

## GENDER ACTION PLAN

Outputs and Activities	Proposed Gender Mainstreaming Activities (Target)	Primary Responsibility
<b>Output 1: National roads will be upgraded and climate proofed.</b>		
<ul style="list-style-type: none"> <li>Ensure that detailed design of upgraded roads are shared with local authorities, Conculos de Suco, women and men members of affected households and communities through community consultations (at least 30% of participants are women).</li> <li>Ensure that road safety measures (i.e., lighting, speed humps, warning/street signs, sidewalks, crosswalks, sea walls, etc.), especially around schools, health centers, and markets are incorporated into the road design.</li> <li>Ensure that resettlement and land acquisition community meetings involve local authorities, women and youth representatives of Conculos de Suco, women's organizations/NGOs, and affected land owners (at least 30% of women participants and 50% of female facilitators); arrange separate meetings for women if necessary.</li> <li>Ensure that land acquisition and compensation process is transparent, and that compensation is disbursed in the name of both spouses and/or to women-headed households/widow.</li> <li>Assist women and men beneficiaries of resettlement and compensation package to open bank accounts, if necessary.</li> <li>Provide equal opportunity and access to women and men contractors in bidding process.</li> <li>Encourage contractors to prioritize the use of local materials and the employment of local workers and to maximize use of women (at least 10%) in labor-based work and at least 25% in bio-engineering work.</li> <li>Ensure equal pay for equal work for women and men for all construction and maintenance work.</li> <li>Announce employment opportunities and recruitment notices widely, targeted at women as well as men.</li> <li>Ensure that basic facilities (separate toilets, clean water) are provided for female as well as male construction workers at construction sites.</li> <li>Conduct gender-road capacity development training for all women and men workers.</li> <li>Incorporate local knowledge into climate change adaptation through community consultations (at least 30% female participants, and 30% female facilitators).</li> <li>Ensure community awareness and skill training program includes road cleaning, flood/erosion protection, waste management, roadside vegetation planting and caring.</li> <li>Ensure women's leadership and participation (at least 30%) in a community-based adaptation program (i.e., roadway cleaning, waste and roadside vegetation management).</li> </ul>		PMU, SGDS, MOI-GFPs, engineers
		PMU, SGDS, engineers
		PMU, SGDS, GFPs, engineers, RS
		PMU, SGDS, GFPs, RS
		PMU, SGDS, GFPs
		PMU, SGDS
		PMU, SGDS
		PMU, SGDS
		PMU, SGDS, GFPs
		PMU, SGDS, GFPs, contractors
		PMU, SGDS, GFPs, women's orgs/NGOs
		PMU, SGDS, GFPs
		PMU, SGDS, GFPs
<b>Output 2: A feasibility study and a detailed design for the future upgrading of a priority road link are prepared</b>		
<ul style="list-style-type: none"> <li>Ensure that preliminary and detailed design of roads to be upgraded are shared with local authorities, Conculos de Suco, women and men members of affected households and communities through community consultations (at least 30% of participants are women).</li> <li>Ensure that road safety measures (i.e., lighting, speed humps, warning/street signs, sidewalks, crosswalks, sea walls, etc.), especially around schools, health centers, and markets are incorporated into the road design.</li> <li>Ensure that resettlement and land acquisition community meetings involve local authorities, women and youth representatives of Conculos de Suco, women's organizations/NGOs, and affected land owners (at least 30% of women participants and 50% of female facilitators); arrange separate meetings for women if necessary.</li> <li>Ensure that information on land acquisition and compensation process is disseminated to local communities and affected persons.</li> <li>Incorporate local knowledge into climate change adaptation through community consultations (at least 30% female participants, and 30% female facilitators).</li> </ul>		PMU, SGDS, GFPs, ES PMU, SGDS, GFPs, Women's orgs/NGOs
		PMU, SGDS, GFPs
		PMU, SGDS, GFPs
		PMU, SGDS, GFPs
		PMU, SGDS, GFPs

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<b>Output 3: Performance-based road maintenance contracts are introduced.</b>		
<ul style="list-style-type: none"> <li>Encourage equal representation by women and men maintenance supervisor positions appointed by DRBFC.</li> <li>Ensure participation of women contractors in the training for national contractors (at least 30% of female participants, and 30% of female facilitators).</li> <li>Ensure training for national contractors incorporates modules on (i) women's leadership in road construction, maintenance and safety; (ii) community-based road maintenance; and (iii) road safety for women, youth and school children.</li> <li>Ensure women's representation in leadership positions in community-based groups (at least 30%).</li> <li>Ensure timing for routine road maintenance and skill training activities adapts to women's and men's daily working schedules.</li> </ul>		MPW/DRBFC, PMU, SGDS PMU, SGDS, GFPs PMU, SGDS, CDS PMU, SGDS, GFPs Local authorities, Concuro de Suco PMU, SGDS, GFPs, women's orgs/NGOs. PMU, SGDS, GFPs, contractors.
<b>Output 4: Awareness of road safety and transport-related social issues will be increased.</b>		
<ul style="list-style-type: none"> <li>Conduct baseline studies on gender-sensitive road safety awareness for different target groups in communities.</li> <li>Ensure safety concerns of women, youth, children, elderly and disabled people are incorporated in road safety education program.</li> <li>Ensure road safety guidelines incorporate gender-sensitive HIV/AIDS and other sexually transmitted infections (STIs) prevention among construction workers and communities.</li> <li>Ensure gender-balanced participation (at least 50%) in road safety and HIV/AIDS education program.</li> <li>Ensure road safety, HIV/AIDS education programs and human trafficking awareness programs in communities and schools include female facilitators (50%), use various media, picture-based texts, local language and are sensitive to local culture.</li> </ul>		PMU, SGDS, GFPs, PMU, SGDS PMU, SGDS, GFPs PMU, SGDS PMU, SGDS
<b>Output 5: Efficient project management</b>		
<ul style="list-style-type: none"> <li>Ensure employment of international and national SGDS to manage and monitor GAP implementation, conduct gender-awareness raising and capacity development for all target beneficiaries</li> <li>Ensure inclusion of gender-sensitivity in the Terms of Reference of all new staff and consultants of PMU.</li> <li>Conduct gender awareness and capacity development programs for DRBFC, PMU, contractors, local workers, partner women's organizations/NGOs, and community-based groups (at least 30% women participants and 50% women facilitators).</li> <li>Ensure the use of gender-sensitive indicators, sex-disaggregated data and gender analysis in baseline studies, monitoring, evaluation and a project performance system.</li> <li>Ensure inclusion of GAP progress and achievements in the progress, mid-term and annual reports.</li> </ul>		MPW/DRBFC, PMU PMU, SGDS PMU, SGDS, GFPs PMU, SGDS PMU, SGDS
<b>IMPLEMENTATION ARRANGEMENTS</b>		
<p>The CAFI will be the Executing Agency and the MPW will be the Implementing Agency of the project. The existing PMU will be responsible for a day-to-day project implementation. The GAP will be implemented by the PMU and will include one full-time national SGDS for the duration of project implementation, who will be supervised by international SGDS (intermittent). The national and International specialists will be responsible for the overall implementation of GAP including incorporating the GAP into project design, planning, implementation, monitoring and evaluation, capacity development, establishment and inclusion of sex-disaggregated data, gender sensitive indicators and analysis for project performance, monitoring, evaluation, and reporting. The progress of GAP activities will be included in regular progress reports on overall project activities submitted to ADB and the government. Other consultants (i.e., Capacity Development Specialist, Communication and Advocacy Specialist) or women's organizations and NGOs may be hired to implement different GAP activities under the guidance of the national and international SGDS. Gender Focal Person of MOI and of local authorities will also provide support for the GAP implementation.</p>		

ADB = Asian Development Bank; CAFI= Conselho de Administracao do Fundo Infraestrutura; CAS = Communication and Advocacy; CDS = Capacity Development Specialist; DRBFC = Directorate of Road, Bridges and Flood Control; ES = Environmental Specialist; GFP = Gender Focal Person; MPW = Ministry of Public Works; NGOs = non-governmental organization; PMU = Project Management Unit; RS = Resettlement Specialist; SGDS = Social, Gender and Development Specialist; Specialist.