

GENDER ACTION PLAN: GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activity	Performance Targets / Indicators	Responsibility
Output 1. Road network upgraded and maintained		
1.1 Safety and pedestrian-friendly design features	<ul style="list-style-type: none"> • 46 zebra crossings with warning signs • 2 foot-over bridges in Lahan • 38.26 km of footpaths (both sides) in built-up areas with disabled-friendly features for visually impaired people • Total 4 km of pedestrian footpaths in 44 new bridges • 68.5 km of service lanes segregating slow moving vehicles • 97.47 km of improved drainages • 92 sheltered bus stops 	<ul style="list-style-type: none"> • Contractor • CSC
1.2 Pilot capacity-building program of representatives of women's groups along the project road ¹	<ul style="list-style-type: none"> • Two collectives of registered women's organizations from two different municipalities established, with 6 women's groups for each collective, and one urban municipality and one rural municipality • 12 women's groups/cooperatives in each collective trained in managerial, financial skills, and entrepreneurship skills² • \$1,000 seed money provided to 12 women groups/cooperatives upon training completion and approval of investment proposal 	<ul style="list-style-type: none"> • CSC • External trainers outsourced by CSC
1.3 Encourage the participation of women in tree plantation program	<ul style="list-style-type: none"> • At least 30% laborers of road side tree plantation and maintenance under the responsibility of contractor are women • Provision in bidding document and contract specifying participation of women 	<ul style="list-style-type: none"> • Contractor • DOR • CSC
1.4 Encourage participation of women in construction activities	<ul style="list-style-type: none"> • Target of 10% of unskilled laborers are women • Payroll with names, gender, work done, working period, and wages received, are established by contractor and subcontractor responsible of hiring unskilled labor and made available for inspection by CSC • Clause in bidding document and contract with contractor encouraging recruitment of women • Subcontractor responsible for recruitment of unskilled worker trained by CSC in recruiting women and establishing gender-segregated monitoring data 	<ul style="list-style-type: none"> • DOR • CSC • Contractor • Subcontractor responsible of hiring unskilled labor
1.5 Conduct public human trafficking prevention and	<ul style="list-style-type: none"> • At least 1,000 community members [Target: at least 40% women] from all municipalities have participated to HIV/AIDS sessions 	<ul style="list-style-type: none"> • CSC

¹ The project road crosses 12 municipalities in two districts. Saptari District: Kanchanrup, Agnisaer Krishna Sawaran, Rupani, Shambhunath, Khadak, Surunga. Siraha: Lahan, Dhangadimai, Narha, Golbazar, Mirchaiya, and Karjanha.

² Selection criteria will be prepared and subject to the approval of DOR for the selection of women's organizations, and will be based on parameters such as geographic distribution, skills gaps, diversity, etc.

Activity	Performance Targets / Indicators	Responsibility
HIV/AIDS awareness-raising sessions to communities along the road corridor	<ul style="list-style-type: none"> • At least 100 HIV/AIDS & STI preventative awareness signs set up in strategic places along the corridor prior to the start of construction activities • At least 2,000 community members (target: 75% women) from all municipalities and rural municipalities have participated in human trafficking awareness sessions and been informed about referral services 	<ul style="list-style-type: none"> • NGO recruited by DOR
1.6 Conduct HIV/AIDS awareness-raising sessions to workforce	<ul style="list-style-type: none"> • HIV/AIDS awareness sessions conducted once a month • Voluntary testing, guidance and referral provided to on-site laborers on a monthly basis • Number of sessions and participants monitored by CSC 	<ul style="list-style-type: none"> • Agency subcontracted by Contractor • Monitored by CSC
1.7 Ensure that construction activities abide by core labor standards (CLS) ³	<ul style="list-style-type: none"> • Bidding documents and contracts with contractor contain CLS provisions • Contractual documents of all subcontractors contain CLS provisions • CLS compliance of contractors and subcontractors monitored by CSC 	<ul style="list-style-type: none"> • DOR • CSC • subcontractors
Output 2: Planning and management for road safety improved		
2.1. Conduct road safety awareness campaigns to communities along corridor (audience: pedestrians, drivers, parents, schoolchildren, professional drivers)	<ul style="list-style-type: none"> • At least 1,000 residents (with at least 40% women) from municipalities crossed by the alignment participated in road safety awareness sessions • At least 50% of the student population and 75% of teachers of the 18 schools within 1 km of the alignment and 32 additional schools within 10 km of the alignment participated in road safety awareness sessions.⁴ • At least 600 professional bus and truck drivers attended a session on road safety measures⁵ 	<ul style="list-style-type: none"> • Road safety community awareness expert and staff outsourced by CSC
2.2. Support the implementation of gender equality and social inclusion operational guidelines	<ul style="list-style-type: none"> • 100 divisional officers, engineers, administrators and data managers of all divisional and regional offices trained on the approved <i>Gender Equality and Social Inclusion Operational Guidelines</i> 	<ul style="list-style-type: none"> • TA consultant • Monitored by CSC
2.3. Inclusion of universal and gender best practices in the preliminary design of 20 service areas	<ul style="list-style-type: none"> • Prefeasibility study and standard designs prepared for over 20 service areas to be identified along the EWH, with inclusive features for elderly people, women, children, and people with disabilities 	<ul style="list-style-type: none"> • TA consultant

CLS = core labor standards; CSC = construction supervision consultant; CSO = civil society organization; DOR = Department of Roads; EWCD = elderly, women, children, and disabled; NGO = nongovernmental organization; PIU = project implementing unit; STI = sexually transmitted infections; TA = technical assistance. Sources: Asian Development Bank and Department of Roads.

³ CLS provisions include equal wages for work of equal value, including between men and women; prohibition of child labor; no bonded labor; no work discrimination regardless of gender, race, and ethnicity; and freedom of association and collective bargaining.

⁴ An estimated population of 10,315 students and 405 teachers were identified within 1 km of the alignment.

⁵ To be coordinated in consultation with professional drivers' association.