

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Output/Activities	Indicators and targets	Responsibility	Timeframe
Output 1 Rural transport and connectivity infrastructure rehabilitated and reconstructed			
1. Conduct trainings on national core labor standards ¹ targeting all contractors and relevant LGED and Bangladesh Railway staff	1. All contractors, relevant project staff (including 90% of women staff) reported increased knowledge on core labor standards. (2022 Baseline: 70%) 2. All bidding documents have specific clauses on national core labor standards. 3. Water and separate sanitation facilities, including occupational health and safety measures for women workers available at all construction sites. (2022 Baseline: n/a)	LGED and Bangladesh Railway	Year 1-3
2. Integrate elderly-women-children-disabled (EWCD)-friendly features in the designs of the project-reconstructed railway stations and platforms	4. Stations rehabilitated by the project equipped with: <ul style="list-style-type: none"> • separate toilets and ablution/prayer facilities for male and female passengers • separate prayer spaces for women and men • lighted waiting rooms ensuring safety of women and girls • Accessibility features for men and women with disabilities² • raised platforms with ramps for easy access of people with disabilities. (2022 Baseline: n/a) 5. Allocate 10% of space for businesses led by women at stations. (2022 Baseline: n/a)		Year 1-3
3. Conduct awareness campaign	6. At least 1500 community members (40% women) along the alignment participated in awareness sessions on (a) road safety (incl. road signs) and rail crossing, (b) gender-based violence (incl. sexual exploitation, human trafficking) and (c) on STIs incl. HIV/AIDS among communities and laborers. All civil works laborers reported increased knowledge (2022 Baseline: n/a)		Year 2-3
Output 2 River embankments and irrigation infrastructure rehabilitated and reconstructed			
4. Village platforms constructed	7. 12 village platform have separate toilets in wash blocks, designated area for women to rest, adequate lights including solar panels for safe and easy working condition and used as shelters during disasters.	BWDB	Year 2-3
5. Trainings on community assisted water management schemes and participatory water management conducted	8. 300 people (including 90% of women) reported increased knowledge on community assisted water management schemes and participatory water management.		Year 2-3

¹This includes equal wage for work of equal value, sperate toilet facilities and access to water, promotion of women’s occupational safety, protection from sexual harassment, prohibition against discrimination, prohibition against child labor.

² Including entry/exit gates equipped with ramps, dedicated drop-off and pick-up points and parking space as well as ticket booths at suitable height for wheelchair users.

Output/Activities	Indicators and targets	Responsibility	Timeframe
6. 100,000 trees planted along the affected rivers and irrigation channels	9. Employ 20% women in tree plantation. (2022 Baseline: n/a)		Year 1-3
Output 3 Waters Supply and sanitation facilities rehabilitated and reconstructed			
7. WASH programs adopting community-based approach implemented in 20 affected communities	10. WASH programs are gender sensitive ³ and respond to needs of men and women, girls and boys in 20 communities.	DPHE	Year 1-3
8. 100 mobile toilets deployed and maintained and 100 public toilets constructed	11. Separate provision for women in mobile and public toilets.		Year 2-3
9. Sanitation management groups formed and trained on O&M of sanitation facilities	12. 100 sanitation groups formed with at least 30% women members. (2022 Baseline: n/a) 13. 100% of women members reported increased knowledge on O&M of sanitation facilities. (2022 Baseline: n/a)		Year 1-3
10. Water user groups formed and trained on O&M of water supply facilities	14. 30 water user groups formed with at least 30% women members. (2022 Baseline: n/a) 15. 90% of women members reported increased knowledge on O&M of water supply facilities. (2022 Baseline: n/a)		Year 1-3
11. Conduct community awareness and behavior change campaign	16. At least 1,500 people of whom 60% are women and girls outreached by awareness and behavior change campaigns on water supply, sanitation, hygiene, including menstrual hygiene. (2022 Baseline: n/a)		Year 2-3
Output 4 Rural Livelihoods and agriculture farming enhanced and transformed			
12. Agriculture multipurpose centers constructed and operationalized	17. 5 Multipurpose centers include separate toilets, designated space for women in sales center.	DAE	Year 1-3
13. 7,600 agricultural machines provided for rural farmers' production, harvest, and post-harvest activities	18. 30% members of farmers' group are women.		Year 2-3
14. Training on modern crops, new agriculture technologies, and nutritional awareness	19. 200,000 farmers of whom at least 40% women reported increased knowledge on modern crops, new agricultural technologies and nutritional awareness. (2022 Baseline: n/a)		Year 2-3
Output 5 Institutional capacity strengthened			
15. Institutional capacity of project staff strengthened	20. At least 90% of women staff employed by the project with increased knowledge on project implementation, monitoring, and reporting	LGED, Bangladesh Railway, BWDB, DPHE and DAE	Year 2-3

BWDB = Bangladesh Water Development Board; DAE = Department of Agriculture Extension; DPHE = Department of Public Health Engineering; EWCD = elderly, women, children and people with disability; LGED = Local Government Engineering Department; O&M = operation and maintenance; STI = sexually transmitted diseases.
Source: Asian Development Bank.

³ Gender sensitive refers to ensuring that women and girls have an equal role in the design, management and monitoring of the WASH ecosystem.