

## GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators and Targets	Responsibility	Timeline
<b>Output 1: State highways and major district roads of the core road network upgraded and maintained</b>			
1.1 Include EWCD-responsive features at appropriate locations of state highways and major district roads.	1. EWCD-responsive features installed along the state highways and major district roads at 50 appropriate locations <sup>a</sup> (2022 baseline: 0)	MPWD, PMS	Years 2–4
<b>Output 2: New interstate roads connecting Nanded and Telangana developed and maintained</b>			
2.1 Include EWCD-responsive features at appropriate locations of new interstate roads connecting Nanded and Telangana.	2. EWCD-responsive features installed along the roads in at least two appropriate locations (2022 baseline: 0)	MPWD, PMS	Years 2–4
<b>Output 3: Capacity for project monitoring, road safety, and maintenance strengthened</b>			
3.1 Hold road safety awareness campaigns of women-led self-help groups.	3. One training module prepared for training of trainers on road safety (2022 baseline: 0) 4. Training of trainers conducted for identified 5 SHG units with total 20 women members (2022 baseline: 0) 5. At least 54 villages in the project area reached by road safety awareness campaigns led by women's SHGs (2022 baseline: Not applicable)	MPWD, QII	Years 1–4
<b>Output 4: Gender equality and social inclusion promoted in highway works, schools, health and social services</b>			
4.1 Organize health camps at villages alongside the highway with equal representation of women community members.	6. At least 18 health camps <sup>b</sup> organized for community members at villages alongside the project roads with representation of 50% women and girls (2022 baseline: Not applicable)	MPWD, QII	Years 1–4
4.2 Conduct gender-based awareness for contractors, especially on engaging female workforce and enhancing their participation across skilled and unskilled categories.	7. Contractors provided with an advisory on enhancing female workforce participation and maintaining sex-disaggregated data on construction workers 8. At least 50 contractors' personnel, including 25 women, report increased awareness of road safety and sexually transmitted infections (including HIV) (2022 baseline: Not applicable) 9. Post-training survey conducted to assess enhanced awareness of road safety and sexually transmitted infections (including HIV) (2022 baseline: Not applicable)	MPWD, QII	Years 1–4

<b>Activities</b>	<b>Indicators and Targets</b>	<b>Responsibility</b>	<b>Timeline</b>
4.3 Prepare and implement guidelines for GESI-responsive state highway works programs.	10. Guidelines for GESI-responsive state highway works programs prepared and implemented at eight locations <sup>c</sup> (2022 baseline: Not applicable) 11. GESI readiness assessment for MPWD to implement GESI-responsive state highways works program conducted and standard operating procedures prepared (2022 baseline: Not applicable) 12. At least 80% of eligible male and female MPWD staff oriented on GESI-responsive state highway works program (2022 baseline: Total=87, Male=70, Female=17) <sup>d</sup> 13. A post-training assessment survey conducted to assess participants' acquired knowledge and skills (2022 baseline: Not applicable)	MPWD, QII	Years 2–3
4.4 Conduct livelihood skills training for people from poor and disadvantaged groups of enterprises led by women as wayside service providers.	14. At least 36 people (of whom 80% are female) from 18 women-led enterprises <sup>e</sup> from poor and disadvantaged groups provided with certified skills training for livelihood opportunities as wayside service providers (2022 baseline: Not applicable)	MPWD, QII	Years 3–4
4.5 Construct water and sanitation facilities in schools identified along project roads.	15. At least 18 water and sanitation facilities <sup>f</sup> provided at schools along project roads (2021: Not applicable)	MPWD, QII	Years 3–4
4.6 Establish <i>janasuvidha kendras</i> in project districts for women cane cutters and migrant population to provide basic health and sanitation, education, and other services.	16. Feasibility study and O&M model prepared for development and management of <i>janasuvidha kendras</i> <sup>g</sup> 17. At least three demonstrations <i>janasuvidha kendras</i> established in three project districts for women cane cutters and migrant population to provide basic health and sanitation, education, and other services <sup>h</sup> (2022 baseline: Not applicable) 18. At 15 people, of whom 90% are female from women-led SHGs, <sup>i</sup> reported increased knowledge and skills on operating the <i>janasuvidha kendras</i> <sup>j</sup> (2022 baseline: Not applicable)	MPWD, QII	Years 2–4
<b>Project Management Activities</b>			
The MPWD oversees implementation, monitoring, and reporting of the GESI action plan.	1. Sex-disaggregated data on project staff, consultants, workforce participation, labor, and project-related orientation and training programs maintained and reported in progress reports (2022 baseline: Not applicable) 2. GESI action plan progress monitored regularly and reported every quarter with the project quarterly progress reports (2022 baseline: Not applicable) 3. Combined GESI completion report highlighting lessons learned submitted upon project completion (2022 baseline: Not applicable)	MPWD, PMS	Years 1–5

EWCD = elderly, women, children, and people with disability; GESI = gender equality and social inclusion; MPWD = Maharashtra Public Works Department; O&M = operations and maintenance; PMS = project management services consultant; QII = quality infrastructure investment; SHG = self-help group.

<sup>a</sup> EWCD-responsive features may include well-marked crossings, safety signage, pedestrian walkways, railings along roads, covered drains, paved shoulder (hard shoulder) and earthen shoulder (soft shoulder), speed bumps, rumble strips, guard stones, and solar blinkers. Gender-responsive features include streetlights, well-lit bus stops, closed-circuit television cameras (CCTV) at warranted locations, and separate toilets suitable for women, children, and people with disabilities.

- <sup>b</sup> Based on the finding of the road safety audits.
- <sup>c</sup> GESI-responsive program includes GESI mainstreaming mechanisms in planning, construction, and maintenance of state highway works. This will include but not be limited to (i) integration of GESI issues and concerns in project planning and design, (ii) mechanism for women's participation in project planning and design, (iii) elements for safety of women and children during construction and integration of requisite advisory and provisions in contractor's contract for the same, and (iv) GESI elements integrated into maintenance contracts.
- <sup>d</sup> GESI Quarterly Progress Report October–December 2021, Maharashtra State Roads Improvement Project.
- <sup>e</sup> Woman-owned/led enterprise is defined using the International Finance Corporation's definition: (a)  $\geq 51\%$  of the enterprise is owned by a woman/women, OR (b)  $\geq 20\%$  of the enterprise is owned by a woman/women; AND (i) has  $\geq 1$  woman as CEO/COO/President/Vice-President, AND (ii) has  $\geq 30\%$  of the board of directors composed of women, where a board exists. Source: Asian Development Bank. 2021. *Guidelines for Gender Mainstreaming Categories of ADB Projects*. Manila.
- <sup>f</sup> Water and sanitation facilities include (i) separate toilets for girls and disabled with running water, handwashing station with soap and water; (ii) space for change of clothes, dustbins, or incinerators for safe disposal of menstrual products; and (iii) safe piped drinking water facilities.
- <sup>g</sup> The *jansuvidha kendra* based on the feasibility study may include health services such as (i) women's reproductive health care; (ii) primary health care; (iii) water and sanitation services; (iv) early childhood care, creche facilities, and education facilitation; (v) child protection units; (vi) food grain public distribution system centers; and (vii) other one-stop service centers to ensure access to banking and social protection schemes.
- <sup>h</sup> The three project districts include Kolhapur, Sangli, and Satara, which are the major sugarcane producing districts of the Maharashtra state.
- <sup>i</sup> The project defines women-led self-help groups as those with more than 90% women members. This is based on the national government scheme, Deendayal Antyodaya Yojana- National Rural Livelihoods Mission (DAY-NRLM) where nearly all self-help groups are 100% women except in some cases such as "persons with disabilities, and other special categories like elders and transgenders. DAY-NRLM will have both men and women in the self-help." Source: Government of India. 2019. [Reserve Bank of India – Master Circulars](#).
- <sup>j</sup> The self-help groups will be identified through a needs assessment based on their availability and willingness to operate the *jansuvidha kendras*. Source: Asian Development Bank.