

Gender Action Plan

Activities	Proposed Gender Mainstreaming Activities (Target)	Primary Responsibility
Damaged roads and bridges are reconstructed, built back better (BBB) and climate proofed		
<ul style="list-style-type: none"> • Ensure that women (at least 30% of women participants and 50% of female facilitators) are represented on the community advisory committees (CAC) and grievance redress committees (GRC). • Ensure that the project's Consultation and Participation Plan (CPP) is implemented, all community meetings (including as required for environmental assessment and land acquisition plans) involve local authorities, women and youth representatives, women's organizations/NGOs, and affected land owners (at least 30% of women participants and 50% of female facilitators); arrange separate meetings for women if, necessary. • Incorporate local knowledge into climate change adaptation, through community consultations (at least 30% female participants, and 30% female facilitators). • Ensure that land acquisition and compensation process is transparent, and that compensation is equal for male and female APs, and where applicable compensation and allowances provided in the name of both spouses and/or to female-headed households/widows. • Assist female and male beneficiaries of resettlement and compensation package to open bank accounts, if necessary. • Provide equal opportunity and access to women and men contractors in bidding process. • Announce employment opportunities and recruitment notices widely, targeted at women as well as men. • Ensure that the design and supervision consultants include gender conscious designs of damaged infrastructure; all bridges will include footpaths and railings, and 50% of bridges will include pathways to access rivers. • Contractors will be encouraged to prioritize the use of local materials and the employment of local workers and to maximize use of women (at least 30%) in labor-intensive activities • Ensure equal pay for equal work for women and men for all construction and maintenance work. • Ensure that basic facilities (separate toilets, clean water) are provided for female as well as male construction workers at construction sites. • Conduct gender-road capacity development training for all women and men workers. • Ensure community awareness and skill training program includes road cleaning, flood/erosion protection, waste management, afforestation and roadside vegetation planting and caring. • Ensure that preliminary and detailed design of reconstruction and BBB works are shared with provincial government, CAC, women and men members of affected households and communities through community consultations (at least 30% of participants are women). • Ensure that road safety measures (i.e. as determined suitable and appropriate through consultations and technical assessment), especially through villages and around schools, health centers, and markets are incorporated into the designs and that women are consulted at every stage. • Incorporate local knowledge on climate change adaptation and specific women's concerns into studies and designs through gender analysis and community consultations (at least 30% female participants and 30% female facilitators). 	<ul style="list-style-type: none"> CPIU, GCDS, CDO CPIU, GCDS, SSS, ESS CPIU, DSC, GCDS, CCAS CPIU, SSS, GCDS, CDO CPIU, SSS, GCDS CPIU, DSC, GCDS CPIU, GCDS, CDO CPIU, DSC, GCDS CPIU, GCDS, contractor CPIU, GCDS, contractor CPIU, DSC, GCDS, CDO CPIU, DSC, GCDS, CCAS DSC, GCDS, ESS, SSS, NGO/CSO, women's organizations DSC, GCDS, NGO/CSO, women's organizations DSC, GCDS, CCAS, ESS 	
Awareness of transport-related social issues		
<ul style="list-style-type: none"> • Conduct baseline studies on gender-sensitive transport issues and road safety awareness for different target groups in communities. • Ensure safety concerns of women, youth, children, elderly and disabled people are incorporated into road safety awareness training delivery • Based on existing templates developed under TSDP, incorporate guidelines for including gender-sensitive HIV/AIDS and other sexually transmitted infections (STIs) prevention among construction workers and communities in civil works contracts. • Ensure gender-balanced participation (at least 50% of women in community program and all construction workers without exception) in road safety and HIV/AIDS 	<ul style="list-style-type: none"> GCDS, CDO DSC, GCDS, CPIU, MID, NGO/CSO DSC, GCDS, CPIU, MID, NGO/CSO CPIU, DSC, GCDS, contractor, ASP 	

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awareness and prevention		
<ul style="list-style-type: none"> • Ensure road safety and HIV/AIDS education programs in communities, churches, youth clubs and schools include female facilitators (50%), use various media, picture-based texts, local language and are sensitive to local culture. • Require civil works contractors to implement measures to achieve awareness and prevention of HIV/AIDS and STI included in civil works contracts 		<p>CPIU, CDO, DSC, GCDS, contractor, ASP</p> <p>CPIU, CDO, DSC, GCDS, contractor, ASP</p>
Project management		
<ul style="list-style-type: none"> • Ensure employment of GCDS to implement and monitor GAP activities, conduct gender-awareness raising and capacity development activities for target beneficiaries including MID and CPIU (inputs by ESS and SSS as required). • Ensure inclusion of gender-sensitivity in the terms of reference for new staff and consultants of CPIU. • Conduct gender awareness and capacity development programs for MID, CPIU, contractors, local workers, partner women’s organizations/NGOs and CSOs (at least 30% women participants and 50% women facilitators). • Ensure the use of gender-sensitive indicators, sex-disaggregated data and gender analysis in baseline studies, safeguards assessments and reports, monitoring, evaluation and a project performance system. • Ensure inclusion of GAP progress and achievements in the quarterly progress, mid-term and annual reports (and safeguards monitoring reports as appropriate). 		<p>DSC, GCDS, ESS, SSS and CCAS</p> <p>MID, CPIU, DSC</p> <p>DSC, GCDS, CDO</p> <p>CPIU, DSC, GCDS, CDO</p> <p>CPIU, DSC, GCDS, CDO</p>
IMPLEMENTATION ARRANGEMENTS		
<p>The Ministry of Infrastructure Development (MID) will be the executing agency and Central Project Implementation Unit (CPIU) will be the implementing agency. The gender action plan (GAP) will be implemented by the CPIU which includes one full-time community development officer (CDO) who will be supported by the gender and community development specialist (GCDS) recruited by the design and supervision consultant (DSC). The team will be responsible for (i) incorporating the GAP into project planning and implementation programs; (ii) including awareness workshops and delivering gender-sensitivity training; (iii) establishment of sex-disaggregated indicators for project performance and monitoring; and (iv) reporting on the progress of GAP implementation in periodic progress reports. For delivery of HIV/AIDS and sexually transmitted infections (STI) awareness and prevention measures, the contractor will be required to recruit a service provider approved by Ministry of Health. The CPIU will report progress of GAP activities in regular progress reports on overall project activities to ADB and the Government. Other consultants or NGOs may be hired to implement different GAP activities under the guidance of social development specialist and international specialist. The CDO and safeguards unit in CPIU will also provide support for the GAP implementation.</p>		

KEY: ADB = Asian Development Bank; ASP = Approved Service Provider; CAC = Community Advisory Committee; CCAS = Climate Change Adaptation Specialist; CDO = Community Development Officer (in CPIU); CPIU = Central Project Implementation Unit; CPP = Consultation and Participation Plan; CSO = Civil Society Organization; DSC = Design and Supervision Consultant; ESS = Environmental Safeguard Specialist; GAP = Gender Action Plan; GCDS = Gender and Community Development Specialist; GRC = Grievance Redress Committee; HIV = Human Immune-deficiency Virus; MID = Ministry of Infrastructure Development; NGOs = nongovernment organization; SSS = Social Safeguard/Resettlement Specialist; STI = Sexually Transmitted Infection; TSDP = Transport Sector Development Project