

GENDER ACTION PLAN

Proposed Gender Mainstreaming Activities	Targets and Indicators	Responsible Institutions	Timeframe
Output 1: Rural road conditions between the selected rural communities, productive agricultural areas, and socioeconomic centers improved			
1. Ensure women's employment in the road improvement work opportunities that will be created by the project.	1. On an average 20% women labor days created for roads improvement works of the project.	<ul style="list-style-type: none"> PMU LGED DOs /UZET GS and SDSS, PMU, LGED 	During project implementation
2. Orientation on core labor standards and equal pay conducted for LGED.	2. All eligible project staff and civil workers, including all relevant women staff, reported awareness on core labor standards and equal pay. 3. All bidding documents incorporated provisions for core labor standards and equal pay.	<ul style="list-style-type: none"> PMU LGED DOs /UZET GS and SDSS, PMU, LGED 	During project implementation
3. Provide on-the job training to women workers on basic construction, improvement, reconstruction works and maintenance skills, etc.	4. At least 40% of women (including disadvantaged groups) participated in the project orientation and skills development training (including on basic construction, improvement and reconstruction works, and maintenance skills) conducted for employees in project construction and maintenance.	<ul style="list-style-type: none"> PMU LGED DOs /UZET 	During project implementation
4. Baseline and endline surveys conducted with data segregated based on sex and prevailing social dimensions (i.e., ethnicity/ caste, religion, old age, sexual identity, geographic isolation).	5. Sex-disaggregated data reflected in all QPRs and GAP implementation updates. 6. Baseline and end line surveys have sex-disaggregated data on the different modes of transport and travel patterns of women in rural areas.	<ul style="list-style-type: none"> PMU LGED DOs / UZET GS & SDSS, PMU, LGED 	During project implementation
Output 2: Capacity of rural infrastructure agency and road users in project areas enhanced			
5. Community orientation on project benefits, road safety (incl. road signs), gender-based violence (incl. sexual exploitation, human trafficking) and STI prevention, conducted.	7. At least 40% of students, teachers, parents and SMCs (including 20% women and girls) from schools along project roads.	<ul style="list-style-type: none"> PMU LGED DOs / UZET GS and SDSS, PMU, LGED 	During project implementation
6. Train all LGED project staff including women on relevant issues such as road safety awareness, road assets management, contract management, financial management and climate resilient design and construction.	8. At least two trainings with one refresher on road safety awareness and road assets management using modules developed in previous projects conducted with LGED project staff with all relevant women staff. ^a 9. At least two trainings with one refresher on contract management and financial management using existing modules used in other LGED projects conducted with LGED staff project with all relevant women staff. 10. At least two trainings with one refresher on	<ul style="list-style-type: none"> PMU LGED DOs /UZET GS and SDSS, PMU, LGED 	During project implementation

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	climate resilient design and construction using modules developed in other LGED projects ^b conducted with LGED project staff with all relevant women staff.		
7. Conduct orientation and awareness raising sessions on road safety and gender-based violence (including sexual exploitation and human trafficking) and STI prevention.	11. At least 40% of students, teachers, SMCs and parents of schools oriented and received awareness raising sessions on road safety. 12. At least 40% of students, teachers, SMCs and parents of schools participated in awareness raising sessions on gender- based violence (including sexual exploitation and human trafficking) and STI prevention.	<ul style="list-style-type: none"> • PMU • LGED DOs / UZET • GS & SDSS, PMU, LGED 	During project implementation
8. Recruit/promote appointment of women staff at various level of the project in LGED.	13. 15% ^c of women staff ^d recruited at various level of PMU and District and Upazila Offices, LGED.	<ul style="list-style-type: none"> • PMU • LGED DOs / UZET 	During project implementation
9. Gender sensitization (incl. GAP implementation, monitoring and reporting) and orientation is conducted for all LGED project staff and Upazila community organizers. Ensure effective implementation of social safeguards and GAP under the project.	14. Five regional/district level meetings to assess satisfactory incorporation of gender elements, conducted. 15. All eligible women staff and field level community organizers in the 180 project <i>Upazilas</i> reported gained knowledge on gender.	<ul style="list-style-type: none"> • PMU • LGED DOs /UZET • GS & SDSS, PMU, LGED 	During project implementation

CPP = Community Participation Plan; DOs = LGED District Offices; GAP = gender action plan; GS = Gender Specialist; LGED = Local Government Engineering Department; PMU = Project Management Unit; QPR = Quarterly Progress Report; SDSS = Social Development and Safeguards Specialist, SMCs = School Management Committees; TOT = training of trainers; UZET = Upazila Engineering Team.

^a Staff involved in social mobilization and gender related aspects, such as community mobilizers, social development officers, GAP implementation officers, and staff involved in the reporting and monitoring. It will also include any women engineers involved in the overall project. The same applies also for targets 9 and 10.

^b Use modules developed under the ADB-financed Coastal Climate Resilient Infrastructure Project.

^c According to the LGED Gender Forum (last updated on 15 March 2020), there are 1,513 engineers in Bangladesh, among whom 52 (3%) are women.

^d Quarterly Progress Report of Gender Action Plan, October – December 2017 (Planned – 20% and Achieved – 14%), Sustainable Rural Infrastructure Improvement Project, LGED.

Source: Asian Development Bank.