

### GENDER ACTION PLAN FOR TRANCHE 2

Activities	Indicators and Targets	Responsibility	Time Frame
<b>Output 1. Rural roads in Madhya Pradesh improved</b>			
<b>1. Design Phase</b>			
1.1.1 Consider the specific needs of vulnerable users (elderly, women, children, and disabled) in the design and modification of roads.	Road design features installed in rural roads, e.g., speed bumps, rumble strips, zebra crossings, cautionary/informative signages, guard stones, shoulders used as safe sidewalks, etc.	PIU, PIC, TSC	Y1 to Y3
1.1.2 Involve women from the local communities in project areas in the identification of road alignment and decision making during the transect walk.	At least 20% of community members consulted on the design of RCIP roads are women. (Baseline: 0%)	PIU, PIC, ZP, GP, PRI	Project preparation
1.1.3 Women are represented in GRCs.	At least 30% of members in GRCs are female. (Baseline: 0%)	PIU, PIC	Project preparation and Y1 – onwards
<b>2. Construction Phase</b>			
1.2.1 Hire women workers in road construction. Ensure equal wages for equal work.	At least 33% of workers hired in road construction works are women. (Baseline: 0%)	PIU, Contractor	Y1 – onwards
1.2.2 Conduct public STD and HIV/AIDS prevention.	At least 500 community members (target: 50% women) from subproject habitations participated in HIV/AIDS and human-trafficking awareness sessions.	PIU	Y1 – onwards
<b>3. Project monitoring</b>			
1.3.1. Collect sex-disaggregated data during preparation of the baseline census survey, subproject monitoring, and impact assessment reports.	Baseline surveys of affected households, social monitoring reports, and impact assessment reports have sex-disaggregated data.	PIU, PIC, TSC	Project preparation and Y1 – onwards

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1.3.2. GAP monitoring and reporting.	<p>Gender specialist in each PIU is appointed or recruited for implementation and monitoring of GAP.</p> <p>GAP progress update is prepared and reported annually.</p> <p>Combined GAP completion report highlighting lessons learned submitted upon project completion.</p>	PIU, PIC, TSC	Y1 – onwards
<b>Output 2. Institutional capacity of PMGSY implementing agencies strengthened</b>			
2.1 Female PMSGY engineers trained in rural road development through rural connectivity training and research center operations.	15% of the PMGSY engineers trained are women.	RCTRC, TSC	Y1 – onwards
<b>Output 3. Operation and maintenance of PMGSY roads sustained</b>			
3.1 Ensure the communities' participation in road safety awareness campaigns.	<p>At least 4,000 students with increased understanding of road safety. (Baseline: 0)</p> <p>At least 40% of students participating in the sessions are girls. (Baseline: 0%)</p>	PIC, TSC, PIU	Y1 – onwards

GAP = gender action plan, GP = gram panchayat, GRC = grievance redress committee, PIC = project implementation consultant, PIU = project implementation unit, PMGSY = Pradhan Mantri Gramin Sadak Yojana, PRI = Panchayati Raj Institution, RCIP = Rural Connectivity Investment Program, RCTRC = rural connectivity training and research center, RRNMU = rural road network management unit, TSC = technical support consultant, Y = year, ZP = zilla parishad.

Source: Asian Development Bank estimates.