
1st Environmental and Social Quarterly Progress Report (March 2023 – May 2023)

Sindh Flood Emergency Housing Reconstruction Project

June 2023

Acronyms

ES	Environmental Specialist
ESS	Environment and Social Safeguard
EMF	Environmental Management Framework
ESMP	Environmental and Social Management Plan
ESSC	Environmental and Social Screening Checklist
ESCP	Environmental and Social Commitment Plan
ESCoP	Environment and Social Codes of Practice
GRM	Grievance Redressal Mechanism
GS	Gender Specialist
HSE	Health Safety Environment
IEE	Initial Environmental Examination
LMP	Labor Management Plan
OHS	Occupational Health & Safety
PPE	Personal Protective Equipment
SDS	Social Development Specialist
SEPA	Sindh Environmental Protection Agency
WB	World Bank

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1. Introduction

1.1. Background

The recent floods have had enormous human and economic impacts. Pakistan experienced heavy monsoon rains over June-August 2022 leading to catastrophic and unprecedented flooding. Almost 15% of the country is underwater; over 33 million people are affected; and 541,000 people are in evacuation camps. About 1.755 million houses are reported to have been damaged or destroyed¹; 1,481 people have died to date; 908,000 animals have perished; while over 25,000 animal shelters have been damaged. Over 12,418 km of roads are reported to have been affected and 390 bridges have been damaged or destroyed, with the numbers expected to rise. Economic impacts are concentrated in the agricultural sector, with over 3.6 million acres of cultivated land destroyed, comprising 30 percent of total agricultural land, resulting in significant losses to cotton, date, wheat, and rice crops. Lower agriculture output is expected to negatively impact the industrial and services sectors, especially given the reliance of the textile sector on cotton, accounting for around 25 percent of industrial output. Flooding will impose a lingering drag on output through infrastructure damage, disruption to crop cycles, possible financial sector impacts (microfinance institutions report major solvency problems), and loss of human capital. Preliminary estimates suggest that as a direct consequence of the floods, the national poverty rate will increase by 4.5 to 7.0 percentage points, pushing between 9.9 and 15.4 million people into poverty.

The economic impacts of flooding will delay much-needed economic adjustment. Growth is now expected to reach only around 2 percent in FY23. Due to higher energy prices, the weaker Rupee, and flood-related disruptions to agricultural production, inflation is projected to rise to around 23 percent in FY23. With disruptions to exports, especially textiles, and higher food and cotton import needs, the current account deficit is expected to narrow only slightly to around 4.3 percent of GDP in FY23, from 4.6 percent in FY22. The fiscal deficit (including grants) is projected to narrow only modestly to around 6.9 percent of GDP in FY23 (relative to a budgeted deficit of 4.7 percent), reflecting both negative revenue impacts from flooding and increased expenditure needs.

The World Bank is providing support to the Government of Sindh in reconstruction of core in-situ resilient housing unit for 350,000 beneficiaries. Considering the scope and scale of the project the re-construction will have environmental and social impacts which will be mitigated throughout the project cycle

1.2. Project Description

This project aims to support beneficiary -driven reconstruction of damaged houses from the 2022 floods. Given the complex nature of the housing sector, particularly in the Sindh province, this project design is guided by the following set of principles based on the Bank's experience in post-disaster housing reconstruction programs:

- a) Beneficiary r-driven rebuilding with financial assistance through cash grants as a housing subsidy for constructing a core unit – a mode well-suited to large-scale post-disaster emergency reconstruction.
- b) Provide technical assistance and training for rebuilding to multi-hazard resilient standards.
- c) Housing cash grants to replace/restore damaged houses with a new core unit built/restored to multi-hazard resilient standards. The extensive damage in the housing sector was largely due to poor quality of construction. The reconstruction effort needs to ensure focus on resilient materials and construction techniques to provide protection from future disasters. Each core unit will be equipped with a water collection system, a twin pit latrine, and solar power solutions, wherever possible.

- d) Rebuild in situ, except for rural landless or those without land title, as far as possible, to minimize resistance to relocation and the need to ensure provision of livelihood opportunities in new locations, including provisions of physical and social infrastructure.
- e) Relocate settlements only, when necessary, except for rural landless or those without land title and/or only if risks of exposure or contributory effects to hazards remain very high due to topography, soil conditions, and other environmental and social risk factors. In such a situation, a Relocation and Rehabilitation Policy (R&R) will apply. However, if, by that time, the R&R policy is not approved and adopted, a separate relocation manual will be prepared for the World Bank's prior review and clearance. In addition, as per the requirement of The Bank, the SPHF will develop a project-specific Resettlement Action Plan (RAP) to be part of Environment and Social Safeguards Policy documentation services hired under the project.
- f) Rebuild with easily accessible materials and familiar methods reflecting cultural preferences. The multi-hazard resilient standards and designs must relate to the use of economical and readily available materials, familiar modes of construction, and cultural preferences in design for sustainability.
- g) Offer an equitable assistance package for a core unit that is not compensation-based. Compensating households proportionate to the replacement value of their loss would increase the government's liability significantly and encourage litigation. The project will refer to the Sindh R&R Policy, under preparation by the Government of Sindh.
- h) For beneficiaries without land title [these provisions are consistent with the Sindh Resettlement and Rehabilitation (R&R) Policy 2022 that is under preparation]:

RURAL AREAS:

1. The following two options for resettlement will be implemented (as appropriate and in compliance with the project Resettlement Policy Framework (RPF)):
2. Option A - in and in proximity to larger towns and cities (of a 100,000+ population) where the landless poor can be reskilled, have better livelihood opportunities, enhance social mobility, and improve access to quality services. This option would ultimately also enable the development of "agglomeration economies" across Sindh.
3. Option B - in the largest settlement within each village to increase settlement size and reduce scatter, enabling effective efficient service provision.

URBAN AREAS:

1. The following two options will be implemented (as appropriate and in compliance with the project Resettlement Policy Framework/provisions of ESS5)
2. Option A - regularization of land where they are currently residing.
3. Option B - resettled within the same city/town limits and as close as possible to their place of work/economic opportunity or with good connectivity
4. For all the options in rural and urban areas, where requisite state land is not available for resettlement sites, the government should first acquire private land (in compliance with the project RPF) and then give leases to beneficiaries receiving housing units. In line with the Sindh

Component 1: Housing Reconstruction Grant- US\$ 470 million

1. This component will support the provision of cash grants to homeowners for owner-driven reconstruction or restoration of damaged houses. The grant would finance: (a) replacement of a

destroyed house with a new multi-hazard resilient core unit; or (b) restoration and strengthening of a damaged house to acceptable resilience standards.\

2. The cash grants under this component will fund the reconstruction and restoration of approximately 350,000 units, which represent about 20% of the total housing reconstruction needs. The grants will be geographically targeted to selected talukas in the affected districts. The selection will be based on talukas/districts having relatively poorer segments of the population and will be done in consultation with the government. Efforts will be made to cover all eligible housing units in selected talukas/districts, including provision of support to households who lag behind in reconstructing their units.

Component 2: Institutional Strengthening and Technical Assistance (US\$ 20 million)

1. Subcomponent 1: Detailed Damage Assessment & Eligibility Verification Survey (US\$ 5 million): The survey will be conducted to: (a) categorize the level of damage to each housing unit; (b) establish the status of land ownership; and (c) establish lists of eligible beneficiaries and vulnerable individuals/households that are unable to prove their identity/property ownership, including households with disabled persons and households headed by women with high dependency ratios. Necessary details are furnished under Section IV “Operations.”
2. The survey teams will ideally comprise a minimum of three to four persons - a government representative, a female social organizer, a male social organizer, and an engineer. Between around 800 - 1,000 teams will be hired (assuming each team covers an average of 15 to 20 units per day) and trained over about one and a half months. The component will cover the costs of developing the survey instrument, as well as administering the survey. The instrument will be designed, and initial training of trainers and the teams will be done by the agency, i.e., SPHF and/or specialized consultants, with overall administration and oversight by the implementing agency.
3. Subcomponent 2: Technical Assistance for Reconstruction Program (US\$ 7 million): This subcomponent will provide technical assistance for the housing reconstruction program of the Government of Sindh. This will include support for: (i) Formulation of Housing Reconstruction Strategy: This strategy will provide the policy framework for the overall housing reconstruction program of the Government of Sindh, including eligibility criteria, compensation policies, and technical standards; (ii) Developing Multi-Hazard Resilient Housing Solutions which are efficient, economical, and suited to local norms and locally available materials. These solutions will be standardized across the reconstruction program to ensure transparency and efficiency; (iii) Skills Training Program for Communities and Artisans including resilient construction practices for artisans and orientation of beneficiaries on program participation. Specialized training programs will also be introduced to train masons in responding to the needs of persons with disabilities, as well as to benefit persons with disabilities beyond the life of the project.
4. Subcomponent 3: Implementation Support through Partner Organizations (US\$ 8 million): In view of the extensive outreach needed for the credible administration and monitoring of the housing reconstruction, existing public sector institutional capacity will require considerable reinforcement. However, building capacity requires a longer timeline, while the housing reconstruction activity cannot wait indefinitely. This component will assist in enhancing the public sector’s delivery capacity through partnerships with reputable Implementing Partner Organizations (IPOs) which will include Non-governmental Organizations (NGOs) and Micro-finance Institutions (MFIs) having strong existing outreach at community level.
5. Specific IPs will also be engaged to: (i) support women and other vulnerable groups in demonstrating property ownership and eligibility for grants, managing construction activities and dealing with any instances of coercion, violence or abuse; (ii) coordinate participatory land

adjudication and verification processes, as well as community-driven reconstruction services for women and other vulnerable groups; and (iii) undertake outreach to women, vulnerable groups and the wider community. Wider engagement activities may also be required to obtain support for women's inclusion in the project among men and other 'gatekeepers' within the community. These vulnerable groups will be largely informed about the existing GRM and will be helped to have access to it.

Component 3: Project Management and Implantation Support (US\$ 10 million)

1. This component will support the management and implementation of the project, including the establishment and operationalization of an empowered implementation agency by the Government of Sindh. The activities supported will include: (i) incremental operating costs including recruitment of incremental operating staff and individual consultants as required; (ii) consultancy firm costs; and (iii) expenditures on fiduciary systems, environmental and social management requirements, Communications, and setting up of a Grievance Redressal Mechanisms.

Activities under this component inform operational modalities for the development of the GoS's owner-driven housing reconstruction program and are guided by a set of principles including i) promotion of multi-hazard resilient construction standards and design; ii) primarily in-situ reconstruction, except where relocation is necessary due to vulnerability of location; iii) owner-driven rebuilding with socio-technical assistance, training, and supervision; iv) utilization of local and easily accessible materials and familiar construction methods; and v) provision of a uniform reconstruction assistance package in 4 tranches based on certification of stage and quality.

2. Purpose of the ESS Progress Report

This report presents the overall progress on the Environmental and Social Safeguards status of the Sindh Flood Emergency Housing Reconstruction Project (SFEHRP) which includes compliance in terms of preparation and implementation of safeguards documentation (E&SS Checklist and GRM) was ensured to meet one of the Environmental & Social Management Framework (ESMF) of SFEHRP requirements for the projects. In this report, all performance assessment aspects have been briefly explained along with their status during the reporting period.

The present report is the first Environmental and Social Safeguard (ESS) Progress Report and is divided into two Sections:

1. Section 1 - Status of ESS Instruments Submission and Approval
2. Section 2 - ESS Progress during the Preparation of Instruments and Implementation Phase (March 2023 – June 2023)

3. Status of ESS Instruments Submission and Approval

This section presents the overall status of ESS Instruments submitted during the reporting period.

Table 1. Status Matrix for Environmental and Social Instruments Submission and Approval from WB

Sr. No.	ESS Instrument	Status
1.	Inception Report	Under review by SPHF

2.	Environmental and Social Management Framework	Submitted to the World Bank for review
3.	Stakeholder's Engagement Plan	Under review by SPHF
4.	Labor Management Plan	Submitted to the World Bank for review
5.	Gender Action Plan	Approved
6.	Resettlement Policy Framework	Submitted to the World Bank for review
7.	ESCoPs	Submitted to the World Bank for review
8.	Minimum Construction Guideline	Approved
9.	E&S Screening Checklist	Submitted to the bank for approval
10.	Negative Positive List	Approved
11.	Terms of Partnership	Approved
12.	Undertaking	Approved

3.1. Disclosure of ESS Instruments

Following ESS instruments/ documents have been disclosed on the website

1. Environmental and Social Commitment Plan
2. Environmental & Social Screening Checklist
3. Negative & Positive List
4. Stakeholder's Engagement Plan

These documents can be accessed through the link below on the SPHF website

1. www.sphf.gos.pk/environment-social/
2. www.sphf.gos.pk/projectdocuments/

3.2. Institutional Arrangements for ESS Compliance during Construction Phase

The supervision of the project work is being carried out by SPHF which is comprised of Environmental Specialist (ES), Social Development Specialist and Gender Specialist (GS). The (5) implementing partners are working in various (24) districts of Sindh. The project and IPs E&S teams ensure that the mitigation and management measures proposed are being implemented.

The ESS management teams of the project and their respective roles are provided in the table 4.1 below

Table 4.1: ESS Management			
Sl	Institution	Name	Designation

	SPHF	Mr. Jalal Jafri Mr. Jhaman Lalchandani Mr. Shama Sheikh	Environmental Specialist Social Development Specialist Gender Specialist
Implementing Partner	HANDS	Sana Sajjad	Environmental & Social Specialist
	SAFCO	Zulfiqar Ali Muttaqi Iqra Shoaib	Environmental & Social Specialist Gender Special
	TRDP	Sarib Ali Lakhair Kanwal	Environmental Specialist Gender & Social Specialist
	NRSP	Nazeer Ahmed Laghari N. M. Chandio Reema Latif	Environmental Specialist Social Specialist Gender Specialist
	SRSO	Zahid Soomro Shazia Sheikh Hafeeza Bozdar	Environmental Specialist Social Specialist Gender Specialist

4. Progress on Safeguards Standards

4.1. Environmental & Social Safeguard Activities

4.1.1. Environmental Screening

The proposed sites (settlements) were screened by IPs. STAT visit each settlement using Environmental & Social Screening Checklist (ESSC), the screening checklists were developed by the E&S team of the project. The exercise of screening is being implemented by using the application of Kobotool Box. The total number of E&S Checklist completed is 1194.

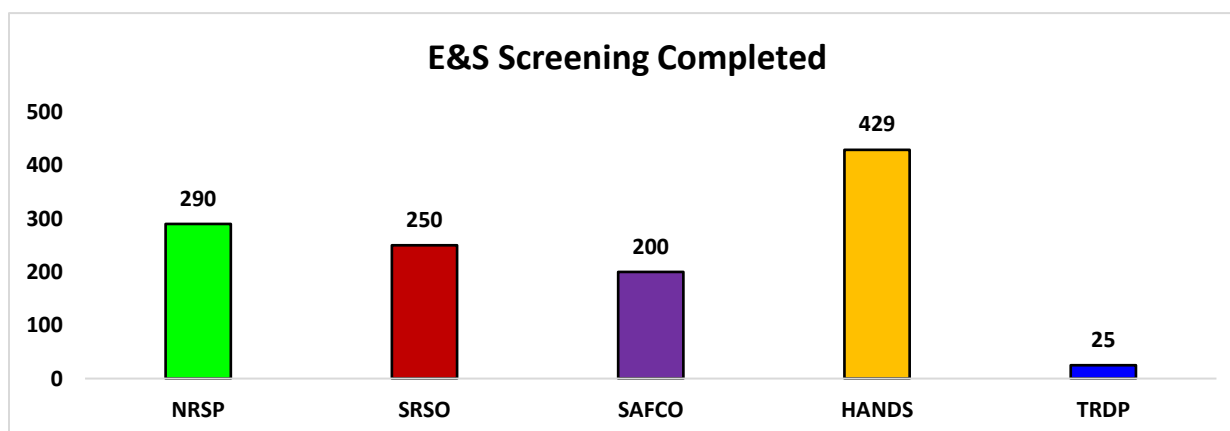


Figure 4.1: IP wise Environmental & Social Screening Checklist completed.

IP and district wise details of E&S Screening completed are shown in the **Table 4.1** below.

Table 4.1 Environmental & Social Screening completed as of 13th June 2023			
IP	DISTRICS	SETTLEMENTS	HOUSING UNITS
NRSP	MPK	37	3640
	Badin	63	8963
	Matiari	73	4375
	TAY	38	3262
	Sanghar	45	9515
	Sujawal	24	2257
	TMK	10	1120
	Total	290	33132
SRSO	Jacobabad	42	2483
	KSK	25	1926
	Khairpur	29	2464
	Larkana	73	9543
	Shikarpur	81	5767
	Total	250	22183
SAFCO	Allahndo Mashori	1	40
	Muhammad Ismail	1	60
	Naushara Feroze	109	5924
	Shaheed Benazirabad	89	2253
	Total	200	8277
HANDS	Umerkot	311	10968
	Ghotki	25	1252
	Hyderabad	11	500
	Karachi	2	19
	Sukkur	5	338
	Thatta	75	2004
	Total	429	15081
TRDP	Dadu	19	1527
	Jamshoro	6	575
	Total	25	2102
	Grand Total	1169	80775

4.1.2. Village Reconstruction Committee

During the reporting period a total of 3,147 VRCs formed with 21,042 members. Out of total VRC membership, 39% are women members are shown in Figure 4.2 and 4.3

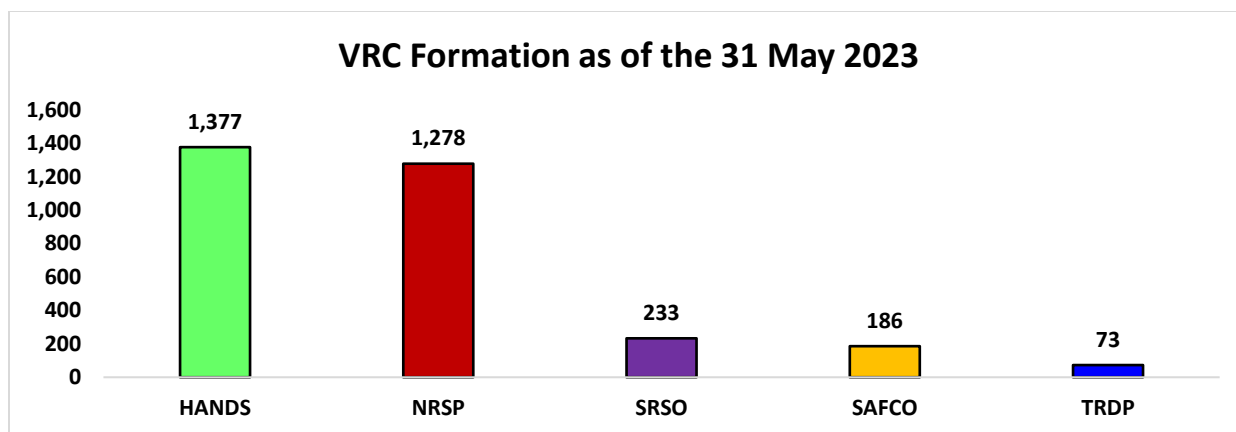


Figure 4.2: VRC Formation as of 31st May 2023.

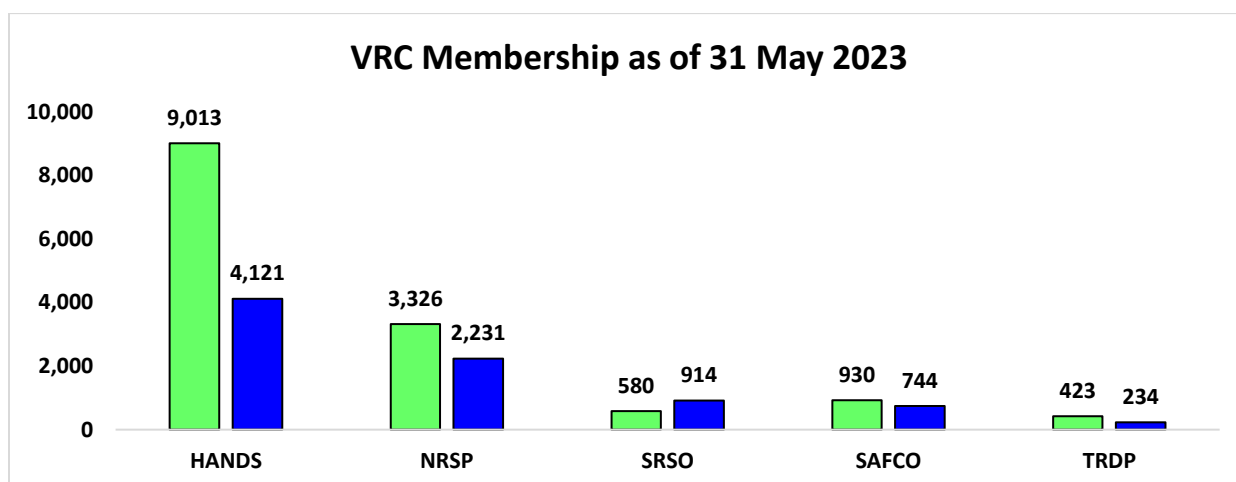


Figure 4.3: VRC Membership as of 31st May 2023

IP and district wise details of VRC formation and membership are shown in the table 4.2 below.

Table 4.2: Details of Village Reconstruction Committees Formed as of 31 May 2023										
S. No.	Name of IP	Name of Districts	No. of VRCs Formed during the Month of May-2023	No. of Members added during the Reporting Month			No. of VRCs Formed as of 31-May 2023	Cumulative No. of VRC Members		
				Male	Female	Total		Male	Female	Total
1	HANDS	Thatta	58	1,082	775	1,857	161	1,505	1,265	2,770
2		Sukkur	19	170	87	257	43	379	191	570
3		Umerkot	489	3,319	671	3,990	515	3,319	671	3,990
4		Hyderabad	50	718	475	1,193	261	2,488	1,345	3,833
5		Ghotki	231	808	458	1,266	394	1,301	638	1,939
6		Malir	0	0	0	0	3	21	11	32
7		Kashmore	0	0	0	0	0	0	0	0
Total HANDS		7	847	6,097	2,466	8,563	1,377	9,013	4,121	13,134

S. No.	Name of IP	Name of Districts	No. of VRCs Formed during the Month of May-2023	No. of Members added during the Reporting Month			No. of VRCs Formed as of 31-May 2023	Cumulative No. of VRC Members		
				Male	Female	Total		Male	Female	Total
8	NRSP	Badin	85	246	164	410	295	501	334	425
9		Matiari	84	140	274	414	156	395	436	417
10		T.M Khan	44	142	94	236	113	303	153	456
11		Tando Allahyar	47	560	270	830	95	703	350	1,053
12		Mirpurkhas	50	255	162	417	90	397	256	236
13		Sujawal	187	140	93	233	370	700	363	830
14		Sanghar	77	181	61	242	159	327	339	666
Total NRSP		7	574	1,664	1,118	2,782	1,278	3,326	2,231	4,083
15	SRSO	Kamber	1	3	6	9	5	15	22	37
16		Larkano	6	19	27	46	11	32	45	77
17		Khairpur	22	30	52	82	29	46	75	121
18		Shikarpur	81	242	386	628	105	313	525	838
19		Jacobabad	72	150	213	363	83	174	247	421
Total SRSO		5	182	444	684	1,128	233	580	914	1,494
20	SAFCO	Shaheed Benazirabad	44	220	176	396	94	470	376	846
21		Naushehro Feroze	42	210	168	378	92	460	368	828
Total SAFCO		2	86	430	344	774	186	930	744	1,674
22	TRDP	Dadu	66	387	207	621	69	403	218	621
23		Jamshoro	4	20	16	36	4	20	16	36
24		Tharparkar	0	0	0	0	0	0	0	0
Total TRDP		3	70	407	223	657	73	423	234	657
Grand Total		24	1759	9042	4835	13904	3147	14272	8244	21042
Percentage				65%	35%			68%	39%	

4.1.3. Local Environmental Approvals

(SFEHRP) project does not fall under any schedule of Sindh EIA/IEE Regulation 2021. However, formal NOC for the project has been acquired from Sindh EPA (SEPA).

4.1.4. General Description of Environmental and Social Safeguard Activities

The key monitoring activities conducted within the reporting period are as follows:

- ESS Checklist compliance monitoring was carried out by using Kobotool Box application.
- The E&S team had various session with IPs and their E&S staff to sensitize them on the environmental compliance requirements.
- The arrangement for the ESS Trainings as per the requirements of ESCP are in progress.

4.1.5. Site Audits

Site inspections of the sub-projects were performed by the E&S team of the project in order to comply with the World Bank ESS requirements and the IPs being immediately directed to resolve any non-compliance identified during the site inspections and capacity building sessions are arranged if required.

4.1.6. Waste Management

No construction related waste in high quantities was generated and most of the construction material that was excavated was used for backfilling. The beneficiaries and IPs are instructed to maintain good house-keeping practices on the construction sites.

4.1.7. Health and Safety

i. Community Health and Safety (CHS)

No incidents related to the community health and safety has been reported during the current reporting period. The construction site is barricaded properly in order to prevent children and unauthorized personnel to enter.

ii. Workers Health and Safety

The provision of Personal Protective Equipment (PPEs) including Safety Jackets, safety Helmets, goggles and gloves for the workers were ensured.

iii. Plantation

A plantation drive was planned and initiated with the IPs in which the IPs with the beneficiaries planted 500 tree all together in different settlements. The plans to include plantation as an obligation by every beneficiary to plant 2-3 trees is still under consideration.

4.1.8. Institutional Strengthening and Training

- Understanding of E&S Screening Checklist;
- Understanding of Kobotool Box and Application of ODK/Kobo Collect in the field;
- Onsite training of OHS with the beneficiaries and IPs;
- Understanding of Terms of Partnership (ToP) and Undertaking; and
- Training on the Grievance Redressal Mechanism

4.1.9. Undertaking and Terms of Partnership (ToP) with the Beneficiaries.

A comprehensive undertaking was prepared and shared with the IPs after multiple training sessions for better understanding and communication down the line with the beneficiaries. Each IP was assigned to get the undertaking and ToP signed with every beneficiary before construction.

4.1.10. Stakeholder's Consultations

In the reporting period, consultations and meetings were carried out on continuous basis. The consultations were conducted with various potential stakeholders including local community in various areas. The project's Environmental Specialist (ES), Social Development Specialist (SDS) and Gender Specialist (GS)

took active part in the consultation process and facilitated the consultants. (Photographs of few consultations attached in Annexure A)

Community Consultations

The community in the project areas was informed about the details of the project during the ESS instrument preparation stage. They were briefed about;

- Details of the sub-project and its components;
- Information on benefits from the project; and
- Needs, priorities and reactions of the affected people regarding the project were recorded.

Their concerns were noted and addressed. The GS also carried out various consultations with the females of the community. (Details are part of all sub project ESS documents) (Photographs of the consultations attached in Annexure A)

The community is consulted on continuous basis during the implementation phase as well. The ESS team of the project during the visits also consulted the community to understand their grievances if any and details of the project were shared with the community during the visits.

4.2. Grievance Redressal Mechanism (GRM)

The project has established a GRM under the supervision of COO of the project and a 3rd Party Firm with the designated staff responsibilities at each level i.e., Community-level, management level (IPs), and the project level (GRC and higher management).

A grievance Redressal Committee (GRC) has also been constituted which comprises of the following members;

1. Chief Executive Officer
2. Chief Operating Officer
3. Gender Specialist (GS)
4. Social Development Specialist (SDS)

The GRC will acknowledge the complaints within one day of receipt and will review available records and the fact-finding will be completed within 10 days from receipt of complaints. The GRC in its formal meeting to be conducted within 20 days from receipt of the complaint will hear and clarify with the complainant (if required so) about the issue and shall conclude and communicate its recommendations for further implementation.

The majority of the complaints received were concerning water availability in the construction areas, but the complainants were informed that the sub-project did not cover this issue. The complaints received at the construction sites include closed pathways due to construction materials and damaged house sewerage connections resulting from excavation, which were resolved by the Contractor on-site.

Trainings on GRM

The Gender Specialist with the help of GRM officer established the GRM portal accounts for all three tiers as decided in the GRM procedure. In the first phase, the Grievance Redressal Committee accounts were

established, in the second phase all concerned managers and consultants' accounts were created and in the third phase the GRM focal points at the site level were developed and orientation regarding GRM and portal operation was provided to all three tiers.

The GS ensured the implementation of GRM at the site level with the support of GRM focal points. In this regard, GRM banner was advised to be displayed with all details of complaint mechanism on the sites, It was further advised by the GS to provide GRM Complaint box with lock and register on the sites to register the grievances of the community without delay.

The GS with the support of IPs conducted consultations with the community to inform them about the GRM and how they can register their complaints if they face any issues during the implementation phase of the project.

4.3. Gender Mainstreaming

This section provides an overview of the gender specialist's contributions to the gender mainstreaming outcomes of the project. The GS played a crucial role in ensuring that gender is mainstreamed throughout all project-related activities, from project design to implementation and monitoring. The specialist worked to analyze the gendered impacts of different project activities, identify strategies to address gender inequalities, and integrate gender considerations into project planning and implementation. The GS also worked to maintain World Bank standards for gender equality, including monitoring progress towards gender-related goals and ensuring that gender is integrated into project evaluations and reporting.

The contributions made by the gender specialist include:

4.3.1. Development of Gender Action Plan

The gender specialist developed a Gender Action Plan for the project, which outlined the strategies and actions to be taken to address gender inequalities.

4.3.2. Gender Consultation with Community Women

The GS conducted various Gender Consultations with community women on women's issues regarding water supply, sanitation and health and hygiene. She also conducted consultations with women to inform them about the Grievance Redressal mechanism.

4.3.3. Technical Guidance to Project Staff

The project staff was provided with technical guidance by conducting meetings during the documents preparation and on-spot monitoring on social and gender sustainable practices. The guidance aimed to ensure that the staff understood the importance of gender mainstreaming in the project and gender mainstreaming in general. The meetings and consultations with stakeholders helped to raise awareness among stakeholders, including project staff and local communities, on the importance of gender mainstreaming in the project.

4.3.4. Training on Protection against Harassment

Training on the protection of women harassment at the workplace was conducted for male and female staff of the IPs, as well as in the community with the beneficiaries in multiple villages. The training aimed to

ensure that the staff understood the importance of protecting against harassment and how to prevent it from occurring in the workplace.

5. Conclusion & Recommendations

The implementation of the Bank approved E&S instruments are being implemented in true spirit. Regular trainings, both online and on-site are being conducted. Community is well aware of the GRM mechanism and the same was observed during the mission 22nd May – 2nd June 2023. Furthermore, trainings as per Environmental and Social Commitment Plan will be planned and conducted in the next quarter.

ANNEX – I











Mute

Start Video

Security

Participants 17

Chat

New Share

Resume Share

Annotate

Remote Control

Apps

More

Your screen sharing is paused

Stop Share

OPPO CPH2365	SPHF SPHF	Muhammad Zahid Muhammad Zahid	Zulfiqar Ali Mut... Zulfiqar Ali Muttaqi - SAFCO	Marvi Marvi
Engr Habib Me... Engr Habib Memon	sana sajjad sana sajjad	Nazir Ahmed La... Nazir Ahmed Laghari	Sarib Lakhia (T... Sarib Lakhia (TRDP)	saleem khan HA... saleem khan HANDS GHOTKI
Robina Rashees Robina Rashees	Hafeeza Hafeeza	TECNO SPARK 5... TECNO SPARK 5 Pro	Farman Jamali... Farman Jamali NRSP Tando Adam	Naveed Ahmed Naveed Ahmed
ENGR. ZAHID ALI ENGR. ZAHID ALI		Akbar khoso Dis... Akbar khoso District manager SSF		



