

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activity	Indicators	Responsibility	Timeline
Output 1: State highways and major district roads improved			
1.1 Include EWCD-responsive features in state highways and major district roads	<ol style="list-style-type: none"> 1. About 290 km of state highways and MDRs incorporate EWCD-responsive design and safety measures^a (2022 baseline: 0) 2. At least one bus stop with EWCD-responsive features in each of the seven districts constructed^b (2022 baseline: 0) 	PPP (RPWD) and/or PIUs	Year 1-4
1.2. Enhance livelihood opportunities for women	<ol style="list-style-type: none"> 3. Demonstration wayside facilities, three in EPC 2 and one in EPC 4, toll plazas with amenities for livelihood and services for women^c (2022 baseline: 0) 	PPP (RPWD)/PIUs	Year 1-4
	<ol style="list-style-type: none"> 4. Around 140 women from seven subproject districts trained in livelihood skills for use in wayside facilities^d (2022 baseline: 0) 	PPP (RPWD)/PIUs	Year 1-4
1.3. Organize gender-based awareness campaigns	<ol style="list-style-type: none"> 5. Awareness campaigns on road safety, HIV/AIDS, human trafficking, and gender-based violence conducted in 59 villages in the project area where 40% of participants are women (2022 baseline: 0) 	PPP (RPWD)/PIUs	Year 1-2
	<ol style="list-style-type: none"> 6. Poster boards with vital information on road safety and health including HIV/AIDS, human trafficking, gender-based violence, and COVID-19 installed in 70% of schools in the 59 villages of the project area (2022 baseline: 0) 	PPP (RPWD)/PIUs	Year 1-2
Output 2: Capacity of RPWD enhanced			
2.1 Hold training workshops on GESI-responsive highway development for RPWD staff and contractors	<ol style="list-style-type: none"> 7. Five training workshops prepared and conducted for RPWD, PPP division, PIU officials on GESI-responsive highway development, with at least 90% eligible women as participants (2022 baseline: 0) 	PPP (RPWD)	Year 1-2
	<ol style="list-style-type: none"> 8. Four training workshops prepared and conducted for contractors on enhancing female workforce participation, HIV/AIDS, human trafficking, and gender-based violence awareness (2022 baseline: 0) 		
	<ol style="list-style-type: none"> 9. Post-training survey conducted to assess enhanced awareness on GESI related concerns among trained officials. At least 80% trained personnel report increased understanding of GESI in the transport sector (2022 baseline: 0) 		
2.2 Conduct training workshops for staff in	<ol style="list-style-type: none"> 10. Two training workshops on gender responsive budgeting conducted for 	PPP (RPWD)	Year 2

Activity	Indicators	Responsibility	Timeline
PWD, PPP and PIU on GRB	staff in PWD, PPP division, and PIU with 10 women participants (2022 baseline: 0) 11. Post training evaluation survey indicates 80% of participants have acquired knowledge and skills in GRB (2022 baseline: 0)		
2.3. Prepare and adopt a guidance note on gender-based violence and sexual harassment at PPP Unit and PIUs	12. One guidance note for implementation of the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal Act, 2013) for the PPP Unit and PIUs prepared and adopted (2022 baseline: 0)	PPP (RPWD)	Year 1-4
Project Management Activities			
The RPWD oversees implementation, monitoring, and reporting of the GESI action plan	1. Gender focal points in PPP (RPWD) and PIUs appointed and mobilized to supervise GESI AP implementation 2. One gender expert in PMC and/or PIC appointed and mobilized to implement GESI AP activities 3. Implementation NGO gender specialist appointed and mobilized to support GESI AP implementation 4. Reporting of GESI AP implementation: (i) quarterly progress reports; and (ii) completion report along with all supporting material for each GESI AP targets	PPP (RPWD) PMC and/or PIC INGO PPP (RPWD)	Year 1 Year 1 Year 1 Year 1-4

EPC = Engineering, Procurement and Construction; EWCD = elderly, women, children and people with disability; GESI = gender equality and social inclusion; GESI AP = gender equality and social inclusion action plan; GRB = Gender Responsive Budgeting; HIV/AIDS - human immunodeficiency virus/acquired immune deficiency syndrome; INGO = implementing non-governmental organization; MDR = major district roads; PIC = project implementation consultant; PIU = project implementation unit; PMC = project management consultant; PPP (RPWD) = public-private partnership (Rajasthan Public Works Department).

^a Elderly, women, children and disabled (EWCD) features may include the well-marked crossings, safety signage, pedestrian walkways, railings along roads, covered drains, paved shoulder (hard shoulder) and earthen shoulder (soft shoulder), speed bumps, rumble strips, guard stones and solar blinkers. Other gender-responsive features include streetlights; well-lit bus stops, and with CCTV cameras at warranted locations; and separate toilets suitable for women, children, and people with disabilities.

^b The districts are Alwar, Banswara, Bharatpur, Churu, Hanumangarh, Johdpur and Nagaur, bus stands and/or bus shelters in proximity to educational and/or health institutions, community centers, habitations, and factories with EWCD-responsive features as per the Ministry of Road and Transport guidelines (e.g., adequate and comfortable seating provisions, ramps, roof, solar lights, and emergency contact details (in English and local language).

^c Wayside amenities provide rest and refreshment for highway commuters during their journey. They may be stand-alone facilities or integrated in petrol stations. The amenities include, but are not limited to, restaurants, food courts, *dhaba*, fuel pumps, minor repair shops, pharmacies, dormitories for drivers, kiosks and clean, hygienic and segregated rest rooms.

^d A needs assessment will be conducted to identify relevant livelihood skills.

Source: Asian Development Bank.