

**GENDER ACTION PLAN: GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN**

Activity <sup>a</sup>	Performance Targets / Indicators	Responsibility	Timeframe
<b>Output 1. Road network rehabilitated and upgraded</b>			
1.1 Integrate road design features that are friendly to elderly, children, women, and persons with disabilities	<ul style="list-style-type: none"> <li>• 11 zebra crossings with ramps and gender inclusive warning signs in major intersections and 95 pedestrian crossings with warning signs in minor intersections constructed<sup>b</sup></li> <li>• 41.7 km of PWD-friendly walkways constructed on both sides of built-up areas<sup>c</sup></li> <li>• Gender inclusive safety signage posted</li> <li>• 60 bus stops constructed</li> </ul>	DOR, CSC Contractor	Year 2-3
1.2 Ensure the participation of women in the trainings on income generation and community forest management for communities living in the Chitwan National Park buffer zone	<ul style="list-style-type: none"> <li>• At least 35% of Chitwan National Park buffer zone training participants are women<sup>d</sup></li> </ul>	DOR, CSC National Park services	Year 2-3
1.3 Conduct trainings in leadership and team management for women who are members of the community forest user groups	<ul style="list-style-type: none"> <li>• At least 110 women who are part of the 34 community forest user groups of the National Park buffer zone have participated in a leadership and team management training program</li> </ul>	DOR, CSC National Park services	Year 2-3
1.4 Ensure the participation of women in tree plantation program	<ul style="list-style-type: none"> <li>• At least 30% of tree plantation laborers are women</li> <li>• Provision in bidding document specifying participation of women included</li> </ul>	DOR, CSC Contractor	Year 2-3
1.5 Conduct a time-use study to assess the project's impact on women's safety and mobility including (i) women's use of the roads/border crossing/walkways, bus shelters, (ii) impact on women's travel time and time poverty; and (iii) women's satisfaction with the project benefits.	<ul style="list-style-type: none"> <li>• Time use study assessing the project's impact on women's mobility and agency with project baseline and post-project surveys. The post-project survey will collect qualitative data via interviews and focus group discussions for the project completion report.</li> </ul>	DOR, CSC	Year 1 (baseline) Year 4 (post-project survey)
1.6 Conduct gender-sensitive public preventative human trafficking and HIV/AIDS & STI awareness-raising sessions to communities and laborers	<ul style="list-style-type: none"> <li>• At least 500 community members (at least 40% women) from all VDCs and municipalities crossed by the alignments have participated in HIV/AIDS &amp; STI sessions during the first 3 years of construction</li> <li>• At least 50 HIV/AIDS &amp; STI preventative awareness signs are set up in strategic places along the corridor prior to the start of construction</li> <li>• All civil works laborers have received training on HIV/AIDS &amp; STI prevention</li> <li>• At least 2,000 community members (50% women) from all VDCs and municipalities crossed by the alignment have participated in human trafficking awareness sessions (endnote d)</li> </ul>	DOR, CSC Contractor	Year 1-3
1.7 Ensure that non-title holders/heads of households and spouses receive joint compensation and affected female-headed households receive compensation and benefit from livelihood improvement training <sup>e</sup>	<ul style="list-style-type: none"> <li>• 32 non-title holder households receive resettlement assistance in the names of head of household and spouse when relevant</li> <li>• All affected female-headed households have bank accounts in their names</li> <li>• All affected female-headed households receive compensation, additional assistance and benefit from livelihood training<sup>f</sup></li> </ul>	DOR, CSC	Year 1-2

Activity <sup>a</sup>	Performance Targets / Indicators	Responsibility	Timeframe
1.8 Ensure that construction activities abide by core labor standards, such as equal wages of men and women for work of equal value, prohibition of child labor, etc.	<ul style="list-style-type: none"> <li>Bidding documents and contracts contain provisions on core labor standards</li> <li>Incidents of non-compliance reported</li> </ul>	DOR, CSC	Year 1
<b>Output 2: Road Safety and Maintenance Improved</b>			
2.1 Conduct road safety awareness campaigns to communities along corridor (audience: pedestrians, and professional bus and truck drivers in consultation with professional drivers' associations)	<ul style="list-style-type: none"> <li>At least 3,000 residents (with at least 40% women) from VDCs and municipalities crossed by the two alignments participated in road safety awareness sessions</li> <li>At least 50% of students (at least 50% are schoolgirls) of at least 100 kindergarten, primary and secondary schools within 1 km of the alignment participated in road safety awareness sessions</li> <li>At least 150 professional bus and truck drivers attended a session on road safety measures</li> </ul>	DOR, CSC	Year 2-3
2.2 Encourage participation of women and affected persons in maintenance activities	<ul style="list-style-type: none"> <li>At least 10% of contractor staff and laborers are women and PAPs</li> <li>Payroll with names, sex, work done, working period, and wages received, are made available for inspection by PIU</li> <li>Clause in bidding document encouraging recruitment of PAPs, women and local community residents</li> </ul>	DOR, CSC Contractor	Year 1-3
<b>For all activities under the GESI</b>			
3.1 Implement GESI activities, monitor progress and collect sex-disaggregated data	<ul style="list-style-type: none"> <li>All activities mentioned above will be supported by the collection of sex-disaggregated data and reported in the Social and Gender Monitoring Report.</li> <li>GESI implementation includes (all national positions): 1 gender key expert (24 months), 1 road safety key expert (24 months), 1 social development officer (24 months), 1 human trafficking officer (12 months), 6 gender and community awareness social mobilizers (total of 180 months)<sup>9</sup></li> </ul>	DOR, CSC Contractor	Year 1-4

CSC = construction supervision consultant, DOR= Department of Roads, GESI = gender equality and social inclusion, km = kilometers, PIU = project implementing unit, PAP= project-affected persons, PWD= persons with disability, STI = sexually transmitted infections, VDC = village development communities  
Source: Asian Development Bank.

<sup>a</sup> The GESI Action Plan will be implemented by DOR with the support of the GESI team hired under the supervision consultant. The team will be composed of a gender, HIV/AIDS and livelihood expert, a human trafficking officer, a road safety expert and 6 field-based social mobilizers.

<sup>b</sup> 7 major crossings and 56 minor crossing for Narayanghat-Butwal road and 4 major crossings and 39 minor crossings for Bhairahawa-Lumbini-Taulihawa road.

<sup>c</sup> 38 km for Narayanghat-Butwal road and 3.7 km for Bhairahawa-Lumbini-Taulihawa road.

<sup>d</sup> Here we refer to training for residents in the Chitwan National Park buffer zone and not to trainings related to people affected by land acquisition and resettlement impacts.

<sup>e</sup> This activity is implemented and financed as part of the resettlement plan.

<sup>f</sup> Additional assistance is one-time financial assistance equivalent to 3 months district minimum wages (NR 36,000) and eligibility to participate in livelihood skills enhancement training program.

<sup>9</sup> These social mobilizers are in addition to the surveyors and mobilizers required for the implementation of the resettlement plans.