

GENDER ACTION PLAN

Project Output	Gender Action Targets	Responsible Agencies	Cost Estimate
Output 1: New Bago – Kyaikto highway constructed			
Participation of women in Government capacity development.	1. At least 50 government staff, of whom at least 50% are women, have increased knowledge of project management, implementation of social and environmental safeguards, and road asset management.		
For communities			
Project detailed design and implementation is gender and social responsive	2. At least 30% of the participants in the consultation meetings on the project detailed design are females. 3. At least two separate FGDs with women for each village tract will be conducted to facilitate women to express their opinions and concerns on the project detailed design.	PMU with support from the CSIS during the detailed design	Included in the budget of CSIS and Design Consultant
HIV/AIDS, sexually transmitted infections (STIs), and other communicable diseases	4. 1,350 women in the age of 18-40 in the project villages participate in the HTAPP. 5. About 400 female sex workers will be targeted under the HTAPP. 6. Collaborate with existing local AIDS authorities to maximize coordination. 7. Build partnerships with local health providers for community awareness and referrals. 8. At least 20 awareness raising sessions will be provided to each project village over 6 years. 36,000 condoms will be provided to project villages.	PMU with support from the CSIS HTAPP service provider	Included in the budget of HTAPP
Sexual harassment	9. Provide and promote safe and female-oriented and accessible means of filing grievances. 10. Conduct public awareness campaigns on what constitutes gender-based violence and sexual harassment and where women can go to find support. 11. Build partnerships and coordination with gender-based violence and sexual harassment programs of NGOs and local authorities.	PMU with support from the CSIS	Included in the budget of HTAPP

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	12. Provide helpline information targeted at young girls and working-age women. 13. At least 20 awareness raising sessions will be provided to each project village over 6 years.		
Ensure women's participation in trainings programs.	14. At least 200 women will participate in village-based training programs on income/ livelihood restoration program.	PMU CSIS	Income restoration training budget in the Resettlement Plan. Included in the budget of CSIS
For workers			
Ensure gender responsive social protection for the labor force during the project implementation and maintenance	15. CLS will be incorporated in bidding documents and contracts; Construction contractor(s) will provide workers with brief CLS; 16. Equal pay for same type of work for both men and women; 17. Build separate toilets (safe and feasible to use) for both males and females at the camps 18. No child labor.	Construction Contractor(s)	Included in the budget of Construction Contractor(s)
Sexual harassment	19. Build zero tolerance policy requirements for contractors and conduct training for workers, both male and female. 20. Provide and promote safe and female-oriented and accessible means of filing grievances for female workers. 21. Conduct public awareness campaigns on what constitutes gender-based violence and sexual harassment and where female workers can go to find support. 22. 4 awareness raising session per year for workers.	Construction Contractor(s)	Included in the budget of Construction Contractor(s)
HIV/AIDS, sexually transmitted infections (STIs), and other communicable diseases	23. Provide tailored training and awareness on HIV/AIDS and STIs for all contractor workers. 24. Distribute free condoms to ensure sufficient availability on-site. Conduct social marketing of condom use to high-risk groups. 25. 4 awareness raising session per year for workers.	Construction Contractor(s)	Included in the budget of Construction Contractor(s)

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Output 2: Capacity of MOC for expressway management enhanced			
PMU and CSIS to have designated a gender specialist/focal point to support the GAP implementation	<p>26. The PMU will appoint a gender focal person who is responsible for gender mainstreaming and GAP implementation and reporting to MOC and ADB.</p> <p>27. A national gender specialist will be hired by the CSIS to support the PMU and construction contractor(s) in implementation, monitoring, reporting of the GAP implementation.</p> <p>28. Construction contractor(s) will assign gender focal persons who have responsibilities in gender issues.</p>	<p>PMU</p> <p>CSIS</p> <p>Construction contractor(s)</p>	Included in the budget of the PMU, CSIS and construction contractor(s)
Monitor and report progress on GAP implementation during the project implementation	<p>29. At least 50 government staff, of whom at least 50% are women, have increased knowledge of crash data collection, analysis, and design of safety treatment</p> <p>30. Project information system developed to regularly monitor GAP indicators that are sex-disaggregated data including items covering resettlement, compensation, CLS, women's participation and benefits.</p>	MOC, DOH, PMU with support from CSIS	Included in the budget of the MOC, DOH, and CSIS
Output 3: Road safety for Bago-Kyaikto corridor improved			
For communities			
Increase women's involvement in and benefits from road safety awareness training	31. At least 50% of participants in the training/activities on road safety awareness are females.	PMU CSIS	Included in the budget of CSIS and design consultant

ADB = Asian Development Bank; CLS = Core labor standards; CSIS = Construction Supervision and Implementation Support (consultant), DOH = Department of Highways; FGD = focus group discussion; GAP = Gender Action Plan; HTAPP = HIV and Human Trafficking Awareness and Prevention Program; MOC = Ministry of Construction; PMU = Project Management Unit; STI = sexually transmitted infection.