

GENDER EQUALITY AND SOCIAL INCLUSION (GESI) ACTION PLAN FOR THE MULTITRANCHE FINANCING FACILITY

SI	Activity	Target / Indicator	Responsibility	Time
Output 1: Corridor management strengthened and ease of doing business improved				
1.	Increase the number of women applicants using newly operationalized e-portal and single-desk system for issuing business-related licenses	<ul style="list-style-type: none"> At least 20% applicants are women (2015 baseline: 8%) Handholding support provided to potential women applicants on the process of applying for licenses through the e-portal and for operationalize their businesses. 	PMU, PMSC	1-2 years
2.	Notify and launch new industrial and sector policies with fiscal incentives and special packages for women entrepreneurs	<ul style="list-style-type: none"> New industrial and sector policies with special incentives for women notified and implemented (2015 baseline: Not applicable). 	PMU, PMSC	1-2 years
3.	Conduct following activities: (a) community orientation seminars on project-related issues such as setting up and operating a business, new initiatives of ease of doing business including special incentives for women; (b) public meetings and women-only FGDs with women leaders, RWAs, women's SHGs and other community-based groups on issues such as: women's rights including those of education and employment and access to property rights, personal/female hygiene, social safety, etc.	<ul style="list-style-type: none"> Community orientation seminars (at least 80) on key components of the project and its pro-poor, gender- and socially-inclusive design features [four/year in each of the four industrial nodes]; Public meetings and women-only FGDs (at least 60) conducted on starting and operating businesses in project areas [Target: 50% women participation in each meeting] [three/year in each industrial node]; Gender-focused strategies developed and activities conducted in schools/colleges; reports of activities prepared and follow-up activities done [Target: 50% girl students participation/meeting] [50 schools or colleges/year in project influence area]; Public service advertisements (90) on women's rights, employment in industries, access to incentives to start and operate businesses produced and played in radio, newspapers, and television programs [at least three/year in four nodes]; and IEC campaigns (leaflets, posters, banners, rallies, competitions, etc.) in project influence area to publicize the pro-poor, gender- and socially-inclusive design features of the project [in each industrial node]. 	PMU, PMSC	1-2 years
Output 2: VCIC infrastructure strengthened and more resilient				
4.	Undertake gender-responsive project design ¹	<ul style="list-style-type: none"> Detailed design of roads and industrial infrastructure includes gender-sensitive features and budget; and Gender-sensitive features of roads and industrial infrastructure implemented. 	APRDC, APIIC, PMU, PMSC	1-5 years
5.	Ensure increased women's	<ul style="list-style-type: none"> Average daily employment of women in factories in Andhra Pradesh 	APIIC, PMU,	By

¹ Gender-responsive design features for roads and industrial subprojects will include walking paths/service lanes, separate toilets for women, telephone helplines, adequate lighting, safety measures such as signage and demarcated road crossings, well-lit and safe public spaces and industrial clusters. Operation and maintenance arrangements for such facilities created will be clearly defined to ensure their sustainability.

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	participation in industrial labor force ²	increased to 18% (2015 baseline: 13.4%); and <ul style="list-style-type: none"> Women account for more than 35% of the new recruits (2015 baseline: 30%). 	PMSC	2025
6.	Engage women workers in construction and rehabilitation work, ensuring implementation of core labor standards such as equal pay for work of equal value, and protection of women from discrimination and other forms of harassment	<ul style="list-style-type: none"> Women's access to unskilled labor opportunities [Target: 33%]; Payroll showing worker's name, sex, and paid wages available with the contractors for inspection; All engaged contractors and workers oriented on gender-related aspects with focus on appropriate legislations and regulations; and Skill enhancement programs conducted for 25,000 workers, entrepreneurs and students (at least 20% women), of which 5,000 will be benefited in years 1-3. 	GVMC, APIIC, APRDC, APTransco, PMU, PMSC	1-5 years
7.	Improved water supply in Greater Visakhapatnam Municipal Corporation ³	<ul style="list-style-type: none"> More than 95% households in north-west zone receive 24x7 water supply (2015 baseline: 0%). 	GVMC, PMU, PMSC	1-2 years
Output 3: Institutional capacities, human resources, and program management strengthened				
8.	Employ women staff in project units/offices, conduct gender awareness workshops for all project staffs	<ul style="list-style-type: none"> Adequate representation of women at managerial, technical and administrative levels of PMU, PIUs, consultants and nongovernment organizations involved in VCICDP [Target: 15%]; Capacities of at least 500 project staff of all project entities [PMU, PIUs, PMSC and nongovernment organizations] enhanced on gender-responsive project management and implementation relevant to corridor development projects and other specific subproject components, through training sessions (100% women staff participate) 	GVMC, APIIC, APRDC, APTransco, PMU, PMSC	1-5 years
9.	Incorporate gender indicators in project management information system.	<ul style="list-style-type: none"> PPMS and MIS developed with gender-relevant indicators and sex-disaggregated data for reviews and quarterly progress reports which include GESI progress report, CPP and project impact evaluation; and Establish baseline and maintain an entrepreneurs' database disaggregated by sex, ethnicity, poverty and vulnerability levels. 		
10.	Utilize strategies that create a women-friendly work environment and increase the	<ul style="list-style-type: none"> 20% of training opportunities by GoAP given to women, in partnership with the relevant government departments; All (100%) factories to have gender policy in place; 		

² A critical hurdle to women's participation in the labor force is the lack of safe transportation facilities. Presently, women's participation is restricted as majority of women workers either walk to the workplace, or need somebody to drop and pick them up; most women living beyond 10 km radius are unable to participate in the workforce. VCICDP will support the government to provide improved roads, improved bus transport facilities (public/private buses) to the industrial clusters.

³ Safe water is known to have significant benefits to all, including women and poor households, in terms of time savings in water collection and care-giving, and savings in health costs, besides opportunity cost savings related to pumping, storage and purification. In case of the 24x7 water supply project for GVMC, affordable tariffs will be fixed in consultation with the poor, women-headed households and low income households to ensure their inclusion in project benefits.

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	proportion of women in PMU/PIU and contractor offices	<ul style="list-style-type: none"> • Separate and safe toilets and changing facilities for women built in PMU, PIUs, Industrial units, and contractors offices, work sites, and camps; and • Government of India and GoAP policies on zero tolerance for sexual harassment and other forms of gender-based discrimination in the workplace implemented. 		

APIIC = Andhra Pradesh Industrial Infrastructure Corporation, APRDC = Andhra Pradesh Road Development Corporation, APTransco = Transmission Corporation of Andhra Pradesh, CPP = consultation and participation plan, FGD = focus-group discussions, GESI = gender equality and social inclusion, GoAP = Government of Andhra Pradesh, GVMC = Greater Visakhapatnam Municipal Corporation, IEC = information, education, communication, MIS = management information system, PIU = project implementation unit, PMSC = project management and supervision consultants, PMU = project management unit, PPMS = project performance management system, RWA = resident welfare associations, SHG = self-help group, VCIC = Visakhapatnam–Chennai Industrial Corridor Development Program.