Gender Mainstreaming Action Plan 2021-2025



Project Management Unit (PMU)

Gwadar Lasbela Livelihoods Support Project (GLLSP-II)

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Gender Mainstreaming Policy Framework (GMPF)

Introduction

Gwadar – Lasbela Livelihoods Support Project (GLLSP) – II in continuation of GLLSP – I, is a six-year project with the objective *"to sustainably increase the incomes and enhance the livelihoods of the rural poor fishermen's and agricultural households in the project area"*.

The project will benefit around 100,000 HHs and cover the overall 359 villages of the two districts during a six-year implementation period. There will be a particular focus on women and youth. Necessary socio-economic infrastructure will be financed both for agricultural and fishing communities including community infrastructure, roads to markets, jetties, and landing sites.

Pakistan Vision 2025 aims to halve poverty by 2025 and attain upper-middle-income status for the country. This is premised on economic growth, a knowledge economy, social justice and protection, and universal access to quality social services. Vision 2025 also articulates the government's commitment to attain SDG goals in terms of poverty reduction, education, gender equality, women's health, mother and child health, and environmental sustainability.

The Government of Balochistan in its Cabinet meeting on 8th October 2020, endorsed the 'Gender Equality and Women's Empowerment Policy of the Government of Balochistan' which reflects strategic priority to introduce inclusive, sustainable, and meaningful reforms for creating an enabling environment for women and youth specifically girls of Balochistan. This was indeed the first policy that has been aligned with the Sustainable Development agenda and reflects the endeavors towards a just society where women's participation may be ensured in every sphere as an essential prerequisite.

International Fund for Agriculture Development (IFAD) through Gwadar Lasbela Livelihoods Support Project (GLLSP-II) is investing in rural development in Community Development, Capacity Building of Community organizations and members, construction of Jetties and allied infrastructure in the coastal belt of Gwadar and Lasbela. IFAD works closely with the government, local communities, and other partners to address the specific needs and challenges faced by smallholder farmers and vulnerable groups in ensuring sustainable agriculture, natural resource management, rural infrastructure, access to assets, and financial services.

Under GLLSP-II, the Project is committed and implementing such initiatives that will not only boost the economy of the region but also empower the Women and youth by providing Productive assets and business opportunities through capacity-building programs, the establishment of Women Centers, and skilled job assistance for the youth in project-focused districts, women and youth lives can be transformed into prosperity and social and financially developed.

Gender Mainstreaming in Balochistan

The Government of Balochistan established the Women Development Department in 2009 and also approved a 'Gender Equality Policy' in May 2013 to enhance women's social, political, legal, and economic status. This was followed by a Strategic Action Plan 2016–2020. Providing **youth** with skills has been declared a national priority and a national skills development program for youth from low-income and poor families, and an interest-free loan scheme "Kamyab Jawan" has been launched to help unemployed youth start their own businesses.

Women and Youth Development:

Women make up 47 percent of Balochistan's population according to the latest Census. The government established Women Development Department in 2009 to ensure equality for women and girls and to implement National Plan of Action for Women and various provisions of Convention on the elimination of all forms of Discrimination against Women (CEDAW). This was followed by a Strategic Action Plan 2016–2020 and 2020-2024 to ensure 'equal representation and participation of both men and women in the economy, decision-making, as well as in social, cultural and civil life.' Presently, Female literacy rate is just 24 percent compared to 56 percent for males. There is markedly high rate of maternal mortality in the province. Lethal combination of absence of proper nutrition, the non-availability of safe drinking water and sanitation facilities leads to ever declining health of female population. 48% of the rural population in Balochistan is facing a 'crisis' or 'emergency' situation in terms of food insecurity[1] with women the worst sufferers.

In Gwadar, approximately 55% of the rural population is faced with 'crisis' situation while another 5% is facing 'famine'. The average monthly income of the households is PKR 20,300 and households experienced a reduction of 5.5% in income compared to six months ago. The major portion of household income is spent on food purchases, thus, limiting expenditure on other non-food essentials such as health care, education, and housing. 66% households in Gwadar reported to have spent a very high (>75%) or high (66% to 75%) share of total expenditure on food. The same scenario is existing in District Lasbela.

40% of Balochistan population consists of youth below the age of 25. Majority of them lack education and remunerative skills. Among the youth, women are the hardest hit in terms of accessing quality work. Youth development in Balochistan is the weakest (UNDP 2018) with a participation rate of 44.44%. There are 135 technical and vocational training institutions in Balochistan but only one of them has been accredited. Recently the government has established Balochistan TEVTA has engaged international development partners and conducted a province–wide Training Needs Assessment (TNA). There is an opportunity to link GLLSP-II with these institutions to build their capacity and conduct youth and women training there.

[1] 'IPC Acute Food Insecurity Analysis' for Balochistan, June 2019

Gwadar Lasbela Livelihoods Support Project will ensure and implement the activities on Women empowerment, Youth skilled opportunities, social and economic development of Gwadar and Lasbela Districts through the guidelines of Gender Equality & Women's Empowerment Policy 2020-24 of the Government of Balochistan. This Policy document defines the Government of Baluchistan's vision, mission, policy objectives, and strategies, to advance Gender Equality and Women's Empowerment (GEWE) across the province, pursuant to its Constitutional obligations and political commitments.

GEWE Policy Framework Policy Objectives

To achieve the overall objective, the policy has the following priority areas:

Mainstreaming gender: Undertake gender-responsive planning, budgeting and reporting in public policy, strategy development, formulation and implementation of action plans at the provincial, district and sub-district levels across Balochistan; taking affirmative action to target patriarchal mindsets, gender stereotypes, and specific behaviors, attitudes and (customary) practices that are detrimental to the rights of women and girls.
Gender-Responsive Governance: Create strong, just, participatory, transparent, effective and accountable institutions and mechanism(s) for full and effective implementation of Constitutional, National, and Provincial commitments and international obligations with regard to gender equality and women's empowerment.
Pro-women Legislation: Safeguard the rights of women and girls by adopting sound policies, practices, and enforceable legislation for the promotion of gender equality (including transgender person), and women/ girls' empowerment at all levels through effective legislative actions to overcome persistent gaps in the legal framework regarding inheritance rights, family laws, early child marriages, trafficking, acid burn victims, etc.
Women's Economic Empowerment: Expand investment in women and girls and close the gender gap/ gender pay gap in economic activities through business and entrepreneurship development support; equal pay policy (Labor and HBWs); establishment of working women hostels; enforcement of gender-balanced recruitment/ HR policies for non-government employers including the corporate sector; acknowledgment and incentivization for women's role in nurturing livestock; development of inclusive agricultural practices; etc., with a view to strengthen their overall labor market participation level.
Women's Political Empowerment: Ensure sustained support for women's role in electoral, parliamentary and other democratic/ political processes including but not limited to Senate, National and Provincial Assemblies, and local government.
Women's Access to Justice: Adopt an inclusive approach towards women's access to justice and ending violence against women, young girls and trans gender communities including promotion of specific initiatives (e.g. implementation of Rule of Law Roadmap of Balochistan, age relaxation, criteria to meet the physic, gender disparity in accessing the on job facilities etc. to encourage women to join justice sector institutions (police, investigation, prosecution, judiciary) and other public sector accountability, correctional and administrative entities related to the justice system of Balochistan.

Improved social services: Strengthen women and girls' access to social services, health, and education, through introducing reforms within the above-mentioned sectors for decreasing girls' dropout rates and improving retention rates; ensuring available, affordable, and efficient access to all-inclusive health care coverage and facilities, especially in rural areas with a focus on women's wellbeing and reproductive health (MMR, IMR, etc.).

Bridging the gender data gap: Gather, organize, analyze and generate data to provide an evidence base for formulating public policy to advance gender equality and women's empowerment in Balochistan; Establish a Gender Management Information System (GMIS) to institutionalize sex disaggregated data collection, monitoring and reporting across provincial departments and survey instruments; Measure gender equality, women and girls' empowerment outcomes against inputs and resources; etc.

Women, Climate Change and Humanitarian Emergencies: Secure and safeguard women and girls from the harmful effects of climate change/ humanitarian emergencies through ensuring inclusive disaster risk reduction, recovery, and rehabilitation strategies including gender-responsive mitigation and adaptation approaches as well as strengthening equitable natural resource management frameworks, laws and policies;

Women and Technology: Ensure a level playing field for women in terms of their access to El-earning platforms for ICT and Media including strengthening their role and participation in related digital platforms, services and opportunities.

Strengthening partnerships, alliances, coordination and collaboration mechanisms for gender equality and women's empowerment: Mobilize support for strategies, pool expertise, generate knowledge, and ensure transfer of technology and financial resources needed to promote gender equality and women's empowerment within and between the Federal and Provincial Government, legal systems and structures including Ombudspersons, EVAWG Alliances, BCSW, WPC, WEE Council etc.

Compliance with International Commitments: Ensure effective implementation of and reporting on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action (BPfA), the Sustainable Development Goals (SDGs) and other International human rights covenants, conventions and treaties.

Alignment of GLLSP-II Project Thematic areas with GEWE Policy

In line with Pakistan's commitments under different national and provincial laws, normative and instrumental human rights frameworks, and international obligations to advance gender equality and women's empowerment, the Project is aligned with the following thematic priority areas of the GEWE Policy framework.

i- Health & Hygiene
ii- Education
iii- Social Protection
iv- Power, Participation and Decision Making
v- Economy and Productive work economic empowerment, skill development, participation in productive activities, gainful employment, unremunerated productive work)

Objective of GLLSP-II Project Gender Actional Plan

This action plane sets out the following objectives for ensuring the gender mainstreaming initiatives in the project focused region.

1- Organization of Women communities through COs/ VOS and LSOs.
2- Capacity Building of Women and youth on skilled programs.
3- Accomplishing of equality between women and men in sustainable Fisheries, agriculture and rural development for the eradication of hunger and poverty.
4- Ensure Youth and Women's effective participation and equal opportunities at all levels of decision-making in political, economic, and public life.
5- Guarantee that every man and woman, especially the poor and the vulnerable, has an equal right to economic resources, basic services, natural resources, new technology that is appropriate, and financial services, including microfinance.
6- ensure that everyone has access to safe, inexpensive, accessible, and sustainable transportation options. This includes the construction and upgradation of Farm-to-Market roads and increasing public transportation, with a focus on the needs of the most vulnerable groups, including women, children, people with disabilities, and the elderly.
7- By leveraging food and nutrition support as entry points to livelihood opportunities that promote fair access to productive assets, financial services, and technologies, which can advance the economic empowerment of women and girls in the areas of food security and nutrition.

Gender Action Plan/ Strategy of GLLSP-II Project

1- Pakistan's rural population for **2022 was 146,845,783**, a 1.44% increase from 2021. Pakistan rural population for 2021 was 144,765,164, a 1.41% increase from 2020. Pakistan rural population for 2020 was 142,759,072, a 1.33% increase from 2019. Pakistan rural population for 2019 was 140,882,429, a 1.23% increase from 2018[2].

2- In the backdrop of a global decline in population growth rates, Pakistan stands out as a country with a youthful demographic profile. The total population of Pakistan is 208 million of which 49 per cent are women (Census 2017); an estimated 29 per cent of total population in the age group 15-29 years, half of which are women portending a demographic shift from a negative sex ratio towards equal numbers. Currently with 63 per cent of Pakistan's population in rural areas the majority of female youth is also rural. While all youth needs to be mobilized and provided opportunities for a robust, dynamic and progressive Pakistan there is an urgency to focus on young women because of the prevailing gender inequality especially as its gender inequality index stands at 151 out of 153 countries in World Economic Forum's Gender Gap Index 2020[3].

3- According to the Labour Force Survey (LFS) 2020-21, overall employment to population ratio is 42.1 percent and this ratio is higher in male (64.1 percent) as compared to female (19.4percent). The province-wise comparison also shows the same pattern. In Punjab employment to population ratio is 44.2 percent, followed by Sindh (42.1 percent), Balochistan (38.6 percent) and KP (36 percent), respectively[4].

4- Approximately 1.7 billion women and girls live in rural areas – where the majority of the world's poor people live. While women make up 43 per cent of the agricultural labour force in developing countries and more than 50 per cent in sub-Saharan Africa, the plots they manage are between 20 per cent and 30 per cent less productive than plots managed by men. This is often due to discriminatory social institutions, formal and informal laws, social norms and practices. These barriers prevent rural households from overcoming constraints to food production, security and nutrition.

5- As compared to urban areas the gender roles are so much different in rural areas. In Pakistani context, the men are conserved as the supreme authority and have more control over assets, major decision makers at the society level, resources, and property land. Technically speaking females are mostly relying and depending either socially or traditionally or economically over on man. The female entities mostly are involved in everyday domestic work, home management, and so forth. The social circle and social networking or social networking are very restricted for females in Pakistan and especially in Balochistan. Females mostly depend on husbands, sons, and menfolk to do so. On the other hand, being an agrarian country, the female did not promote or benefited for her parental properly as well as socially equally.

6- It is broadly recognized that providing women and girls with equal access to assets, opportunities, services, decent work and representation in political and economic decision-

[2] https://www.macrotrends.net/countries/PAK/pakistan/rural-population

[3] https://asiapacific.unwomen.org/en/digital-library/publications/2020/11/young-women-in-pakistan-status-report-2020

[4] Pakistan Economic Survey 2021-22

making processes is important for achieving equity and justice, and essential for sustainable rural transformation.

7- Under Gwadar Lasbela livelihoods Support Project, a more structured and adequately financed approach will be pursued with GoB for union council development planning those mainstream priorities in gender, youth engagement, nutrition/food security and climate change alongside conventional community needs. The women's active participation in development decision-making will be ensured in this process. CPIs will be prioritized from a holistic village and Union Council development lens with larger investments and impact. Thirdly, a comprehensive three-pronged fisheries value chain development will be pursued by combining; a value chain development package – 4Ps (fisherfolks capacity building and private sector engagement), infrastructure upgrading, and a supportive policy and regulations. The capacity of the Fisheries Department with regards to policy, management, and infrastructure construction will be enhanced through technical assistance and incremental staffing.

8- IFAD funded Gwadar Lasbela Livelihoods Support Project is working mainly on three components; i) Community Development, ii) Fisheries Value Chain Development and Construction of Jetties with allied infrastructure and iii) Project Management and Policy Support.

9- The objective of the Community Development component is to enable the rural poor men, women and youth to improve their livelihoods. GLLSP-I covered around 90 percent of the villages but household and rural infrastructure delivery fell short in fulfilling the demands, due to resource limitations. The majority of villages still suffer from critical deficits including water, road connectivity and income generating opportunities.

10- GLLSP-II, through comprehensive Union Council Development Plans, and the leveraging of existing social capital[5] and capacities built under GLLSP-I, will deliver a comprehensive package of public and private goods in all 400 villages. Except for large infrastructure, all other community and household level interventions will be identified, prioritized and implemented through COs/VOs. The main-streaming priorities including gender, youth, nutrition, food security and climate change resilience would be largely addressed through this component as part of social mobilization strategy and specific interventions. The component will be implemented by the social mobilization partner in collaboration with the PMU, relevant line departments, FAO and WFP. A detailed community interaction strategy, developed as part of the PIM, shall guide the implementation of activities.

11- **Women Empowerment:** Women empowerment will be pursued both through community organizational processes and specific targeted interventions. At least 50 per cent membership for women in COs/VOs and at least 30 per cent women presence in CO/VO/LSO management positions will be ensured. Women development priorities will be ascertained separate from those of men. At least 30 per cent technical training opportunities will be offered to women. Specific short vocational courses will be offered to young girls and women in traditional embroidery and crafts, fish processing, and fishing net weaving and repair. Women Resource Centers: 40 centers, at least one per Union Council, will be established in very poor villages that have no public building or suitable private dwelling for women's joint activities. These centers will serve as meeting place, education centers, and joint enterprise activities for income generation. On average, about

[5] consisting of 3,545 COs (1,831 female and 270 mixed), 547 VOs and 37 LSOs with a membership of 53,363 households (around 50per cent of total households)

250 women will be linked to each resource center where these 11,250 women will benefit from additional income generation interventions and capacity enhancement interventions. This will include kitchen gardening, food preservation, traditional crafts, nutrition, enterprise development, numeracy and preferred vocational skills. A start-up kit will be provided to each woman who successfully complete an enterprise or vocational training. As part of its assigned mandate, SMP will facilitate access for women to microfinance in cases where women members of resource centers wish to start an individual or group-enterprise. Women with inclination and means (land, water) for kitchen gardening will be supplied with a basic package of inputs. These women groups will also be engaged in afforestation around homesteads and on communal areas around water facilities. Feasibility for one pilot Women Vegetable Processing Enterprise will be analyzed in one location in Lasbela District and, and if deemed positive, one such enterprise will be implemented prior to MTR. The number would be increased if the outcomes argue for the same. Technical assistance will be provided to GoB for development of an action plan to implement Gender Policy.

12- **Youth Job Market Readiness**: A job-market survey and a youth census will be completed prior to project start-up under GLLSP II. Two sets of trainings for youth will be available – one for youth with required educational qualifications and one for those without. The first group will essentially be prepared for regular employment through training at accredited training institutions, internship opportunities at project supported value chains and infrastructure and job placement support. The second group will be trained at suitable institutions and/or work places to get skills for employment or start their own micro-enterprises. Around 2,000 (actual based on final results of Youth Census) male and female youth from agriculture communities will benefit from this activity. Financial inclusion of poor women and youth through a formalized arrangement for access to interest free loans under IFAD-funded NPGP as well as Government's other Interest Free and subsidized Loans schemes (Ehsas, Kamyab Naujawan etc.)[6] will also be facilitated for the implementation of which PPAF has agreed to extend coverage to these two districts. Project will provide technical assistance to GoB for the development of a comprehensive youth policy and action plan.

13- GLLSP-II will support government initiatives for women and youth development and provide them opportunities for skill and enterprise development for enhanced incomes and employability. Around 6,000 youth and 12,000 women will be directly assisted apart from engaging them in project's community development and value chain activities.

[6] 'Ehsas" is a national poverty graduation programme consisting of 9 interventions one of which is interest free loans of PKR 50,000. 'Kamyab Naujawan' is a subsidized loan programme for the youth whereby they can borrow up to PKR 0.5 million at 6 per cent interest.

Anex-1

GLLSP-II Logical Framework for Gender Mainstreaming		
Indicators & Targets		
Results Hierarchy	**Indicators**	
	Name	**No. Target**
Outreach	**1- Persons receiving services promoted or supported by the project**	
	Males - Males	109000
	Females - Females	119000
	Young - Young people	105000
	Indigenous people - Indigenous people	
	Total number of persons receiving services - Number of people	228000
	1.a Corresponding number of households reached	
	Women-headed households - Households	
	Non-women-headed households - Households	
	Households - Households	109500
	1.b Estimated corresponding total number of households members	
	Household members - Number of people	695000
Project Goal A sustainable model of decentralized and integrated rural development that is poverty, gender, youth, nutrition and climate change sensitive	**No. of organized villages with access to annual government development funding for their development plans**	
	organized villages - Percentage (%)	90
Development Objective Increase in a sustainable manner the incomes and enhance the livelihoods of rural poor fisherfolk and agriculture households in the project area	**No. of small holder farmer and fishermen hhs reporting improved incomes and food security**	
	households - Number	75000
	1.2.8 Women reporting minimum dietary diversity (MDDW)	
	Women (%) - Percentage (%)	60
	Women (number) - Females	
	Households (%) - Percentage (%)	
	Households (number) - Households	
	Household members - Number of people	
Outcome 1. Improved capacity of ultra-poor	**1.2.2 Households reporting adoption of new/improved inputs, technologies or practices**	

and poor hhs and small holder farmers and fishermen to increase incomes and improve livelihoods	Households - Percentage (%)	70
Output 1.1 Holistic UC Development Plans prepared	**UC Development Plans developed**	
	development plans - Number	45
Output 1.2 Training and productive assets provided to ultra-poor households (0-11)	**Rural Households provided with productive assets**	
	rural hh - Number	8500
	1.1.4 Persons trained in production practices and/or technologies	
	Total persons trained in crop - Number of people	30000
Output 1.3 Skills and enterprise training and start-up packages provided to poor households (12-34) for climate smart agriculture	**1.1.3 Rural producers accessing production inputs and/or technological packages**	
	Males - Males	
	Females - Females	10000
	Young - Young people	30000
	Total rural producers - Number of people	10000
Output 1.4 Women empowerment facilitated through awareness /training on nutrition, climate change, food security and entrepreneurship development	**1.1.8 Households provided with targeted support to improve their nutrition**	
	Total persons participating - Number of people	8500
	Females - Females	8500
	Households - Households	
	2.1.2 Persons trained in income-generating activities or business management	
	Females - Females	10000
	Persons trained in IGAs or BM (total) - Number of people	10000
Outcome 2. Improved socio-economic infrastructure	**2.2.6 Households reporting improved physical access to markets, processing and storage facilities**	
	Households reporting improved physical access to markets - Percentage (%)	72800
Output 2.1 Community prioritized infrastructure	**Drinking water/irrigation/sanitation and innovative schemes constructed**	
	total schemes - Number	879
	irrigation schemes - Number	
	sanitation schemes - Number	
	drinking water schemes - Number	
Output 2.2 Priority roads from farm or landing sites to markets identified and constructed	**2.1.5 Roads constructed, rehabilitated or upgraded**	
	Length of roads - Km	185
	1.2.4 Households reporting an increase in production	

Outcome 3. Small fisherfolk benefit from upgraded and inclusive value chain leading to reduced waste and improved incomes	Households - Percentage (%)	70
	2.2.3 Rural producers' organizations engaged in formal partnerships/agreements or contracts with public or private entities	
	Number of POs - Organizations	
	Percentage of POs - Percentage (%)	40
Output 3.1 Jetties and allied infrastructure constructed/rehabilitated/upgraded	**number of infrastructure sites upgraded**	
	fish landing platforms - Number	30
	sites jetties and allied infrastructure - Number	3
Output 3.2 Fisherfolk Organized in Cooperatives, 4-P based value chains developed and youth facilitated to develop fisheries income streams	**1.1.4 Persons trained in production practices and/or technologies**	
	Men trained in fishery - Males	50000
	Women trained in fishery - Females	
	Young people trained in fishery - Young people	
	Total persons trained in fishery - Number of people	50000
Output 3.3 Access to finance and market	**1.1.5 Persons in rural areas accessing financial services**	
	Men in rural areas accessing financial services - credit - Males	
	Women in rural areas accessing financial services - credit - Females	
	Young people in rural areas accessing financial services - credit - Young people	
	Total persons accessing financial services - credit - Number of people	20000
Outcome 4. Policy reform/dialogue, communication and knowledge sharing	**Policy 3 Existing/new laws, regulations, policies or strategies proposed to policy makers for approval, ratification or amendment**	
	Number - Number	5
	Knowledge and communication products	
	products - Number	15

Anex-2

Gender Action Plan for GLLSP-II				
Key Actions	**Theme**	**Sub- Activity**	**Gender Action Plan (GAP)**	**Implementation Partner**
A. Capacity Building for Participatory Development	Community Development (SDG -11)	1. Union Council Development Planning	Gender Participatory Approach	GLLSP-II, NRSP
2. Capacity Building - at 3 Tiers	Capacity Development on Literacy (SDG 4)			
		Training of CO/VO Managers	Empowerment through Capacity Development	GLLSP-II, NRSP
		Training of Village Resource Persons	Empowerment through Capacity Development	GLLSP-II, NRSP
		Adult Literacy and Numeracy Training	Empowerment through Capacity Development	GLLSP-II, NRSP
		Training of Public Sector Staff for UCDP	Empowerment through Capacity Development	GLLSP-II, NRSP
		Activist Workshops	Empowerment through Capacity Development	GLLSP-II, NRSP
		Exposure Visits	Empowerment through Capacity Development	GLLSP-II, NRSP
B. Poverty Graduation and Empowerment	NO Poverty (SDG 1)			
1. Asset Transfer	Economic Empowerment (SDG 8)	a. Provision of Asset	Gender Economic Empowerment	GLLSP-II, NRSP
		b. Training of Asset Recipients	Gender Economic Empowerment	GLLSP-II, NRSP
2. Women Empowerment	Gender Equality (SDG 5)			
		a. Women Resource Centers	Women Participatory approach	GLLSP-II, NRSP
b. Capacity Building for Income Enhancement	Capacity Development on Literacy (SDG 4)			
		Capacity Building Toolbook	Women Participatory approach	GLLSP-II, NRSP

		Capacity Building - Provision of Toolkits	Women Participatory approach	GLLSP-II, NRSP
		Aforestation Campaigns with Women	Women Participatory approach	GLLSP-II, NRSP
		Kitchen Gardening - Nutriton Support	Women Participatory approach	GLLSP-II, NRSP
		Feasiblity Study for Women Enterprise Facility/Processing Unit	Women Participatory approach	GLLSP-II, NRSP
		Establishment of Women Enterprise Facility/Processing Unit	Women Participatory approach	GLLSP-II, NRSP
3. Youth Employment	Youth Development (SDG-4, SDG-5 & SDG 8)			
		a. Accredited Training	Youth Skilled Training and employement	GLLSP-II, NRSP, UOG, TTC HUB
		4. Start Up Package for Youth Employment	Youth Skilled Training and employement	GLLSP-II, NRSP, UOG, TTC HUB
C. Farm to Market Roads	Infrastructure, Sustainable Communities, Climate Action (SDG 9, SDG 11 & SDG 13)			
1. Rural Roads				
		a. Road Design Consultancy	Gender Participatory Approach	GLLSP-II, CAMEOS
		b. Upgrading of Rural Roads	Gender Participatory Approach	GLLSP-II, CAMEOS
		Const: Of BT Road From Ahmed Khan Jamali to Juma Khan Jamali Goth LOHI	Gender Participatory Approach	GLLSP-II, CAMEOS
		Ext: Of SORH Road From JAMIA MASJID To HASSAN CHUTTA VILLAGE	Gender Participatory Approach	GLLSP-II, CAMEOS
		c. Plantation on Roadsides	Gender Participatory Approach	GLLSP-II, CAMEOS

2. Community Productive Infrastructure	Infrastructure, Sustainable Communities, Climate Action (SDG 9, SDG 11 & SDG 13)	a. Productive Infrastructure	Gender Participatory Approach	GLLSP-II, NRSP, COs
		b. Plantation linked to CPIs	Gender Participatory Approach	GLLSP-II, NRSP, COs
		Productive Infrastructure under SFD	Gender Participatory Approach	GLLSP-II, NRSP, COs
D. Collaborative Interventions	Climate Action, Life Below Water, Responsible consumption and production (SDG 12, SDG 13 & SDG 14)			
1. Food Security & Climate Resilience - Farming System				
		a. Climate Resilient Farming Practices	Gender Participatory Approach	GLLSP-II, FAO
		b. Climate Resilient Livestock Husbanday Practices	Gender Participatory Approach	GLLSP-II, FAO
2. Food Security/Nutrition Initiatives - Household Level	No Poverty (SDG 1) Zero Hunger (SDG 2) Reduce Inequalities (SDG 10)			
		a. Food Security/Nutrtion Initiatives - Household Level	Gender Participatory Approach	GLLSP-II, WFP
		b. Nutrition Support to Asset Recipient	Gender Participatory Approach	GLLSP-II, WFP

Annex-3

GEWE Theory of Change Concepts in IFAD Investment Projects

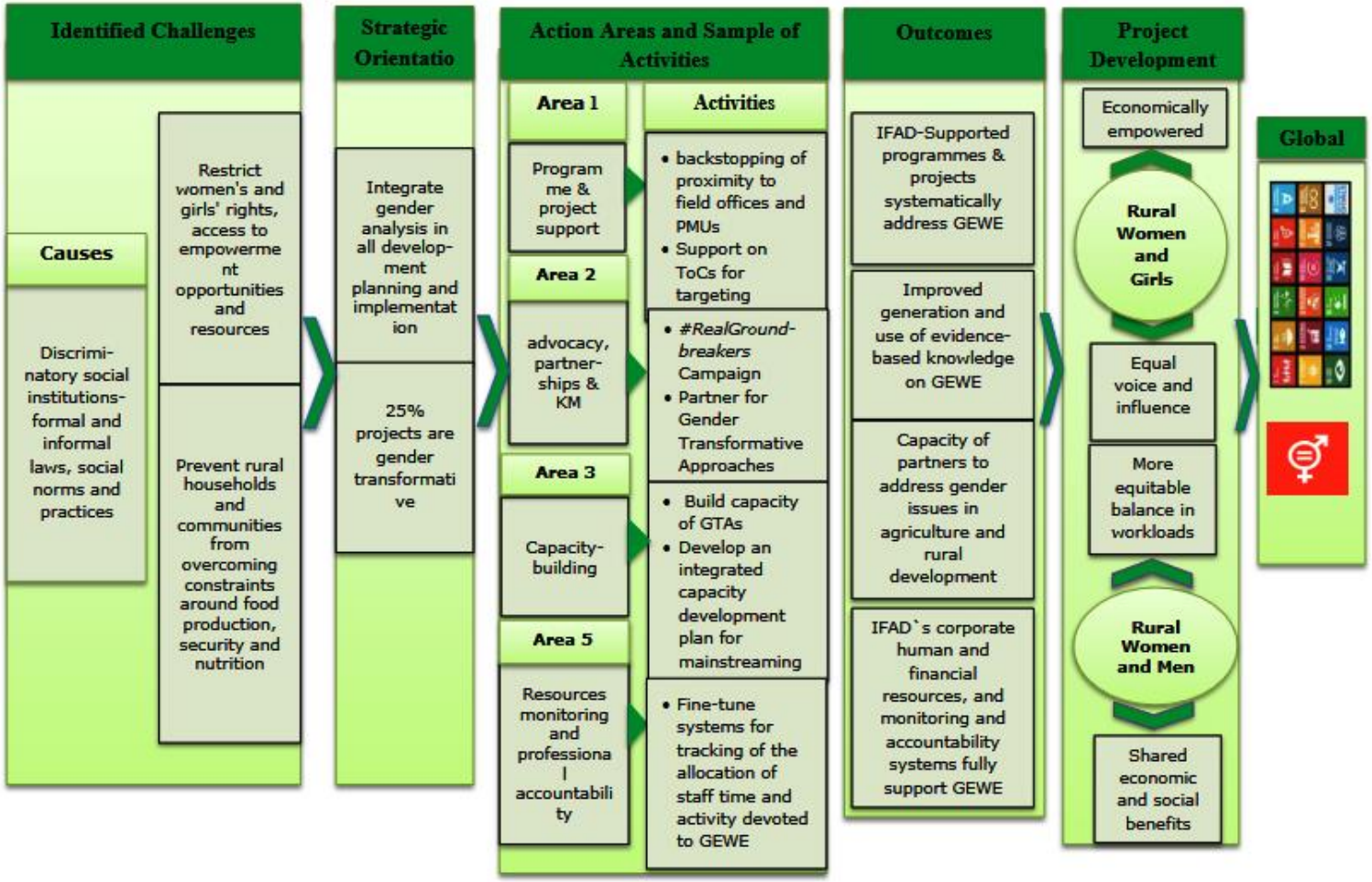


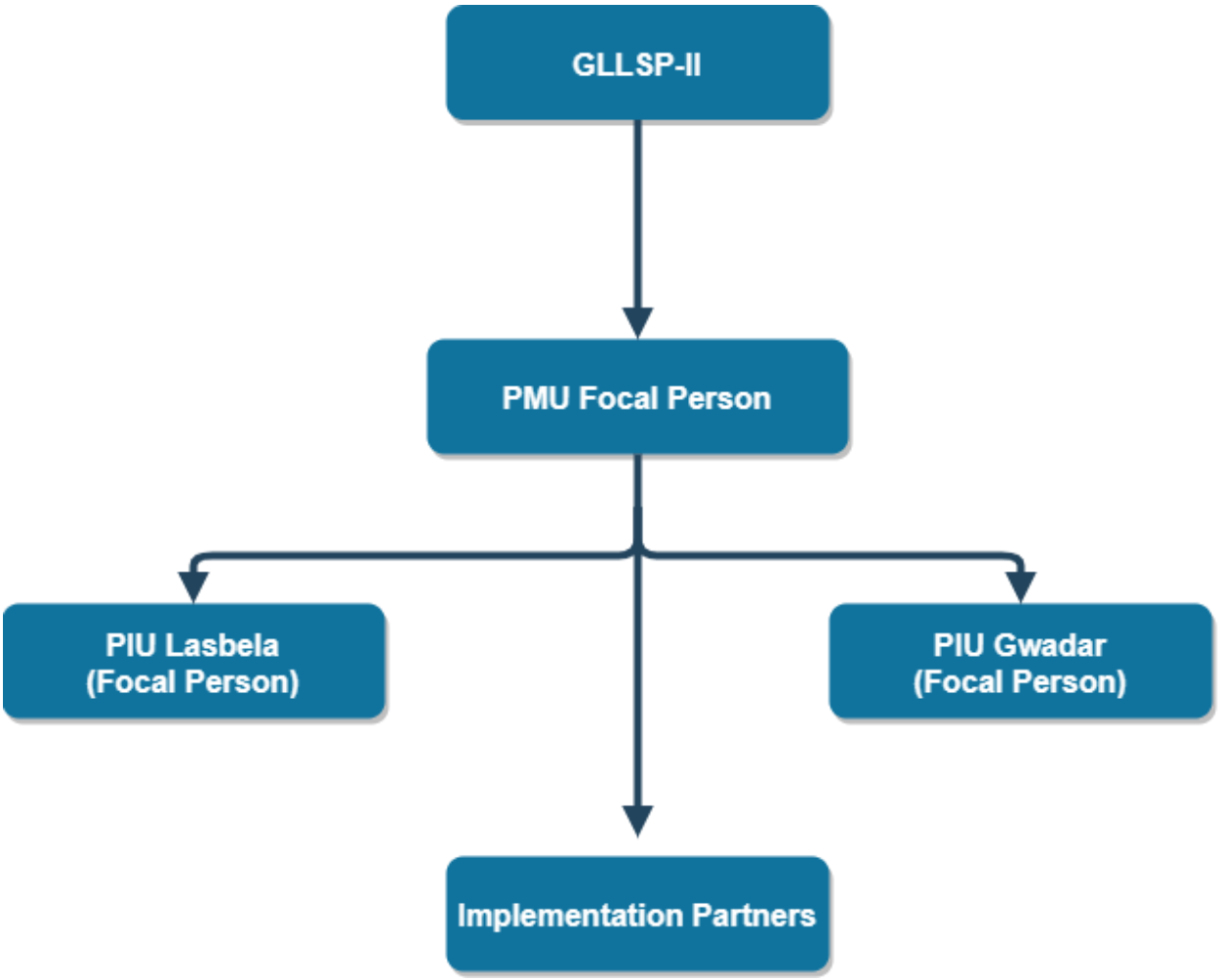
Figure Source: https://webapps.ifad.org/members/eb/126/docs/EB-2019-126-INF-6.pdf

Annex- 4

Mechanism/ Strategy Plan

The following Mechanism and Strategy will be adopted to ensure the Achievement of the Gender Mainstreaming Action Plan.

1- Project Management Unit, GLLSP-II will ensure and record the gender-based data of focused activities through PMU focal Persons on Gender Mainstreaming.
2- The District Coordinators of Project Implementation Units Gwadar and Lasbela will be focal points to oversee and supervise the activities being implemented at the field level.
3- The implementation partners will develop and share their action plans on component-based activities and their focal persons will be responsible for ensuring and implementing the objective of the Gender mainstreaming action plan.



Annex- 5

Complaint Redressal Mechanism on Gender Mainstreaming

