

Gender Action Plan

Activity	Indicators/Targets	Responsibility	Time Frame
General (Applicable for Outputs 1, 2, 3 and 4)			
Employ women in construction-related work	Women employed in construction work (target 20% women)	EA, IA, DSCs and Contractors	During implementation
Ensure that all bidding documents include a clause requiring contractors to employ women in construction related works, as feasible; and the provision of core labor standards (including equal wages for work of equal value)	All bidding documents include relevant clauses on gender and core labor standards (including equal wages for work of equal value)	EA, IA, DSCs and Contractors	During implementation
Orient contractors on gender and core labor standards	All contractors oriented on gender and core labor standards	EA, IA, DSCs and Contractors	During implementation
Conduct awareness-raising campaigns on road safety and HIV AIDS	At least 2 awareness-raising campaigns conducted per town/project area (Target: 5 towns) At least 50 community members [Target: 50% women] participated in each awareness raising campaign	EA, IA, DSCs and Contractors	During implementation
Mitigate the gender-related risks associated with infrastructure development through IEC and awareness campaigns	Women's needs and constraints taken into account in the preparation of all IEC and awareness materials	EA, IA, DSCs	During implementation
Output 1: Roads and bridges are rehabilitated and reconstructed			
Install road safety features	Signage, speed breakers, safety barriers, and road shoulders constructed to benefit pedestrians, especially women, children, elderly and differently-abled.	EA, IA, DSCs and Contractors	During implementation
Output 2: Urban infrastructure rehabilitated and reconstructed			
Provide water supply connections to vulnerable, poor and female headed affected families	Women and girls from 20,000 households benefitted from the restored connection to potable water supply by 2017	EA, IA, DSC and Contractors	During implementation
Output 3: Tourism Infrastructure and trekking routes rehabilitated and reconstructed			
Facilities for women in the rest houses and public amenities	Separate facilities for women considering their convenience, safety and privacy in basic tourist facilities/ and amenities rehabilitated and reconstructed at 5 affected districts	EA, IA, DSC and Contractors	During implementation
Output 4: Infrastructure for better air connectivity for emergency evacuation in case of future disaster, which will also cater for the tourists and pilgrims			

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<p>Construct women-, children-, elderly-, and differently abled-friendly facilities in emergency evacuation centers</p> <p>Develop gender-sensitive emergency evacuation awareness programs</p>	<p>Women-, children-, elderly-, and differently abled-friendly facilities, e.g., separate toilets for women and differently abled, room for pregnant and lactating women, and nursery, constructed as feasible.</p> <p>Awareness raising among community members on emergency evacuation procedures, meeting points and requirements (target 30% women)</p>	<p>EA, IAs and DSCs, Contractors</p>	<p>During implementation</p>
Output 5: Project managed and monitored efficiently and capacity strengthened			
<p>Develop PPMS with gender indicators</p>	<p>Sex-disaggregated data collected regularly</p>	<p>EA, IAs and DSCs</p>	<p>During implementation</p>
<p>Ensure participation of women in capacity building workshops</p>	<p>100% women project staff trained</p> <p>At least 30% of EA/IAs staff trained are women</p>	<p>EA, IAs</p>	<p>During implementation</p>

DSC = design and supervision consultant, EA = executing agency, IA = implementing agency, PPMS = project performance management system