

**GENDER ACTION PLAN: TRANCHE 1**

Activity		Targets and Indicators	Responsibility	Timeframe
<b>Output 1: Road conditions between the selected rural communities and socioeconomic centers improved</b>				
1.1	For 3,400 km of rural roads, conduct community consultations and integrate findings into the final design, addressing issues of (i) road safety and EWCD features, (ii) construction impact and mitigation measures, and (iii) social and environmental impact and mitigation measures	<ul style="list-style-type: none"> <li>One community consultation guide book to be used by contractors and consultants developed</li> <li>At least 35% female representation achieved in consultations related to the final designs</li> <li>Consultation findings integrated into the final designs</li> <li>Road safety and EWCD features included pedestrian crossings and location of signage</li> <li>Contractors trained as per training manual on gender and transportation (that will be developed as per Output 2.2)</li> </ul>	<ul style="list-style-type: none"> <li>Contractors</li> <li>PIC</li> <li>ESDD/RDA</li> </ul>	Year 1
1.2	For 340 km of national roads to be improved, integrate safety and EWCD friendly features into the final designs	<ul style="list-style-type: none"> <li>Results of the gender analysis and consultation recommendations integrated to make project design, operation, and maintenance gender responsive</li> <li>Designs included paved shoulders, pedestrian crossings, and location of signage</li> </ul>	<ul style="list-style-type: none"> <li>Contractors</li> <li>PIC</li> <li>ESDD/RDA</li> </ul>	Year 1–Year 2
1.3	Encourage contractors to employ local women in road construction	<ul style="list-style-type: none"> <li>A communication campaign to inform and attract local women (especially from women-headed households) developed and implemented</li> <li>Contractors meet core labor standards and work health and safety standards</li> </ul>	<ul style="list-style-type: none"> <li>Contractors</li> <li>PIC</li> <li>PIU</li> <li>ESDD/RDA</li> </ul>	Year 1–Year 2
1.4	Ensure contractors employ local women for road maintenance	<ul style="list-style-type: none"> <li>At least 30% of local women employed in rural road maintenance (with an estimated 18,000 person-days allocated for women workers)</li> <li>Ensure contractors meet core labor standards and work health and safety standards</li> <li>100% women employed for maintenance trained and provided with safety equipment</li> </ul>	<ul style="list-style-type: none"> <li>Contractors</li> <li>PIC</li> <li>PIU</li> <li>ESDD/RDA</li> </ul>	Year 3–Year 7
1.5	Conduct road safety awareness campaigns targeting local communities	<ul style="list-style-type: none"> <li>At least three awareness campaigns launched per district, using diverse communication approaches (workshops, handouts, awareness for schoolchildren, billboards, street drama, etc.) to reach out to children, youth, and adults with 50% female participation</li> </ul>	<ul style="list-style-type: none"> <li>Contractor</li> <li>PIC</li> <li>PIU</li> </ul>	Year 2–Year 5
1.6	Provide awareness training on sexually transmitted diseases, including HIV, and on human trafficking for civil works employees and local communities	<ul style="list-style-type: none"> <li>At least three community awareness sessions per district, with more than 40% female participants, conducted</li> <li>Awareness training on an annual basis for civil works employees by all contractors conducted</li> </ul>	<ul style="list-style-type: none"> <li>Contractors</li> <li>PIC</li> <li>PIU</li> </ul>	Year 2–Year 7
<b>Output 2: Capacity of road agencies enhanced</b>				
2.1	Appoint social and gender focal points at contractor, consultant, and employer levels	<ul style="list-style-type: none"> <li>One gender and social focal staff for each PIU</li> <li>One gender and social focal staff for each PIC</li> <li>One gender and social focal staff for each contractor package</li> </ul>	<ul style="list-style-type: none"> <li>Contractor</li> <li>PIC</li> <li>RDA</li> </ul>	Within first 6 months

Activity		Targets and Indicators	Responsibility	Timeframe
		<ul style="list-style-type: none"> <li>Semi-annual reports submitted on GAP monitoring include sex disaggregated data and report progress against targets</li> </ul>		
2.2	Build the capacity of the RDA and provincial road agencies on gender and transportation	<ul style="list-style-type: none"> <li>One training manual on gender and transportation to be used for gender capacity building training for transport sector staff developed</li> <li>At least 80% of project staff of RDA and provincial road agencies working on iRoad 2 trained on gender</li> <li>At least 1 workshop in each province (4 total) for project staff of contractors, consultants, and employer conducted to discuss means of promoting inclusiveness in transport sector</li> </ul>	<ul style="list-style-type: none"> <li>ADB (gender specialist)</li> <li>Consultant</li> <li>ESDD/RDA</li> </ul>	Year 1–Year 4
2.3	Develop and promote an online web application for grievance reporting by local communities using local languages	<ul style="list-style-type: none"> <li>Web application translated in local languages</li> <li>Sex-disaggregated data of complainants available</li> <li>Information campaign conducted for raising community awareness on the use of the application</li> </ul>	<ul style="list-style-type: none"> <li>PIC</li> <li>RDA</li> </ul>	Year 1–Year 7

ADB = Asian Development Bank; ESDD = Environment and Social Development Division; EWCD = elderly, women, children, disabled; iRoad 2 = Second Integrated Road Investment Program; km = kilometer; PIC = project implementation consultant; PIU = project implementation unit; RDA = Road Development Authority.