Scaling-up of Glacial Lake Outburst Flood risk reduction in Northern Pakistan

Gender Analysis and Action Plan
Disclaimer

This Gender Analysis and Action Plan has been prepared for the submission of the proposal to the Green Climate Fund for the purposes of assisting in the assessment of the potential gender issues associated with the proposal.

While it is noted that the Gender Analysis and Action Plan should specifically identify and analyze the most critical issues relevant to the project and whether the needs and priorities of an equal number of women/girls/men/boys are being assessed, this Gender Analysis and Action Plan has been prepared without any on-ground consultation and is based on available published and grey literature. Further a full institutional gender analysis has not been undertaken. During project implementation, stakeholder consultation will be undertaken to assess the components in relation to gender, age and other important matters.

There may be a need for the Gender Analysis and Action Plan to be modified depending on stakeholder consultation prior to and during the implementation of the project.
Gender Analysis and Action Plan for Scaling-up of Glacial Lake Outburst Flood risk reduction in Northern Pakistan Project

1. This document is a Gender Analysis and Action Plan for the “Scaling-up of Glacial Lake Outburst Flood risk reduction in Northern Pakistan” submitted to the Green Climate Fund for funding. The project will upscale ongoing initiatives on early warning systems and small, locally-sourced infrastructure to protect communities from glacial lake outburst floods risks. The scaled interventions proposed by this project will expand coverage from two districts that are currently supported to twelve districts in Khyber Pakhtunkhwa and Gilgit-Baltistan. In these two districts, engineering structures (i.e. gabion walls) have been constructed; automatic weather stations, rain gauge and discharge equipment were installed to support rural communities to avoiding human and material losses from glacial lake outburst floods events in vulnerable areas. In addition, the proposed project will strengthen the technical capacity of sub-national decision makers to integrate climate change and disaster risk management into medium- and long-term development planning.

2. The project will benefit 696,342 people on average directly (five districts in Khyber Pakhtunkhwa and seven districts in Gilgit-Baltistan). Nationally, the project will benefit approximately 29,233,000 indirect beneficiaries; about 15% of the total population of Pakistan; estimated at 185 million as at 2014.

3. The project will reduce vulnerability of communities’ land and water resources by implementing climate-resilient agricultural practices that contribute to food security, considering women’s needs and promoting gender equality, benefiting 348,171 women.

Governing Legislation

4. The Constitution of Pakistan and its amendments commits Pakistan for gender matters. Article 32 as an example states that “the State shall encourage local Government institutions composed of elected representatives of the areas concerned and in such institution special representation will be given to peasants, workers and women.” The Devolution of Power Plan (2000 to 2009) and Local Government Act 2002 increased the quota proportion of seats reserved for women at all local government levels (eg, union council, subdistrict, and district) to 33%.

5. The 18th Amendment to the Constitution committed Pakistan to educate both girls and boys to the age 16 years. However, girls have had lower net enrolment rates than boys at the primary and secondary levels, although gender disparities in enrolment have been declining over time.

6. Provincial assemblies have passed legislation in the area of women’s rights, especially since passage of the 18th Amendment. Provincial legislation regarding women, some modeled on legislation passed earlier at the federal level, include with respect to the project areas, the Khyber Pakhtunkhwa Establishment of a Commission on the Status of Women Act 2009, and Khyber Pakhtunkhwa Enforcement of Women (Land) Ownership Rights Act 2012.

Overview

7. Khyber Pakhtunkhwa consists of 25 districts that include 20 settled area districts and the Provincially Administered Tribal Areas. Approximately two-thirds of Khyber Pakhtunkhwa’s estimated 21 million inhabitants are Pashtun. Approximately 1.5 million Afghan refugees of mainly Pashtun, Tajik and Hazara ethnicities also live in Khyber Pakhtunkhwa. The overall incidence of poverty is 44%, making Khyber Pakhtunkhwa the poorest province in Pakistan with the lowest human development indicators after Balochistan.

8. The Federally Administered Tribal Areas is a belt of seven semi-autonomous tribal agencies and six smaller areas (the frontier regions) including Gilgit-Baltistan that separate the tribal agencies from the rest of Pakistan. Over 90% of Gilgit-Baltistan population live in rural areas, and more than 99% are Pashtun. Gilgit-Baltistan is much poorer than Pakistan as a whole, as indicated by their performance on human development indicators.

Current Government Actions of Gender Equality

9. Pakistan has made progress toward reaching its education, gender equity, and health Millennium Development Goals, although it is unlikely to meet its 2015 targets. Overall, achievements as of 2013
were lower in rural than in urban areas, among households in lower-income quintiles, and in Balochistan.  

10. The recent 18th Amendment devolves authority to the sub-national provincial level, and this restructuring includes the devolution of the national gender structures, particularly with respect to the Ministry of Women’s Development. The National Ministry of Human Rights is responsible for national level gender functions (eg, Convention on the Elimination of Discrimination Against Women reporting) while the National Commission on the Status of Women, now an autonomous body, will take on the policy-related functions for gender equality.

11. Each province has established its own mechanism for implementing these structures. Khyber Pakhtunkhwa established the Women’s Empowerment Directorate within the Ministry of Social Welfare, Special Education and Women’s Empowerment. Directorate staff reports directly to the Secretary. Khyber Pakhtunkhwa was one of the first provinces to set up a Provincial Commission on the Status of Women and the province has also established the Commission on the Protection of Child Rights. District level units are also planned.

12. At the micro level, the historical and contemporary conflicts and recent natural disasters have affected the lives of ordinary women and men and their children in Khyber Pakhtunkhwa and Gilgit-Baltistan in fundamental ways, including altering community and family structures, gender relations, roles and norms, and affecting all aspects of human security. Changes include access to knowledge, beliefs, perceptions; practices and participation; time and space; legal rights and status; and power and decision-making.

13. The following sections outline the current status of gender issues in Pakistan and specifically in relation to Khyber Pakhtunkhwa and Gilgit-Baltistan.

Female Health

14. With respect to health, girls have a lower infant and child mortality rates than boys despite equal incidence rates for acute respiratory infections and diarrhea. Households are more likely to provide full immunization coverage, seek treatment and provide antibiotics for acute respiratory infections, and provide oral rehydration therapy for boys. Boys, however, were more likely to be underweight and stunted. The shortest birth intervals were estimated for children born to women ages 15–19 years or had lost a preceding child. The longest birth intervals were observed among children born to mothers in Khyber Pakhtunkhwa (32 months) and women ages 40–49 years (38 months).

15. With respect to children being underweight, children living in Gilgit-Baltistan (13%) and Khyber Pakhtunkhwa (10%) are born to underweight mothers (44%) compared to mothers who are overweight or obese.

16. Women’s rates of contraceptive use, use of antenatal care services, and deliveries with a skilled birth attendant and in a health facility are all increasing, and contributed to a reduction in the maternal mortality rate from 553 to 276 per 100,000 live births between 1990–1991 and 2012–2013. Women health visitors can be credited for some of these achievements, and so can the increase in adult literacy among women.

17. Decision making on the use of health services was lowest among women in Balochistan (24.8%), followed by Khyber Pakhtunkhwa (35.3%), Gilgit-Baltistan (41.4%), Sindh (51.7%), and Punjab (58.3%). Women were more likely to participate in decision making regarding use of health care services for themselves if they were educated and older, as well as residing in urban areas and from households in higher wealth quintiles.

Female-headed Households

18. Statistics on female-headed households were collected as part of the Pakistan Social and Living Standards Measurement surveys and periodically published by the Pakistan Bureau of Statistics. Nationally, the proportion of female-headed households increased from 7% to 11% of total households between 1996 - 1997 and 2012 - 2013. During that period, Khyber Pakhtunkhwa had the highest proportion of female-headed households (from 10% to 14%). Female-headed households in Khyber Pakhtunkhwa were more likely to be located in rural areas, whereas in other areas, female-headed

1 Baseline Study on the Status of Women and Men in Pakistan, 2012
houses were more likely to be located in urban areas. Married women headed 4%–5% of all households, with unmarried, widowed, or divorced women making up about 3% of all households.

19. The Pakistan Demographic and Health Survey 2006 – 2007 estimated that the proportion of female-headed households was 8.5% overall, comprising roughly equal proportions of rural (8.7%) and urban (8.2%) households. The Pakistan Demographic and Health Survey 2012 - 13 estimated that the proportion of female-headed households was 10.9%, comprising 11.5% of rural and 9.7% of urban households. Outmigration among family members tended to be more prevalent in Gilgit-Baltistan (30%), Khyber Pakhtunkhwa (28%), and Punjab (20%) as compared to Balochistan (5%)

**Female Education**

20. Girls also had lower scores in basic reading, writing, and arithmetic tests. Disparities in early childhood; primary; and secondary education outputs and outcomes were evident by the sex of the child, rural or urban residence, and wealth quintile, reflecting interactions between factors associated with demand for and supply of education. Likewise, adult female literacy rates were widely dissimilar by province, indicating longer-term differences in demand- and supply-side factors that have influenced households’ decision making regarding the education of girls.

21. Closing gender disparities in educational outputs and outcomes will require a number of measures, including increases in the share of gross national income spent on education.

**Female Employment**

22. The employment–population ratio for women doubled between 1995 and 2012. However, unemployment rates among young and all women were higher than those for men and persisted even when analysed by groups with different levels of educational attainment. Higher unemployment rates, along with lower average wages for women, indicate lower returns to education for girls and may affect parents’ decisions regarding investment in a girl’s education.

**Female Access to Finance**

23. Women’s access to finance and assets are limited. Only 6% of women have access to either an individual or joint bank account. Although Pakistan microfinance is estimated to reach at least 2.0 million citizens ages 15 years and older, the evidence does not support claims of microfinance’s positive impacts on gender equality in Pakistan. Only 13% of women reported owning any asset, compared to 69% of men.

24. Many households, particularly in the rural areas of Gilgit-Baltistan and Khyber Pakhtunkhwa do not own household appliances that are time saving for women (e.g., refrigerators, electric or gas stoves; or washing machines) and women had limited access to markets.

25. Bicycles and motorcycles were the most frequently owned household modes of transport; otherwise women relied on extended family, neighbours, or public transport to travel any significant distance from their homes for education, employment, or health services.

**Female Equality and Women’s Decision Making Role**

26. In national, provincial, and local legislatures, women may be elected to open seats as well as to seats reserved for minorities; however, the number of women usually elected through these avenues is small. While the Constitution provides a strong legal framework for many dimensions of women’s equality, implementation of many provisions is weak.

27. Since 2002, the proportion of seats in the national and provincial assemblies reserved for women has increased to about 20%, and varies at local government levels from 10% to 33%. The presence and activity of female representatives has contributed to the passage of six new laws at the national and provincial levels, respectively, that promote or increase the protection of women’s rights and empowerment.

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4 *Pakistan Demographic and Health Survey 2012–13*
28. In 2008, local governments were suspended, and after passage of the 18th Amendment in 2010, each province was required to develop their own local government act. Initially, the local government acts of Punjab and Sindh retained the 33% quota for women’s seats, while Khyber Pakhtunkhwa decreased the quota for women’s seats to 10%. The Federally Administered Tribal Areas did not establish a quota of seats for women but permits women and other special groups to occupy up to 25% of total seats.

29. In 2013, the Governments of Punjab and Sindh passed new local government law that decreased the percent of reserved seats for women at the directly elected first tier level to 7.7% in Punjab and 11.1% in Sindh, and at higher indirectly elected higher tiers to 10.0% and 22.0%, respectively. Khyber Pakhtunkhwa intends to retain the 33% quotas of reserved seats for women as enacted in 2001.

30. Within the executive branch, the passage of the 18th Amendment eliminated the Ministry of Women Development and devolved full responsibility for women’s development to provincial governments. This occurred without prior strengthening of institutional capacity of provincial women development departments. These departments are currently in the process of revising their mission statements and organizational structures, identifying women’s development priorities in the provinces, and strengthening their ability to plan and effectively and efficiently manage women’s development programs within the budgetary resources available at the provincial level.

31. Pakistan Demographic and Health Survey 2012 – 13 included questions about who participated in financial decision making when either the wife or husband received cash earnings. Approximately 51.7% of women receiving cash earnings were the primary decision makers on use of their earnings, whereas 35.0% decided with their husbands, and husbands or others made financial decisions in 9.7% and 3.1% of cases, respectively. Overall, married women who were older, had more children, had higher education, and/or were in higher wealth quintiles were more likely to be the primary decision makers on use of their own wages. Women residing in Khyber Pakhtunkhwa were more likely (59%) to be the primary decision makers on use of their own cash earnings.

32. The National Baseline Survey 2012 found that 93% of women and 90% of men agreed that women should exercise their right to vote. The lowest levels of agreement for both women and man were recorded in Khyber Pakhtunkhwa (women 87%, man 84%) with the highest levels of agreement recorded in Gilgit-Baltistan (women 100%, man 98%).

Gender Action Plan

33. The Gender Action plans provides an preliminary outline of the:
   a) proposed actions that narrow gender inequality given the cultural and religious sensitivities;
   b) specific or targeted actions that address the needs and constraints of women, girls, men, and boys;
   c) actions to offset any risks of adverse gender impacts;
   d) ensure women’s participation promotes their leadership qualities; and
   e) ensure women are included as planners, co–implementers and agents of change.

34. The Government has recognized that women and children are especially vulnerable to natural disasters including cyclones, droughts, earthquakes, and floods and has created, with development partner support, gender and child cells in the National Disaster Management Authority and its provincial counterparts. The Gender Action Plan will work off the back of the work the Authority is currently doing.

35. With respect to ensuring that the Gender Action Plan ensure women’s participation promotes their leadership qualities, the Gender Action Plan intends to aim to achieve the quotas established by both Khyber Pakhtunkhwa (33% quotas of reserved seats for women) and in Gilgit-Baltistan which permit women and other special groups to occupy up to 25% of total seats for all decision making processes. This includes all committees and coordination mechanisms that are part of the project. In Islamabad, the current quota is approximately 10%; however given the high level of women decision making in the region, the Gender Action Plan will aim for this high level.

36. During Project preparation, household-based interviews, key informant interviews, focus group discussions and stakeholder consultations will be undertaken to ensure the following key gender issues are addressed:
a) any lack of knowledge Glacial Lake Outburst Flood;
b) any lack of knowledge of innovative or alternative agricultural techniques to ensure no loss of income;
c) any lack of capacity to value women’s contribution to the existing agricultural workload; and,
d) any reason for the lack of access to credit and knowledge of small business activities.

37. The Project aims to address these key gender issues by
   a) ensuring that more women are offered the opportunity to actively participate in groups associated with Glacial Lake Outburst Flood management;
   b) ensuring that more women are offered the opportunity to actively participate in groups associated with agricultural activities;
   c) completion of subproject infrastructure that will contribute to a reduction in female specific activities associated with day-to-day activities; and
   d) providing demand-driven opportunities via rural development support activities for all women’s specific priorities to also be supported

38. The enabling environment will be facilitated during project preparation and will continue during subproject implementation for women to be consulted separately to men to ensure women are empowered to make decisions of relevance to them and contribute to subproject design in order for them to also benefit.

39. Women will want assurances that they will be actively able to participate in all project activities at times that reflect the fact that women also have a range of household-based labor activities that men do not have.

40. The Gender Action Plan as summarized below has been designed to ensure that both men and women have full and equitable access to the Project’s resources and benefits by including specific actions and responsibilities to ensure the full participation of women in Project activities.

41. At Project inception, additional gender analysis will be undertaken to ensure that the baseline data set is sex-disaggregated and adequate for assessment of the gender impacts of the Project. At this time, the Gender Action Plan will be presented to the Project Implementation Team, including Government staff and consultants. In particular, the Project implementation and construction supervision consultant team leaders will ensure that all specialists are briefed on their responsibilities in relation to the Gender Action Plan upon mobilization. Progress reports will provide periodic updates on the effect of the Project on women, and regular UNDP review missions and the midterm review mission will review and monitor the gender impacts.

Summary Gender Action Plan

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<tr>
<th>Project Outputs</th>
<th>Actions/Targets</th>
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| EWS and Glacial Lake Outburst Flood Infrastructure | • Prior to detailed design, women to be consulted over final design and appraised of positive and negative impacts.  
• Ethnic minority and tribal women for whom Glacial Lake Outburst Flood management involve different infrastructure to be fully involved in alternative approaches.  
• Ensure women affected by temporary restriction to land have alternate options.  
• Women will constitute at least 20% of waged labor on Project-related activities.  
• At least 30% of beneficiaries of training and capacitation efforts by the project to be women. |
**Annex VI (d) – Gender Analysis and Action Plan**

**GREEN CLIMATE FUND FUNDING PROPOSAL**

### Improved Institutional Capacity to reduce GLOF risks
- At least 20% of consultation committees related to project activities to be comprised of women.
- At least 30% of trainers in project-supported activities to be women.
- Project management unit to be evaluated to assess whether the project has led to a reduction in women’s on-farm labor activities.

### Climate-resilient land-use and water management techniques
- Separate consultations undertaken with women and men to determine their priorities, including non-structural development activities.
- Women from poorer and ethnic minority households will be provided with opportunity to identify their specific priorities.
- Provisional staff to be trained in gender sensitive agro-based livelihoods approaches.
- Women who manage or undertake agricultural activities to be trained in more effective land management strategies.
- Where small-scale structural activities are prioritized (e.g. drip irrigation systems etc.), women will be afforded the opportunity to provide equitable waged labor as men.
- Activities such as on-farm training in new techniques to be undertaken at times convenient for women.

### Effective Project Management
- At least 20% of project management unit staff will be women involved in effective management and implementation.
- Initial gender-specific workshops will be conducted to introduce Gender Action Plan to stakeholders at national and provincial level.
- The project management unit will monitor the impact of the Project on women, reporting results through collection and analysis of gender-disaggregated data as baseline and on a regular basis.
- Gender sensitive training will be conducted for all management and implementation staff.

#### Gender Action Plan Implementation Strategy

42. As on-ground consultations to implement the Gender Action Plan have not been undertaken, it is currently not possible to provide specifics on the implementation arrangements and estimated costs of the Gender Action Plan. A Gender Action Plan Implementation Strategy will be developed during the early stages of the project.

#### Future Consultation and Stakeholder Engagement on the Gender Action Plan

43. A Stakeholder Engagement Processes that addresses institutional, process, information and transparency, stakeholder participation and outcomes issues in relation to gender has been prepared as below:

**INSTITUTIONAL ISSUES**

**Assess the institutional factors that frame stakeholder engagement in the Project’s preparation**

| 1. What do GCF guidelines and policies say about consultation? | The GCF policies follow the World Bank Safeguards Policies which provide very clear guidelines and policies on consultations and in general expects as full and as meaningful consultation as is practically possible with all stakeholders but with more intensive consultations with primary stakeholders, which include groups of people that are targeted to benefit from projects it finances. |
### Annex VI (d) – Gender Analysis and Action Plan
GREEN CLIMATE FUND FUNDING PROPOSAL

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<tr>
<th>2. What are the disclosure requirements for relevant documents under GCF policy</th>
<th>As this Project is a Category B project, details would need to be uploaded on the GCF and Government of Pakistan websites. The GCF requires that relevant project documents be translated into the local language.</th>
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<tr>
<td>3. How does the country context in Pakistan have an impact on meaningful consultation?</td>
<td>For the most part, facilitation of meaningful consultations in Pakistan is not overly frustrated by governmental or administrative structures; however there is the potential given the remoteness and cultural structures that can render consultations less meaningful than they should be. However, such contexts can be circumvented via adroit facilitation techniques.</td>
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<td>4. Are adequate resources provided for the consultation processes?</td>
<td>The proposal provides the context for the consultation processes during the detailed design phase during implementation but the challenge is to ensure that adequate resources are made available for meaningful consultation with stakeholder representative groups, especially women, the poorer and more vulnerable stakeholders. The proposal has set aside adequate human and financial resources.</td>
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### PROCESS ISSUES
Identify and evaluate the processes adopted for consultation

<p>| 1. Will gender consultation be able to build on existing mechanisms and processes? | Pakistan is familiar with consultation processes of numerous entities including the UNDP based on its long involvement with projects and providers of ODA who have assisted finance in Khyber Pakhtunkhwa and Gilgit-Baltistan in the past. However, existing mechanisms and processes in the sub-project regions vary based on the absorptive capacity of the population and specifically based on cultural norms. The institutional analysis will be able to identify what mechanisms and processes are working on a sub-project by sub-project basis and what processes need to be incorporated to ensure female concerns are heard. |
| 2. To what extent is there formal planning of the consultation process? | The GCF will require that the UNDP prepare a Consultation and Participation Plan relevant for the project. The Consultation and Participation Plan is will be prepared following funding of the project in a way that it will be readily understood by local stakeholders. |
| 3. What methods and sequencing of consultation will be adopted? | Stakeholder consultations will be undertaken with non-government organizations dedicated to gender issues, Government officials and other primary institutional stakeholders, especially at the municipal level in each of the sub-project towns and cities. This will include formal meetings, visits to specific sub-project sites, small group interactions with members of the community especially women, and interaction during project inception. These methods will continue on an iterative basis until the Project is finalized. Other methods of consultation and their sequencing with other primary stakeholders, including and especially women, poorer and more vulnerable households will also occur. |
| 4. How will the consultation processes be facilitated? | Once approved, the project implementation will result in the preparation of the Consultation and Participation Plan. |</p>
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<th>Question</th>
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<tr>
<td>5. How will stakeholder expectations be managed?</td>
<td>The expectations of the UNDP, the Government of Pakistan and provisional government in the sub-project towns and cities will be that there will be a focused social and poverty analysis that is able to inform the project how to properly assess underserved and unserved areas of each sub-project town and city so as the poorer and vulnerable households can benefit from this Project. For poorer and more vulnerable households consultations will be facilitated to ensure the Project is able to understand affordability issues – especially in the context as to whether the Project is able to provide subsidized connections – but these expectations will be managed based on criteria that will be prepared and adapted for the specific socio-economic conditions of each sub-project town and city.</td>
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<td>6. To what extent could interest groups try to capture or influence the consultation processes?</td>
<td>It is unlikely that interest groups will be in a position to capture or influence the consultation processes although there is the potential for female voices to no be heard due to cultural norms.</td>
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### INFORMATION AND TRANSPARENCY

**Evaluate the transparency of the planning and consultation processes**

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<tr>
<td>1. Is the publication and dissemination of information on consultation timely and appropriate?</td>
<td>The requirement to undertake meaningful forms of consultation will require mobilization of a consultant responsible for overseeing relevant approaches to consultation.</td>
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<tr>
<td>2. Will the publication and dissemination of project documents be according to GCF policy?</td>
<td>There are a range of project documents that will be prepared as part of the project. These project documents will include relevant economic, financial, institutional and technical reports, the Environmental and Management Plan, Gender Action Plan and other relevant documents. For this Project most of these project documents have not as yet been prepared as the project has not been funded but once funded they will be prepared and placed on relevant websites and made available in local government offices as well as the UNDP Project Management Unit. All reports will be prepared in English and the local language, especially in relation to the Gender Action Plan.</td>
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<td>3. What opportunities and processes are available for feedback from those consulted?</td>
<td>Full details of consultations – places, dates, names, gender, ages and occupation of people consulted, and issues discussed – will be fully documented and utilized where relevant to inform the final design of the Project. Two rounds of consultations with members of the community especially women, the poorer and more vulnerable households are planned to enable them to more fully comprehend how their demands have been incorporated into project design.</td>
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<td>4. Will stakeholder input be publicly available or disseminated to others?</td>
<td>It is the intention of project implementation to ensure that stakeholder input will be either publicly available and or disseminated to others (e.g. issues raised by women living in underserved or unserved areas will be used to also inform the Gender Action Plan).</td>
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<td>5. Will those managing the processes provide prompt information on changes in process and content</td>
<td>It is anticipated that the process will be managed jointly with the UNDP and Government of Pakistan to ensure the process will provide prompt information on changes to any of the consultation processes that might influence the actual content of the project.</td>
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<td>6. How will stakeholders be identified as part of the Project activity?</td>
<td>A Stakeholder Analysis, and specifically a finalized Gender Action Plan that identifies the principal or primary stakeholder’s, describes initial stakeholder consultations, community consultations and surveys, and consultations with organizations and key informants will be prepared during project inception.</td>
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<td>7. What outreach to potential stakeholders will be undertaken?</td>
<td>The Gender Action Plan and Consultation and Participation Plan will use a sampling strategy to ensure that underserved and unserved groups are reached in an attempt to better understand their specific socio-economic characteristics. Focus groups will be facilitated with members of the community especially women, particularly poorer and vulnerable stakeholders, civil society groups with an interest GLOF issues.</td>
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<td>8. Has a formal communication strategy been adopted?</td>
<td>A formal communication strategy will be adopted following early stage consultation following project funding.</td>
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<td>9. What efforts will be made to ensure continuity and follow-up of consultation activities?</td>
<td>During project inception, a process of documenting all consultation activities and the preparing a matrix to highlight the major issues raised and expected outcomes will be prepared.</td>
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Annex VI (d) – Gender Analysis and Action Plan
GREEN CLIMATE FUND FUNDING PROPOSAL

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<th>STAKEHOLDER PARTICIPATION</th>
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<td><strong>Assess the extent and quality of key stakeholders, eg, Government of Pakistan, development partners, civil society, specific women’s groups</strong></td>
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<tr>
<td>1. Will stakeholder and external actors provide input into the development of the consultation processes?</td>
<td>The Government of Pakistan, Provisional Governments, development partners and civil society will be asked to provide inputs (e.g. reviewing the Gender Action Plan) initially and throughout the life of the project.</td>
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<td>2. Will a consultation team or working group be formed?</td>
<td>A working group including the aimed number of women will be formed with the National Social Development Consultant assuming responsibility for its day-to-day activities.</td>
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<td>3. To what extent will the Government of Pakistan, Provisional Governments and the UNDP commitment to consultation?</td>
<td>GCF guidelines and policies are very explicit on this matter and full commitment will be required. The Government of Pakistan and Provisional Governments will commit and will want to see evidence that the Project is designed in such a way that as an institutional stakeholder and will claim full ownership.</td>
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<td>4. Will stakeholder participation be appropriately diverse and inclusive?</td>
<td>Participatory tools and techniques will be utilized to ensure that the least served stakeholders and particularly women in the sub-project towns and cities are consulted. It will also be critical to ensure women associated with nomadic herders are consulted during the process.</td>
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<th>OUTCOMES</th>
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<td><strong>Identify how and in what way consultations will have an impact on the design of the Project</strong></td>
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<tr>
<td>1. Will consideration of stakeholder input be serious or mere “box ticking”?</td>
<td>Every attempt will be made to avoid simply “box ticking” and in a project such as this one this is probably a lot easier than in some other projects. To demonstrate the seriousness of the consultation processes the project will produce a concise but informative document in both English and the local language/s for each of the sub-projects that can be readily disseminated particularly to women. It will also assist in the preparation of a video involving locally affected stakeholder; notably women and other vulnerable stakeholders, talking about how they can improve their living standards via the project.</td>
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<td>2. Can changes be made to the project as a result of consultations?</td>
<td>For the consultation processes to be effective it will be necessary for the Project to accept that change to some aspects of the Project might be necessary as a result of consultations. The biggest challenge will come if women, the poorer and more vulnerable stakeholders request significant changes to project design that may not be possible given the strict requirements of the GCF.</td>
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<tr>
<td>3. Are there likely to be any problems or controversies that may arise during the consultation process?</td>
<td>Given the impact of Glacial Lake Outburst Flood and the benefits that the project will bring to the peoples of Khyber Pakhtunkhwa and Gilgit-Baltistan, it is not anticipated that any major problems or controversies may arise.</td>
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<td>4. What mitigation measures might need to be applied in</td>
<td>The UNDP will work closely with the Government of Pakistan, Provincial Governments and civil society to ensure there is no exclusion of end-user stakeholders, particularly women. The engagement processes identified here are designed to ensure</td>
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response to consultation problems? that Provincial authorities see the Project as serious about facilitating consultations with women, the poorer and more vulnerable stakeholders residing in the sub-project locations. A major strategy to ensure effective buy-in by local authorities that should mitigate some of the problems typically associated with understanding the issues of generally disempowered stakeholders is to facilitate joint consultations.

5. How will key stakeholders (including the Government of Pakistan and UNDP) view the consultation process? The UNDP views the consultation process as being a critically central activity to project design and it is anticipated that this view is shared by the Government of Pakistan, Provincial Governments and civil society. During all stages of project implementation, the Gender Action Plan and Consultation and Participation Plan will be assess and reassessed to ensure the process is effective, and where necessary, recommend changes will be made where these processes have been observed to be ineffective.