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Kurram Tangi Dam Construction



Gender Plan Final Report

December 12, 2013

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Map to Kurram Tangi Dam Project Documents

Shown below is the suite of documents submitted to USAID under Contract AID-391-C-13-00002 for the KTDP. This report is shaded in red in order to show its relationship to the full set of documentation.

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SUPPLEMENTAL REPORT ON SEISMIC HAZARD

SUPPLEMENTAL REPORT ON HYDROLOGY

SUPPLEMENTAL REPORT ON CLIMATE CHANGE

All documents may be read as stand-alone documents, but the reader should be aware of the full set of documents available. Any one document may reference other documents in the suite in order to avoid duplication.

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Kurram Tangi Dam Construction

Gender Plan

USAID Environmental Assessment of Kurram Tangi Dam Construction
Contract Number: AID-391-C-13-00002

From MWH Americas, Inc.
To USAID/Pakistan
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Author: MWH Americas, Inc.

The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

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List of Acronym

Acronym	Term
ACE	Associated Consulting Engineers
ADB	Asian Development Bank
ADS	Automated Directives System
AOI	Area of Influence
APWA	All Pakistan Women Association
BHU	Basic Health Units
CCA	Canal Command Area
CEDAW	Convention on the Elimination of Discrimination Against Women
CFR	Code of Federal Regulations
Cr.P.C.	Criminal Procedure Code
CSO	Civil Society Organization
DMMA	Dissolution of Muslim Marriage Act
EA	Environmental Assessment
ESR	Education Sector Reform
FATA	Federally Administered Tribal Area
FAFENE	Fair and Free Election
FCR	Frontier Crimes Regulations
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GGGI	Global Gender Gap Index
GJP	Gender Justice Program
GNI	Gross National Income
GOP	Government of Pakistan
GPI	Gender Parity Index

KurrumTangi Dam Project
Gender Plan

GRAP	Gender Reform Action Plan
GSP	Gender Support Programme
HH	Household
HIV/AIDS	Human immunodeficiency virus/ Acquired Immunodeficiency Syndrome
ILO	International Labour Organization
IPRI	International Property Rights Index
KM	Kilometers
KPK	Khyber Pakhtunkhwa Province
KTDP	Kurram Tangi Dam Project
LGO	Local Government Ordinance
LIFE	Literacy Initiative for Empowerment
LVH	Lady Health Visitors
MAF	Million Acre-Foot
MDGs	Millennium Development Goals
M&E	Monitoring and Evaluation
MFLO	Muslim Family Law Ordinance
MOE	Ministry of Education
MTDF	Medium Term Development Framework
MW	megawatts
MWH	Montgomery Watson Harza
MOWD	Ministry of Women's Development
NCSW	National Commission on the Status of Women
NGO	Non-governmental organizations
NPA	National Plan of Action
NPEDW	National Policy for Empowerment and Development of Women
NRB	National Reconstruction Bureau

KurrumTangi Dam Project
Gender Plan

PIC	Public Information Centers
PKR	Rupees
PPC	Pakistan Penal Code
PRO	Project Resettlement Office
PRSP	Poverty Reduction Strategy Paper
RAP	Resettlement Action Plan
RHCs	Rural Health Centers
SDSSP	Sindh Developed Social Services Project
SRMP	Social and Resettlement Management Plan
STDs	Sexually-transmitted diseases
SIGI	Social Institutions and Gender Index
UC	Union Councils
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific, and Cultural Organization
UNICEF	United Nations Children's Fund
USG	United States Government
USAID	United States Agency for International Development
WAPDA	Water and Power Development Authority
WC	Women Councilors
WPS NAP	Women, Peace, and Security National Action Plan

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Gender Analysis

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EXECUTIVE SUMMARY

The Kurram Tangi Dam Project (KTDP) is located in the Districts of North Waziristan Bannu, Karak, Lakki Marwat and North Waziristan in Khyber Pakhtunkhwa (KPK) Province. The Project consists of the following three components:

Component I consists of the construction of a 20 ft. low head diversion weir at Kaitu River proposed to be constructed 300 ft. upstream of the Road Bridge on Mir Ali – Thal road near Spinwam. The weir is composed of three head regulators, one on the right abutment and two on left abutment. Of the two regulators on left side, one will divert flow of Kaitu River to Kurram Tangi reservoir through a feeder tunnel and the other regulator on the left side will supply water to Spaira Ragma Plains through a lift/gravity canal. The regulator on the right hand side of Kaitu River will feed the canal to irrigate Sheratalla Plain.

- Two powerhouses (IV and V) and a transmission line from powerhouse IV to Powerhouse I, located at the toe of the Kurram Tangi dam is also a part of this component.
- A total of 669 households and 6,088 individuals are estimated to be affected by physical resettlement and 10,498 households and 95,501 individuals are estimated to be affected by economic resettlement.
- Component 2 consists of the construction of 322 feet high main dam with a storage capacity of 1.2 Million Acre-Foot (MAF) and a power generation capacity of 83.3 megawatts (MW) on the Kurram River in the North Waziristan Agency just before it crosses the border between the North Waziristan Agency and FR Bannu. Main activities to be carried out under this component include construction of a spillway, reservoir, diversion tunnel and main powerhouse, and powerhouses/ tunnels along Kurram River.
- It includes three powerhouses (PI, PII and PIII), and a transmission line to the Domail Substation.
- It will result in submergence of 32 villages with about 1,621 households affecting an estimated 14,865 individuals for physical resettlement and 2,414 households and 22,141 individuals affected for economic resettlement.

Component 3 consists of a new head regulator proposed to be constructed at Kurram Garhi Head works on the left abutment for providing irrigation supplies to the command area in Bannu Plain through Thal Canal. The Canal will be 37.5 miles long with 15 minor canals totaling 73 miles in length. The main canal will have a full discharge of 246 cusecs.

- Irrigation for 27,800 acres of land will be improved by supplementing water supply to the existing Civil and Marwat canals.
- It is estimated that 5,201 households and 51,022 individuals will be affected by physical resettlement and 50,400 households and 494,422 individuals will be affected by economic resettlement.

This gender analysis and gender action plan is based on survey data collected from Component 2 in the project area due to previous priority given for fieldwork in that area before shifting priority to Component I later in fieldwork. However, all of the macro-context applies to all three Components, and data is provided for KPK province which may be applied across all three Components and for FATA and Northern Waziristan which may be applied also to Component I. Therefore, the analysis and recommendations may be used with reason to apply across Components as there are not significant differences between the men and women and gender roles across these three Components.

On all USAID investments, the USAID Gender Equality and Female Empowerment Policy (2012)¹ expects the development objectives integrate the following outcomes:

- Reduce gender disparities in access to public and political decision-making spaces and positions at local and regional levels,
- Reduce cultural acceptance of gender-based violence; and
- Increase capability of women, girls and boys, particularly from ethnic and linguistic minority populations, to realize their rights, determine their life outcomes, and influence decision-making in households, communities and societies.

A gender analysis performed early on in a project's conceptualization and development is the first critical step in achieving these outcomes. Root causes for existing gender inequalities or obstacles to female empowerment can be identified through gender analysis. These issues can then be proactively addressed in the project design to maximize opportunities to promote women's leadership and participation. The overall gender analysis was framed around the following key questions with the intent to optimize the project's contributions to gender equality:

1. How will the different roles and status of women and men within the community, political sphere, workplace, and household (for example, roles in decision-making and different access to and control over resources and services) affect the work to be undertaken?
2. How will the anticipated results of the work affect women and men differently?

The following activities were undertaken for the gender analysis to address these and other discreet questions associated with it:

- Gender survey conducted with 214 females from households in Component-2 and later on in Component-1 with initial results not included in this report but indicating similarities with Component-2; and
- Literature review of academic reports and statistics.
- Scoping sessions with stakeholders including the Women Empowerment Wing, FATA Secretariat, NGOs and other institutions.

Social & Cultural Context

Cultural restrictions have enabled and encouraged a deep gender gap across nearly all sectors of life in Pakistan and that continues to widen. The social and cultural context of FATA society is predominantly patriarchal; women are dependent on men and live in a joint family system where all final decisions are made by the male head of household. Patriarchal structures are relatively stronger in rural and tribal settings such as in Northern Waziristan in the project area; local customs establish male authority and power over women's lives. Generally, male members of the family are given better education and are equipped with skills to compete for resources in the public arena, while female members are imparted domestic skills to be good mothers and wives.

The Government of Pakistan's (GOP) national gender priorities and Sharia Law are generally aligned with the three USAID desired outcomes identified above, indicating the inherent support of this project to promote gender equality and female empowerment. Although the GOP has been making efforts to bridge the socio-gender disparities, the country continues to lag behind in achieving desired school enrollment rates, gender equality and women empowerment, reducing child mortality and improvements in maternal health.

¹ See the USAID website for the full Gender Equality and Female Empowerment Policy here:
http://pdf.usaid.gov/pdf_docs/PDACT200.pdf

The North Waziristan society, given its extremely traditionally conservative patriarchal culture, restricts what can be discussed with and about women. As such, this gender analysis was very restricted in its ability to conduct extensive interviews, focus groups, etc. with women and men. In addition, serious safety and security concerns for field staff due to military operations and militant activity further restricted interactions with the intended project beneficiaries. Lastly, the time available for the study team was very short as there were only 8-12 working days in a month due to curfews and restrictions on movement of the community and field teams.

Constraints and Opportunities for Gender Equality

The various constraints and opportunities identified as part of this analysis are highlighted in the table below:

Table 1: Constraints and Opportunities for Gender Equality

Constraints	Opportunities
There is extremely low participation of females in public and community life in the project area due to patriarchal tribal structures, limited mobility, lack of communication, and limited time due to household burdens.	Despite strict social restrictions on women in the project area, there are opportunities to consult and engage with women through male leaders and family members informal all-female gatherings in private homes.
The project area is characterized by a disproportionately young male and female population with very low levels of education and literacy, particularly among females.	Opportunities to improve quality healthcare and educational access as part of the resettlement planning which could benefit a segment of the population who will be displaced by the project.
Healthcare is limited, particularly for females due to poor infrastructure and lack of female medical service providers in the area.	
Although women participate in agricultural production and livestock nearby or within their household boundaries, they have little decision-making power.	Women have skills and want to improve those skills. Establishing community-based, income-generating projects for women that will gradually involve them in the decision-making processes for livelihood programs and development.
Women generally do not work outside their home or household boundaries or take advantage of income-generating opportunities	

Addressing Gender Roles during Project Planning & Development

The project has great opportunity to positively work towards improving the lives of both women and men in accordance with Sharia Law. However, without adequately taking into consideration the stark gender inequalities in the project area, the design and implementation of the project activities may have unintended negative consequences that exacerbate existing gender inequalities. Because of the low participation of females in public and community life, all decision-making and engagement with the community is dominated by half of the community who would influence the project planning and design intended to benefit 100 percent of the community. This compromises project success and sustainability. Further, extremely low levels of education and literacy among men and women have impacts on the community's ability to fully understand the project's intentions and ramifications. Because poverty, gender, and food security are so inter-connected, without addressing underlying gender inequalities the project will not realize intended benefits to bring water to this area in order to improve agricultural production, and ultimately increase the food security and well-being of the targeted community. Work to be undertaken as part of the project should consider the following:

- Communication, particularly with women, will need to take place in non-written format in Pushto/ Waziri language through informal, socially acceptable channels.

- The gender survey responses from females revealed that women in the project area do indeed have informal social outlets which may be utilized as communication channels and may allow for women to obtain information about community events.
- Work through the male-dominated tribal system and *maliks* as they present the best entry-point to engaging with women in the project area. Gradual and committed engagement with men to build confidence in the economic benefits of approaching income-generation from a family perspective, rather than a male perspective, will be an important entry point instead of insisting on women's participation in the processes of social and economic development.
- Since poor nutrition, water safety and hygiene, and maternal health will compromise maximizing the intended benefits of the project, consider a holistic approach that also addresses the health of all family members in the project area, and how negative health may negatively impact productivity and well-being of the targeted beneficiaries.

Gender Action Plan

A Gender Action Plan (GAP) is an important part of social and environmental safeguards compliance process which is mandatory for approval of infrastructure development projects under USAID policies. The GAP presents strategies and actions to work toward extending project benefits to both men and women in the project area and should be carefully developed and harmonized with the local context, customs, and realities. The project will benefit by integrating GAP activities through the various project implementation stages. A summary of these activities is presented in the table below.

Table 2: Gender Action Plan Activities

General Area	Specific GAP Activities
Staff Capacity-Building	Training topics include: understanding importance of gender concerns in all project components such as land acquisition and displacement, livelihood losses of the households, relocation of the education and health facilities, environmental/ social impacts of the project, and methods for mitigation of gender issues in the implementation activities of the project; GAP results, indicators, and activities.
	Quarterly training workshops to share the experiences learned in GAP implementation and to decide remedial actions if unexpected impacts occur
Awareness Raising	Integrate into project-related meetings (including resettlement workshops) with tribal leaders (e.g. <i>maliks</i> , <i>ulemas</i> , <i>jirgas</i>) positive messaging and awareness-raising regarding the importance of women, girls, their rights, and extension of benefits to them in a culturally-appropriate way. Participants will be asked to offer their advice on specific strategies and activities to increase project benefits for women and children, as well as decreasing stress and potential familial violence during resettlement processes; local partners will be engaged with expertise.
	Conduct awareness-raising sessions in culturally-appropriate manners with politicians, local administration, community activists, male and female teachers, Lady Health Visitors and Lady Health Workers. Focus on the gender-related concerns of interest to each target group, and how they may work with women and men to support women in participating in and benefiting from the project. Invite selected <i>ulemas</i> , tribal chiefs, political leaders, community men, activists, teachers, and field staff of health facilities from the project area to meetings and periodic workshops to discuss the project, project benefits and how to reach women and children to access the benefits. Identify key entry points to reach women for the project benefits in consultation with men and in accordance with socio-cultural conditions and mechanisms that will ensure women's access to project benefits.
	Support the development of local male champions of female inclusion. Identify

Table 2: Gender Action Plan Activities

General Area	Specific GAP Activities
	<p><i>ulemas, maliks</i>, and other influential male leaders who may be more progressive. Provide them with information and support, including arranging exposure visits of <i>ulemas</i>, tribal chiefs and men as required to develop interaction and learning about gender and child rights. For example, International Islamic University, Islamabad, conducts regular training programs for <i>ulemas</i>, which could provide another entry point.</p> <p>Form community-based gender teams comprised of local Pushto-speaking males and females to develop plans and strategies to reach women and men. These plans and strategies will be prepared with the relevant project social and resettlement staff, resource persons and a gender specialist. Resource persons will be engaged in different sectors such as agriculture, livestock, hygiene promotion, skill development, and other fields addressed in the GAP/project. The Gender Specialist will be part of the team and focal person for the gender component. Women will be targeted to participate in project activities, while men will be targeted to support women's inclusion. Initially, teams may make plans for women and children for one year, based on consultative and participatory process facilitated by resource persons and the Gender Specialist under the Project Resettlement Office (PRO). Each community-based gender team will define its role and activities, identify participants for those activities, and monitor and evaluate its progress quarterly.</p> <p>Targeted awareness-raising will be conducted regarding potential risks of human trafficking and exploitation of women and children during resettlement and relocation and influx of construction workers. However, care will be taken in targeting this specific awareness-raising to specific groups and its messaging so as not to have unintended negative consequences. Since women are already severely restricted to their homes with little mobility, awareness-raising on threats to their security should not support continued sheltering of women inside homes and impede goals to increase female participation in activities.</p>
Resettlement Activities	<p>Do not offer cash only options to the men in the project area, particularly since women will likely have no say in decisions made on resettlement options. All options should include a house-for-house at minimum to avoid a potential unintended consequence of females being abandoned or becoming homeless due to cash only options chosen by male family members. This is of critical importance considering the lack of education, skills, and employment opportunity females have to support themselves. An incentive will be provided to families who accept ownership title in the name of a female household member; these families will receive an extra benefit (e.g. furnished house or 10% extra land or an agriculture land/ field accompanying the house-for-house transaction).</p> <p>Consult separately with women, when making decisions about where resettlement communities will be located, how houses will be designed (especially kitchens) and how the location meets needs like access to resources (such as water or fuel), which might be particularly important for women. Females have a preference for financial assistance combined with technical assistance as part of resettlement packages and house-for-house compensation. Ensure consultations taking place with women are safe and approved by male family members by first engaging in awareness and education sessions with male family members of the benefits of doing so.</p> <p>Promote the representation of women on all decision-making committees, if acceptable. Due to strict adherence to separate male and female spaces, an all-</p>

Table 2: Gender Action Plan Activities

General Area	Specific GAP Activities
	<p>female committee may be considered and discussed with the male tribal heads.</p> <p>Ascertain ownership of affected assets in a manner that is sensitive to the rights of women if this is acceptable.</p> <p>Integrate into resettlement workshops and individual resettlement consultations awareness regarding psychosocial support and the effects of intra-familial violence (with a partner organization in the area capable of imparting awareness in a culturally appropriate way).</p> <p>Categorize female-headed households, including widows, as vulnerable and support all vulnerable households, throughout the resettlement process. This will require at least one dedicated Pashto-speaking female with adequate training to work with female-headed households through this process.</p> <p>Promote and facilitate women’s property rights, if possible and acceptable, by including spaces for male heads of household and co-wives as joint owners and signatories on land and property transactions.</p> <p>In situations where the inventoried head of household is deceased between the census and the actual compensation, restrict eligibility to those household members that were identified at the Cut-Off Date, review the situation following traditional succession rules, involve the relevant resettlement committees, and ensure that the outcome is not disproportionately detrimental to female members of the household. Promote Islamic inheritance law of Muslims through <i>ulmeas</i>/ mosque which provides equal access to females for ownership of immoveable property.</p>
Communication	<p>Emphasize the positive role of the project to promote and improve the quality of life of the population, particularly women and children, and in their future development.</p> <p>Ensure all women, including married women and female-headed households, in addition to other vulnerable members of the community, are made aware of their entitlements under the RAP. Disseminate project information verbally and with pictures, utilizing the locally spoken language of Pushto to overcome language and illiteracy barriers. Utilize targeted communication channels to reach different segments of the population: Formal channels to reach men and community leaders such as public meetings, radio, <i>jirga</i>, mosque, <i>ulemas</i> at Friday <i>khutbas</i>; Formal meetings and workshops with district administration staff and officials of concerned government departments; Informal channels to reach women, including youth and elders, such as informal gatherings in private homes or locations identified by the community as acceptable; Public Information Centers (PICs) established by the project in offices of project components 1, 2 and 3, where all project information will be available.</p>
Education	<p>An Education Promotion Program to be prepared by the Education Department with project assistance which will cover all affected communities and villages, especially in Component 1 and 2 areas. Host area boys and girls will also be eligible to receive the benefits of the Education Promotion Program.</p> <p>Early Childhood Care and Development for all children aged 3-5 years</p> <p>Advocacy campaign at all levels promoting the value of education and motivating parents to send their girl and boy children to school.</p>

Table 2: Gender Action Plan Activities

General Area	Specific GAP Activities
	<p>Non Formal Education (NFE) for both males and females (children and youth) utilizing existing government school facilities.</p> <p>Literacy classes for adult men and women, including informal literacy groups for women in appropriate gathering spaces.</p> <p>Assisting in the strengthening of existing government schools in terms of male and female staffing, equipment and supplies, infrastructural development, and facilities.</p> <p>Integration of culturally-appropriate images and language in curricula promoting gender equality.</p> <p>Establishment of parks, and other learning and recreational facilities for women and children within new communities.</p>
Healthcare	<p>For existing hospitals in the project area: increase Women's Ward with female staff, female doctors and nurses by working with the government to create incentives for practitioners to work in the area and understanding the challenges faced to date in retaining female staff; ensure hospitals are able to provide ambulance service available for emergency cases; transport assistance for women coming to the hospital. Train female doctors and nurses to conduct screening for intimate partner violence/ domestic violence and make referrals to appropriate psycho-social support.</p> <p>Work with the local government and NGOs to ensure that all male and female children through the age of 10-12 years will have the following: health screening; weight and height assessment according to age and gender of the children; nutritional status assessment; health record maintained at the BHU/RHC; provision of advice and any required medication.</p> <p>Work with the local government and NGOs to improve women's access to prenatal, postnatal and delivery services. There is an acute shortage of Trained Birth Assistants (TBAs) in the area, resulting in high infant and maternal mortality rates. The project could arrange a training program for new female TBAs and LHVs in the project area. Khwendo Kor has experience in arranging courses for TBAs and LHVs. Train TBAs to conduct screening for intimate partner violence/ domestic violence and make referrals to appropriate psycho-social support.</p> <p>Tuberculosis (TB) and Acute Respiratory Infection (ARI) are common in North Waziristan among women. One of the reasons is poor ventilation systems in the houses. Women and children are more vulnerable to TB. The Project Team will assist in designing new houses with ventilation at the resettlement sites to enhance health and living quality of the resettled families.</p> <p>For children that are attending schools, utilize school children as entry points for women to access health, hygiene, and literacy information.</p> <p>Explore possibility and cultural acceptability of mobile health care options for trained service providers to provide basic maternal and child health services in homes.</p>
Psychosocial support	<p>Enhance psychosocial support capacity and skills of the existing staff.</p> <p>Hire experienced and trained Pushto-speaking male and female staff to provide psychosocial support at outlets and mobile facilities. Train male and female psychosocial support staff and outreach workers from the area to take part,</p>

Table 2: Gender Action Plan Activities

General Area	Specific GAP Activities
	<p>particularly during resettlement and livelihoods processes, to screen for domestic violence/ intimate partner violence as a result of resettlement activities and hold counseling sessions with men and co-wives during resettlement processes as a preventive measure. This will require trained professionals (in safety and ethics) and adequate support services to make appropriate referrals to support services.</p> <p>Take measures to promote women's access to such services, such as community outreach and education around psychosocial support.</p>
Water Supply	<p>Plan water supply schemes at the village level to provide access to water for households and terrace irrigation at the resettlement sites.</p> <p>Provide proper sanitation facilities at the resettlement sites.</p>
Livelihoods	<p>Feasible livelihood training may include: agriculture, livestock, water and sanitation, small businesses, and other “home-based” income-generating activities. Further, training and microcredit for livelihood packages such as kitchen gardening, bee-keeping, poultry-rearing and other livelihood sources would be arranged for women within the Capacity and Livelihood Development Programs prepared by the PRO, possibly in collaboration with Khawenda Kor or another organization with such experience.</p> <p>Provide accompanying training and awareness raising for male family members of females participating in livelihoods programs to increase male support and positive attitudes in a positive way (in partnership with a local organization) and to decrease possibility of negative reaction of males to female participation. Focus on gender transformative material and ensure psycho-social service providers are available for referrals as needed.</p> <p>Agriculture appears to a very viable option for livelihood restoration as most agricultural activities regarding kitchen and gardening are managed by women in the project area. They grow vegetables on 2-3 <i>kanals</i> of available land around their houses. Training on enhancing agricultural yields could be imparted to women by local officials. The project would assist in developing terrace agriculture at new resettlement sites, as well as in the Component I area. Good quality seeds and fertilizers would be introduced and provided to women. Vegetable, nursery, and other measures of enhancing crop production, and new types of fodder could be initiated from the onset.</p> <p>Livestock has a traditional, social and cultural significance in the project area. It also constitutes one of the major sources of income. The project would provide for a Livestock Centre to assist people in vaccinating, de-worming, and other necessary treatments. The project would organize training for men, who will in turn train women in the households. Further, poor/vulnerable and female-headed households would be provided with livestock, including poultry, to secure an income.</p> <p>Community/village-based workshops or informal gatherings focused on skills development of interest to women in the project area (as expressed in the gender survey) would be arranged for women when the environment is supportive enough to conduct such workshops.</p> <p>A common and typically found skill among women in the project area is stitching.</p>

Table 2: Gender Action Plan Activities

General Area	Specific GAP Activities
	<p>Sewing machines are an accepted type of livelihood support for women and in demand. The project would make provisions for sewing machines for women as a source of home-based income generation. This could increase community support of the project, and also contribute to the esteem of village women. A vocational center with some machines and a teacher in each of the resettled villages could be one practical approach, another might be a mobile training center that could travel between villages. The Bannu Office of Khawenda Kor communicated that they have recently set-up such a vocational center in Shiwa with ten machines and a teacher at a recurring cost of around PKR 60,000 per month.</p>
	<p>A microcredit facility could be promoted by the project through linkages to commercial banks in the project area. The Agriculture Development Bank has been giving micro credit to farmers; the Gender Team could potentially help organize area women in setting up micro-credit facilities on behalf of the project.</p>

The total estimated budget is US\$4,910,000 for all planned activities over the whole four year project period excluding a potential water supply scheme to provide potable water to the project-affected area, hard infrastructure costs for schools and health centers, and other costs that will be accounted for in overall RAP and project costs. Including the water supply scheme, which is a hard infrastructure-related cost of an estimated US\$6.075 million, the total cost would increase to US\$7.037 million.

Potential GAP Results and Indicators

Proposed results and indicators for monitoring the GAP objectives are summarized in the table below

Table 3: Potential GAP Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
Staff Training and Capacity-Building			
Increased capacity of project staff to integrate gender into daily work	Outcome: Percentage of staff who have demonstrated integration of at least one activity to address gender constraints or facilitate opportunities in their work	Quarterly	Data collection: observation by external monitor / Documentation: quarterly progress reports, external monitor report
	Output: Percentage of attendees able to correctly identify at least 2 actions they make take in integrating gender into their work (Disaggregated by male/ female, organization,	Monthly/ Quarterly	Data collection: construction supervision/ Documentation: Monthly Progress Report and External Monitor's Report

Table 3: Potential GAP Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
	position)		
	Input: Number of gender trainings for project staff/ Number of project trainings with gender integrated into it (disaggregated by male/ female attendees, staff position, organization)	Monthly/ Quarterly	Data collection: Construction supervision / Documentation: Monthly Progress Report
Awareness-Raising			
	Outcome: Percentage of male/ female community members/ leaders able to identify at least one benefit to women participating in a project activity (disaggregated by sex, age)	Quarterly	Data collection: informal survey via SMS, randomized survey sample/ Documentation: quarterly progress reports
Increased community awareness about the importance, rights, and benefits of female inclusion in the project	Output: Number of <i>maliks</i> , <i>ulemas</i> , tribal leaders, Lady Health Workers, politicians, and community members involved in the meetings / workshops (disaggregated by male/female)	Monthly/ Quarterly	Data collection: construction supervision/ Documentation: Monthly Progress Report and External Monitor's Report
	Input: Number of social preparation meetings, informal discussions with women, focus group discussions with tribal leaders, workshops, and <i>jirgas</i> , number of project-related meetings/ forums/ discussions that integrate gender as a theme	Monthly/ Quarterly	Data collection: Construction supervision / Documentation: Monthly Progress Report
Support, build capacity, and increase local male champions of female inclusion	Outcome: Number of individual men or groups of men actively championing female inclusion in the project	Quarterly	Data collection: observation, focus groups, interviews/ Documentation: quarterly progress reports

Table 3: Potential GAP Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
	Output: Percentage of trained men who are able to articulate at least two reasons for including women in project activities	Monthly/ Quarterly	Data collection: survey after each training/ Documentation: Monthly Progress Report and External Monitor's Report
	Input: Number of trainings held to support male community members and leaders to foster a gender equitable society	Monthly/ Quarterly	Data collection: Construction supervision / Documentation: Monthly Progress Report
Livelihoods (as part of RAP)			
Improve women's skills to increase female participation in income-generation opportunities created by the project	Outcome: Percentage of PAPs with increased income as a result of income-generating opportunity or job created by the project (Disaggregated by male/ female, age, job type)	Semi-Annually	Data collection: survey/ Documentation: Semi-annual report, mid-term/ endline
	Outcome: Percentage of women who received skills training and/or is earning income as a result of the project who reports decreased household harmony after participation	Semi-Annually	Data collection: survey/ Documentation: Semi-annual report, mid-term/ endline
	Output: Percentage of females in the project area participating in a skills development program (disaggregated by male/ female, age, disability status, marital status)	Monthly	Data collection: training documentation/ Documentation: Monthly Progress Report by Contractors, Monthly Progress Report by PRO and verified by EM Report
	Output: Percentage of male family members of females participating in the project that report positive feelings regarding the women's ability to contribute to household income as a result of a livelihoods program	Monthly	Data collection: training documentation/ Documentation: Monthly Progress Report by Contractors, Monthly Progress Report by PRO and verified by EM Report

Table 3: Potential GAP Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
	<p>Input: Number and type of specific training program offered by the KTDP and other agencies to provide project relevant skills to project-affected men and women (disaggregated by training type, male/ female, age); Number and type of engagement (e.g. gender transformative workshops/ meetings) with male family members of female participants</p>	Monthly	Data collection: training documentation/ Documentation: Monthly Progress Report by PRO and verified by EM Report
Health, Psychosocial, and Education (as part of RAP)			
Improve the accessibility of basic health care in the project area/ resettled area	<p>Outcome: Disease burden/ change in health, such as maternal mortality (TBD since this change may likely not be seen within project time period), (disaggregated by male/ female, age)</p>	Annually	Data collection: survey/ Documentation: Semi-annual report, mid-term/ endline
	<p>Output: Percentage of community members who report satisfaction with accessibility of health care service providers (disaggregated by male/ female)</p>	Semi-Annually	Data collection: survey/ Documentation: Semi-annual report, mid-term/ endline
	<p>Input: Number of basic separate male/ female health facilities built in project area; number of male/ female medical service providers working in area; number of mobile clinics operating in area; percentage of population covered by supplies (need for maternal health, child health, routine care and vaccinations)</p>	Semi-Annually	Data collection: observation, progress reports / Documentation: semi-annual progress report

Table 3: Potential GAP Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
Improve the availability of basic educational facilities in the project area/ resettled area	Outcome: Percentage of girls/ boys attending primary school in the resettled area	Annually	Data collection: survey/ Documentation: annual report, mid-term/ endline
	Output: Number of basic educational male/ female separate facilities built in the project area/ resettled area (disaggregated by boy/ girl school, percentage with operational indoor latrines and wash facilities); number of male/ female instructors teaching; gender-forward school curriculum utilized; percentage of school-aged children with basic school supplies	Semi-Annually	Data collection: observation, progress reports / Documentation: semi-annual progress report
	Input: Delivery of an Education Promotion Plan to cover all PAPs; building of schools; equipping of schools and school children	Semi-Annually	Data collection: implementing partner documentation/ Documentation: Monthly Progress Report by PRO and verified by EM report
Improve women's feeling of safety and security in the project area and promote social cohesiveness	Outcome: Percentage of women who report feeling safer/ more secure in their environment than they did one year ago	Annually	Data collection: survey/ Documentation: annual report, mid-term/ endline
	Output: Percentage of households (male and female wives/ co-wives) who receive counseling including domestic violence screening, during resettlement consultations	Monthly/ Quarterly	Data collection: project documentation, observation/ Documentation: Monthly Progress Report by PRO and verified by EM Report
	Input: Number of male/ female psychosocial specialists trained and hired to work with families during the resettlement process (disaggregated by male/ female, type of provider)	Monthly/ Quarterly	Data collection: training documentation/ Documentation: Monthly Progress Report by PRO and verified by EM Report

Table 3: Potential GAP Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
Water and Sanitation (as part of RAP)			
Men and women's time burden for water and fuel collection decreases to allow for increase engagement in productive activities	Outcome: Percentage of male/ female community members who report spending more time on productive activities than they did one year ago (Disaggregated by sex, age)	Annually	Data collection: survey, focus groups, interviews/ Documentation: annual progress reports, mid-term, endline
	Output: Average length of time spent fetching water, fuel (Disaggregated by male/ female, household income, age)	Annually	Data collection: survey, focus groups, interviews/ Documentation: annual progress reports, mid-term, endline

The strict traditional gender roles in the project area greatly affect the work to be undertaken during all project phases and potential achievement of the USAID Gender Equality and Female Empowerment Policy objectives. As such, it is absolutely imperative that this Gender Action Plan be implemented and funded in its entirety. Implementation of the GAP should commence as soon as possible at the project implementation start, and even beforehand, given the amount of work and change that is sought.

The activities and results outlined in the GAP are aggressive and optimistic. Achieving the desired results of the GAP will take great effort backed by a supportive project management team, budget, and trained staff. Failure to implement this GAP may result not only in great failures in maximizing benefits to the community, but may also do great harm in reinforcing existing gender inequalities in the project area or exacerbating violence against women in the project area, particularly as a consequence of resettlement activities.

To this end it is of the utmost importance that all findings and recommendations, as relevant, from this GAP are fully integrated into the Environmental Assessment (EA), Environmental Management Plan (EMP), Resettlement Plan (RP), Indigenous People's Plan (IPP), and Cultural Heritage Plan.

The project has great opportunity to positively work towards improving the lives of both women and men. It also may play a critical role in inspiring positive social change via the mutual goals of USAID and the GOP to achieve gender equality and reduce GBV in Pakistan. The implementation of this GAP as part of the KTDP implementation is an important vehicle and catalyst that must be implemented in full and expediently to work towards this shared vision.

I PURPOSE AND METHODOLOGY

I.1 Purpose

Per the USAID Gender Equality and Female Empowerment Policy², all USAID investments aim to achieve three overarching outcomes:

- Reduce gender disparities in access to, control over, and benefits from resources, wealth, opportunities, and services;
- Reduce gender-based violence and mitigate its harmful effects on individuals;
- Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies.

A gender analysis performed early on in a project's conceptualization and development is the first critical step in achieving these outcomes. As such, a gender analysis intends to identify root causes of existing gender inequalities or obstacles to female empowerment in that context so that USAID can proactively address them in the project design and seek out opportunities to promote women's leadership and participation. This gender analysis seeks to identify potential adverse impacts and/or risks of gender-based exclusion that could result from planned activities, including:

- 1) Displacing women from access to resources or assets;
- 2) Increasing the unpaid work or caregiver burden of females relative to males;
- 3) Conditions that restrict the participation of women or men in project activities and benefits based on pregnancy, maternity/paternity leave, or marital status;
- 4) Increasing the risk of gender-based violence, including sexual exploitation or human trafficking, sexually transmitted diseases, and HIV/AIDS; and
- 5) Marginalizing or excluding women in political and governance processes.

A plan that does not take into account these factors may have unintended and unforeseen consequences that harm some segments of the community or even the community as a whole. For example, treating a household as a single economic unit assumes that the individual men and women in a family all behave the same economically and make the same decisions about purchases, investments, and savings. The assumption effectively ignores critical gender differences and preferences that may affect individual behavior and responses to project activities.

The Kurram Tangi multipurpose Dam Project (KTDP) is located in the Districts of North Waziristan, Bannu, Karak, Lakki Marwat and North Waziristan in Khyber Pakhtunkhwa (KPK) Province. The Project is divided into three components:

Component I consists of the construction of a 20 ft. low head diversion weir at Kaitu River proposed to be constructed 300 ft. upstream of the Road Bridge on Mir Ali – Thal road near Spinwam. The weir is composed of three head regulators, one on the right abutment and two on left abutment. Of the two regulators on left side, one will divert flow of Kaitu River to Kurram Tangi reservoir through a feeder tunnel and the other regulator on the left side will supply water to Spaira Raghla Plains through a lift/gravity canal. The regulator on the right hand side of Kaitu River will feed the canal to irrigate Sheratalla Plain.

- Two powerhouses (IV and V) and a transmission line from powerhouse IV to Powerhouse I, located at the toe of the Kurram Tangi dam is also a part of this component.

² See the USAID website for the full Gender Equality and Female Empowerment Policy here:
http://pdf.usaid.gov/pdf_docs/PDACT200.pdf

- A total of 669 households and 6,088 individuals are estimated to be affected by physical resettlement and 10,498 households and 95,501 individuals are estimated to be affected by economic resettlement.

Component 2 consists of the construction of 322 feet high main dam with a storage capacity of 1.2 Million Acre-Foot (MAF) and a power generation capacity of 83.3 megawatts (MW) on the Kurram River in the North Waziristan Agency just before it crosses the border between the North Waziristan Agency and FR Bannu. Main activities to be carried out under this component include construction of a spillway, reservoir, diversion tunnel and main powerhouse, and powerhouses/tunnels along Kurram River.

- It includes three powerhouses (PI, PII and PIII), and a transmission line to the Domail Substation.
- It will result in submergence of 32 villages with about 1,621 households affecting an estimated 14,865 individuals for physical resettlement and 2,414 households and 22,141 individuals affected for economic resettlement.

Component 3 consists of a new head regulator proposed to be constructed at Kurram Garhi Head works on the left abutment for providing irrigation supplies to the command area in Bannu Plain through Thal Canal. The Canal will be 37.5 miles long with 15 minor canals totaling 73 miles in length. The main canal will have a full discharge of 246 cusecs.

- Irrigation for 27,800 acres of land will be improved by supplementing water supply to the existing Civil and Marwat canals.
- It is estimated that 5,201 households and 51,022 individuals will be affected by physical resettlement and 50,400 households and 494,422 individuals will be affected by economic resettlement.

This gender analysis and gender action plan is based on survey data collected from Components 1 and 2 in the project area. However, all of the macro-context applies to all three Components, and data is provided for KPK province which may be applied across all three Components and for FATA and Northern Waziristan. Therefore, the analysis and recommendations may be used with reason to apply across Components as there are not significant differences between the men and women and gender roles across these three Components.

There are several main tribes, with numerous sub-tribes, who have been living for generations in the project area, especially in North Waziristan. Although this report addresses issues throughout the project area in the KPK Province, issues specific to Component 1 in North Waziristan are highlighted.

Planning for construction or implementation of dams and hydropower projects typically necessitates the preparation of an Environmental Assessment (EA) and a Resettlement Action Plan (RAP) to assess the potential environmental, social, and economic effects and consequential impacts on the project-affected area and population. A gender analysis is a critical component that informs both the EA and the RAP. For this reason, the recommendations made subsequent to the gender analysis are meant to be directly integrated into the EA and RAP.

1.2 Methodology

To ensure alignment with USAID's Gender Equality and Female Empowerment Policy³, the gender analysis and recommendations are adapted to be closely aligned with the EA and RAP.

The analysis considers other United States Government (USG) initiatives and action plans as relevant for shaping recommendations. As such, the Women's Empowerment in Agriculture Index⁴ is adapted to shape specific results and measurements in the area of agricultural productivity and economic growth. Similarly, the Women, Peace, and Security (WPS) National Action Plan (NAP),⁵ and the USG Strategy to Prevent and Respond to Gender-Based Violence (GBV) Globally⁶ are assessed to identify opportunities to align project activities to the plan's actions.

The following questions frame the overall gender analysis. As required by the Automated Directives System (ADS) 203.6.I, the intent of these questions is to optimize the project's contributions to gender equality:

1. How will the different roles and status of women and men within the community, political sphere, workplace, and household (for example, roles in decision-making and different access to and control over resources and services) affect the work to be undertaken?
2. How will the anticipated results of the work affect women and men differently?

The following is an illustrative list of questions that are be addressed as part of the gender analysis:

- What resources are needed to accomplish the project objectives- in terms of land, labor, capital, and information? What types of organizations are needed to accomplish the results? Who is in these organizations, and who controls their agendas? Who controls these resources? What determines access to and use of these resources? Is control or access likely to change during the course of the project?
- What tasks (formal and informal) are essential to accomplishing results? Which tasks do women perform and which do men perform? What intermediate steps need to be taken to reach the objective?
- Are there constraints of time or access that may interfere with women's or men's abilities to perform these tasks?
- In what way do interactions between men and women within the household affect the availability of resources and the distribution of the project's benefits?
- How will the achievement of these results shift the balance of control of or access to resources between men and women? How will men and women be affected by these results? In turn, how are these shifts (or lack thereof) related to sustainability of the results?
- What are the characteristics of displaced households, including livelihoods, production levels and income, land tenure rights?
- What is the effect of resettlement on women in communities, disruption of daily life that may lead to negative consequences in well-being, disruption of women-owned and operated business that leads to lowered ability to provide an acceptable livelihood?

³ See the USAID website for the full Gender Equality and Female Empowerment Policy here:
http://pdf.usaid.gov/pdf_docs/PDACT200.pdf

⁴ See the USAID website for more information on the Women's Empowerment in Agriculture Index here:
<http://www.usaid.gov/developer/WVEAI>

⁵ See the USAID website for more information on the NAP and USAID Implementation Plan here:
http://transition.usaid.gov/our_work/cross-cutting_programs/wid/peace/

⁶See the U.S. State Department website for more information on the USG GBV Strategy here:
<http://www.state.gov/documents/organization/196468.pdf>

- Are there changes in labor patterns that either open new opportunities or reduce opportunities for work for women, and other direct or indirect negative effects on women and their lives resulting from construction and related activities of implementing the project?

Because males and females are not homogenous groups, the gender analysis will also, to the extent possible, disaggregate by income, region, caste, race, ethnicity, disability, and other relevant social characteristics and explicitly recognize the specific needs of young girls and boys, adolescent girls and boys, adult women and men, and older women and men. The gender analysis will draw from existing data and literature, and will be informed by key informants and stakeholders, relying where possible on community engagement, although this is severely limited (as discussed below).

The following activities inform this gender analysis:

I) Gender survey

A gender survey was designed targeting female household members to collect socio-economic data, their perceptions regarding the project, and to evaluate potential project impacts specific to females in the project-affected area. The gender survey was implemented in Component 1 surveying a total of 107 females from 107 different households and in Component 2 surveying a total of 241 females from 214 different households utilizing a randomized sampling methodology. These results are reported in full in ANNEX 3 Component 1 Gender Survey Results and ANNEX 4 Component 2 Gender Survey Results.

Local Pashto/Waziri-speaking female field enumerators with the ability to move between tribes were recruited to implement the gender survey. Under the supervision of the lead social specialist (male), two gender specialists (females) supervised all field survey activities. Three groups were initially formed and each group comprised of one male member (either brother, father or husband of one or two of the female field enumerators in the group). Additional groups were added after shifting work towards data collection for Component 1 where data from females was collected.

One female task group leader was selected to supervise all data collection activities and remained in continued contact with the field survey staff; she also acted as a bridge between the locally-recruited Associated Consulting Engineers (ACE) female and male field teams, as male ACE staff were not allowed to talk to locally recruited female staff. A three-day "Training Workshop"⁷ was scheduled for the male and female field enumerators to familiarize them with the KTDP, field survey tools and techniques. As the gender survey is a part of the main socio-economic survey, the timeline of the workshop was arranged in such a way that training of the female field enumerators occurred side by side with the male field enumerators.

ii) Literature review

Documents were collected, reviewed, and analyzed to provide background and contextual information nationally, regionally, and locally. Documents reviewed included Government of Pakistan publications and national statistics, as well as national and international donor and non-governmental (NGO) organizations such as the United Nations. A full list of the documents reviewed may be found in ANNEX I Bibliography.

1.3 Limitations

This gender analysis was very restricted in ability to conduct extensive interviews, focus groups, etc. with women and men, for two key reasons: I) the North Waziristan society is an extremely traditionally conservative patriarchal culture that restricts what can be discussed with and about

⁷Field Staff Identification, Deployment and Training Workshop on Primary Data Collection for KTDC Project, North Waziristan Agency, FATA July 05-07, 2013 – Final Report submitted by the ACE to MWH on July 18, 2013

women; 2) there are serious safety and security concerns for field staff due to military operations and militant activity. Specifically:

- The presence and influence of the “militants” and the threat of being kidnapped or murdered by the militants, restrained ACE experts from visiting the project area and restricted the movements of locally-employed field staff in the project area.
- Women from outside the community were not allowed inside the project area to interview women as male tribal leaders do not allow outsiders to interact with “their women,” particularly in recording any formal and informal interviews.
- Despite efforts, ACE identified a limited number of female field enumerators residing in the project area of Component 2 who were willing and available and also had some experience conducting surveys, particularly in this challenging environment. Some female field enumerators did start work but discontinued before completing the work due to unspecified reasons. Later, when survey work shifted to Component 1, these enumerators could not continue their work there and new recruitments were made for female enumerators from Component 1.
- Female field enumerators from the project area encountered additional security threats due to their movement outside their homes being discouraged and frowned upon by men and specific tribes in the area.
- Restricted mobility of tribal women does not allow them to spend much time outside their homes nor do they gather publicly with other females, which made interviews, focus groups and other participatory assessment tools typically used for gender analyses unrealistic to implement.
- Rigid socio-cultural norms and values of community members in the project area are highly sensitive to outsiders, and men and women were not comfortable discussing their community.
- Community members in the project areas, particularly men, are not comfortable discussing “gender” or “women’s” issues, and were not willing to disclose any information regarding females; even mentioning names of female family members made many men uncomfortable. Specifically, discussion of issues such as women’s reproductive health or gender-based violence is a taboo subject that is not culturally-appropriate to ask of women or men, which presents issues in collecting such information from first-hand sources.
- Traditional patriarchal society in the project area dictates that women have little say in societal or political matters and often have very limited contact with people outside of their immediate families. As a consequence they may not be allowed by male family members to speak on their own behalf to answer surveys or participate in consultations (e.g. they may not be allowed, or may suffer violence if they do participate).

In this conservative and insecure project-affected area, the data collection plan prioritized the safety and security of the community members surveyed and the field enumerators above all other data collection goals. While preparing the gender survey, limitations, tribal norms and traditions were kept in consideration and were strictly exercised by the field enumerators during implementation of the field surveys. These survey protocols and strategies have been explained in the stakeholder consultation plan⁸.

⁸ Stakeholder Consultation Plan, Information Dissemination Plan, Script for Consultation and Information Dissemination – Final Draft submitted by ACE to MWH on June 21, 2013

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2 OVERVIEW

2.1 Macro Gender Context

This chapter provides an overview of the macro gender context in Pakistan by sector with a focus on national data and information. This national macro gender context is important in understanding the local context. However, this section also includes with gender-related information and statistics relevant to the project provided for the Khyber Pakhtunkhwa (KPK) Province and the North Waziristan district where many of the project activities are taking place.

The social and cultural context of Pakistani society is predominantly patriarchal; men and women are conceptually divided into two separate worlds. Cultural restrictions have enabled and encouraged a deep gender gap across nearly all sectors of life in Pakistan that continues to widen. The Islamic Republic of Pakistan is the sixth most populous country in the world, and is ranked 125th out of the 169 countries on the Gender Development Index (GDI), 99th out of the 109 on the Gender Empowerment Measure (GEM) (UNDP 2010), and 134 out of 135 countries in the world on the Global Gender Gap Index (GGGI). In all areas, women participate in Pakistani society in markedly lower rates than do men.

Patriarchal structures are relatively stronger in rural and tribal settings such as in Northern Waziristan where local customs establish male authority and power over women's lives. Women are given limited opportunities to create choices for themselves in order to change the realities of their lives; however, women belonging to the upper and middle classes have increasingly greater access to education and employment opportunities to assume greater control over their lives. Generally, male members of the family are given better education and are equipped with skills to compete for resources in the public arena, while female members are imparted domestic skills to be good mothers and wives. Lack of skills, limited opportunities in the job market, and social and cultural restrictions limit women's chances to compete for resources in the public sphere. This situation has led to social and economic dependency of women that forms the basis of male power over women in all social relationships, and a low level of resource investment in women by the family and the State.

The Government of Pakistan has been making efforts to comply with its international commitments related to gender and human rights, fully supported by Sharia law. However, all indicators show inadequate levels of progress. Although Pakistan has a high number of both male and female parliamentarians in the region, the country is lagging behind in achieving desired school enrollment rates, gender equality and women empowerment, reducing child mortality and improvements in maternal health. According to the United Nations Development Programme (UNDP) Report on Progress of Millennium Development Goals (MDGs) 2011 progress is slow and the KPK province in particular lags behind all other provinces in Pakistan, except for the Baluchistan province, in all gender-related development goals.

2.1.1 North Waziristan, Federally Administered Tribal Area (FATA) Tribal Context

In the Federally Administered Tribal Area (FATA) there are seven semi-autonomous agencies and five "Frontier Regions," of which the North Waziristan Agency is one. The Kurram Tangi Dam Project area located in North Waziristan is the second largest agency in FATA with a total area of 4,707 square kilometers and a population of approximately 0.6 million people. The main tribes in North Waziristan are Utmanzai, Wazirs, and Dawars with smaller tribes including Gurbaz, Kharsins, Saidgis, and Malakshi Mahsud, all of which belong to the Pakhtoon ethnic group stretching across this area. North Waziristan is one of the most under-developed tribal areas in the KPK province with a low Human Development Index (HDI) and lags behind the national and average performance levels of all the indicators. This project area is characterized by a highly conservative society in which women are absent from public life.

This area has been inhabited by tribes since ancient times. The earliest tribes inhabited the hills of the borderlands of Afghanistan and Pakistan and had great struggles with invaders from West and Central Asian Empires. Later, clashes with British India also occurred and in 1893 the 1400-mile (2500 km) Durand line was drawn by the British Colonial Rulers of India, which geographically divided and still divides the Pushtun tribes in the region between Afghanistan and the FATA area of Pakistan. Tribes of the present-day FATA region continue their struggle with the current Pakistani state. Numerous shifts in rulers throughout these struggles have contributed to the FATA region's continued instability and a society that has become militarized as an effect of military violence. In addition, recent religious-based misguidance of some religious scholars has negatively affected the population in the area, particularly females who are targeted to observe extreme and traditional gender roles.

The social structure of tribal society is sub-divided by various clans (or *khels*), sub-clans and then extended families, each tribe with uniform and consistent characteristics but connected with inter-clan linkages that unite families, clans, and tribes. The family structure is the most complex feature of the tribal society and underpinned by family honor, property, and intra-family relationship. A male member of the family, according to traditional society, should head each family. That head of the family is well-respected, and his decisions are expected to be obeyed by the entire family.

Outside of the immediate family, each tribe is headed by a *malik* who occupies the predominant position within the society. They hold ultimate authority within their own tribe and sub-tribes, and are respected by the wider society, including the official local administration. *Maliks* and local *ulemas* (religious leaders) are commonly members of *jirgas* (the forum for collective decision-making). The *jirga* system is often used to manage critical local issues, such as land disputes. Each village has its own mosque and *pesh imam* (prayer leader). The *maliks*, *ulemas* and *pesh imams* wield considerable influence on local opinion. Many local people follow sermons and directions by *ulemas* and *imams*. The district administration considers and gives weight to the decisions of the *jirgas* and *fatwas* (declarations by the *ulemas*.)

An un-codified set of rules guides the Pakhtoon's way of life. This series of guidelines is called the *pakhtoonwali*. There are three main obligations of *pakhtoonwali*:

- **Nanawati** ("begging of pardon and protection")- It is not only practiced in tribal areas but also in other Pakhtoon areas of KPK, Baluchistan and Afghanistan. With the passage of time, the spirit of *nanawati* has faded and the authentic practice remains only in the remote Pakhtoon areas, especially in FATA regions. When a man realizes he has been in the wrong in killing, injuring or insulting another person, he goes to the *hujra* (the house or mosque of the aggrieved family) and throws himself at their mercy, confessing his fault and begging pardon of the person or family whose sense of honor he has injured. On such an occasion the offender brings sheep or goats, his "family's" women, and the Quran to show his modesty.
- **Milmastya** (open-handed hospitality and protection to all who may or may not demand it)- This is the greatest obligation of the *pakhtoonwali*. Sometimes, protection and hospitality may even be extended to an enemy as long as the enemy remains in the host community. Under this obligation the guest is provided with escorts, named "badraga". During the colonial period, the status of badraga became formalized and local escorts became known as levies. There are numerous incidents where hosts, regardless of whether their guests were strangers and enemies, died or injured themselves when undertaking their obligations under *milmastya*.
- **Badala** ("revenge")- Under the *pakhtoonwali*, pakhtoons are obligated to seek revenge if they feel they have been wronged, regardless of the consequences. Initially, badal is often individually-oriented and undertaken only by the victim, unless in the case of murder.

Throughout the country, Pakistani women generally live lives that are socially, economically and culturally dependent upon their male counterparts. However, women living in the North Waziristan agency are particularly vulnerable to the prevailing patriarchal society due to the poor socio-economic conditions in the area. Women from other parts of the country live in relatively better circumstances socially, economically, politically and religiously, as compared to tribal women in the project area. In other parts of the country, especially in urban areas, women have a greater level of access to information and strategies regarding their rights and responsibilities. Moreover, women living in urban areas of other provinces of Pakistan have greater freedom to raise their voices to protect their rights which are better supported religiously, culturally, and socially than women in rural and tribal areas. However, Pakhtooni women in the tribal project area remain vulnerable to economic, social and psychological poverty, and have little say in society and often no voice in many aspects of their lives. They are often subjected to seclusion and isolation with few channels to participate in educational or social development.

The role of women in Pakhtooni society is thought to be mothers, wives, sisters and daughters. The head of the family will arrange marriages without seeking consent of the individual (female or male) involved. There is an inclination for marriages to be within the clan or kinship, with the wife typically being from within the family or sub-tribe, usually a first or second cousin. Polygamy is the norm in the project area; the permission of existing wives for a new marriage is rarely sought before men take on new wives. Divorce is very rare.

Concepts of honor and respect are very strong in the project area consistent with the Pakhtun creed, and revolve around women, wealth and land. Women personify the honor of the tribe; this is an issue over which the community members are sensitive and uncompromising. Women, as symbols of honor, are expected to reject opportunities for themselves as individuals, as they are thought to be 'gifted through nature for being a woman.' As part of this codified honor, females are not allowed to speak up for their needs, facilities, likes and dislikes. Women in FATA are not permitted by tribal customs to exercise their legal rights to: property; use, plan and manage local resources; participate in decision-making processes; information; redress; development and policy-making processes; make decisions regarding how local resources will be used; negotiate for any cause; fair and just compensation; common property resources; equal wages for equal work; employment and education.

Men make every effort to prevent female family members from being influenced by the outside world to preserve women's honor, and women are rarely seen outside their homes. Women are expected to live within the boundaries of their homes that are earmarked by their male relatives for their entire lives. Women may never travel or move alone in public, and must be accompanied by a male member of her family. While traveling, she is not allowed to sit in a vehicle's front seat. As such, women's mobility is extremely restricted and limited to occasions such as weddings or deaths and for traveling to seek medical services.

Purdah is very strictly observed in Pakhtoon culture, the practice among women in certain Muslim and Hindu societies of living in a separate room or behind a curtain, or of dressing in all-enveloping clothes, in order to stay out of the sight of men or strangers. Even the entry of male first cousins into female areas of the home is often forbidden. On the other hand, males are considered to be the economic providers, decision-makers, and public and household leaders who play a role in the public realm. Men benefit from and have access to multiple resources, including natural resources, employment, development opportunities, and use and management of assets.

2.1.2 Democracy and Governance

Women received the right to vote and to stand for elections in 1935 in united India, continuing on in Pakistan's 1947 formation, although the first woman to be elected was not until 1973 (Sustainable

Development Policy Institute 2008.) The Devolution Plan of 2001 has resulted in a remarkable number of women at national and local governance levels, with 33 percent reserved seats for women across all levels of the devolved system (UNICEF 2012). By law, 33percent of seats in locally elected bodies and 17percent of seats in the National Assembly, provincial assemblies, and the Senate are reserved for women. In 1999, women only comprised 3percent of the National Assembly (7 of 217 representatives), 2.3percent of the Senate (2 of 87), and 0.4percent overall in the four provincial assemblies (2 of 483) (Sustainable Development Policy Institute 2008). As a result, the proportion of seats held by women in parliament has improved from 0.9percent to 21percent in the National Assembly and from 1percent to 17percent in the Senate (UNDP MDG Goal 3 Data for Pakistan; UNDP 2011). Currently there are 60 women serving in the National Assembly.⁹ For the first time in Pakistan's history, the Speaker of the National Assembly in the last government was a woman. In addition, five women serve in the federal cabinet (Social Institutions and Gender Index [SIGI] Data- Pakistan).

Although female participation in local and national governance has risen in the past decade by law, women voters are still under-registered. In the 2008 elections, women voters as a proportion of total voters fell from 40percent to 30percent; there was a decline of women voters in the KPK Province of 45percent (UNICEF 2012.) The male-dominated governance structure creates and recreates gender inequalities (ADB 2000.) Women still have a small voice in the public sphere of Pakistan, and low representation at the polls threatens any progress made toward gender equality.

Further, systemic gender gaps and disparities in female participation remain in critical sectors such as planning and development. In the Planning Commission of Pakistan, female employees comprise only 8percent of the total employees (1,214). Other ministries and departments present a similar situation, reducing female participation in key decision-making roles about national and local democracy, governance, planning, and development.

A total of 21,924 Women Councilors (WC) have been trained by the Ministry of Women and Development (MOWD) from 103 districts of Pakistan as part of the MOWD's two year plan to respond to the female political representation quota. WC's from all three levels participated in training: 1,261 at the district level, 1,432 at the tehsil level, and 19,080 from Union Councils. WCs have stated that their general involvement at the community level is very low; only 27percent could specify areas they performed in, whereas 22percent indicated they could not do anything and 54percent did not respond (EYECON (PVT.) LTD. 2007). One-third of WC respondents indicated they were not consulted on developmental issues or cannot participate in their council discussions. Multiple factors influence this, including the general paternalistic attitude of male-dominated councils toward female colleagues, an inability of WCs to consistently attend meetings, and the lack of developmental issues placed on council agendas (EYECON (PVT.) LTD. 2007). Many WCs are confident and aware of local problems, but face multiple barriers in solving them.

2.1.3 Economic Growth

I. Poverty and food security

Pakistan's economy has grown on average of 2.9 percent per annum over the past five years, which is half the level of Pakistan's long-term trend potential and lower than what is required for sustained increased in employment and income and a reduction in poverty. Women in particular remain vulnerable to food insecurity, poverty, and lack of access to resources and services (United Nations Development Programme 2009). Globally 70percent of individuals living in poverty are female, and in Pakistan, the poorest of the poor are often women. Female-headed households are usually among the most impoverished, with an average monthly income of just one-fourth that of male-headed households (Bari 2000).

⁹ Government of Pakistan statistics: <http://www.na.gov.pk/en/composition.php>

Poverty and malnutrition play a significant role in the general health of children and pregnant women. Since January 2012, 127,311 children and 55,566 pregnant and lactating women have been screened for acute malnutrition in Pakistan. Of those screened, 11,470 children, 57percent of them girls, and 6,187 pregnant and lactating women were suffering from malnutrition. There are considerable intra-household disparities in food distribution and access and control over productive resources between females and males in Pakistan which begins at childhood, a trend which continues throughout their lives and contributes to a host of health issues. In poor households, chronic malnutrition is higher in female children, who receive minimal nutrition in favor of their male relatives (Moheyuddin 2005) and in households experiencing food scarcity, girls typically receive fewer nutrients than boys. These conditions leave women vulnerable not only to poor physical health, but also to increased risk of mental health issues; it is estimated that two-thirds of the psychiatric patients at any hospital or clinic in Pakistan are women (Bari 2000).

Women also face challenges in accessing relief distribution in Pakistan, particularly in areas affected by floods in 2010. When aid is dispersed, men often surge ahead of women, utilizing their physical strength; men take their role as family provider and protector seriously, and portray aggressive behavior and tactics to reach relief distributions before others (United Nations Development Fund for Women 2010).

2. Entrepreneurship and access to productive resources

The level of entrepreneurship in Pakistan is low; according to the first economic census of Pakistan, there are close to 3.3 million businesses in Pakistan, and 99percent of them are Micro, Small and Medium Enterprises. Female entrepreneurship has increased since the 1990's when a difficult economy prompted more women to work independently, yet gendered practices and values continue to prohibit these women from advancing (Goheer and Penska 2007). Women entrepreneurs tend to work in businesses where male interaction is low and travel is minimal, and use low-tech or archaic production techniques, produce traditional designs, and transact only in local markets (Goheer and Penska 2007).

Women have less access to productive resources than men do in Pakistan. A survey of 1,000 rural households conducted in 1995 in Punjab found that only 36 women owned land in their name and only nine of them had control over it (MWD 1995). Under Islamic and state law, women have the right to acquire land; however, inheritance rights are governed by Sharia law, and their share of an inheritance is often less than that of male relatives. Social status is often attached to property and land rights, and male dominance in Pakistan has led to many women being unable to acquire their land inheritances (SIGI Data-Pakistan). The 2011 Anti-Women Practices Law makes it a punishable offense to deprive women of their inheritance rights, but it does not appear that this legislation has provided equal inheritance rights for women and girls (SIGI Data-Pakistan). Depriving women of inheritance, particularly land, sets a destructive cycle of poverty that repeats itself through generations. Landlessness is one indicator of poverty in Pakistan, particularly in rural FATA, North Waziristan and similar areas.

Women lack capital and access to steady employment, leaving their households particularly vulnerable. In addition to suffering from the same deprivations as men, less access to productive resources, economic crisis and structural adjustment affect women adversely in their roles as producers, household managers, and mothers (Bari 2000).

Women also have little access to credit, as only three banks (ZaraiTaraqiyati Bank Ltd., Khyshhali Bank, and First Women's Bank Limited) will work with women borrowers, forcing many to borrow from informal sources such as non-governmental organizations (NGOs), relatives, and friends (Moheyuddin 2005). The lack of progressive credit policies prevents women from purchasing land

and homes and pursuing entrepreneurial endeavors. In the long-term, the lack of gender equity in access to resources cripples economic potential of households and communities.

Mobility has been identified by the World Bank as a key determinant of women's empowerment; in Pakistan in particular mobility is a productive resource. Mobility restrictions directly undermine female access to healthcare, education, and employment opportunities; the "norm of seclusion" for women in Pakistan is the premier constraint on their ability to participate in society and the economy (Sustainable Development Policy Institute 2008). Women also lack access to functional markets due to the social restrictions placed on them. Products produced at home have the ability to be sold at high value markets, but women instead sell goods in small, local markets due to restrictions from traveling to these locations, so goods are generally sold by male family members at local markets. This severely limits the income potential of women entrepreneurs. Interventions in Lahore and Karachi have demonstrated that improvement of market access can play a major role in increasing the income potential of women entrepreneurs (Goheer and Penska 2007).

In addition to lacking access to productive resources, women and men have differential access to communication and useful information. McRAM data shows the majority of men surveyed have personal, face-to-face interaction with those outside their homes. Direct exchanges are the primary method men rely upon to gather information. Women, however, have little to no direct communication outside their families, and rely upon male relatives to relay communications. After access through male relatives, almost half of women surveyed stated that community gatherings are effective centers of communication (United Nations Development Fund for Women 2010).

3. Employment

Women constitute 48.6percent of the total population of Pakistan, but only 11 million (21.2percent) women are in the formal labor force, compared to 41.05 million (78.8percent) participating men (ILO 2011a). The gender gap of more than 50percent in the labor force participation rate in Pakistan is much higher than the 35percent average in the rest of South Asia (ILO 2011b). Women are handicapped in participating in the formal economy by cultural norms that oppose women working for a wage and enable restrictions that lead to low educational attainment and difficulty in accessing employment opportunities due to low mobility.

Although women are emerging as a key population in the labor market and are rapidly joining the workforce, there exist numerous impediments to their full and active participation in the formal economy. Discrimination against women, restrictions on their mobility, lack of access to productive employment, systemic discrimination, and harassment are all issues standing in the way of closing the gender gap (ILO 2011c). Pakistan is one of the countries where a large number of women are engaged in unpaid home-based work due to poverty (ILO 2011c). Societal and cultural values impede women's progress, keeping women in the home and tending to traditional "women's work" including child-rearing, cooking, cleaning, and collecting water. With these duties falling to women while men go to work, there is little opportunity for women to find gainful employment or extend their education. Those women that work due to familial pressures and as a necessary contributor to household income find themselves burdened rather than empowered, as this has resulted in increasing the already heavy workload of women who are responsible for most household and child-related duties (UNICEF 2012). One major issue affecting women's employment opportunities is a lack of quality daycare centers or other child-care options (ILO 2011b). With few childcare options, most women have no choice in the matter of working or staying home.

Women in Pakistan are increasingly joining the workforce, but often in the informal economy dominated by low-paying and poorly protected jobs that pose threats to their health and the welfare of their families. A UNDP study found that 78 out of 100 women were found to be economically active in 2008 (UNDP 2009). Women counted as employed and economically active include employees, self-employed, unpaid family workers, and those engaged in low-skill, low-wage jobs.

The sector women are least represented in is the construction sector. Those that do work in construction face cultural barriers, religious issues, discrimination, harassment, and a lack of equal opportunities. Both women and men indicated religious and socio-cultural barriers do not allow women to engage in construction work (ILO 2011a). The majority of women in the construction sector works as unskilled laborers and lack the skills and training to compete for higher-level technical jobs. In addition, construction employers and owners generally do not provide on-the-job facilities, including day-care, separate toilets, separate resting areas, or food to women (ILO 2011a). Sixty percent of male employers attribute biological differences to the idea that women should not work in the construction sector. However, 80percent of women report that male dominance is the reason behind their difficulties in joining the construction sector. Sixty-seven percent of male respondents reject the idea that women can participate in all construction sector trades, stating that biological differences restrain women from work that requires strength and long hours while 62.5percent of women surveyed said that they are suitable for all areas of the construction sector. Women also feel insecure about pursuing a career in construction, and their lack of skills or knowledge of skill-building opportunities further acts as an inhibitor (ILO 2011a). The lack of women in high-profile positions affects the needs and interests of women working at lower levels. Trends show the presence of women in management and supervision better address women's labor issues and can play a role in creating more favorable conditions for women workers, including access to training and skills building. Training opportunities provided to men are not provided to women, who often aren't even aware such opportunities exist. This furthers the gender gap in employment and specifically the construction sector (ILO 2011a).

Pakistan is ranked at 110 out of 135 countries for wage equality. The Gross National Income (GNI) per capita for women is extremely low and often less than half of that of men (Kelkar and Nathan 2005 in Development and Training Services, Inc. 2010). In 2008, women earned almost one third less than their male counterparts, with the wage gap significantly widening since the turn of the decade (United Nations Development Programme 2009). More than half of economically active women earn less than 60percent of men's incomes and are generally not protected by labor laws. One half of females are unpaid family workers, compared to one-seventh of males (GOP Statistics Division 2009). A majority of females earn less monthly income than males; 14.4percent of employees have less than 1500 rupees, among whom 46.2percent are females and 9.5percent are males. In urban areas, 10.8percent of earners (34percent females and 7.5percent males) earn less than 1500 rupees monthly. The majority of female earners in both rural and urban areas belong to low income groups (Chaudhry and Rahman 2009.)

Very few women work in wage or salaried employment, and of those who do, more than half engage in casual or piece rate work, which offers no job security, impedes financial planning, and offers little opportunity for growth (UNDP 2009). When asked to highlight reasons for unequal wages in all sectors, the majority of men and women stated that lack of training and lack of skills and experience are the main reasons for the gender wage gap (ILO 2011a). Labor laws and policies that may help women who are victims of unfair labor and wage practices rarely help, as most women appear to be unaware of existing labor laws and do not have a collective voice (ILO 2011c). In addition, most men and women who are unskilled laborers do not receive benefits including bonuses, travel allowances, or advanced salaries. Women's share of wage employment in the non-agricultural sector has increased but must be accelerated to meet the MDG target of 14percent (GOP). In the agricultural sector, women are over-represented, with nearly two-thirds of the female labor force working in the field (UNDP 2009); of these women, 23.6percent do not receive money for their work, compared to only 5percent of non-agricultural workers (UNICEF 2012).

Despite public initiatives and projects designed to combat gendered labor practices and to increase female participation in the workforce, no substantial gains have been made in this area. The National Commission on the Status of Women (NCSW) has not yet been given autonomy, and few of its recommendations have been adopted by the GOP (ILO 2011b). Recommendations that have been

applied include a 10percent female quota in Civil Superior Service, although against the recommended 25percent, the establishment of the Office of Women's Ombudsman and Harassment of Women at the Workplace Bill 2010. However, women involved in agriculture and those self-employed have not yet been accorded any substantial facilities, such as special credit programs (ILO 2011b).

2.1.4 Education

Pakistan ranks 129 out of 135 countries globally in educational gender parity (GGGI). Nationally, primary enrollment for girls is 67percent with a decline in secondary education enrollment to 29percent (GGGI). The national dropout rate has steadily increased from 40percent to 54percent from 1996-2004, and the female dropout rate is increasing at a much faster pace than males (Khan and Khan 2012). In KP, the overall year-to-year transition rate is 76percent (71percent for girls), with a dropout rate of 49percent (57percent for girls) up to the 5th grade, meaning that half the students who start school never finish 5th grade.

Only 40percent of females nationally are literate, leaving a majority of women without reading and writing skills (United Nations Development Programme 2009), compared to only 31percent literacy rate in KPK for females (compared to 50percent of men); literacy has been sidelined as a concern and funds have not been properly utilized due to lack of planning (UNESCO 2008). The gender parity index (GPI) for adult literacy was 0.44 for KPK, compared to the national average of 0.65. One Millennium Development Goal (MDG) Pakistan has defined is to improve the Gender Parity Index (GPI) to 0.94 for primary, secondary, and tertiary education to a target of 0.94 by 2015. At the primary level, the GPI was 0.73 in 1990-1991, which has increased to 0.85 in 2004-2005. At the secondary level, the index was 0.83 in 2004-2005 (UNDP MDG Goal 3 Data for Pakistan). Another defined MDG indicator is to improve the GPI for literacy rates. Youth literacy GPI improved from 2004-2009, but at the current pace, the MDG target is likely to be unachievable by 2015 (GOP 2010).

While progress has been made in terms of access to education and increased enrollment rates, there still exist deep disparities in education performance based on gender and wealth. There are significant gaps between urban and rural areas, rich and poor households, and boys and girls (UNICEF 2012). A 2010 survey found that nationally 51.4percent of children were not enrolled in school. 47percent of these children were girls (UNICEF 2012). Despite some incidents of increasing female enrollment at the primary, secondary, and high school levels, the gender gap in literacy and education is widening. Enrollment at the primary level is very closely related with the literacy rate in a nation, making Pakistan's still low numbers even more alarming (UNESCO 2008).

Poor access to education is due to poverty among families and entire communities, the conservatism and illiteracy of parents, low budgetary allocations to the education sector, and an acute shortage of public schools and transportation to schools, especially in rural, mountainous and tribal areas. Pakistan's high dropout rate of girls can be attributed to poor quality of instruction, corporal punishment, teacher absenteeism, inaccessible schools, inadequate facilities, insufficient recruitment of female teachers, and cultural barriers to girls' education including reinforcement of traditional gender roles (UNICEF 2012). Out of 144,691 primary schools in Pakistan, 44percent are for boys, 31percent for girls, and 25percent are mixed (Khan, Tahir and Shah 2011). Education levels of the mother and father are significant variables influencing enrollment rates at all levels of education except the secondary (Khan, Tahir and Shah 2011). As they grow older, girls live in a society that has created few opportunities for them to participate in the pursuit of education (Khan, Tahir, and Shah 2011).

2.1.5 Health

I. Reproductive health and adolescent pregnancy

The health indicators of Pakistani women are among the worst in the world. Pakistani women and children are the most disadvantaged sector of their society (Gender Justice through Musalihat Anjuman Project 2007). Pakistan is one of the few countries in the world where women have a lower life expectancy than men, and female infants have a higher mortality rate than male infants. Pakistan ranks 123 out of 135 countries globally in maternal health and survival of women (GGGI). The overall maternal mortality ratio for Pakistan is 280 deaths per 100,000 live births, reduced from 350 in 2001-2002. In rural areas, the ratio is even higher at 319 per 100,000 live births, more than 80percent than the ratio in urban areas (UNICEF 2012).

Only 10 percent of women age 15-19 use contraceptives, whereas 48 percent of women age 35-29 use contraceptives. Overall, 31 percent of all married women in rural areas compared to 45 percent of married women in urban areas use contraception (Measure DHS 2013). Numerous factors affect contraceptive use, including socioeconomic conditions; concerns about detrimental effects of contraceptive use; religious misconceptions; social and cultural acceptability of contraceptives; and excluding men from family planning while placing too much emphasis on women. Other factors include awareness and education, traditional family structure and organization, rural populations, poverty, male dominance, family size, and working status of women (Shah 2003). Half of the currently married women who were not using any method of family planning indicated they intended to in the future. Among current non-users of contraception, reasons for non-use ranged from responses like “it is up to God” to fears of side effects and infertility (National Institute of Population Studies and Macro International Inc. 2008).

Although contraceptive use has increased nationally, deliveries attended by skilled personnel have decreased (GOP 2010). With family planning and contraceptive use highly variable at best and culturally discouraged, pregnancy is something that most Pakistani women face numerous times. This places women at the intersection of poverty and illness caused by malnutrition, pregnancy-related conditions, and an inability to access quality healthcare, repeatedly throughout their lives. The national adolescent fertility rate is 31.6 live births per 1000 (UNDP 2011). A recent World Bank study found that “pregnancy-related conditions constitute 13percent of the total disease burden and communicable diseases an additional 38percent.”

Women and children often need healthcare most acutely and often have the least access to it. Societal and cultural control over women’s bodies and mobility negatively impact their ability to access basic healthcare. Women’s health in Pakistan is adversely affected by specific cultural practices including child marriages, excessive childbearing, and a lack of autonomy over their own bodies. Social and family control over women’s sexuality, their economic dependence on men, and restrictions on their mobility determine differential access of males and females to health services (Moheyuddin 2005). Illiteracy also affects women’s health and prevents them from independently seeking information and taking charge of their own well-being. Higher literacy levels in Pakistan among both male and females has demonstrated results in more favorable attitudes toward women’s involvement in fertility control, contraceptive use, raising a girl, reproductive decision-making, and women’s rights (Shah 2003).

In KPK, infant and maternal mortality rates are slightly lower than national averages, but some individual districts- Shangla, Upper Dir, and Hangu- have higher rates than the provincial average. This reflects significant intra-provincial inequities, which is reflected in large scale inequities between KPK, FATA, and the rest of Pakistan (Government of KPK and FATA Secretariat 2010). Inequities result from significant differences in doctor-to-population ratios, number of hospital beds available, labor and deliveries attended by skilled personnel, and antenatal care.

2. HIV/AIDS and STDs

Sexually-transmitted diseases (STDs) are of concern nationally, particularly for women, who oftentimes have a complete lack of access to information and lack of control over their own bodies and sexuality. The rate of HIV/AIDS is increasing in Pakistan, although it is still classified as low-prevalence (GOP 2010). The percentages of TB cases detected and cured under DOTS have increased from 79percent in 2001-2002 to 85percent in 2008-2009.

2.1.6 Gender-Based Violence (GBV)

It is noted that this section on GBV is predominantly focused on the macro gender context at the national level, as are the rest of the sections as this entire section is supposed to be focused on the national macro gender context. These national statistics clearly indicate a dire situation that is recognized globally. However, specific questions related to GBV were not asked in the survey in the project area as it was not deemed appropriate, thus this report cannot provide a comparison in the subsequent analysis for the project area to these national statistics.

A June 2011 study aimed at identifying the world's most dangerous countries for women named Pakistan as the third most dangerous, after Afghanistan and Democratic Republic of the Congo, ranked by 213 international gender experts by overall perception of danger and by the specific risks of health threats, sexual violence, non-sexual violence, cultural or religious factors, lack of access to resources, and trafficking (UNICEF 2012). Many women's lives in Pakistan are characterized by seclusion, restricted mobility, limited or no access to assets and resources, few or no rights, little influence in decision-making and gender-based violence (GBV). Women's bodies often become sites where disputes and hostilities are mediated through harassment, attacks and marriage (UNDP 2010).

A Women's Division study suggests that domestic violence, including hitting, kicking, slapping, stove-burning, and murder, takes place in approximately 80 percent of households in the country (Bari 2000). A quarter of all reported GBV cases (1,988 cases, 25percent of all reported cases) in 2009 were murders or honor killings, a quarter were abductions and kidnappings (1,987 cases, 25percent of all reported cases), 928 cases were rape and gang rape, an increase of 19percent which is most likely attributable to new laws recognizing rape as a crime (Aurat Foundation 2010). Madadgaar, a helpline for women and children established by Karachi-based Lawyers for Human Rights and Legal Aid, found that of the 1,195 murders of women reported in 2010, 98 were first subjected to rape; they identified 321 reports of rape, 194 of gang rape, 1,091 cases of torture, 316 cases of police torture, and 126 burnings, 50 of which were stove burnings and the remaining were acid burning, representing a substantial decrease in stove burnings and increase in acid burnings (Parveen 2011). Cases of stove burning are frequently reported in the press- in 1998, 282 burn cases of women were reported in Punjab, out of which 65percent of the victims died from their injuries. Data collected from two hospitals in Rawalpindi and Islamabad over three years beginning in 1994 revealed 739 cases of burn victims (Bari 2000). Compounding this violence, when women seek help from police to report abuse or to seek protection, they are frequently met with further violation of rape by police; a 1992 report found that 70percent of women in police stations are subjected to sexual and physical violence, and rape in police custody is anecdotally widespread and vastly underreported (Bari 2000).

Girls and young women in Pakistan continue to suffer from what the United Nations Committee on the Rights of the Child calls "inhumane customs and rituals," including forced and early marriage and honor killings (UNICEF 2012). Fear of militant activity is also of concern to women and girls, especially when travel for water and other resources is necessary. The militant group, Haleem, threatened women working in NGOs with forcible abduction and marriage to local Kohistani men, declaring non-profit organizations "hubs of immodesty." Haleem stated that "women visiting their homes mobilize Kohistani women to follow their agenda in the name of health and hygiene education, which is unacceptable to Kohistani culture" (Agha 2013). Extremist and militant elements not only present dangers to women, girls, and NGO workers, but threaten to undermine modest gains in GBV. Random interviews conducted in all four provinces suggests that women generally feel more insecure than they did just a few years ago (UNDP 2009).

In tribal cultures of some provinces in Pakistan young girls are given as *vani* or child brides, as part of a custom of forcing young girls to marry a member of another tribe or clan to settle inter-tribal blood feuds. This replaces payment of blood money or *dayyat*, where a tribe is to pay to settle the feud. Such decisions are made by the *jirga*, the tribal leadership. Although this custom is illegal in Pakistan and courts have begun taking serious notice and action against the continuation of this custom, it remains in practice. Similarly, honor killing, although considered a crime under the Criminal Law (Crimes in name of Honour) Amendment Act 2004, is still an ongoing practice. *Purdah* is also strictly imposed on young girls and women in the FATA area, who are expected to be covered even in their own homes, despite their heavy workloads (FATA 2005).

Making progress towards eliminating GBV in Pakistan is dependent upon a host of factors, including long-term gender sensitization of critical state units, training of healthcare professionals to address GBV, upgrading physical facilities and equipment used by women, designing programs with NGOs to provide basic services for victims of GBV, and expanding and deepening NGOs' reach and relationships with each other are also necessary to combat Pakistan's patterns of GBV (Parveen 2011).

The Government of Pakistan has committed to promote gender justice and equality, yet women are highly vulnerable in all contexts and subject to various forms of widespread discrimination and violence. In February 2012, the Senate passed a bill making violence against women and children an offense carrying prison terms and fines. The Domestic Violence (Prevention and Protection) Act 2012 received unanimous support from all political parties represented in the upper house. The bill defines domestic violence as "all acts of gender-based or physical or psychological abuse committed by an accused against women, children or other vulnerable persons with whom the respondent is or has been in a domestic relationship" (UNICEF 2012). The penal code has a few provisions covering specific crimes against women like acid burning, but there is no specific law covering all forms of GBV. Women have the legal right to press charges against abusers, but rarely report incidents for fear that accusations will be distorted and blame placed on them (SIGI Data- Pakistan). Rape was only recently separated from the crime of *zina* (unlawful sexual intercourse by those not married to each other). This has led to an increase in reports of rape, although prosecuting rape cases is still extremely difficult and financially impossible for most women. Domestic violence is also underreported, and those women who do report it often find themselves facing police who return a woman to her abuser/s, encouraging them to reconcile (SIGI Data- Pakistan.)

The FATA Civil Secretariat earmarked Rs60 million for the current fiscal year in the ADP for tribal areas to support gender development. However, many national laws have not been extended to tribal areas, including the Criminal Law (Amendment) Act 2004, the Protection of Women (Criminal Law Amendment) Act 2006, the Criminal Law (Amendment) Act 2010, Protection against Harassment of Women at the Workplace Act 2010, Criminal Law (Second Amendment) Act 2011, and Criminal Law (Third Amendment) Act 2011. The National Commission on the Status of Women has asked the government to extend the scope of these laws and others relevant to women, but was met with political opposition (Pakistan: Gender Uplift, Juvenile Protection: FATA Gets Funds but Not Laws). As a result, women and girls in FATA regions in particular are left unprotected by their government.

Women in North Waziristan, as in most of FATA, are generally secluded and have restricted mobility associated with a strict and religious culture, which is a form of gender-based violence. Due to restricted mobility, however, reported cases of sexual violence, including rape, against women outside their homes is very rare. Domestic violence and intimate partner violence is more common throughout the project area. (Personal communication with Khawenda Kor).

2.2 National Plans and International Agreements

2.2.1 International Conventions and Strategies

The Government of Pakistan (GOP) is a signatory to a number of international commitments promoting gender equality. In the wake of the Beijing Conference 1995, the Government of Pakistan

through its national machinery, Ministry of Women and Development, formulated and launched the National Plan of Action for Women in 1998. It was an outcome of a consultative process by government and civil society organizations.

Pakistan has set numerous targets to achieve by 2015 via the Millennium Development Goals (MDGs), including MDG Goal 3 relating specifically to gender equality and the empowerment of women, focused primarily on women's reproductive health and education (Minallah and Durrani 2009).

Pakistan is a signatory for the Committee on the Elimination of Discrimination Against Women (CEDAW) (Bari 2000; Khan, Tahir and Shah 2011). The Convention on Elimination of all Forms of Discrimination Against Women (CEDAW) was adopted by the United Nations General Assembly in 1979. Pakistan ratified it in 1996; the convention deals with violence against women, social exclusion of women, gender-based economic discrimination and encourages non-discrimination in power structures and decision making (Minallah and Durrani 2009). Pakistan acceded to CEDAW in 1996, with the following declaration: "The accession by Government of the Islamic Republic of Pakistan to the (said Convention) is subject to the provisions of the Constitution of the Islamic Republic of Pakistan." Where the constitution guarantees equality, freedom, rights and dignity to all its citizens, its actual spirit is not in practice, and women are subjugated to marginalization in all social, cultural and economic fields; as a result progress on CEDAW has been poor.

The GOP has developed the National Plan of Action on Education to fulfil its objectives as a signatory of Education for All Dakar Framework for Action 2000 (Bari 2000; Khan, Tahir and Shah 2011). The National Education Policy also envisions removing rural, urban, and gender disparities to meet MDG goals and Education for All (UNDP 2010; Khan, Tahir and Shah 2011).

Pakistan has ratified 34 International Labor Organization (ILO) Conventions, which indicates its commitment to pursuing the attainment of high standards for its people, particularly for women. Pakistan's government, employers', and workers' representatives have also repeatedly expressed their commitment to promote a rights-based work environment (ILO 2011c).

2.2.2 National Plans and Strategies

The Poverty Reduction Strategy Paper II (PRSP 2007), the main policy document which outline's GOP's priorities, highlights gender mainstreaming and poverty reduction as key components of poverty reduction (Minallah and Durrani 2009). It identifies women as a target group for poverty reduction for ensuring equitable and sustainable human development. The Vision 2030 envisions equal rights and respect, decision-making authority and full protection for all women (UNDP 2009).

The National Plan of Action (NPA) for women establishes a set of priority actions to achieve the empowerment of women in Pakistan. The NPA was prepared on the basis of a national participatory process, involving Federal and Provincial governments, NGOs, women organizations and individual experts. The NPA aims to facilitate women's participation in all spheres of life beyond ensuring protection of women's rights within the family and the society. The Ministry of Women's Development (MOWD) is the national machinery for the Government of Pakistan (GOP) which has the primary responsibility for integrating and implementing the NPA, taking the lead role in coordinating, monitoring and evaluating progress in the advancement of women.

The Gender Reform Action Plan (GRAP) envisages reform in the public sector at provincial and district levels with a focus on women's empowerment as its prime objective. GRAP supported improving the analytic framework of gender policies and developing institutional reform proposals outlining interventions at the federal, provincial and district level, with an aim for a proactive approach to include gender perspectives in public sector policies, programs and projects to combat poverty. GRAP was sponsored by the Social Welfare, Women Development & Bait-ul-Maal Department and executed by the Program Management Unit in these departments at the secretariat level and eight line departments: Finance, Poverty and Development, Social and Gender

Development, Local Government, Health, Education, Home and Law Department. GRAP is the government's latest and largest self-financed gender program (UNDP 2009).

In November 2008, the Ministry of Human Rights was formed as a department of the Ministry of Law and Justice. It operates two human rights funds, one of which is used to pay the fines of prisoners who have served their sentences but cannot afford to pay the fines necessary to be released. The second fund is a district detention and emergency relief fund for women (Parveen 2011).

The Ministry of Education's (MOE) Gender in Education Policy Support Project is currently building educational institutes and infusing gender sensitivity into decision-making processes. Its stated objective is to "accelerate progress towards the Millennium Development Goals of gender parity and equality at all levels of education by 2015" (UNDP 2009). The gender gap in education is highly detrimental to positive growth and development, and needs to be addressed through policy changes and increased gender equity. The MOE's project focuses on building physical spaces for educational purposes and addressing gender mainstreaming in curriculum development and institutional strengthening. The government has also been taking a range of initiatives to promote literacy in North Waziristan with the most recent initiative of the government to promote primary school enrollment.

2.3 Public Policy Framework

2.3.1 National Legal Framework and Policies

2.3.1.1 National Policies

Pakistan's overarching policy on women in development is the Medium Term Development Framework (MTDF). This framework measures policy progress and targets in conjunction with Millennium Development Goals and is the main policy on women's development in Pakistan. The program is designed to bolster economic growth and opportunity, particularly for women and girls, and to measure the progress of policies and practices toward women. The MTDF calls for rapid socio-economic empowerment of women, eradication of extreme poverty, and the promotion of gender equality (UNDP 2009).

The National Commission on the Status of Women (NCSW) is a statutory body created in 2000 that addresses issues that adversely affect the lives of women in Pakistan, and strives to fulfil the promise of a life of dignity and justice to the women of Pakistan. The Commission formulates recommendations to enable and empower women to achieve a position of equity (ILO 2011c) and was established for the specific purpose of examining policies, programs and other measures taken by the Government of Pakistan for women's development and gender equality; for reviewing laws, rules and regulations affecting the status of women; and for monitoring mechanisms and institutional procedures for redress of violations of women's rights and individual grievances.

The GOP also formulated the first National Policy for Empowerment and Development of Women (NPEDW) in 2002 through an exhaustive process ensuring participation of provinces and federal levels as well as CSOs for the development and empowerment of Pakistani women, irrespective of caste, creed, religion, or other consideration for the realization of their full potential in all spheres of life, especially social, economic, personal and political, while keeping with the Islamic way of life. The Ministry of Women's Development along with the Women Development Departments (WDDs) has the primary responsibility for integrated and comprehensive implementation of the NPEDW.

The Political Reform Process of National Reconstruction Bureau (NRB): Local Government Ordinance, Political Participation of Women aims to create an enabling environment for women by enhancing their representation to 33 percent reserved seats in the legislative assemblies and local government.

2.3.1.2 National Legal Framework

The following legal framework applies to Pakistan nationally; however, in the project areas located in FATA, not all laws apply as only laws sanctioned by the President are applicable in this region. Those laws are noted.

The Constitution of Pakistan (1973) gives equal status to men and women, and highlights several rights afforded to all citizens:

- **Article 25 guarantees equality.** It states that "all citizens are equal before law and are entitled to equal protection of law; there shall be no discrimination on the basis of sex alone; nothing shall prevent the state from making any special provision for the protection of women and children."
- **Article 25A guarantees the right to education.** It states that "the State shall provide free and compulsory education to all children of the age of five to sixteen years in such manner as may be determined by law".
- **The Constitution of Pakistan (1973) protects women's right to inheritance.** Muslim inheritance laws guarantee the inheritance of women as per Sharia. Despite these laws, the country has been ranked 93rd out of 115 in property rights protection and 86th in gender equality in the International Property Rights Index (IPRI) 2008. Ninety-eight percent of the population in Pakistan is Muslim, and Islam specifies rights of inheritance to all, whether male or female. However, the procedural and codal requirements for the procurement of land as well as other properties make it nearly impossible for the women to exercise these rights. Literacy is another barrier here, as women who cannot read are unable to understand revenue and other legal documents for attaining property titles.

Provisions and chapters that highlight principles of equal rights, equal treatment of all citizens and persons, equal access to public places and equality of employment are frequent in the Constitution (CEDAW 2005). While the Constitution does not contain a definition or description of discrimination against women, the concept of non-discrimination is implicit in its content (CEDAW 2005).

The Pakistan Penal Code (PPC) is the main criminal legislation and contains definitions of offenses and punishments (Minallah and Durrani 2009). The main procedural law dealing with criminal offenses is the Criminal Procedure Code (Cr.P.C.) which provides the mode and procedure for different processes including arrest, detention, and registration of case, trial, and bail. Through the Criminal Law Act and the Protection of Women Act the Cr.P.C. now contains provisions that directly address violence against women:

- **The Protection of Women (Criminal Laws Amendments) Act, 2006-** amended the Pakistan Penal Code, the Code of Criminal Procedure and other laws such as the Zina Ordinance and Qazaf Ordinance (1979) to provide relief and protection to women against misuse and abuse of law and to prevent their exploitation.
- **Criminal Law (Crimes in the name of Honour) Amendment Act, 2004-** states that the "issue of honour-killing and other honour crimes committed in the name of '*karo-kari*, '*siyah-kari*' and similar other customs has always been a matter of concern of human rights organizations and the public which has assumed more significance in the recent years."
- **The Criminal Law Amendment Act, 2004-** amends the Pakistan Penal Code (PPC), 1860 by enhancing punishment for the offense of murders carried out in the name of honour. However, the phrase 'honour killing' has been replaced with 'honour crime' to make the crime appear more "mild" and acceptable to some segments of society who may not disagree with the basis for honor killings.
- **The amendments of the Hudood Ordinances** have broken the myth that the Hudood Ordinances are "god-made laws" and should not be altered. The Hudood Ordinances were undemocratically imposed on the people of Pakistan but were amended by a democratic process, including amendments which redressed sections dealing with abduction and

kidnapping (as well as 365-B, 397-A, 371-A, 371-B, 375 rape, 376 punishment of rape 492-A, 496-a, 496-b fornication, 496-C, 203-A, 203-B & C) to Pakistan Penal Code. The most important amendment was that rape was included in the Pakistan Penal Code. This gives women who have been raped but were registered under Zina Ordinance an access point for social and legal services necessary to prosecute their abusers. In addition, the process of *lian* (proscribed in the Quran as an incident in which a husband accuses his wife of adultery but there is no witness available except himself) has been included as grounds for divorce (in Muslim Marriages Act 1939). In cases of *zina* ('unlawful sexual intercourse'), *zinabil jar* ('rape') and *qazf* ('false accusation of adultery') complaints can now only be filed before a Competent Court.

The following are various laws and acts that pertain directly to gender equality and/or GBV (Minallah and Durrani 2009):

- **Muslim Family Laws Ordinance, 1961**- reforms divorce and inheritance law relating to orphaned grandchildren, compulsory marriage registration, places restrictions on the practice of polygamy, reforms the law relating to dowry and maintenance in marriage and divorce, and amends existing legislation regarding age of marriage.
- **West Pakistan Family Courts Act, 1964**- governs the jurisdiction of Family Courts which have exclusive jurisdiction over matters relating to the dissolution of marriage, dowry, maintenance, the restitution of conjugal rights, the custody of children, and guardianship.
- **Guardians and Wards Act, 1890**- declares that a father is the natural guardian of a child under the age of 18 years; a mother is the next possible guardian after a father, unless the latter, by his will, has appointed another person as the guardian of the child. A mother is a de facto guardian, which is merely a custodian of the person and property of the minor.
- **The West Pakistan Muslim Personal Law (Sharia) Application Act, 1962**- repealed the 1937 Muslim Personal Law (Sharia) Application Act as well as provincial legislation on the application of Muslim personal law; one provision of the law states that, "the limited estates in respect of immovable property held by Muslim females under the customary law are hereby terminated."
- **Acid Control and Acid Crime Prevention Act, 2010**- addresses the rehabilitation of and compensation for victims of acid crimes. The constitution recognizes the fundamental rights of women and children to security of life and liberty and dignity of person, and it is necessary to institutionalize measures which prevent and protect women and children from acid crimes and related matters. Whomever voluntarily causes hurt by means of fire, heated substance, poison, corrosive substance, acid, explosive, or arsenic or other substance which is deleterious to human body, shall be punished by imprisonment for up to a life sentence, or with fines not less than five hundred thousand rupees, or both.
- **The Dissolution of Muslim Marriages Act, 1939**- amended by the Muslim Family Laws Ordinance 1961 to include the contracting of a polygamous marriage in contravention of the Muslim Family Law Ordinance (MFLO) entitling a woman to a decree for the dissolution of her marriage. Another amendment allows a girl under the age of 18 to repudiate her marriage on the basis of her young age if she was married by her father or guardian before the age of 16, as long as the marriage was not consummated. The judicial *khula* is a significant feature of divorce law in Pakistan. It is welcomed by some as giving women the right to divorce regardless of grounds, provided that she is prepared to forgo her financial rights (i.e., repaying her dowry). It is criticized by others who point out that judges may rule for a judicial *khula* in cases where women are clearly entitled to a judicial divorce under the terms of the Dissolution of Muslim Marriage Act (DMMA) without losing their financial rights.
- **Child Marriage Restraint Act, 1929**- a male above eighteen years of age who contracts a child marriage shall be punishable with simple imprisonment which may extend to one month, or by a fine which may extend to one thousand rupees, or both.
- **Dowry and Bridal Gifts (Restriction) Act, 1976**- provides restrictions on dowry and bridal gifts as follows: 1) No person shall give or accept, or enter into an agreement to give

or to accept dowry, bridal gifts or presents of a value exceeding the aggregate value of five thousand rupees in subsection, and 2) no dowry, bridal gifts or presents may be given before six months or after one month of *nikah* ('Muslim marriage') and, if *rukhsati* ('when a girl leaves her parents' home to live in her husband's') takes place sometime after *nikah* after one month of such *rukhsati*.

- **The Execution of the Punishment of Whipping Ordinance, 1979-** addresses the execution of the punishment of whipping imposed under law, and also deals with provisions relating to women.
- **The Qanun-e-Shahadat (Law of Evidence) Order, 1984-** replaced the Evidence Act 1872, although it essentially restates the original legislation to bring the law of evidence closer to Islamic injunctions, it made changes which specifically impacted women. One change is that the law states that in testimony related to financial or future obligations it must be attested by two men, or one man and two women, while courts may accept or act on the testimony of one man or one woman in all other cases.
- **The Enforcement of Sharia Act, 1991-** affirms the Sharia as the supreme law of Pakistan. The Act states that all statute law is to be interpreted in light of Sharia and that all Muslim citizens of Pakistan shall observe the Sharia and act accordingly. Section 20 of the Act states that notwithstanding anything contained in this Act, the rights of women as guaranteed by the Constitution shall not be affected.
- **Local Government Ordinance (2001)-** enables increased female participation in local governance through the allocation of 33percent seats in the district councils. At provincial and federal levels, a 17percent quota is reserved for women (United Nations Development Programme 2009).
- **Prevention of Harassment at Workplace Act, 2010-** ensures a work environment where women and men can feel safe, and to have a fair accountability system for any gender harassment or abuse at the workplace and details a "Code of Conduct for Prevention of Harassment at Workplace" which specifies punishment for employers who allow for gender harassment and a hostile work environment, uphold Constitutional principles of gender equality, safeguards against discrimination based on gender, and equal opportunity and the right to earn a livelihood without fear of abuse and harassment.
- **The Prevention of Anti-Women Practices Act 2011-** is a landmark law that was passed by the Pakistani National Assembly; it prohibits and proscribes punishment for practices that deprive women of their inheritances, force them into marriage to settle personal debts, or barter them (UNICEF 2012).

The Frontier Crimes Regulations 1901 (FCR) is one of the major components of the administrative system of justice in the tribal areas. FATA's judicial system is enshrined in the FCR (1901), a hybrid colonial-era legal framework that mixes traditional customs and norms with executive discretion. The British created this law to manage and control their Indian Empire's restive frontier belt. Originally drafted in 1872, the FCR was promulgated with amendments in 1901 and applied by Pakistan to NWFP (presently as KP) until 1963. As per Article 247 of the constitution, there are limitations on superior courts to exercise their jurisdiction regarding disputes in FATA. This can only be done through special orders of the President of Pakistan.

The national administration recognizes offenses committed in protected areas, but does not generally interfere in the offenses occurring between the tribes in FATA. However, the administration does interfere in cases of offense where state interest is involved. This interference could be direct, through the use of force, or indirect, (e.g. through *maliks* and *khassadars*), by invoking the tribal/territorial responsibility, depending upon the gravity of the offense. The *maliks* used to work as medium between the administration and "Qaum."

In all criminal and civil disputes two systems are followed: *Riwaj* (the customary law) and Shariat (Islamic law). *Riwaj* is the code of tribal customs which is used in almost all cases to make decisions. Under the FCR the council of elders (*jirga*) base their verdict on *Riwaj*. The FCR preserves the

Pashtun tribal structure of the *jirga* to which the political agents can refer civil and criminal matters. The *jirga* ascertains guilt or innocence after hearing the parties to a dispute and passes verdicts on the basis of *rewaj* (customs). However, the Political Agent (PA) retains ultimate authority.

2.3.2 National and Municipal Capacity to Address Gender Gaps

Despite the integration of gender into the Ninth Plan, development in Pakistan has failed to address gender inequalities. Limited technical capabilities and resource constraints have impeded further development of progressive policies. At the apex, the Ministry of Women Development (MOWD) aspires to be a lobbyist and catalyst of gender issues. However, they retain a highly skeletal staff, have no long-term gender specialists, and have neither the status nor the authority necessary to accomplish gender-based progress (UNDP 2009). The MOWD has a strong commitment to developing initiatives that empower women, but has an under-developed capacity to implement those initiatives. An evaluation did not find visible evidence of improvement in the capacities of the government to integrate gender in development planning (United Nations Development Programme 2009). Another critically important institution, National Commission on the Status of Women (NCSW), is equally crippled due to structural and administrative constraints. Practically, the Commission is functioning under the administrative control of the MOWD, which compromises the Commission's autonomy and opportunity for meaningful contributions to the dialogue surrounding women's issues (UNDP 2009).

The programs and policies share the ultimate goal of promoting gender equality and women's empowerment, but many of these policies are contradictory and conflicting. On one hand, there are some progressive policies in development and there is a commitment to gender equality. On the other, certain legislation and laws clearly discriminate against women (Bari 2000). Policy implementation of women-focused institutions remains weak and erratic, due in part to a weak woman-based civil society and missing implementation and enforcement procedures. Women account for less than 1 percent of the administrative and economic sectors. The lack of women involved in policy work inhibits progress, as does a lack of implementation strategies and enforcement procedures (Gender Outcome Evaluation 2009).

2.3.3 Civil Society Efforts to Promote Gender Equality

Pakistan has a large non-governmental organization (NGO) and civil society organization (CSO) presence. Programs related to gender equality and female empowerment includes:

- **MenEngage** whose focus is “to build a global network of organizations and institutions with increased commitment and capacity to implement and document effective interventions with boys and men, and to take the issue into the public sector and influence policy to achieve those ends, in collaboration with existing efforts to promote the rights of women and girls” (Gender Justice Through Musalihat Anjuman Project 2007).
- **Al-Mubarak Welfare Society International and Community Development Programme** helps women to obtain legal aid, including referrals for victims denied inheritance rights to legal aid experts who provide aid free of cost (Ahmed, Ahmad and Maqsood 2011).
- **Rozan** works directly in communities and in collaboration with government departments and other civil society organizations to raise awareness at the community level.
- **Rahnuma-FPAP** works for gender justice integrated into a framework of sexual and reproductive health and rights.
- **Uks** which has been involved in media interventions, on-desk trainings, gender-sensitive code of ethics for media, and over two dozen radio productions (Parveen 2011).
- **LIFE (Literacy Initiative for Empowerment)** is a framework of collaborative action for enhancing and improving national literacy efforts. The program is implemented in 34 countries including Pakistan (UNESCO 2008).

- **Family-Care Centre for HIV/AIDS within the Hayatabad Medical Complex in Peshawar** will provide advanced medical care to those in the area affected and will be a catalyst for the community to discuss HIV/AIDS, ideally prompting more to get tested, as well as increasing awareness of risk factors and ways to prevent spreading.
- **Citizen Rights and Sustainable Development** based in FATA and research the causes and forms of GBV in traditional Pushtun tribal societies.
- **CAARD** an NGO that works within the Tribal NGO Consortium to eliminate GBV.
- **Khushhal Welfare Organization** works in Peshawar to raise awareness on women's rights and education.
- **Life and Hope** works in both KP and FATA to raise awareness about traditional harmful practices such as honor killing and dowry-related violence.
- **The Society for Rights and Development** conducts surveys including a 2007 research project on the torture of women in police custody.
- **Khwendo Kor (Sisters' Home)** is a long-running program striving for the development of women and children. The program runs in 113 villages of NWFP, has five regional offices in Peshawar, Karak, Bannu, Dir and Abbotabad, and a program coordinating unit in Peshawar (UNESCO 2008).
- **AWSI** in KPK is sensitizing the masses to grant women and girls their due inheritance shares as well as reducing the bartering of girls and women in the name of *swara* ('custom'). They have taken religious clergy of the Charsadda district on board to motivate people and created religious materials and literature. They have also published articles in print media to mobilize society to make positive behavioral changes.
- **KK** is doing advocacy work focused on getting girls back to school in conflict areas in lower and upper Dir, and mobilizing society to combat domestic violence, sexual harassment in the workplace, and trafficking of women and girls (Ahmed, Ahmad and Maqsood 2011).

Issues with local NGOs and CSOs exist, one of which is the lack of a cohesive database that keeps track of existing and defunct NGOs (Bari 2000). Another issue is the existence of class-bias within the NGO sector. Many women-centric NGOs have been established by women disenchanted with mainstream public organizations, but the NGOs created by these women are concentrated solely in urban areas (Bari 2000). Another concern is the delay of legal documents necessary for international NGOs to register and work in Pakistan; as of November 2012, 18 of 45 INGOs were still waiting for valid documents (United Nations Office for the Coordination of Humanitarian Affairs 2013).

2.3.4 Donor Activities on Gender Issues in Pakistan

Numerous donors have been active over the past 5-10 years in assisting the Government of Pakistan in advancing its agenda on gender equality and female empowerment at the national level:

- **USAID Gender Equity Program** is currently implemented by the Aurat Publication and Information Service Foundation (AF) in collaboration with the Asia Foundation from 2010 through 2015. AF works primarily with the collaboration of civil society organizations, networks, and groups and has an outreach extending to all of Pakistan's districts. It is catalysing critical groups in society to influence policy, legislation, and programs for women's greater economic and political power in society. It aims at closing the gender gap in Pakistan by proactively supporting the development of women. The program seeks to facilitate behavioural change in society by enabling women to access information, resources, and institutions, and improve societal attitudes towards women's rights issues. Through the program AF will be giving more than 400 grants to civil society organizations in periodic grant cycles each year, themed to meet the overall objectives of the program.
- **UN Woman** became operational in 2011 and merged four earlier agencies into one entity focused on gender equality and women's empowerment (Parveen 2011).

- **UNDP's Gender Support Programme (GSP)** has a total budget of US \$44 million with a goal to “eradicate poverty in Pakistan through gender-responsive governance and a rights-based approach to sustainable human development.” GSP has three pillars: institutional strengthening, political participation and socio-economic reforms. It has ten projects under its current portfolio: 1) Women's Political School; 2) Gender Justice Through Musalihat Anjuman Project; 3) Gender Responsive Budgeting Initiative; 4) Gender Mainstreaming in Planning and Development; 5) Institutional Strengthening of NCSW; 6) National and International Commitments on Gender and Poverty; 7) Women Access to Capital and Technology; 8) Community Empowerment through Livestock Development and Credit; 9) Gender Promotion in the Garment Sector through Skill Development; and 10) GSP/Programme Management Support Unit (Gender Justice Through Musalihat Anjuman Project 2007).
- **The Gender Justice and Protection Project (GJP)** is a key initiative of UNDP's Gender Support Program, funded by the UK's Department for International Development and implemented by the United Nations Office for Project Services. The five-year project has a budget of US \$15.459 million and aims to establish mechanisms to support the sustainable reduction of GBV (Parveen 2011). Some of its key activities have included (Ahmed, Ahmad, and Maqsood 2011):
 - Awareness campaigns such as publishing public service announcements (PSAs) in English and Urdu during a mass awareness campaign in 2010 during the 16 Days of Activism against Gender Violence and an outreach and training program for healthcare professionals on dealing with GBV.
 - Advocacy, including publishing an information kit on violence against women, using their action-oriented research to address violence with concrete solutions.
 - Action-oriented research at the national, provincial, and tehsil levels regarding effective community ownership techniques to combat violence, forced hospitalization of women in mental asylums, and gauging awareness levels in targeted groups of social service providers including police, lawyers, *ulema*, and community leaders.
 - Legal aid and support with provincial chapters, under four Regional Directorates of Human Rights (RDHRs) which act as government agencies for purposes of implementation of a legal framework in cases of violence against women, providing support to victims, and monitoring violence against women cases; and supporting a number of CSOs to operate 20 legal aid and counselling centres, which has provided legal aid to 1,877 women and counselling services to 33,219 women, and hosting 13 help-lines for women
 - Supporting legislative initiatives such as the Supporting Acid Control and Crime Prevention Bill.
- **The Sindh Devolved Social Services Project (SDSSP)** funded by ADB focuses on water, sanitation, and education reform. Educational concerns affect women and girls and access to clean drinking water and proper sanitation systems are necessary for the development of communities and for the reduction of disease and contamination. Working on these issues in tandem allows for the links between poverty and education to be elucidated and for researchers and policymakers to develop appropriate and progressive programs to increase gender equity.
- **HIV/AIDS and Abortion Family Planning Association of Pakistan's** country manager, Dr. Rizwan Baig, has given major focus to plans with a special focus on men. His staff has conducted 16 trainings and workshops on Gender, Justice and Development through their Master Trainers in collaboration with UNFPA; one of these project locations is in Peshawar (Gender Justice Through Musalihat Anjuman Project 2007).

- **The Gender Equality for Decent Employment in Pakistan Project**, funded by the Canadian International Development Agency (CIDA), aims to promote employment and non-discrimination in the labor market. The project will help ensure those women's efforts and contributions to the national economy are counted and recognized (ILO 2011c).
- **Towards Gender Parity in Pakistan Project (TGP)** aims to ensure equal access to decent work and productive employment for women and men (ILO 2011c).
- **Oxfam Great Britain** works in Pakistan on several gender issues, including ending violence against women, ensuring poor women have access to land and economic opportunity, ensuring that all girls have the right to education, increasing community resilience to natural disasters, improving access to humanitarian and emergency assistance, and lobbying at the national level to amend and repeal laws and policies that discriminate against women (Parveen 2011).
- **Education Sector Reform Program (ESR)**, a World Bank funded initiative, concluded the first phase of its program that focuses on improving girls' education and reducing dropout rates. ESR uses stipends to provide support for girls with reported improvements in both the enrolment and dropout rates in girls' schools, particularly in rural areas. ESR has demonstrated that there are ways to reduce the gender gap in education with relatively simple and straightforward steps.
- **The White Ribbon Campaign Pakistan** is a branch of the International White Ribbon Campaign and is headed by country director Mr. Omar Aftab. The campaign focuses on fighting violence against women (Gender Justice through Musalihat Anjuman Project 2007).

2.3.4.1 Lessons Learned from Previously Implemented Gender-Related Projects

The Asian Development Bank (ADB) has implemented several gender-related projects in Pakistan that have well-documented M&E outcomes and lessons learned which may be applied to inform learning in the development of Gender Action Plan activities, described briefly below.¹⁰ The lessons learned of these evaluated projects are of great importance in learning, improving, and building upon for the KTDP and it is recommended that implementers of the GAP take the time to read the referenced documents in full before GAP implementation.

- **Malakand Rural Development Project (MRDP)- Pakistan**
 - The MRDP- Pakistan had GAPs developed or refined during implementation using participatory methods. They benefited from significant inputs by the ADB resident mission gender specialist, in addition to having gender specialists in executing agency project teams and considerable support from project leadership. This project achieved the most comprehensive results as compared to other projects listed below.
 - In rural development and infrastructure loans, further effort and monitoring are needed to ensure that women control new sources of income and the benefits from this income.
 - Projects also need to give greater attention to activities that increase the value of women's labor through skills training, agro-processing, marketing, and credit initiatives. GAPs need to focus on ensuring equal access to appropriate financial services for women.

¹⁰ Lessons learned and full program results may be viewed in full in the following documents: 1) ADB (2007). Gender Action Plans and Gender Equality Results: Rapid Gender Assessments of ADB Projects, September 2007. Asian Development Bank, 2007 and 2) ADB (2005). Gender Equality Results in ADB Projects: Country Report, ADB, September 2005". Asian Development Bank, 2005.

- **Women’s Health Project (WHP)- Pakistan**
 - There is a tendency to assume that projects in these sectors will automatically benefit women because their objectives are to improve the health and education status of women and girls. These loans delivered some practical benefits, such as improved facilities and training to improve the quality of health services. Nevertheless, it did not achieve its full potential to benefit women, and overall benefits were not commensurate with loan investments because:
 - Lack of systematic social and gender analyses across all project components resulted in flawed designs that weakened the achievement of project objectives, progress toward Millennium Development Goal (MDG) targets, and the sustainability of benefits.
 - Project designs focused primarily on hardware, such as infrastructure construction. While these inputs were needed, social and institutional constraints to improving women’s health and education status should have been addressed more assertively. For example, a failure to address the need for women health and education staff in rural areas impacted on women’s health status and girls’ educational outcomes.
 - Experience in rural development, infrastructure, and governance loans demonstrated that these types of constraints could be addressed by high-level policy dialogue, stronger loan covenants, and the incorporation of gender strategies for all components into a GAP.
 - In human development/social sector loans, more attention is needed to increase women’s recruitment in rural areas (doctors, nurses, midwives, and teachers) to improve health and education outcomes for women and girls. The quality of health and education services also needs to be improved through curriculum development; community involvement of women and men in health and education decision making, including in school and health center management committees; and behavior change communication strategies.

- **Decentralization Support Program (DSP)-Pakistan**
 - Specific capacity building measures and encouragement are needed to ensure that women participate effectively in meetings and committees. Women-led NGOs and NGOs with a strong record on promoting women’s rights could have improved the effectiveness of women’s committees and promoted broader participation of women in the DSP.
 - The project had great potential to increase women’s access to resources and services at the local level, but it was too early to observe these types of results during the RGA.
 - The program loan received considerable inputs and advice from the resident mission ADB gender specialist. Policy dialogue and the incorporation of tranche release conditions leveraged high-level support for gender equality policy reforms. In Pakistan, a local government ordinance that requires 33 percent reserved seats for women was passed, and gender reform action plans were approved at the national level and for three out of four provinces.

- **Pakistan: Sustainable Livelihoods in Barani Areas Project:**¹¹ To maximize positive impacts on women’s lives, a gender and development (GAD) strategy was formulated at project appraisal focusing on (i) female participation in community-based organizations

¹¹ Full lessons learned and results appear in the following document: ADB. Gender-Inclusive Results in Project Completion Reports, ADB. Asian Development Bank.

(CBOs) and their active engagement in the planning, implementation, and monitoring of rural infrastructure schemes; (ii) upgrading women's socioeconomic status through improved literacy and income-generating skills; and (iii) providing them with better access to resources and services. The project design was highly relevant in addressing the needs of women in Barani areas (rain-fed dry land rural areas) with overall achievements surpassing GAD targets. Gender-based quantitative outcomes and outputs for medium- and small-scale interventions were not included in GAD strategy, but the strategy of forming women's CBOs to set a GAD agenda was effective. Specific results and lessons learned that may apply to the KTDP include:

- Given the overall strength of women's CBOs and the commitment of Punjab Rural Support Programs, the project performed well and had positive impacts on the lives of rural women.
- Encouraging a 40–50 percent women's participation in CBOs was a successful strategy to ensure access by women to project resources through improved leadership skills, funds management, and monitoring. Women's CBOs executed 29 percent of completed schemes. The participation of women in CBOs improved their access to credit; \$15.5 million in loans were disbursed to women (69 percent of the total). Of the 57,772 CBOs' office bearers and activists trained by the project, 44 percent were women. These activities had a positive impact on gender relations at the CBO level as they spurred recognition of women's representation and changed the culture of segregation, decision making, and power relations.
- The project generated 29,774 person-months of employment in project offices, consulting firms, and partner nongovernment organizations, 20% contracted to women. Women's employability improved through off-farm income generation, skills training, and access to microcredit. The government of Punjab's evaluation report noted a significant decline in the unemployment rate of women beneficiaries from 77 percent to 43 percent. Eighty-four percent of the women trained in stitching/embroidery and 74 percent of women with beautician/parlor management skills were employed. The majority of women interviewees said that they now have better control over their income, resulting in higher levels of self-confidence and assertiveness in household decision making. The project qualifies as a model gender-inclusive rural development project and can be replicated with minor adjustments in implementation arrangements and quantifiable targets. Future rural development projects in Pakistan should include proper professional diploma courses for educated women with better value in the job market such as medical and dental technicians, female health visitors, computer operators, primary school teachers, etc. These diploma courses provide jobs resulting in improved social status for educated women while also enabling improved service delivery to rural women and girls.
- 2,110 women (comprising 56 percent of total trained) were trained in off-farm income generation skills in various trades. 59,690 women were linked with microcredit facilities (61 percent of total), \$15.55 million in loans were disbursed to women (69 percent of the total), 28,385 women (28 percent of total borrowers) received loans for microenterprise, 1,876 women received embroidery machines under 15 small-scale infrastructure schemes, and as a result 5,603 person-months of jobs were contracted to women professionals during project implementation (19 percent of total).
- Literacy and skills training were targeted to be provided to about 12,000 rural women. 13,868 women and girls (116 percent of targets) completed a 6-month literacy and livelihood program. Of these, 13,827 women and girls were trained for 1.5 months—60 percent in tailoring, 28 percent in embroidery, 12 percent in beauty therapy, and 0.5 percent in fabric painting. 618 centers were established and 618 female teachers were trained; 3,708 person-months of jobs were provided to

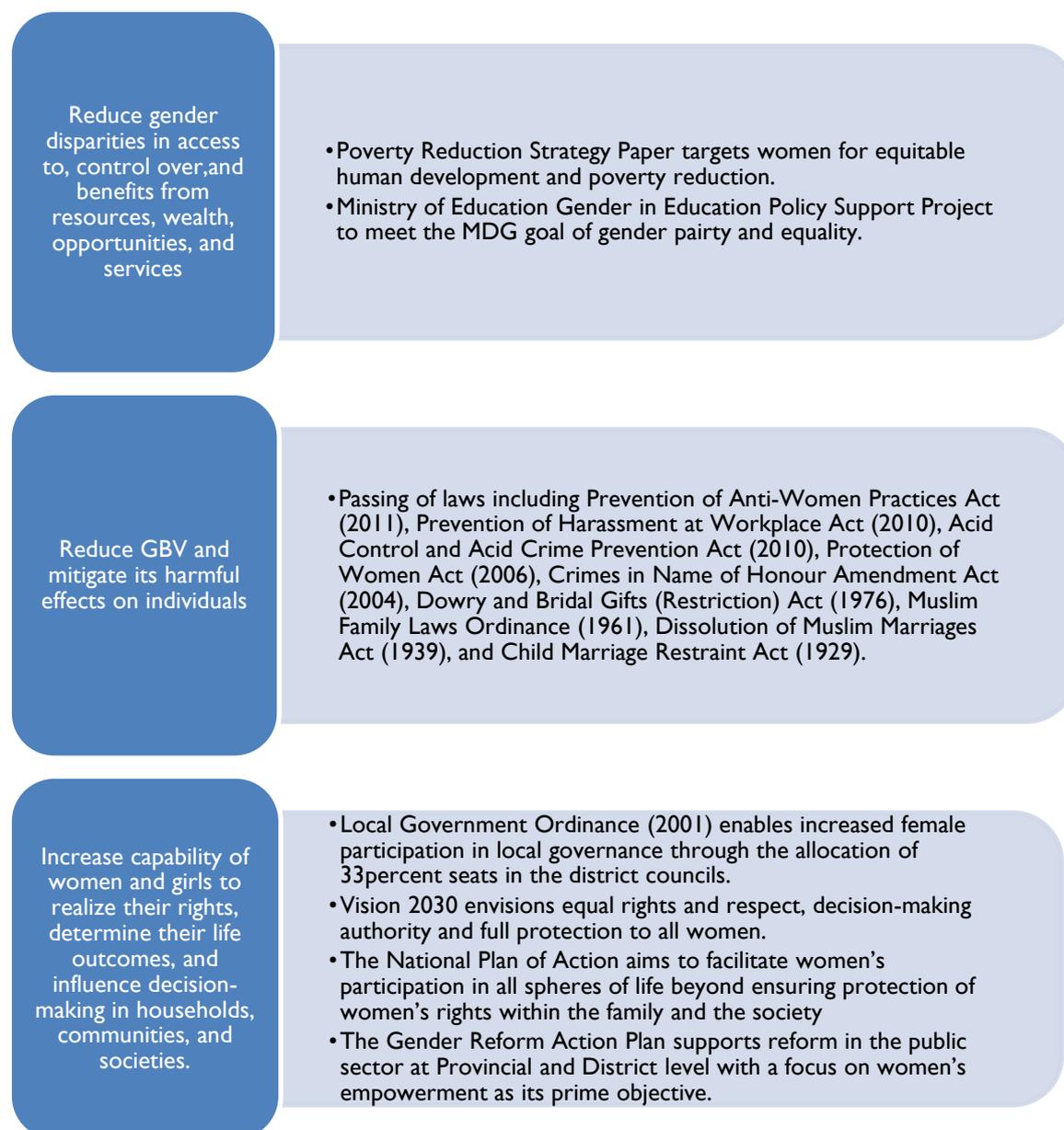
women literacy teachers and 2,472 person-months to women skills trainers. Women's literacy and training resource centers were established in all 10 districts with multimedia facilities and resource libraries including training manuals. The model was replicated by the government of Punjab and the Japan International Cooperation Agency

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3 GENDER ANALYSIS OF PROJECT ACTIVITIES

3.1 USAID Strategic Priority Alignment with GOP Gender Priorities

Per the USAID Gender Equality and Female Empowerment Policy, all USAID investments aim to achieve three overarching outcomes, which are listed below beside the Government of Pakistan national gender priorities:



3.2 Gender Constraints and Opportunities

Constraint #1: There is extremely low participation of females in public and community life in the project area due to patriarchal tribal structures, limited mobility, lack of communication, and limited time due to household burdens.

Patriarchal structures are relatively stronger in the rural and tribal settings where local customs establish male authority and power over women's lives, as compared to urban areas. The cultural constraints that prevent females from obtaining adequate education, employment, and resources also contribute to their very low participation in public life and community decision-making. In the project area, traditional values revolving around honor and respect heavily influence women's roles and expected behavior. Males do not tolerate outsiders asking questions about women of the tribe; even inquiring as to a woman's name is seen as a sign of disrespect.

Further, rural and tribal area participation of women in governance remains very low. North Waziristan is among the only area in Pakistan *not* to field any female councilors for the local government system introduced through the Local Government Ordinance (LGO) 2001, in which 33 percent of all local government seats were reserved for women. The social structure of the population and governance in the project area is distinguished by male leaders, including the *maliks* (tribal head), local *ulemas* (religious leaders) who are commonly members of *jirgas* (collective for decision-making), and *pesh imams* (prayer leader). The *maliks*, *ulemas* and *pesh imams* wield considerable influence on local opinion; many people follow sermons by *ulemas* and *imams* without question. The District Administration considers and gives weight to the decisions of the *jirgas* and *fatwas* (declarations by the *ulemas*). There is an inherent gender gap in this social governance structure of the *jirgas* in North Waziristan and particularly in women's access to forums where their voices can be heard. Females and low-ranking males of less powerful tribes are not allowed to participate in the activities and meetings of the *jirga*. This leaves females with no outlet to express their concerns or wishes for the community.

Women's mobility also greatly affects their ability to participate in public life and community decision-making. Mobility constraints present a huge challenge to addressing gender gaps in North Waziristan. Women are usually unable to attend public meetings on community matters, and their opinions and desires for their communities are rarely taken into consideration. They are restricted to housework and childcare duties and expected to stay within the perimeters of their homes unless collecting water or accompanied by a male relative to work in fields adjacent to their houses. All (100 percent) of the females surveyed in the Component 1 project area and almost all of the females surveyed in the Component 2 project area (99.5 percent) reported that only male members of the family go to markets for making purchases; no female goes alone to purchase anything, whether near or far from home. There is very little opportunity in the day of a typical North Waziristan woman to attend community meetings or make meaningful contributions to public planning.

Another factor that further inhibits women from taking an active role in public life is their lack of access to basic communications outside their immediate family members. McRAM data shows that the majority of men surveyed have personal, face-to-face interaction with those outside their homes, whereas women have little to no direct communication with anyone except family members. This grants men power over what women know and the extent to which they are informed of upcoming community changes, construction projects or other public service events. All (100 percent) of the female respondents surveyed in the Component 1 project area and 92 percent of female respondents surveyed in the Component 2 project area reported that they already knew about the KTDP. Among them, most from Component 2 (74 percent) became aware of the project through male members of their household and 13 percent were informed via females in their social community, while 98 percent from Component 1 were informed by field enumerators visiting their homes and only 2 percent became aware through male members of their household.

A language barrier also contributes to women's lack of access to basic communications outside of their immediate families; nearly all women and girls in North Waziristan speak only local Pushto, which prohibits their ability to receive and interpret information from outside their tribe or household. Their communicative interaction is confined to the district and the adjoining areas, and is often mediated by males. Women do not have any access to the outside world to help improve their emotional and educational growth, which is a precursor for change.

Opportunity #1: Despite strict social restrictions on women in the project area, there are opportunities to consult and engage with women through informal all-female gatherings in private homes.

Despite strict social restrictions on women and their inability to fully participate in public life and community planning, the gender survey responses from females revealed that women in the project area do indeed have social outlets which may be utilized as communication channels. Almost all women surveyed in the Component 2 project area (96 percent) reported that they have opportunities to attend get-together sessions among other females in their community. About 72 percent said that they usually gather at another person's house within the same village or settlement, while 26 percent reported that there is a place exclusively allocated for females' get-together sessions. In Component 1 the majority (93 percent) of women identified that there is not a public gathering location from women, but 82 percent reported that in their families male and female relatives typically gather together for some type of occasion. This is a good indicator of community approval of female gatherings in sanctioned settings, and may allow for women to obtain information about community events.

Constraint #2: The project area is characterized by a disproportionately young male and female population with very low levels of education and literacy, particularly among females.

The gender surveys conducted in the Components 1 and 2 project areas identified that the population is particularly youthful, with 72 percent of all males and females under the age of 30 in Component 2 and 78 percent in Component 1. There is a disproportionate number of females below the age of 20 (58 percent of all children and youth under age 20) in Component 2, while less than a quarter) of all persons over the age of 60 are female. The opposite is true in Component 1 where 48 percent of the population above 60 are female, while only 43 percent of the population under 20 are female. The total dependency ratio of those who are economically inactive in Component 2 is 45 percent and 52 percent in Component 1, with a youth dependency ratio of 43 percent in Component 2 and 50 percent in Component 1, and an elderly dependency ratio of 2 percent in Component 2 and 2.3 percent in Component 1. In FATA with the presence of many poverty-stricken families, it is not affordable to send male or female children to pursue higher education (Khan and Khan 2012). In the area, only 68 percent (67 percent for girls) of students entering *kachi* class successfully finish the primary school cycle of 5 years (Government of KPK and FATA Secretariat 2010). The entire population is generally uneducated, with females at a disproportionate disadvantage as compared to males. Out of the sample surveyed in the project area, only 3.1 percent of all females completed primary school, compared to 16 percent of males. A mere 0.2 percent of females completed middle school compared with approximately 5 percent of males, with similar results at higher levels of education. Out of all females in the Component 2 project area, 97 percent are not currently enrolled in any schooling, and 96 percent did not complete any level of schooling from primary onward, compared to 68 percent of males who never completed any level of schooling.

Female literacy rates in the area are extremely low. In Northern Waziristan the male literacy rate is approximately 27 percent compared to only 2 percent for females, which speaks to the under-development of the district as well as to the low status of women. In the female population surveyed in Component 2, only 3 percent of the female population is literate compared to 18 percent of the male population, and in Component 1 the disparity is larger with only 5 percent of females literate compared to 32 percent of males.

There is an acute shortage of public school facilities, particularly in tribal regions. In these regions, including FATA, a large number of schools have been destroyed by militants (UNICEF 2012). Not only has the militant presence destroyed the physical spaces of education, it has also forced NGOs focused on closing gender gaps in education out of the region (UNICEF 2012), which has caused a negative effect and regression in education and literacy levels in females. FATA has 5,620 educational institutions, including mosque schools, primary, middle, and high schools, degree and elementary colleges, community schools, and industrial homes. In the project area, there are a total of 278

primary schools for boys and 299 for girls, 48 middle schools for boys and 24 middle schools for girls, 27 high schools for boys and 6 high schools for girls, 1 higher secondary school, 1 government vocational College, 1 cadet college, 1 government college of management & science, 1 elementary college, 1 government post graduate college for boys, 1 government degree college for boys and 1 government degree college for girls. The Annual School Census Report on Educational Institutions for 2008-2009 states that 87 girls' schools in FATA have no boundary walls, 583 girls' schools have no drinking water facilities, and 454 girls' schools have no electricity. The lack of even a rudimentary level of appropriate facilities for girls' schools combined with a high number of corporal punishment and cases of sexual abuse in FATA schools are also assumed to be underlying factors for the high dropout rate of girls in the area (Khan and Khan 2012). Teaching staff is comprised of 20 percent locals and 80 percent from outside the area due to low levels of education and qualified staff from within the area.

Only 0.5 percent of respondents surveyed in the Component 2 project area reported that their children are receiving free education and about 15 percent of respondents are from households where education expenses are not required as no one is attending school. Almost half did not reply to this question. The remaining 37 percent of respondents in Component 2 expend some money for education (PKR 500- 1,500 per month). This is a high percentage of families' spending money on education given low school attendance and low literacy rates; this is explained by families paying for children to attend *madrisas* for religious education, which families include in education expenses.

The entire population in Component 1 is also generally uneducated, with females at a disproportionate disadvantage as compared to men. Only 5 percent of all females completed primary school, compared to 25 percent of males. A mere 1 percent of females completed middle school compared with 16 percent of males. While no females were reported to have any education at any higher levels a small percentage of men who do have higher levels of education. Similar to Component 2, the majority (83percent) of female respondents in Component 1 did report some monthly expense related to payment of educational dues to different educational institutes despite low school enrolment, most between PKR 1,500 and PKR 2,500 per month. Also like those households in Component 2, this is likely due to respondent paying money paid to *Madrisas* where children may or may not be gaining religious education, but not necessarily formal education.

Constraint #3: Healthcare is limited, particularly for females due to poor infrastructure and lack of female medical service providers in the area.

Cultural restrictions on women are very pronounced in FATA regions and North Waziristan, which has influenced the filling of important positions in the health and education sectors by women. Health care centers close due to lack of funding and lack of employees. In FATA, 450 community health centers were reported closed in 2010 due to the unwillingness of personnel, especially women, to work in the region (UNICEF 2012). This has caused a massive drop in the rate of women seeking health care. Women in tribal and rural areas have less access to basic health and maternity care and they also experience relatively higher levels of poverty and malnutrition.

North Waziristan has some Lady Health Visitors (LHVs), but the overwhelming majority of health workers are non-local, operate within the Rural Health Centers (RHCs) and Basic Health Units (BHUs), and visit women in their homes. Females surveyed in both the Component 1 and Component 2 project areas indicated that there is no health facility available which is exclusively earmarked for any specific group of men, women, or children.

In Component 2 a few medical facilities are available through BHU/RHC, including a government and private hospital in Shewa. The distance to Shewa from any village in the project area is 3-7 km with a travel time of 20-40 minutes. When a female from the Component 2 project area requires

medical assistance, about 23 percent report traveling to a government hospital, 50 percent travel to either a government or private hospital, and about 27 percent see *hakeems* ('Muslim physician'), and *quakes* for their medical needs.

In Component 1 about 21percent of of HHs exclusively utilize government hospitals, 55percent utilize either a government or a private hospital, and about 24percent percent of the population utilize all including homeopaths, *hakeems* and *quakes*. Information collected from two villages- Bobali and Shamiri of Tehsil Spinwam and Mirali indicate that at present there is one BHU at Bobali, which is not functional and trespassed by a *malik* who is using it as cattle rooms. All survey respondents in all villages replied that they have to travel to Mir Ali where the government and private hospitals/ dispensaries are located for consulting the doctor at hospital or at dispensary. A maximum distance from any village to Mir Ali is 10 km and the minimum as zero km in the case of Kaitu weir. Maximum travel time form any village to the Mir Ali comes to about one hour except in cases where movement is restricted by the military and militants and travel may take twice as long.

In October 2011, the chief of UNICEF's health and nutrition section in Pakistan stated that HIV/AIDS has become a "family disease" in KPK and FATA specifically, with transmission predominantly occurring from infected men transmitting the disease to their wives and their children born to HIV-positive mothers. Doctors and public health officials have noted that the stigma attached to HIV/AIDS prevents many men from telling their wives they are infected, or getting tested at all (UNICEF 2012).

Approximately one-quarter of women surveyed in the Component 2 project area reported that they do not remember if they or any of their family members suffered from any disease or illness in the past year. One-quarter of females reported suffering from some disease in the past year. Diarrhea, rheumatism, cholera, typhoid, hepatitis, and high blood pressure are among the most reported diseases. Among 2 percent of females who reported experiencing some other type of illness, mental disorder (0.2 percent) and diabetes (0.7 percent) were specified. Very few women surveyed in Component 1 reported any type of diseases suffered by any family members.

Due to communication barriers placed on Waziristan tribal members in certain locations, women are in a more precarious position in terms of their physical well-being. They are generally unaware of safe hygiene practices and proper nutrition imperative to their and their families' physical well-being. Lack of education combined with high fertility rates, increasing reports of HIV/AIDS in the area, and poor health infrastructure and services presents a real danger for the lives and well-being of all community members, but particularly for women.

Constraint #4: Although women participate in agricultural production and livestock, they have little decision-making power.

Females surveyed in the Component 1 and 2 project areas report that almost all women participate in household and productive activities. The following data is true of both Components:almost all (96 percent) take part in cleaning, 100 percent in sewing, 89 percent in segregation and storing of grains, 99 percent in processing milk, 27 percent in milking cows, and less than one percent in collection of fodder and handicrafts. On average, females are involved in such activities about 2-5 hours per day and 365 days per year in both Components. This represents a significant involvement of women in household, livestock, and agriculture processes, predominantly as unpaid labor.

Women collect fuel jointly with male family members, such as wood sticks, bushes, cutting grass, and collection of cow dung, much of which is collected close to home or inside the household boundaries. Making "Cow dung cakes" is the sole responsibility of female members inside homes.

However, the majority (59 percent) of households surveyed in the Component 2 project area report that females have no say in any household decision-making, compared with 29 percent in Component 1. One-third of households in Component 2 and two-thirds of households in Component 1 report that male and female members discuss matters together and make decisions jointly. The extent to which females are involved in decision-making varies depending upon the nature and type of the issue. For example, only 21 percent of women from Component 2 compared to 100 percent from Component 1 report any involvement of females in decision-making about education of children, whereas 64 percent of females from Component 2 report that in their household decisions about marriage of children are made jointly compared to 100 percent from Component 1. For the vast majority of women in both areas (97 percent in Component 2 and 100 percent in Component 1) they are not consulted regarding the sale and purchase of land and immovable property. About half (49 percent) of females from Component 2 and 94 percent from Component 1 are involved in joint decisions regarding health care in Component 2 and , 32 percent from Component 2 and 44percent from Component 1 regarding livestock, 44 percent from Component 2 and 23 percent from Component 1 regarding household consumptive items, 19 percent from Component 2 and none from Component 1 regarding the sale and purchase of crops, 18 percent from Component 2 and none from Component 1 regarding the sale and purchase of trees, and 6 percent from Component 2 and none from Component 1 regarding the sale and purchase of businesses. On average, three-quarters of households from Component 2 have between two to four goats, and close to one-third (30 percent) have two cattle, while three-quarters of households from Component 1 have between four and six goats and one-third (30 percent) have two cattle, on average

Nearly one-quarter of households surveyed in the Component 2 project area earn income solely from agriculture, while the majority (68 percent) do not participate in agriculture as a source of income. Similarly, only one percent of households depend solely on income from livestock to support their families, whereas 8 percent of households engage in livestock activities to supplement their income.

One-quarter (26percent) of families in Component 1 have a single source of income either from abroad (remittances), agriculture, government service, trade or labor. The households with more than one source of income supplement their income from agriculture, trade, employment and from logging. The major source of supplemental income is from abroad (11.7percent). Over half (54 percent) of households have their sole source of income from livestock.

Constraint #5: Women generally do not work outside the home or take advantage of income-generating opportunities.

Household income reported by women in the area indicates that nearly one-third of the surveyed households in the Component 2 and 45 percent off households in the Component 1 project areas are living below poverty line of US\$1.00 per family member per day, and 75 percent of the surveyed households in Component 2 and 80percent in Component 1 are living below the poverty line of US\$2.00 per family member per household.

This data indicates that almost half (45percent) of the surveyed HHs are living below the poverty line of US\$1.00 monthly per family member, and most HHs (80 percent) are living below the poverty line of US\$2.00 monthly per family member per HH.

Indicators of poverty in FATA include landlessness, lack of livestock, little or no food, tattered clothing, no shoes, poor living conditions, unemployment, high dependence on others for food and

income, ill health and disability, lack of access to public services, and women working to supplement household income (FATA 2005). The prevalence of early and forced marriages in the area, despite the implementation of the Child Marriages Restraint Act of 1929, is another indication of the link between poverty and gender, as many child marriages are due to poverty-related parental and family pressures, and further disadvantages women and girls (UNICEF 2012).

Incidence of poverty is higher in households with fewer numbers of educated or literate females, low educational status of females, greater number of females, and low female participation in economic activity (Chaudhry and Rahman 2009.) In KPK, FATA and North Waziristan, poverty levels are exacerbated by low access to resources and a less progressive stance on gender influence by tribal traditions prohibiting women from earning a wage. Wealth rankings also confirm the fundamental importance of tribal identity in the FATA area, as well as the strong association of gender with poverty status (FATA 2005).

Male employment is a critical factor in securing household livelihoods in KPK, but female participation in home-based work and in the agricultural sector also contribute to food security and survival (Government of KPK and FATA Secretariat 2010). KPK consistently experiences far higher rates of unemployment than the rest of Pakistan, with particularly high numbers of unemployed men aged 15-29, the main resource pool for militant recruitment. The issue is likely to be even more pronounced in FATA. Economic opportunities are limited for all population groups in FATA and KPK; most employed persons in FATA must leave the area and sometimes must venture outside Pakistan to find work. This has a direct negative effect on community resilience to militant activity (Government of KP and FATA Secretariat 2010).

Although women in much of Pakistan, including KPK and FATA, increasingly work in order to contribute to minimal security and household income, the situation is not replicated in North Waziristan. The government has been making efforts to encourage employment opportunities for women in the project area but there is a dearth of educated local women with employable skills. The Government has also made relaxations in the criteria for recruitment yet the response is not encouraging from the local area. Female participation in contributing to household income is nearly non-existent in North Waziristan, and if women work at all, it is after the age of 40 and usually only in fields adjoining their homes. A small number (2 percent) of households in the project area report supplementing income from the earnings of female members who earn either through employment as a teacher or informal sales/services of tailoring and embroidery. It is no surprise that few women in the project area work formally, but rather find themselves working as unpaid family laborers.

Opportunity #2: Women have skills and want to improve those skills.

The vast majority (94 percent) of female respondents in the Component 2 and 100 percent in the Component 1 project areas reported that they already have some type of skill, and among those with skills most (94 percent) reported having more than one skill. One-third of women have sewing skills in both Components, all in Component 1 report having cooking skills compared to 29 percent in Component 2, 95 percent in Component 1 compared to 22 percent in Component 2 report having embroidery skills, 95 percent of women in Component 1 report having wood working skills, 14 percent in Component 2 report having bead work skills, and a small percentage in Component 2 report skills in jewellery-making, wood-work, handicrafts, and computer/office administration.

One-fifth of women from Component 2 compared to only two percent in Component 1 reported a desire to learn new skills or improve upon their existing skills. Among those in Component 2, almost one-third specified the types of skills they desired, which includes handicrafts (47 percent), embroidery & bead work (21 percent), embroidery & sewing (19 percent), and bead work (13 percent). The women interested in skills in Component 1 were primarily interested in learning computer skills. Out of the women who wanted to learn new skills in Component 2, only 31

percent explained their purpose or objective for this. Although the majority (45 percent) of those who reported a reason for wanting to learn new skills reported that it would be for household use, and another 21 percent for household and personal use, one-third reported that they would like to use their skills for income-generation with some combination of household and personal use.

This indicates an important desire and will for a segment of females in the Component 2 project area, and likely all of the project area, to engage in productive income-generating activities, and represents a critical opportunity for the project to work towards USAID's and the GOP's strategic priorities of advancing female empowerment.

Most females surveyed in the Component 1 and 2 project areas who were not interested in learning new skills (57 percent in Component 2 and 92 percent in Component 1) responded this was simply because they identify that there is no such training institute available for them in the area. Very few (2 percent) from Component 2 and none from Component 1 reported that it was due to males not allowing them to receive training.

3.3 Effect of Gender Roles on Work to be Undertaken

The strict traditional gender roles in the project area greatly affect the work to be undertaken during all project phases. Because of the extremely low participation of females in public and community life, all decision-making and engagement with the community is dominated by half of the community. This means that project planning and design intended to benefit all may be heavily influenced by less than half of the population if this Gender Action Plan is not executed upon. As a result, the project may suffer if it does not take into consideration and act upon how to truly improve the lives of all people in the project area. The exclusion of women from pertinent information and the ability to voice opinions compromises project success and sustainability. Because poverty, gender, and food security are so inter-connected, without addressing underlying gender inequalities the project will not realize intended benefits to bring water to this area in order to improve agricultural production, and ultimately increase the food security and well-being of the targeted community.

Extremely low levels of education and literacy, particularly for women, impact the community's ability to fully understand the project's intentions, ramifications, etc. Communication, particularly with women, will need to take place in non-written format in Pushto language through informal, socially acceptable channels. Print materials are of little use in the project area. Despite rigid social restrictions on women and their inability to fully participate in public life and community planning, the gender survey responses from females revealed that women in the project area do indeed have informal social outlets which may be utilized as communication channels. This is a good indicator of community approval of female gatherings in sanctioned settings, and may allow for women to obtain information about community events.

Because males do not tolerate outsiders asking questions about women of the tribe, community engagement efforts to adhere to USAID and GOP strategic priorities in empowering women as leaders and decision-makers will be very challenging. Working through the male-dominated tribal system and *maliks* will be a critical, and perhaps the only, entry point to engaging with women in the project area. To this end gradual and committed engagement with men to build confidence in the economic benefits of approaching income-generation from a family perspective, rather than a male perspective, will be an important initial step to fostering an environment that accepts female participation.

Lastly, poor health conditions, particularly related to nutrition, water safety and hygiene, and maternal health will compromise any progress the project may make toward increasing agricultural production and food security. Without a holistic approach, considering the health of all family members in the project area and how ill health may negatively impact productivity and well-being of

the targeted beneficiaries, the project may substantially fail to achieve its objective to improve the lives of women and men in the area.

3.4 Effect of Anticipated Results on Men and Women

The project has great opportunity to positively work towards improving the lives of both women and men. However, without adequately taking into consideration the stark gender inequalities in the project area, the design and implementation of the project activities may have unintended negative consequences that exacerbate existing gender inequalities.

Eighty-five to 95 percent of female respondents in Component 1, on average, reported that they anticipate positive project impacts from the project related to employment, mobility, income generation, living standards, facilities/ amenities, social networks, electrification, agriculture, building houses, forestation, and cultural heritage. Eighty-nine percent of women in the Component 2 project area expect that electrification will be improved, 77 percent expect that facilities/amenities will be improved, and 73 percent expect that employment will improve as a result of the project. Given the poor state of healthcare infrastructure and education in the project area, there is hope that during resettlement there would be new infrastructure to improve access for all community members, and in particular women and girls, to health care and education facilities with adequately trained personnel. Presumably, increased access to water may increase hygiene and sanitation to improve health outcomes for men, women, and children, as well as decrease women's time burden in collecting water. If electrification is also included, this would in turn decrease the time burden of women and men in collecting fuel.

Forty-five percent of women in the Component 2 project area expect forestation outcomes to worsen, 39 percent believe their social networks will worsen, 33 percent believe that their cultural heritage will worsen, and 32 percent believe that the safety of women and children will worsen, and 22 percent believe that agriculture will worsen as a result of the project. Forty-four percent of female respondents in Component 1 also expect that security and safety of women and children will worsen as a result of the project. In particular, it will be of utmost important to ensure the project focuses on women's perception of safety and security. Female field officers for the project report that women in the area are particularly concerned to their safety in the following regard:

- Relocating to another place would likely be noticed by militants who may impose more restrictions and limitations on women, which may amount to danger to peace and safety.
- Interaction of females with any others, including other females, from outside the area is considered suspicious, and may "annoy" or "aggravate" may family members.
- Changing of a lifestyle that may accompany resettlement is feared by women in the project area as different safety measures may need to be practiced.
- Women are familiar and socially affiliated with the place where they currently reside, and they fear the unknown if they are resettled and lose their social networks and general safety.

Retaining women's social networks and community by ensuring resettled communities are left intact with familiar neighbors is therefore critical in this process, as well as ensuring that all actions taken to engage women are done so safely and ethically with adequate male engagement to reduce and mitigate any potential negative consequences, such as domestic violence.

Resettlement Preferences

Project activities across all three components could potentially displace families from their homes and land, and could further eliminate some jobs and sources of income in the area. Community participation in deciding how best to resettle members of the tribe who may be displaced due to project activities is imperative in crafting an appropriate plan of action for resettlement. Women's

lack of a cohesive voice in tribal areas and specifically the project areas highlights an important gender gap that must be addressed to ensure the entire community has been included in decisions and plans for resettlement. This is particularly important due to the fact that women are generally responsible for all household duties including collecting water; the building of a dam and other project-related activities will drastically impact women's routines and the time spent on everyday tasks. While these changes are intended to bring positive development to North Waziristan, they will also undoubtedly impact community members and women in particular, in a myriad of unforeseen ways. The only way to effectively address concerns is to allow them to be heard in the first place.

If families are required to relocate for the project, women are at particular risk during the resettlement process. Almost all women surveyed in the Component 2 project area (96 percent) reported that in general they expect some difficulties, and 20 percent identified specified concerns. Amongst these 23 percent of respondents the majority cited the "domination of male family members" as their primary concern for their safety and security, followed by 19 percent who were concerned about not having an alternate living arrangement, and 15 percent were concerned about their safety if they refuse to migrate. This may be an indicator for a fear of domestic violence or abandonment as a result of resettlement/ displacement, although this cannot be confirmed absolutely due to the necessary vagueness of the survey question. There were two few answers (4 total) from women surveyed in Component 1 to report anything definitive regarding this question.

It is critical, then, to take into consideration these perceived threats to their safety and security and ensure that resettlement strategies do not unintentionally harm any members of relocated households, and in particular females. Resettlement activities may minimize these threats by taking into consideration females' preferences:¹²

- The majority of female respondents in the Component 2 project area (43 percent) would prefer a house for house plus cash and 23 percent would prefer house for house plus cash and/or land for land plus cash. Only 10 percent prefer land for land plus cash, and only 8 percent prefer cash only. It is important to protect women's safety and security by **not offering cash only options** to the men in the project area, particularly since women will likely have no say in decisions made on resettlement options. All options should include a house-for-house at minimum to avoid a potential unintended consequence of females being abandoned or becoming homeless due to cash only options chosen by male family members. This is of critical importance considering the lack of education, skills, and employment opportunity females have to support themselves.
- Female respondents from Component 2 project area were given options for assistance they may prefer at the time of relocation, including: (i) technical assistance, (ii) financial assistance, (iii) transportation, and (iv) money for alternative needs. Some respondents (13 percent) reported that they do not know what kind of assistance would be required. Fifteen percent preferred financial assistance alone, 13 percent preferred financial assistance and transportation, 13 percent preferred money for alternative activities and financial assistance, and 13 percent preferred technical assistance and financial assistance.

Livelihoods

The project stands to either improve equality of women in their access to livelihoods and income-generating opportunities, or to worsen the gender gap if it ignores the challenges and obstacles faced by women.

¹² No data is available on resettlement preferences from women surveyed in Component 1.

Most women in both Component project areas appear to have some sort of skill, one-fifth desire to learn new skills in Component 2 and fewer (2 percent) in Component 1, and 33 percent from Component 2 report that they would like to use new skills to engage skills for income-generation in combination with some household and personal use. This indicates an important desire and will for a segment of females in the project area to engage in productive income-generating activities, and represents a critical opportunity for the project to work towards USAID's and the GOP's strategic priorities of advancing female empowerment. Further, the females that were not interested in learning new skills (57 percent in Component 2 and 98 percent in Component 1) responded this was simply because they identify that there is no such training institute available for them in the area. *Very few (2 percent in Component 2 and none in Component 1) reported that it was due to males not allowing them to receive training.* As such, the project has a great opportunity to create a livelihoods program that could serve as a positive catalyst for change to slowly advance gender equality in the area.

Further, women's lives will be directly impacted both by resettlement and project activities as most women participate in household and productive activities including cleaning, segregation and storing of grains, processing milk, and milking cows, on which they spend 2-5 hours per day working 365 days per year. This represents a significant involvement of women in household, livestock, and agriculture processes, predominantly as unpaid labor. Since women do not generally have decision-making power over issues regarding livestock, agriculture, etc., it will be important for the project to create space to understand their preferences on any project activities that will affect their time and unpaid labor spent on these activities.

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4 RECOMMENDATIONS (GENDER ACTION PLAN)

The USAID Gender Equality and Female Empowerment Policy expects that all development objectives integrate the following outcomes: 1) Reduce gender disparities in access to public and political decision-making spaces and positions at local and regional levels, 2) Reduce cultural acceptance of gender-based violence; and 3) Increase capability of women, girls and boys, particularly from ethnic and linguistic minority populations, to realize their rights, determine their life outcomes, and influence decision-making in households, communities and societies. As such, the following recommendations, including suggested results, indicators, and potential activities are developed in-line with these outcome objectives as they directly relate to KTDP.

The Gender Action Plan (GAP) is an important part of social and environmental safeguards compliance process which is mandatory for approval of infrastructure development projects under USAID policies. The GAP presented has been developed during the EA process of the KurramTangi Dam Project as a key input into the overall Social and Resettlement Management Plan (SRMP). The GAP presents strategies and actions to work toward project benefits extending to both men and women in the project area, carefully developed and harmonized with the local context, customs, and realities.

4.1 Potential for Specific Activities for the Gender Action Plan within KTDP

Opportunities, or “entry points” in the KTDP for activities to support the desired GAP results are identified, aligned with USAID’s Gender Policy and strategic interest to promote gender equality and female empowerment. Activities focus on gradually developing a conducive environment to gender equality by positively engaging men, particularly the *maliks*, *ulemas* and other local influential persons.

It is hoped that well-executed and sustained awareness and capacity-building, together with information dissemination and community health and education programs will slowly and gradually give way to community acceptance of further activities for livelihoods and employment-generation activities. General pre-construction phase activities such as disclosure and subsequent participation in planning for social, environment, livelihood and infrastructural development, especially in resettlement planning, is also anticipated to build confidence at the community level on project activities for community development and thereby its benefits.

Through consistency in delivering results and demonstrating to local leaders and community members that the project benefits are of value to the well-being, health, and livelihoods of the community, confidence will be built. It is hoped that this confidence in the project benefits will build a bridge for local male leaders to become allies and champions in supporting project activities involving women and children. Activities below are suggested activities that may require additional assessment and consideration, as well as identification of opportunities for collaboration with the government and other organizations.

Although the project can be recognized as having three distinct phases: (i) pre-construction, (ii) construction, and (iii) post-construction, GAP activities will all benefit from planning during pre-construction and ongoing implementation and adaptation throughout construction and post-construction.

The GAP will be implemented by the Project Resettlement Office (PRO), through a Gender Team within the PRO, to be created by a Project Director (PD), of the Water and Power Development Authority (WAPDA). The Gender Team will work with the help and assistance from village committees and village leaders. The Gender Team will also work with a District Health Officer and WAPDA Health Unit in managing community healthcare activities and general well-being. In addition, the PRO will have trained staff members who will take primary responsibility for gender activities, analyses, and evaluation from the early stage of implementation for monitoring and

evaluation. Please see ANNEX 6 Institutional Framework for Implementation of Environmental and Social/ Gender Safeguards and Annex 7 Sample (Illustrative) TOR for Gender Specialist for further information and guidance.

4.1.1 Pre-Construction

4.1.1.1 Training and Capacity Building of Project Staff

Training will be required for all project staff as a required skills development module, local and district government officials and any implementing partners to build capacity to consider and address gender concerns in daily work throughout the project cycle. The project's organizations are strongly male-dominated and will likely require capacity to understand and address gender concerns in their work. The Gender Specialist working with the PRO will be responsible for the planning and implementation of relevant training for the various staff from different implementing organizations.

- Training topics include: understanding of the importance of gender concerns in all project components such as land acquisition and displacement, livelihood losses of the households, relocation of the education and health facilities, environmental impacts of the project, and methods for mitigation of gender issues in the implementation activities of the project; GAP results, indicators, and activities. The contents of the courses would be designed for the needs of implementation of GAP and tailored according to the specific audience. This will need to be achieved through involvement of WAPDA and the PRO via its Gender Team.
- In the initial two years of the project, training workshops would be conducted on a quarterly basis before and during the resettlement and construction stage, while during operational phase training workshops will be on a bi-annual basis to share the experiences learned in the implementation of the GAP and to decide remedial actions if unexpected impacts occur. Most of the courses and workshops will be one or two days in length. A mechanism will also be in place to monitor the adaptation and effectiveness of such trainings.

4.1.1.2 Awareness Raising

Activities will focus primarily on awareness raising and gender sensitization through consultation, informal gatherings, seminars and workshops involving local *maliks*, *ulemas*, and officials whose active support would be required to reach women in the project area. These awareness activities will also involve community leaders, enlightened and educated persons, teachers, local activists and other influential persons in the community. Reaching out to women will be an important part of awareness-raising, following acceptance by local male leaders. Specific awareness-raising activities:

- Integrate into project-related meetings with tribal leaders (e.g. *maliks*, *ulemas*, *jirgas*) positive messaging and awareness-raising regarding the importance of women, girls, and their rights (land, property, child marriage, etc.) in a culturally-appropriate way. Forums and workshops regarding project impacts such as resettlement will integrate awareness-raising regarding extension of benefits to women and children. Participants will be asked to offer their advice on specific strategies and activities to increase project benefits for women and children as well as decreasing stress and potential familial violence during resettlement processes; local partners will be engaged with expertise. Partner with existing initiatives and organizations in the area working toward awareness-raising, tailoring messages to speak about the economic benefits of women and girls participating in specific project activities for families and communities. This entry point for communication is hoped to lead to additional awareness-raising activities.
- Conduct awareness-raising sessions in culturally-appropriate manners with politicians, local administration, community activists, male and female teachers, Lady Health Visitors and Lady Health Workers. Focus on the gender-related concerns of interest to each target group, and how they may work with women and men to support women in participating in and

benefiting from the project. Invite selected *ulemas*, tribal chiefs, political leaders, community men, activists, teachers, and field staff of health facilities from the project area to meetings and periodic workshops to discuss the project, project benefits and how to reach women and children to access the benefits. Identify key entry points to reach women for the project benefits in consultation with men and in accordance with socio-cultural conditions and mechanisms that will ensure women's access to project benefits.

- Support the development of local male champions of female inclusion. Identify *ulemas*, *maliks*, and other influential male leaders who may be more progressive. Provide them with information and support, including arranging exposure visits of *ulemas*, tribal chiefs and men as required to develop interaction and learning about gender and child rights. For example, International Islamic University, Islamabad, conducts regular training programs for *ulemas*, which could provide another entry point.
- Form community-based gender teams comprised of local Pushto-speaking males and females to develop plans and strategies to reach women and men. These plans and strategies will be prepared with the relevant project social and resettlement staff, resource persons and a gender specialist. Resource persons will be engaged in different sectors such as agriculture, livestock, hygiene promotion, skill development, and other fields addressed in the GAP/project. The Gender Specialist will be part of the team and focal person for the gender component. Women will be targeted to participate in project activities, while men will be targeted to support women's inclusion. Initially, teams may make plans for women and children for one year, based on consultative and participatory process facilitated by resource persons and the Gender Specialist under the PRO. Each community-based gender team will define its role and activities, identify participants for those activities, and monitor and evaluate its progress.
- Create and encourage participating of women in community-based organizations (CBOs) to ensure access by women to all project resources through improved leadership skills, funds management, access to credit, etc.¹³
- Targeted awareness-raising will be conducted regarding potential risks of human trafficking and exploitation of women and children during resettlement and relocation and influx of construction workers. However, care will be taken in targeting this specific awareness-raising to specific groups and its messaging so as not to have unintended negative consequences. Since women are already severely restricted to their homes with little mobility, awareness-raising on threats to their security should not support continued sheltering of women inside homes and impede goals to increase female participation in activities.

4.1.1.3 Resettlement-Specific Activities

The construction of a dam could potentially displace families from their homes and land, and could further eliminate some jobs and sources of income in the area. Community participation in deciding how best to resettle members of the tribe who may be displaced due to dam construction is imperative in crafting an appropriate plan of action for resettlement. Women's lack of a cohesive voice in tribal areas and specifically project areas highlights an important gender gap that must be addressed to ensure the entire community has been included in decisions and plans for resettlement. This is particularly important due to the fact that women are generally responsible for all household duties including collecting water; the building of a dam will drastically impact women's routines and the time spent on everyday tasks. While these changes are intended to bring positive development to North Waziristan, they will also undoubtedly impact community members and women in

¹³ Lesson learned/ best practice based on rural development project (Sustainable Livelihoods in Barani Areas Project, Pakistan) implemented by ADB.

particular in a myriad of unforeseen ways. The only way to effectively address concerns is to allow them to be heard in the first place.

If families are required to relocate for the project, women are at particular risk during the resettlement process. Almost all women surveyed in the Component 2 project area, many of them citing risks to their security and safety as a result of “male domination” by family members. It is critical, then, to take into consideration these perceived threats to their safety and security, presumably of potential domestic violence/ intimate partner violence, and ensure that resettlement strategies do not unintentionally harm any members of relocated households, and in particular females. Resettlement activities may minimize these threats by taking into consideration females’ preferences:

- **Do not offer cash only options** to the men in the project area, particularly since women will likely have no say in decisions made on resettlement options. All options should include a house-for-house at minimum to avoid a potential unintended consequence of females being abandoned or becoming homeless due to cash only options chosen by male family members. This is of critical importance considering the lack of education, skills, and employment opportunity females have to support themselves. Provide incentives to families for accepting home ownership titles in the name of a female household member by offering an extra benefit to the households (e.g. furnished house or 10% extra land or agricultural land/field).
- Females have a preference for financial assistance combined with technical assistance as part of resettlement packages.
- Consult separately with women when making decisions about where resettlement communities will be located, how houses will be designed (especially kitchens) and how the location meets needs like access to resources (such as water or fuel), which might be particularly important for women. Ensure this is done in a safe way that protects women from potential backlash by first holding awareness/ education sessions with male family members regarding the benefits of including women in the discussion.
- Promote the representation of women on all decision-making committees, if acceptable. Due to strict adherence to separate male and female spaces, an all-female committee may be considered and discussed with the male tribal heads.
- Ascertain ownership of affected assets in a manner that is sensitive to the rights of women if this is acceptable.
- Categorize female-headed households, including widows, as vulnerable and support all vulnerable households, throughout the resettlement process. This will require at least one dedicated Pashto-speaking female with adequate training to work with female-headed households through this process.
- Promote and facilitate women’s property rights, if possible and acceptable, by including spaces for male heads of household and co-wives as joint owners and signatories on land and property transactions.
- In situations where the inventoried head of household is deceased between the census and the actual compensation, restrict eligibility to those household members that were identified at the Cut-Off Date, review the situation following traditional succession rules, involve the relevant resettlement committees, and ensure that the outcome is not disproportionately detrimental to female members of the household. Promote Islamic inheritance law of Muslims through *ulmeas*/ mosques, which provides for equal access of females to immovable property.

4.1.1.4 Communication and Dissemination of Project Information

Communication for the purpose of dissemination of information about the project and its benefits in the project area will:

- Emphasize the positive role of the project to promote and improve the quality of life of the population, particularly women and children, and in their future development.
- Ensure all women, including married women and female-headed households, in addition to other vulnerable members of the community, are made aware of their entitlements under the RAP.
- Disseminate project information verbally and with pictures, utilizing the locally spoken language of Pushto to overcome language and illiteracy barriers.
- Utilize targeted communication channels to reach different segments of the population:
 - Formal channels to reach men and community leaders such as public meetings, radio, *jirga*, mosque, *ulemas* at Friday *khutbas*.
 - Formal meetings and workshops with district administration staff and officials of concerned government departments.
 - Informal channels to reach women, including youth and elders, such as informal gatherings in private homes or locations identified by the community as acceptable.
 - Public Information Centers (PICs) established by the project in offices of project components 1, 2 and 3, where all project information will be available

4.1.1.5 Education

Education is the key to social progress and development. North Waziristan as a whole has low literacy rates and education of girls is further marginalized. Sensitization to education for both boys and girls, and literacy of men and women in the project area is critical to maximize realization of project benefits such as proper use of irrigation. If possible within the context of a Social Development Fund and/or RAP, supporting quality education for boys and girls in the project area will be instrumental in maximizing project benefits. Examples of actions that could be explored include:

- Advocacy campaign at all levels promoting the value of education and motivating parents to send their children to school.
- Early Childhood Care and Development for children aged 3-5 years.
- Non Formal Education (NFE) for both males and females (children and youth) utilizing existing government school facilities.
- Literacy classes for adult men and women, including informal literacy groups for women in appropriate gathering spaces and literacy programs integrated into livelihoods programs for women.¹⁴
- Assisting in the strengthening of existing government schools in terms of male and female staffing, equipment and supplies, infrastructural development, and facilities.
- An Education Promotion Program to be prepared by the Education Department with project assistance which will cover all affected communities and villages, especially in Component 1 and 2 areas. Host area boys and girls will also be eligible to receive the benefits of the Education Promotion Program.
- Integration of culturally-appropriate images and language in curricula promoting gender equality.
- Establishment of parks, and other learning and recreational facilities for women and children within new communities.

¹⁴ Lesson learned/ best practice based on rural development project (Sustainable Livelihoods in Barani Areas Project, Pakistan) implemented by ADB.

4.1.1.6 Health and Psycho-Social Support

Physical and mental well-being is critical in realizing project benefits. Without a healthy population to work, long-term project benefits may not be sustained. Particular attention is needed for women, children, the disabled, and the elderly who are most vulnerable to disease, illness, and serious reproductive health issues such as maternal and infant mortality.

Establishing effective health systems and promoting health and hygiene interventions are suitable entry points to reach women at the household level in the affected communities. Involving men and women may lead to behavior changes among men in the community.

At present, although medical facilities are available, the existing facilities are not well maintained and are under-staffed, particularly with female medical service providers. As part of the RAP, the existing RHCs and BHUs in the project area will be strengthened and new RHCs and BHUs established by the project should have more facilities such as psycho social support, children assessments of nutrition, methods and equipment for weight and height measurements, and trained human resources and improved systems of record keeping. These gradual measures will contribute to the goodwill of the project and improve mobility of women. Specific activities may include:

- For existing hospitals in the project area: increase Women's Ward with female staff, female doctors and nurses by working with the government to create incentives for practitioners to work in the area and understanding the challenges faced to date in retaining female staff; ensure hospitals are able to provide ambulance service available for emergency cases; transport assistance for women coming to the hospital. Train female doctors and nurses to conduct screening for intimate partner violence/ domestic violence and make referrals to appropriate psycho-social support.
- Work with the local government and NGOs to ensure that all male and female children through the age of 10-12 years will have the following:
 - Health screening
 - Weight and height assessment according to age and gender of the children
 - Nutritional status assessment
 - Health record maintained at the BHU/RHC.
 - Provision of advice and any required medication
- Work with the local government and NGOs to improve women's access to prenatal, postnatal and delivery services. There is an acute shortage of Trained Birth Assistants (TBAs) in the area, resulting in high infant and maternal mortality rates. The project could arrange a training program for new female TBAs and LHVs in the project area. Khwendo Kor has experience in arranging courses for TBAs and LHVs.
- Tuberculosis (TB) and Acute Respiratory Infection (ARI) are common in North Waziristan among women. One of the reasons is poor ventilation systems in the houses. Women and children are more vulnerable to TB. The Project Team will assist in designing new houses with ventilation at the resettlement sites to enhance health and living quality of the resettled families. Train TBAs to conduct screening for intimate partner violence/ domestic violence and make referrals to appropriate psycho-social support.
- For children that are attending schools, utilize school children as entry points for women to access health, hygiene, and literacy information.
- Explore possibility and cultural acceptability of mobile health care options for trained service providers to provide basic maternal and child health services in homes.

Displacement due to resettlement related to project development will bring major changes in the lives of women. It involves delinking from the ancestral area of living, change in living/working environment, and resettlement and adjustments to new sites both by men and women. However,

women will be affected most because of their seclusion and isolation, with potentially lasting impacts due to the disproportionate burdens on women during the resettlement process. Therefore, it will be important to link with hospitals and medical service outlets such as RHCs and BHUs to provide psychosocial support to resettled families. Increasing the psychosocial support capacity of area hospitals and services may include the following:

- Enhance psychosocial support capacity and skills of the existing male/ female staff.
- Hire experienced and trained Pushto-speaking male and female staff to provide psychosocial support at outlets and mobile facilities. Train male and female psychosocial support staff and outreach workers from the area.
- Train male and female psychosocial support staff and outreach workers from the area to take part, particularly during resettlement and livelihoods processes, to screen for domestic violence/ intimate partner violence as a result of resettlement activities and hold counseling sessions with men and co-wives during resettlement processes as a preventive measure. This will require trained professionals (in safety and ethics) and adequate support services to make appropriate referrals to support services.
- Take measures to promote women's access to such services, such as community outreach and education around psychosocial support.

4.1.1.7 Water Supply

Women in the project area face great difficulty in fetching water from lower altitudes and from a long distance, which is primarily the responsibility of women. Access to piped water for drinking and other household purposes is limited. Therefore, the project may consider:

- Planning water supply schemes at the village level to provide access to water for households and terrace irrigation at the resettlement sites, including all appropriate tests such as testing for arsenic.
- Provide proper sanitation facilities at the resettlement sites.

These amenities will certainly enhance and improve the quality of life of the resettling population, particularly women. The availability of water will also help improve agriculture systems in the hill areas which could provide income restoration.

4.1.1.8 Livelihoods and Economic Empowerment

It is hoped that dedicated awareness and capacity building, together with information dissemination and community health and education programs, will gradually allow for community acceptance to engage women in further interventions for livelihoods and income-generating activities. The PRO Gender Team, with the help of local village committees, will assist the PRO in designing new programs for skills development and livelihoods opportunities which could involve women in the project area.

Feasible livelihood training may include: agriculture, livestock, water and sanitation, small businesses, and other “home-based” income-generating activities. Further, training and microcredit for livelihood packages such as kitchen gardening, bee-keeping, poultry-rearing and other livelihood sources would be arranged for women within the Capacity and Livelihood Development Programs prepared by the PRO, possibly in collaboration with Khawenda Kor or another organization with such experience. The following should be included in the Income Restoration and Livelihood Development Programs in the RAP, as part of GAP:

- Provide accompanying training and awareness raising for male family members of females participating in livelihoods programs to increase male support and positive attitudes in a positive way (in partnership with a local organization) and to decrease possibility of negative

reaction of males to female participation. Focus on gender transformative material and ensure psycho-social service providers are available for referrals as needed.

- Agriculture appears to a very viable option for livelihood restoration as most agricultural activities regarding kitchen and gardening are managed by women in the project area. They grow vegetables on 2-3 *kanals* of available land around their houses. Training on enhancing agricultural yields could be imparted to women by local officials. The project would assist in developing terrace agriculture at new resettlement sites, as well as in the Component I area. Good quality seeds and fertilizers would be introduced and provided to women. Vegetable, nursery, and other measures of enhancing crop production, and new types of fodder could be initiated from the onset.
- Livestock has a traditional, social and cultural significance in the project area. It also constitutes one of the major sources of income. The project would provide for a Livestock Centre to assist people in vaccinating, de-worming, and other necessary treatments. The project would organize training for men, who will in turn train women in the households. Further, poor/vulnerable and female-headed households would be provided with livestock, including poultry, to secure an income.
- Explore the feasibility of including proper professional diploma courses with better value in the job market such as medical and dental technicians, female health visitors, computer operators, primary school teachers, etc. These diploma courses provide jobs resulting in improved social status for educated women while also enabling improved service delivery to rural women and girls.¹⁵
- Community/village-based workshops or informal gatherings focused on skills development of interest to women in the project area (as expressed in the gender survey) would be arranged for women when the environment is supportive enough to conduct such workshops.
- A common and typically found skill among women in the project area is stitching. Sewing machines are an accepted type of livelihood support for women and in demand. The project would make provisions for sewing machines for women as a source of home-based income generation. This could increase community support of the project, and also contribute to the esteem of village women. A vocational center with some machines and a teacher in each of the resettled villages could be one practical approach; another might be a mobile training center that could travel between villages. The Bannu Office of Khawenda Kor communicated that they have recently set-up such a vocational center in Shiwa with ten machines and a teacher at a recurring cost of around PKR 60,000 per month.
- A microcredit facility could be promoted by the project through linkages to commercial banks in the project area. The Agriculture Development Bank has been giving micro credit to farmers; the Gender Team could potentially help organize area women in setting up micro-credit facilities on behalf of the project.

4.1.2 Construction

The Gender Team as part of the Project Resettlement Office (PRO) will continue to implement the GAP during the Construction Phase, following initial planning and implementation of awareness activities during the pre-construction phase. In the transition from pre-construction to construction the Gender Team will identify opportunities to build upon the implemented activities detailed above in the pre-construction activities and expand to implement these GAP activities not yet implemented. Ongoing monitoring and a mid-term evaluation will assist the Gender Team in this process.

¹⁵ Lesson learned/ best practice based on rural development project (Sustainable Livelihoods in Barani Areas Project, Pakistan) implemented by ADB.

The Gender Team will follow the cues of the community to collaborate an appropriate project schedule. When community leaders and members are ready and accepting of education, health, and livelihoods activities, these will be added to ongoing awareness activities. It is anticipated that at this stage in the project the community will likely be ready to participate in health and education-related activities and some accepted livelihood activities (such as sewing), but broader livelihoods programs may not yet be acceptable.

At this stage it will be critical to continue strengthening and reinforcing male champions of female involvement in the project.

4.1.3 Post-Construction

The Gender Team will continue with acceptable home- and community-based programs for women, particularly focusing on income-generating projects and will gradually involve them in the decision-making processes for livelihood programs and development. If possible, at this stage, some capacity-building and training for enhancement of home-based small businesses and income-generating opportunities will be conducted, particularly as it relates to marketing and financing.

The Gender Team, along with available community workers, will also conduct monitoring of GAP implementation in each resettled community. As part of an 'exit strategy' to work toward sustaining progress made, the Gender Team will identify opportunities to sustain initiated programs within the community with newly established or existing CSOs or NGOs. Partnerships built throughout pre-construction, construction, and construction will be explored, and data utilized from M&E to advocate to donors and parties of interests for supporting continued efforts toward gender equality in the project area. Continued strengthening and support of male champions of female inclusion and gender equality will be a key component in sustaining benefits beyond the end of the project period.

4.2 Potential GAP Results and Indicators

Potential results and indicators for monitoring of GAP objectives are proposed below for the Kurram Tangi Dam Project. Applicable USAID Standard Foreign Assistance Gender Indicators (ANNEX 4 USAID Standard Foreign Assistance Indicators (Gender)) should also be measured. The proposed indicators and subsequent proposed monitoring and evaluation (M&E) activities form the basis of a GAP M&E Framework to be further refined and developed. The key aspects of this M&E Framework in accordance with USAID's Evaluation Policy are:

- a) Monitoring of activities and progress toward results
- b) Evaluating the performance of activities and achievement of results at regular intervals
- c) Utilizing results to make decisions and communicating results to stakeholders

Table 4: Potential Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
Staff Training and Capacity-Building			
Increased capacity of project staff to integrate gender into daily work	Outcome: Percentage of staff who have demonstrated integration of at least one activity to address gender constraints or facilitate opportunities	Quarterly	Data collection: observation by external monitor / Documentation: quarterly progress reports, external monitor report

Table 4: Potential Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
	in their work		
	Output: Percentage of attendees able to correctly identify at least 2 actions they make take in integrating gender into their work (Disaggregated by male/ female, organization, position)	Monthly/ Quarterly	Data collection: construction supervision/ Documentation: Monthly Progress Report and External Monitor's Report
	Input: Number of gender trainings for project staff/ Number of project trainings with gender integrated into it (disaggregated by male/ female attendees, staff position, organization)	Monthly/ Quarterly	Data collection: Construction supervision / Documentation: Monthly Progress Report
Awareness-Raising			
	Outcome: Percentage of male/ female community members/ leaders able to identify at least one benefit to women participating in a project activity (disaggregated by sex, age)	Quarterly	Data collection: informal survey via SMS, randomized survey sample/ Documentation: quarterly progress reports
Increased community awareness about the importance, rights, and benefits of female inclusion in the project	Output: Number of <i>maliks</i> , <i>ulemas</i> , tribal leaders, Lady Health Workers, politicians, and community members involved in the meetings / workshops (disaggregated by male/female)	Monthly/ Quarterly	Data collection: construction supervision/ Documentation: Monthly Progress Report and External Monitor's Report
	Input: Number of social preparation meetings, informal discussions with women, focus group discussions with tribal leaders, workshops, and <i>jirgas</i> , number of project-related meetings/	Monthly/ Quarterly	Data collection: Construction supervision / Documentation: Monthly Progress Report

Table 4: Potential Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
	forums/ discussions that integrate gender as a theme		
Support, build capacity, and increase local male champions of female inclusion	Outcome: Number of individual men or groups of men actively championing female inclusion in the project	Quarterly	Data collection: observation, focus groups, interviews/ Documentation: quarterly progress reports
	Output: Percentage of trained men who are able to articulate at least two reasons for including women in project activities	Monthly/ Quarterly	Data collection: survey after each training/ Documentation: Monthly Progress Report and External Monitor's Report
	Input: Number of trainings held to support male community members and leaders to foster a gender equitable society	Monthly/ Quarterly	Data collection: Construction supervision / Documentation: Monthly Progress Report
Livelihoods (as part of RAP)			
Improve women's skills to increase female participation in income-generation opportunities created by the project	Outcome: Percentage of PAPs with increased income as a result of income-generating opportunity or job created by the project (Disaggregated by male/ female, age, job type)	Semi-Annually	Data collection: survey/ Documentation: Semi-annual report, mid-term/ endline
	Outcome: Percentage of women who received skills training and/or is earning income as a result of the project who reports decreased household harmony after participation	Semi-Annually	Data collection: survey/ Documentation: Semi-annual report, mid-term/ endline
	Output: Percentage of females in the project area participating in a skills development program (disaggregated by male/ female, age, disability status, marital status)	Monthly	Data collection: training documentation/ Documentation: Monthly Progress Report by Contractors, Monthly Progress Report by PRO and verified by EM Report

Table 4: Potential Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
	Output: Percentage of male family members of females participating in the project that report positive feelings regarding the women's ability to contribute to household income as a result of a livelihoods program	Monthly	Data collection: training documentation/ Documentation: Monthly Progress Report by Contractors, Monthly Progress Report by PRO and verified by EM Report
	Input: Number and type of specific training program offered by the KTDP and other agencies to provide project relevant skills to project-affected men and women (disaggregated by training type, male/female, age); Number and type of engagement (e.g. gender transformative workshops/ meetings) with male family members of female participants	Monthly	Data collection: training documentation/ Documentation: Monthly Progress Report by PRO and verified by EM Report
Health, Psychosocial, and Education (as part of RAP)			
Improve the accessibility of basic health care in the project area/ resettled area	Outcome: Disease burden/ change in health, such as maternal mortality (TBD since this change may likely not be seen within project time period), (disaggregated by male/female, age)	Annually	Data collection: survey/ Documentation: Semi-annual report, mid-term/ endline
	Output: Percentage of community members who report satisfaction with accessibility of health care service providers (disaggregated by male/ female)	Semi-Annually	Data collection: survey/ Documentation: Semi-annual report, mid-term/ endline
	Input: Number of basic separate male/ female health facilities built in project area; number of male/ female medical service providers working in area; number	Semi-Annually	Data collection: observation, progress reports / Documentation: semi-annual progress report

Table 4: Potential Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
	of mobile clinics operating in area; percentage of population covered by supplies (need for maternal health, child health, routine care and vaccinations)		
Improve the availability of basic educational facilities in the project area/ resettled area	Outcome: Percentage of girls/ boys attending primary school in the resettled area	Annually	Data collection: survey/ Documentation: annual report, mid-term/ endline
	Output: Number of basic educational male/ female separate facilities built in the project area/ resettled area (disaggregated by boy/ girl school, percentage with operational indoor latrines and wash facilities); number of male/ female instructors teaching; gender-forward school curriculum utilized; percentage of school-aged children with basic school supplies	Semi-Annually	Data collection: observation, progress reports / Documentation: semi-annual progress report
	Input: Delivery of an Education Promotion Plan to cover all PAPs; building of schools; equipping of schools and school children	Semi-Annually	Data collection: implementing partner documentation/ Documentation: Monthly Progress Report by PRO and verified by EM report
Improve women's feeling of safety and security in the project area and promote social cohesiveness	Outcome: Percentage of women who report feeling safer/ more secure in their environment than they did one year ago	Annually	Data collection: survey/ Documentation: annual report, mid-term/ endline
	Output: Percentage of households (male and female wives/ co-wives) who receive counseling including domestic violence screening, during resettlement consultations	Monthly/ Quarterly	Data collection: project documentation, observation/ Documentation: Monthly Progress Report by PRO and verified by EM Report

Table 4: Potential Results and Indicators

Result	Indicator	Frequency of Data Collection	Method of Data Collection and Documentation
	Input: Number of male/ female psychosocial specialists trained and hired to work with families during the resettlement process (disaggregated by male/ female, type of provider)	Monthly/ Quarterly	Data collection: training documentation/ Documentation: Monthly Progress Report by PRO and verified by EM Report
Water and Sanitation (as part of RAP)			
Men and women's time burden for water and fuel collection decreases to allow for increase engagement in productive activities	Outcome: Percentage of male/ female community members who report spending more time on productive activities than they did one year ago (Disaggregated by sex, age)	Annually	Data collection: survey, focus groups, interviews/ Documentation: annual progress reports, mid-term, endline
	Output: Average length of time spent fetching water, fuel (Disaggregated by male/ female, household income, age)	Annually	Data collection: survey, focus groups, interviews/ Documentation: annual progress reports, mid-term, endline

Monitoring

The GAP implementation will be monitored as a part of SRMP monitoring system by the PRO. Monitoring of the performance of the GAP will involve regular tracking and assessing of activities designed to achieve the specified results. A detailed M&E Plan will be developed prior to Project Implementation which will detail a mechanism for collecting and reporting data for each indicator. This M&E Plan will be developed and implemented by the Gender Team in collaboration with the Project Resettlement Office (PRO) resettlement team. All reports on monitoring progress toward results will be assessed, and adjustments to activities will be made as needed based on report results.

All monitoring data will be disaggregated by sex, age groups, and disability where possible in accordance with USAID's Evaluation Policy. The PRO will also prepare monthly and quarterly progress reports on GAP implementation. An external third party monitor will review and verify the progress made by PRO in Monthly Progress Reports (MPRs) and ascertain whether progress is being made and appropriate adjustments made as needed to achieve GAP results. The reports will include practical recommendations for improvement and adjustments. Monitoring reports will be submitted at regular intervals as specified. The M&E documents will also be publicly available and posted on project websites.

Evaluation

A third party will be engaged to conduct a baseline assessment, mid-term, and end-line evaluation in accordance with USAID's Evaluation Policy. The use of stakeholder surveys to assess changes in social and health status, knowledge, attitudes, and behaviour will be used as a primary monitoring and evaluation tool, along with other tools as appropriate, such as peer-to-peer interviews and observation.

Third Party Evaluation will be planned in the project cycle related to various project activities and their timeframe will be designed according to the plan of each action/activity related to each result. The mid-term evaluation and recommendations will be utilized to make decisions and improvements as needed. Evaluations will be available to all stakeholders and posted on the project website.

4.3 Gender Plan Estimated Budget

GAP activities detailed in this report should be funded and covered in the RAP. Adequate provision should also be made for all M&E activities, including independent baseline assessment, mid-term, and end-term evaluations, community awareness activities, and the implementation of a Social Development Fund. All proposed activities below should be integrated with the SRMP. Contingency funds should also be allocated for any changes in programming or additional activities that may be warranted as a result of learning from ongoing M&E.

Generally, approximately 3-5% of the whole project fund should be allocated to gender-specific activities. An estimated budget to implement the Gender Plan is provided below in Table 5. This provides a rough estimate of lump sum costs for each activity outlined in the Gender Plan in US dollars over four project years. The total estimated budget is US\$4,931,000 for all planned activities over the whole four year project period, which is well under 305 % of the anticipated project budget.

This estimated budget includes additional gender-specific M&E activities including a baseline and final impact survey that would provide additional funding to overall M&E activities to focus on in-depth gender-related M&E activities.

This budget *excludes* a potential water supply scheme to provide potable water to the project-affected area. A water supply scheme to provide 32 villages/ resettlement areas with improved water and sanitation facilities at the village level including terrace irrigation is estimated to cost US\$6.075 million. It is anticipated that this could be completed in three years at a cost of \$2,430,000 in Year One, \$2,430,000 in Year Two, and \$1,215,000 in Year Three. These costs are provided here in this Gender Action Plan as providing such facilities are critical to ensuring an improved quality of life of both women and men in the project area. However, this cost is not included in the overall Gender Action Plan estimated budget as these are infrastructure-related costs that should be included in the overall infrastructure and project-related budget, rather than estimated as a cost for a gender-specific activity.

Further, hard infrastructure costs related to development of schools and health facilities are also not included in this budget as those infrastructure costs are anticipated to be included in the overall project budget for resettlement activities. Additional costs for "soft" gender-specific items including capacity building for education, health, and psycho-social staff are included here in the GAP budget.

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Table 5 Estimated Gender Plan Budget

Sr.	Gender Plan Activity	Cost Estimate Justification	Total Rs (Millions)	Total US\$ (Dollars)	Phasing of Project Costs (US\$)			
					Year-1	Year-2	Year-3	Year-4
1	Training and capacity-building of project staff	During the first two years, 8 workshops, each for five days with 20 persons in each workshop held in Peshawar (quarterly, followed by biannual training for the remaining two years; no international staff included)	2.461	\$20,000	\$7,000	\$7,000	\$5,000	\$4,000
2	Awareness-raising activities	<p>Handouts, workshops, field visits, building partnerships and capacity-building for male leaders and male and female community advocates/ leaders, etc.</p> <p>Studies would be made for developing small livelihood programs for awareness targeted at enhancing and encouraging female employment and literacy among male and female community members-as an outcome of the study small schemes would be implemented through experts (See line item 7).</p> <p>Awareness-raising would also be conducted regarding health and hygiene related to water and sanitation.</p>	81.320	\$760,000	\$180,000	\$220,000	\$220,000	\$140,000

KurrumTangi Dam Project
Gender Plan

Sr.	Gender Plan Activity	Cost Estimate Justification	Total Rs (Millions)	Total US\$ (Dollars)	Phasing of Project Costs (US\$)			
					Year-1	Year-2	Year-3	Year-4
3	Resettlement- related activities	The majority of costs for resettlement-related activities will be met through the RAP; however, a contingency fund is estimated for specific gender-related activities, if needed (e.g. conflict mitigation measures among groups etc.)	9.844	\$92,000	\$18,000	\$28,000	\$28,000	\$18,000
4	Communication and dissemination of project information	4-years program, including cost of 2 media vans, staff, printing of handouts, cultural shows etc.	39.000	\$364,000	\$146,000	\$109,000	\$73,000	\$36,000
5	Education	The majority of the infrastructure-related costs including facility and equipment costs should be included in the overall project budget and RAP, and thus are excluded here. This GAP budget includes education promotion programs such as strengthening of existing government schools, supporting male and female staff capacity, literacy programs enhancing livelihood support programs, and supporting gender-equitable curriculum review and integration into schools, (establishment of computer rooms, libraries and science laboratories)	161.677	\$1,511,000	\$1,400,000	\$56,000	\$35,000	\$20,000

KurrumTangi Dam Project
Gender Plan

Sr.	Gender Plan Activity	Cost Estimate Justification	Total Rs (Millions)	Total US\$ (Dollars)	Phasing of Project Costs (US\$)			
					Year-1	Year-2	Year-3	Year-4
6	Health and Psycho-Social Support	These costs are estimated for a period of 3-years, after which the costs will be met through ADP and not as part of project costs. These estimates are only for strengthening existing facilities by expanding the women's ward and increasing female staff by working with government training of TBAs and LHVs; it does not include any operational costs.	32.000	\$299,000	\$120,000	\$120,000	\$60,000	-
7	Livelihood and Economic Empowerment	These costs are estimated for four years, after which any local welfare organization/Social welfare department FATA may run the program. This includes agriculture, livestock, community/ village-based skill development workshops, vocational centers such as one recently set-up in Shiwa with 10 sewing machines and a teacher with a recurring cost of Rs 60,000/- month). These costs also include support and capacity building for male members of females involved in livelihoods programs and literacy programs.	166.920	\$1,560,000	\$440,000	\$440,000	\$340,000	\$340,000

KurumTangi Dam Project
Gender Plan

Sr.	Gender Plan Activity	Cost Estimate Justification	Total Rs (Millions)	Total US\$ (Dollars)	Phasing of Project Costs (US\$)			
					Year-1	Year-2	Year-3	Year-4
8	M&E activities	It is expected that most M&E costs will be rolled into overall project M&E activities rather than separate gender-specific M&E activities. However, a small amount is set aside each year to supplement project-level M&E activities to conduct ongoing monitoring, evaluation, and learning specific to gender-related results such as focus groups, in-depth interviews, and surveys on an ongoing basis. Baseline development surveys may also be carried out, in addition to endline impact evaluations.	34.775	\$325,000	\$100,000	\$87,500	\$87,500	\$325,000
TOTAL			556.615	\$4,931,000	\$2,411,000	\$1,067,500	\$848,500	\$883,000

4.4 Supporting Strategies and Initiatives

Existing organizations, strategies, initiatives, and national resources from government institutions, NGOs, CSOs, and other donors are critical in maximizing opportunities in working toward gender equality and female empowerment. The following organizations and initiatives may be considered for potential collaboration or partnership for GAP activities for the project:

- Institutions such as Bannu University and NGOs such as Khwendo Kor may be partners for conducting meetings and workshops involving tribal leaders, *maliks*, *ulemas*, and other local stakeholders to raise awareness about women's rights. These organizations already work in the project area (FATA) on improving education, health, capacity-building, awareness raising and training with women, and infrastructure development. Khwendo Kor is working under Fair and Free Election (FAFENE) and is based in Peshawar and in Bannu; it is also sheltered by the Federal Government.
- International Islamic University, Islamabad, conducts regular training programs for *ulemas* to raise awareness regarding women's rights.
- **USAID Gender Equity Program** implemented by the Aurat Publication and Information Service Foundation (AF) in collaboration with the Asia Foundation from 2010 through 2015 may be a collaborative partner in implementing some activities included in the Gender Plan. AF works with the collaboration of civil society organizations, networks, and groups to catalyze critical groups in society to influence policy, legislation, and programs for women's greater economic and political power in society. It aims at closing the gender gap in Pakistan by proactively supporting the development of women. The program seeks to facilitate behavioural change in society by enabling women to access information, resources, and institutions, and improve societal attitudes towards women's rights issues. Through the program AF will be giving more than 400 grants to civil society organizations in periodic grant cycles each year, themed to meet the overall objectives of the program.

4.5 Anticipated Resistance

Implementing the above recommended activities will not come without challenges. There is strong resistance to any effort to promote the empowerment of women in the project area, as that challenges the status quo. It should be made clear that making change to progress toward gender equality in an area that has been dominated by a tribal patriarchal society since ancient history is a slow process fraught with challenges, and many desired results that can be achieved over the course of generations will likely be very incremental over a project time period. It is worthwhile to strive toward longer-term sustainable change while understanding that incremental change in the short- and medium-term is a sign of progress not to be taken lightly.

During the preparation of this analysis the Gender Team was advised by District Administrators not to bring any gender specialists or any outside female to the project area as it might create "issues" with the local tribal leadership or increase the risk of Taliban activity. After many discussions, the gender analysis and survey to support it was only made possible by selecting and training local women from the tribal area that were permitted to attend three-day training in Peshawar. Initially the Gender Team members were allowed only one trip to Bannu for selected interviews with government officials. Later on, the Team made regular visits to Bannu to acquire more knowledge about the project area, and identify suitable persons and institutions.

Other anticipated resistance and risks at the institutional level include: failure to sensitize the project staff and the government departments necessary to bring about change and implement GAP activities; a lack of capacity of an infrastructure-oriented firm to implement gender-related activities; and information about the project benefits not being adequately disseminated due to communication barriers and security threats.

Given this extremely conservative context that presents safety and security concerns for both staff and female community members, it is challenging to engage women directly. The mere mention of the word ‘women’ in public is not viewed favorably. In anticipation of this resistance, the strategies below were found to be successful in working within the tribal context in developing this GAP, and may be applied to address anticipated resistance in the future:

- Never use terminology that may be considered inflammatory such as ‘women empowerment’, ‘women upliftment’, ‘women’s participation’, ‘women’s rights,’ etc.
- Accept that women may only be accessed through men and families, and as a result focus on building positive relationships with the men, who are “gate-keepers” and control access to women.
- Consider the power of the *maliks* and *ulemas* and initiate programs involving them for awareness, disclosure of project benefits, social preparation and capacity-building.
- Engage established and acknowledged institutions to conduct regular training programs for *ulemas* and *pesh imams* tailored to focus on women’s importance and their rights in Islam.
- Define an ‘exit strategy’ beyond the project closure, understanding that social change, particularly within an extremely conservative society, is a very slow process that demands patience, perseverance, and deserves ongoing monitoring and evaluation to measure progress towards desired change defined by the GOP, USAID, and this project.

The identified social structural constraints are major hurdles in gender planning and implementation. This GAP, therefore, has taken a very pragmatic approach to improving the overall environment and the context through awareness, capacity building, health and hygiene and education programs as “entry points” to reach women in the communities. Once this is reasonably established, it is assumed that other income-generating programs can be developed and implemented with the help of village leaders, community organizers/members, and PRO staff. All investments in the GAP will have long-term impacts and contribute to improving the status of women in the project area in line with USAID’s and the GOP’s strategic priorities.

The GAP has been designed carefully to provide benefits to the women and children and bring improvements in their lives and socioeconomic conditions gradually. In the male-dominated tribal society efforts to create change may take some time and be challenging to implement. However, with the increased level of interaction of tribal leaders and *maliks* with project staff and other relevant people and exposure, project benefits, compensations, and sensitization efforts by the project, this may bring about some immediate positive impacts in the social climate within the community.

5 CONCLUSION

Per the USAID Gender Equality and Female Empowerment Policy any investment in the KTDP is required to:

- 1) Reduce gender disparities in access to, control over, and benefits from resources, wealth, opportunities, and services;
- 2) Reduce GBV and mitigate its harmful effects on individuals
- 3) Increase capability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in households, communities, and societies.

The strict traditional gender roles in the project area greatly affect the work to be undertaken during all project phases and potential achievement of the USAID Gender Equality and Female Empowerment Policy objectives. As such, it is absolutely imperative that this Gender Action Plan be implemented and funded in its entirety. Implementation of the GAP should commence as soon as possible at the project implementation start, and even beforehand, given the amount of work and change that is sought.

The activities and results outlined in the GAP are aggressive and optimistic. Achieving the desired results of the GAP will take great effort backed by a supportive project management team, budget, and trained staff. Failure to implement this GAP may result not only in great failures in maximizing benefits to the community, but may also do great harm in reinforcing existing gender inequalities in the project area or exacerbating violence against women in the project area, particularly as a consequence of resettlement activities.

To this end it is of the utmost importance that all findings and recommendations, as relevant, from this GAP are fully integrated into the Environmental Assessment (EA), Environmental Management Plan (EMP), Resettlement Plan (RP), Indigenous People's Plan (IPP), and Cultural Heritage Plan.

The project has great opportunity to positively work towards improving the lives of both women and men. It also may play a critical role in inspiring positive social change via the mutual goals of USAID and the GOP to achieve gender equality and reduce GBV in Pakistan. The implementation of this GAP as part of the KTDP implementation is an important vehicle and catalyst that must be implemented in full and expediently to work towards this shared vision.

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ANNEX 2 BASIC CONCEPTS

Sex

The classification of people as male or female. At birth, infants are assigned a sex based on a combination of bodily characteristics including: chromosomes, hormones, internal reproductive organs, and genitalia.

Gender

A socially defined set of roles, rights, responsibilities, entitlements, and obligations of females and males in societies. The social definitions of what it means to be female or male vary among cultures and change over time. Gender identity is an individual's internal, personal sense of being male or female. For transgender people, their birth-assigned sex and their own internal sense of gender identity do not match.

Gender equality

Concerns women and men, and it involves working with men and boys, women and girls to bring about changes in attitudes, behaviors, roles, and responsibilities at home, in the workplace, and in the community. Genuine equality means more than parity in numbers or laws on the books; it means expanding freedoms and improving overall quality of life so that equality is achieved without sacrificing gains for males or females.

Gender equity

Gender equity is the process of being fair to women and men. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on an equitable basis, or a "level playing field." Equity leads to equality.

Gender-based Violence

Violence that is directed at an individual based on his or her biological sex, gender identity, or perceived adherence to socially defined norms of masculinity and femininity. It includes physical, sexual, and psychological abuse; threats; coercion; arbitrary deprivation of liberty; and economic deprivation, whether occurring in public or private life.

Gender-based violence takes on many forms and can occur throughout the life cycle. Types of gender-based violence can include female infanticide; child sexual abuse; sex trafficking and forced labor; sexual coercion and abuse; neglect; domestic violence; elder abuse; and harmful traditional practices such as early and forced marriage, "honor" killings, and female genital mutilation/cutting. Women and girls are the most at risk and most affected by gender-based violence. Consequently, the terms "violence against women" and "gender-based violence" are often used interchangeably. However, boys and men can also experience gender-based violence, as can sexual and gender minorities. Regardless of the target, gender-based violence is rooted in structural inequalities between men and women and is characterized by the use and abuse of physical, emotional, or financial power and control.

Gender Analysis

Gender analysis refers to the systematic gathering and analysis of information on gender differences and social relations to identify and understand the different roles, divisions of labor, resources, constraints, needs, opportunities/capacities, and interests of men and women (and girls and boys) in a given context. USAID requires that the findings of a gender analysis are used to inform the design of country strategic plans, Assistance Objectives, and projects/activities. A gender analysis can be conducted at: the macro level, analyzing socio-cultural, economic, health, or demographic trends and legal policies and practices at the national or regional level; and/or at the micro level, examining gender relations, roles, and dynamics at the community or household level within the context provided by the macro analysis. Taking a macro or micro focus depends on the purpose for which

the analysis is being undertaken. For example, a gender analysis conducted to inform a country strategic plan will most likely assess the issues from a broader, more macro level, whereas a gender analysis conducted for the design of a project/activity may look at the issues from both a macro and micro perspective.

Gender Assessment

A gender assessment involves carrying out a review, from a gender perspective, of an organization's programs and its ability to monitor and respond to gender issues in both technical programming and institutional policies and practices. USAID Missions often carry out a gender assessment of their portfolio to determine whether gender issues are being effectively addressed in Mission-supported programs and projects. A gender assessment is a very flexible tool, based on the needs of the Mission, and may also include a gender analysis at the country level. If a gender analysis is included in a gender assessment, this meets the ADS requirements. If a gender assessment reviews the internal policies and practices of the operating unit (e.g., USAID Mission), this is very similar to a gender audit. A gender audit addresses not only gender in programming issues but also in the practices and policies of the Mission as a whole, such as human resource issues, budgeting, and management, to provide a comprehensive picture of gender relations at several levels within the organization. Findings from a gender assessment have been used, for example, to inform a country strategic plan or a Development Objective and/or develop a Mission Gender Plan of Action or a Mission Order on gender.

Gender Gaps

A gender gap represents the disproportionate difference between the sexes in attitudes and practices. A gender gap can exist in access to a particular productive resource (for example land), in the use of a resource (for example credit), or levels of participation (such as in government).

Gender-Based Constraints

Gender-based constraints are factors that inhibit either men's or women's access to resources or opportunities of any type. They can be formal laws, attitudes, perceptions, values, or practices (cultural, institutional, political, or economic). Some examples include:

- Customary laws dictating that only men can own land is a constraint on agricultural production since it can prevent women from producing or marketing or obtaining credit.
- A law that prevents pregnant teenagers from attending school is a gender-based constraint since it disadvantages girls relative to boys in obtaining an education.
- An HIV/AIDS program that is located in an ante-natal clinic is a gender-based constraint if men are reluctant to get tested in this setting.

Gender Integration

Gender integration involves identifying and then addressing gender differences and inequalities during program and project planning, design, implementation, monitoring, and evaluation. Since the roles and relations of power between men and women affect how an activity is implemented, it is essential that project and activity planners address these issues on an ongoing basis. USAID uses the term gender integration in planning and programming. Conducting a gender analysis and/or gender assessment is the first step for ensuring successful gender integration into programs and policies.

ANNEX 3 GENDER SURVEY RESULTS FOR COMPONENT I

The following are all survey results from a gender survey conducted by project staff in the Component I project area. A total of 107 women from 107 households were surveyed from the Component I area.

Gender Demographic Characteristics of Households

There is a sex ratio of **123.7** males to 100 females surveyed in the Component I area of KTD Project. The average family size is 7.94 members per household (HH), with an average number of 3.6 adult females per household compared to an average of 4.4 male members per HH.

Out of 107 families surveyed there is a total population of 849 individuals, 45 percent which are females. The population is particularly youthful, with 78 percent of all males and females under the age of 30.

Table 6 Distribution of Males and Females by Age

Age Groups	Population Groups		Percentage of females	
	Male	Female	Out of entire population	In age group
Below 20	289	221	26%	43%
21 to 30	91	61	7%	40%
31 to 40	36	36	4%	50%
41 to 50	26	29	3%	53%
51 to 60	14	19	2%	58%
Above 60	14	13	2%	48%

When analyzing economically non-active persons per 100 economically active persons in the project area population, the total dependency ratio is 52 percent, with a youth dependency ratio of 50 percent and an elderly dependency ratio of 2.3 percent.

Approximately 10 percent of the male population, under the age of 20 is married, compared to no females under the age of 20 that are married. None of the families surveyed in the Component-I area reported an independently female-headed household.

Table 7 Marital Status of Males and Females by Age (Percentage)

Marital Status	Below 20		21 to 30		31 to 40		41 to 50		51 to 60		Above 60	
	Male	Female										
Married	10%	-	84%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Unmarried	10%	-	15%	-	-	-	-	-	-	-	-	0%
NOMA	81%	100%	1%	-	-	-	-	-	-	-	-	0%

NOMA = Not of Marriage Age

Literacy/ Education Level

The literacy level of the female population in the project area is extremely low; only 5 percent of the female population is literate compared to 32 percent of the male population.

The entire population is generally uneducated, with females at a disproportionate disadvantage as compared to men. Only 5 percent of all females completed primary school, compared to 25 percent of males. A mere 1 percent of females completed middle school compared with 16 percent of males. While no females were reported to have any education at any higher levels a small percentage of men do have higher levels of education. Seven percent of the population did not provide responses regarding their educational level.

Table 8 Percentage of Male and Female Population with Levels of Education

Levels of Education	School Attendees		Completed Level	
	Male	Female	Male	Female
Primary	18%	7%	25%	5%
Middle	12%	1%	16%	1%
Matric (10 Years of education)	6%	-	7%	-
FA (12 Years of education)	1%	-	4%	-
BA	-	-	5%	-
MA	-	-	4%	-
Higher Education	-	-	-	-
Religious education	-	-	-	-
Traditional Skill	-	1%	2%	40%
OSA	10%	18%	-	1%
None	53%	74%	38%	53%

OSA = Out of School Age

Diseases and Healthcare Facilities

Approximately three-quarters (75 percent) of women surveyed reported that they do not remember if they or any of their family members suffered from any disease or illness in the past year. One-fifth (20 percent) of females reported suffering from some disease in the past year. There is no distinguishable disease burden between males and females, with very few diseases reported, including diarrhea, measles, heart disease, and malaria. Seven percent of females reported experiencing other types of illness, which includes; mental disorder and diabetes.

Table 9 Diseases Suffered by Males and Females in the Past Year

Diseases	Percentage	
	Male	Female
Diarrhea	2	3
Measles	0	0
Hepatitis	-	-
Typhoid	-	-
Rheumatism	-	-
Polio	-	-
Cholera	-	-

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Tuberculosis	-	-
Blood Pressure	1	2
Heart Disease	2.1	2
Skin Problem	-	-
Reproductive Issues	-	-
Malaria	1.0	1

The survey indicated that in the Component-I project area few medical centres such as Basic Health Units (BHUs), Ruler Health Centres (RHCs), Government and Private Hospitals are available. There is no health facility available which is exclusively earmarked for any specific group of men, women, or children. All of the population may go to BHUs / RHCs, government or private hospitals for medical treatment. The analysis reveals that in case of any need of medical assistance about 21percent of HHs exclusively utilize government hospitals, 55percent utilize either a government or a private hospital, and about 24percent percent of the population utilize all including homeopaths, *hakeems* and *quakes*.

Information was collected from two villages- Bobali and Shamiri of Tehsil Spinwam and Mirali. At present there is one BHU at Bobali, which is not functional and trespassed by a *malik* who is using it as cattle rooms. In the past people traveled to Mir Ali for their medical treatment. Information was collected from different villages away from tehsil Mir Ali and from Kaitu Weir nearby Mir Ali, where government and private hospitals/ dispensaries are located. All survey respondents in all villages replied that they have to travel to Mir Ali for consulting the doctor at hospital or at dispensary. A maximum distance from any village to Mir Ali is 10 km and the minimum as zero km in the case of Kaitu weir. Maximum travel time form any village to the Mir Ali comes to about one hour. In some instances travel time may increase to two hours in case of imposition of restricted movement on occasion by the military and militants.

Over one-third of respondents (37percent) report that households allow females to go to health care centers alone; the majority (63percent) of respondents report that females are accompanied by another male or female member of the family. Most survey respondents report that in cases of complications that arise during pregnancy, other female and male family members typically tape part in making joint decisions.

Household Income

On average, each household has 2.21 sources of income. However, one-quarter (26percent) of families have a single source of income either from abroad (remittances), agriculture, government service, trade or labor. The households with more than one source of income supplement their income from agriculture, trade, employment and from logging. The major source of supplemental income is from abroad (11.7percent). Over half (54 percent) of HHs have their sole source of income from livestock. A small number (2 percent) of households supplement income from the earnings of female members who earn either through employment as teacher or informal sales/services of tailoring and embroidery.

The table below shows the distribution of income earned by household analysis, earned solely by male household members. The majority (84 percent) of households earn below PKR 60,000 monthly. Fourteen percent of households earn between PKR 120,000 to 240,000 monthly, and very few (less than 2.1percent) earn anything more than that amount.

Table 10 Percent of Households in Income Categories by Month

Income Groups (Rs.)	Percentage
60,000	84%
120,000	4%
180,000	7%
240,000	3%
300,000	1%
324,000	0%
480,000	1%
600,000	0.1%

This data indicates that almost half (45percent) of the surveyed HHs are living below the poverty line of US\$1.00 monthly per family member, and most HHs (80 percent) are living below the poverty line of US\$2.00 monthly per family member per HH.

Monthly Household Expenditures

On average for a family size of 7.5 people, a household spends on average PKR 35,000 on food consumptive items, PKR 3,000 on household consumptive items, PKR 6,000 on clothing, PKR 3,000 on health care, PKR 2,000 on livestock, and PKR 1,000 on education for children. Major life events such as a marriage cost, on average, PKR 360,000 per event, excluding dowry expenses.

Table 11 Average Monthly Household Expenditures (PKR/ Month)

List of Expenditures	Averages
Food Consumptive items	35,000
Household Consumptive items	3,000
Clothing	6,000
Healthcare	3,000
Livestock	2,000
Education of Children	1,000
Marriage of Children (Per Event)	360,000

The majority of households (46 percent) spend approximately PKR 50,000 per month on food. Forty-two percent spend less than PKR 25,000 per month, and only 12 percent of households spend over PKR 75,000 on food monthly.

Table 12 Average Expenditure on Food (PKR/ Monthly)

Monthly Food Expense	No. of Responses	Percentage
2,000	2	3%
10,000	4	7%
15,000	8	13%
20,000	7	11%
25,000	5	8%
50,000	28	46%

75,000	4	7%
100,000	2	3%
135,000	1	2%
Total	61	100%

Almost one-third (30 percent) of households spend approximately PKR. 2,000 per month on household consumptive items. One-third of households spend below PKR 1,500 per month on household consumptive items, and one-third of households spend between PKR 4,000- 8,000 per month, and only 2 percent spend around PKR 12,000.

Table 13 Monthly Expenditure on Consumptive Items (PKR/ Monthly)

Household Consumptive items	Numbers	Percentage
800	1	2%
1,000	10	16%
1,500	9	15%
2,000	18	30%
4,000	9	15%
8,000	11	18%
12,000	1	2%
25,000	2	3%
Total	61	100%

The majority of households (41percent) have expenditures on clothing of around PKR 4,000 per month.

Table 14 Monthly Expenditure on Clothing (PKR/ Monthly)

Expenditures on Clothing	Numbers	Percentage
500	5	8%
1,000	6	10%
1,500	1	2%
2,000	3	5%
4,000	1	41%
8,000	2	3%
16,000	14	23%
32,000	25	2%
60,000	4	7%
Total	61	100%

None of the female respondents responded to the question asked of how much they are paying monthly for utility bills.

The majority (79percent) of households have healthcare expenditures between PKR 1,000 and 5,000 per month.

Table 15 Monthly Household Expenditure on Healthcare (PKR/ Monthly)

Healthcare	No. of Responses	Percentage
500	2	3%
1,000	16	26%
1,500	8	13%
2,000	16	26%
5,000	16	26%
10,000	2	3%
20,000	1	2%
Total	61	100%

Three-quarters (75 percent) of households have between four and six goats, and close to one-third (30 percent) have two cattle, on average. Forty-three percent of female respondents with livestock reported that their households spend, on average, PKR 1,000 per month on livestock for their medical treatment, fodder, maintenance of animal housing, etc.

Table 16 Monthly Expenditure on Livestock (PKR/ Monthly)

Per Month Expense on Livestock (Rs./ month)	Numbers	Percentage
200	1	2%
1,000	26	43%
1,500	13	21%
2,000	6	10%
2,500	3	5%
3,000	5	8%
5,000	4	7%
7,000	3	5%
Total	61	100%

The majority (83percent) of female respondents did report some monthly expense related to payment of educational dues to different educational institutes. Among these one-third (33 percent) report monthly education expenditures up to PKR 1,500, 23 percent report expenditures of PKR 2,500, 13 percent report expenditures of PKR 500, and 21 percent report expenditures between PKR 6,000 and 40,000. Eleven percent of respondents did not report any expenses related to education.

Given the high percentage of family members without education and that are literate, the relatively higher expenditure on education in many families is questionable. This may be explained by respondents' reporting money paid to *Madrisas* where children may or may not be gaining religious education, but not necessarily formal education.

Table 17 Monthly Expenditure on Education

Monthly Expense on Education	No. of Responses	Percentage
500	7	13%
1,500	17	33%
2,500	12	23%
3,000	5	10%
6,000	7	13%
12,000	2	4%
24,000	1	2%
40,000	1	2%
Total	52	100%

Most female survey respondents (95 percent) were able to provide an average expenditure amount on events such as marriage events. Among these respondents, 68 percent reported that on average PKR 400,000 is spent on a single event; these expenditures include the arrangement of the marriage event for three to four days. Female respondents in 5 percent of households could not provide any average amount of expenditures incurred for a marriage event.

Table 18 Expenditure on Marriage (PKR Per Event)

Marriage Expenditures (Per Event)	No. of Responses	Percent of Responses
50,000	-	0%
100,000	-	0%
200,000	9	15%
300,000	9	15%
400,000	41	68%
500,000	-	0%
600,000	1	2%
Total	60	100%

Money Saving Practices

Five percent of females reported that all money is handled exclusively by male members and cannot answer questions regarding money saving practices. A total of 62 female respondents are saving money. Approximately 60 percent of females who are involved in household money saving report saving money for their children's education and household, 31 percent for household use alone, and use, and 26.5 percent for the marriage of children. Almost half (49 percent) reported multiple savings objectives including for business use, children's education, children's marriage household, livestock, and personal use.

Table 19 Money Saving Practices

Objectives for Utilizing Savings	No. of Responses	Percent of Responses
For business use, children's education, children's marriage household, livestock, and personal use	6	10%
For children's education and the household	37	60%
For household	19	31%
Total	62	100%

Although no female-headed households were reported among those surveyed, it was however indicated by one of the field enumerators that in some instances due to the extended family system (where four to five families live within one boundary) an elder mother or grandmother collects income, manages the household money, and distributes money to male and family members.

Inheritance

Almost all female respondents (97percent) reported that they do not have ownership of any kind of immovable property in the name of themselves or other female family members. The remaining 3 percent did not reply at all to this question. Only one-quarter (24 percent) of respondents answered a question regarding how inheritance is decided via *Jirga*, formally, casually, or other arrangements and most replied that inheritance is decided through some other arrangement.

The vast majority of respondents (98 percent) reported that they typically receive a 'lavish' dowry at the time of marriage from their parents, including wooden furniture, electrical appliances, kitchen items, clothing and other various accessories.

Basic Household Facilities

All respondents reported having bathing and latrine facilities inside their homes, with a small percentage (4 percent) who report having bathing and latrine facilities both inside and outside their HH, and 22 percent that report having a water facility both inside and outside their home.

Table 20 Types of Bathing and Latrine Facilities Available to Households

Types of Facilities			
Bathing & Latrine Facility	Inside HH	Both (Inside/ Outside HH)	Total
No. of Responses	63	3	63
Percentage	100%	4%	100%
Water Facility			
No. of Responses	63	14	63
Percentage	100%	22%	100%

Water and Fuel Sources and Collection

The table below further elaborates arrangements of water facilities inside the HH; it appears that all the HHs have access to more than one source of water.

Table 21 Water Facility Arrangements for Households

Arrangements of Water facility within HH	No. of HH Having Facility	Percentage
		HHs
Electric Motor	50	79%
Electric Motor, Overhead Tank	40	63%
Electric Motor, Well	7	11%
Hand pump	13	21%
Hand pump, Electric Motor, Overhead Tank	34	54%
Hand pump, Overhead Tank	5	8%
Hand pump, Well	7	11%
Overhead Tank	5	8%
Well	27	43%
Total Sample Size (HH)	63	100%

About 25 percent of households collect water from source outside their HH from sources such as a river, spring, community hand pumps, or a community well, from where they fetch water for their use. A river nearby (less than one Km) was identified, as well as a spring (1.2 Km.), community hand pumps (2 Km.), and a community well (3.1 Km.). Female members, either elder women or younger women typically spend more time fetching water as compared to male family members; elder female spend an average time of 5 hours per day fetching water from the river, 0.5 hours per day from the spring, and 2 hours daily to fetch water from a community well or a community hand pump. However, elder male members take only 0.5 hours to reach the spring, and young boys take 0.9 hours to fetch water from community hand pumps.

Different types of fuel are used in the household, including wood sticks collected from forest and grazing lands, gas cylinders purchased from the market and cow dung. There are households that have the fuel available at their door step and they do not need to travel due to their close proximity to the market, grazing land or forest. Cow dung is another fuel available at within house.

Table 22 Average Distance from Households (Km) for Obtaining Fuel for In-House Consumption

Statistical Tests	Forest ¹⁶	Grazing Land	Market	Gas Cylinder	Animal Dung
Mean	1.1	1.1	2.3	3.5	0.5
Mode	3.0	1.0	3.0	3.0	0.5
Max	5.0	4.0	7.0	7.0	0.5

¹⁶ No formal forest exist in the project area, here by forest means the place where wild kikar is available in dense and grazing land means where wild kikar is available scattered.

Min	-	-	-	-	-
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In the winter season, collection of fuel is necessary on a monthly basis most frequently for 32 percent of households, followed by 29 percent of households that need to collect fuel fortnightly, 24 percent who collect fuel daily, and 16 percent that require fuel collection weekly. More households require fuel collection in the summer season fortnightly (40 percent) and weekly (24 percent).

Table 23 Collection of Fuel, by Season

Collection of Fuel	No. of Responses		Percent HHs	
	Winter Season	Summer Season	Winter Season	Summer Season
Daily	15	10	24%	16%
Weekly	10	15	16%	24%
Fortnightly	18	25	29%	40%
Monthly	20	13	32%	21%
Total	63	63	100%	100%

Survey respondents report that it takes between three and six hours to collect wood sticks from the forest and grazing lands over a one to three weeks depending upon size of the family. It takes 1-4 hours to purchase a gas cylinder, including travel time, weighing the cylinder, and having it refilled or replaced.

House Renovations

All female respondents reported that they have to make minor repairs to their home before and after the weather changes. About half (52percent) of the respondents report that most of these minor repairs are required during the months of October, November, and December. About one-third (30percent) reported that repair work is required before start of the summer season during months of April, May, and June. A smaller number (about 10percent) of the respondents said that these repairs are required to complete during the summer season of January, February and March and a similar number (8 percent) must make repairs before the beginning of monsoon rains during months of July, August and September.

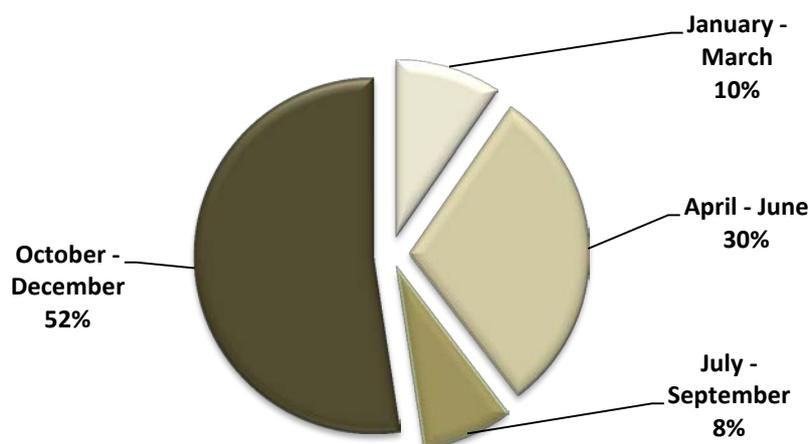


Figure 1 Proportion of Families Renovating Homes throughout the Year

All respondents (100percent) said that females within their family do participate in such household renovations and repairs. All respondents (100 percent) estimate that females conduct approximately 50 percent of the renovation activities, including removal and moving of items, cleaning of furniture and other goods before and after renovation, etc.

Skill Development

The majority (95 percent) of female respondents reported that they already have several domestic skills (e.g. embroidery, stitching, cooking and handicraft etc.) Almost all females have more than one of these skills which they predominantly perform at the household level for their family members. The majority of respondents reported having skills related to embroidery, cooking, and wood work (65 percent), followed by 30 percent who reported skills in embroidery, cooking, sewing, and wood work, and a small percentage (5 percent) who only report skills in embroidery, sewing, and cooking.

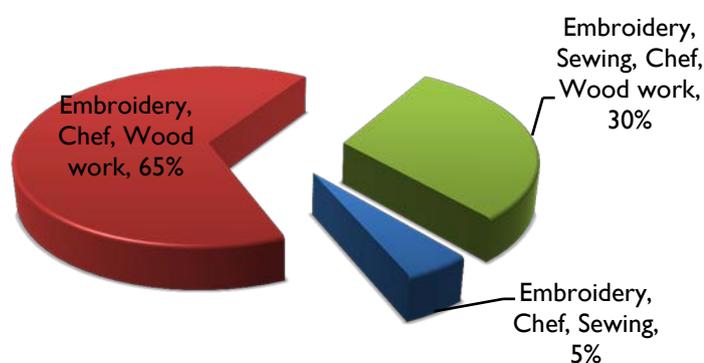


Figure 2 Types of Skills Reported by Females in Component I

Only two percent of females surveyed expressed that they desire learning a new skill, specifically

training in computers. Most respondents (92 percent) report that they are utilizing their skills for household purposes only. However, it is important to note that a small number are interested in learning new skills for income generation and household purposes (5 percent) and for income generation, household purposes, and personal use (3 percent).

Table 24 Purposes Reported for Learning/ Improving Skills

Purpose of learning these skills	No. of Responses	Percent of Responses
For HH purpose	58	92%
For income generation, For HH purpose	3	5%
For income generation, For HH purpose, For personal use	2	3%
Total	63	100%

All females who are not interested in learning new skills (100 percent) responded this way simply because they identify that there is no such training institute available for them in the area. No females reported that their lack of interest in training was due to males not allowing them to receive training.

Community Gathering

The majority of female respondents (93percent) did not identify any public location for gathering among females, and the remaining 7 percent did not reply to the question. The majority of female respondents (82percent) reported that all male and female relatives usually gather at occasions such as marriage ceremonies, birth of a child, aggega ceremonies, death, or at any other traditional occasion. About one-fifth (18percent) of respondents reported that they only have opportunity to meet with other relatives on occasions like marriage ceremony, at child birth, at death occasion, and at any of their traditional occasions. All of the respondents (100 percent) report that only male members of the family go to markets for making purchases and no female goes to purchase anything outside the home, not even from a nearby shop.

Time Use

Females report that they take part in cleaning (96 percent), milking cows (27 percent), processing milk (99 percent), sewing (100 percent) and segregation and storing of grains (89 percent). Less than one percent of women participate in collection of fodder and in handicrafts. On average, females are involved in such activities about 2-5 hours per day and 365 days per year. This represents a significant involvement of women in household, livestock, and agriculture processes.

Participation in Household Decision-Making

Almost one-third (29 percent) of respondents report that in their households females have no say and do not participate in any decision-making, which is solely the male's prerogative. In two-thirds of households (66percent) it is reported that male and female members discuss matters amongst themselves and make decisions jointly. There are a small number (5 percent) of females who reported that in their households females make independent decisions about some matters and events.

In 23percent of HHs females make joint decisions related to household consumptive items and in 44 percent of HHs females make joint decisions related to livestock. There are many instances where 100 percent of surveyed women report that females in the household are involved in joint decision-making, including: matters relevant to relatives; education of children; marriage of children.

However, 100 percent of the surveyed women report that women are never involved in decision-making related to the sale and purchase of land, immovable property and farm produces, nor are they involved in decisions related to food items.

Female Awareness and Perceptions about Project

All (100 percent) of the female respondents said that they already knew about the KTDP. Among all respondents most (98 percent) reported that learned about the project through field survey teams who visited their households. A very small number (2 percent) of female respondents reported that they already knew about the project through male family members.

Respondents were asked about what they perceive about project outcomes after being informed about the various facilities. They were then asked to rank these outcomes based on their perceptions of whether it would be improved, same, or worse.

An average of 10percent of survey respondents did not rank any of the project outcome impact. The remaining 85 to 95 percent, on average, reported that they anticipate positive project impacts from the project related to employment, mobility, income generation, living standards, facilities/ amenities, social networks, electrification, agriculture, building houses, forestation, and cultural heritage. However, only 35 percent of respondents indicated they anticipated safety and security of women and children will improve, 21 percent indicated that it will remain the same, and the remaining (44 percent) indicated that they fear that safety and security of women and children will worsen as a result of the project.

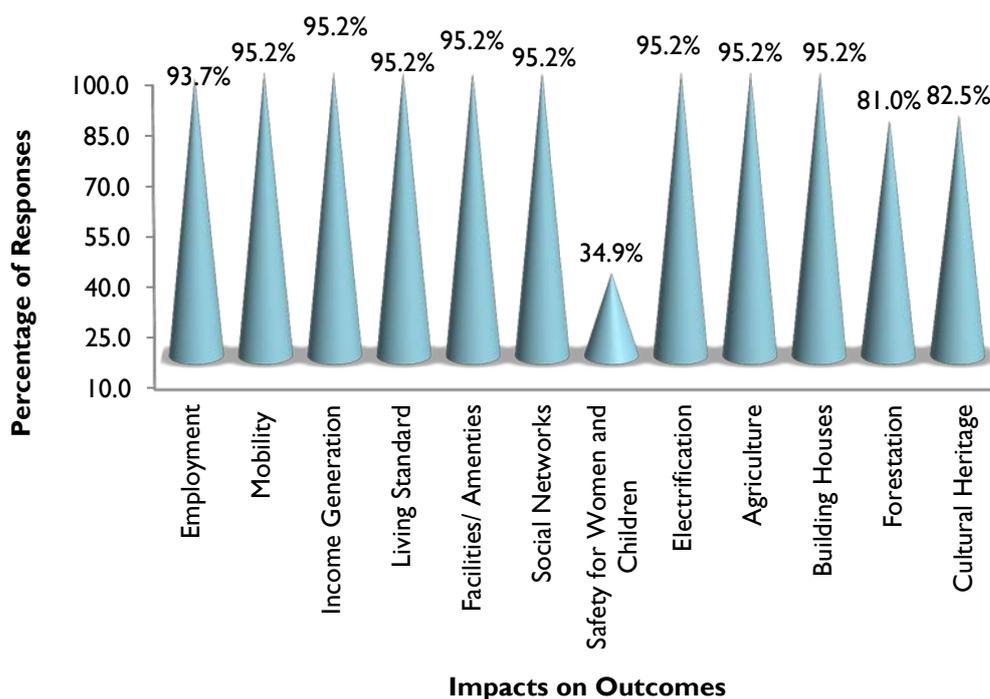


Figure 3 Ranking of Perception of Project Impacts- Improved

Gender Safety Concerns and Difficulties during Relocation Process

Women were asked if they felt they would encounter any difficulties or problems related to their safety and security as a result of relocation or the process itself. An overwhelming majority of the respondents (71.4percent) did not answer this question. Among the quarter of respondents who

answered this question, only 1.6percent reported that they may have problems with safety and security concerns at time of resettlement, while 69.8 percent report that they do not think that they would have any severe security issues due to resettlement.

Only a few respondents reported their concerns they may have during resettlement such as medical issues, building of houses at new places, livelihood, transportation issues, food, and electricity etc.

Table 25 Resettlement Difficulties and Safety Concerns as a Result of Potential Resettlement

Resettlement Difficulties	No. of Responses	Percent of Responses
Transport, Residence, Medical Treatment, Building new houses, Income	2	50%
Transport, Residence, Medical Treatment, Electricity	1	25%
Medical treatment, security & Safety issues, Transport, Residence, Food	1	25%
Total	4	100%

General Concerns of Respondents

Concluding the questionnaire with the respondents, they were asked to describe any general comments they have regarding the project. About 81 percent of respondents recorded some type of general comment, in most cases regarding their expectations of how the project will improve their lives, Over half of the respondents (59 percent) reported that they would like improvement in the PTCL landline communication system, 51 percent want improved access to quality health centers, 41 percent desire drinking water tube wells, 35 percent would like secondary schools for girls, and 31 percent would like mobile network poles installed for improved communication.

Table 26 General Opinions of Females Provided Regarding KTDP

Comment by Respondents	No. of Responses	Percent of Respondents who mentioned response
PTCL landline Communication system	30	59%
Health centers	26	51%
Drinking water tube wells	21	41%
Secondary schools for girls	18	35%
Mobile Network poles	16	31%
Internet facilities	12	24%
Support project activities	12	24%
Secondary Schools in general (boys and girls)	11	22%
Roads	4	8%
Electricity	1	2%
Residence in Peshawar	1	2%

Residence with all facilities (e.g. water, sanitation, electricity, access to health, education, etc.)	1	2%
Residence in Bannu town with all facilities (e.g. water, sanitation, electricity, access to health, education, etc.)	1	2%

Key: PTCL – Pakistan Telecommunication Company Ltd.

Resettlement Preferences

When asked if they and their families may need to be relocated to some other place as a result of project activities all (100 percent) female respondents reported that they do not have an alternative location to settle. They also reported that male members generally do not inform female family members about such matters as these types of decisions are left to men alone.

Female respondents were given options for assistance they may prefer at the time of relocation, including: (i) technical assistance, (ii) financial assistance, (iii) transportation, and (iv) money for alternative needs. Some respondents (17 percent) reported that they do not know what kind of assistance would be required. Seventy-one percent preferred financial assistance alone, 19 percent preferred financial assistance, technical assistance, and transportation, 6 percent preferred transportation alone, and 4 percent preferred technical assistance alone.

Table 27 Resettlement Assistance

Type of Assistance required at the time of Resettlement	No. of Responses	Percentage
Financial assistance	37	71%
Technical assistance	2	4%
Transportation	3	6%
Financial assistance Technical Transportation	10	19%
Total	52	100%

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ANNEX 4 GENDER SURVEY RESULTS FOR COMPONENT 2

The following are all survey results from a gender survey conducted by project staff in the Component 2 project area. A total of 214 women from 214 households were surveyed from the Component 2 area.

Gender Demographic Characteristics of Households

There is a sex ratio of 94.5 males to 100 females in the 214 households surveyed in the Component 2 area of KTD Project. The average family size is 8.49 members per household (HH), with an average number of 3 adult females per HH compared to an average of 2.8 adult male members per HH.

Out of the 214 households surveyed there is a total population of 1,805 individuals, 51.3 percent of which are females. The population is particularly youthful, with 72percent of all males and females under the age of 30. There are a disproportionate number of females below the age of 20 (57.5percent of all children and youth under age 20), while less than a quarter (24.1percent) of all persons over the age of 60 are female.

Table 28: Distribution of Males and Females by Age

Age Groups	Population Groups		Percentage of females	
	Male	Female	Out of entire population	In age group
Below 20	332	450	24.9percent	57.5percent
21 to 30	263	257	14.2percent	49.4percent
31 to 40	120	86	4.76percent	41.7percent
41 to 50	61	79	4.4percent	56.4percent
51 to 60	80	48	2.66percent	37.5percent
Above 60	22	7	0.4percent	24.1percent

When analyzing economically non-active persons per 100 economically active persons in the project area population, the total dependency ration is 45 percent, with a youth dependency ratio of 43percent and an elderly dependency ratio of 2.3 percent.

Approximately 10 percent of the female population and 1.8 percent of the male population under the age of 20 is married. Only 0.2percent females under the age of 20 are widows, whereas 14.3 percent of the female population over the age of 60 years is widowed, representing a particularly socially and economically vulnerable segment of the population.

There is only one household surveyed with a female head of household. Although she reported being married, it is not clear from the data whether she is widowed or divorced. She is a poor and

illiterate woman belonging to the Wazir Kabul Khel tribe and is 40 years of age. She earns on average PKR 5,400 per month from tailoring clothes of nearby households so that she can feed her five children (2 boys and 3 girls), none of whom are married. The eldest son is 20 years of age and the youngest daughter is 10 years of age. However, her eldest son is a Bachelors of Arts student, the younger son is attending secondary school in the 8th grade, and the girls never attended any educational institute.

Table 29 Marital Status of Males and Females by Age (Percentage)

Marital Status	Below 20		21 to 30		31 to 40		41 to 50		51 to 60		Above 60	
	Male	Female										
Married	1.8	10.0	62.9	82.7	97.5	96.5	96.7	98.7	95.0	97.9	90.9	85.7
Un-married	39.2	40.1	32.0	14.2	0.8	1.2	-	-	-	-	-	-
Widow	-	0.2	4.4	2.7	-	1.2	-	-	-	-	-	14.3
NOMA	57.5	49.0	-	-	-	1.2	-	-	-	-	-	-

NOMA= Not of Marital Age (Under 15 years)

Literacy/ Education Level

The literacy level of female population in the project area is extremely low; only 3 percent of the female population is literate compared to 18 percent of the male population.

The entire population is generally uneducated, with females at a disproportionate disadvantage as compared to men. Only 3.1 percent of all females completed primary school, compared to 16.2 percent of males. A mere 0.2 percent of females completed middle school compared with 5.3 percent of males, with similar results at higher levels of education. Out of all females in the project area, 97.3 percent are not currently enrolled in any schooling, and 95.7 percent did not complete any level of schooling from primary onward, compared to 68.1 percent of males who never completed any level of schooling.

Table 30 Percentage of Male and Female Population with Levels of Education

Levels of Education	School Attendees		Completed Levels	
	Male	Female	Male	Female
Primary	4.9	1.2	16.2	3.1

Middle	4.0	0.6	5.3	0.2
Matric (10 years of education)	1.5	0.1	5.4	0.5
FA (12 years of education)	2.2	0.1	2.3	0.1
BA	1.1	-	1.9	-
MA	0.7	-	0.7	-
HE (Higher Education)	-	-	-	-
Traditional Skill	-	-	-	0.1
None	83.1	97.3	68.1	95.7
NOSA	2.5	0.2	-	-

NOSA= Not of school age (less than 3 years of age)

Diseases and Healthcare Facilities

Approximately one-quarter (27.6 percent) of women surveyed reported that they do not remember if they or any of their family members suffered from any disease or illness in the past year. One-quarter (22.4 percent) of females reported suffering from some disease in the past year. There is not a significant difference between males and females in disease burden. Diarrhea, rheumatism, cholera, typhoid, hepatitis, and high blood pressure are among the most reported disease. Among 2.4 percent of females who reported experiencing some other type of illness, mental disorder (0.2 percent) and diabetes (0.7 percent) were specified.

Table 31: Disease Suffered by Males and Females in the Past Year

Diseases	Percentage	
	Male	Female
Diarrhea	12.5	14.5
Measles	8.7	11.8
Hepatitis	7.4	11.0
Typhoid	17.1	16.4
Rheumatism	14.6	12.3
Polio	2.3	1.2
Cholera	15.9	13.2
Tuberculosis	3.3	1.2

Blood Pressure	9.7	8.6
Heart Disease	1.5	3.2
Skin Problem	4.6	4.9
Reproductive Issues	1.8	1.5
Malaria	0.5	0.2

The survey indicated that there is no health facility available which is exclusively earmarked for any specific group of men, women, or children. Few medical facilities are available through BHU/RHC, including a government and private hospital. The dwellers also utilize homeopaths, *hakeems* and *quakes*. The analysis reveals that in case of any need of medical assistance about 23percent HHs utilize exclusively government hospitals; 50percent utilize either government or private hospitals, and about 27percent percent population utilize all including *hakeems* and *quakes*.

Since the information was collected from different villages some distance from tehsil Shewa where a government and private hospitals are located, all the respondents in the village replied that they have to travel to Shewa to consult with a doctor at the hospital. It is evident from the available data that a maximum distance from any village to Shewa is 7 km and minimum as 3 km. Maximum travel time from any village to the Shewa hospital is about 40 minutes and the minimum is 20 minutes.

The analysis further reveals that about 33percent HHs allow females to go to health care centers alone, whereas about 60percent HH accompany the patient with other male or female members of the family. Regarding decisions around complication during pregnancy, other female and male members do make important decisions jointly.

Household Income

On average, each household has 2.14 sources of income. However, one-third of households (34 percent) have a single source of income either from abroad (remittances), agriculture, trade or labor. The households with more than one source of income typically supplement their income from agriculture, trade, employment and from logging. The major source of supplemental income is from abroad (16 percent). Nearly one-quarter of households earn income solely from agriculture, while the majority (68 percent) do not participate in agriculture as a source of income. Similarly, only one percent of households depend solely on income from livestock to support their families, whereas 8 percent of households engage in livestock activities to supplement their income. A small number (2 percent) of households supplement income from the earnings of female members who earn either through employment as teacher or informal sales/services of tailoring and embroidery.

The table below shows the distribution of income earned by household analysis, earned solely by male household members. The majority (38 percent) of households earn between PKR 200,000-400,000 monthly, followed by 29 percent that earn PKR 400,000-600,000 monthly, and 24.8 percent who earn over 600,0000 monthly. Nearly one-tenth (7.5 percent) of families in the area earn less than PKR 200,000 monthly.

Table 32 Percent of Households in Income Categories by Month

Income Groups (PKR)	No. of HHs	Percentage
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Less than 20000	1	0.5
20000 - 30000	1	0.5
30000 - 40000	-	-
40000 - 80000	-	-
80000 - 100000	-	-
100000 - 150000	6	2.8
150000 - 200000	8	3.7
200000 - 400000	83	38.8
400000 - 600000	62	29.0
Above 600000	53	24.8
Total	214	100

This data indicates that nearly one-third (29 percent) of the surveyed HHs are living below poverty line of US\$1.00 monthly per family member per HH, and three-quarters of the surveyed households (75 percent) are living below the poverty line of US\$2.00 monthly per family member per HH.

Monthly Household Expenditures

On average for a family of 8.5 people, a household spends PKR 22,650 per month; PKR 16,000 is spent per month on food items, PKR 900 on household items, PKR 4,000 on clothing, PKR 50 on utilities, PKR 800 on health care, PKR 600 on livestock, and PKR 300 on education for children. Major life events such as a marriage cost, on average, PKR 110,000 per event, excluding dowry expenses.

Table 33 Average Monthly Household Expenditures (PKR/ Month)

List of Expenditures	Averages
Food Consumptive items	16,000
Household Consumptive items	900
Clothing	4,000
Utility Bills	50
Healthcare	800
Livestock	600
Education of Children	300
Marriage of Children (Per	103,000

event)

The majority of households (38.3 percent) spend approximately PKR 20,000 per month on food, and no households spend more than PKR 40,000 each month on food. Almost one third (30.9 percent) spend PKR 15,000 per month, and nearly one-fifth (16.8 percent) spend less than PKR 10,000 each month on food.

Table 34 Average Expenditure on Food (PKR/ Monthly)

Expenditure on Food Consumptive Items (Rs/Month)	No. of Responses	Percentage
5,000	3	1.4
10,000	33	15.4
15,000	66	30.8
20,000	82	38.3
25,000	28	13.1
27,000	1	0.5
40,000	1	0.5
50,000	0	-
80,000	0	-
Total	214	100.0

The majority (55.1 percent) of households spend approximately PKR 1,000 per month on household consumption items. Approximately one-fifth (20.1 percent) of households spend slightly more (PKR 1,500), and one-fifth (22 percent) spend slightly less (PKR 500), while most do not spend more than PKR 1,500.

Table 35 Monthly Expenditure on Consumptive Items (PKR/ Monthly)

Expenditure Limits for HH Consumptive Items (Rs/Month)	No. Of Responses	Percentage
500	47	22.0
1,000	118	55.1
1,500	43	20.1
2,000	2	0.9
4,000	1	0.5
8,000	2	0.9
12,000	1	0.5
Total	214	100

The majority (58.4 percent) of households have expenditures on clothing of around PKR 8,000 in a month.

Table 36 Monthly Household Expenditure on Clothing (PKR/ Monthly)

Expenditures on Clothing (Rs/Month)	No. of Responses	Percentage
500	17	7.9
1,000	2	0.9
1,500	2	0.9
2,000	8	3.7
4,000	57	26.6
8,000	125	58.4
12,000	2	0.9
16,000	1	0.5
Total	214	100

Over one-quarter (26.1 percent) of households do not have water and electricity facilities provided for which they pay bills. Almost three-quarters (73.4 percent) of households that are provided with water and electricity pay the utility bill monthly. The vast majority of respondents (97.45 percent) report paying approximately PKR 500 per month for the utilities.

Table 37 Monthly Expenditures on Utility Bills (PKR/ Monthly)

Utility Bills(Rs/Month)	No. of Responses	Percentage
500	153	97.45
1000	3	1.91
1500	1	0.64
Total	157	100

The majority (58.7 percent) of households have healthcare expenditures of approximately PKR1,000 per month. Approximately one-third (31 percent) spend approximately PKR 500.

Table 38 Monthly Household Expenditure on Healthcare (PKR/ Monthly)

Healthcare Expenses (PKR/ Monthly)	No. of Responses	Percentage
500	66	31.0
1,000	125	58.7
1,500	18	8.5
2,000	-	-
2,500	-	-
3,000	-	-
4,000	1	0.5
5,000	3	1.4
Total	213	100

On average, three-quarters (75 percent) of households have between 2-4 goats, and close to one-third (30 percent) have two cattle, on average. Over half of the respondents (51.6 percent) who do

have livestock report spending around PKR 1,000 per month on livestock for their medical treatment, fodder, maintenance of animal housing, etc., followed by 44.1 percent who report spending approximately PKR 500 per month. Around 7.9 percent of respondents said that they do not know whether or not money is spent on livestock by the male members of the family, and 4.2 percent did not answer the question

Table 39 Monthly Expenditure on Livestock (PKR/ Monthly)

Expenses on Livestock (Rs/ Month)	No. of Responses	Percentage
500	83	44.1
1,000	97	51.6
1,500	7	3.7
2,000	-	-
2,500	-	-
3,000	-	-
4,000	-	-
5,000	1	0.5
Total	188	100

Only 0.5 percent of respondents reported that their children are receiving free education, about 15 percent of respondents are from households where education expenses are not required as no one is attending school. However, an average household with a family size of 8.4 persons has about three children of school age (1.4 male and 1.6 female). Almost half (47.2 percent) did not reply this question. The remaining 37.4 percent of respondents expend some money for education (PKR 500-1,500 per month). This is a high percentage of families spending money on education given low school attendance and low literacy rates; this is explained by families paying for children to attend *madrisas* for religious education, which families include in education expenses.

Table 40: Monthly Expenditure on Education

Expenses against Education (Rs/Month)	No. of Responses	Percentage
500	36	45.0
1,000	31	38.8
1,500	11	13.8
2,000	1	1.3
2,500	-	-
3,000	1	1.3
4,000	-	-
5,000	-	-
Total	80	100

Almost half (46.7 percent) of respondents replied that among their family members no one is the age of marriage, and 6.54 percent did not reply with an amount spent on a marriage event. The majority

of households reporting expenditures for marriage (38.4 percent) report spending an average of PKR 100,000 per event.

Table 41 Expenditure on Marriage (PKR Per Event)

Marriage of Children (Rs per Event)	No. of Responses	Percentage
20,000	3	1.6
40,000	-	-
60,000	3	1.6
80,000	42	22.1
100,000	73	38.4
150,000	52	27.4
200,000	14	7.4
250,000	2	1.1
300,000	1	0.5
Total	190	100

Money Saving Practices

One-fifth (19 percent) of females reported that all money is handled exclusively by male members and cannot answer questions regarding money saving practices. A total of 81 percent of respondents (173 households) are saving money. Approximately one-third (35.3 percent) of females who are involved in household money saving report saving money for household use, 26.5 percent for personal use, and 26.5 percent for the marriage of children. Almost half (49 percent) reported multiple savings objectives.

Table 42 Money Saving Practices

Objectives for Saving Money	No. of Responses	Percentage
For Business Use	2	2.9
For Children Education	2	2.9
For Children Marriage	18	26.5
For Household Use	24	35.3
For Livestock	4	5.9
For Personal Use	18	26.5
Total	68	100

Inheritance

Approximately one-fifth (22 percent) of females reported that they have ownership of immovable property, but the vast majority (74 percent) do not report ownership of any immovable property.¹⁷

¹⁷ This is a notably low percentage as in Islamic law property should be passed to both men and women, but the area follows tribal customs with male-male inheritance practices.

The majority of households (53 percent) distribute inherited property according to *jirga* rules, 22 percent do so casually, 19 percent do so formally, and 6 percent report that the decision is made by the head of household.

The vast majority of respondents (93 percent) reported that they typically receive a dowry at the time of marriage from their parents, and the remaining respondents report that their parents cannot afford a lavish dowry but may provide some items which are reasonably affordable and can be used on a routine basis.

Basic Household Facilities

All respondents reported having bathing and latrine facilities inside their homes, with a small percentage (1-2 percent) who report having them both inside and outside their home.

Table 43 Types of Bathing and Latrine Facilities Available to Households

Types of Facilities			
Bathing & Latrine Facility	Inside HH	Both (Inside/ Outside HH)	Total
No. of Responses	212	2	214
Percentage	99percent	1percent	100percent
Water Facility			
No. of Responses	210	4	214
Percentage	98percent	2percent	100percent

Water and Fuel Sources and Collection

Despite reports that all of the respondents have bathing and latrine facilities available inside their households, some respondents also reported that they collect water off and on from outside sources such as rivers, springs, community hand pumps, and community wells for use inside their homes. The majority (61 percent) of respondents report fetching water from a well, followed by collecting from a hand pump (19 percent).

Table 44 Arrangements of water facilities for Households

Arrangements of Water facility within HH	No. of Responses	Percentage HHs
Electric Motor	2	1percent
Electric Motor, Overhead Tank	6	3percent
Electric Motor, Well	1	0.5percent
Hand pump	38	19percent
Hand pump, Electric Motor, Overhead Tank	8	4percent
Hand pump, Overhead Tank	10	5percent
Hand pump, Well	9	4percent
Overhead Tank	5	2percent
Well (inside the household boundary)	124	61percent
Total	203	100percent

On average, the distance to collect water from the river is 1 km, the spring is 1 km, community hand pumps are 7 km, and the community well is 4 km. The elder women and younger girls spend the most time fetching water, as compared to their male household members. On average, elder females spend an average time of 5 hours per day fetching water from the river, 0.5 hours per day fetching water from the spring, and two hours per day to fetch water from a community well or community hand pump. Elder male members also take 0.5 hours to fetch water from a spring, but younger boys spend closer to 1.2 hours per day to fetch water from community hand pumps.

Households use a variety of fuel including wood sticks collected from forest and grazing lands, gas cylinders purchased from the market, and cow dung. Some homes have fuel available at their door step and they do not need to travel because the location of their home is very near to the market, grazing land or forest, and cow dung is available within close proximity of the household.

Table 45 Average Distance from Households (Km) for Obtaining Fuel for In-House Consumption

	Forest¹⁸	Grazing Land	Market	Gas Cylinder	Animal Dung
Mean	1.4	1.5	6.3	6.5	0.5
Mode	1.0	1.0	6.0	7.0	0.5
Max	3.0	4.0	7.0	7.0	1.0
Min	-	-	-	-	-

In the winter season, collection of fuel is necessary on a daily basis most frequently for 39 percent of households, followed by 26 percent of households that need to collect fuel monthly, and 20 percent that require fuel collection weekly. Fewer households require daily collection of fuel during the summer (24 percent), and most (37 percent) require monthly collection of fuel.

Table 46 Collection of Fuel, by Season

Collection of Fuel	No. of Responses		Percent HHs	
	Winter Season	Summer Season	Winter Season	Summer Season
Daily	83	52	39percent	24percent
Weekly	43	44	20percent	21percent
Fortnightly	32	38	15percent	18percent
Monthly	55	79	26percent	37percent
Total	213	213	100percent	100percent

It takes the longest time (4-6 hours) for households that collect wood sticks from the forest or grazing land, and typically takes place daily over a period of 1-3 weeks, depending on the size of the family. It takes 1-4 hours to purchase a gas cylinder, including travel time, weighing the cylinder, and having it refilled or replaced.

House Renovations

Almost all (92 percent) of respondents reported that they have to make minor repairs on their home before and after the weather changes. About one-third (36 percent) reported that these

¹⁸ No formal forests exist in the project area, thereby "forest" means the place where wild kikar is available and scattered in dense grazing land.

minor repairs are required during the months of October, November, and December, another third (31 percent) reported that they are required before start of summer season during months of April, May, and June, and the remaining 30 percent of respondents said they are required before the beginning of monsoon rains during months of July, August and September. Only a few respondents (3) reported conducting such repairs during months of January, February and March.

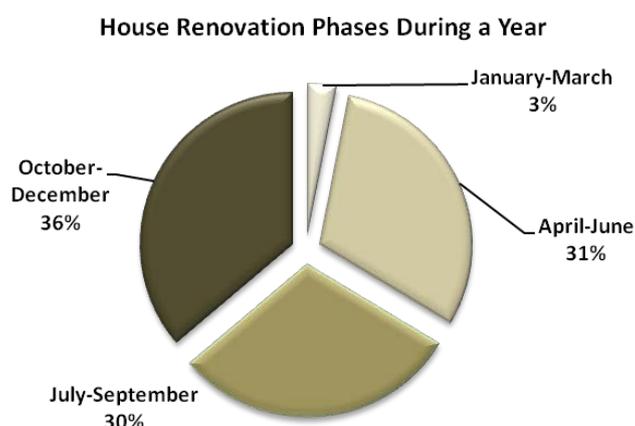


Figure 4: House Renovation Phases during a Year

All respondents (100 percent) said that females within their family do participate to such household renovations and repairs. The vast majority of them (81 percent) estimate that females conduct approximately 25 percent of the renovation activities, 11 percent conduct about half of the work, and a smaller percentage (3 percent) conduct 75 percent of the work and 5 percent conduct all of the renovation work.

Table 47 Participation Level of Females in House Renovation Activities

Participation Level of HH Females in House Renovation Activities	No. of Responses	Percentage
Conduct 25percent of household renovation works	158	81percent
Conduct 50percent of household renovation works	22	11percent
Conduct 75percent of household renovation works	6	3percent
Conduct 100percent of household renovation works	9	5percent
Total	195	100percent

Skill Development

The vast majority (93.5 percent) of female respondents reported that they already have some type of skill, and among those with skills most (94.4 percent) reported having more than one skill. One-third of women (31.3 percent) have sewing skills, followed by cooking skills (28.6 percent), embroidery (22.1 percent), bead work (13.8 percent), and a small percentage in jewellery-making, wood-work, handicrafts, and computer/office administration.

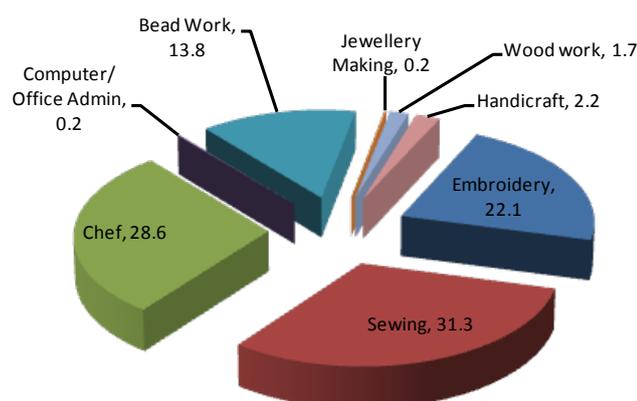


Figure 5: Types of Commercial Skills for Females

One-fifth of women (20.6 percent) reported a desire to learn new skills or improve upon their existing skills, 55.6 percent did not want to learn any skill and or improve their existing skills, and 23.8 percent did not answer this question. Among those females who want to learn skills, almost one-third (29.4 percent) specified the types of skills they desired, which includes handicrafts (47 percent), embroidery & bead work (20.6 percent), embroidery & sewing (19 percent), and bead work (12.7 percent).

Out of the women who wanted to learn new skills, only 30.8 percent explained their purpose or objective for this. Although the majority (45 percent) of those who reported a reason for wanting to learn new skills reported that it would be for household use, and another 21 percent for household and personal use, one-third (33.3 percent) reported that they would like to use their skills for income-generation with some combination of household and personal use.

Table 48 Purpose Reported for Learning/ Improving Skills

Purpose of Learning/ Improving Skills	Percentage
For HH	10.7
For HH & Personal	5.1
For Income Generation	0.9
For Income Generation & HH	2.3
For Income Generation, HH & Personal	0.5
For Income Generation & Personal	4.2

Most females who were not interested in learning new skills (56.5 percent) responded this way simply because they identify that there is no such training institute available for them in the area. Very few (2 percent) reported that it was due to males not allowing them to receive training.

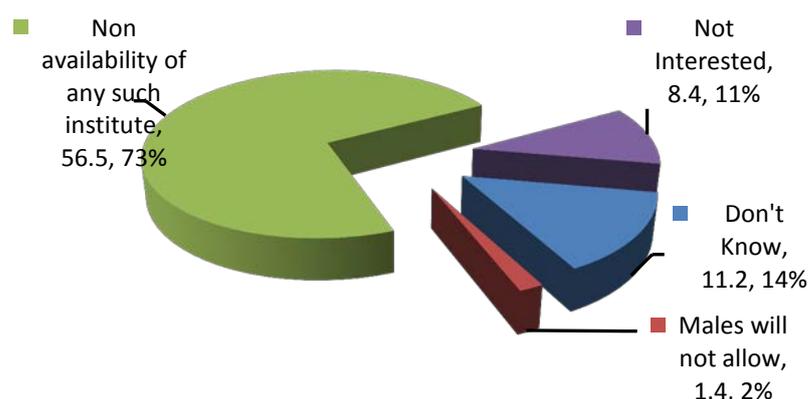


Figure 6: Reported Reasons for not Learning Skills

Community Gathering

Analysis of available get-together places/facilities exclusively to females: about 96percent of respondents replied that they have opportunity for get-together sessions among females. About 72percent said that they usually gathered at anyone's house within the same village/settlement, 26percent replied that there is a place exclusively allocated for females' get-together sessions, and only 1.5percent respondents said that they can either gather at anyone's house within the same village/settlement or at a specific place. The remainder of the respondents did not reply to this question.

Female respondents were also asked if they gathered at any event/occasion. They were given options of occasions of (i) marriage ceremony, (ii) child birth, (iii) aqeeqa ceremony, (iv) death occasion; and (v) any traditional occasion. About 72percent respondents replied that all relatives usually gather at all of the occasions. About 24.3percent respondents replied that they got the opportunity to meet with other relatives on occasions like marriage ceremonies, child births, death occasions, and at any of their traditional occasions. Replies by the remaining respondents varied assigned by grouping the occasions e.g., at marriage ceremony, at child birth, at aqeeqa ceremony, at death occasion (1percent respondents), at marriage ceremony, at child birth, at death occasion (2percent), at marriage ceremony, at death occasion (0.5percent).

Another question was about making purchases from markets by the women. Almost all of the respondents (99.5percent) replied that only male members of the family go to markets for making purchases. Only 0.47percent mentioned that female members go along with male members to markets. None said that females alone go to purchase anything even from the nearby shop.

Time Use

Females report that they take part in cleaning (96percent), milking cows (27percent), processing milk (99percent), sewing (100percent) and segregation and storing of grains (89percent). A less than one percent of women take part in collection of fodder and in handicrafts. On average, females are involved in such activities about 2-5 hours per day and 365 days per year. This represents a significant involvement of women in household, livestock, and agriculture processes.

Participation in Household Decision-Making

The majority (59 percent) of households report that females have no say to participate in any household decision-making and only males make this discretion. One-third (33 percent) of households report that male and female members discuss matters together and make decisions

jointly. There are about 5 percent of households where females make independent decisions alone about some matters/events. The extent to which females are involved in decision-making varies depending upon the nature and type of issue. For example, only 21 percent of women report any involvement of females in decision-making about education of children, whereas in 64 percent of females report that in their households decisions about marriage of children are made jointly. For the vast majority of women (97 percent) they are not consulted regarding the sale and purchase of land and immovable property. About half (49 percent) of females are involved in joint decisions regarding health care, 32 percent regarding livestock, 44 percent regarding household consumptive items, 19 percent regarding the sale and purchase of crops, 18 percent regarding the sale and purchase of trees, 6 percent regarding the sale and purchase of businesses.

Female Awareness and Perceptions about Project

Approximately 92 percent of female respondents said that they already knew about the KTDP. Among them, most (74 percent) became aware of the project through male members of their household. Thirteen percent were informed via females in their social community.

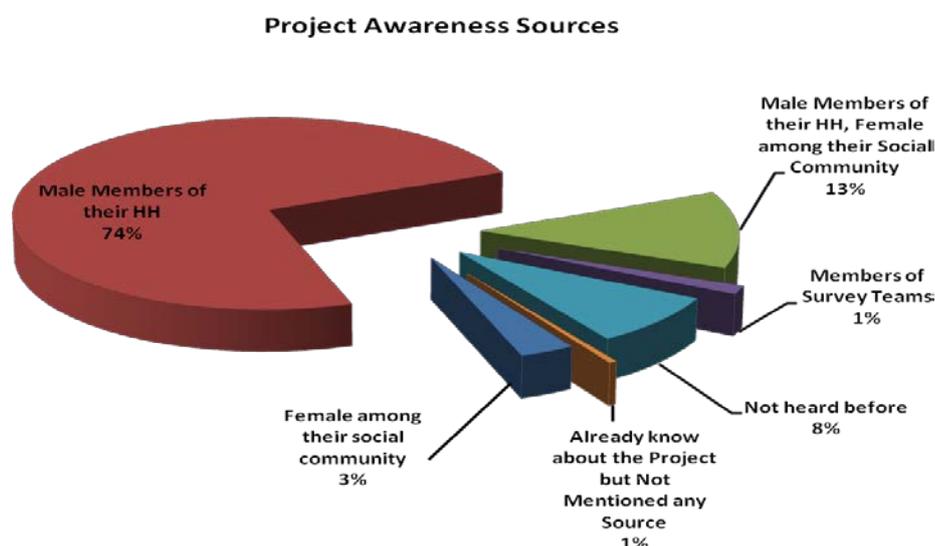


Figure 7: Ranking of Perception of Project Impacts- Improved

Respondents were asked about what they perceive about project outcomes after being informed about the various facilities. They were then asked to rank these outcomes based on their perceptions of whether it would be improved, same, or worse.

Eighty-nine percent of women expect that electrification will be improved, 77 percent expect that facilities/ amenities will be improved, and 73 percent expect that employment will improve as a result of the project.

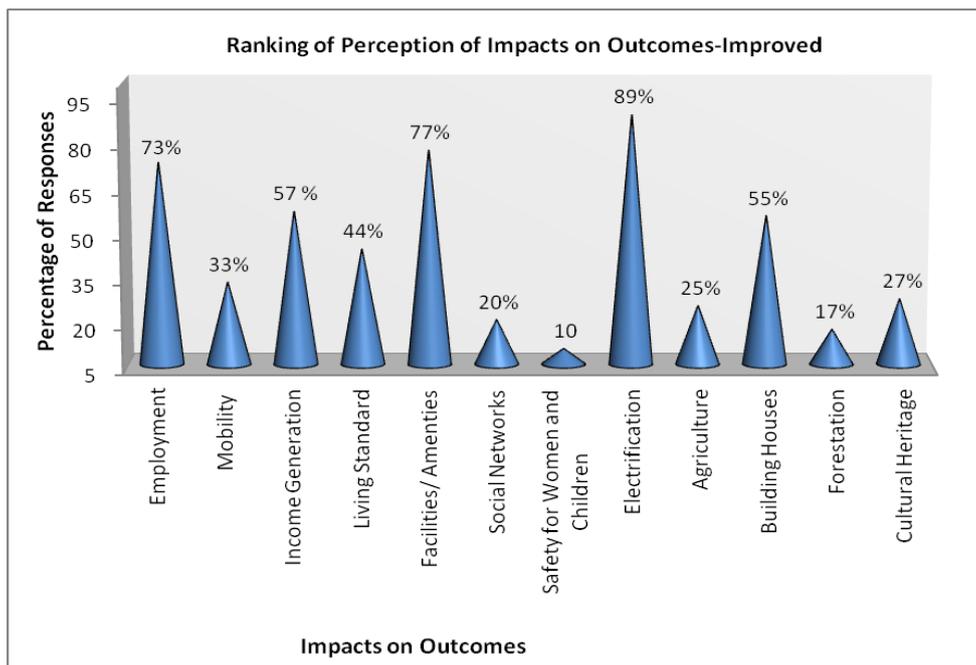


Figure 8 Ranking of Perception of Project Impacts- Improved

However, 45 percent of women expect forestation outcomes to worsen, 39 percent believe their social networks will worsen, 33 percent believe that their cultural heritage will worsen, and 32 percent believe that the safety of women and children be worsened, and 22 percent believe that agriculture will be worsened as a result of the project.

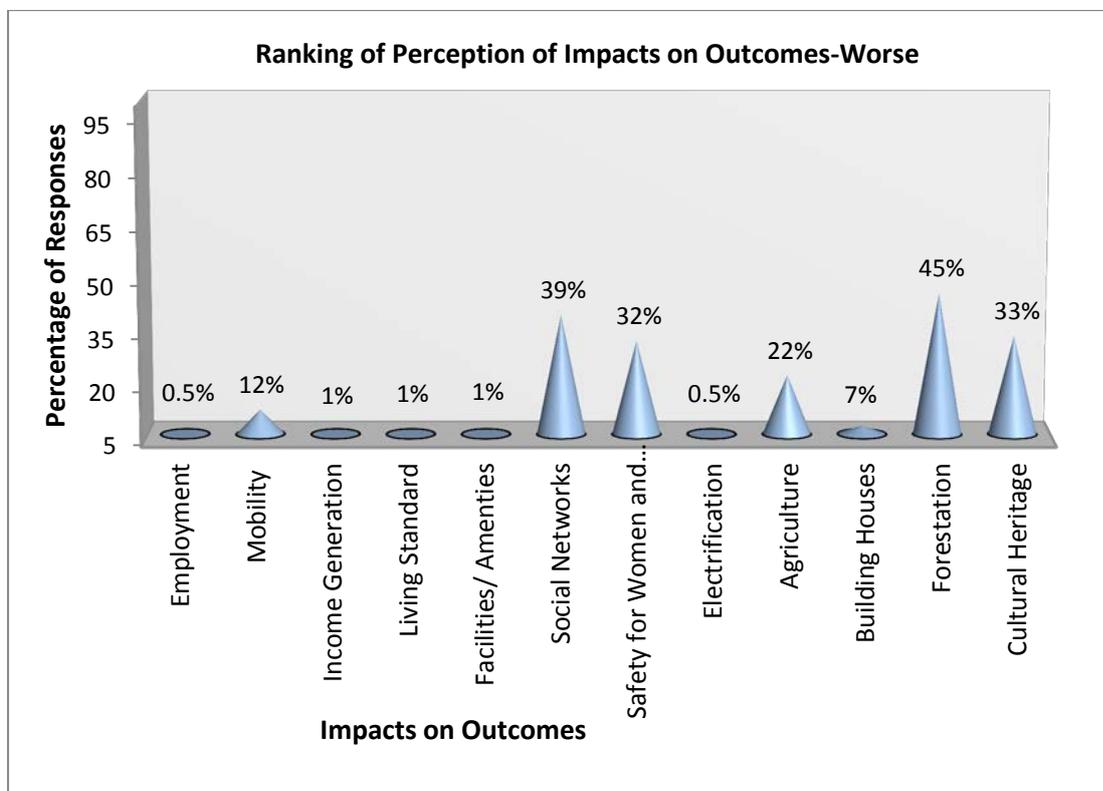


Figure 9 Ranking of Perception of Project Impacts- Worsened

Gender Safety Concerns and Difficulties during Relocation Process

Women were asked if they felt they would encounter any difficulties or problems related to their safety and security as a result of relocation or the process itself. Almost all (96 percent) reported that in general they expect some difficulties, and 20 percent identified specified concerns. Among these, the majority cited the “domination of male family members” as their primary concern for their safety and security, followed by 19 percent who were concerned about not having an alternate arrangement, and 15 percent were concerned about their safety if they refuse to migrate.

Table 49 Resettlement Difficulties and Safety Concerns as a Result of Potential Resettlement

Resettlement Difficulties	No. of Responses	Percent HHs
No alternate arrangement	5	19percent
Demand for cash and land	2	8percent
Domination of male members	6	23percent
Insecurity during resettlement	2	8percent
Medical Assistance is required	2	8percent
Employment required	1	4percent
Refusal to migrate at all	4	15percent
Technical Assistance required	1	4percent
- Domination of male members	1	4percent
- Medical Assistance is required		
- Demand for cash and land	2	8percent
- Medical Assistance is required		
Total	26	100percent

General Concerns Regarding KTDP

Concluding the questionnaire with the respondents, they were asked to describe any general comments they have regarding the project. About 37 percent of respondents recorded their comments summarized below. Almost a quarter (21 percent) reported supporting the project; 9 percent are afraid of being exposed for dissemination of information, 8 percent conditionally support the project, 4 percent report having heard about the dam since and doubt the dam will actually be constructed, and three percent report not being happy with the existing situation.

Table 50 General Opinions of Females Provided Regarding KTDP

General Opinion by the Respondents.	No. of Responses	Percentage
Afraid of being exposed for dissemination of information (e.g. male household members would be annoyed because the women participated in this survey)	7	9percent
Conditionally supporting project (e.g. only if	6	8percent

electrification, landline (PTCL) exchange, mobile network polls and improvement of existing conditions of the area took place)		
Impartial	1	1percent
Listening about the dam since birth, we are not sure that it would be constructed.	3	4percent
Not happy with the existing situation	2	3percent
Opposing the project	1	1percent
Supporting project	17	21percent
Don't know	43	54percent
Total	80	100percent

Resettlement Preferences

When asked if they and their families may need to be relocated to some other place as a result of project activities most female respondents (91 percent) reported that they do not have an alternative location to settle, and 9 percent reported an alternate location of DI Khan, Bannu, Mir Ali, or Miran Shah. Four percent of respondents reported that the alternate location where they could potentially resettle belongs to family members, and 5 percent reported that it belongs to someone else.

Female respondents were given options for assistance they may prefer at the time of relocation, including: (i) technical assistance, (ii) financial assistance, (iii) transportation, and (iv) money for alternative needs. Some respondents (13 percent) reported that they do not know what kind of assistance would be required. Fifteen percent preferred financial assistance alone, 13 percent preferred financial assistance and transportation, 13 percent preferred money for alternative activities and financial assistance, and 13 percent preferred technical assistance and financial assistance.

Table 51: Resettlement Assistance

Type of Assistance Required at the Time of Resettlement	No. of Responses	Percentage
Financial Assistance	33	15percent
<ul style="list-style-type: none"> • Financial Assistance • Money for alternative activities 	21	10percent
<ul style="list-style-type: none"> • Financial Assistance • Transportation 	28	13percent
<ul style="list-style-type: none"> • Financial Assistance • Transportation • Money for alternative activities 	9	4percent
<ul style="list-style-type: none"> • Money for alternative activities • Technical Assistance 	28	13percent
<ul style="list-style-type: none"> • Technical Assistance • Financial Assistance 	1	0percent
<ul style="list-style-type: none"> • Technical Assistance • Financial Assistance 	28	13percent
<ul style="list-style-type: none"> • Technical Assistance • Financial Assistance • Money for alternative activities 	2	1percent
<ul style="list-style-type: none"> • Technical Assistance • Financial Assistance • Transportation 	2	1percent

<ul style="list-style-type: none"> • Technical Assistance • Financial Assistance • Transportation • Money for alternative activities 	3	1percent
<ul style="list-style-type: none"> • Technical Assistance • Money for alternative activities 	2	1percent
<ul style="list-style-type: none"> • Technical Assistance • Transportation • Money for alternative activities 	1	0.5percent
<ul style="list-style-type: none"> • Transportation 	2	1percent
<ul style="list-style-type: none"> • Transportation • Money for alternative activities 	27	13percent
Total	187	87percent

Similarly, they were also given options for the type of compensation for their affected households, businesses and several other structures. These compensation options were (i) cash only, (ii) house for house + cash, (iii) land for land + cash, and (iv) business rehabilitation + cash. Only 0.5percent of female respondents did not specify any preferred mode of compensation. The majority of female respondents (43 percent) would prefer house for house plus cash and 23 percent would prefer house for house plus cash and/or land for land plus cash. Only 9.5 percent prefer land for land plus cash, and only 8 percent prefer cash only.

Table 52 Preferred Mode of Compensation by Females for Relocation (Percentage)

Table 53 Preferred Mode of Compensation by Females for Relocation (Percentage)

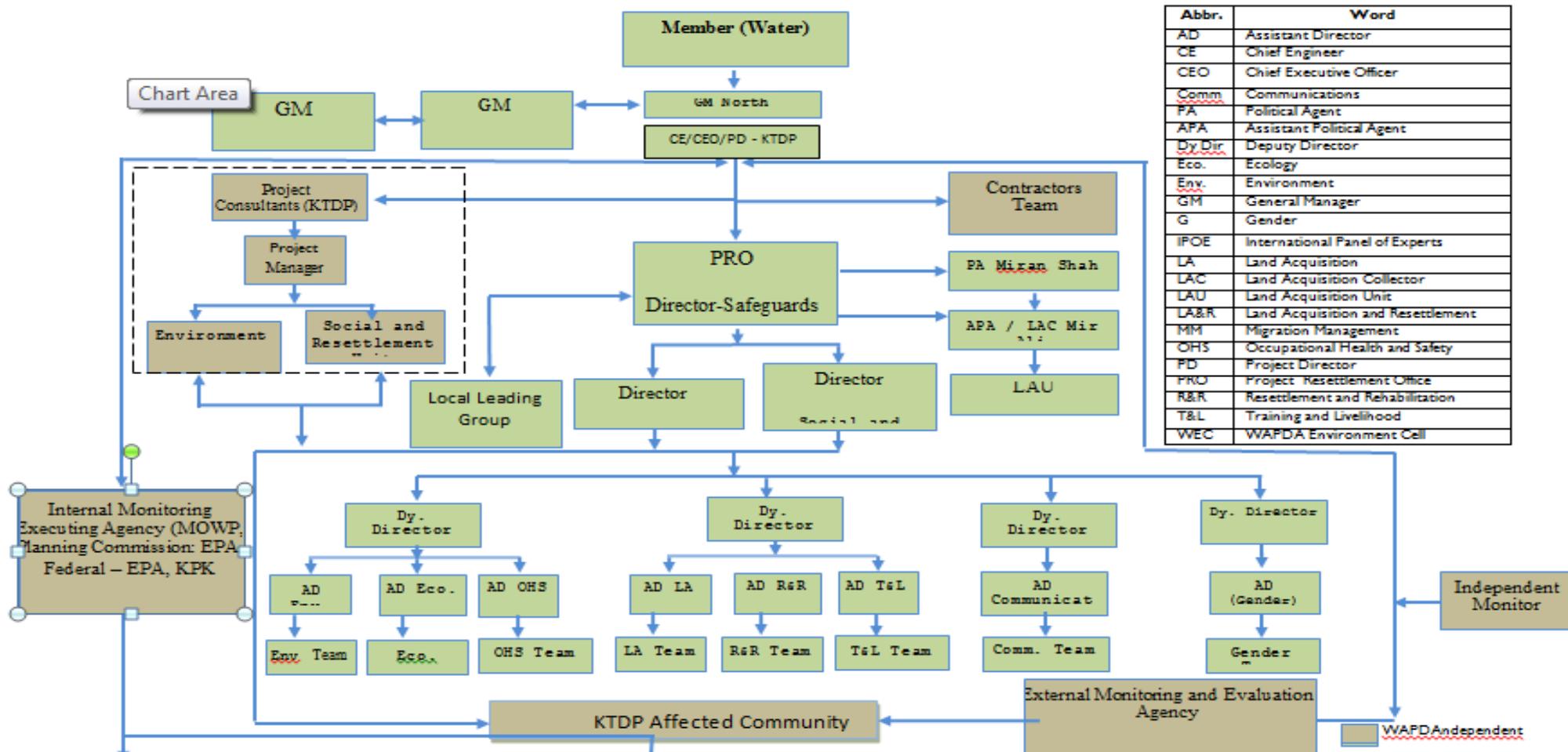
Mode of Compensation	No of Responses	Percentage
<ul style="list-style-type: none"> • Cash only 	18	8percent
<ul style="list-style-type: none"> • House for house + Cash 	93	43percent
<ul style="list-style-type: none"> • House for house + Cash • Land for land + Cash 	49	23percent
<ul style="list-style-type: none"> • Land for land + Cash 	19	9.5percent
<ul style="list-style-type: none"> • Business rehabilitation + Cash 	1	0.5percent
<ul style="list-style-type: none"> • House for house + Cash • Land for land + Cash • Business rehabilitation + Cash 	32	15percent
<ul style="list-style-type: none"> • House for house + Cash • Business rehabilitation + Cash 	1	0.5percent
Total	213	100percent

ANNEX 5 USAID STANDARD FOREIGN ASSISTANCE INDICATORS (GENDER)

Table 54 USAID Standard Foreign Assistance Indicators (Gender)

* = Required as Applicable	GENDER EQUALITY AND FEMALE EMPOWERMENT
GNDR – 1	Number of laws, policies, or procedures drafted, proposed or adopted to promote gender equality at the regional, national or local level
*GNDR – 2	Proportion of female participants in U.S. government-assisted programs designed to increase access to productive economic resources (assets, credit, income or employment)
GNDR – 3	Proportion of females who report increased self-efficacy at the conclusion of USG supported training/programming
*GNDR – 4	Proportion of target population reporting increased agreement with the concept that males and females should have equal access to social, economic, and political opportunities
	GENDER-BASED VIOLENCE
GNDR – 5	Number of laws, policies or procedures drafted, proposed, or adopted with USG assistance designed to improve prevention of or response to sexual and gender based violence at the regional, national or local level
*GNDR – 6	Number of people reached by a U.S. government funded intervention providing GBV services (e.g., health, legal, psycho-social counseling, shelters, hotlines, other)
GNDR – 7	Percentage of target population that views Gender-Based Violence (GBV) as less acceptable after participating in or being exposed to USG programming
	WOMEN, PEACE AND SECURITY
*I.3-9	Number of training and capacity building activities conducted with USG assistance that are designed to promote the participation of women or the integration of gender perspectives in security sector institutions or activities
*I.6-6	Number of local women participating in a substantive role or position in a peace building process supported with U.S. government assistance

ANNEX 6 INSTITUTIONAL FRAMEWORK FOR IMPLEMENTATION OF ENVIRONMENTAL AND SOCIAL/ GENDER SAFEGUARDS



ANNEX 7 SAMPLE (ILLUSTRATIVE) TOR FOR GENDER SPECIALIST

JOB DESCRIPTION (GENDER SPECIALIST) FOR LAND ACQUISITION & RESETTLEMENT ORGANIZATION WAPDA

A. BACKGROUND/ GENERAL

Water and Power Development Authority (WAPDA) on behalf of Government of Pakistan (GOP) is planning to construct Diamer Basha Dam Project on Indus River about 40 km downstream of Chilas, the district headquarter of Diamer, located in Northern (now Gilgit Baltistan) Area of Pakistan. As such, WAPDA has prepared a Land Acquisition and Resettlement Plan (LARP), Indigenous Peoples Plan (IPP), and an Environmental Management Plan (EMP). These two documents cover private land acquisition, compensation, and relocation of public and private assets; resettlement of project affected peoples (PAPs); socio-economic development of the project area; livelihood restoration of the affected population; mitigation of impact on rock carvings; implementation of resettlement and environmental-related supportive plans; and environmental/resettlement management including monitoring.

In addition, under its 'Vision 2025 Programme' WAPDA is now in the process of conducting feasibility/ tender studies for major hydropower projects of Bunji, Dasu, and some medium-scale projects on the boundaries of the Indus River. Implementation of these projects will also involve social and environmental activities.

To address the social and environmental aspects of Vision 2025 and the development of individual subprojects, WAPDA is strengthening its institutional capacity through the establishment of a Land Acquisition & Resettlement Organization at its headquarters under the exclusive charge of a General Manager.

B. OBJECTIVES/ LEVEL OF ENGAGEMENT

WAPDA is seeking to recruit an outstanding candidate to serve as Gender Specialist to form part of the Land Acquisition and Resettlement Organization that will implement and provide inputs on a wide range of design, implementation, and operational dialogues with project-affected people with government officials and local counterparts and design and implementation of appropriate supportive activities that would contribute to the development of interventions for gender mainstreaming, conflict resolution in the project area.

The Gender Specialist is responsible for the management and improvement of gender mainstreaming in conflict resolution and in the support of the RP and EMP activities for the project. The Gender Specialist may also be involved in activities of the implementation of the RP and EMP of other fast-track hydropower projects of WAPDA.

C. DUTIES AND RESPONSIBILITIES

Under direct supervision of the General Manager of the project the Gender Specialist will undertake the following duties:

1. Provide technical assistance to analyse the quality, efficiency, and effectiveness of ensuring response from gender perspectives to identify gaps and challenges; and use this information to develop strategies for each sector to address the gaps identified in the initial analysis especially mapping of information on women and girls and their specific needs.
2. Participate as a team member and provide technical assistance in the development and implementation of a Gender Action Plan in the project area.
3. Coordinate with relevant partners; explore possibilities of conducting research and analysis on gender issues in the affected areas. Document and share best practices and lessons learned on gender mainstreaming in R&R.
4. Technical support for the preparation of project guidelines and develop strategy for specifically empowering women-headed households.
5. Advise on culturally-sensitive methodologies to enhance women's participation in the community-based decision-making and reconstruction process.

6. Ensure attention to gender and women's issues in planning and programming, moreover, facilitating and supporting the integration of gender perspectives in the overall strategic planning and programming of R&R.
7. Provide advice and technical expertise on the inclusion of gender perspectives and analysis where appropriate, in all decisions, policies, and programs.
8. Work with all project team members on collecting and disseminating timely, accurate, detailed reliable and up-to-date information on gender-specific activities in the project area.
9. Oversee the coordination of gender mainstreaming activities with local and international NGOs, government departments involved in R&R.
10. Provide technical backstopping for mainstreaming gender in the target area, participate and give feedback in consultations on gender-disaggregated data.
11. Participate in the development of a Gender Development Plan for the project area. Frequent field visits are expected in this regard.
12. Supervise the development and timely delivery of work plans, progress reports, performance monitoring plans, and project deliverables.
13. Provide support to other resettlement-related units in the preparation, implementation, and monitoring and evaluation of resettlement-related activities.
14. Act as a participating member of a Cutting Edge' Land Acquisition & Resettlement organization in coordination with colleagues, WEC and PRO regarding policy and operationalization of the RPF with practitioners, PAPs, and other stakeholders.
15. Identify and implement a plan to support gender mainstreaming with the affected community, including the development and implementation of a plan with an accompanying budget.
16. Liase with the PRO/ Project-NGO in overseeing implementation of resettlement activities.
17. Participate as a team member and coordinate with other specialists of the team to facilitate income-generating activities covering live-stock, development of agricultural lands, irrigation techniques, management of fodder production, and rural development in general.
18. Coordinate with the Project Director of the DBD Project at the site including gathering of necessary data/ information for the start-up activities related to the project.
19. Liase with the PRO/ Project NGO for implementation of overall resettlement activities.
20. Identify gender issues that arise from the resettlement and subsequent income generation and livelihood restoration and development activities and advise any desired modifications of the safeguard documents to strengthen the incorporation of gender concerns in the project.
21. Undertake any other special assignment(s) given by the Land Acquisition & Resettlement in connection with project activities.
22. Design training programs, including Training of Trainer (ToTs) and for communities, including women, particularly in the areas of livelihoods and income-generation.

D. CROSS-PROJECT SUPPORT

1. Participate in project meetings, discussions, cross project-coordination, in knowledge management at events and forums, preparing briefs/ presentations for colleagues of Diemer Basha Dam Organization.
2. Revise livelihood restoration and social assessment aspects of pre-feasibility and planning, pre-feasibility of the project under WAPDA's Vision 2025 program, the Environmental Impact Assessment (EIA), and LARPS, and the IPP, especially social assessment aspects.
3. Provide support to other resettlement-related units of WAPDA in preparation, implementation, and monitoring and evaluation of resettlement-related activities.
4. Participate in a multi-disciplinary team discussions: cross-project/ sectorla under WAPDA Environmental cell and Diemer Basha Dam Organization Coordination; knowledge dissemination.