GENDER A	CTION PLAN
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Output 1: Safe and climate resilient national roads improved PMU3/SEO, 1.1. Ensure social 1.1.1 Encourage participation of local people including women in consultations during the project implementation. 1.1.1 Encourage participation of consultations on project during the project implementation. PMU3/SEO, 1.1.1 Product Community implementation. -record women participation in during the project implementation. 1.1.1 Rumber of local people who participate in consultations on project disaggregated by sex. PMU3/SEO, 1.2.1 Ensure women benefit from unskilled jobs in road construction road construction responsive social 1.2.1 Ensure women benefit from unskilled jobs. 1.2.1 Contractors' cumulative unskilled iabor employment in road works through creation of women's groups i and road workers. 1.2.1 Contractors' cumulative unskilled iabor employment in road works through creation of women's groups i and road workers. Contractors, with oversight from Social Development i Gender 1.3 Ensure gender inpolementation and maintenance or procent implementation and maintenance 1.3.1 Raise awareness on core labor standards (CLS) among contractors enforce CLS and the protection of the road labour and as part of their inpolementation and women. 1.3.2.1 Average daily wage paid for unskilled labor to use set enforce CLS and the protection of labor rights and interests of employees, including equal pay for work of equal value between men and women. 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 PMU3, Road <tr< th=""><th>GENDER</th><th></th><th>PERFORMANCE</th><th>RESPONSIBLE</th></tr<>	GENDER		PERFORMANCE	RESPONSIBLE	
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1.3 Ensure gender responsive social protection for the labor force during project 1.3.1 Raise awareness on core labor standards (CLS) among contractors and road workers. 1.3.1.1 All workers including all women in road works understand CLS. Contractors, with oversight from Social 1.au maintenance -Include compliance with CLS in the bidding documents and contracts for the road labour and as part of their induction training. 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 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. 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 0 types - 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. - Monitor CLS enforcement on a monthly basis. This information must be reflected in the GAP PR. 0 utput 2: Road safety enforcement in project communes increased. 2.1.1 Involve communities and local people including women in road 2.1.1.1 All project roads have road safety signage PMU3, Road	unskilled jobs in road construction /maintenance for	unskilled jobs. - Facilitate safe and conducive environment for women's employment in road works through creation of women's groups if appropriate; skills enhancement;	1.2.1.1 Contractors' cumulative unskilled labor days will be for at least 20% women, for all roads, by	with oversight from Social Development & Gender	
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involvement in and benefits fromsafety activitiesand speed bumps to slow down traffic in localconsultants, local authoritie	2.1 Increase women's involvement in	2.1.1 Involve communities and local people including women in road	2.1.1.1 All project roads have road safety signage and speed bumps to slow	safety	

GENDER OBJECTIVES	GENDER ACTIVITIES/ ACTIONS	PERFORMANCE INDICATORS/ TARGETS	RESPONSIBLE AGENCIES	
road safety awareness and enforcement	-Service provider should keep accurate records of #/% of men and women participating in these events	communities, especially in front of basic facilities, markets, religious buildings.	with supervision from Social Development	
	as (i) participants and (ii) facilitators. -Involve women as facilitators through schools, parent-teacher	2.1.1.2 At least 50% of the participants and 30% of the facilitators in community-	and Gender Consultant	
	groups, local authorities, etc. - Target local taxi, bus, truck drivers in the awareness activities.	based road safety awareness activities are women in all school areas, by 2022.		
2.2 Mitigate HIV/AIDS and human trafficking risks due to improved connectivity and promote safe migration and CLS.	 2.2.1 Implement HTAP during road works Keep accurate records of #/% of men/women participating in these events as (i) participants and (ii) facilitators. Use ICT including social media and sms in addition to workshops and meetings. Target schools, health centers, parent-teacher groups, and other local community centers and integrate into their regular information sharing activities and events. 	 2.2.1.1 At least 40% of project beneficiaries (of which 50% women) in project areas participate in HTAP, by 2022. 2.2.1.2 At least 30% of the facilitators for HTAP are women, by 2022 2.2.1.3 All schools and health centers and local authorities in all 4 project areas are able to disseminate HTAP related information. 	PMU3, local authorities, with supervision from Social Development and Gender Consultant	
	 2.2.2 Ensure contractors and labor force participate in training on HTAP. This should be included in the contracts and information on participation in monitoring reports. Contractors should ensure condoms and CLS training and monitoring are made available to hired labour through the HTAP. 	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 managem	ent gender related activities and	strengthening national syst	ems for gender	
mainstreaming in MPWT				
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) 				

• 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.