

Gender Action Plan: Project 1

	Activity	Indicator	Responsibility	Timeframe
Output 1: Improved Rural Roads and national roads network				
1.1.	For 560 km of rural roads to be improved, conduct community consultations and integrate findings into 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"> At least 40% female representation in consultations related to the final design. Consultation findings are integrated into the final design. Road safety and EWCD features include: pedestrian crossings and location of signage. 	<ul style="list-style-type: none"> Conducted by ESDD/RDA 	Year 1
1.2	For 130 km of national roads to be improved, integrate safety and elderly-women-children-disabled (EWCD) friendly features into final design.	<ul style="list-style-type: none"> EWCD and safety design features integrated into final design. Designs include: paved shoulders, pedestrian crossings and location of signage. 	<ul style="list-style-type: none"> Conducted by civil works contractor Monitored by PIC and ESDD/RDA 	Year 1- Year 2
1.3	Employ local women for road maintenance and ensure equal wages for equal work done by both male and female skilled and unskilled labor in project works	<ul style="list-style-type: none"> At least 30% of local maintenance workers are women. For rural roads, a 3-year maintenance period with an estimated 40,000 person-days of work for women. For national roads, a 7-year maintenance period with an estimated 18,000 person-days of work for women. 	<ul style="list-style-type: none"> Conducted by ESDD/RDA 	Year 3- Year 7
1.4	Train local women for routine road maintenance.	<ul style="list-style-type: none"> 100% women employed for maintenance are trained 	<ul style="list-style-type: none"> Conducted by contractor Monitored by PIC 	Year 3- Year 6
1.5	Ensure women's participation in road safety awareness campaigns targeting local communities	<ul style="list-style-type: none"> At least 30% female participation in at least 3 awareness sessions per district, with a total of 9. 	<ul style="list-style-type: none"> Conducted by PIC Monitored by ESDD/RDA 	Year 2- Year 5
1.6	Provide awareness training on sexually transmitted diseases, STI, including HIV, and human trafficking for civil works employees and local communities	<ul style="list-style-type: none"> 3 gender segregated awareness sessions per district, with a total of 9. Awareness training conducted on an annual basis for civil works employees by all 11 contractors 	<ul style="list-style-type: none"> Conducted by PIC (for community) Conducted by civil works contractor (for civil works staff) 	Year 2- Year 7

Output 2: Enhanced capacity of RDA and provincial roads executing agencies				
2.1	Institutionalize sex-disaggregated database and conduct gender analysis during preparatory surveys for all rural roads projects in Sri Lanka.	<ul style="list-style-type: none"> Poverty and social assessment study include gender assessment with sex-disaggregated data for relevant indicators. 	<ul style="list-style-type: none"> Conducted by ESDD Supported by Gender Focal Point, ADB SLRM 	Year 1- Year 7
2.2	Appoint a social and gender focal at the PIU level and trained by Specialist in PIC	<ul style="list-style-type: none"> Effective social and gender officer engaged 	<ul style="list-style-type: none"> Engaged PIU Trained by PIC Monitored by ESDD/RDA 	Year 1
2.3	Build the capacity of RDA and provincial road agencies on gender-inclusive design and mainstreaming gender in project preparation, consultation; road construction; and maintenance	<ul style="list-style-type: none"> 20 RDA staff from the national level trained 20 staff from the provincial road agency trained 	<ul style="list-style-type: none"> Conducted by PIC Supported by Gender Focal Point, ADB SLRM Monitored by ESDD/RDA 	Year 2- Year 4
2.4	Conduct impact assessment for sample roads with sex-disaggregated indicators	<ul style="list-style-type: none"> Socioeconomic impact assessment conducted for sample roads with a focus on time-use study of women road users. 	<ul style="list-style-type: none"> Conducted by ADB (ERD) 	Year 1- Year 8
Output 3: Project preparation of the following tranches				
3.1	Collect sex-disaggregated data and conduct a gender analysis during preparatory surveys, feasibility studies, assessments and reports.	<ul style="list-style-type: none"> Poverty and social assessment study include gender assessment with sex-disaggregated data for relevant indicators. 	<ul style="list-style-type: none"> Conducted by ESDD/RDA 	Year 1- Year 2
3.2	Integrate gender-inclusive features into final design and formulate gender-mainstreaming activities.	<ul style="list-style-type: none"> At least 50% of outputs for subsequent tranches include gender-related targets. 	<ul style="list-style-type: none"> Conducted by ESDD 	Year 1- Year 2

ERD = Economic Research Department of ADB, ESDD = Environment and Social Development Division of Road Development Authority; PIC = project implementation consultant; RDA = Road Development Authority;