

GENDER ACTION PLAN

ACTIVITIES	PERFORMANCE TARGETS AND INDICATORS ¹	TIMELINE	REPSONSIBILITY
Output 1. Improved and safe Baucau to Viqueque Road			
1.1 Women are equally involved in all community consultations, including through holding women only consultations. Women as well as men should include those families living with disabilities and women headed households.	<ul style="list-style-type: none"> 30% women participation in all ongoing community consultations throughout the project 	Q3 2018-Q2 2021	Supervision Consultant/International Contractor/ PMU
1.2 Provide necessary institutional support for both male and female labor-based workers such as separate sanitation facilities and safety equipment.	<ul style="list-style-type: none"> Presence of male and female toilets at construction camp. Men and women workers are provided with appropriately sized protective clothing and safety equipment. 	Q3 2018	International contractor
1.3 Implement equal pay for equal work between male and female workers and zero tolerance for child labor.	<ul style="list-style-type: none"> Payroll with names, sex, work done, working period, and wages received, are made available for inspection, as per conditions of contract as an enforceable requirement. 	Q3 2018-Q2 2021	International contractor
1.4 Contractor conducts another round of community consultations prior to construction of the road.	<ul style="list-style-type: none"> Minimum 30% women per Aldeia attending focus group discussions (FGDs) for each Suco which includes all male and female residents and vendors who are affected by the road extension, including those using household taps in the vicinity. The FGDs will include community mapping exercises of all 13 Sucos where the road is widened, identifying all buildings, services and livelihoods affected (houses, kiosks, community taps); location of feeder roads, health clinics, schools, polices, Suco Chief house, churches and other services all to be located separately by men and women's groups in mapping. 	Q3 2018	Supervision consultant, International contractor
1.5 Incorporate development of bus shelters and public toilets into project design	<ul style="list-style-type: none"> At least 5 bus shelters and separate male and female public toilets constructed in strategic locations along the road [identified from community-based priority ranking exercise (see 1.4.)] Considerations will also be selected where water and electricity supply can be tapped. Water-proof bulletin boards and signages in each bus shelter on topics such as road safety, anti-sexual harassment on public transport, disability awareness and safe sex and HIV awareness messages targeted to men, women and children. 	Prior to Q2 2021	International contractor

¹ The project used the Road Network Upgrading Project and Road Network Upgrading Sector Project as the baseline for the proposed numeric targets with modifications on selected targets assessed to be difficult to achieve.

<p>1.6 Implement road safety program aimed at women and children living in project roadside communities, and regular male drivers on the Baucau and Viqueque highway.</p>	<ul style="list-style-type: none"> • 50% men, women and children in attendance at separate community consultations on road safety, and pro poor socially inclusive gender sensitive development. • 3 local women trainers for community road safety awareness per Suco. • Road safety awareness training conducted twice a year during the period of the project. • Posters and leaflets produced and distributed at school, bus shelters, health clinics/police stations/Suco Chief offices specifically targeting specific messages for women, men and children in local languages. 	<p>Q3 2018-Q2 2021</p>	<p>Approved service provider engaged by the International Contractor</p>
<p>1.7 A separate campaign needs to focus on men's needs and interests around vehicle and driver safety and this should be informed by focus group discussions bringing together bus, truck, angguna and microlet drivers in Baucau, Venilale and Viqueque.</p> <p>Putting-up billboards from a bus shelter to remind drivers that a rest place is approaching and they should not travel more than 2 hours without a break.</p> <p>Traffic calming mechanisms including decreased speed signage to be incorporated at the intersection of feeder roads, especially those leading to school and health clinics.</p>	<ul style="list-style-type: none"> • Angguna, truck, bus and microlet drivers consulted at roadside stops they frequent in Baucau, Vinelale and Viqueque (minimum of 20 in Baucau and Viqueque and 10 in Venilale). • Production and distribution of driver safety pamphlets. • Condoms distributed annually at regular stops frequented by drivers in Baucau, Viqueque and Venilale. • Minimum of 2 billboards with driver safety messages on the approach to bus shelters. • Number of speed signs, pedestrian signs, school children signs, health clinic signs and stop signs are erected. They can be quantified from the detailed design drawings. 	<p>Q3 2018-Q2 2021</p>	<p>Approved service provider engaged by the International contractor; Supervision Consultant's Social Development Specialist.</p> <p>International contractor</p> <p>International contractor</p>
<p>1.8 HIV/AIDS awareness training program conducted by an approved provider with measures to reduce the risk of transfer of HIV between and amongst the contractor personnel and local community to promote early diagnosis and assist affected individuals.</p>	<ul style="list-style-type: none"> • Community members (30% women) from each of the Sucos crossed by the highway have participated in combined, gender and HIV/AIDS and STI information campaigns in the 3 years of construction. • HIV/AIDS & STI preventative awareness posters are set up at bus stops and at strategic places along the highway prior to the start of construction. • All civil works laborers have received training on HIV/AIDS & STI prevention. • Provision in bidding document specifying HIV/AIDS activities as above. 	<p>Q3 2018-Q2 2021</p>	<p>Approved service provider engaged by the Contractor</p>
<p>1.9 Pedestrian walkways included on all bridges being reconstructed and footpaths for to schools.</p>	<ul style="list-style-type: none"> • 5 bridges being reconstructed include separate pedestrian walkways. • 1 km footpaths constructed in both directions to each school. 	<p>Q3 2018-Q2 2021</p>	<p>International contractor</p>

1.10. Resettlement activities will deal with both men and women including equal compensation for both.	<ul style="list-style-type: none"> All vulnerable women (as a percentage of total) and women headed households that receive additional special assistance of \$100 for three more months for vulnerable household status. All affected women involved in preparation and review of resettlement plans, building design, selection and planning of sites and compensation options. Socio-economic survey during validation exercise to include questions on household division of labor, intra-household financial decision making, and access to resources, assets and services (including water, fuel, schools and health clinics). Grievance Redress Committee will include at least one woman, in addition to all members receiving training on the needs of a pro-poor socially inclusive and gender sensitive approach to compensation, especially for women headed households and those identified in the Resettlement Plan as vulnerable households. 	Q3 2018 or prior to possession of the sites	MPWTC- PMU
1.11 Ensure reconstruction of any taps near the road are prioritized for immediate access to minimize any need for women to travel to other water taps during construction period, ensuring dust does not impact on water quality.	<ul style="list-style-type: none"> All community taps to be prioritized in reconstruction to minimize disruption to community health needs. 25% women (of the total population in Suco) served by roadside community taps. 	Q3 2018-Q2 2021	International contractor
Output 2: Institutional Strengthening and Capacity Building for Better Project Management and Construction Supervision			
2.1. Gender awareness and trainings implemented among key project and government staff	<ul style="list-style-type: none"> 30% of management staff from MPWTC and DRBFC and all PMU and Construction Supervision staff receive annual gender training in transport, road safety and HIV/AIDS in the 3 years of construction 	Q3 2018-Q2 2021	PMU Gender Specialist and Supervision Consultant's Social Development Specialist
2.2. Capacity building to DRBFC will include women staff	<ul style="list-style-type: none"> 20% of women staff under the Safeguards Unit of the Department of Projects, DRBFC will be seconded or assume part-time assignment with PMU for at least six months. 	Q3 2018-Q2 2021	PMU Gender Specialist and Supervision Consultant's Social Development Specialist
2.3. Facilitate gender participation in the project including gender reporting and monitoring of activities	<ul style="list-style-type: none"> Appoint at least one female member from the community to serve as project focal point in charge of assisting community consultation and project awareness activities. Establish all project performance indicators disaggregated by gender, collect them regularly, and include them in the progress, monitoring, and evaluation reports. 	Q3 2018-Q2 2021	PMU Gender Specialist and Supervision Consultant's Social Development Specialist
Technical Assistance Output 1: Improved maintenance planning and asset management			
1.1. All consultations will have women participation	<ul style="list-style-type: none"> 30% women attendance in all consultations leading to the preparation of the national road maintenance strategy 	Q3 2018-Q2 2020	Road Asset Maintenance Advisory

1.2. Women participation in capacity building programs to be implemented to the DRBFC maintenance division	<ul style="list-style-type: none"> At least 30% women participation in all capacity building trainings (to be determined during implementation) 	Q3 2018-Q2 2020	Road Asset Maintenance Advisory
1.3. Opportunities for women engagement in the organization strategy of DRBFC	<ul style="list-style-type: none"> 30% employment of women and ensure at least one woman is employed in leadership position 	Q3 2018-Q2 2020	Road Asset Maintenance Advisory and DRBFC
Technical Assistance Output 2: Draft legislation to establish a National Land Transport Authority			
2.1. Work with the Gender Specialist of the Ministry of Public Works, Transport and Communications-PMU to develop a gender-sensitive operational guidelines	<ul style="list-style-type: none"> Specific gender provisions integrated in the operational guidelines e.g. women employment in organization and staffing and service delivery arrangements 	Jan-Dec 2019	Land Transport Authority Advisory and MPWTC- PMU Gender Specialist
2.2. All consultations will have women participation	<ul style="list-style-type: none"> 30% women attendance in all consultations leading to the draft national land transport legislation and regulations 	Jan-Dec 2019	Land Transport Authority Advisory and MPWTC- PMU Gender Specialist
2.3. Address safety and workers rights in transport sector as part of the national land transport legislation and regulations	<ul style="list-style-type: none"> Specific actions to address safety and worker rights developed e.g. regulation to vehicle owners/managers to ensure drivers (usually young men) do not work longer than 8 hour shifts without a replacement 	Jan-Dec 2019	Land Transport Authority Advisory
Implementation			
<p>GAP implementation will be the primary responsibility of the Gender Specialist currently under recruitment in the PMU. The Supervision Consultant will engage a Social Development Specialist to assist the PMU in implementing GAP particularly in overseeing the contractor's responsibility under the GAP proposed activities. Sex-disaggregated data will be collected and GAP implementation progress reported in the Social and Gender Monitoring Report to be prepared and submitted bi-annually by the PMU Gender Specialist. The GAP implementation progress report will be submitted to MPWTC and ADB. The PMU Gender Specialist will provide awareness programs to MPWTC/DRBFC, contractor and communities on gender issues in transport sector.</p>			