

**PUNJAB URBAN LAND SYSTEMS ENHANCEMENT PROJECT
(PULSE)**



Gender Strategy



October 2023

Table of Contents

Abbreviations	3
Executive Summary	4
Project Description.....	6
Rationale for Gender Strategy	8
Objectives of the Gender Strategy	10
Gender Specific Outcomes for PULSE	11
Action Plan for Mitigation of GBV Risks and Gender Mainstreaming:	12
Monitoring, Evaluation and Reporting.....	24



Abbreviations

ARC	Arazi Record Center
BOR	Board of Revenue
CBO	Community Based Organization
CSO	Civil Society Organization
ESCP	Environment and Social Commitment Plan
ESMF	Environment and Social Management Framework
ESS	Environment and Social Standards
HLP	Housing, Land, Property
GAP	Gender Action Plan
GBV	Gender Based Violence
GRM	Grievance Redress Mechanism
LRMIS	Land Records Management Information System
M&E	Monitoring & Evaluation
NGO	Non-Government Organization
PAD	Project Appraisal Document
PIU	Project Implementation Unit
PLRA	Punjab Land Records Authority
PMU	Project Management Unit
PULSE	Punjab Urban Land Systems Enhancement Project
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
TPM	Third party Monitoring
WBG	World Bank Group
WLR	Women Land Rights



Executive Summary

The Punjab Urban Land Systems Enhancement Project (PULSE), initiated by the Board of Revenue, Government of Punjab, with financial support from the World Bank, aims to enhance land-related systems in Punjab Province. The project focuses on improving land records and identifying land for development, including housing programs. The total cost of the PULSE project is \$150 million, spanning a five-year period from 2022 to 2027. The implementation agency for the project is the Board of Revenue (BOR). This endeavor is aligned with Pakistan's Vision 2025 and Punjab Growth Strategy (PGS) 2023.

The project consists of five key components:

- Digital Land Records and Cadastral Maps for the Land Records Management Information System (LRMIS).
- Land for Housing.
- Integrated Land and Geospatial Information Systems and Services.
- Project Management and Institutional Strengthening.
- Contingent Emergency Response Component (CERC).

The PULSE Project will take steps to address gender disparities in land rights. By integrating effective gender mainstreaming practices, the project aims to increase the proportion of women listed in legally recognized land records. Moreover, it is dedicated to minimizing the risks of Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) during project activities. A comprehensive gender strategy, considering the Environment and Social Commitment Plan (ESCP) and indicators of results framework in the Project Appraisal Document (PAD), will ensure that all project activities are attuned to gender considerations. This strategy will serve as a roadmap to achieve desired gender-related outcomes within the project's scope and activities.

To specifically address gender issues, this gender strategy categorizes its efforts as follows:

- Mitigation of Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) during project activities through risk assessment and the implementation of mitigation measures under ESCP.
- Gender Mainstreaming with a focus on achieving gender-specific result indicators that benefit women.

A full-time Gender Specialist from the Project Management Unit (PMU) of PULSE will oversee, guide, and coordinate gender-related measures within the project, ensuring the successful implementation of the Gender Action Plan (GAP) and Gender Strategy. The PMU's Monitoring and Evaluation Specialist will be responsible for compiling Monitoring and Evaluation (M&E) reports. Additionally, an independent third-party monitoring consultant firm will conduct annual



Third-Party Monitoring (TPM) assessments. The project will submit environmental and social progress reports to the World Bank bi-annually for review.



Gender Strategy

1. Project Description

Pakistan has a land administration system inherited from the British, involving rules and regulations regarding the sale, purchase and use of land resources linked to the collection of land revenue. The present land legislation, which is fiscal in nature, is constituted mainly of the Land Revenue Act 1967 for mutation, the Registration Act 1908 for registering the documents, and the Punjab Land Records Authority (PLRA) Act 2017. The PLRA Act 2017 is the primary applicable law to modernize the land records system and service delivery for both urban and rural citizens contributing to long-lasting tenure security. Information on available land in Punjab (for housing and other development needs) is ad hoc and paper based, highlighting the critical need for a comprehensive database of public land assets and their values. Housing agencies are not able to quickly identify and mobilize public land for government investment, even vacant parcels in prime locations.

The Board of Revenue, Government of Punjab, with the financial support of the World Bank, has initiated the Punjab Urban Land Systems Enhancement Project (PULSE) to provide beneficiaries in Punjab Province with improved land records and identification of land for development, including housing programs. The key objective is to improve Punjab's land records management and information systems to enhance land administration in all rural and urban areas and access to land for development, including low-cost housing. The project is working for the creation of a province-wide digital cadastral map, standardization and interlinking land records, data improvement in urban and rural areas and the scale-up of Land Records Management Information System (LRMIS), as well as project management and policy development. Promoting a more transparent, efficient, and selective supply of lands will address one of the critical bottlenecks to the supply of affordable housing. The strengthened land administration through updated land records will reduce the potential of property tax evasion and contribute to more effective collection of revenues in Punjab for strengthening revenue flows and developing sustainable towns and cities.

The cost of the PULSE project is USD 150 million over a time frame of five years (2022-2027). The Board of Revenue (BOR) is the implementing agency. This project also supports Pakistan's Vision 2025 and Punjab Growth Strategy (PGS) 2023.

PULSE project has the following main components:

- Digital Land Records and Cadastral Maps for the Land Records Management Information System (LRMIS): Create a spatial framework for the LRMIS, in addition to creating systems to register peri-urban and urban property, and upgrading property tax records accordingly.



- Land for Housing: Develop an inventory of state lands assets and management strategy.
- Integrated Land and Geospatial Information Systems and Services: Integrate information from a variety of sources with the LRMIS to create an integrated land records portal. The component will also establish the infrastructure for the maintenance of records on spatial data in the province.
- Project Management and Institutional Strengthening: Provide policy, legal, and regulatory support to the project, carry out monitoring of project activities, and disseminate information on the project, among other administrative functions.
- Contingent Emergency Response Component (CERC)

2. Gender Gaps in the Context of Land Administration in Pakistan

Women constitute 48.4 percent of Pakistan’s population¹, however, the Global Gender Gap Index, 2022 shows that Pakistan’s ranking is extremely low as it is ranked 145/156 for economic participation and opportunity, 135/156 for educational attainment, 143/156 for health and survival, and 95/156 for political empowerment.²

Pakistan is also signatory to the 2030 Agenda which comprises of Sustainable Development Goals (SDGs). Pakistan stands among one of the first countries to formally endorse the 2030 Agenda, through a unanimous parliamentary resolution³. The 2030 Agenda, known as SDGs, recognizes the importance of empowering women; under Goal 5 which is “Achieve gender equality and empower all women and girls”. Target 5.7 “Equal Rights to Economic Resources, Property Ownership and Financial Services” focuses on undertaking reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

According to a report by the United Nations Food and Agriculture Organization (FAO) in 2019, women’s land ownership in Pakistan is very low. The report indicates that women own only 2% of agricultural land in Pakistan. Furthermore, women face significant challenges in accessing and owning land due to cultural and social norms, legal barriers, and limited economic resources. The inheritance laws in Pakistan are also unfavorable to women, which makes it difficult for them to inherit or purchase land. The lack of access to land ownership has negative consequences for women’s economic empowerment and their ability to make decisions

¹ <https://data.worldbank.org/indicator/SP.POP.TOTL.FE.ZS?locations=PK>

² https://www3.weforum.org/docs/WEF_GGGR_2022.pdf

³ <https://www.pc.gov.pk/uploads/report/NGPF.pdf>



regarding their own lives. It also affects their ability to access credit, secure housing, and access basic services.

In recent years, there have been efforts to improve women's land ownership in Pakistan. The government has launched several initiatives to provide ownership rights to women, especially through legislation. However, there is still a long way to go to achieve gender equality in land ownership in Pakistan. The constitution of Pakistan ensures all citizens can own property and the most commonly practiced Shariah law stipulates land rights for women. Yet, 97 percent of women do not inherit land or a house despite their law-given inheritance rights. Women are 25 percent less likely than men to own land and 69 percent less likely to own a house⁴. Inequality between the genders in access to land in Pakistan is due to customs and cultural norms⁵ rather than written laws.

3. Rationale for Gender Strategy

Gender has been identified as a cross-cutting aspect of the PULSE project, which is designed to manage and regulate land ownership and use.

- **World Bank Environmental and Social Framework (ESF)** supports the World Bank's work to close gaps between men and women, girls and boys and enhance women's leadership and voice. Under the ESF, the World Bank has strengthened its commitment to promoting gender equality and inclusion in Investment Project Financing (IPF) operations. The ESF's Vision for Sustainable Development stresses the importance of gender equality in the Bank's work on inclusion, empowering all people to participate in, and benefit from, the development process. The ESF's Environmental and Social Standards (ESS) set out the requirements for Borrowers relating to the identification and assessment of environmental and social risks and impacts, including GBV risks and impacts, associated with projects supported by the World Bank.
- **The World Bank's Gender Strategy (FY 16-23)** identifies removing barriers to women's ownership of and control over assets as one of the strategic objectives focusing on Women Land Rights (WLR) which refer to women's access to housing, land, and property (HLP) in land administration projects. The WB strategy defines women as anyone who identifies as a woman regardless of sex. Countries and International development agencies increasingly recognize WLR and HLP as significant factors to empower women, as access and control over land provides them safety, and opportunities for economic growth and gives them a greater role in decision making.
- **Integrating Gender in Land Administration:** The World Bank has recognized importance of gender equality and women's empowerment in all its projects, including land

⁴ Pakistan Demographic and Health Survey (2017-18)

⁵ These include: social perceptions around dowries and other marital expenses; lack of formal economic and psycho-social support due to which women remain susceptible to social pressure to forgo inheritance; fraud and collusion between revenue officials and natal family members; limited access to consolidated information on deceased family members' property; and mobility and cultural restrictions.



administration projects. For a land administration, tenure, or rights project to succeed, a targeted, gender-responsive approach to scoping is essential. Women and men interact with and experience the world in distinct ways, largely due to deeply rooted social norms and practices. Their ability to own, use, control, lease, transfer, and inherit land is also distinct. Multiple forms of socioeconomic inequities exist around the world, leaving whole communities and cultures behind. However, women often face additional discriminatory structural and social inequities within these contexts.⁶ On the same principles, the PULSE project aims at incorporating a gender perspective into any intervention aiming at securing land ownership by including following components in the project design: (i) gender sensitive design; (ii) gender sensitive data collection and analysis; (iii) capacity building and training for women; (iv) participation and consultation for women; and (v) monitoring and evaluation.

Table 1. Common Gender Issues in Land Administration Projects

Limited access to land	Inheritance laws	Lack of participation	Limited access to information and resources	Gender-based violence
Women and vulnerable groups, particularly in rural areas, often have limited access to land due to cultural norms and legal barriers. This can prevent them from participating in land administration projects and limit their ability to use land for economic and social purposes.	In some societies, inheritance laws favor male heirs over female heirs, which can result in women being excluded from land ownership and inheritance. This can make it difficult for women to participate in land administration projects or benefit from project outcomes.	Women and vulnerable groups are often underrepresented in decision-making processes related to land administration projects, which can lead to their needs and perspectives being overlooked. This can also result in projects that do not adequately address gender disparities.	Women may have limited access to information and resources related to land administration projects, which can make it difficult for them to participate effectively. This can include a lack of access to education and training opportunities, as well as limited access to financial resources.	In some cases, land disputes can escalate into gender-based violence, particularly against women. This can create a hostile environment for women to participate in land administration projects and limit their ability to benefit from project outcomes.

In Pakistan, a variety of factors hinder women from effectively exercising their rightful and equitable access to HLP. For instance, women often encounter greater limitations than men in terms of accessing information, and necessary resources. They face significant challenges in accessing and owning land due to cultural and social norms, institutional barriers, and limited

⁶ World Bank. 2022. "Integrating Gender in Land Projects: A Toolkit." Washington, DC: World Bank



economic resources. To lower women's barriers, laws are in place to support and protect women's right to inheritance and ownership, and protection of women from domestic abuse/ workplace harassment. Legislation relevant to the gender concerns of the project is enlisted below:

- **The Punjab Enforcement of Women's Property Rights Act 2021**
It is expedient to provide for protection of rights of ownership and possession of properties owned by women, ensuring that such rights are not violated by means of harassment, coercion, force, or fraud.
- **Punjab Women Development Policy, 2018**
It envisions a gender-sensitive Punjab without any explicit or implicit discrimination.
- **The Punjab Protection of Women Against Violence Act, 2016**
The Constitution of the Islamic Republic of Pakistan, while guaranteeing gender equality, enables the State to make any special provision for the protection of women, it is necessary to protect women against violence including domestic violence, to establish a protection system for effective service delivery to women victims and to create an enabling environment to encourage and facilitate women freely to play their desired role in the society.
- **Punjab Protection Against Harassment of Women at Workplace Act, 2010**
Act to make provisions for the protection of women from harassment at the workplace and provide a code of conduct for workplaces to ensure a work environment free of harassment and intimidation.

Even though the state is safeguarding the rights of women through legal processes, its complexities and institutional constraints, lack of awareness along with social and cultural barriers continue to discourage women from actively taking part in matters related to inheritance, and HLP ownership. It is pertinent to mention that for women sometimes the social cost of claiming inheritance is too high as they face the risk of retaliation or social boycott from family and immediate community. The inability to exercise rights of inheritance and ownership has negative consequences for women's economic empowerment and role in decision making. It also affects their ability to access credit, secure housing, and access basic services. Furthermore, there is a significant concern regarding women's exclusion or limited participation in local-level land management and governance systems.

4. Objectives of the Gender Strategy

Developing a gender strategy for a land administration project is important to ensure that the project considers the different needs, priorities, and perspectives of women and men in relation to land tenure, access, and use. The following key objectives have been considered for the preparation of this gender strategy:



Promoting Gender Equality in Context of Land registration

Addressing Gender based discrimination and Violence arising during project activities

Increasing Women's representation and participation in decision making processes

Improving access to land record resources and services to women

Strengthening gender mainstreaming

Building capacity of project workers, Government Officials, field staff

PULSE Project will contribute to closing the gender gap on women's land rights by increasing the percentage of women having their name in legally recognized land records. To achieve this gender mainstreaming target, the following activities will be adopted in PULSE:

- Targeting information and awareness campaigns on land tenure rights that address cultural norms and land registration procedures for women
- Ensuring women's participation in all steps of the land registration process
- Creating dedicated, hindrance-free areas in the newly established Arazi Record Centers (ARCs) for women and setting up mobile ARCs
- Training of revenue officers in gender sensitization to encourage clients to record women's name on land registries as joint ownership
- Hiring more women for the project and in revenue offices
- Developing strategies to mitigate the social costs involved in women's inheritance claims
- Using multiple channels to promote women's awareness on their land rights

Further, it is committed to minimizing risks of Gender Based Violence (GBV)/Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) during project activities.

5. Gender Specific Outcomes for PULSE

A comprehensive gender strategy with a well-defined action plan will ensure that all project activities are gender responsive. It will provide a road map to attain desired outcomes for all aspects of Gender relevant to the project scope and activities, which is already defined in ESCP and results framework indicators. Key components of the project where actions proposed under this gender strategy will be applicable are as follows:

Project Development Objective Indicators in the Results Framework:

- The number of land rights registered in and/or linked with LRMIS is 50,680,000, of which 32% are registered in and/or linked with women.



- The number of person-based records converted to parcel-based records in LRMIS is 28,000,000, of which 8,960,000 are for women.

Intermediate Results Indicators by Components in the Results Framework:

- The number of landowners whose land records are newly registered and/or updated in LRMIS is 4,640,000, of which 1,485,000 are newly registered and/or updated land records jointly or individually filed by women.
- The percentage of LRMIS user satisfaction with land administration services is 80% in which female satisfaction rate is 85%
- The number of people trained by the LRMIS project is 5,000, of which 500 are women.

The gender strategy will be developed to meet the target of each indicator mentioned above. Additionally, the gender strategy will include monitoring public awareness campaigns and social communications on how they address gender norms, participation of women in the public display of cadastral information, and the benefits to women from land rights registration.

Gender-related Commitments in ESCP

- Environment and Social Standard (ESS) 1: Assessment and Management of Environmental and Social risks and Impacts:
 - Environmental and Social Assessment
 - Contract Management
 - Third Party Monitoring
- ESS 2: Labor and Working Conditions
 - Grievance Mechanism for Project Workers
- ESS 4: Community Health and Safety
 - GBV and SEA Risks
 - GBV and SEA Risks During Project Implementation
- ESS 10: Stakeholder Engagement and Information Disclosure
 - Stakeholder Engagement
 - Project Grievance Mechanism
- Capacity Support Training
 - Gender/ GBV/SEA/SH

6. Action Plan for Mitigation of GBV Risks and Gender Mainstreaming:

The following table depicts specific actions with respect to relevant project components and targets.

Table 2: Action Plan for Mitigation of GBV Risks and Gender Mainstreaming



Action Plan for Mitigation of GBV Risks and Gender Mainstreaming

Project Component	Objective	ESCP Action/ Project Results Framework Indicator	Actions required /activities	Responsibility	Time Frame (start and end date)
Mitigating Risks of GBV /SEA/SH during Project Activities					
1. Conduct GBV/SEA/SH risk assessment and prepare Gender-GBV Action Plan (GAP) which will provide mitigation measures.	Gender-GBV Action Plan (GAP) will ensure that the risk of GBV/SEA/SH are minimized throughout the implementation of the project	<p>Implementation of Gender-GBV/ Action Plan (GAP) by the project</p> <p>ESCP 1.2 Environmental and Social Assessment</p> <p>ESCP 4.2 GBV and SEA Risks</p>	<p>Hiring of a consultant firm for GBV/SEA/SH Risk Assessment, Preparation of Mitigation Action Plan and Provision of GBV/SEA/SH Prevention Trainings/Awareness Sessions. , aligned with WB policies. The mitigation measures will include:</p> <p>i) Updating of the GRM Manual ii) Code of Conduct for project staff and SOPs for response procedures iii) Referral Pathways iv) Training Calendar</p>	<p>PMU</p> <p>Gender Specialist,</p>	<p>GAP preparation: with in 06 months of starting date of the contract (01-09-2023 to 01-03-2024)</p> <p>Implementation: Throughout project implementation</p>



<p>1.1 Training and awareness sessions on GBV/SEA/SH by specialized GBV consulting firm</p>	<p>To sensitize stakeholders and community on GBV risks especially in areas where land titling is being done</p>	<p>Implementation of Gender Action Plan (GAP) by the project</p> <p>ESCP 4.3 GBV and SEA Risks during project implementation</p>	<p>The consultant firm will prepare a training manual, IEC material and code of conduct and deliver at least 12 training/awareness sessions. It will also prepare a training calendar and list of trainers for the project.</p> <p>The training material will include general gender policy of WB, importance of focusing gender in PULSE, Project's gender mainstreaming activities, significance of gender-disaggregated data, GBV at field and operational level, gender sensitization in field work and registration activities.</p>	<p>Gender Specialist, Consulting Firm</p>	<p>Training/Awareness sessions will be completed before closing of the contract (01-03-2024)</p>
<p>1.2 GBV-sensitive GRM</p>	<p>Updating existing GRM having defined procedures for GBV including safe reporting</p>	<p>Implementation of Gender Action Plan (GAP) by the project</p>	<p>The consulting firm will (i) review the GRM manual to include procedures and scripts GRM operators will use to address SEA/SH</p>	<p>Gender Specialist, GRM Specialist, Consulting Firm</p>	<p>Updation of GRM after finalization of the Mitigation Action plan before 01-03-2024. and</p>



	mechanisms under GBV Action Plan.	ESCP 4.3 GBV and SEA Risks during project implementation ESCP 10.2 Project Grievance Mechanism	complaints; (ii) include in this script the list of service providers complainants can be referred to and the referral process (what the GRM operator will do and what the Service Provider will do) as well as the time-lines to respond to and close complaints (including any fact finding that has to be done by the project if the incident is project related).		maintained throughout the project cycle
2. Incorporate GBV/SEA/SH requirements in the Bidding Documents for the contractors	To adhere to a Code of Conduct that defines contractor's obligations to their staff on GBV, SEA and workplace harassment	ESCP 1.4 Management of Contractors This will be part of bidding documents and will be ensured during procurement.	Code of Conduct and a SEA/SH Performance Declaration What will be made part of Standard Procurement Documents.	PMU/PIU Procurement Specialist	Prior to initiating bidding process throughout the project cycle
2.1 Guidelines on GBV/SEA/SH for Contractors/sub contractors/ Survey teams	To ensure that hired contractors, sub-contractors/survey teams etc. are fully sensitized on SEA/SH at workplaces and during interaction with community.	ESCP 1.4 Management of Contractors	Guidelines on GBV/SEA/SH for Contractors/sub-contractors for survey and field activities will be prepared. The contractors will prepare CoCs, GRM mechanism	Gender Specialist GIS section	Prior to induction of sub-contractors/ surveyors



			<p>to handle concerns of their employees, and SEA/SH action plans as per the guidelines and make it part of the contract and get it signed by Surveyors/teams at the time of induction.</p> <p>Contractors will notify a three-member committee for SH related complaints</p>		
2.2 GBV/SEA/SH mechanism for Direct Project Workers	To provide a safe working environment for Project workers	<p>ESCP 1.3 Management tools and instruments</p> <p>ESCP 2.2 Grievance Mechanism for Project Workers</p>	<p>CoC under Punjab Protection of Women against Workplace Harassment Act 2010 will be circulated.</p> <p>Training on CoC</p> <p>Notification of a three-member committee where at least one member is a female under the Act</p>	<p>PMU/PIU</p> <p>Gender Specialist</p> <p>Human resource section</p>	Throughout the project cycle



3. Provide training for PMU/PIU staff, and contractors/sub-contractors/surveyors on Gender and SEA/SH and community	Capacity assessment and training of direct project workers and contractors to ensure safe work environment	ESCP CS-1	Training will be provided to the project staff (men and women). At least 2 trainings shall be held on gender and social inclusion for the project's staff and implementing agencies to ensure that the project is implemented in a social and gender-responsive manner.	Gender Specialist, Consulting firm External trainer if needed,	Bi-annual
			and district administrations Trainings on GBV/SEA/SH for contractors/sub-contractors/Surveyors		Prior to mobilization in field
			Training/Awareness sessions in community in collaboration with local NGOs, CBOs, CSOs		Prior to and during project activities in districts
4. Third-party monitoring	To ensure the GBV action plan is implemented during the project period	ESCP 1.5 Third Party Monitoring (TPM)	Monitoring the implementation and effectiveness of the Gender Based Violence action plan satisfactory to the PMU and the WB	Gender Specialist E&S Specialist	Two months after project effectiveness Once a year throughout project implementation



Gender mainstreaming

1. Encouraging women's representation in project implementation	Project will contribute on including female officers into implementation	Under ESCP	<p>The project recruitment policy will remain consistent with the prevailing Government policies in Punjab. As per regulation by Services and General Administration Department all recruitment and selection committees will have at least one woman member.</p> <p>The recruitment process will be kept transparent. Positions will be advertised at all available forums including online Punjab Job Portal to ensure easy access to all candidates especially women.</p> <p>The HR policy will be gender inclusive with focus on providing additional amenities to women to ensure</p>	PMU/PIU	At the time of all new recruitments
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			<p>provision of safe working conditions.</p> <p>A three member committee with at least one woman member will be constituted to address SEA/SH complaints under Punjab protection of Women against Harassment at Workplace Act, 2010.</p>		
<p>2. Stakeholder/Community Engagement</p>	<p>To ensure inclusion of women and vulnerable groups in stakeholder engagement activities and advocacy of Land/Inheritance rights.</p> <p>Raising awareness of women/vulnerable groups on project activities and GRM mechanism for both general complaints</p>	<p>ESCP 10.1 Stakeholder engagement plan preparation and implementation</p>	<p>Project will conduct stakeholder engagement activities as per Stakeholder Engagement Plan (SEP) and will share its progress on gender mainstreaming targets. The activities will be at provincial and district level.</p> <p>community outreach activities will be carried out for men / women /</p>	<p>Gender Specialist, E&S Team, Communication Specialist</p> <p>GRM Specialist</p> <p>Consultant Firms</p>	<p>Parallel to district wise survey and parcel mapping activity</p>



	and GBV/SH based complaints.		<p>vulnerable groups such as Transgender persons and minority groups by utilizing channels which may include but not restricted to, district administration, Social Welfare department, local NGOs, CBOs, CSOs, educational institutions, Basic Health Units (BHUs) local community leaders and opinion leaders at district and tehsil level during survey and parcel mapping.</p> <p>Hiring of Consultant firms for Community Engagement and Social Mobilization with focus on arranging gender specific sessions parallel to broader engagement, and dissemination of information material.</p> <p>In-house Preparation of Information Material. Gender specialist will be</p>		
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			<p>supported by the communications wing and Legal Expert.</p> <p>Hiring of a specialized firm with experience in Social Advocacy and Behavior Change Communication to assess the previous practices effective in Pakistan and comparable context and prepare/ disseminate messages advocating women's/other vulnerable groups inheritance rights and on participation in land registration processes.</p>		
<p>3. Improving Access to information and resources regarding land registration</p>	<p>To facilitate women who are involved in any land registration activity</p>	<p>participation of women in social communication activities</p> <p>participation of women in public displays of cadastral information</p>	<p>Identify if women counter is missing and improve signage of women counters in the existing ARCs</p> <p>Dedicate female employee (if possible) in dedicated counters to assist women in project activity</p>	<p>PMU/PIU</p>	<p>Tehsil-wise throughout the project cycle</p>



<p>4. Strengthening and facilitating land dispute resolution mechanisms</p>	<p>Project will strengthen the dispute resolution mechanisms for women to enhance tenure security and inheritance rights</p>	<p>participation of women in public displays of cadastral information; and women who benefit from newly recorded and/or registered deeds (jointly or alone).</p>	<p>Develop and provide adequate land dispute-related resolution mechanisms accessible to women, with special assistance while ensuring confidentiality and safety</p>	<p>PMU/PIU GRM Specialist</p>	<p>Development: before and during pilot phase Implementation: Throughout project implementation</p>
<p>5. Capacity building/Trainings of the Revenue Staff/Surveyors</p>	<p>To sensitize revenue staff on facilitating women during titling process</p>	<p>Number of Revenue staff given gender sensitization trainings focused on facilitating women in land registration.</p>	<p>capacity building of revenue officers (ARC Staff, Patwaris, Tehsildar etc.) on significance of women participation in land registration processes and sensitize them on encouraging and facilitating women's names in land registries/joint ownerships</p>	<p>Gender Specialist, Social safeguard specialist, and relevant legal/land registration expertise if required</p>	<p>Prior to commencement and during survey/mapping activity in concerned districts.</p>
<p>Other Actions</p>					
<p>1. Conduct User Satisfaction Survey</p>	<p>to assess the performance of project</p>	<p>Compare surveys and identify successes and problems.</p>	<p>LRMIS user satisfaction with land administration services of which, female user satisfaction with land administration services</p>	<p>PULSE project</p>	<p>Baseline survey at year1, mid-term survey year 3, and final survey year 5</p>



2. Gender Disaggregated Data for registered land rights		This indicator will measure the number of land rights in Punjab that have registered in and/or linked with LRMIS. The information will be disaggregated by gender. Land rights are incorporated into LRMIS, including external land records connected to LRMIS.	Extract data from BoR Land Records Management Information System (LRMIS)	Geographic Information System (GIS) & Information and Communications Technology (ICT), PULSE	Every Six months
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1. Monitoring, Evaluation and Reporting

Gender specialist from PMU will oversee, guide, and coordinate gender-related measures within the project and ensure the successful implementation of the GAP and Gender Strategy. The total budget allocation for monitoring, evaluation and reporting is about US\$240,000, which includes a GBV-GAP consultancy, TPM services, and a dedicated gender specialist.

Gender Specialist will be responsible for:

- Overseeing implementation of GAP during the lifecycle of the project
- Conducting quality control of a contract for preparation of GBV- GAP, which was awarded in August 2023.
- Liaison with relevant officers within PMU/PIU for gender-sensitized project implementation
- Monitoring program progress, including in achieving the gender action plan targets and ensuring adaptive management (as needed)
- Revision of project documents/ publications/ guidelines/ policies to ensure effective gender-mainstreaming, and that information is gender-sensitive
- Monitoring contractors' commitment and compliance with the GBV/SEA/SH guidelines
- Liaison with project stakeholders such as allied government departments, beneficiaries, academia, and civil society etc.
- Tracking and monitoring the implementation of training calendar under GAP
- Providing support to project's communication and stakeholder engagement on topics related to gender
- Identification of community leaders, opinion leaders, local NGOs, CBOs and CSOs for collaboration on community outreach focusing on awareness of women's land rights, and information dissemination on projects gender focused initiatives.
- Dissemination of information about the GBV/SEA/SH focused GRM to stakeholders, direct and indirect project workers, and local communities
- Regular reporting to the project management and world bank.

Furthermore, PMU has a full-time Monitoring and Evaluation Specialist. A third-party monitoring consultant firm will also monitor the implementation of environmental and social requirements under PULSE project. The TPM was contracted on October 9, 2023, for a two-year duration. Project will submit E&S progress reports to the World Bank bi-annually for review.