

GENDER ACTION PLAN

Outputs and Activities	Proposed Gender Mainstreaming Activities (Target)	Primary Responsibility
Output 1: 71 bridges along the national Highlands Highway between Lae Nadzab Airport and Kagamuga Airport in Mount Hagen upgraded to meet current national design standards and mitigate climate change risks.		
<p>Activities:</p> <p>1.1 Existing 29 single-lane bridges replaced by two-lane bridges or twinned with additional one-lane new bridge.</p> <p>1.2 Existing 41 two-lane bridges strengthened, upgraded, or maintained.</p> <p>1.3 One Culvert at Tem Creek (STA 398+450) replaced by a two-lane new bridge.</p>	<ul style="list-style-type: none"> • Ensure bridge design incorporates specific measures for EWCD to enhance safety, including pedestrian crossings (access) with guard-rails, footpaths, gender inclusive signage, and safe access on bridge approaches including lighting where it may be technically feasible. • Ensure at least 40% female participation in community consultation for project design and implementation, which are conducted in vernacular languages, and include holding separate consultations with females to ensure their views are fully expressed (2019 tranche 1 baseline: 38.74%). • At selected river crossings and roadside water points used for washing, install concrete steps with rail, and washing slabs at water level near base of bridges, and at laundry areas off the road, where it is safe and appropriate^a to install. • Bus/truck stops, shelters, and roadside market areas with separate male/female toilets built in 35 bridge/roadside market areas along the 430 km SHHIP Highway. • Ensure all GRCs have female representation (Target: At least five members by 2022) (2019 tranche 1 baseline: 4 women). • Implement GBV prevention awareness program (with at least 70% male participants) targeted at workers and communities living along the Highway (Target: at least 15,000 people made aware of/educated on GBV prevention within tranche 2 implementation period). • GAP and GESI policy orientation for DOW and key EA/IA staff, and gender training for staff of project related agencies and implementers (minimum of 50% male participants). • Include local employment provisions in bidding/contract documents; and engage local female workers in bridge construction and maintenance activities (Target: 20% female workers; Indicator: number of person days worked by women/female workers in bridge construction and/or maintenance activities) (2019 baseline: 12.95%) • Ensure equal pay for equal work between male and female workers and ensure payment for women is given directly to them (monitored through contractors' payrolls). • Provide training in preventing and responding to SHEA to all construction work staff. • Implement road safety programs at the community level targeting women/girls and involving women's associations (Target 2024: 50% of school children and adults living along the highway receive road safety education and 50% of participants are female). 	<p>SU (PMO), design engineers, and contractors</p> <p>SU (PMO)</p> <p>PMO, design engineers, contractors</p> <p>PMO, design engineers, contractors</p> <p>SU (PMO)</p> <p>SU (PMO) supported by CSO/NGO</p> <p>SU (PMO)</p> <p>SU (PMO) and contractors</p> <p>SU (PMO) and contractors</p> <p>SU (PMO)</p> <p>SU (PMO) with support from CSOs</p>

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	<ul style="list-style-type: none"> • Provide training in HIV/AIDS/STIs to all construction workers and roadside community members, using services of accredited agencies/individuals (Target: 50% women participants and 95% of roadside population are aware of HIV/AIDS and STI risks by 2024; baseline 2019: 87%). • Collect sex-disaggregated data and relevant performance indicators, to inform regular (quarterly and semi-annual) progress of GAP implementation. 	SU (PMO) and contractors SU (PMO)
Output 2: Capacity of the DOW to design, construct, and manage all bridges in the national highway network increased.		
Activities/ Indicators: 2.1 Deliver bridge management training program (June 2022) - at least 15 DOW technical staff with improved knowledge on conducting bridge condition assessment and updating and using BAM and in advanced design techniques. 2.2 Collect bridge data (June 2024). 2.3 Bridge design engineers' professional training completed (December 2024).	<ul style="list-style-type: none"> • Include at least one female technical staff/participant in bridge management training program on conducting bridge condition assessment and updating and using BAM and in advanced design techniques (2019 baseline: 0 female staff trained). • Bridge design engineers' professional training program to have at least one female staff/participant (2019 baseline: 0 female staff trained). 	DOW (PMO)
IMPLEMENTATION ARRANGEMENTS		
<p>The GAP will be implemented by the PMO/DOW who will employ international and national social safeguards specialists to SU of PMO to support and monitor GAP implementation, train PMO/DOW staff, and assist community consultations and training and for overseeing the execution and compliance of all social and gender dimensions, and safeguards. One PNG national female gender specialist will also be part of the SU. The specialists will be responsible for incorporating the GAP into project planning and implementation programs, including awareness training and establishment of sex-disaggregated indicators for project performance and monitoring. Progress of GAP activities will be included in regular progress reports on project activities submitted to DOW, ADB, and the Government of PNG.</p>		

ADB = Asian Development Bank; BAM = bridge asset management; CSO = civil society organization; DOW = Department of Works and Implementation; EA = executing agency; EWCD = elderly, women, children, and disabled; GAP = gender action plan; GBV = gender-based violence; GESI = gender equity/equality and social inclusion; GRC = grievance redress committee; IA = implementing agency; km = kilometer; NGO = nongovernment organization; PNG = Papua New Guinea; PMO = program management office; SHEA = sexual harassment, exploitation, and abuse; SHHIP = Sustainable Highlands Highway Investment Program; STI = sexually transmitted infection; SU = social unit.

^a (i) In view of sustainable use of the facilities built, each chosen location shall have at least 10 households/families as the users resident in the locality; (ii) at least 25 locations under tranche 2.

Source: Asian Development Bank.