



NATIONAL HIGHWAY AUTHORITY, PAKISTAN

Gender Action Planning
Framework (GAPF)

WIDENING & IMPROVEMENT OF PRIORITY SECTIONS OF N-5 (487 KM)



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WIDENING & IMPROVEMENT OF PRIORITY SECTIONS OF N-5 (487 KM)

GENDER ACTION PLANNING FRAMEWORK (GAPF)

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1. GENDER ACTION PLANNING FRAMEWORK (GAPF)

Section No.	Name	Length (km)
1	Hyderabad – Hala (Phase 2)	65
2	Ranipur – Rohri (Phase 1A)	70
3	Okara – Manga (Phase 2)	83
4	Lahore – Gujranwala (Phase 1B)	68
5	Kharian – Dina (Phase 2)	41
6	Dina – Rawat (Phase 2)	72
7	Rawalpindi – Burhan (Phase 1A)	44
8	Nowshera – Peshawar (Phase 1A)	31
TOTAL		474

The project is overall divided into two (02) phases. Phase 1 is further divided into Phase 1-A and Phase 1-B. Phase 1-A includes Section # 07, Section # 08 and Section # 02 while Phase 1-B includes Section # 04 alongside the Nai Baran Bridge located southwest of Hyderabad in Sindh province. The Phase 2 project includes all of the remaining Sections. This phasing is conducted to prioritize the most urgent projects based on the economic and financial plan of AIB, road and traffic conditions and environment, social and resettlement impacts. The framework level E&S instruments will be prepared for all the Sections under the proposed Project (RFP, LMP, GAPF and SEP) while site-specific documents (ESIA/ESMP and RAP including LRP and GAP) will be prepared for Phase 1(A) on a priority basis.

1.2 GENDER CONSIDERATIONS AND POLICY FRAMEWORK: COUNTRY CONTEXT

Women make up 49% of Pakistan's population and their empowerment is critical for economic growth and national development¹. Despite commitments to international gender equality frameworks, Pakistan ranks low on gender equality, with persistent barriers in education, employment, mobility, and decision-making. Low employment opportunities, weak industry-academia linkage, limited access to information, and mobility constraints are among the foremost challenges for women's economic empowerment. Women's access to the labor market and decent employment opportunities have remained low over the past decades. Regardless of their education level, women and girls in Pakistan bear a disproportionate burden of domestic and care work, spending 10 times more time on household chores and child/elderly care than men. This means they face time constraints in gaining skills and getting jobs. For instance,

¹ World Bank. (2024). *Women's Economic Empowerment in Pakistan*.

among adult females who had completed Grade 12 or above, only 31% were part of the labor force as compared to 83% of their male counterparts².

Addressing some of these issues, the Pakistan Government has recently developed the National Gender Policy Framework (2022-2025) which aims to provide a structured, gender-transformative roadmap for promoting gender equality. The framework mainstreams gender by integrating gender perspectives into national and provincial policy-making, planning, and programming. It mandates gender-responsive budgeting, institutional capacity-building, and the development of sex-disaggregated data systems. It further encourages gender impact assessments, inclusive policy dialogue, and participatory governance mechanisms especially in areas such as health, education, economic empowerment, and safety. Gender focal points and gender action labs are institutional mechanisms embedded within the framework to operationalize and monitor gender inclusion across sectors.

1.3 GENDER CONSULTATIONS

In order to enhance women's participation and to understand women's issues in the project area, and to inform project design and the finalization of the ES instruments, a total of twenty-four (24) consultations were carried out at various locations as a part of the stakeholder engagement process. The NESPAK E&S team conducted gender-specific consultations to document suggestions and concerns regarding the proposed Project. Details of these consultations are presented in Table 1.1.

Table 1.1: Gender Consultations Conducted in Project Area

Package	Gender Consultations
Package # 01: Hyderabad to Okara	<ul style="list-style-type: none"> Gender Consultation at Bhit Shah Gender Consultation at Matiari Gender Consultation at PPHI Sindh Government Dispensary Soomar Chand, Matiari
Package # 02: Ranipur to Chakri	<ul style="list-style-type: none"> Gender Consultations at Sukkur City Gender Consultations at Ubri Gender Consultations along the road Gender Consultations at Tando Mir Hassan
Package # 03: Okara to Manga	<ul style="list-style-type: none"> Gender Consultation at Kasur Gender Consultation at Moon Razai Center Gender Consultation at Phool Nagar
Package # 04: Lahore to Gujranwala	<ul style="list-style-type: none"> Gender Consultation at Mohallah Bilal Nagar, Shahdara Lahore Gender Consultation at Punjab College (Girls campus), Muridke Gender Consultation at Allied School, Muridke
Package # 05: Kharian to Dina	<ul style="list-style-type: none"> Gender Consultation at Govt. Degree college for Women Kharian, District Gujrat Gender Consultation at Govt. Girls Higher Secondary School Dina
Package # 06: Dina to	<ul style="list-style-type: none"> Gender Consultation at Barki Bazar GT Road, Tehsil Gujar Khan,

² UN (2023). *National Report of Status of Women in Pakistan*.

In general, women in the Project area perceived that the proposed Project is beneficial, indicating direct benefits like reduced traffic congestion, improved transportation and road safety, and indirect economic benefits such as local employment and industrial growth. Additionally, the project is expected to increase income and reduce travel-related stress. However, women also expressed some concerns and suggestions during gender consultations which are outlined below:

Title of Document
Gender Action Planning Framework (GAPF)



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Concern	Suggestion
High number of accidents leading to injuries on the road.	Road widening, signage, protected U-turns, and a traffic management plan will be implemented. Highway Police will enforce rules to reduce accidents.
How can females lodge complaints related to the project?	A functional Grievance Redress Mechanism (GRM) with a GBV committee will be established for females and community members to lodge complaints.
Job and labor opportunities for local females.	Ensure that special job provisions for women are included through effective GAP implementation and reflected in bidding and tender documents.

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GENDER ASSESSMENT SURVEY

Gender surveys were conducted using structured interviews and questionnaires (attached as Annex I) to identify women's roles, challenges, and specific issues and assess their participation in education, employment, healthcare, and decision-making. The initial survey included a total of 172 respondents from Phase 1 locations: 97 respondents from Section 8, 43 respondents from Section 7, and 32 respondents from Section 2. The survey identified barriers to women's mobility, including limited access to education, employment, and resources due to cultural norms, safety concerns, and inadequate transport infrastructure. Fear of harassment at bus stops restricts travel, while hiring biases and workplace limitations hinder participation in road and engineering sectors. The survey also explored solutions to promote gender equality through safer transport, policy reforms, and inclusive infrastructure.

Cultural norms in Khyber Pukhtunkhwa (KP) limited women's survey participation and led to underreporting of sensitive issues. To address this, the social team was trained for culturally sensitive engagement. A total of 97 randomly selected women were interviewed separately by the Gender Specialist. Despite these challenges, the survey provided valuable insights into gender issues and potential interventions for women's empowerment.

The participants of the survey identified key social issues affecting their community and discussed possible solutions. Key gender issues identified in the Project area include:

- Women have less control over household finances, education, and healthcare, with male elders making most decisions.
- Women, especially in rural areas, have fewer job opportunities, mainly limited to agriculture, teaching, and informal labor.
- Risks of GBV/SEA/SH exist in various forms.
- Despite laws against GBV, conviction rates remain low due to weak enforcement mechanism.
- Women lack adequate healthcare services, proper mobility infrastructure, and privacy protections, particularly near construction zones, bus stops, and markets.



The arrival of external workers increases risks of harassment, human trafficking, and health concerns (HIV/AIDS) in the Project area.

Gender Action Planning Framework (GAPF) – Key Interventions:

- Support income generation activities, vocational training, and employment in construction and other sectors.
- Conduct awareness programs on GBV, available legal aid, and support services through NGO coordination.
- Strengthen contractor obligations to prevent SEA/SH, establish GRM protocols for confidential reporting, and ensure third-party monitoring.
- Collaborate with Civil Society Organizations (CSOs)/Non-Governmental Organizations (NGOs) and law enforcement agencies to improve women’s safety and access to justice.
- Implement anti-trafficking measures, HIV/AIDS awareness programs, and worker code of conduct enforcement.
- Enhance contractor and government agency accountability for gender-sensitive project implementation.

Table 1.2 outlines the GAPF for the Project, detailing impacts/risks, mitigation measures, frequency/timeframe, and responsibility:

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Table 1.2: Gender Action Planning framework

PIU (Project Implementation Unit) **HIV** (Human Immunodeficiency Virus) **GBV** (Gender Based Violence) **SEA** (Sexual Exploitation and Abuse) **GRM** (Grievance redressal mechanism)



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ANNEX 1

Settlement:

U.C. _____ Tehsil: _____ District: _____

2. Identification

2.1: Name: 2.2: Father's / Husband Name:

2.3: Permanent Address:

2.4: Contact No.

2.5: What is your age?

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Age (year) 18 – 25 _____ 26 – 35 _____
 36 – 45 _____ 46 and above _____

2.6: Marital status? I. Married II. Unmarried

2.7: What is your family size? I. Male II. Female

2.8: What is your caste /ethnic group?

2.9. What is your language?

2.10: What is your qualification?

prop. Illiterate _____ II. Primary _____ III. Middle _____
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3. What are the main roles and responsibilities of women?

Roles	Involvement(%age)
Household Activities	
Income Generation Activities	
Others	

Decision Making:

Who decides the following household matters?

Men = 1, Women = 2, Both = 3.	
	Decision maker
Education where to send, whom to send	
Health facilities (from where to avail)	



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Number of children to have	
Children Marriages	
What HH assets to buy and sell	
Women to work outside home	

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4. Access to Social/Financial Services and Mobility

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4a. Access to Education and Skills

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Are there any constraints for girls accessing education? What are the main constraints?

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4.2 Gender preferences for sending children to school?

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4.3 Are there any vocational centers/schools for girls/women? What kinds of training courses are available with these vocational centers?

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5. d Access to Health

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5.1 What kinds of health facilities are available in the area? Do women seek pre and post-natal health consultations and care? If not, what are the main constraints?

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5.2 What are the main health issues for men and women? Any common water borne diseases in the area?

6. Access to Drinking Water

6.1 What are the main sources of drinking water?

6.2 What are the key drinking water specific issues in the area?



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6.3 Do women fetch water in the area from outside? Distance travelled by women _____?

6.4 Time used in fetching water? _____

7. Access to Finance

7.1 What kind of financial services (such as banking, micro-finance, and savings) are available to women?
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7.2 What kind of challenges/constraints women face in accessing financial services?

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8.1 What are the common trends of women ownership of land and assets?

8.2 What kind of issues, women face in access and control over resources/assets/property?
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9 Access to Income Earning Opportunities
9.1 Are you involved in Income generating activities?
i) Yes _____ ii) No _____
If yes, what are common activities?



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is Stitching/Embroidery _____ ii) Livestock _____ iii) Job _____ iv)
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9.2 What is opinion of male about the job of female, whether they like and encourage the female in jobs?

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9.4 Are you satisfied with the private wage/salary?

Yes _____ No _____ if No, how much it should be per day or per month (Rs.) _____

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9.5 Do You save your salary/income independently in a separate bank account?

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9.6 In which area, the female employees spend their salaries or earnings on?

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10 What is the attitude of the husband/ in laws family in case of more girl baby births against the willing of boy baby?

11 Women's Participation in Local Forums/Training Programs

11.1 What kind of local forums (formal, informal) exist in the area where women can participate?



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11.2 Are there any cultural norms and social constraints refraining women to participate in the local forums?

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11.3 What are the key potentials for engaging women in the local area development?

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11.4 Do women participate in training programs offered by development partners (NGOs/CSOs)? What kind of training programs has been imparted?

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12.1 Would you be interested in participating in livelihood restoration training programs?

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12.2 What types of skills or training would be most beneficial to you in finding new employment or improving your livelihood? (Tick relevant)

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- Vocational training (e.g., carpentry, plumbing, tailoring) -----
- Business management (e.g., financial literacy, marketing) -----
- IT and computer skills -----
- Language and communication skills-----
- Any other (Please Specify) -----

13 Vulnerabilities (Poor, Elderly, Disabled and Widows)

13.1 What are the key vulnerabilities for women in the area?

13.2 What kind of social protection mechanisms/programs for the vulnerable women?



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14. Have you ever faced violence from male members of the household?

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Yes _____ No _____ If Yes, Type

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Physical _____ Mental _____ On what type of Issues?

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i) Domestic _____ ii) Economic _____ iii) Others _____

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15.2 How women's participation could be ensured in the project implementation? How project

interventions will benefit women?



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15.5 What are the pressing needs of women of the Project Area?

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17. Existence of other development partners:

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17.1 Are there any other development partners (funding agencies, CSOs/NGOs) working in this area for the socio-economic development of the communities? List down the names of the development partners.

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17.2 What kind of development support is provided by other development partners for the socio-economic uplift of the communities in this area?

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18 Any other concerns/comments

Interviewer's Signature _____