

## GENDER ACTION PLAN

Activity	Performance Targets / Indicators	Responsibility	Timeframe
<b>Output 1. Dhaka–Northwest international trade corridor (Phase 2 Elenga–Hatikumrul–Rangpur) upgraded</b>			
1.1 Integrate gender responsive and safety friendly features in road design.	<ul style="list-style-type: none"> <li>• 380 km of SMVT lanes built (inclusive of both sides).</li> <li>• 25 foot-over bridges built.</li> <li>• 7.5 km of footpaths built (inclusive of both sides).</li> <li>• 39 underpasses built.<sup>1</sup></li> <li>• At least 15% of labor in road construction are women.<sup>2</sup></li> </ul>	RHD Contractor PIC	2021
1.2 Conduct public STD and HIV/AIDS prevention and human trafficking awareness-raising sessions among communities and laborers.	<ul style="list-style-type: none"> <li>• At least 500 community members (target: 50% women) from <i>upazilas</i> or subdistricts in the road corridor along the alignment participated in HIV/AIDS and human-trafficking awareness sessions.</li> <li>• At least 20 human trafficking awareness signs set up in strategic places along the corridor.</li> <li>• All civil works laborers received training on STD and HIV/AIDS prevention.</li> </ul>	RHD PIC	2018–2019
1.3 Ensure that project-affected women receive fair compensation and benefit from livelihood improvement training.	<ul style="list-style-type: none"> <li>• All affected female-headed households received Tk12,000 additional vulnerability allowances.</li> <li>• All female heads of household are eligible to participate in the Livelihood Restoration Program.</li> </ul>	RHD PIC	2017–2019
1.4 Assess status of women's involvement in road construction and ensure core labor standards (CLS). <sup>3</sup>	<ul style="list-style-type: none"> <li>• A baseline study of SASEC I has been conducted to assess women's involvement in skilled and unskilled labor in road construction and road maintenance.</li> <li>• Bidding documents and contracts contain provisions on CLSs, with emphasis on gender-related aspects.</li> <li>• Female workers provided with information on CLSs and how to report incidents of non-compliance.</li> </ul>	RHD PIC	2018–2021

<sup>1</sup> Underpasses have been identified by women during project design as critical for their enhanced mobility and access to relevant points. In building these underpasses, the Roads and Highway Department will ensure further consultation with women and the identification of devices (e.g., posting of mirrors and other safety measures) to counteract blind corners and ensure safe access to relevant points.

<sup>2</sup> The target will be reassessed based on the baseline data collected (see activity 1.4).

<sup>3</sup> These include equal wages for work of equal value, prohibition of child labor, no bonded labor; no work discrimination regardless of gender, race, and ethnicity; and freedom of association and collective bargaining.

Activity	Performance Targets / Indicators	Responsibility	Timeframe
<b>Output 2: Institutional Capacity of RHD in road O&amp;M enhanced</b>			
2. Enhance institutional capacity of RHD in road O&M.	<ul style="list-style-type: none"> <li>Three road operation units for road safety, maintenance, and overloading control along the corridor include toilet facilities for women and men. (2016 baseline: 0)</li> </ul>		
<b>Output 3: Road safety and gender-responsive features enhanced and completed (cost overrun of Dhaka–Northwest international trade Phase 1)</b>			
3.1 Integrate gender responsive and safety friendly features in road design.	<ul style="list-style-type: none"> <li>Underpasses (6) and footpaths (30 km) built (inclusive of both sides).</li> </ul>		
3.2 Facilitate women’s access to work opportunities provided by the project.	<ul style="list-style-type: none"> <li>Payroll with names, sex, work done, working period, and wages received, are made available for inspection by PIU.</li> <li>At least 15% of labor in maintenance are women.<sup>4</sup></li> <li>At least 40% of tree plantation laborers (Phase 1) are women.</li> </ul>	RHD PIC Contractor	2019–2021
3.3 Conduct rail crossing safety awareness campaigns to communities along Phases 1 and 2 corridors (audience: pedestrians, drivers, parents, schoolchildren, professional drivers).	<ul style="list-style-type: none"> <li>At least 5,000 residents (target: 50% women) from communities along the alignment participated in road safety awareness sessions.</li> <li>75% of students (target: 50% schoolgirls) of at least 200 kindergarten, primary and secondary schools in the upazilas along the road corridor participated in road safety awareness sessions.</li> <li>At least 150 professional drivers sensitized to road safety.</li> </ul>	RHD PIC	2019–2021
3.4 Conduct an impact evaluation of gender responsiveness of Phase 1 (SASEC I).	<ul style="list-style-type: none"> <li>Before-project baseline and after-project survey completed.</li> <li>Time-use study (phase 1 corridor) completed on assessing the project’s (i) impact on women’s mobility in women’s use of the roads/border crossing/walkways and SMVLs; (ii) impact on women’s travel time and time poverty; and (iii) women’s satisfaction with the project benefits.</li> <li>Baseline for a time-use study (phase 2 corridor) collected.</li> <li>Qualitative data collected via interviews and FGDs for the PCR.</li> <li>Workshop (1) on impact evaluation to share lessons learned with RHD and ADB officials conducted.</li> </ul>	PIC	2019

ADB = Asian Development Bank, CLS = core labor standards, FGD = focus group discussions, km = kilometer, O&M = operations and maintenance, PIC = project implementation consultant, PIU = project implementation unit, PCR = project completion report, RHD = Roads and Highways Department, SASEC = South Asia Subregional Economic Cooperation, SMVL= slow moving vehicle lane, SMVT = slow moving vehicular traffic, STD = sexually transmitted diseases, Tk = taka.

<sup>4</sup> The target will be reassessed based on the baseline data collected (see activity 1.4).