

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators and Targets	Responsibility	Time Frame
Output 1: Rural road conditions between selected rural communities, productive agricultural areas, and socioeconomic centers improved			
1. Ensure participation and representation of women and all caste, ethnic, and minority groups in project orientation, planning, public and social auditing of rural road projects.	Target 1: 33% women and 35% DAG participation in project orientation, planning, public and social auditing of project roads	PCU/PIU/CSC	Year 1
2. Provide, STIs including HIV/AIDs, human anti-trafficking awareness to the communities	Target 2: Public preventative human trafficking and STIs including HIV/AIDs awareness-raising sessions reached 7,500 people with 40% women and girls' participation, and 51 schools along project roads reported increased knowledge on human trafficking and STIs including HIV/AIDs prevention. Target 3: 60% students (out of which 50% girls) gained awareness on preventative measures on human trafficking and STIs including HIV/AIDs awareness (based on verbal response).	PCU/PIU/PISC/G SAs Social Mobilizers	Year 2 onwards
3. Ensure implementation of core labor standards with gender inclusive provisions and women friendly work environment	<ul style="list-style-type: none"> • Orient contractors and laborers on safety and occupational health standards for laborers with emphasis on women laborer's work environment, such as providing separate toilets for women and men, water facility (Target: Each contractor oriented 2 times a year, 1 each at federal and local levels) • Women and men laborers receive equal payment for work of equal value 	PCU/PIU/CSC/ Contractors	Year 1
4. Involve local communities and ensure women participation in road construction, maintenance and bioengineering activities	Target 4: 3.8 million person-days employment generated (at least 12% for women) by road construction, maintenance, and bioengineering activities	PCU/PIU/CSC/ Contractors	Year 1–9
Output 2: Capacity of rural infrastructure agencies and road users in project areas enhanced			
5. Develop and provide road safety awareness program to the community integrating issues of women, disabled, elderly and vulnerable group	Target 5: Road safety awareness targets 7,500 people with at least 40% women, 40% participation from disadvantaged groups (DAGs) and students and teachers from 51 schools along project roads reported increased awareness on road safety. Target 6: Road safety awareness orientation conducted in 51 schools (1 in each road corridor) with at least 50 percentage girl participation. Target 7: 60% students (out of which 50% girls) gained awareness on road safety awareness (based on verbal response).	PCU/PIU/PISC	Year 2 onwards

6. Develop and deliver special livelihood enhancement skills training in the areas of agriculture, forestry, livestock, micro enterprise, health etc., to the affected, poor and disadvantaged families	Target 8: A total of 1,760 poor affected and vulnerable people identified through the project's selection criteria including 50% women and 10% DAGs living in project areas trained in different, culturally appropriate socio-economic, livelihoods skills.	PCU/PIU/training consulting firm	Year 1 onwards
7. Provide technical training to DOLI staff in different areas (project management, asset management, contract administration)	Target 9: 2,000 provincial and DOLI staff, and local officials including 20% female staff reported increased knowledge and skills on safeguards, road safety awareness, integrating climate resilience and nature-based solutions, performance-based maintenance and asset manage, road quality contro; contract management, rural road design and rural road construction.	PCU/PIU	Year 2 onwards
8. Provide gender and social inclusion sensitization/training focusing on project's GESI action plan to PIU, rural municipality, GRC/GRSCs members	Target 10: At least 20% of the members of the GRC/GRSCs orientated on gender equality and social inclusion and the requirements of GESI action plan. Target 11: Cluster offices (Five PIUs located in five provinces) integrated GESI activities in their annual program and implemented such activities.	PCU/PIU/PISC/ GESI Experts	Year 1 onwards
9. Awareness creation, sensitization and orientation activities on preventing domestic violence and anti-alcoholism.	Target 12: 24 awareness creation, sensitization and orientation activities conducted on preventing domestic violence and anti-alcoholism in 24 road corridors. Target 13: 1200 people sensitized and orientated (50% women, 30% DAGs) on preventing domestic violence and anti-alcoholism along the 24 road corridors.	PCU/CSC/PIU	Year 4–6
10. Awareness, sensitization and orientation activities on pertinent public health issues and pandemic.	Target 14: 24 awareness sensitization and orientations conducted on pertinent public health issues and pandemic in 24 road corridors. Target 15: 1200 people sensitized and oriented (50% women, 30% DAGs) on pertinent public health issues and pandemic, its precautionary measures and care along the 24 road corridors.	PCU/CSC/PIU	Year 4–6
Project Management Related Activities			
11. Assign dedicated Sociologist in DOLI and GESI expert in project consultant team	<ul style="list-style-type: none"> • 1 full time dedicated sociologist from PCU covering both GESI and Safeguards aspects and one GESI specialist for 12 months will be provided to support PCU on GESI and GESI action plan implementation. • At PIU level, five GESI and social safeguards associates will be engaged for 20 person-months to ensure GESI action plan implementation and reporting to PCU. • 24 social mobilizers (for 12 months, one each at each road corridor) will support the PIU/CSC to ensure GESI action plan implementation and reporting from field level. 	PCU/PIU/PISC/	Year 1

12. Establish project monitoring system with gender, caste, ethnicity, and minority group disaggregated data	<ul style="list-style-type: none"> • Output and outcome data disaggregated by sex, caste, ethnicity, and minority groups are available. 	PCU/PISC/PIU	Year 1
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CSC = construction supervision consultant, DAG = disadvantaged groups, DOLI = Department of Local Infrastructure Development, GESI = gender equality and social inclusion, GRC = grievance redressal committee, GRSC = grievance redressal sub-committee, GSGA = gender equality and social inclusion and safe guards analysts, HIV = human immunodeficiency virus, PCU = project coordination unit, PISC=project implementation support consultants, PIU = project implementation unit, STI = sexually transmitted infection.

Source: Asian Development Bank.