

GENDER ACTION PLAN

1. The gender action plan (GAP) budget is estimated to be \$232,000 for operational costs plus the input from the gender loan implementation consultants (budgeted \$304,000). The four Provincial People's Committees will be the executing agencies and the Departments of Planning and Investment (DPIs) as project owners, will be the implementing agencies, responsible for GAP implementation. The project management units (PMUs) under DPIs will be responsible for day to day implementation and GAP monitoring with support from the social/gender consultant and appointed gender focal point PMU staff member. The PMUs will incorporate GAP monitoring in their quarterly progress reports (using the ADB GAP progress report template) to the Government and ADB.

Strategy	Activities and Targets	Responsibility
Output 1: Transport Infrastructure Improved		
Enhance women's participation in decision making.	<p>T1.1 In all Community participation consultations during subproject DED preparation women will comprise at least 50% of the participants.</p> <p>A1.1 Consultation meetings will be held at convenient times and venues for women.</p> <p>A1.2 Women's groups and unions will be included in the consultation during subproject DED preparation.</p> <p>T1.2 The subproject community supervision and monitoring committee, will consist of at least one female member.</p> <p>T1.3 Community supervision and monitoring members, including women, will be trained for subproject monitoring.</p>	PMUs, design consultant, supervision consultant
Economic empowerment for women.	<p>A1.5 Equal employment opportunities for female and male local people will be a provision included in contractors' contract.</p> <p>A1.6 PMUs will monitor contractor compliance with gender related labor code items (equal pay for work of a similar value, providing protective gears to workers, prohibit use of child labors, etc.).</p>	PMUs, contractors, construction supervisor
Reduction in gender inequalities and social risks.	<p>A1.7 Road safety measures: Traffic calming measures provided to all road sections passing schools, markets, medical facilities and administrative centers (2016 baseline 0).</p> <p>T1.3 25 training programs, (one for each road subproject) will be provided to vulnerable road users, targeting women and children, with female road users accounting for 50% among participants (2016 baseline 0).</p> <p>A1.8 All road safety information and communication will be conducted in a gender sensitive manner and use gender inclusive language.</p> <p>A1.9 Training and information dissemination will be prepared in ethnic languages for ethnic minority women as needed.</p> <p>T1.4 At least 50% of the communication campaign's facilitators will be women.</p> <p>A1.10 PMUs and mass organizations will conduct campaigns on traffic regulations and safety measures in 89 beneficiary communes (covering villages and schools through which the subproject roads pass) to raise awareness of road safety during construction and operation.</p> <p>A1.11 HIV/AIDS prevention awareness raising program will be delivered by the contractors for their workers.</p>	PMUs, design consultant, contractors, local governments

Strategy	Activities and Targets	Responsibility
Output 2: Productive infrastructure for business development improved		
<p>Enhance women's access to benefit, participation in decision making, employment opportunity, and reduce social risks.</p>	<p>T2.1 Two rural water supply schemes will be constructed providing connections to 10,100 households with 58,000 beneficiaries 50% being female receiving access to safe and clean water (2016 baseline 0).</p> <p>A.2.1 Women's groups will be consulted separately during subproject DED. Physical features integrated into designs of productive infrastructure that respond to women's needs as expressed by them directly or women's groups in community consultations could include: female washroom and shower facilities; and or safe places for young children to stay while parents work.</p> <p>A.2.2. Physical gender design features in rural water supply schemes include at least female washroom and shower facilities, safe places for their children at public facilities.</p> <p>A.2.3. One dock upgraded to port type 1 standard. It will include washroom facilities dedicated for women's use. (2017 baseline: port type 3 standard).</p> <p>T2.2. Salt farm restructured into 63ha aquaculture enterprise with at least 50% of post-harvest employment being female (2016 baseline: 0).</p> <p>T2.3 The subproject community supervision and monitoring committee, will consist of at least 35% female membership (default composition: at least 1 female member in the 3-member committee).</p> <p>T2.4. Community supervision and monitoring members, including all women members trained for subproject community monitoring with at least 35% of trained participants being female.</p> <p>A2.3.2 PMUs ensure that contractors comply with gender related labor code (such as ensuring equal pay for work of a similar value, providing protective gears to workers, forbid use of child labors, conduct HIV/AIDS awareness program for workers, etc.).</p> <p>A2.4.3 Small-scale assessment conducted to assess impact of improved productive infrastructure supported by the project on gender relations and in women's lives done by June 2022.</p>	<p>Contractors/ PMUs</p>
Capacity building for gender mainstreaming		
	<p>T4.1 PMU staff to be comprised of at least 20% female.¹</p> <p>A4.1 GAP briefing to be provided to PMU relevant staff (gender focal point, procurement, resettlement and safeguards, M&E, etc.).</p> <p>A.4.2 Project M&E include sex-disaggregated data collection and analysis for GAP and DMF gender related target.</p> <p>A.4.3 Gender consultant will be recruited to support GAP implementation at the beginning of project implementation.</p> <p>A.4.4. Gender focal point in PMUs will be responsible for ensuring GAP implementation.</p> <p>A.4.5. GAP reporting to ADB included as in the quarterly report.</p> <p>A.4.5. Marketing and technical or impact studies will be conducted taking gender perspective into consideration.</p>	<p>PMUs</p>

A = activity; DED = detailed engineering design; DMF = design and monitoring framework; EM = ethnic minority; GAP = gender action plan; M&E = monitoring and evaluation; PMU = project management unit; T = target.

¹ Current project preparatory technical assistance PMUs female staff account for between 15%-30% of the PMUs staff.

