



GENDER AND GBV ACTION PLAN

Sindh Flood Emergency Rehabilitation Project (SFERP)



Gender and GBV Action Plan (GAP)

Project Component	Objective	Project Results Framework indicator	Actions /Activities	Responsibilities	Implementation status	Challenges	Comments
Component 1 Infrastructure Rehabilitation	Component 1: Aims to enhance physical resilience through the restoration, rehabilitation, and improvement of critical irrigation and flood protection infrastructure, water supply schemes, roads, and allied infrastructure in flood affected areas.	# of female beneficiaries including marginalized and low socio-economic women will be benefited from rehabilitated infrastructure.	Community Women involvement in consultation - Consultation will be planned at each project site. - CSC's social mobilization team (female) will identify existing women community organizations during preliminary dialogue with community. - Engage and invite community women organization to participate in the community consultations cum orientations through invitation letter in local language, preliminary meeting with village activists/influencers and Mosque announcement. - The date, time and venue will be decided by community women/ female focal person as per their ease and CSC's team plan the consultation activity accordingly. - Suggestions and feedback received from community women's and women. organizations incorporated in the design. - CSC's social mobilization team will be in close coordination with community.	PD/PS and Technical team (SID & P&DD), CSC, Contractor/Vendor & Gender Specialists (P&DD and SID) and TPV Firm			
		(1,000,000) Rehabilitated water supply and irrigation schemes per tehsil/taluka recommended by members of existing women's groups and women lead community organizations (40%)		PD/PS and Technical team (SID & P&DD), CSC, Contractor/Vendor & Gender Specialists			

			Monitoring visit during and after rehabilitation of roads/water supply scheme. <u>A Gender Inclusive approach will be discussed in these consultations:</u> During these consultations, women will discuss gender inclusive and universally accessible features and measures in the design and construction/rehabilitation of roads and allied infrastructure to incorporate the provision of sidewalks, bike lanes, road markings, and signage in the design of roads and allied infrastructure. These facilities will be monitored during and after construction by CSC, TPV firm. PIU team SFERP SID team will conduct safety audits related to dams on dam site including SFERP Gender Specialist on a regular basis. The TPV firm will also conduct separate audit.				
			Project contractor/vendor/ emphasize for 2% and SMP for 15% hiring of female staff on few suitable positions at outdoor and indoor level are as following. The advertisement of jobs will publish as per their organizational/firm's rules that should ensure that such opportunities reach to potential women employees of the local area. Contractor should be responsible to cover essential needs of women workers (socially appropriate working conditions, separate toilets etc.) Site Engineer, admin, finance, IT persons, supervisors, HR Munshi, in-charge transport, stock/material in-charge, mess in-charge at indoor level.	CSC, Contractor/Vendor, E&S team & Gender Specialists SID & P&DD)			

			During hiring of unskilled labors, the CSC's and CC's will orient and encourage community influencers, males and local women for available job opportunity by assuring safe and secure working conditions for women worker and providing separate toilets and equal pay. The detail of position that is suitable for women as under; • Road stoning, cleaning of water supply schemes and preparing food for labour at outdoor level. This can help address gender imbalances in the construction and engineering sectors while providing economic opportunities. • The CSCs, CCs and SMPs will provide separate, clean, and safe toilet facilities for women workers.				
Component 2 Livelihood restoration	component 2 aim to support livelihoods by carrying out of a 'cash for work' program for communities across affected villages with the assistance a of a Social Mobilization Partner (SMP)	Beneficiary households receiving short-term livelihoods support (100,000)Of which female-headed Households and households with vulnerable women (30,000) <i>(Actions for this will be added at a later stage)</i>	SMPs will be hired in accordance with the following steps, • The TORs will be prepared and submitted for approval by the Bank. • The activity will be created on STEP using the Request for Bid Method under the Non-Consulting Services Category. • The PIU will prepare the Bidding Document, which will then be reviewed by the Bank. • An advertisement/Request for Bid will be published in leading newspapers to seek interest of potential firms/bidders. • Bids will be publicly opened, and a post-qualification evaluation will be conducted.	PD , Procurement Specialist, , Evaluation Committee (SFERP P&DD)			

		Funds from cash-for-work programs disbursed directly to vulnerable female headed households, female home-based workers, female on- and off-farm workers and persons with disabilities (40%)	• The evaluation report, along with the award recommendation, will be submitted to the Bank for NOL. • Letters of Acceptance will be issued to successful bidders/partners. • Following the submission of Performance Securities, formal contract signing will take place.				
			To ensure at least 40% vulnerable population (widows, divorced, person with disabilities, transgender, female headed households, home-based worker, female on- and off-farm workers) will be benefitted from CFW public work schemes. • Labor consent form will be signed by the labor (male & female) in the form of a contract (defining working hours, wage, terms for payment, completion requirement etc.) and women's participation will be guaranteed in suitable works (e.g., general cleanup of the village, meal preparation for labor, making mosquito nets, quilts). Prior intimation to the VO for conducting Broad Based Community Meeting (BBCM) to ensure presence of all community members (male & female) • The SMP team defines the project introduction, the prioritization of the plan, and the labor and madadgar selection criteria during BBCM. • VO will select labor considering the labor selection criteria the Terms of Partnership (ToP) explicitly state that 40% of vulnerable groups and must participate in the workforce and 01 madadgar per scheme).	SMPs and Gender Specialist PIU (P&DD GoS)			

			• All selected labour will sign the consent form as described above during TOP signing with VO. • The information will be disseminated to women through village organizations and community organizations to increase awareness of these opportunities. i. Maximum 25 working days has been created for worker under Cash for Work activities (means one person can work maximum 25 days only). ii. PKR 700 per day wage rate for all unskilled labor. iii. 8 working hours for male labor and 6 working hours for female per day under CFW schemes. iv. Financial inclusion will be ensured and all the cfw transactions would be made through banking channels or mobile wallets in cases where the SIMs are linked to the CNIC. v. SMPs will assist the CFW beneficiaries for opening of Bank account or Mobile Wallet on their own CNICs. vi. SMPs will assist the CFW beneficiaries during payment collection from banks/telcos payment collection point. vii. SMPs will assist CFW beneficiary in attempting to create CNIC /Renewal of CNIC/Verification of thumb impression from NADRA (if required)				
			Meal preparation for labor and child/day care activities will be ensured in CfW activities to ensure the inclusion of vulnerable groups and overcome the work burden from the female labor	SMPs and Gender Specialist PIU (P&DD GoS)			

			- Care taker will be selected by the Village Organization (VO) and endorsed by the parents of the child. She will receive the same wage as CfW labor. Additionally, she will undergo training in SEA/SH/VAC/HT. The caretaker will adhere to the same terms and conditions as CfW beneficiaries, including laborers and madadgar. - The madadgar will monitor the child care service. - If any negligence will identify by the madadgar, then s/he will intimate the GRC for immediate action. The SMP's monitoring team will also monitor the child care activities in schools	Madadgar, VO, SMP, Gender Specialist (SFERP P&DD)			
Component 3 Institutional Strengthening for Resilience and Technical Assistance	Component 3 aim project will support measures to enhance the responsiveness of emergency preparedness and rescue services to women's needs, including their post-disaster health and wellbeing risks	Women rescuers and management staff hired under Sindh Emergency Service (Percentage) 30% target	GBV protocols on GBV prevention and response will be embedded in the emergency response plans - Women will be identified in community consultations to provide feedback on the emergency response plans - Number of emergency response plans prepared	June 2024			
			Inclusion of women and complete family units in mock drills to test the effectiveness of emergency response plans and services - Every CBDRM training will include women and family unit as key player of emergency response plans and services at community level. - During the training exit plan of targeted community will prepare and demonstration of mock drill will conduct to test the effectiveness of emergency response plans and services	During project implementation			

			- Conduct awareness raising sessions targeted to women about the benefits of these drills and the importance of their participation. Sessions will be conducted in a safe location and convenient time to ensure women's participation.				
			• Women will be recruited and hired for different positions such as emergency officer, station in-charge, rescuers paramedic. A job advertisement for women hiring only will be published in leading newspapers, In leading local Sindhi dailies and women friendly facilities will also be clearly mentioned in the advertisements to motivate women to apply. • A women staff will be on the hiring panel to ensure a fair hiring process. • Conducting sensitization to Sindh Emergency Service staff to promote acceptability of women rescuers is important. • Dedicated female staff rooms and toilets will be allocated in rescue stations.	Project Director, Procurement Specialist and Gender Specialist PIU (P&DD GoS) and Director Rescue			
			Engagement of girls' schools and colleges to increase awareness on basic disaster preparedness, the role of early warning and first responder systems, the necessity of water, sanitation, and hygiene, GBV prevention, and basic survival skills: • Develop a girls' schools and colleges outreach Plan in consultation with the school heads/Principals. • Conduct sensitization targeting teachers and students.	CBDR Team and GBV SP will lead these activities With supporting role by Gender Specialist, Social Safeguard & Resettlement Specialist (SFERP P&DD) and GBV Service Provider			

GBV Including SEA/SH Prevention and Response Action Plan

S#	Activity to Address GBV/SEA/SH/VAC/HT risk	Steps to be taken	Output Indicator	Implementation Status	Challenges	Responsibility
1	Sensitize and train the Implementing Staff such as PIU, CSCs, CCS, SMPs, TPVs and targeted beneficiaries on the importance of addressing GBV, SEA, SH, VAC and GRM					
a.	Engagement of a qualified Gender and GBV SP trainers	• Prepare ToRs • Hiring of qualified trainer/s • Development of manual and training material • Conducting ToT of PIU, CSCs, CCS, SMPs, TPVs	GBV SP trainers hired and developed training materials			
b.	Trainings/ orientation session for all implementation staff such as PIU team, Gender desk officers and control room staffs, CSCs, CCS, SMPs, TPVs and project beneficiaries of component 02 on GBV, SEA, SH, VAC, HT and GRM to include; • What GBV, SH, SEA, VAC, HT and GRM is and it's risks and how the project can prevent and address these risks	• Preparation of workplan • Conduct trainings/ orientations at PIU team, Gender desk officers and control room staff, CSCs, CCS, SMPs, TPVs • The SMP gender staff will conduct training of beneficiaries of Cash for Work including male & female labor and madadgar. • Develop Training Report	Number of trainings/ orientations conducted Number of staff trained			

	• Orientation on roles and responsibilities of all actors involved in the project (the standards of conduct for project staff captured in CoCs) • Orientation on GBV, SEA, SH, VAC, HT and GRM reporting, maintain confidentiality and referral procedures within agencies and for community members to report cases related to project staff; • Services available for survivors of GBV, SEA, SH, VAC, HT and GRM • Follow-up activities to reinforce training content.					
c.	Regular sensitization and follow-ups of focal points from the CSCs,	• Sensitization of the focal points on their role Regular follow-up •	Number of regular sensitization and			
	CCs and SMPs on GBV, SEA, SH, VAC, HT and GRM		follow-ups conducted			

d.	SMPs will Prepare orientation about GBV, SEA, SH, VAC, HT and GRM and its importance and implementation mechanism in project	• Orientation plan along with required budget prepare and submit to PIU for approval • Orientation to the targeted beneficiaries conducted	• Number of orientations conducted • Number of beneficiaries trained			
2	Formation of Gender Action Committee at PIU and district level.					
a	Formation and notification of Gender Action Committee with a concise term of reference. This committee will work closely with the gender desk for gender related cases to ensure confidentiality and quick action.	• Prepare ToRs for the committee • Form and notify the gender action committee • Quarterly Meeting of the committee • Regular monitoring and reporting	• Number of committees formed and notified. • Number of cases reported and addressed			
3. COCs						
a.	Sensitize workers on CoC and have it signed	• Develop CoC • Sensitize project-related staff and workers about CoC requirements • Have CoCs signed by all those with a physical presence at the project site.	No. of CoCs signed			
4	Integrate GBV/SEA risk and mitigation measures in Contractors' Environment and Social Management Plan (CESMP)					
a.	Incorporate GBV/SEA/SH and VAC risks in the Contractor's	• Integrate GBV/SEA/SH and VAC consideration in the Contractor's Environment	Updated CESMP with GBV/SEA/SH and VAC			

	Environment and Social Management Plan (CESMP) by CCs	and Social Management Plan (CESMP)				
b.	CSCs will ensure to establish GBV/SEA/SH and VAC response and accountability framework to include: Allegation Procedures to report GBV/SEA/SH and VAC incidents and internally for case accountability procedures which should clearly lay out confidentiality requirements for dealing with cases by CCs.	• Ensure to establish GBV/SEA/SH and VAC complaints handling procedure to report GBV/SEA/SH and VAC cases • Inform all staff and the community especially women and girls on how to report cases of SEA/SH, CoC breaches to the GRM, and how such cases are handled • Develop mechanisms to hold accountable alleged perpetrators, disciplinary action for violation of the CoC by workers	An established and functional accountability framework			
4	Ensure safe work environment for women labour and local women, girls and transgender					

a.	Ensure safety around the project sites	Prior to civil works commencing it is imperative to; i) have separate, safe and easily accessible facilities for women and men working on the site. ii) Visibly display signs around the project site (if applicable) that signal to workers and the community that the project site is an area where GBV is prohibited. iii) Creating a safe space facility for women/girls/sexual and gender minorities which is easily accessible and training and information on project activities could be shared including information on GBV.	To reduce the GBV/SH/SEA/VAC and HT risks			
5	Communication Strategy regarding GBV, SEA, SH, VAC, HT and GRM risks and it's prevention and response mechanism					
a.	Design, publish and disseminate IEC materials, gender differentiated messages and dissemination strategies for community engagements related to GBV, SEA, SH, VAC, HT GRM, early marriages, and education and health interventions on the part of women and girls	Develop relevant IEC materials translated in local languages (Sindhi and Urdu) with a special focus on pictorial content. SMPs platforms (VOs, LSOs) options will also be explored where available in order to communicate with women at village/household level.	- Number of IEC material designed, published - Number of the IEC material disseminates through social media and community meetings			

b.	Behavior change campaigns against GBV,SH,SEA,VAC and HT launched	The behavior change campaign launched for the implementing actors i.e CSC, CCs and SMPs and project targeted beneficiaries to prevent GBV, SEA, SH, VAC, GRM etc and disseminate through social media and community meetings	• Number of campaigns launched			
6	GBV/SEA sensitive channels for reporting in GRM					
a.	GBV SP will Develop SOP for GRM for specific GBV/SEA/SH/HT and VAC procedures	• GBV SP will develop SOP for GBV including SH, SEA, VAC and HT related grievances. • Integrate GBV/SEA and VAC entry points within the GRM with clear procedures. • The reported GBV related grievances will refer to the GBV service provider firm, if the victim needs any assistance pertaining to GBV service provider firm. • Conduct regular awareness raising sessions to communicate GRM process to women and build trust among women that cases will be handled in confidence. Women should understand the referral and registration processes. These sessions will be easily accessible for women in all project areas.	GRM with GBV/SEA/SH/VAC/HT procedure integrated in the GRM GRM system with referral process flowchart			

b.	Training specifically on GRM could be added especially on how to record confidentially.	GRC and Gender Desk Focal point to operate GRM in supervision of PIU GS Types of training: a) Guiding principles & ethical guidelines of taking GBV/SEA/SH/VAC complaints b) Survivor centers approaches to handling and case management of GBV/SEA/SH/VAC/HT complaints c) Forms of GBV (including SH, SEA, and violence against girls), related laws & legal procedures, reporting mechanisms (including referral information on essential services), and available services d) Steps in taking GBV, SH, SEA, HT and VAC complaints e) Digital data security & safety and maintaining privacy and confidentiality f) Taking consent at different steps of case management and referral	# of personnel trained on GRM operation			
c.	Review GRM reports/logs for GBV/SEA/SH/VAC/HT	Review logs for GBV/SEA/SH/VAC/HT documentation	Number of grievances recorded, reviewed, respond and reported			

7	Hiring of GBV/SEA/SH/VAC/HT response service providers					
a.	Hiring of a qualified GBV/SEA/SH/VAC/HT service provider	- Mapping of GBV service provider including those providing services to children and persons being trafficked in Sindh province. - Develop ToRs for GBV service Provider - Hiring of GBV Service provider	- GBV service provider hired - Delivered service for GBV mitigation and response - Number of cases respond			
b	Address GBV, SH, SEA and VAC, HT cases by a qualified service provider in the project area for all component	- Conduct regular coordination meetings with service providers for effective referrals - Conduct Field Visit for facts and findings of case (if case refers to GBV SP) - Immediate actions after receive any case	- Number of meetings conducted - Number of Visit Conducted - Number of cases addressed			
C	Development of local referral directories and its us	- GBV SP will develop referral directory and get hard copies print and disseminate among relevant stakeholders. - Trained the relevant team for effective use of referral directory	- Number of referral directory developed. - Number of copies disseminated. - Number of persons trained			
d	Introduce localized referral directories	Proper utilization of referral directories	A referral directory developed by GBV SP and it will be placed at all project sites including PIU, Rescue 1122, CSCs, CCs, SMPs offices and sites dams, roads, water supply and drainage, VO			

8	Establishment of Gender Desk					
a	Establishment of gender desk and hiring/nomination of Gender Desk Officer for gender desk to handle the GBV related grievances from the project sites and project staff	Establishment of gender desk at rescue 1122 and Head offices of SMPs Hiring of gender desk officer under rescue 1122 Nomination of gender officer from SMPs Trainings for emergency staff (including women) on SH/GBV/SEA/VAC/HT Gender Desk staff at 1122 will entertain the public gender related grievance which will be come from helpline 1122 and registered case and investigate, if case valid and if victim wants support of GBV SP, GD Staff will be in close coordination with PIU and GBV SP till case resolved. GD Staff will also be responsible to maintain the record and its confidentiality. Gender Desk staff at SMP level will be work with Grievance Redressal	• Number of gender desk established • Number gender desk officer hired • Number of gender officer nominated			
		Committees gender related grievances to ensure the confidentiality and quick actions				

b	GBV/SEA/SH/HT and VAC grievances reporting and referral procedures within agencies such as PIU, GBV SP, Implementation Partners, Gender Desk Staff	GBV cases reported, handled and addressed.	Number of GBV cases reported, handled and complaints successfully referred and/or resolved within a stipulated time frame			
c.	Close coordination between Gender Desk Officers and GBV Service Provider	Regular meeting between Gender Desk Officers and GBV Service Provider	Number of meetings			
9	Monitoring, evaluation and reporting					
a	Develop M&E plan	Develop a comprehensive M&E plan to monitor GBV/SEA/SH prevention	Work plan prepared			
b	M&E and reporting of GBV, SH, SEA and VAC action plan	- Undertake regular M&E of progress on GBV activities, including reassessment of risks and mitigation strategies, as appropriate. - Conduct M&E field visits. - Review quarterly the action plan and progress against indicators - Provide quarterly Progress report	- Number of visit planned and conducted - Number of monitoring report prepared and submitted - Number of feedback recorded			
c.	Creating database for eligible women under component 2	- List of eligible women prepared - Entered list of eligible women in MIS	Number of eligible women report at MIS			

