

## **GENDER ACTION PLAN**

1. The project will: (i) upgrade approximately 187 kilometers (km) of trunk roads; (ii) rehabilitate approximately 139.6 km of earthen rural roads to a sealed condition; (iii) introduce road safety improvements on an additional 569.66 km of rural roads; and (iv) introduce institutional capacity improvements in road safety planning and awareness, through targeted training and the introduction of road safety design and road maintenance management software. The project will ensure that adequate trunk road capacity is available to facilitate economic development. Improvements to rural road pavement will provide many poor farmers with improved access to economic opportunities, education, health and other services. The road safety improvement component will reduce road crashes and related impacts that disproportionately affect the poor, and thus contribute to inclusive economic growth and poverty alleviation in the region.

2. In 2012 females represented 46.3% of the population in Xunyang county, 46.8% in Hanyin county and 47.5% in Shangnan county. Rural females account for about 65% of total female population and perform crucial roles both in the agricultural sector and in rural household management and child development.

3. Gender analysis and community consultations during the social and poverty analysis (SPA) demonstrated that the project will have positive benefits for both women and men in terms of improved mobility, facilitating easier access to jobs, social services and income generation opportunities. Women's transport needs differ from men's. Women's role in agriculture and the household shapes their transport patterns and their travel frequency needs. Women prefer public transport (buses or vans) over motorcycles. Women are more likely to accompany family members to hospital as a part of their primary family career role. Women indicate they have less time to travel than men, a function of their heavy involvement in the household and agricultural activities. Some work in enterprises as well as looking after families. Women reported lower total travel costs than men because they tend to walk within villages or take public transport. Women assign greater importance to transport that is easier, faster, and safer and provides more mobility, as this in turn provides more home time for productive work. Women expected that improved access would result in more buyers visiting their villages, which would consequently reduce their time engaged in commerce and liberate time for household tasks. Women are clearly more reliant on public transport than men, and expressed a clear preference for safe and regular public transport services with fixed fares.

4. The project involves rural road upgrading and rural road safety improvements which will directly benefit rural women by improving the ease and reducing the cost of local transport. As women rely more on public transport, further benefits will accrue as the improved pavement condition will reduce vehicle operating costs and potentially stimulate improved public transport services over time.

5. To maximize positive gender impacts, the project targeted an Asian Development Bank (ADB) effective gender mainstreaming (EGM) categorization, and a project gender action plan (GAP) has been prepared. GAP features focus on ensuring women's equitable participation in project-related public consultation, incorporating gender-responsive features in the project design, promoting increased employment opportunities for women, and building executing agency/implementing agency institutional capacity for gender mainstreaming. The GAP is presented in the following table.

Project Outputs	Activities and Performance Indicator/Targets	Responsibility
Output 1: Trunk roads	Employ at least 20% (260 out of 1,300 total unskilled jobs) local women in unskilled construction jobs by including employment requirements in the Works bidding documents Ensure equal pay for female and male workers who undertake equal work (monitored through contractors' payrolls) Road safety: Community consultations and awareness building on road safety issues targeting women (50% participants) and involving local women's federations. At least 50% women affected by land acquisition or house demolition participate on income generation skills such as cash-crop growing and non-farming skill training program (included in the resettlement plans)	FFPO will appoint a staff member as focal point to coordinate implementation, and monitor and report on these activities.  County/district PMO will appoint a staff member as focal point to work with design institute, WF and contractors to implement, monitor and report on those activities.
Output 2: Rural Road Upgrading	Employ at least 30% (60 out of 200 total unskilled jobs) local women in unskilled construction jobs on rural roads Ensure equal pay for female and male workers who undertake equal work (monitored through contractors' payrolls)	FFPO and county/district PMO gender focal point, WF, Design institute, contractors, WF Gender specialist
Output 3: Road safety <sup>a</sup> investments	Road safety: Community consultations and awareness building on road safety issues targeting women (50% participants) and involving local women's federations. Training of women trainers for community road safety awareness building Women take lead role in community road safety awareness building implementation.	FFPO and county/district PMO gender focal point, WF, Design institute, WF Gender specialist
Output 4: Institutional development	Appoint a project staff (gender focal point) responsible for gender mainstreaming and GAP implementation and reporting 50% women personal for road safety capacity development training Recruit a gender specialist in the Project Management Consultant to design and implement gender awareness training and to provide GAP orientation/training and support to key EA/IA staff Gender sensitivity training for staff of project related government agencies (minimum of 50% men participants) Collect sex-disaggregated data on project impacts	FFPO and county/district PMO
Gender responsive resettlement related measures	Ensure at least 50% female participation in public consultation Include 50% women in livelihood restoration training for affected people Ensure that women and men are equally entitled to new house registration, and both names are reflected on titles Provide additional support to women headed vulnerable households	FFPO and county/district PMO

EA = executing agency, IA = implementing agency, FFPO = foreign fund financed project office, PMO = project management office, WF = water fund, GAP = gender action plan.

<sup>a</sup> The terms of reference for Road Safety Education Pilot will ensure that 50% women participate in various activities undertaken under the Pilot.

**6. Budget and implementation arrangements.** Gender specialist consultant support will provide guidance for implementation of the GAP, which will be financed as part of the project budget, and will be implemented over the life of the project. With support from the gender specialist(s), the FFPO and PMOs will be responsible for coordinating implementation of the plan and will assign a gender focal point to coordinate the GAP implementation. The local units of Women's Federation (WF) will also participate in implementation of the GAP.

**7. Monitoring and evaluation.** GAP monitoring and evaluation will be incorporated into the overall monitoring and evaluation plan for the project. The gender specialist consultant(s) will work with the FFPO, IAs and PMOs to orient them on GAP requirements and develop a detailed implementation and monitoring plan for gender activities. The gender specialist(s) will also provide guidance to drafting the first gender plan implementation progress report, and review the subsequent reports prepared by the implementing agencies. Updated information on the status of GAP implementation shall be included in all project progress reports. ADB staff with expertise in gender issues will participate in the midterm review.