

GENDER ACTION PLAN

| GENDER OBJECTIVES | GENDER ACTIVITIES/ ACTIONS | PERFORMANCE INDICATORS/ TARGETS | RESPONSIBLE AGENCIES |
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| Output 1: Safe and climate resilient national roads improved | | | |
| 1.1. Ensure social and gender inclusion in community participation during the project implementation. | 1.1.1 Encourage participation of local people including women in consultations during the project implementation. <i>- record women participation in terms of numbers, percentage, and how their suggestions and concerns have been addressed.</i> | 1.1.1.1 Number of local people who participate in consultations on project design and implementation disaggregated by sex. Target: at least 40% women for each road. 1.1.1.2 Relevant clauses on core labor standards (including gender-specific ones such as equal pay for equal work, equal opportunities for employment) are included in all bidding and contract documents | PMU3/SEO, with advice from the Social Development & Gender Consultant |
| 1.2 Generate unskilled jobs in road construction /maintenance for women | 1.2.1 Ensure women benefit from unskilled jobs. <i>- Facilitate safe and conducive environment for women's employment in road works through creation of women's groups if appropriate; skills enhancement; on-site clean toilets.</i> | 1.2.1.1 Contractors' cumulative unskilled labor days will be for at least 20% women, for all roads, by 2022. | Contractors, with oversight from Social Development & Gender Consultant |
| 1.3 Ensure gender responsive social protection for the labor force during project implementation and maintenance | 1.3.1 Raise awareness on core labor standards (CLS) among contractors and road workers. <i>-Include compliance with CLS in the bidding documents and contracts for the road labour and as part of their induction training.</i> | 1.3.1.1 All workers including all women in road works understand CLS. | Contractors, with oversight from Social Development & Gender Consultant |
| | 1.3.2 Ensure that contractors enforce CLS and the protection of labor rights and interests of employees, including equal pay for work of equal value between men and women. <i>- Keep accurate records of number or percent of men and women labor days and salary for skilled and unskilled labor per road. This data must be reflected in the GAP PR.</i> <i>- Monitor CLS enforcement on a monthly basis. This information must be reflected in the GAP PR.</i> | 1.3.2.1 Average daily wage paid for unskilled labor to women and to men per major types of work. Target: no gender difference | |
| Output 2: Road safety enforcement in project communes increased. | | | |
| 2.1 Increase women's involvement in and benefits from | 2.1.1 Involve communities and local people including women in road safety activities | 2.1.1.1 All project roads have road safety signage and speed bumps to slow down traffic in local | PMU3, Road safety consultants, local authorities, |

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| road safety awareness and enforcement | <p><i>-Service provider should keep accurate records of #/% of men and women participating in these events as (i) participants and (ii) facilitators.</i></p> <p><i>-Involve women as facilitators through schools, parent-teacher groups, local authorities, etc.</i></p> <p><i>- Target local taxi, bus, truck drivers in the awareness activities.</i></p> | <p>communities, especially in front of basic facilities, markets, religious buildings.</p> <p>2.1.1.2 At least 50% of the participants and 30% of the facilitators in community-based road safety awareness activities are women in all school areas, by 2022.</p> | with supervision from Social Development and Gender Consultant |
| 2.2 Mitigate HIV/AIDS and human trafficking risks due to improved connectivity and promote safe migration and CLS. | <p>2.2.1 Implement HTAP during road works</p> <p><i>- Keep accurate records of #/% of men/women participating in these events as (i) participants and (ii) facilitators.</i></p> <p><i>- Use ICT including social media and sms in addition to workshops and meetings.</i></p> <p><i>- Target schools, health centers, parent-teacher groups, and other local community centers and integrate into their regular information sharing activities and events.</i></p> | <p>2.2.1.1 At least 40% of project beneficiaries (of which 50% women) in project areas participate in HTAP, by 2022.</p> <p>2.2.1.2 At least 30% of the facilitators for HTAP are women, by 2022</p> <p>2.2.1.3 All schools and health centers and local authorities in all 4 project areas are able to disseminate HTAP related information.</p> | PMU3, local authorities, with supervision from Social Development and Gender Consultant |
| | <p>2.2.2 Ensure contractors and labor force participate in training on HTAP.</p> <p><i>- This should be included in the contracts and information on participation in monitoring reports.</i></p> <p><i>- Contractors should ensure condoms and CLS training and monitoring are made available to hired labour through the HTAP.</i></p> | 2.2.2.1 100% of contractors' labor force participate in HTAP by 2021. | PMU3, local authorities, with supervision from Social Development and Gender Consultant |
| Project management gender related activities and strengthening national systems for gender mainstreaming in MPWT | | | |
| <ul style="list-style-type: none"> • PMU staff to include 25% women (baseline 2016: PMU3 24 staff [6 female, 25%]; • Appoint gender focal points for the project in the PMU • National Social Development and Gender consultant to be recruited to support GAP/HTAP implementation, monitoring and reporting, and strengthen national systems for gender mainstreaming in the sector by building capacity of the GMAG and gender focal points and PMU staff in gender analysis and mainstreaming, as well as advise GMAG on finalising, disseminating, implementing, monitoring and reporting on the MPWT GMAP, as well as the other tasks outlined in TOR • Collect and analyze data disaggregated by sex where relevant and integrate gender sensitive indicators (from the DMF and the GAP) in the Project Performance Monitoring System. • Ensure regular monitoring and reporting (at least semi-annually to ADB together with the project progress reports, using the template provided in PAM to this effect). | | | |

CLS = Core Labour Standards; DMF = design and monitoring framework; GAP = gender action plan; GMAG = Gender Mainstreaming Action Group; GMAP = Gender Mainstreaming Action Plan; HTAP = HIV/AIDS and human trafficking awareness and prevention program; MPWT = Ministry of Public Works and Transport; PMU = project management unit.