

GENDER ACTION PLAN

Outputs and Activities	Proposed Gender Mainstreaming Activities (Target)	Primary Responsibility
Output 1. Bridges replaced on national highways to reduce bottlenecks and improve safety		
20-30 bridges replaced in five national road corridors	<ul style="list-style-type: none"> Ensure standardized designs for reconstructed bridges include measures to remove physical barriers to, and constraints on, access by women and children. Ensure bridge design incorporates measures to enhance road safety, including pedestrian access with guard-rails and footpaths on bridge approaches and abutments and steps down to water bodies. Concrete stairways will be provided on each bridge extending from the roadway level to the normal water level below. A single handrail will be provided on the outside of the staircase. Two stairways will be provided for each abutment. Ensure participation of women (at least 50%) in community consultations and meetings; if necessary, organize separate meetings for men and women. Give preference to bidding documents which include provisions to hire local labor for construction work, including at least 30% women. Ensure equal pay for equal work between male and female workers, and payment for women is to be paid directly to them. Provide HIV/AIDS and gender awareness training for all construction workers and neighboring community members. 	<p>DOW and International SGDS</p> <p>DOW and International SGDS</p> <p>DOW and International SGDS</p> <p>PIU and national SGDS</p> <p>PIU and national SGDS</p> <p>PIU and national SGDS</p> <p>PIU and national SGDS</p>
Output 2. Reusable Bailey bridges installed on rural roads to reduce travel time		
Reconstruction of up to 27 reusable Bailey bridges on rural roads	<ul style="list-style-type: none"> Ensure selection criteria for reusable bridge subprojects include women's access to social services such as education, health facilities, and market access. Ensure Bailey bridges are fitted with pedestrian footpaths and guard-rails for safety of women and children. If land needs to be acquired for the installation of reusable bridges, ensure that affected females are compensated at the same rate of payment as affected males, and provided adequate arrangements to maintain livelihoods. Ensure that any agreement for maintenance activities of bridges provides equal opportunities for men and women in communities. Ensure that all subprojects include guidelines addressing the risk of HIV/AIDS and STIs among construction workers and communities. Ensure community consultations regarding bridge maintenance plans include at least 50% of women participants; if necessary, organize separate meetings for women and men in communities. Ensure routine maintenance activities engage at least 50% of women to provide income-earning opportunities. 	<p>DOW and International SGDS</p> <p>DOW and International SGDS</p> <p>PIU and national SGDS</p> <p>PIU and national SGDS</p> <p>DOW, PIU and national SGDS</p>
Output 3. Road safety awareness in rural areas improved		
Development and implementation of a Rural Road Safety Education Program	<ul style="list-style-type: none"> Ensure that road safety education programs include specific modules addressing (i) road safety issues of school children, and (ii) personal safety concerns of women and young children. 	DOW, PIU, international SGDS, national SGDS

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	<ul style="list-style-type: none"> • Ensure that both males and females equally participate in road safety awareness training which addresses personal safety concerns of women and young girls (at least 50% male participants). • Ensure women are represented in the implementation of road safety programs at the community level (at least 50% are female). 	PIU and national SGDS PIU and national SGDS
Output 4. Project implementation unit administers implementation		
Effective and efficient project implementation	<ul style="list-style-type: none"> • Ensure the employment of SGDS in the PIU to manage the implementation of gender action plans, community consultations, and awareness training. • Provide gender awareness training to project staff at PIU and provincial offices. • Develop a project performance system that includes indicators measuring the implementation and progress of the gender action plan. • Ensure the inclusion of sex-disaggregated data in the baseline, progress, monitoring and evaluation reports. • Ensure regular progress reports include the progress of GAP implementation. 	DOW PIU and international SGDS PIU and international SGDS PIU and international SGDS PIU and national SGDS
IMPLEMENTATION ARRANGEMENTS		
The GAP will be implemented by the PIU that will include one full-time national SGDS for the duration of project implementation under the supervision of international SGDS (intermittent). 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. The progress of GAP activities will be included in regular progress reports on overall project activities submitted to ADB and the Government of PNG.		

ADB = Asian Development Bank, DOW = Department of Works, GAP = Gender Action Plan, PIU = Project Implementation Unit, PNG = Papua New Guinea, SGDS = social and gender development specialist.