

GENDER ACTION PLAN

Activity	Indicators/Targets	Responsibility	Timeframe
Outcome: Connectivity and safety along the Obigarm–Nurobod road improved			
Disaggregate data on parties involved in road accidents	MOT's database on road accidents disaggregated by sex, age, and type of road user (i.e. driver, passenger, pedestrian)	MOT	Q1 2020–Q4 2025
Output 1: Project roads constructed, and road safety awareness increased			
1.1 Install EWCD-friendly facilities along the project roads	1.1a. Project roads included at least two roadside bazaars and separate toilets for men and women with diaper changing facilities (2018 baseline: not applicable) 1.1b. EWCD-friendly facilities installed along the project roads including pedestrian crossings, road lighting, and bus stops where needed (2018 baseline: not applicable)	PIURR, CSC, and works contractors	Q1 2020–Q2 2024
1.2 Conduct road safety awareness campaigns to roadside villages	1.2a. Baseline study for the road safety awareness campaign included sex-disaggregated information on road accidents, travel patterns, and overall local knowledge on road safety (2018 baseline: not applicable) 1.2b. Road safety awareness campaign developed and included gender-sensitive features (2018 baseline: not applicable) 1.2c. At least 70% of roadside village residents (50% of whom are women), have increased awareness on road safety (2018 baseline: 0%) 1.2d. Road safety awareness campaign materials (e.g., brochures, posters, signages) used gender sensitive language and messages (2018 baseline: not applicable)	PIURR and PMC	Q1 2021–Q4 2023
Output 2: Institutional capacity of the MOT on asset management strengthened			
2.1 Report on gender achievements in annual progress reports	2.1a. Sex-disaggregated data collected and reported in MOT's annual road statistics and analytics reports (2018 baseline: not applicable) 2.1b. Progress of GAP implementation reported in project annual progress reports (2018 baseline: not applicable)	MOT and PMC	Q1 2021–Q2 2024
2.2 Include women staff in technical trainings	2.2a. Training needs assessment and materials developed and included gender-sensitive features (2018 baseline: not applicable) 2.2b. At least 20 MOT and GUSAD staff, including 50% women, have increased knowledge and skills on operation and maintenance of	MOT and PMC	Q1 2021–Q4 2024

Activity	Indicators/Targets	Responsibility	Timeframe
	tunnels, including climate change and disaster risk management (2018 baseline: not applicable)		
Output 3: Women's access to economic opportunities enhanced			
3.1 Design and implement a women's entrepreneurship program	3.1a. Market scoping study and skills needs assessment developed to identify potential business and livelihood opportunities for women (2018 baseline: not applicable) 3.1b. Women's entrepreneurship program developed, based on the skills needs assessment, and included possible list of participants and selection criteria 3.1c. At least 75 women trained, and 50 women gained and reported knowledge and skills on business development in relevant areas such as handicrafts, farming, and catering (2018 baseline: 0)	PIURR and PMC	Q1 2021–Q4 2024
3.2 Facilitate access of women entrepreneurs to governmental grants	3.2a. Memorandum of understanding or equivalent signed with the NCWFA and local authorities for allocation of grants to the project area (2018 baseline: not applicable) 3.2b. At least 20 women entrepreneurs submitted grants applicants to the program selection committee (2018 baseline: 0) 3.2c. At least 10 women from the project area received government grant for women entrepreneurs (2018 baseline: 0)	NCWFA, PIURR and PMC	Q1 2021–Q4 2024

CSC = construction supervision consultant, EWCD = elderly, women, children, and differently abled, GAP = gender action plan, GUSAD = Government Automobile Road Establishment, MOT = Ministry of Transport, NCWFA = National Committee of Women and Family Affairs, O&M = operation and maintenance, PIURR = project implementation unit for roads rehabilitation, PMC = project management consultant.