

GENDER ACTION PLAN

Activities	Indicators and Targets	Responsibility	Timeline
Output 1. Conditions and safety of selected rural roads improved and maintained			
• Design Phase			
1. Consider the specific needs of vulnerable users (Women including women headed households, girl students, children, elderly and disabled) ^a in the design and modification of roads.	1. Road design features installed in rural roads, e.g., speed bumps, bus-bays, adequately designed rumble strips when roads pass through habitation, schools, PHC or connect with main roads, zebra crossings, cautionary/informative signages (including police stations, petrol pumps, health centers, toilets), guard stones, paved shoulders used for safe sidewalks, pavement markings, disabled hazard markers, etc.	PIU, contractors, PISC	Year 1–5 During construction
2. Involve women from the local communities including self-help groups (SHGs) and elected women representatives in project areas during project design and implementation.	2. At least 25% women participated in project orientation, planning and design of projects. (Baseline 0%) 3. At least 50% of held consultation meetings with information on participants from community disaggregated by sex, age, and disability. 4. At least 25% of participants of transect walks are women.	PIU, GP, PISC	Year 1–5 Pre-during construction
• Construction and Maintenance Phase			
3. Promote women's representation and active participation in the Grievance Redress Committees (GRCs).	5. At least 30% members in GRCs are women. (Baseline 0%) 6. Monitoring reports of GRC such as minutes of meeting with gender disaggregated list participants, database or list maintained of 30% women GRC members.	PIU, PISC	Year 1–5
4. 5.1 million person-days of employment generated for semiskilled and unskilled labor in road construction and maintenance (at least 25% of employed are women)	7. All contract works documents including EOI/TORs prepared by contractors to include requirements/ provisions for employing at least 25% women. 8. Contractors report sex disaggregated labor data. 9. At least 25% of workers hired in road construction works and maintenance are women. (Baseline 0%)	Contractor, PIU, PMU, PISC	Year 1–5 Pre and during construction
5. Ensure that contract documents prohibit the hiring of child labor and ensure implementation of national core labor standards.	10. Explicit provisions prohibiting child labor, and implementation of national core labor standards such as equal pay for work of equal value, and protection of women workers from all forms of discrimination including sexual harassment at workplace.	Contractor, PIU, PMU, PISC	Year 1–2 Pre and during construction
Output 2. Capacity of rural infrastructure agency, and awareness among road users in the State enhanced			
• Road Safety			
6. Orient girl students, women teachers and parents, AWWs on road safety; and create awareness on gender-based violence (including sexual exploitation and human trafficking and STI prevention).	11. At least 50% students, teachers and parents (at least 30% girls/women) from schools along the project road acquired knowledge on road safety. (Baseline 0%) 12. At least 50% students, teachers and parents (at least 30% girls/women) from schools along the project road acquired knowledge on gender-based violence (including sexual exploitation and human trafficking and STI prevention). (Baseline 0%)	PMU, PIU, PISC	Year 1–5
7. Enhance skills of women workers in project areas on road construction and maintenance.	13. At least 80% of trained workers (of which 50% are eligible women workers ^b) demonstrated skills in road construction and maintenance. 14. A post training assessment survey conducted to assess how women evaluate acquired skills and confidence on road construction and maintenance after the training.	PIU, contractors PISC	Year 1–5 During construction

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8. Recruit women staff and enhance technical capacities of MRRDA women staff in project.	15. Increase recruitment of women staff in PIA and PMU. (at least 33%) 16. At least 75% of all MMRDA women staff including engineers in project increase knowledge and skills on road safety awareness, road asset management, contract management, financial management, climate-resilient design and construction. (Baseline 0%) 17. A post training assessment survey conducted to assess how women staff evaluate acquired knowledge and skills.	PMU, PIU, PISC	Year 1–5
• Project Monitoring and Reporting			
9. Collect, collate, and analyze sex-disaggregated data including data on labor, staff, and all orientations and training.	18. Sex disaggregated data collected, collated and analyzed on labor in construction, maintenance, women participation at project level, orientation/ training and staff. All monitoring reports to include sex disaggregated data and gender action plan achievement.	PIU, PMU, PISC	Year 1–5
10. Train PMU, PIUs, and other stakeholders in GAP implementation, monitoring and reporting.	19. MRRDA project staff including MRRDA, PMU, DOs, PIU staff oriented on gender issues in the sector; gender mainstreaming strategies, project GAP implementation, monitoring and reporting. [Target: At least 75% of staff oriented including Executive Engineers/Gender Focal Points] (Baseline: 1,395 staff)	PMU, PISC	Year 1–5
11. Monitor and Report on project GAP implementation.	20. Executive engineers designated/nominated as gender focal points to oversee the implementation, monitoring and reporting of GAP. [Target: Total 7; one in PMU and one in each of the six regions] 21. Dedicated gender and social expert mobilized full time in MRRDA through PISC for implementation, monitoring and reporting of GAP. [Target: one in PMU and one in each of the six regions] 22. GAP progress monitored regularly and reported every quarter with the project QPRs. 23. Gender indicators included in PPMS and regularly updated with sex disaggregated data. 24. Combined GAP completion report highlighting lesson learned submitted upon project completion.	PIU, PMU, PISC	Year 1–5
12. Develop and update manuals on construction and maintenance.	25. Manuals on maintenance and construction of rural roads that have gender inclusive design and climate resilient requirements developed and endorsed by the MRRDA.	PMU, PISC	Year 1–5
• Impact Evaluation			
13. Collect, collate and analyze sex-disaggregated data including data on labor, staff, and all orientations and training.	26. Mainstream gender design features for impact evaluation of project achievements through gender analysis and beneficiary surveys, including collection of sex-disaggregated data on labour, staff, and all orientations and training.	PIU, PMU, impact evaluation consultants	Year 1–5

AWW=Anganwadi workers, CPP = Community Participation Plan, DO = district office, GAP = gender action plan, GRC = grievance redress committee, GS = gender specialist, MRRDA = Maharashtra Rural Road Development Association, PISC= project implementation support consultants, PIU = project implementation unit, PMU = project management unit, QPR = quarterly progress report, RCIP = Rural Connectivity Improvement Project, TOR = Terms of Reference.

^a Rural connectivity to ensure safe institutional deliveries, reduce maternal and prenatal deaths and the mortality of children, and increase enrollment of girls in schools and universities. It will also enhance economic opportunities and safe mobility for women and girls.

^b Eligible workers are those who live in the project area and available for road works including those who can work only during agriculture lean seasons.

Source: Asian Development Bank.