

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Activities	Indicators/Targets	Responsibility	Time Schedule
I. Output 1: State highways and major district roads improved			
1.1 Consider specific needs and safety of elderly, women, children, and disadvantaged users ^a in the road design and facilities	a. Pedestrian and public transportation structures are built to enable elderly, women, children, and disadvantaged people to use the 312.5 km project roads safely ^b The following are installed: <ul style="list-style-type: none"> • 10 pedestrian crossings • 30 km elevated sidewalks • 70 well-lit bus stops • 2,000 solar streetlights in major junctions and bus passenger shelters • 25 proper signages for important institutions and social receptors 	PMU, CSC, civil works contractors	1–5 years
	b. 20 well-lit and accessible toilets with separate entrance for women installed at major bus waiting areas ^c		
1.2 Support women’s participation in road construction works	a. All civil works contractor staff confirmed to have undertaken awareness training on sexual violence and harassment prevention ^d	PMU, CSC, civil works contractors	1–5 years
	b. Adequate facilities for women in construction sites established in all camps (estimated 20 sites) ^e		
1.3 Prevent negative social impacts	a. At least 1,000 persons (of whom 40% are women and girls) from schools and communities reported increased awareness on gender-based violence, sexual harassment, human trafficking, child labor, sexually transmitted infection (including AIDS), COVID-19 health issues, and availability of health services	RPIC, CSC, civil works contractors	1–5 years
II. Output 2: Institutional capacity of Assam PWRD in climate and disaster resilience, road asset management, and safeguards strengthened			
2.1 Increase women’s representation in PWRD and in knowledge enhancement trainings	a. At least one woman participates and/or leads in each of the following: (i) environmental safeguard cell, (ii) social safeguard cell, (iii) grievance redressal committee, and (iv) internal complaints committee to be established in the PWRD (Baseline: Nil)	PMU	Continuous
	b. At least 175 (including 15 women) of PWRD staff participated in trainings on climate and disaster resilience, road asset management, GESI, and safeguards	PMU, RPIC	Continuous

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III. Output 3: Road safety measures on state highways and major district roads in the project districts enhanced			
3.1 Install retrofitted road safety facilities for elderly, women, children, and disadvantaged users	a. Retrofitted road safety facilities installed on about 310 km of state highways and major district roads in the project districts ^f to enable elderly, women, children, and disadvantaged people to use these roads safely (specific enhancement figures and location will be determined later in the project phase): <ul style="list-style-type: none"> • pedestrian crossings • elevated sidewalks and footpaths • well-lit bus stops • solar streetlights 	PMU, RSC, civil works contractors	3–5 years
3.2 Ensure women's participation in road safety improvement program	a. Road users from at least 100 two-wheel riders participate in the road safety improvement program, as follows: (i) 30% students and teachers, of whom 50% are women ^g and (ii) 10 of district communities, of whom 50% are women, reported increased awareness on road safety guidelines and measures	PMU, RSC	2–6 years
Project Management Activity			
Enhancement of GESI indicators monitoring in the PWRD	Timely reporting of GESI Action Plan implementation: (i) quarterly progress reports, and (ii) combined report at completion along with all supporting materials for each GESI action plan targets delivered	PMU, ICDC	Every year during the project implementation period ^h

COVID-19 = coronavirus disease 2019, CSC = construction supervision consultant, GESI = gender equality and social inclusion, ICDC = institutional capacity development consultant, km = kilometer, PMU = project management unit, PWRD = Public Works (Roads) Department, RPIC = resettlement plan implementation consultant, RSC = road safety consultant.

^a Disadvantaged user includes persons with disability, project-affected people, and people who are multidimensionally poor.

^b A03: Chapaguri–Amtoka–Bhutan Border (40.776 km), A04: Jogighopa–Bongaigaon (36.791 km), A21: Hamren–Hawraghat Tiniali (75.403 km), A23: Haflong Tiniali–Lower Haflong (90.900 km), A25: Borkhola–Kalain (21.387 km), and A26: Bhanga–Hailakandi–Dwarbond (47.387 km).

^c Since the frequency of public transport is less in hill station roads, travellers have to wait long hours.

^d The prohibition of sexual harassment of women at workplace under ACT 2013, Sections 4 and 19.

^e Separate toilets, creche facilities, accommodation, and rest areas for women, wherever needed.

^f State Highways 20 and 40, and Major District Roads 1, 3, 4, 5, 6, 8, and 14 in the project districts.

^g These students and teachers are from 10 nearby schools and are major users of the road. The 30% target for participation of students and teachers is determined, assuming that about one-third of students and teachers can stay at school after the regular class. The 50% target for participation of women is based on the male–female ratio.

^h The awareness of gender-based violence, human trafficking, child labor, and bonded labor issues will be tested at the end of training every year during the project implementation period.

Source: Asian Development Bank.