

GENDER ACTION PLAN

Activity	Indicators/Targets	Responsibility	Timeframe
Outcome: Safety and reliability of the road networks enhanced in Southern Tajikistan.			
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, and pedestrian)	MOT and PIURR	Q2 2021–Q4 2024
Output 1: Roads in Southern Tajikistan improved.			
1.1 Install EWCD-friendly facilities along the project roads	1.1a. Project roads equipped with gender-separated rest spaces with diaper changing facilities (2020 baseline: not applicable) 1.1b. EWCD-friendly facilities installed along the project roads including pedestrian crossings, road lighting, and bus stops where needed (2020 baseline: not applicable)	PIURR, CSC, and works contractors	Q2 2021–Q4 2024
1.2 Conduct road safety awareness campaigns to roadside villages	1.2a. Road safety awareness campaign developed and included gender-sensitive features (2020 baseline: not applicable) 1.2b. At least 70% of roadside village residents (50% of whom are women) attended road safety campaigns (2020 baseline: 0%) 1.2c. Road safety awareness campaign materials (e.g., brochures, posters, and signages) used gender sensitive language and messages (2020 baseline: not applicable)	PIURR and CSC	Q2 2021–Q4 2024
1.3 Include female workforces in civil works	1.3a. Female workers employed at 10% at minimum of the total workers under civil works contracts (2020 baseline: not applicable) 1.3b. Gender-separated sanitary facilities and rest spaces established in the construction site including work camps (2020 baseline: not applicable) 1.3c. Occupational safety training provided to workers to enhance awareness on health safety and social issues, preventive measures on HIV/AIDS and sexually transmitted diseases, illicit drugs, and human trafficking and so on (2020 baseline: not applicable)	PIURR and CSC	Q2 2021–Q4 2024
Output 3: Women's access to socioeconomic opportunities enhanced.			
3.1 Design and implement women's entrepreneurship and livelihood program	3.1a. Blended knowledge distribution program for local women on entrepreneurship and household financial management by using mobile phone application or short message services and organizing complementary schooling events, developed (2020 baseline: not applicable). 3.1b. At least 600 women of those residing along the project roads registered in the program and gained knowledge and skills on	PIURR and implementation support consultant	Q4 2021–Q4 2024

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	business development and household financial management (2020 baseline: 0). 3.1c. At least 20 schooling events organized for the participants registered in the program (2020 baseline: 0). 3.1d. At least 30 women attended vocational training in specific business areas (2020 baseline: 0). 3.1e. A study on mutual child-care arrangement carried out, as a response to emerging needs of women who are engaged in economic activities (2020 baseline: 0).		
3.2 Provide access of women entrepreneurs to opportunities for improved livelihood	3.2a. Grant program developed to offer the women entrepreneurs selected by the selection committee to be established for the project (2020 baseline: not applicable) 3.2b. At least 13 women from the project areas received grant for entrepreneurship. (2020 baseline: 0)	NCFWA, PIURR, and implementation support consultant	Q4 2021–Q4 2024

CSC = construction supervision consultant; EWCD = elderly, women, children, and differently abled; MOT = Ministry of Transport; NCWFA = National Committee of Women and Family Affairs; PIURR = Project Implementation Unit for Roads Rehabilitation.