the female participants considered lack of health facilities (especially reproductive health) to be the most critical risk that has not been addressed by the project. Though some of them had received first aid trainings, they wanted *Zachabacha* or mother & child health training to be made a part of this. They stated that since most of the valleys did not have any medical facilities, women suffered in pregnancies and child birth. There was a higher mortality rate especially in winters as most men have migrated down south and women have to manage on their own. Most of the women were anemic and suffered from multiple health problems. Some valleys had an abnormally high ratio of cancer that needs to be studied. Lack of sanitary facilities and discussion on menstrual hygiene added to this health crises.
- Mental health and psychosocial issues was another high risk raised by the women. They stated that the suicide rate especially in GB was much higher than the rest of Pakistan. They attributed to multiple reasons such as unfair division of labour, weak health of women, higher literacy rate among women in GB with limited livelihood opportunities and exposure to social media amongst the younger lot. In the Gilgit district only, they stated that only in 2022, 22 young people had committed suicide which worried them as mothers. They also lamented on the limited education opportunities
- They also stated that since they felt that the voices of women didn't matter and they had no agency, either financially or in decision making, this led to such crises. However, they believed that climate change affected their lives positively as it meant

less water burden in winter (as the pipes freeze and the women have to bring in water from channels) and longer farming season, therefore food security and more options to be outdoors.

- Most of the women were happy with the kitchen gardening trainings. However, they wanted it to expand to tunnel farming so that they could grow crops all the year round.
- Most of the participants, both men and women, believed that the contractors working on gabion walls and channels were from other regions. They were uncomfortable with the idea as it negatively affected the mobility of women.
- Stress and fear was another big health issue identified by the women. As stated by them, “Everywhere, before monsoon, we start packing up the house, preparing to move. Clouds raise fear, as it means flood at its worst and no drinking water at its least”. Water provision was felt to be a big burden, which they believed the GLOF project can focus on reducing.
- Jam-making canning and preservation techniques were also topics that the participants were greatly interested in and wanted training in. Fruits like cherry, mulberry, plum, and apricot are jams that the participants are already making locally but they require training in how they could produce on a larger scale and create a long-lasting product through canning and sanitization, and also create a platform to sell these products.
- The participants who went on exchange trips were quite pleased about them and wanted to go on more. Further, the rest of the participants were very enthusiastic and wanted more exposure trips, especially those who had not been on one.
- The participants were in favor of separate sessions and training for women as they felt more open and heard. Men also agreed on having such sessions but in the valleys with all the women as long as the same structure was followed that was used in these sessions i.e. women facilitator led with no male presence.
- They also stated that women do not look after themselves, many suffering and dying from breast cancer and birth related complications. They agreed that men need to be sensitized about these issues and their needs as well and recommended to have sessions with them in the valleys.
- Some areas has localised challenges, e.g. Ghizar, Badswat IDP population that was still living in temporary shelters. The women had no space, closed in for at least 4/5 months with no road or bridge. Depression was rampant with only one primary school and no health center in the valley, adding to their woes. Similarly in Kandia, women were not allowed access even to the women from the “outside world”.
- In terms of the civil works, both the regions stated that women were engaged in identifying the sites for installation of EWS through the CBDRM committee and local Tanzeems. In GB, Once a program/output was finalized, a resolution is presented by LSO chairman by the Tanzeem and passed by them. Each BoD in LSO has 06 female representatives so they had some representation.

Analysis

For a structured analysis, the nine element Gender Analysis tool has been used which ensures a holistic analysis of findings from multidimensional perspectives⁶:

- i. Legal and policy Frameworks: The legal cover to gender inclusive guidelines are visible at the top tier policies, i.e. MOCC policy, GCF and UNDP gender policy and strategy. However we see limited translation of these priorities in the National Action Plan for Climate Change and Provincial Climate change Policy and Action Plans, where the women are included in the vulnerable groups without much guidance or focus on gendered impacts of climate change and how to mitigate the associated risks.
- ii. Key Statistics: Gender disaggregated data is available at the valley level. It includes parameters such as number of women who have attended multiple trainings, number of women in institutional structures such as CBDRMCs and HWG and the number of women who have attended sensitization sessions. Though we were not able to get the number of female workforce for the implementation partners such as Government departments, the visits and meetings clearly showed that there were hardly any females in these offices in the work force and practically none at leadership positions. Even the male to female ratio in PIUs reflects gender imbalance. However there is adequate data to conduct a detailed analysis.
- iii. Identification of Barriers: The climate crisis exacerbates existing social inequalities, including those based on *gender* as women experience cultural, political, and economic barriers. At the same time, gender inequality further worsens and compounds climate change impacts, while restricting women's access to resources and support for managing these changes. However, these barriers have not been identified in any of the project documents. The only document that talks about
- iv. Mapping of Actors: The project documents do not reflect a detailed evaluation of the stakeholders or mapping of actors. Even though the only document that focuses on barriers is Environmental and Social Screening Checklists, which reviews gender inclusion but only identifies disruption of water supply and stated that no adverse effects of the project on women were identified. However, the needs assessment report reflects a different situation.
- v. Intersectionality: Intersectionality in gender refers to the interconnected nature of social categorizations such as gender, race, ethnicity, class, sexuality, and other identities. Though this is critical for climate justice, the same cannot be ensured without having baseline data of the project, which is not available, even though the valleys have strong religious and social categorizations.
- vi. Lessons learnt: The three key take aways are:
 - a. Barriers to gender equality persist as a result of a complex web of patriarchal norms, discriminatory practices and policies, unequal access to resource, that are within the society.
 - b. Gender inclusion cannot be a one off activity and needs to be mainstreaming from the design to project closing.
 - c. When women lead, or at least are an active and affective part of climate action and decision making at all levels, communities and eco systems are more likely to see a positive change.

⁶ [https://www.annmurraybrown.com/introacademy/Gender Analysis](https://www.annmurraybrown.com/introacademy/Gender%20Analysis)

- vii. Stakeholder Analysis: Identifying and understanding the diverse array of stakeholders involved or impacted by a project, enables clearer delineation of interests, needs, and concerns, fostering improved communication and engagement strategies, risk mitigation and expectation management. However, there seems to be inadequate analysis, where women are not treated as key stakeholders in the project documents.
- viii. Monitoring & Evaluation Needs: The project has a well-developed M&E reporting system where data on key activities is collected with gender disaggregation. It focused on the key activities of the project including Gender Action Plan and is reported quarterly and collated through the annual reports. There are gender disaggregated reports on both the trainers and trainees. However, more **Gender-Responsive Indicators can be included, which can then contribute towards gender sensitive evaluation, as the project is in its last year.**
- ix. Capacity Strengthening Needs: Can be considered at two levels:
 - a. Capacity strengthening of the project implementation team and implementing partners on gender inclusive practices – sensitization sessions and training have been conducted as a part of this assignment.
 - b. Capacity strengthening of the women affected by GLOF – multiple trainings focusing on climate change actions, livelihoods and climate sensitive agriculture have been included and conducted in the project. Awareness sessions have also been conducted for students. Communication team has also developed some success stories focusing on women leadership in the targeted areas.

Recommendations/ Concrete Requirements

Concrete requirements for gender balance (significant female participation) in institutional structures and committees at all levels and gender inclusive project interventions have been included in all the sections of the assessment report. Some of these recommendations as identified during the needs assessment are carried forward in the Gender Inclusion guidelines, communication and advocacy additional guidelines and Training Plan. The summary of these recommendations can be grouped into two key areas:

Policy Interventions:

- i. Gender Action Plan needs to be revised based on the findings of the Needs assessment. Specific indicators need to be added to ensure a targeted approach towards implementation.
- ii. Some of the policy documents and strategies such as the Climate change policy, the GRM can be made more gender inclusive by ensuring participation of women at all stages.
- iii. Gender expert should be an inherent part of the project team from the start to conclusion of the project, if gender mainstreaming is to be done in a meaningful manner.
- iv. Transformative gender inclusion tools should be used, with a focus on ensuring that men also are included in the process- Advocacy sessions with CBDRMCs, especially the Chairmen is critical to ensure a buy in on women engagement in the project activities and institutional structures.

Operational Interventions:

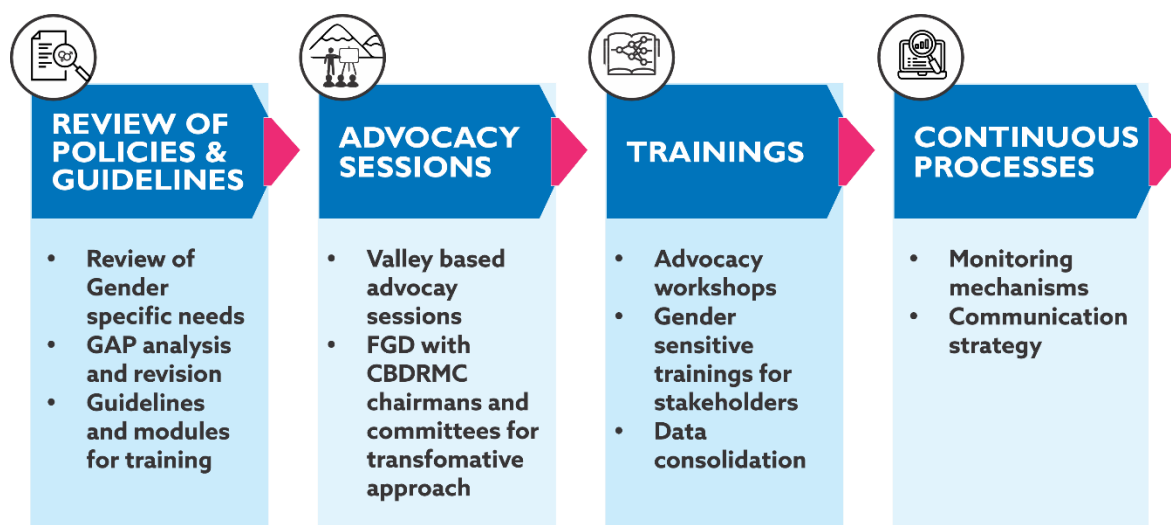
- v. The project team needs to conduct an internal assessment of barriers to analyse the low recruitment levels of women in the project team. This would require an assessment of the external social factors, capacities as well as the project administrative environment and HR policies.
- vi. Women generally perceived that climate change was good for them as it made their lives easier, by reducing the water burden and increasing the farming season. They were not well aware of the long term effects of climate change and risks involved. The communication strategy should focus on educating the women and imparting the knowledge and educating them.
- vii. Change management and advocacy should focus on gender inclusion with the support of gender focal person/expert, to ensure that communities are open to change, before starting operational activities.
- viii. The risk identified by women need to be reflected in the project deliverables. Health (both physical and mental) Education and livelihood opportunities were identified as their primary concern. If the proposed activities are mapped with these areas, it would ensure that not only does the project have a strong impact on gender empowerment, it would contribute to the issues that they consider real and provide

space for the project teams to work on their focus areas, e.g. the water channels could have add on water filtration plants that can be a source of easy, safe and clean water, thus reducing their water burden.

- ix. The project should focus on capitalizing on the grass root access. This can be done by including social mobilisers at PMIUs and training them through gender expert for gender inclusive interventions and also by engaging local CSOs such as AKRSP and GBRSP, who were engaged at the start of the project.
- x. Engagement of women in target valleys through non-traditional approaches needs to be considered. Going beyond a singular focus on gender and considering intersecting identities such as race, class, sexuality, and ability. This approach acknowledges that multiple factors intersect to shape individuals' experiences of discrimination and privilege. Using art, storytelling, and cultural interventions as tools for addressing gender stereotypes, raising awareness, and promoting social change. Creative mediums such as theater, visual arts, and music can challenge societal norms and perceptions related to gender.
- xi. A phased and coordinated training plan needs to be implemented for the final year, with the focus of reaching out to the valleys which have limited or no female participation and making sure that it is a coordinated plan by all departments for the next year. This would ensure stakeholder buy in and more representation of women in institutional structures.
- xii. The project should focus on gender inclusion in the exit strategy, by conducting grass root discussions; thus ensuring that the inclusion is rolled out for future activities.
- xiii. Community centers and safe heavens can be repurposed towards vocational centers in non-disaster times, where vocational and health trainings can be imparted as women considered economic empowerment opportunities to be most critical towards their resilience enhancement.

Implementation Work Plan

Activity Based Work Flow:



Detailed work plan is attached at Annexure 1.

Monitoring & Evaluation (M&E) Plan:

A detailed M&E architecture is already being maintained by the project M&E team. Following the same principle, a comprehensive data sheet with indicators that are aligned with the Activities in the Gender Action Plan and other relevant project actions has been collated. The data sheet disaggregates the data at following levels:

- a) Intervention Gender disaggregation: The data focuses on community engagement activities in terms of female participation as a percentage of overall participation.
 - a. For training related activities it looks at the female participation against overall participants and female participation as a trainer.
 - b. For committee engagement the focus on number of female committee members and number of women in leadership positions.
- b) Geographical Gender Disaggregation: The M&E data sheet is being collated at geographical levels.
 - a. Both the provinces have been reported separately
 - b. To make it context specific, each of the valley has been reported separately.

Specific Actions/Work-Plan in Alignment with GAP:

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	Status	Proposed action	Timeline original/Proposed
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	<ul style="list-style-type: none"> Gender based TNA and organizational capacity assessment conducted 	Project level TNA and CA report produced	0	not done	TNA not required in the last year	By end 1 st Q 2021/ <i>Last quarter 2023</i>
Enhanced institutional capacity for gender based planning and development	<ul style="list-style-type: none"> 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	Done	Focal person to be appointed for each province and department UNDP gender strategy 2022-25 to be followed dedicated gender training sessions conducted	By end 1 st Q 2021/ <i>Last quarter 2023</i> TWG are disbanded Dec 23 Stakeholder workshops from Oct-Dec 23
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	<ul style="list-style-type: none"> 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	done	CCA policies in place Gender gap assessment done as part of needs assessment	-----/ Nov 23
Ensure inclusiveness within contributions allocated for gender-specific plans	<ul style="list-style-type: none"> 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	Proposed Some actions are done	On-going basis <ul style="list-style-type: none"> Consultations at valley level planned for next year Linkages identified and meetings held with CSOs – two linkages developed Stakeholder consultation session with legislators/policy maker (one session) 	-----/ Nov-Dec 23
Awareness campaign/targeted lobbying and advocacy	<ul style="list-style-type: none"> No. of targeted campaigns and advocacy carried out for addressing gaps in GLOF policies/strategies 	Awareness raising and lobbying carried out at national and sub-national levels	0	Partially done and proposed	On-going basis Done through the 03 sessions conducted in provinces and 03 more planned for next year	Nov 23- Aug 24
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	<ul style="list-style-type: none"> No. of women given complete 	100% women	0	Proposed	Part of the valley based activity planned	After installation

	orientation on EWS installed at community level	involved in orientations			for next year.	of EWS
Orientation and training of PMD and DDMA's	<ul style="list-style-type: none"> No. of gender sensitive training conducted for PMD and PDMA/DDMA's staff 	All relevant staff trained	0	done	03 training conducted for PMD and PDMA/DDMA's staff	Oct- Dec 23
Ensuring equal and significant inclusion of women's feedback on EWS	<ul style="list-style-type: none"> No. of community women groups/leaders provided information on functioning and processes of EWS 	All community women oriented on EWS	0	Proposed	Part of the valley based activity planned for next year.	After installation of EWS
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	<ul style="list-style-type: none"> 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	Proposed	Part of the valley based activity planned for next year. Two advocacy sessions in KP & GB for Chairmen of CBDRMCs to engage them as change leaders to support women leadership	After installation of EWS <i>Mar-Aug 24</i>
Training of CBOs	<ul style="list-style-type: none"> 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	82 participants sensitized in 03 sessions 02 done	<ul style="list-style-type: none"> 03 sensitization sessions/year 03 sessions based on needs assessment 04 visits for next year 	<i>Oct- dec 23</i> <i>Mar-Aug 24</i>
Operations and management O&M of early warning systems	<ul style="list-style-type: none"> 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	0	proposed	One session for each site and them women to be registered in committees afterwards	After Installation of EWS

		members to be oriented on O&M				
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	<ul style="list-style-type: none"> 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 	<p>100% Women <i>consulted</i> on site and scheme selection</p> <p>At least 30% women trained on O&M aspects</p>	0	Proposed	<p>Some women consulted through local tanzeems</p> <p>However this activity is proposed to be clubbed with Indicator 2.2</p>	
Slope-stabilisation through bio-engineering	<ul style="list-style-type: none"> No. of women given opportunity to be involved in plantation activities 	TBD	0	In process	Data to be provided by the M&E team	Dec 23
Irrigation systems (construction , repair, rehabilitation)	<ul style="list-style-type: none"> 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 	<p>TBD</p> <p><i>Involvement of women could vary location to location</i></p> <p>At least 1 woman representative per household to be included in WUAs</p> <p>No. of women involved in improved water management practices</p> <p>No. of women providing skilled/unskilled labour</p>	0	Proposed & partially done	<p>On-going as planned</p> <p>Some women consulted through local tanzeems</p> <p>Since all the project sites have been finalized and most completed, this indicator needs to be reconsidered. 08 dept in each province provided gender training</p> <p>Sample Rapid assessments to be done for water channels</p> <p>Department training sessions conducted</p>	Oct-23- Aug 24

	<ul style="list-style-type: none"> No. of implementation plans discussed with men and women groups and time-table of activities agreed in consultation with women 					
Women entrepreneurial training	<ul style="list-style-type: none"> 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 	<p>At least 1 woman per valley trained in basic O&M</p> <p>X women focal persons linked with external resource persons for training</p>	0	Proposed to be changed	The needs assessment show a lack of interest in this and more interest in livelihood and agriculture training so the focus of entrepreneurial training needs to be changed	Jan- March 24
Hazard watch groups	<ul style="list-style-type: none"> 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	proposed	<p>Sensitization sessions at valley level to be planned for next year</p> <p>Reports to be verified by M&E</p>	March- Aug 24
Community centres/safe havens/halls	<ul style="list-style-type: none"> 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	Done	All the community centers have required facilities as reported by women in FGDs	Oct-Dec 23
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	<ul style="list-style-type: none"> No. of fund amounts given with a focus on services/products that lead to practical and 	<p>CBDRM funds provided to ensure women beneficiaries</p> <p>Women</p>	0	None	As the fund no longer exists, the planned activities may be deleted	

gender equality	strategic gender benefits <ul style="list-style-type: none"> 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 	focused products introduced				
Women-focused micro-finance access	<ul style="list-style-type: none"> No. of women accessing micro-finance, insurance and other MF products 	At least 50% CBDRM funds allocated for women	0	None	As above	As above
Knowledge Management, Research and Dissemination of Gender-focused Products and IEC material – Cross-Cutting						
Deepen gender based KM, research and development products	<ul style="list-style-type: none"> 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	Partially Done	04 session with universities for next year One gender conference or workshop planned for next year 05 KM products to be developed based on gaps identified in needs assessment 02 studies proposed, based on the risks identified by women in the target areas for next year	Gender focal person By end 2020, mid-way 2021 and during implementation / Oct 23 - Sep 24
Identify and document women-	<ul style="list-style-type: none"> No. of best practices and lessons learned 	3 case studies lessons learned	0	Proposed	on-going and as per targets in AWP	Oct 23- Dec 24

focused best practices, experiences and lessons	<p>identified on the basis of contribution to gender equality and/or empowerment as well as negative lessons, if any</p> <ul style="list-style-type: none"> 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 				<p>lessons learnt included in the needs assessment and can be built further</p> <p>03 case studies identified during FGDs and to be prepared by PIU teams.</p> <p>At least one paper to be prepared next year</p> <p>To be completed on project conclusion</p>	
Dissemination of gender-focused information to key stakeholders for awareness raising and action	<ul style="list-style-type: none"> 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) 	<p>At least 2 focal persons per province/region</p> <p>Community level women activists engaged (1 per valley)</p> <p>1 focused awareness campaign</p>	0	Proposed	<p>On-going</p> <p>At least one gender focal person to be nominated for each province and partner level and a combined sensitization session conducted</p> <p>05 targeted campaigns to be planned based on inputs from needs assessment</p>	<p>Dec 23- Feb 24</p> <p>March – Aug 24</p> <p>Jan- Apr 24</p>
Gender sensitive communication products developed and disseminated	<ul style="list-style-type: none"> 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 	<p>1 website 3 posters 3 brochures 5 press releases</p> <p>Information on gender-based GRM developed and disseminated</p>	0	<p>Planned</p> <p>Done</p>	<p>On-going</p> <p>03 press releases issued</p> <p>Communication strategy updated with gender specific guidelines</p> <p>The website can be</p>	<p>Sep 23- Dec 23</p>

	separate links and resources on GLOF-II related data and resources for men and women <ul style="list-style-type: none"> • Gender sensitive GRM in place • Accessibility of gender awareness based workshops and seminars of rural populations 				updated once it has been created for the project The targeted sessions in valleys by gender expert would ensure participation of rural population- one session/ valley	March- Sep 24
Strengthening Capacity of GLOF Project Management level vis-à-vis Gender ³						
Appoint gender expert	<ul style="list-style-type: none"> • Appoint gender specialist (at-least half time) for planning, coordinating and organising all gender related activities, particularly the following: <ul style="list-style-type: none"> ✓ 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	done	Appointed for 06 months but recommended to be continued till project closing Gaps identified in the needs assessment report GAP needs to be revised based on the project changes and needs assessment report Gender sensitive tool for project management include in the training session and training materials Can only be done with permanent placement of gender expert on the project Detailed TNA needs to be done	Within first quarter and later on intermittent basis/ July 23
Recruitment	<ul style="list-style-type: none"> • Review staffing and ensure parity within the work force to enable gender balance • Gender sensitive 	At least 30% of overall project staff to be women Fill existing	0	Proposed	Barrier identification needs to be conducted as the PIUs lack the gender balance.	By last quarter of 2020 and as needed/ nov- dec 23.

	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)	vacancies at other levels			Relevant policy intervention to be proposed based on the barriers identified	
Gender specific training and capacity development	<p>Organise and implement the following:</p> <ul style="list-style-type: none"> 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 	<p>1 Gender TNA</p> <p>Designed and developed sensitization material</p> <p>1 training module designed and developed</p> <p>2 training events conducted for all staff</p>	<p><i>Work in progress on:</i></p> <p>Gender TNA</p> <p>Gender material development</p> <p>Module development</p>		<p>Needs assessment also includes small component of TNA but a detailed TNA is proposed.</p> <p>Gender training materials developed</p> <p>04 basic training sessions conducted</p> <p>Gender specific M&E training proposed for next year</p>	<p>Basic training implemented within 1st quarter of 2021 followed by training on a need basis/ sep23- Aug 24</p>
Ensure gender sensitive monitoring, reporting and evaluation	<ul style="list-style-type: none"> 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 	<p>Gender-specific data is available</p> <p>Gender-based M&E indicators are developed and tracked</p> <p>Reporting is carried out on sex and gender based data</p> <p>M&E male and female staff is available</p>	0	Partially done	<p>At inception and through-out project implementation\</p> <p>Disaggregated data is available but not being used to guide policy</p> <p>Quarterly presentation of the data analysis with respect to women participation, access, benefits to the senior leadership and project teams</p> <p>One perception survey after the planned sensitization sessions</p>	continuous

	<p>mechanisms) ensure that at least 50% involved and participating are women</p> <ul style="list-style-type: none"> • Allocate human and financial resources for inclusion of gender issues in M&E activities 					
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Gender-focused additional guidelines for the communication and advocacy strategy.

The climate crisis exacerbates existing social inequalities, including those based on *gender* as women experience cultural, political, and economic barriers. At the same time, gender inequality further worsens and compounds climate change impacts, while restricting women's access to resources and support for managing these changes. Gender inequality exacerbate the impacts of the climate crisis. These impacts are further compounded when gender intersects with other aspects of identity like race and socioeconomic class.

When developing a communication and advocacy strategy with a gender and climate change focus, it is crucial to ensure that the approach is inclusive, sensitive, and empowering. Here are some additional guidelines tailored for integrating gender perspectives:

- a) **Intersectionality Awareness:**
Recognize the intersectionality of gender with other social identities (e.g., race, ethnicity, age, disability) to ensure inclusivity and avoid reinforcing stereotypes. Understanding that individuals facing multiple layers of discrimination (e.g., women from marginalized communities) might be more vulnerable to climate risks. Communication should emphasize how these intersecting identities amplify vulnerabilities. The targeted valleys have ethnic, linguistic and religious differences and minorities, that need to be understood and reflected in the communications designed.
- b) **Gender-Responsive Language:**
Use inclusive language that acknowledges and respects all gender identities. Avoid reinforcing binary gender norms and stereotypes e.g., use inclusive pronouns like "they/them/theirs" when referring to individuals of unspecified gender, avoid gender specific titles such as Chairman (use chairperson), use of spouse instead of husband and wife and humanity instead of mankind.
- c) **Representation and Visibility:**
Ensure diverse gender representation in all communication materials, including visuals, quotes, and stories. Highlight the voices and experiences of women, men, and non-binary individuals.
- d) **Contextual Sensitivity:**
Understand the cultural and societal norms related to gender in different regions and tailor messages accordingly to resonate with local communities. Some of the norms observed and discussed during the FGDs in the region, were that women were expected to be accompanied by male members for all activities, they were generally considered to be less knowledgeable in most valleys by the men accompanying them. Again it was expected that men would start the conversation, set the tone and women would follow. However, this was different for Chitral and Hunza, where women had the agency to lead the discussion. These localized nuances need to be understood by the Coms team to design their strategies.
- e) **Empowerment and Agency:**
Portray women and marginalized genders as active agents of change, leaders, and decision-makers, rather than passive recipients of aid or support.
- f) **Addressing Power Dynamics:**
Acknowledge power imbalances, gender orders and inequalities within gender

relationships and work towards empowering marginalized groups to have a voice in decision-making processes. One option could be to run stories on the different activities done by different groups, in those valleys or developing a calendar of activities so e.g. in November, women in GB collect leaves and wood, in December, they decompose them to prepare fodder, In January they move the livestock inside the homes etc.

g) **Highlighting Success Stories:**

Share success stories of individuals and communities who have demonstrated resilience, leadership, and innovation in addressing gender-related challenges. In the FGDs, we met some women entrepreneurs who had started small businesses and now were primary earners for their families, e.g. one of them had started a honey farm. She shared this initiative had shifted the power dynamics within her family and community.

h) **Education and Awareness:**

Promote messages that challenge stereotypes, promote gender equality, and raise awareness about the importance of inclusive gender practices. Working in the valleys, it is generally assumed that women were uneducated, had limited capacity and lacked agency. However, it was only after localized interaction, the team realized that each valley and individuals within the valleys have very different levels of education, awareness and agency. It would be a good idea to use symbols and messages, e.g. women should not only be shown as teachers or farmers, they can be portrayed as lawyers, doctors or any other profession.

i) **Accessibility and Inclusivity:**

Ensure that communication materials are accessible to all, including those with disabilities, and consider different formats and languages and modes. Also Recognize that different genders might have varied interests, concerns, and communication preferences. Tailor messages to resonate with diverse audiences while ensuring inclusivity and relevance.

j) **Consultation and Collaboration:**

Involve gender experts and representatives from diverse social strata in the development and review of communication materials to ensure they are inclusive and respectful. The key messages could be tested before wider circulation through multiple groups such as students, local population, staff etc. Encourage intersectional collaboration among climate advocates and gender equality activists. This collaboration can facilitate a deeper understanding of how multiple identities intersect and influence climate-related challenges.

k) **Monitoring and Evaluation with a Gender Lens:**

Identify and develop gender-sensitive indicators that capture the differential impacts of climate change on various genders in the monitoring and evaluation process to track the impact of communication efforts on gender equality outcomes. These indicators should track changes in gender roles, access to resources, vulnerabilities, and capacities related to climate resilience. Involve diverse gender groups in M&E processes. Use participatory methods that empower women, men, and other genders to voice their concerns, priorities, and knowledge about climate change impacts and adaptation strategies. Ensure that M&E reports and findings are presented in a way that highlights gender-specific impacts, successes, challenges, and lessons learned.

l) **Sensitivity to Vulnerable Groups:**

Pay special attention to the unique challenges faced by marginalized and vulnerable groups, e.g. such persons with disabilities, displaced members of the society, transgender's and elderly population. Ensure that communication efforts amplify the voices of marginalized and underrepresented groups, which starts with data collection and creation of identity. This involves sharing stories, experiences, and solutions from diverse perspectives to provide a comprehensive view of climate impacts, e.g. have the project outputs created opportunities for persons with disabilities, have the water channels contributed to ease for older people or women etc.

m) **Fostering Dialogue and Engagement:**

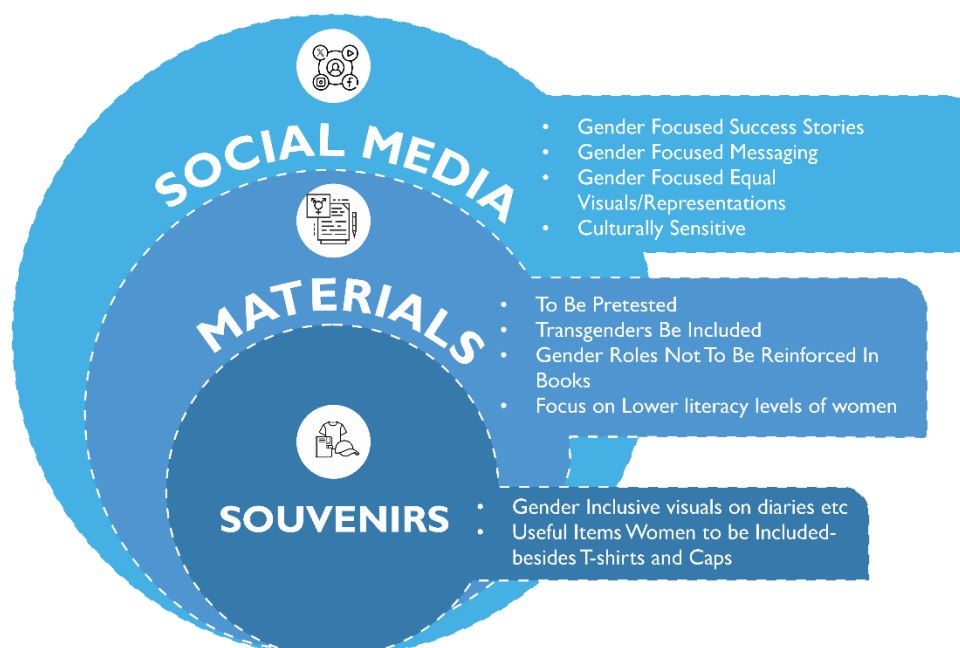
Create spaces for open dialogue and discussion on gender-related issues, encouraging participation from all genders and perspectives. The FGDs reflected an intense desire for women to voice their concerns and reflections and provided an affective platform. Most of them do not have access to social media or permission to access them. Therefore one to one communication brought down to their local level should be the preferred communication strategy. This also ensures two way communication.

n) **Advocacy for Policy Change:**

Use communication channels to advocate for policy changes that promote gender equality, and mobilize support for legislative reforms.

o) **Continuous Learning and Adaptation:**

Stay informed about evolving gender issues, and be willing to adapt communication strategies in response to changing contexts and needs.



GENDER INCLUSIVE COMMUNICATION CHECKLIST

No	Parameter	Description	Y/N
1	Inclusive Language	Is gender-neutral language used whenever possible to avoid reinforcing stereotypes or excluding any gender identification	
2	Representation	Is there balanced representation of all genders in visual materials, including images, videos, and graphics	
3	Diverse Voices	Does communication feature diverse perspectives and experiences of individuals across the social spectrum in stories, interviews, and testimonials.	
4	Gender Stereotypes	Does the message portray individuals in stereotypical roles based on gender instead focus on their skills, achievements, and contributions.	
5	Acknowledging Intersectionality	Does the communication recognize and address the intersection of gender with other identities (race, ethnicity, sexuality, disability, etc.) to ensure inclusivity	
6	Respectful Pronoun Use	Have individuals' preferred pronouns (e.g., he/him, she/her, they/them) been used in communication materials and interactions	
7	Inclusive Messaging	Have messages been crafted that resonate with diverse gender identities, acknowledging that there are many ways to express and experience gender	
8	Highlighting Empowerment:	Is there showcase of individuals from all genders as powerful agents of change, leaders, and decision-makers in their respective fields	
9	Gender-Responsive Storytelling	Is their narration of stories that focus on the strengths, resilience, and achievements of individuals, regardless of gender	
10	Promoting Gender Equality Initiatives	Is their communication about programs and initiatives that promote gender equality and inclusivity within the organization or community.	
11	Accessible Content	Has it been ensured that all communication materials are accessible to individuals with disabilities, including those related to gender	
12	Gender-Inclusive Events and Activities	Have events that welcome participation from people of all genders, ensuring a safe and inclusive environment been planned and promoted	
13	Gender-Responsive Language Training	Has staff been provided training on the importance of using inclusive language and avoiding gender-biased expressions	

14	Feedback Mechanism	Has a system for receiving feedback on communication materials to continually improve gender inclusivity been established	
15	Monitoring and Evaluation	Have gender-sensitive indicators been included in the monitoring and evaluation process to assess the impact of communication efforts on gender equality outcomes	
16	Sensitivity to Vulnerable Groups	Has communication materials been tailored to address the unique challenges faced by marginalized and vulnerable groups within different gender identities	
17	Policy Advocacy for Gender Equality	Are communication channels to advocate for policy changes that promote gender equality and social justice developed and used	
18	Regular Review and Adaptation	Is their continuous review and updation of communication strategies to reflect evolving gender issues and changing societal norms	

Annexure I- Work Plan

Raheela Saad- workplan					Activity Wise Target Breakdown and Timeline																							
Code	Activities	Means of Verification	Date/Time of Delivery	Responsible Persons/Parties																								
					Jul-23				Aug-23				Sep-23				Oct-23				Nov-23				Dec-23			
					W-1	W-2	W-3	W-4	W-1	W-2	W-3	W-4	W-1	W-2	W-3	W-4	W-1	W-2	W-3	W-4	W-1	W-2	W-3	W-4	W-1	W-2	W-3	W-4
0	Signing of Contract	Signed Contract	19-Jun-23	Raheela Saad, UNDP - GLOF-II Project Comm. Team																								
0.1	Meeting with UNDP to discuss Project Deliverables and way forward	Emails	Jul-23	Raheela Saad, UNDP - GLOF-II Project Comm. Team																								
0.2	Finalization of list of activities		As per contract	Raheela Saad, UNDP - GLOF-II Project Comm. Team																								
1	Submission Deliverable 1: i) Submission of workplan based on need assessment	WorkPlan	22 days	Raheela Saad																								
1.1	Field visits and detailed work plan		07 days	Raheela Saad, UNDP - GLOF-II Project Comm. Team																								
1.2	Undertake need assessment and submit a report on identifying concrete requirements for gender balance	Needs assessment report	10 days	Raheela Saad																								
1.3	Gender-focused additional guidelines for the communication and advocacy strategy	Guidelines	05 days	Raheela Saad																								
2	Deliverable 2: Submission of gender mainstreaming guidelines, training methodology and training material	Training Manual	44 days	Raheela Saad																								
2.1	Develop impactful gender sensitive training material and knowledge management products	Training Materials	16 days	Raheela Saad																								
2.2	Develop training methodology	Training methodology as part of training manual	02 days	Raheela Saad																								
2.3	Undertake 03 training sessions for project team and stakeholders in KP, GB and Islamabad	Training sessions/attendance sheet	04 days	Raheela Saad																								
3	Deliverable 3: Conduct feedback surveys and focus group discussions for women engagement	FGD reports	66 days	Raheela Saad																								
3.1	Finalize nominations	List of nominations	02 days	Raheela Saad																								
3.2	Conduct FGD and feedback sessions	03 sessions conducted	06 days	Raheela Saad																								
3.3	Finalize FGD and feedback session reports	FGD reports	14 days	Raheela Saad																								
4	Deliverable 4: Submission of report on sensitization sessions conducted	Sensitization session/training report	88 days	Raheela Saad																								
4.1	Carry out sensitization session for government officials on need for gender integration and Grievance Redressal Mechanism (GRM)	03 sessions conducted	10 days	Raheela Saad																								
4.2	Feedback and training reports	Reports submitted	12 days	Raheela Saad																								
5	Deliverable 5: Submission of training manual and conducting feedback session	Training Manual	110 days	Raheela Saad																								
5.1	Develop training methodology and manual	Training manual	20 days	Raheela Saad																								
5.2	Undertake 01 feedback training session for project team and stakeholders from KP, GB and Islamabad	Session conducted	02 days	Raheela Saad																								
6	Deliverable 6: Collating gender disaggregated data and submission of final report for gender mainstreaming for the project	Final Report	132 days	Raheela Saad																								
6.1	Collection, monitoring, reporting, collating, and analysis of gender disaggregated data	Data analysis based on collated data	04 days	UNDP																								
6.2	Final report on the gender mainstreaming conducted through the year and lessons learnt	Report submitted	18 days	Raheela Saad																								

NEEDS ASSESSMENT FOR GENDER INCLUSION IN GLOF II PROJECT

Work plan based on Gender Action Plan (GAP) Implementation
Gender Inclusive and Climate Change Focused Communication Strategy