

## GENDER ACTION PLAN

Project Outputs	Gender Actions and Targets
<b>Output 1: Selected sections of road transport network in Mindanao improved</b>	<ol style="list-style-type: none"> <li>1.1 All civil works bidding documents and contracts require contractors to apply core labor standards, including equal pay for work of equal value and non-use of child labor.</li> <li>1.2 Contractors maintain records and report on employment in civil works and on core labor standards compliance with employee data disaggregated by sex, age, ethnicity and residency.</li> <li>1.3 Contractors prioritize the use of local unskilled labor. At least 80% of all the unskilled construction-support workers (including supervisors, clerks, purchasers, cooks, custodians, cleaners, etc.) are women.</li> <li>1.4 PIC to design and implement an awareness raising program on sexual harassment, STDs and HIV/AIDs and human trafficking prevention targeted at all contractors, all workers (female and male) as well as for residents of barangays traversed by/along the roads under construction.</li> <li>1.5 After implementation of awareness raising activities, conduct a small survey (n=100 respondents) to assess knowledge and attitudes of the workers regarding STDs and HIV/AIDS. At least 70% of workers are able to identify at least two STDs/HIV prevention methods.</li> <li>1.6 Project implementation complies with DPWH gender mainstreaming policies<sup>1</sup> and apply Toolkit for Making Road Infrastructure Projects Gender Responsive<sup>2</sup> at the planning, design, preconstruction, construction, and maintenance stages.               <ol style="list-style-type: none"> <li>1.6.1 For road designs that are still underway, feasibility study documents (cost-benefit, stakeholder analysis, program of work, participatory gender audit of completed projects, etc.) mainstream gender and include at the least sex disaggregated data.</li> <li>1.6.2 At least 1 vulnerability mapping consultation with women is held per barangay for each road subproject to identify the perceived risks and to consult on the location and form of road danger warnings or signs.</li> <li>1.6.3 Integrate road safety and accessibility related physical design features that effectively protect and address specific needs of women, children, elderly and people with disabilities through, where appropriate:                   <ol style="list-style-type: none"> <li>1.6.3.a. steps and hand railings for elevated pathways in bridges, and sidewalks;</li> <li>1.6.3.b. installation of sufficient lighting, esp. in dark areas, around basic services facilities, public transport stops, markets;</li> <li>1.6.3.c. construction of bike and pedestrian lanes, esp. in sections of roads passing through/near settlements, and along schools, religious and other community facilities;</li> </ol> </li> </ol> </li> </ol>

<sup>1</sup> DO 48-201: Guidelines for Mainstreaming Gender Equality Actions in Road Infrastructure Projects.

<sup>2</sup> <http://www.mcap.ph/wp-content/uploads/downloads/2013/08/Toolkit-for-Making-Road-Infrastructure-Gender-Responsive-prototype.pdf>

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	<p>1.6.3.d. construction of speed bumps and other appropriate measures to slow traffic in/near settlements, especially near basic services and community facilities;</p> <p>1.6.3.e. construction of flood mitigating drainage system;</p> <p>1.6.3.f. road safety signage, especially in known danger zones such as curves, as warning.</p> <p>1.7 At least 50% of all (150 female, 150 male) road safety community facilitators are women and remunerated for their work.</p> <p>1.8 All road safety information and campaign materials developed will be gender sensitive, not promote gender stereotypes and use appropriate gender sensitive language.</p> <p>1.9 The materials will be developed and communicated in local languages that are spoken and well understood by the local communities along the roads.</p> <p>1.10 All workers in climate change activities (i.e., seedling propagation, planting and caring for road side trees/plants) are remunerated, and at least 50% of them will be women. <sup>3</sup></p> <p>1.11 Women workers in climate change activities are provided with training and adequate tools for seedling propagation, tree planting and care.</p> <p>1.12 At least 50% attendance by women at community consultations and meetings related to road physical infrastructure and safety designs, road safety program, and employment opportunities.</p> <p>1.13 Ensure, monitor and report on women's entitlement to equal compensation under compensation plans.</p>
<b>Output 3: Institutional capacity of DPWH in multi-year planning, fiscal accountability, and human resource management strengthened</b>	<p>3.1. A gender specialist is hired to assist the PMU in GAP implementation, monitoring and reporting.</p> <p>3.2. Gender indicators of the GAP and those included in the DMF are incorporated into the project's performance monitoring system, and are duly reported on in the periodic and annual project progress reports.</p> <p>3.3. Improved capacity to plan, design, implement and monitor projects that address gender issues through training on DPWH policies and toolkit on gender mainstreaming in road infrastructure projects provided to (i) 100% of the UPMO staff (female and male), and (ii) 100 key and relevant technical staff at national and regional levels (female and male – to be identified in collaboration with the GAD Committee).</p> <p>3.4. At least 5 female staff (25% of 20) from headquarters are trained and reported increased knowledge on supervision of regional planning.<sup>4</sup></p> <p>3.5. At least 15 female staff (25% of 60) from the 13 DPWH regional offices trained and reported increased knowledge on multi-year planning.<sup>5</sup></p>

<sup>3</sup> The number of workers for climate change activities will be determined during the inception of the civil works contract.

<sup>4</sup> The current composition of DPWH technical staff at the national headquarters is male= 608 (75%); and female= 199 (25%)

<sup>5</sup> Females comprise 41% of total technical staff in all DPWH regional offices and 37% of technical staff for Region IX alone.

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	<p>3.6. At least 50% of UPMO's staff will be female.</p> <p>3.7. Design of the new online system for budgeting and fiscal monitoring ensure capture and analysis of sex-disaggregated/ gender relevant information where relevant for tracking and accounting of gender and development related budgets and disbursements.</p> <p>3.8. At least 5 female staff (25% of 20) trained and reported increased knowledge in operating the online system for budgeting and fiscal monitoring.</p> <p>3.9. Design of the new human resource database system integrating all DPWH operations ensure capture and analysis of sex-disaggregated/gender-relevant information where relevant.</p> <p>3.10. At least 15 female staff (25% of total 60) trained and reported increased knowledge in operating the human resource database system.</p>

DPWH = Department of Public Works and Highways, GAP = Gender Action Plan, STD = sexually transmitted disease, UPMO = Unified Project Management Office.

Source: Asian Development Bank.

### **Implementation Arrangements:**

The Department of Public Works and Highways will assign a gender specialist to the Unified Project Management Office, as part of the project management team. The gender specialist will coordinate and supervise the implementation of the gender actions.

All gender targets will be reported not only in percentage (%) terms but also actual number.