



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

Gender Strategy

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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
NADRA	National Database and Registration Authority
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 five years 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).

PULSE will make efforts to address gender disparities in land and inheritance rights through various initiatives. The digitization of land records will play a crucial role in safeguarding women's inheritance rights by linking inheritance requests with the NADRA Database. Women will benefit significantly from online services related to land transfer and inheritance mutation. Furthermore, alongside the modernization of land record procedures, the project will implement gender mainstreaming measures such as conducting targeted information and awareness campaigns on land tenure rights, facilitating women by setting up dedicated women counters and separate waiting areas at Arazi Record Centers (ARCs), providing access to information online and increasing the recruitment of women for various roles within the project.

Additionally, the project will put in place mitigation measures to minimize the risks of Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) to ensure safe working conditions for direct project workers and contract workers during implementation. 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 and GRM 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. 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 the PULSE project. The TPM was contracted on October 9, 2023, for a two-year duration. The project will submit E&S 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 of 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 land 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.

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

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>



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's Land Rights (WLR) which refers 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 in empowering women, as access and control over land provide them safety and opportunities for economic growth and give them a greater role in decision-making.
- **Integrating Gender in Land Administration:** The World Bank has recognized the importance of gender equality and women’s empowerment in all its projects, including land administration projects. For a land administration, tenure, or rights project to succeed, a targeted, gender-responsive approach to scoping is essential. Women and

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.



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 the 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 the 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 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/

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



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 the protection of rights of ownership and possession of properties owned by women, ensuring that such rights are not violated using 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 on land tenure, access, and use. The following key objectives have been considered for the preparation of this gender strategy:



PULSE will make efforts to address gender disparities in land and inheritance rights through various initiatives such as:

- 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 service areas in Arazi Record Centers (ARCs) for women through dedicated female counters and separate waiting areas.
- Training of Revenue Officers in gender sensitization
- Integrating the inheritance request with the NADRA database to ensure automatic inclusion of females in land records.
- Hiring more women for the project.
- Ensuring easy access to land record-related information on the website.
- Using multiple channels to promote women's awareness of their land rights.
- Provision of online services for transfer of land and inheritance mutation.

Further, the project will put in place mitigation measures to minimize the risks of Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) to ensure safe working conditions for direct project workers and contract workers during implementation.

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 PULSE 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)	Current Status
Mitigating Risks of GBV /SEA/SH during Project Activities						
1. Conduct GBV/SEA/SH risk assessment and prepare a 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	Implementation of Gender-GBV/ Action Plan (GAP) by the project ESCP 1.2 Environmental and Social Assessment ESCP 4.2 GBV and SEA Risks	The 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: (i) Updating of the GRM Manual; (ii) Code of Conduct for project staff and SOPs for response procedures; (iii) Referral Pathways; and (iv) Training Calendar	PMU Gender Specialist,	SEA/SH Mitigation Action Plan preparation: within 06 months of the starting date of the contract (01-09-2023 to 27-02-2024) Implementation: Throughout project implementation	SEA/SH Risk Assessment and Mitigation Action Plan completed. The bank reviewed the final draft on June 3, 2024, and the PMU is requested to submit a clean version.
1.1 Training and awareness sessions on GBV/SEA/SH by specialized GBV consulting firm	To sensitize stakeholders and the community on GBV risks, especially in areas where land titling is being done	Implementation of Gender Action Plan (GAP) by the project ESCP 4.3 GBV and SEA Risks During	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 a list of trainers for the project.	Gender Specialist, Consulting Firm	Training/Awareness sessions will be completed before the closing of the contract (27-02-2024)	12 SEA/SH prevention trainings/awareness sessions with contractors/surveyors/Project Staff and Community conducted.



		Project Implementation	The training material will include the general gender policy of WB, the importance of focusing on gender in PULSE, the Project's gender mainstreaming activities, the significance of gender-disaggregated data, GBV at the field and operational level, gender sensitization in the fieldwork, and registration activities.			
1.2 GBV-sensitive GRM	Updating existing GRM having defined procedures for GBV including safe reporting mechanisms under the GBV Action Plan.	Implementation of Gender Action Plan (GAP) by the project ESCP 4.3 GBV and SEA Risks during project implementation ESCP 10.2 Project Grievance Mechanism	The consulting firm will (i) review the GRM manual; (ii) include CoC for PMU/PIU Staff, SOPs for complaint handling, Formation of Committee, GBV Service Providers directory; and (iii) Assessment of the capabilities of the service providers to provide quality survivor-centered services including case management and referral services.	Gender Specialist, GRM Specialist, Consulting Firm	To be completed by 27-02-2024	Completed as part of the Mitigation Action Plan.



Project Component	Objective	ESCP Action/ Project Results Framework Indicator	Actions required /activities	Responsibility	Time Frame (start and end date)	Current Status
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 the bidding documents and will be ensured during procurement.	A code of Conduct and a SEA/SH Performance Declaration will be made part of Standard Procurement Documents.	PMU/PIU Procurement Specialist	Prior to initiating the bidding process throughout the project cycle	Completed
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 the community.	ESCP 1.4 Management of Contractors	Guidelines on GBV/SEA/SH for Contractors/sub-contractors will be prepared. The contractors will prepare CoCs, GRM mechanism to handle the concerns of their employees, and SEA/SH action plans as per the guidelines and get them signed by Surveyors/teams at the time of induction. Contractors will notify a three-member committee for GBV/SEA/SH related complaints	Gender Specialist GIS section	Prior to the induction of sub-contractors/surveyors	Completed Bi-lingual SEA/SH Guidelines for Contractors/contract workers and female surveyors prepared.



Project Component	Objective	ESCP Action/ Project Results Framework Indicator	Actions required /activities	Responsibility	Time Frame (start and end date)	Current Status
2.2 GBV/SEA/SH Mechanism for Direct Project Workers	To provide a safe working environment for Project workers	ESCP 1.3 Management tools and instruments ESCP 2.2 Grievance Mechanism for Project Workers	CoC under the Punjab Protection of Women against Workplace Harassment Act 2010 will be circulated. Training on CoC Refresher trainings Notification of a three-member committee where at least one member is a female under the Act	PMU/PIU Gender Specialist Human resource section	Throughout the project cycle First training after completion of the hiring process 01 Refresher training in every bi-annual reporting period	Completed
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 a safe work environment	ESCP CS-1	SEA/SH Risks and Mitigation Trainings will be provided to the project staff	Gender Specialist, Consulting firm External trainer if needed,	As per the E&S bi annual training plan	On-Going
			Training on GBV/SEA/SH for contractors/sub-contractors/Surveyors		01 training prior to mobilization of contractors. 01 training for surveyors at the	On-Going



					<p>start of survey and parcel mapping activity in every district.</p> <p>On-field refresher training during every bi-annual reporting period</p>	
			<p>Training/Awareness sessions in community in collaboration with local NGOs, CBOs, CSOs</p>		<p>during project activities aligned with district-wise survey and parcel mapping activity</p>	<p>On-going</p>
<p>4. Third-party monitoring</p>	<p>To ensure the GBV action plan is implemented during the project period</p>	<p>ESCP 1.5 Third Party Monitoring (TPM)</p>	<p>Monitoring the implementation and effectiveness of the Gender-Based Violence action plan satisfactory to the PMU and the WB.</p>	<p>Gender Specialist</p> <p>E&S Specialists</p>	<p>With in first year after project effectiveness</p> <p>Once a year throughout project implementation</p>	<p>In-Process</p> <p>Firm hired for TPM of E&S safeguards including GBV/SEA/SH.</p>



Gender mainstreaming

Project Component	Objective	ESCP Action/ Project Results Framework Indicator	Actions required /activities	Responsibility	Time Frame (start and end date)	Current Status
<p>1. Encouraging women's representation in project implementation</p>	<p>Project will contribute in including female officers and field operators into implementation by hiring more women for the project, and more women in data collection and field work. The project will also promote hiring/posting of female staff in revenue offices as per government policies and women quota.</p>	<p>Under ESCP</p>	<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>A three-member committee with at least one woman member will be constituted to address SEA/SH complaints under Punjab protection of Women against</p>	<p>PMU/PIU</p>	<p>At the time of all new recruitments</p> <p>Immediately after hiring of the key project staff</p>	<p>Completed</p>



			<p>Harassment at Workplace Act, 2010.</p> <p>The terms of reference for field-based activities will require a certain percentage of data collectors and/or staff to be female, where applicable, to ensure that women are actively involved in data collection and fieldwork.</p>		<p>Throughout the project cycle upon initiating the relevant procurement activities.</p>	<p>On-Going</p> <p>The RFB for Android-based Survey for Precise Cadastral Mapping of Three Districts (PK-BOR PUNJAB-431110-NC-RFB) mandated 30% female surveyors in each district.</p>
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Project Component	Objective	ESCP Action/ Project Results Framework Indicator	Actions required /activities	Responsibility	Time Frame (start and end date)	Current Status
<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 and GBV/SH based complaints.</p>	<p>ESCP 10.1 Stakeholder engagement plan preparation and implementation</p>	<p>Hiring of Consultant firms for Community Engagement and Social Mobilization under SEP with focus on arranging gender specific sessions parallel to broader engagement, and dissemination of information material. Community outreach activities will be carried out for men / women / 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>In-house Preparation of Information Material. Gender specialist will be supported by the communications wing and Legal Expert.</p>	<p>Social Safeguard Specialist,</p> <p>Gender Specialist, Communication Specialist</p> <p>GRM Specialist</p> <p>Consultant Firms</p>	<p>One provincial-level stakeholder workshop per year</p> <p>District-wise stakeholder engagement workshop prior to initiating survey and parcel mapping activity.</p> <p>Prior to initiating Survey and Parcel Mapping in districts.</p>	<p>Consultant Firm hired for pilot districts (Hafizabad and Lodhran) for 06 months (Jan 2024 -July 2024)</p> <p>Hiring of Consultant Firm for Phase-1 districts in the process.</p> <p>Brochure prepared on Protection of Inheritance Rights</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.			of women in Punjab In case support is required to strengthen the ongoing communication activities
3. Improving Access to information and resources regarding land registration	To facilitate women who are involved in any land registration activity	participation of women in social communication activities participation of women in public displays of cadastral maps.	Identify if women counter is missing and improve signage of women's counters in the existing ARCs Dedicate female employees (if possible) in dedicated counters to assist women in project activity	PMU/PIU	Tehsil-wise throughout the project cycle	Initial Assessment of ARCs to be completed by 15-05-2024
4. Capacity building/Trainings of the Revenue Staff/Surveyors	To sensitize revenue staff on facilitating women during the titling process	Number of Revenue staff given gender sensitization trainings focused on facilitating women in land registration.	capacity building of revenue officers (ARC Staff, Patwaris, Tehsildar, etc.) on the significance of women's participation in land registration processes and to encourage officers to facilitate women and record women's names in land registries/joint ownerships.	Gender Specialist, Social safeguard specialist, and relevant legal/land registration expertise if required	District stakeholder engagement workshop with emphasis on involving District Administration and district-level Revenue Staff prior to initiating survey and parcel mapping activity.	On-going



Other Actions						
Project Component	Objective	ESCP Action/ Project Results Framework Indicator	Actions required /activities	Responsibility	Time Frame (start and end date)	Current Status
1. Conduct User Satisfaction Survey	to assess the performance of the project	Compare surveys and identify successes and problems.	LRMIS user satisfaction with land administration services of which, female user satisfaction with land administration services	PULSE project	Baseline survey at year 1, mid-term survey year 3, and final survey year 5	Year 1 survey completed
2. Gender Disaggregated Data for registered land rights		This indicator will measure the number of land rights in Punjab that have been 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 the BoR Land Records Management Information System (LRMIS)	Geographic Information System (GIS) & Information and Communications Technology (ICT), PULSE	Every Six months	On-Going



7. 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 contractor's 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 the training calendar under GAP
- Providing support to the 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 the PULSE project. The TPM was contracted on October 9, 2023, for a two-year duration. The project will submit E&S progress reports to the World Bank bi-annually for review.