## Appendix-10: Update on Design Monitoring Framework

| **Update on Design Monitoring Framework** | | |
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| **Results Chain** | **Performance Indicators** | **Status At the End of Reporting Quarter** |
| **Outcome** | **By 2028:** |  |
| Access to reliable and resilient urban services in Abbottabad, Kohat, Mardan, Mingora, and Peshawar improved | At least 800,000 people, of which 400,000 are female, have access to piped water supply system (2021 baseline: 247,000 people, of which 124,000 are female) (OP 2.1.4; OP 4.1; OP 4.1.1) |  |
| At least 180,000 people, including 90,000 women, are served by sewerage network connected to new wastewater treatment system (2021 baseline: 19,880 people) (OP 2.1.4; OP 4.1.1) |  |
| At least 250,000 households received door-to-door solid waste collection services (2021 baseline: 0) (OP 4.1.1) |  |
| At least 35% reduction in time spent by women and girls in the collection, storing, and treatment of water (2021 baseline: 76 minutes per day) (OP 2.4) |  |
|  | At least 90,000 people visit renovated green urban spaces annually, of which 50% are female (2021 baseline: 0) |  |
| Greenhouse gas emissions reduced to 177,109 equivalent tCO2e/year in the project area (2021 baseline: 427,000 tCO2e/year) (OP 3.1) |  |
|  | At least 50% of the 270 women beneficiaries of project scholarships, research scholarships, and internships gained employment in urban water supply and sanitation (2021 baseline: 0) (OP 2.1.1) |  |
| Number of residents’ reporting problems with their household water supply services declines to 25% in four project cities (2020 baseline: 58%) (OP 4.1) |  |
| **Outputs:**  **1. Climate-resilient and gender-friendly urban infrastructure and services improved** | **By 2027**  1a. Clean water supply capacity of WSSCs increased to 400,000 m3 daily (2019 baseline: 238,443 m3/day) (OP 4.1.2) | Two projects of civil works i.e CW-02 and CW-04 will contribute to achieve the mentioned performance indicators.  **Water & Sanitation sub projects**  **CW-02: Improvement of Water Supply System with SCADA**  **CW-02: Improvement of Water Supply System with SCADA**  The contracts for all the four lots mentioned below under the CW-02 package has been signed.  In the project **CW-02-Lot1** for the Rehabilitation & Upgrade of Water Supply to WTP with SCADA in Abbottabad, the contractor has provided the mobilization advance guarantee and received the advance payment. However, the CEO of WSSC-Abbottabad intends to delay issuing the commencement letter until the intake structure design, network alignment, and the location for assembling the 400 KW turbine by PMCSC are finalized.  ii) In **CW-02-Lot 2**, for the Rehabilitation & Upgrade of the Water Supply System connected to the WTP with SCADA, including the New Water Treatment Plant in Abbottabad, the contractor is mobilized, the concrete plant and camp office are established, and construction of the access road is underway. Excavation work for water tanks has also started.  iii) In **CW-02-Lot 3**, for the Improvement of the Water Supply System with SCADA in Kohat, the overall progress is at 0.28%, which is below the planned progress of 2.51% by the end of the reporting period. The JV-Contractor has resubmitted their corrected revised time program at the end of the reporting period. Two new boreholes are completed, and work is ongoing for the dismantling process and the hydraulic model run.  iv) For **CW-02-Lot 4**, the Improvement of Water Supply System with SCADA in Peshawar, the overall progress is at 1.21%, falling short of the planned progress of 6.17% by the reporting period. Three new boreholes are completed, and four dismantling operations, along with testing a hydraulic model, are currently in progress.  **CW-04: Mingora Greater Water Supply Scheme**  **(i) CW-04-Lot 1**-Greater Water Supply Scheme: Water Treatment Plant (WTP) in MINGORA: Technical evaluation report is submitted to ADB for concurrence.  **(ii) CW-04-Lot 2**- Water Distribution System, Intake Structure, Distribution System, and SCADA in MINGORA: An overall progress of 0.63% has been made, which falls short of the planned progress of 7.25% for the reporting period. The work on OHR/SWT is in progress, the 300-meter Network has also been completed at Haleemabad. |
| 1b. About 1,200 km of new water distribution network installed, and 550 km of existing network rehabilitated (2019 baseline: 550 km) (OP 4.1.2) |
| 1c. 150,000 smart meters installed (2019 baseline: 0) (OP 4.1.2) | After completion of CW-03 and CW-04 |
| 1d. Cumulative sewage treatment capacity of 30,000 cubic meters daily achieved with construction of 2 new sewage treatment plants (2021 baseline: 0) (OP 4.1.2) | **CW-03: Construction of Sewerage System Including New Sewage Treatment Plant (STP)**  The progress update of the two subprojects under the CW-03 package is summarized below:  **CW-03-Lot 1**-Kotal Township (KDA) Sewerage System, including the New Sewage Treatment Plant (STP) and necessary SCADA system, has made a physical progress of 4.71%, surpassing the planned progress of 8.19% for the reporting quarter. The batching plant has been successfully established, and 800 meters of the network have been completed.  In **CW-03-Lot 2**, covering the Catchment Area of Rorya STP Mardan, the contractor has achieved an overall progress of 5.10%, falling short of the planned 10.43% progress for the reporting quarter. |
| 1e. 156 km of new sewerage pipes installed (2021 baseline: 0 km) (OP 4.1.2) |
| 1f. Solid waste treatment capacity of at least 2,000 tons daily achieved with modern solid waste management facilities constructions (2021 baseline: 0 facilities) (OP 4.1.1; OP 4.1.2; OP 4.3.1) | **Solid Waste Management System**  The status update of the two packages i.e. Procurement, Supply, Installation, commissioning and operations of Solid waste management system Mardan (CW-05) and Procurement, Supply, Installation, commissioning and operations of Solid waste management system, Peshawar, Kohat, Mingora & Abbottabad (CW-07) is summarized below:  One of the tasks assigned to Institutional Reform and Capacity Building (IRCB) consultants under PRF was to provide the business model solution (BMS) for the solid waste management component. The Operational Design and Performance Monitoring Framework under Milestone-5 have been shared with pertinent stakeholders for feedback and review. This includes operational designs and financial models for water and sewerage treatment plants in various cities. Feedback from the stakeholders has been communicated to the IRCB consultants for necessary adjustments |
| 1g. 1.6 km2 of gender-friendly and climate-resilient urban spaces and parks established b (2021 baseline: 0) (OP 2.1.4; OP 4.1.2; OP 2.4.1) | **Green Urban Infrastructure sub-projects**  The progress updates of the five subprojects under the CW-01 package is summarized below;  **CW-01-Lot1:** Pedestrianization of Market in Old City Centre, Sherwan Adventure Family Park, Abbottabad:  The revised recovery schedule is pending, and the JV-Contractor is currently working on the project. They have completed 20% of the fence and 60% of the cafeteria activities.  **CW-01-Lot2:** Women’s Business Development & Community Centre and Sports Complex, Kohat:The overall progress stands at 40.11%, which is below the planned 85.68%. The JV contractor has resumed work on the WBDC, and the Variation Order (VO) approval is in progress.  **CW-01-Lot3:** Ring Road Green Belt and N-45 National Highway, Mardan:  This sub-project is being terminated due to isolation and visibility issues, with approval sought from ADB after the PD-KPCIP's agreement.  **CW-01-Lot4:** Neighborhood Park, Mingora:  A revised recovery schedule is pending completion, but work has resumed.  **CW-01-Lot5:** Besai Park Hayatabad and Bagh-e-Naran Park Extension, Peshawar:  Progress stands at 40.99%, slightly below the planned 48.02%. Resistivity tests for the tube well at Baghe Naran Park have been conducted, and work is in progress on the design and brick masonry of the boundary wall.  **CW-06: Construction of Urban / Green Spaces - Salhad Bagh, Abbottabad**  To be advertised after completion of the Solid Waste Management System. |
| **2. Institutional capacity and gender inclusiveness of urban service providers, provincial government, and city governments strengthened** | **By 2027:**  2a. Nonrevenue water reduced to 30% of total water produced (2021 baseline: estimated at 45%) c (OP 4.2) | The performance indicators will be achieved after completion of civil works packages CW-02 and CW-04. The implementation of non-revenue water management will be initiated following the completion of the new water distribution network and rehabilitation of the existing network in four Project cities of Abbottabad, Kohat, Mingora and Peshawar under two Civil Works (CW) procurement packages - KPCIP/ CW-02 & KPCIP/CW-04. |
| 2b. New tariff scheme formulated and adopted by WSSCs (2021 baseline: Not applicable) (OP 4.2.1) |
| 2c. An estimated 150 district metered areas with SCADA system for water supply commissioned (2021 baseline: 0) |
| 2d. Gender-inclusive human resources policies and procedures developed and adopted for 5 WSSCs (2021 baseline: 0) (OP 4.2.1; OP 4.2.2; OP 2.3.2) | A collaborative meeting was organized, bringing together the ADB gender team, the Project Management Unit (PMU) of the Khyber Pakhtunkhwa Cities Improvement Program (KPCIP), and the Institutional Review and Capacity Building (IRCB). The primary focus of this joint meeting was the development of gender-inclusive human resources (HR) policies and procedures.  Following this, an internal meeting was held by the PMU-KPCIP Gender team in conjunction with the Institutional Review and Capacity Building (IRCB) to assess the progress in developing gender-inclusive HR policies and procedures. The IRCB has shared the initial draft with the Gender section of PMU-KPCIP for review before the final submission.  Notably, the IRCB has provided a "Diversity and Inclusion Policy" prepared for WSSCs by the HR expert at IRCB. However, there is a need for clarification on whether this policy document was a specific requirement from the WSSCs or if it is related to the GAP target, specifically "2.1.1. Gender-inclusive HR policies and procedures developed and adopted for the five WSSCs (2021 baseline: 0)." As of now, IRCB has yet to respond to this query. |
| 2e. At least 20% of board members in each WSSC are women (2021 baseline: 3%) (OP 2.3) | The data disaggregated by sex regarding the composition of WSSC board members uncovered that only 4 (12.5%) out of 32 members are female. In Peshawar and Mardan districts, the dissolution of the WSSC Boards of Directors (BOD) remains unchanged, awaiting new formation. The situation in Swat, Abbottabad, and Kohat districts involves the removal of independent members by the Government, citing internal administrative issues. This presents an opportunity to enlist more female members through appropriate channels. |
| 2f. Performance and service benchmarks for key urban services, with sex-disaggregated targets approved for 5 WSSCs (2021 baseline: 0) (OP 6.3) | During a joint meeting involving the ADB gender team, the Project Management Unit (PMU) of the Khyber Pakhtunkhwa Cities Improvement Program (KPCIP), and the Institutional Review and Capacity Building (IRCB), extensive discussions were held regarding the development of sex-disaggregated targets and performance benchmarks. Particularly, the ADB gender team provided feedback on indicators 2.1.1 and 2.1.2. In response, IRCB pledged to address these comments by revising the pertinent documents accordingly.  A specific timeline has been set by IRCB for this revision process, and the updated documents will be shared with the ADB gender team. This collaborative effort aims to ensure gender inclusivity and facilitate the project's effective implementation of targets and benchmarks.  Additionally, IRCB is actively integrating gender-related inputs and feedback from both the ADB gender team and the KPCIP gender section to enhance the relevant document. However, the revised document from IRCB is currently awaiting submission. |
| 2g. At least 50% of the target population reached through consultations and awareness-raising campaigns are women (2021 baseline: 0) (OP 4.2.1; OP 4.2.2) | ABD has hired a BCC firm, who have submitted its inception report which was reviewed by ADB and KPCIP Gender team and approved by ADB for further proceedings.  In the meantime, all the 5 CIUs has been taken the initiative to conduct awareness raising/consultation sessions in the targeted communities regarding the safe use of water, and safe sanitation & hygiene and to gather valuable inputs and insights. Detail of the sessions given as follow:  CIU Peshawar: 88  CIU Swat: 22  CIU Mardan: 45 |
| **3. Women’s participation in urban governance and access to economic opportunities increased** | **By 2027:** | The Women Development Center (WBDC) construction is in progress. A successful One-Day Needs Analysis Workshop took place, involving 50 participants from government and non-government organizations. This workshop, a key activity under GAP Component 3.2, aimed to gather insights into community women's needs for the WBDC in Kohat.  The enterprise and skills development specialist's activities included field visits, design plan review, meetings with various stakeholders for orientation and program review, and budget planning for WBDC Kohat. Additionally, the specialist conducted a Needs Analysis Workshop for WBDC and worked on the Operational Plan Framework. Meetings with IRCB and Creative addressed business models and budget components, ensuring efficiency.  Furthermore, discussions with Mera Maan aimed to review existing Enterprise Development Training modules for trainees and ToT Modules for teachers. |
| 3a. 1 WBDC in Kohat constructed and 1 technical training institute for girls in Peshawar upgraded (2020 baseline: 0) (OP 2.4.1) |
| 3b. At least 100 WBDC business development trainees provided with materials and technical training have set up their own businesses (2020 baseline: 0) (OP 2.2.1) | A successful One-Day Needs Analysis Workshop took place, involving 50 participants from government and non-government organizations. This workshop, a key activity under GAP Component 3.2, aimed to gather insights into community women's needs for the WBDC in Kohat. |
| 3c. At least 100 women entrepreneurs have established green enterprises with the material and business under the Community Incentive Fund established by the project (2020 baseline: 0) (OP 2.4.1) | Draft Concept Paper developed by BCC Specialist and shared with PMU. Reply from PMU still awaited. |
| 3d. At least 55 female beneficiaries of the project’s scholarship program earned university degrees in fields related to urban water supply and sanitation (2020 baseline: 0) (OP 2.2.1) | A one-year paid master's scholarship program is set to be launched in October 2023 as part of the collaboration between the University of Peshawar and the project. This initiative aims to enroll 10 female graduates in the University of Engineering and Technology (UET) through a competitive selection process. In order to ensure the smooth execution of the program, a meeting was convened at PMU-KPCIP, attended by the director of NIUIP and the university registrar, to discuss and finalize the terms and conditions.  To enhance the efficacy of the scholarship program, the ADB gender team recommended the establishment of a comprehensive eligibility criteria for student participation. They also advised conducting thorough research on both national and international scholarship opportunities. Consequently, it was mutually agreed to postpone the program for up to a year.  Additionally, the recently appointed scholarship specialist has submitted an inception report, outlining 11 potential international scholarship avenues, such as the Australian Award, Erasmus Mundus, Fulbright, and Chevening. Meanwhile, the remaining 45 female graduates are expected to explore scholarship opportunities within various national and provincial universities. |
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| **Update on Work Plan** | | |
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| **Key Activities with Milestones** | **Completed**  **(Yes/No)** | **Current Status/Remarks** |
| **1. Climate-resilient and gender-friendly urban infrastructure and services improved**  **Water supply and sanitation subproject** |  |  |
| 1. Start procurement of water treatment plants (Q3–Q4 2021) | **Yes** | **CW-02**  **CW04** |
| 1. Sign contract (Q2 2022) | **Yes** | **CW-02**  **CW-04** |
| 1. Start procurement of water resource development subprojects (Q3 2021) | **Yes** | **CW-02**  **CW-04** |
| 1. Construct water and sewerage network (Q4 2024) | **In progress** | **Water & Sanitation sub projects**  Contracts for all four lots under CW-02 have been signed. In CW-02-Lot1 (Abbottabad water supply), the contractor received the advance payment but awaits the commencement letter. In CW-02-Lot 2 (Abbottabad water supply system upgrade), construction is in progress. CW-02-Lot 3 (Kohat water supply) is at 0.28% progress with boreholes completed. CW-02-Lot 4 (Peshawar water supply) is at 1.21% progress with boreholes and dismantling operations.  In **CW-04** (Mingora water supply), **Lot 1** (WTP) technical report is submitted. In **Lot 2** (Water Distribution System), progress is 0.63% with ongoing work on OHR/SWT and a 300-meter network completed at Haleemabad.  **KPCIP/ CW-03 Construction of Sewerage System including New Sewage Treatment Plant (STP);**  The progress update of the two subprojects under the CW-03 package is summarized below:  In **CW-03-Lot 1**, the Kotal Township Sewerage System, along with a new Sewage Treatment Plant (STP) and the required SCADA system, has reached a physical progress of 4.71%, which is less than the planned 8.19% for the quarter. The batching plant is established, and 800 meters of the network are complete.  In **CW-03-Lot 2**, which covers the Rorya STP Mardan Catchment Area, the contractor has achieved an overall progress of 5.10%, falling short of the planned 10.43% for the quarter.. |
| 1. Implement nonrevenue water management (Q3 2027). | **No** | **CW-02**  **CW-04** |
| 1. Construct wastewater treatment plants (Q1 2027). | **In Progress** | **KPCIP/ CW-03 Construction of Sewerage System including New Sewage Treatment Plant (STP);** The progress update of the two subprojects under the CW-03 package is summarized below:  KPCIP/ CW-03 Construction of Sewerage System including New Sewage Treatment Plant (STP);  The progress update of the two subprojects under the CW-03 package is summarized below:  In CW-03-Lot 1, the Kotal Township Sewerage System, along with a new Sewage Treatment Plant (STP) and the required SCADA system, has reached a physical progress of 4.71%, which is less than the planned 8.19% for the quarter. The batching plant is established, and 800 meters of the network are complete.  In CW-03-Lot 2, which covers the Rorya STP Mardan Catchment Area, the contractor has achieved an overall progress of 5.10%, falling short of the planned 10.43% for the quarter. |
| **Solid waste management subproject** | **No** |  |
| 1. Start procurement of landfill sites and equipment (Q2 2022). |
| 1. Sign contract (Q1 2023). | **No** |  |
| 1. Construct primary and secondary collection and sanitary disposal facilities (Q4 2026). | **Not due yet** |  |
| 1. Start program for waste reduction and recycling and waste-to-energy conversion (Q4 2026). | **Not due yet** |  |
| 1. Construct sanitary (engineered) landfill sites (Q1 2027). | **Not due yet** |  |
| **Green urban infrastructure subproject** |  |  |
| 1. Start procurement of green urban spaces and equipment (Q4 2021). | **Yes** |  |
| 1. Sign contract (Q2 2022) | **Yes** |  |
| 1. Rehabilitate existing green urban spaces, riverside trails, and parks (Q1 2025). | **In Progress** | **CW-01-Lot1:** Progress on the Market Pedestrianization and Sherwan Adventure Family Park is underway. Fencing is 20% complete, and cafeteria work is at 60%.  **CW-01-Lot2:** The Women’s Business Development & Community Centre and Sports Complex in Kohat are at 40.11% completion, below the targeted 85.68%. Work has resumed on the WBDC, with a Variation Order pending approval.  **CW-01-Lot3:** The Ring Road Green Belt and N-45 National Highway project in Mardan is being terminated due to isolation and visibility issues, pending approval from ADB.  **CW-01-Lot4:** Work has restarted on the Neighborhood Park project in Mingora, with a revised recovery schedule pending.  **CW-01-Lot5**: Progress on the Besai Park Hayatabad and Bagh-e-Naran Park Extension in Peshawar is at 40.99%, slightly below the target of 48.02%. Tube well resistivity tests have been conducted at Bagh-e-Naran Park, with ongoing work on the boundary wall design and brick masonry.  Additionally, CW-06, focused on the construction of Urban/Green Spaces at Salhad Bagh in Abbottabad, will be advertised after the completion of the Solid Waste Management System. |
| **2. Institutional capacity and gender inclusiveness of urban service providers, provincial government, and city governments strengthened** |  |  |
| 1. Start consultant recruitment (Q1-Q2 2022). | In progress |  |
| 1. Strengthen capacity of WSSCs and local government (Q4 2022). | In Progress |  |
| 1. Implement citizen satisfaction surveys and technical baseline surveys by WSSCs (Q2 2022). | No | N/A |
| 1. Map geographic information system for asset management and install SCADA (Q3 2022) | No | N/A |
| 1. Develop and implement time-bound financial sustainability action plans for WSSCs (Q4 2022). | No | N/A |
| 1. Promote and support environmentally sound technologies (Q2 2023). | No | N/A |
| 1. Complete governance and regulatory reforms to increase efficiency of urban service operations (Q3 2027). | No | N/A |
| **3. Women’s participation in urban governance and access to economic opportunities increased** |  |  |
| 1. Complete recruitment of gender specialist of project management unit (Q1 2022). | In progress | The only women at the decision-making level i.e., director Gender’s position is vacant since April 2023. The interview for the selection of the candidate will be held in quarter 3, 2023. |
| 1. Award civil works contract for WBDC, Kohat (Q1 2023). | Yes | The Women Development Center (WBDC) construction is in progress. A successful One-Day Needs Analysis Workshop took place, involving 50 participants from government and non-government organizations. This workshop, a key activity under GAP Component 3.2, aimed to gather insights into community women's needs for the WBDC in Kohat. Additionally, the specialist conducted a Needs Analysis Workshop for WBDC and worked on the Operational Plan Framework. Meetings with IRCB and Creative addressed business models and budget components, ensuring efficiency |
| 1. Complete orientation of WSSC staff, gender staff, and consultants on gender-inclusive water, sanitation, and hygiene; solid waste management; and social mobilization (Q2 2027). | In Progress |  |
| 1. Engage community, and design and commence incentive fund (Q4 2023). | In progress | Draft Concept Paper developed by BCC Specialist and shared with PMU. Reply from PMU still awaited. |
| 1. Design and roll out scholarship and internship program (Q2 2023). | In Progress | A one-year paid master's scholarship program is set to be launched in October 2023 as part of the collaboration between the University of Peshawar and the project. This initiative aims to enroll 10 female graduates in the University of Engineering and Technology (UET) through a competitive selection process. In order to ensure the smooth execution of the program, a meeting was convened at PMU-KPCIP, attended by the director of NIUIP and the university registrar, to discuss and finalize the terms and conditions.  To enhance the efficacy of the scholarship program, the ADB gender team recommended the establishment of a comprehensive eligibility criteria for student participation. They also advised conducting thorough research on both national and international scholarship opportunities. Consequently, it was mutually agreed to postpone the program for up to a year.  Additionally, the recently appointed scholarship specialist has submitted an inception report, outlining 11 potential international scholarship avenues, such as the Australian Award, Erasmus Mundus, Fulbright, and Chevening. Meanwhile, the remaining 45 female graduates are expected to explore scholarship opportunities within various national and provincial universities. |
| 1. Establish small green enterprises owned by women (Q3 2027). | In Progress |  |
| 1. Complete rehabilitation of Polytechnic Institute for Women in Peshawar (Q4 2025). | In Progress |  |
| 1. Complete the scholarships and research program (Q4 2027). | In Progress |  |

## Appendix-13: Implementation Progress of Gender Action Plan

| **Appendix 13- Gender Action Plan** | | | | |
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| **Activities** | **Performance Targets/Indicators** | **Responsibility** | **Time-frame** | **Cumulative Progress**  **Q3, 2023** |
| **Outcome:** **Access to reliable and resilient urban services improved** | | | | |
| a. Improve women’s access to reliable and safe water supply and sanitation services, as well as to safe public spaces | By 2028:  a.1 At least 800,000 people, of which approximately 400,000 are women, have access to piped water supply system (2021 baseline: 247,000 people, 124,000 women) | PMU, WSSC, LGER&DD | 2028 | N/A yet. |
|  | a.2 At least 180,000 people, including 90,000 women, are served by sewerage network connected to new wastewater treatment system (2021 baseline: 19,880) |  |  |  |
|  | a.3 At least 35% reduction in time spent by women and girls in the collection, storing, and treatment of water, as well as in disposing solid waste (2021 baseline: 0)a |  |  |  |
| b. Provide women and girls opportunities to take on technical jobs in WSSCs | b.1 At least 50% of the 270 women beneficiaries of project scholarships, research scholarships, and internships gained employment in the urban WSS sector (2021 baseline: 0%) |  |  |  |
| **Output 1: Climate resilient and gender friendly urban infrastructure and services improved** | | | | |
| 1.1 Develop and implement gender-sensitive BCC strategy | 1.1.1. By 2027, 50% of the target population reached through multimedia campaigns, consultations, and awareness raising are women and girls (2021 base line: 0%) | PMU, WSSC, CIUs | 2027 | ADB has hired a BCC firm, who have submitted its inception report which was reviewed by ADB and KPCIP Gender team and approved by ADB for further proceedings.  Each of the five CIUs has taken the initiative to hold awareness-raising and consultation sessions in the designated communities. These sessions focus on safe water use, sanitation, and hygiene while gathering valuable input and insights. A total of 155 sessions were conducted, involving 5,973 participants, comprising 3,664 males and 2,609 females. |
|  | 1.1.2. By 2023, 80% WSSCs staff (of whom 40% are women) report increased information on gender-sensitive BCC through training programs (2 in each city)b (2021 baseline: 0%) | PMU, WSSC, CIUs | Q3-2024 | After developing a training module based on the final Behavior Change Communication (BCC) strategy, the BCC specialist received constructive feedback from the PMU gender team, leading to the finalization of the draft. With the subsequent approval from ADB, training sessions were scheduled for all five CIUs. The objective of these sessions was to augment the understanding and implementation of gender-sensitive BCC among CIU and WSSC staff. The initial round of BCC Training for CIU and WSSC staff was successfully conducted in Mardan, Kohat, Mingora, Abbottabad, and Peshawar from July to September 2023. |
| 1.2 Support gender-inclusive urban spaces | 1.2.1 1.6 km2 of gender-friendly urban spaces & parks establishedc (2021 baseline: 0) | TMAs, LGER&DD, PMU | 2027 | A total of 07 gender friendly urban spaces & parks are in the process of development and upgradation that will benefit a total of 366180 households. |
|  | 1.2.2. Post-survey results indicate 80% of women and girls feel safe and use the improved urban spaces in KPCIP locations (2021 baseline: 0)d | TMAs, LGER&DD, PMU | 2027 | The beneficiary data has been collected on a household basis and submitted to the ADB gender team. This data will help them reevaluate and determine the appropriate sample size for the baseline data collection. |
| **Output 2: Institutional capacities of gender inclusive urban service providers and government strengthened** | | | | |
| 2.1 Develop and implement gender-inclusive HR policies and procedures for WSSCs | 2.1.1. Gender-inclusive HR policies and procedures developed and adopted for the five WSSCse (2021 baseline: 0) | PMU, WSSCs, LGER&DD | Q2 of 2022–2026 | A collaborative meeting was organized, bringing together the ADB gender team, the Project Management Unit (PMU) of the Khyber Pakhtunkhwa Cities Improvement Program (KPCIP), and the Institutional Review and Capacity Building (IRCB). The primary focus of this joint meeting was the development of gender-inclusive human resources (HR) policies and procedures.  Following this, an internal meeting was held by the PMU-KPCIP Gender team in conjunction with the Institutional Review and Capacity Building (IRCB) to assess the progress in developing gender-inclusive HR policies and procedures. The IRCB has shared the initial draft with the Gender section of PMU-KPCIP for review before the final submission.  Notably, the IRCB has provided a "Diversity and Inclusion Policy" prepared for WSSCs by the HR expert at IRCB. However, there is a need for clarification on whether this policy document was a specific requirement from the WSSCs or if it is related to the GAP target, specifically "2.1.1. Gender-inclusive HR policies and procedures developed and adopted for the five WSSCs (2021 baseline: 0)." As of now, IRCB has yet to respond to this query. |
|  | 2.1.2. Performance/service benchmarks for key urban services, with sex-disaggregated targets developed and approved for 5 WSSCs | PMU, WSSCs, LGER&DD | Q2 of 2022–2026 | During a joint meeting involving the ADB gender team, the Project Management Unit (PMU) of the Khyber Pakhtunkhwa Cities Improvement Program (KPCIP), and the Institutional Review and Capacity Building (IRCB), extensive discussions were held regarding the development of sex-disaggregated targets and performance benchmarks. Particularly, the ADB gender team provided feedback on indicators 2.1.1 and 2.1.2. In response, IRCB pledged to address these comments by revising the pertinent documents accordingly.  A specific timeline has been set by IRCB for this revision process, and the updated documents will be shared with the ADB gender team. This collaborative effort aims to ensure gender inclusivity and facilitate the project's effective implementation of targets and benchmarks.  Additionally, IRCB is actively integrating gender-related inputs and feedback from both the ADB gender team and the KPCIP gender section to enhance the relevant document. However, the revised document from IRCB is currently awaiting submission. |
| 2.2 Undertake affirmative actions to increase women staff at technical and senior level positions | 2.2.1. Women staff in WSSCs increased to 20% by 2026 (2021 baseline: 2%) | PMU, WSSCs, LGER&DD | Q2 of 2022–2026 | The staffing data of WSSC, operating at all levels, has been collected from all five targeted cities of KPCIP. The WSSCs has raised its women staff ratio to 2.6% in June 2023, up from 2% in 2021. After revising and developing HR policy manuals of WSSCs from a gender perspective, sensitization sessions will be conducted for senior management to ensure the desired ratio of women staff at each WSSC.  The staffing data of WSSC, operating at all levels, has been collected from all five targeted cities of KPCIP. The current percentage of female staff has increased to 2.6%. |
|  | 2.2.2. At least 2 women are appointed at senior management level at the PMU |  |  | The Director Gender position has been vacant since April 2023. The candidate selection interview will take place in the last quarter of 2023. A discussion was held with the Project Director to promote an enabling environment and positive discrimination for increased participation of women in decision-making roles. |
|  | 2.2.3. At least 20% of board members in each WSSC are women (2021 baseline: 3%) |  |  | The data disaggregated by sex regarding the composition of WSSC board members uncovered that only 4 (12.5%) out of 32 members are female. In Peshawar and Mardan districts, the dissolution of the WSSC Boards of Directors (BOD) remains unchanged, awaiting new formation. The situation in Swat, Abbottabad, and Kohat districts involves the removal of independent members by the Government, citing internal administrative issues. This presents an opportunity to enlist more female members through appropriate channels. |
| 2.3 Develop and implement WASH program promoting women as leaders | 2.3.1 At least 100 community WASH groups support improvement in urban WSS (30% low-income and 40% women-led groups) (2021 baseline: 0) | PMU, WSSCs, LGER&DD | Q2 of 2022–2026 | During the reporting period, the social mobilization process persisted in all five cities, with local female communities displaying a strong eagerness to actively engage and contribute towards enhancing WASH practices within their communities. Consequently, an increased number of Community WASH groups were established in each of the selected cities. In total, 62 community WASH groups were formed, comprising 30 male, and 32 female groups  The overall target number of WASH groups for the year 2023 has been achieved by all five CIUs. A total of 164 WASH groups have been formed as of the reporting period  Women in existing WASH groups played a crucial role in mobilizing their communities. All the 5 CIUs hold awareness sessions on project objectives, safe water use, waste management, and distribution of dengue kits. Meetings were held with stakeholders in Swat Babozai and Charbagh regarding BOR and IVS Payments |
|  | 2.3.2 By 2024, at least 200 women and girls report enhanced leadership skills in promoting WASH and safe SWM in 5 cities |  |  | In the third quarter of July to September 2023, Capacity Development interventions were implemented for the gender teams of 5 CIUs/WSSCs/PMCSC/contractors in key areas such as community participation, stakeholder mobilization, and planning strategy. This aimed at identifying potential community women/WASH leaders as change agents for promoting best practices in WASH & SWM across the 5 cities of KPCIP.  As part of this initiative, a module on "Effective Community Mobilization Approaches for effective community participation" was developed during the same period. This module was tailored to enhance the social mobilization skills of the gender teams, ensuring their effective implementation of GAP interventions. These interventions focused on engaging various demographic groups, including women, girls, men, youth, people with special needs, the elderly, transgender individuals, and other vulnerable groups. The goal was to improve WASH & SWM practices among the targeted population and sustain service delivery of WSSSCs.  Following a comprehensive review, the "Effective Community Mobilization Approaches" module was finalized, and a training plan/schedule was prepared for conducting workshops in August and September 2023. These training workshops took place at CIU Peshawar, Mardan, Mingura, Kohat, and Abbottabad. Participants included personnel ranging from Manager Media & Communication WSSCs to Gender Coordinators and various officers from 5 CIUs. |
| **Output 3: Women’s role in urban development increased** | | | | |
| 3.1 Create a pool of women technical workers | 3.1.1 At least 200 female graduates of university and technical institutes provided with internship in a higher skill technical position at WSSCsf (2021 baseline: 0) | PMU, WSSCs | 2022–2027 | The project's internship program is currently underway, and the committee has been informed about the interviews for the selection of interns. There was a revision in the ADB decision regarding the number of students for the first batch of female graduates, which has now been restored to 50, with interviews scheduled for the shortlisted candidates. Interviews were held on August 16-17, 2023, for 43 shortlisted candidates from Peshawar district to select 10 female graduates as interns at WSSC Peshawar.  MOUs for WSSCs have been developed and finalized, and the management has reconstituted the Interview & Selection Committee for the other four districts. A revised criterion, developed by the gender consultant under the supervision of the Project Director, has been submitted to the ADB gender team for review. Additionally, six distinct work plans, along with separate TORs for media & communication, GIS, procurement, data analysis, hygiene promotion, and finance & auditing, have been prepared by the Research Specialist for the interns under the One Year Paid Internship Program of KPCIP. These TORs serve as a roadmap for tracking progress and maintaining a balance in professional training, delineating the interns' roles in assisting the WSSCs. Furthermore, the Research Specialist, under the guidance of the gender consultant, created shortlisting criteria, a written test, and an evaluation form/questionnaire for the hiring process. |
|  | 3.1.2. At least 55 female beneficiaries of the project’s scholarship program earned university degrees in the fields related to urban WSS (2021 baseline: 0) |  |  | A one-year paid master's scholarship program is set to be launched in October 2023 as part of the collaboration between the University of Peshawar and the project. This initiative aims to enroll 10 female graduates in the University of Engineering and Technology (UET) through a competitive selection process. In order to ensure the smooth execution of the program, a meeting was convened at PMU-KPCIP, attended by the director of NIUIP and the university registrar, to discuss and finalize the terms and conditions.  To enhance the efficacy of the scholarship program, the ADB gender team recommended the establishment of a comprehensive eligibility criteria for student participation. They also advised conducting thorough research on both national and international scholarship opportunities. Consequently, it was mutually agreed to postpone the program for up to a year.  Additionally, the recently appointed scholarship specialist has submitted an inception report, outlining 11 potential international scholarship avenues, such as the Australian Award, Erasmus Mundus, Fulbright, and Chevening. Meanwhile, the remaining 45 female graduates are expected to explore scholarship opportunities within various national and provincial universities. |
| 3.2 Increase women’s access to jobs and enterprises | 3.2.1. WBDC in Kohat constructed,g and one Technical Training Institute for girls in Peshawar upgraded (2021 baseline: 0) |  |  | The Women Development Center (WBDC) construction is in progress. A successful One-Day Needs Analysis Workshop took place, involving 50 participants from government and non-government organizations. This workshop, a key activity under GAP Component 3.2, aimed to gather insights into community women's needs for the WBDC in Kohat.  The enterprise and skills development specialist's activities included field visits, design plan review, meetings with various stakeholders for orientation and program review, and budget planning for WBDC Kohat. Additionally, the specialist conducted a Needs Analysis Workshop for WBDC and worked on the Operational Plan Framework. Meetings with IRCB and Creative addressed business models and budget components, ensuring efficiency.  Furthermore, discussions with Mera Maan aimed to review existing Enterprise Development Training modules for trainees and ToT Modules for teachers. |
|  | 3.2.2. At least 1000 women and girls with certifications from training programs of the WBDC and WTTI (2021 baseline: 0) |  |  | The Skills & Enterprise development consultant is facilitating the implementation on the target indicator. |
|  | 3.2.3. At least 30 women teachers of the WBDC and WTTI report improved teaching skills from the training programs supported by the project (2021 baseline: 0) |  |  |  |
|  | 3.2.4. At least 240 women who have completed training from the WBDC and WTTI are employed (2021 baseline: 0) |  |  |  |
|  | 3.2.5. At least 100 WBDC trainees provided with materials and technical training have set up their own businesses (2021 baseline:0) |  |  |  |
|  | 3.2.6. At least 300 women entrepreneurs have established their green enterprises with the material and technical training support provided under the Community Incentive Fund established by the projecth, I (2021 baseline: 0) |  |  | Draft Concept Paper developed by BCC Specialist and shared with PMU. Reply from PMU still awaited. |
| **\*Please note, all blue highlighted GAP outputs i.e., 2.2.1 onwards to 3.2.6 are ADF Grant outputs.**  BCC = behavioral change and communication, CIU = City Implementation Unit, HR = human resource, km = kilometer, KPCIP = Khyber Pakhtunkhwa Cities Improvement Project, LGER&DD = Local Government, Elections, and Rural Development Department, PMU = Project Management Unit, Q = quarter, SWM = solid waste management, TMA = tehsil municipal administration, WTTI = Women’s Technical Training Institute, WASH = water, sanitation, and hygiene, WBDC = Women’s Business Development Center, WSS = water supply and sanitation WSSC = water supply and sanitation company.  a Baseline data on current time spent by women in water collection and solid waste disposal to be determined through a survey.  b BCC refers to promoting women’s increased participation and gender-transformation in urban planning and executing urban services.  c Gender friendly urban spaces with dedicated spaces to promote women sports and physical health, family areas, well-lit rest areas & toilets.  d Baseline data on current perceptions of women and girls about urban spaces to be determined through a survey at the start of the project.  e Gender-Inclusive HR policies and procedures that encourage women’s recruitment and retention in WSSCs.  f A year-long internship includes living and transport support, office space, and IT equipment.  g WBDC Kohat will include facilities such as: training rooms, multipurpose community hall, market space, and a childcare for working mothers.  h Green enterprises refer to environment-friendly and sustainable enterprises such as the provision of WSS and SWM.  I The Community Incentive Fund will be administered by WSSCs to support women in establishing and expanding green enterprises. | | | | |