

Gender Equality and Social Inclusion Action Plan

Activities	Indicators/Targets	Responsibility	Time-frame
Output 1 - Visakhapatnam industrial node infrastructure strengthened			
1. Incorporate EWCD-friendly features in Atchuthapuram–Anakapalli road and access road in Nakkapalli industrial cluster [DMF output 1c and 1d]	(i) EWCD-friendly features incorporated in the design of Atchuthapuram–Anakapalli road (2022 baseline: 0) ^a (ii) EWCD-friendly features incorporated in the design of access road to Nakkapalli industrial cluster (2022 baseline: 0) ^a	PMU/PIUs supported by PMSC	2023–2026
2. Conduct community awareness programs in habitations around Rambilli and Nakapalli industrial clusters and along Atchuthapuram to Anakapalli roads [DMF output 1e]	(iii) At least 900 community members in and around Rambilli and Nakapalli industrial clusters and along Atchuthapuram to Anakapalli roads reported improved awareness and knowledge on road safety, gender-based violence; sexually transmitted infections, and the risks and benefits associated with infrastructure projects specifically for women and children (Target: 300 persons for Rambilli cluster, 300 persons for Nakapalli cluster, 300 persons for Atchuthapuram to Anakapalli road [30% women]) (2022 baseline: 0)	PMU/PIUs supported by PMSC	2023–2026
Output 2 - Srikalahasti–Chittoor industrial node infrastructure strengthened			
3. Incorporate EWCD-friendly features in the improvement of the access road to Chittoor–South industrial cluster and Naidupeta cluster [DMF output 2b and 2c]	(iv) EWCD-friendly features incorporated into the design of the access roads to Chittoor–South industrial cluster (2022 baseline 0) (v) EWCD-friendly features incorporated into the design of the access roads to Naidupeta cluster (2022 baseline 0)	PMU/PIUs supported by PMSC	2023–2026
4. Conduct community awareness programs in habitations around Chittoor South industrial cluster [DMF output 2d]	(vi) At least 300 community members in and around Chittoor–South cluster reported improved awareness and knowledge on road safety, gender-based violence, sexually transmitted infections, the risks and benefits associated with infrastructure projects specifically for women and children (Target: 300 persons [30% women]) (2022 baseline: 0)	PMU/PIUs supported by PMSC	2023–2026
Output 3 - Sustainable, green, and integrated industrial development enhanced			
5. Conduct skills training for vulnerable and those belonging in the economically weaker section and measure their impact [DMF output 3b] ^b	(vii) 200 students in 4 professional educational institutes (private/government) in and around Visakhapatnam and Srikalahasti industrial nodes gained awareness of entrepreneurship and development programs, measured by post surveys by subject experts (Target: 30% girls) (2022 baseline: 0) (viii) 50 tribal women gained improved employable skills through training under the project based on Training Need Assessment (2022 baseline: 0) (ix) 1,000 persons including 30% women in project areas enhanced their employable skills through training (2022 baseline: 0) (x) 500 persons (including at least 40% women), including socially vulnerable and those belonging in the economically weaker section, enhanced skills through training, assessed by post training survey by the skills-training provider (2022 baseline: 0) ^b (xi) An impact assessment study of the skills training program conducted (Target: 100 beneficiaries, including 40 women beneficiaries) (2022 baseline: 0)	PMU with support from PMSC	2023–2026
6. Roll out a toolkit for enhancing integrated industry-urban planning linkage with gender-responsive and socially inclusive guidance [DMF output 3f]	(xii) The toolkit for enhancing integrated industry-urban planning linkage will incorporate gender-responsive and socially inclusive guidance (2022 baseline: 0) ^c	PMU/PIUs supported by PMSC	2023–2026

Activities	Indicators/Targets	Responsibility	Time-frame
7. Implement Gender Mainstreaming Guidelines of DOIC [DMF output 3g]	(xiii) Gender Mainstreaming Guidelines prepared and implemented (2022 baseline: 0) ^d	DOIC supported by PMSC	2026
8. Publish one knowledge product of VCICDP and disseminate it to other cities in India and beyond [DMF output 3h]	(xiv) The knowledge product incorporated with the project GESI intervention results (2022 baseline: 0) ^e	PMU/PIUs supported by PMSC	2025–2026
9. Enhance the capacity of staff of executing and implementing agencies on gender equality issues in entrepreneurship, industrial development, skills development, and monitoring of sex-disaggregated data. [Target from DMF for MFF)	(xv) 70% of the staff including each gender in PMU and PIUs (APRDC and APIIC) trained (2022 baseline: 0) ^f	PMU/PIUs supported by PMSC	2023–2026
10. Disseminate information on new opportunities being created in Visakhapatnam–Chennai Industrial Corridor	(xvi) At least two workshops organized for 50 prospective investors to disseminate information on new investment, employment, and skills enhancement opportunities, and connectivity infrastructure being created in Visakhapatnam–Chennai Industrial Corridor (Target-30% women)	PMU/PIUs supported by PMSC	2023–2026
Project Management Activities			
1. Mobilize Social Development/ GESI Specialists to support GESI AP implementation, monitoring, and reporting 2. Depute a gender focal person at PMU and PIUs for supervision of GESI AP implementation, monitoring, and reporting	<ul style="list-style-type: none"> • One Social Development and GESI Specialist at PMSC mobilized to support overall GESI AP implementation, monitoring, and reporting • One GESI Specialist for finance-plus elements, including indicators vii to xvi. • One Social Safeguard and Gender Specialist each for Visakhapatnam and Chittoor nodes to support field-level GESI/AP activities. • PMU and each of the PIUs have a gender focal person for oversight and quarterly reporting of GESI AP implementation. 	PMU/PMSC	2023–2026

APRDC = Andhra Pradesh Road Development Corporation; APSDC = Andhra Pradesh Skill Development Society; BPL = below the poverty line; DMF = design and monitoring framework; DOIC=Department of Industries and Commerce; EWCD= elderly, women, children, and disabled; GESI = gender equality and social inclusion; GESI AP = gender equality and social inclusion action plan; PIU = project implementation unit; PMU = project management unit at the Commiserate of Industries Government of Andhra Pradesh; PMSC = project management and supervision consultant; TNA = training need assessment; VCICDP = Visakhapatnam–Chennai Industrial Corridor Development Project.

^a EWCD-friendly features include (i) adequate lighting for safety; (ii) cautionary and/or informative signage including women’s helpline and emergency numbers; (iii) men and women restrooms; (iv) guard stones, rumble strips, and speed breakers; (v) shoulders as safe sidewalks; and (vi) covered drain cum footpath with wheelchair friendly design.

^b The term of “socially vulnerable and those belonging in the economically weaker section” defined by the state government include below-poverty-line families of backward castes and other backward classes; poor rural youth, women candidates, and candidates belonging to particularly vulnerable tribal groups; scheduled tribes and scheduled castes; minorities; persons with disabilities; transgender; rehabilitated bonded laborer; victims of trafficking; manual scavengers; and HIV-positive persons who will be given preference based on the Government of India’s guidelines. Government of India, Ministry of Rural Development. 2016. [Deen Dayal Upadhaya-Gram Kaushal Yojana \(DDU-GKY\) Programme Guidelines](#). Delhi.

^c Gender-responsive and socially inclusive guidance in the toolkit will include (but not be limited to) (i) guidance in identifying GESI needs and strategies that are to be mainstreamed in the industry and urban planning linkages; and (ii) guiding principles on inclusive urban infrastructure and industrial housing in the project-influence nodes. Suggested features for industrial housing include (i) separate rooms for privacy to women and girls, separate kitchens, proper ventilation, access to potable water, and open spaces and/or parks; (ii) transport facilities for access to workplaces and markets; and (iii) access to healthcare and educational facilities.

^d DOIC will prepare and implement the gender mainstreaming guidelines that will aim to ensure the inclusion of women in skills enhancement training; higher women’s participation in the industrial labor force; and the provision of business-related licenses, fiscal incentives, and special packages for women.

^e The knowledge product should capture results from GESI AP and DMF indicators for project 1 and project 2.

^f Officials and staff total 68, Male 44, Female 24.