

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators and Targets	Responsibility	Time Frame
Output 1: Rural road conditions between the selected rural communities, productive agricultural areas, and socioeconomic center improved			
1. Ensure participation and representation of women and all caste, ethnic, and minority groups in project orientation, planning, public and social auditing of rural road projects	<ul style="list-style-type: none"> 33% women participation in project orientation, planning, public and social auditing of project roads 	PCU/PIU/CSC	Year 1
2. Provide HIV, STI, human anti-trafficking awareness to the communities	<ul style="list-style-type: none"> Public preventative human trafficking and HIV and STI awareness-raising sessions reached 4,000 people with 40% women participation, and 27 schools along project roads 	PCU/PIU/CSC/ Social Mobilizers	Year 2 onwards
3. Ensure implementation of core labor standards with gender inclusive provisions and women friendly work environment	<ul style="list-style-type: none"> Orient contractors and laborers on safety and occupational health standards for laborers with emphasis on women laborer's work environment, such as providing separate toilets for women and men, water facility (Target: Each contractor oriented 2 times a year, 1 each at central and local levels) Women and men laborers receive equal payment for work of equal value 	PCU/PIU/CSC/ Contractors	Year 1
4. Involve local communities and ensure women participation in road construction, maintenance and bioengineering activities	<ul style="list-style-type: none"> 3.8 million person-days employment generated (at least 15% for women) by road construction, maintenance, and bioengineering activities 	PCU/PIU/CSC/ Contractors	Year 1–4
Output 2: Rural infrastructure agency capacity enhanced			
5. Develop and provide road safety awareness program to the community integrating issues of women, disabled, elderly and vulnerable groups	<ul style="list-style-type: none"> Road safety awareness targets 4,000 people with at least 40% women, 40% participation from excluded groups (<i>dalit</i>, <i>jajanati</i>, OBC) and other vulnerable people Road safety awareness orientation conducted in 27 schools (1 in each road corridor) with 50/50 percentage girl and boy participation 	PCU/PIU/CSC	Year 2 onwards
6. Develop and deliver special livelihood enhancement skills training in the areas of agriculture, forestry, livestock, micro enterprise, health etc., to the affected, poor and disadvantaged families	<ul style="list-style-type: none"> All affected vulnerable households due to road construction (at least 1 person from each affected household) identified through vulnerability assessment and 200 vulnerable households (including <i>dalit</i>, 	PCU/PIU/Training consulting firm	Year 1 onwards

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	<p><i>janajati</i>, and OBC) living in project areas trained in different livelihood skills training</p> <ul style="list-style-type: none"> Livelihood enhancement skills training reached 100% of project affected vulnerable households, comprising 33% women, and including <i>dalit</i> (13%), <i>janajati</i> (37%), and OBC (10%), and 200 vulnerable households living in the project areas 		
7. Provide technical training to DOLIDAR staff in different areas (project management, asset management, contract administration)	<ul style="list-style-type: none"> 100% of the PCU and PIU staff, including all women staff, with increased knowledge and skills on safeguards, road safety awareness, performance-based maintenance, contract management, rural road design and rural road construction 	PCU/DOLIDAR	Year 2 onwards
8. Provide gender and social inclusion sensitization/training focusing on project's GESI action plan to PIU, rural municipality, GRC/GRSCs members	<ul style="list-style-type: none"> At least 20% of the members of the GRC/GRSCs orientated on gender equality and social inclusion and the requirements of GESI action plan. Cluster offices integrated GESI activities in their annual program and implemented such activities 	PCU/PIU/CSC GESI Expert	Year 1–2
9. Assign dedicated Sociologist in DOLIDAR and GESI expert in project consultant team	<ul style="list-style-type: none"> 1 full time dedicated sociologist of DOLIDAR provided support to PCU on GESI. At PCU level, one social expert will be engaged for 18 person-months overseeing all the social aspect including gender action plan implementation. At PIU level, four social and gender specialists will be engaged for 48 person-months; and four social mobilizers for 48 person-months 	PCU/DOLIDAR	Year 1
10. Establish project monitoring system with gender, caste, ethnicity, and minority group disaggregated data	<ul style="list-style-type: none"> Output and outcome data disaggregated by sex, caste, ethnicity, and minority groups are available 	PCU/CSC/PIU	Year 1

CSC = construction supervision consultant, DOLIDAR = Department of Local Infrastructure Development and Agricultural Roads, GESI = gender equality and social inclusion, GRC = Grievance Redressal Committee, GRSC = Grievance Redressal Sub-committee, OBC = Other Backward Class, PCU = project coordination unit, PIU = Cluster Project Office, STI = sexually transmitted infection.