

GENDER ACTION PLAN
KP Rural Accessibility Project (KP-RAP)

GENDER ACTION PLAN					
Project Component /Major activities	Objective	Project Results Framework Indicator	Actions required /activities	Responsibility	Time Frame (start and end date)
1. Safe and Climate Resilient access					
1.1: Collection of gender disaggregated data on beneficiaries with improved climate resilient road access to Schools, health facilities and markets	To analyze gender disaggregated data on beneficiaries with satisfaction level in accessibility to Schools, Health and markets	Project beneficiaries with improves climate resilient road access to Schools, Health facilities and markets in priority districts (gender disaggregated) numbers Gender Disaggregated data on beneficiaries with satisfactory level in accessibility to Schools	Using official population data in the vicinity of roads upgraded under the project in selected districts; disaggregated by gender. The data will be collected from Bureau of Statistics. KP-RAP will also conduct Impact Assessment of the interventions on annual basis for beneficiaries' satisfaction level	Supervisory firm, Senior Education Specialist and Gender Specialist	Annually
1.2. Increase female labor force participation	Enhanced female labor by 5% at least	Bidding documents to include provision to employ a minimum of 5 percent of women (according to PAD) Ensure conducive environment for women to work (equal wages, code of conduct on SH protection	1: Supervision firm will collect data from contractors, overseen by PIU. 2: Gender Specialist of Supervisory Consulting firm will make ensure when signing contract, bid appraisal and operation 3: Women need not to be involved in heavy or labor-intensive work to qualify. Women providing office	Supervisory firm, overseen by PIU DD, CMC, Procurement Specialist and Gender Specialist	Through out the construction, bidding, contract signing and annually

			support for works under the project can be counted towards this. 4: Supervisory Consulting firm will monitor minimum 5% women employability in all the contractor offices 5: Supervisory firm will monitor the Code of Conduct signed with each and every employee and will report to GS PIU regularly 6: Supervisory firm will notify Inquire committee at each contractor office and will display code of conduct in prominent place in local language within offices and will report to GS PIU 3		
1.3. Gender mainstreaming by Supervisory Consulting firm for Component 1	To make sure the gender inputs/mainstreaming in the supervisory firm actions/inception report, GAP for Supervisory firm and its implementation and reporting to PIU		1: Hiring of Gender Specialist (Gender focal point) by Supervisory Consulting firm for Component 1 2: Orientation of Supervisory firm GS on GAP formulation 3: Technical Assistance to Supervisory form for GAP finalization and Gender mainstreaming in the inception report	Supervisory Firm and PIU Gender Specialist	April-June 2024

			4: Guidance and support to supervisory firm for GAP and SEA/SH mitigation 5: Linkages development of supervisory firm with Provincial Ombudsperson for training of Inquire Committee 6: Training of Supervisory firm GRC by PIU		
1.4. Incorporate requirements in the Bidding Documents for the contractors	To adopt the Code of Conduct that defines obligations of all their staff regarding policies related to GBV, SEA and workplace harassment,	have it signed by all their staff, as defined in the Standard Procurement Documents.	1: Code of Conduct will be part of bidding documents and will be ensured during procurement. 2: CoC to be signed by contractors as part of contracts 3: Supervisory consultant firm will ensure to sign the CoC with all staff/employees hired by all contractors. 4: Supervisory firm will submit report to GS PIU on status of COC signing by contractors and employees	Procurement Specialist, Gender Specialist KP RAP and Supervisory consultant	Before construction/rehabilitation work
1.5. Notification of GRCs at district and field level	To serve as focal points for getting the project relevant grievances from field and GRM to be in place with proper channel		1: GRCs will be notified at district field level. Component 1 & 2 joint GRCs will be notified in 08 districts (Lakki Marwat, D.I. Khan, Hangu, Kohat, Banu, Charsadda, Torgar and Kohistan).	Gender Specialist, Senior Education Specialist and Supervisory firm	March-June 2024

			2: Separate GRCs will be notified in remaining 15 districts where only component 1 is working. 3: GRC will be handling the grievances and GBV firm will be hired for training of GRC on handling the complaints, reporting etc 4: GBV firm will be providing on training facilitator assistance, all the other cost related to GRC trainings will be beard by Supervisory firm		
1.6. Make certain the availability of a GBV-sensitive GRM	proper handling of GBV allegations including assessment of the nature of the complaint	with multiple channels to initiate a complaint. The designed GRM have specific procedures for GBV including confidential reporting with safe and ethical documenting of GBV cases.	1: GBV-Sensitive GRM is being notified at PIU level. 2: Districts and field level GRCs will be notified 3: GRC will be trained by GBV firm on roles, responsibilities, reporting format, GBV cases investigation & handling and referral mechanisms to handle GBV/SEA/SH cases	Project Director, DD CMC, Finance Manager, DD Construction, DD Environment, Gender Specialist and resident Engineer	throughout construction and Subsidized transport for girls components
1.7: To improve working conditions by institutional strengthening to respond to harassment building on the mitigation measures	To establish a harassment free working environment for all the employees	To promote and encourage women employment by providing harassment free and conducive environment	1: Every contractor to display and abide by Code of Conduct (Urdu) on Protection of Women against Harassment at workplace. 2: Code of Conduct to be printed by Supervisory firm for all the	Gender Specialist PIU and Supervisory firm, WB	PIU has notified the Inquire committee at PIU level

identified during SEA/SH risk mitigation			contractors' offices 3: Notification of Inquire Committee by PIU, Supervisory firm and every contractor (at least 03 members) 4: Supervisory firm to report to GS PIU on inquire committee notification and Gender focal point nomination at field level 5: GS PIU will monitor the institutional strengthening off all the contractors for ensuring the harassment free and conducive environment for working women		(March 2024). April-June 2024
1.8: Orientation and training of Inquiry Committee on Code of Conduct and role of committee	To establish functional, Inquire committees		1: PIU and Supervisory Firm will arrange trainings of Inquire Committees 2: PIU GS will be coordinating with Provincial Ombudsperson office for getting facilitation of these trainings 3: Supervisory firm will be arranging their Inquire committee training and trainer will be provided by Provincial Ombudsperson	Gender Specialist PIU and Supervisory firm	July-August 2024
2. Safe and Affordable School Journeys for Girls					
2.1: Attendance rate for girls receiving subsidized transport (%)	To share the data and monitor on the attendance for continuing the subsidized transport	This indicator measures the attendance rates for girls receiving subsidized transport	1: SES will coordinate with EMAP (Education Monitoring Authority) for annual data collection on targeted girls attendance	PIU-Senior Education Specialist (SES) and Gender Specialist (	Annually April 2025, April 2026,

			2: Impact assessment study will be conducted by PIU annually 3: Monitoring report on targeted girls attendance rate will be submitted to E&SED 4: Lesson learnt will be drawn from the report for scaling up to the subsequent year	GS) drawing data from Schools with support from EMA E&SED	April 2027
2.2: Number of girls receiving subsidized transport per year, that were initially out of Schools (Number)	To share the data and monitor on the attendance for continuing the subsidized transport	This indicator measures the attendance rates for girls receiving subsidized transport who were OOS in last 06 months at time of admission	1: SES will coordinate with EMAP (Education Monitoring Authority) for annual data collection on targeted girls attendance 2: Impact assessment study will be conducted by PIU annually 3: Monitoring report on targeted girls attendance rate will be submitted to E&SED	PIU-SES drawing data from Schools with support from EMA E&SED	Annually April 2025, April 2026, April 2027
2.3: Standard Contracts developed for signing between PTCs, PIU-CWD and transport service providers	Code of conduct and Safety measures should be made part of contracts and monitored regularly	To track whether the base contracts for the subsidized transport provision have been developed for use by the PIU and PTCs to engage transport service providers	1: Standard Contracts will be developed by SES 2: Code of Conduct and safety measure will be integral part of these contracts to be signed by Service providers 3: PTC and PIU will be monitoring the Transport service providers for providing safety travel and SEA/SH prevention	Supervisory Firm, SES, GS, CMC and Procurement Specialist, WB	annually

			4: Training on GBV/SEA/SH and Code of Conduct will be provided to transport service providers/drivers 5: Proper reporting and monitoring format will be developed by PIU/WB and PTC will be reporting on drivers' attendance/behaviors 5: Contracts with service providers will be signed for one year, can be renewed annually depending on satisfactory performance of service providers		
2.4: Detailed study done to identify beneficiaries for component 2	Beneficiaries according to fixed criteria are identified for subsidized transport support	To track whether the detailed study to identify beneficiaries for the subsidized transport provision has been done	1: ISAPS will develop survey Questionnaire for Schools, Household and Transport service providers 2: Training will be provided to enumerators along with plans for field work 3: ISAPS and PIU will be monitoring the field work 4: WB and PIU will facilitate and monitor the data collection tools and sheets 5: Control and Treatment groups will be decided upon data completion	ISAPS Firm, SES, GS and Procurement Specialist, WB	May 2024

2.4.1: Stakeholder engagement <i>session</i> at district level	Sensitization on girls' enrolment after 5 th grade	It will serve as a platform for dialogue, where concerns and suggestions related to girls' safe and affordable schools journey s will be discussed	1: The district-level sessions will facilitate vital discussions on ensuring safe and affordable school commutes for girls. This inclusive approach engages parents, educators, and local authorities, creating a collaborative platform for impactful solutions. 2: One session will be conducted with approximately 30 participants in each district. The participants will include representatives from relevant government departments, owners/managers of low cost private schools and girls education focussed NGOs.	ISAPS, Senior Education Specialist, Gender Specialist	July-August 2024
2.4.2: Community meetings and awareness raising session on the importance of girls' education to reduce dropout rates	Sensitization of community on girls education	Awareness raising sessions to sensitize parents and other community members at community level on the importance of education to enroll more girls into schools.	1: Targeted awareness sessions will be conducted across target districts to highlight the critical role of girls' education and address barriers to access. These sessions, hosted in accessible venues, aim to cultivate community support for safe and affordable transportation, enhancing educational access for girls. 2: Two FGDs will be conducted in each district with 8-10 community members.	ISAPS, Gender Specialist, Senior Education Specialist	10 sessions
2.4.3: Specialized Training for Transport Service Providers	Sensitization and training of drivers on Code of Conduct and safety security measures	- Develop and implement a training curriculum for transport service providers. - Host interactive sessions to exchange knowledge and best practices.	A dedicated training regimen for transport service providers will focus on operational excellence and safety. Through interactive sessions, training will aim to create a shared understanding of KP-RAP's transportation goals, with a strong	ISAPS, Gender Specialist, Senior Education	July-August 2024

		ensuring their effectiveness and sustainability.	- PTC will be trained on their role in monitoring of drivers/service providers - PTC will be trained on reporting format which will be submitted on monthly basis to PIU SES All the PTC in 352 treatment schools will be trained.		
2.5: Risk Assessment and Mitigation Plan to mitigate risks of SEA-SH against female beneficiaries, it will also be necessary to mitigate risks of community backlash towards activities that promote girls' education in culturally conservative areas					
2.5.1: Sensitization and training of the Transport Service Providers to ensure safety and protection of girls and women and adhere to the rules and limitations of GBV/Sexual abuse/Exploitation/harassment guidelines	Transport service providers sensitization on gender, SH, Safety measures, code of conduct	Enhanced knowledge of service provider on gender, SH, safety measures to providing quality and Do no Harm services to girls students	1: District level Transport service providers training 2: Transport service providers will be trained on SEA/SH/GBV prevention 3: Transport service providers will be properly oriented on CoC 4: 05 trainings per year	GBV Firm, GS and SES, WB	April 2025 April 2026 April 2027
<u>Task 1: Proposing concrete measures of SEA/SH risk mitigation and prevention related to the project components.</u>	Prevention of GBV/SEA/SH in the project target beneficiaries	- Incidence of GBV/SEA/SH risk for girls by transport service providers will be decreased - Incidence of GBV/SEA/SH of labour by contractor management will be minimized - Harassment free working environment will be ensured	1. Across project components, provide guidelines on the kinds of behaviors to be expected of contractors and service providers. 2. Specific to Component 2, propose feasible measures on the regular monitoring of transport service providers, to ensure that they are behaving	GBV Firm, GS, SES, Supervisory firm, WB 1: GS will be in monitoring role for GBV firm services	Tentative September 2024- December 2025

			appropriately, in line with the code of conduct. The monitoring measures have to consider the local context, time and cost efficiency, and durability. Once these measures are agreed in consultation with the PIU, the GBV Firm shall also assist in implementing these measures, and incorporating them under the Tasks to follow (training, etc.). 3. Identify services and individuals (e.g., community members and authorities) that can be contacted if there are any concerns related to service provider/driver behavior. 4: Mapping of services and establishing referral mechanism which are mentioned under task 2.	2: GS & SES will be reviewing, getting approval, coordinating all the activities of GBV firm 3: WB will be guiding the review, modification and monitoring the GBV firm interventions	
<u>Task 2: Mapping of GBV services in the project districts and mitigation measures</u>	Efficient and effective referral mechanism for GBV prevention is in place	To establish a sustainable referral mechanism at district level with proper service directory where GBV services in field of medical, legal and psychosocial support are identified and referral pathways are made to support GBV survivors	1. To update an existing initial mapping of GBV services in KP (covering medical, legal, psychosocial services). In performing this update, the firm shall consider the specifics of the project components and design. 2. To identify any gaps in the provision of services for GBV survivors.	GBV Firm, GS, SES, Supervisory firm, WB 1: GS will be in monitoring role for GBV firm services 2: GS & SES will be	Tentative September 2024-December 2024

			3. Following the service mapping, the firm shall map out existing GBV case referral pathways to these services, and identify any missing links in the referral pathways.	reviewing, getting approval, coordinating all the activities of GBV firm 3: WB will be guiding the review, modification and monitoring the GBV firm interventions	
<u>Task 3: Survivor support and Grievance Mechanism (GM)</u>	Institutional strengthening of PIU, supervisory consultant and contractors for GM implementation	Reduce risks of GBV/SEA/SH incidence and strong monitoring of GRM	Component 1: 1. Supervisory firm will notify GM focal points for component 1 2. Develop a strong and efficient response/referral pathway template to GBV survivor support services which can be easily accessed and understood by any survivor of SEA/SH incidents and relevant stakeholders. The pathway shall be developed in consultation with relevant stakeholders and should comply with internationally accepted standards on GBV prevention and response. 3. The referral pathways should be tailored to ground conditions in the	GBV Firm, GS, SES, Supervisory firm, WB 1: GS will be in monitoring role for GBV firm services 2: GS & SES will be reviewing, getting approval, coordinating all the	Tentative September 2024-December 2024

			specific districts where the Component 1 activities are implemented. 4. Develop script for contractors to manage GBV cases and referrals, in alignment with the referral pathway template developed above. 5. Develop a fact finding and accountability protocol for KP-RAP to ensure complaints are verified following a survivor-centered approach and HR sanctions taken appropriately. Component 2: Under Component 2, given substantial risks of GBV and SEA/SH, the firm will develop a more comprehensive suite of measures to manage these risks. Broadly, four things need to happen whenever there is a GBV or SEA/SH incident or complaint received.	activities of GBV firm 3: WB will be guiding the review, modification and monitoring the GBV firm intervention s	
<u>Task 4: Training and awareness-raising</u>	Sensitization of Contractors, PTC, Drivers and target community on GBV/SEA/SH prevention, mitigation and grievance redressals	To develop Human rights centered messages for GBV prevention, to develop and implement GBV protocols, code of conduct and GRM by which GBV risks will be addressed	1: Ensure that the materials center on human rights, including rights of survivors and children, are non-harmful or re-traumatizing, and adhere to the guiding principles for addressing GBV. a. SEA/SH mitigation messages should be adapted to specific project-related risks and to the mitigation strategies implemented by the project,	GBV Firm, GS, SES, Supervisory firm, WB 1: GS will be in monitoring role for GBV firm services 2: GS & SES will be	Tentative September 2024-December 2025

			including codes of conduct, the grievance redress mechanism, and the services available to survivors. b. Ensure that the materials are understandable, in the local language and/or developed using communication tools that are adequate and can be understood by all members. c. Adopt an active approach that promotes behavioral change and uses various educational and learning approaches for the different target groups. d. Key messages, educational and learning approaches should be tailored based on target groups.	reviewing, getting approval, coordinating all the activities of GBV firm 3: WB will be guiding the review, modification and monitoring the GBV firm interventions	
Taske 4.1: Specific awareness raising and training activities under the two components are detailed below. <u>WORKPLACE AND CAMPSITE INFRASTRUCTURE</u>	To ensure women labour work with security and harassment free environment	5% minimum women ratio will be engaged and hired under component 1. Incidence of GBV/SEA/SH to be minimized by implementing code of conduct and other precautionary arrangements	To ensure that both the workplace and campsite infrastructure is safe for the Project-affected communities and the contractor's staff. To do so, the Consultant will undertake regular safety audits of the Project site to identify potential safety risks: ○ Check that lighting is provided on key access routes and at key facilities;	GBV Firm, GS, Supervisory firm, WB 1: GS will be in monitoring role for GBV firm services 2: GS & SES will be reviewing, getting	Tentative September 2024-December 2025

			○ Ensure that locker rooms and/or latrines are located in separate areas, well-lit and include the ability to be locked from the inside; ○ Ensure there are visible display signs around the project site that signal to workers and the communities that the project site is an area where GBV is prohibited; ○ Talk to the communities to understand if they have any safety concerns in general and with regards to the project site infrastructure.	approval, coordinating all the activities of GBV firm 3: WB will be guiding the review, modification and monitoring the GBV firm interventions	
4.2: GBV PROTOCOLS AND RESPONSE MECHANISMS	Effective and efficient GRM in place	Reduced incidence of GBV and timely addressing of GBV/SE/SH incidences and referrals if needed	<u>GBV Grievance Redress Mechanism (GRM)</u> ○ To design of an independent GRM for GBV cases and propose various possible modalities of designating and running the GRM. ○ Train the GRM Operators on how to receive, review and process GBV cases confidentially and empathetically. ○ Ensure the GRM has multiple channels through which complaints can be registered in a safe and	GBV Firm, GS, SES, Supervisory firm, WB 1: GS will be in monitoring role for GBV firm services 2: GS & SES will be reviewing, getting approval, coordinating all the	Tentative September 2024-December 2024

			confidential manner. Ensure that the GRM does not ask for, or record, information on more than three aspects related to the GBV incident. These are: • The nature of the complaint (what the complainant says in her/his own words without direct questioning); • If, to the best of their knowledge, the perpetrator was associated with the project; and, • If possible, the age and sex of the survivor. ○ Ensure that GRM also allows for potential workplace SH complaints to be made safely and confidentiality.	activities of GBV firm 3: WB will be guiding the review, modification and monitoring the GBV firm interventions	
<u>4.3: Code of Conduct</u> Work closely with the contractor to ensure the contractor complies with the Code of Conduct (CoC)	Code of conduct adopted and implemented	CoC to be signed by every employee/contractor. COC to be displayed in local languages on prominent places in work places	○ Review the contractor's CoC to ensure it meets the minimum requirements articulated in the World Bank's 2017 Standard Procurement Documents (SPD) and the suggestions made in the World Bank's GBV Good	GBV Firm, GS, SES, Supervisory firm, WB 1: GS will be in monitoring	Tentative September 2024-December 2024

			Practice Note. Provide suggested edits as needed. Ensure text considers applicable labor legislation. ○ Check the contractor's training material to ensure the training material reflect cultural norms and local habits (e.g. certain times of the day that women usually go out, etc.). Provide suggested revisions, as needed. ○ Attend the contractor's CoC trainings to ensure its delivery to satisfactory standards: ensure that the contractor delivers CoC orientation where the employees are rigorously taken through the CoC and the sanctions in case of breaches and are provided with gender awareness training where they discuss what constitutes SEA and SH , cultural context and appropriate behavior expected of them. ○ Ensure that the contractor has obtained signatures on CoCs by all its staff that confirms that the staff have read the code, understood the consequences of the breaches, and agreed to conduct themselves in accordance.	role for GBV firm services 2: GS & SES will be reviewing, getting approval, coordinating all the activities of GBV firm 3: WB will be guiding the review, modification and monitoring the GBV firm intervention s	
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			○ Ensure the CoC is discussed with the local communities (please see the Stakeholder Engagement and Community Awareness component for more information). ○ Ensure that the contractor delivers refresher courses on SEA and SH periodically. ○ Ensure that the contractor reaffirms its commitment to the Code of Conduct in its job advertisements. Suggest necessary wording to the contractor if needed. ○ In cases of confirmed breaches, follow up with all responsible stakeholders to ensure that commensurate disciplinary action, such as dismissal, suspension, written censure or other administrative/criminal measure are exercised. ○ Support the contractor to develop an internal database of disciplinary measures on staff, including dismissals, to avoid rehiring transgressors at a later point in time. 1. Train the members of the Supervision Consultant and		
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			the PIU members on the CoC to ensure they are fully aware of the consequences of the breaches.		
<u>5: COORDINATION AND REPORTING</u> GBV Coordination team (to be created and led by the PIU Gender Specialist).	To establish and strengthen coordination forum for effectively implementation of GAP	To establish a sustainable mechanism for GBV/SEA/SH risk mitigation and immediate response to GBV/SEA/SH incidences	2. The GCT will be composed of the following members: 1. PIU Gender Specialist 2. PIU Senior Education Gender Specialist 3. C&W Department KP 4. E&SE Department KP 5. The Consultant (these terms) 6. Supervision Consultant 7. An OHS Manager (Occupational Health and Safety Manager) of the contractor (or someone tasked with the responsibility of addressing GBV within the contractor) 8. A member of the KP Social Welfare Department 9. A member of the KP Commission on the Status of Women, and 10. Any other relevant member identified later.	GBV Firm, GS, WB 1: GS will be in monitoring role for GBV firm services 2: GS & SES will be reviewing, getting approval, coordinating all the activities of GBV firm 3: WB will be guiding the review, modification and monitoring the GBV firm interventions	Tentative September 2024- Dec 2025

