

### LABOR AND GENDER ACTION PLAN

Project Output	Proposed Activities and Targets	Agency/ Person Responsible
<p><u>Output 1:</u></p> <p>Rural roads improved</p>	<p><b><u>Civil works:</u></b></p> <p>(i) Civil works contractors will prioritize the use of local and female unskilled labor where possible;</p> <p>(ii) All bidding documents include an obligation of the contractors to ensure equal pay for work of equal value, no child labor, and requirement of hiring unskilled female workers;</p> <p>(iii) Contractors hire women for at least 25%<sup>1</sup> of the required unskilled labor days<sup>2</sup> (2017 baseline: 0)</p> <p>(iv) Unskilled men and women workers receive equal pay for work of equal value (daily wage for women and men unskilled laborers);</p> <p>(v) Contractors will not hire child labor;</p> <p>(vi) 50% of local women participate in awareness raising and training sessions using the MRD <i>Ready for Roads</i> tools and outreach materials (2017 baseline: 44%);</p> <p>(vii) A sex-disaggregated registry of local unskilled labor will be available for contractors, and PDRDs will be able to track the use of local labor;</p> <p>(viii) Contractors will ensure strict implementation of the safeguard measures during civil works and at the camp sites, including wearing personal protection equipment, hard hats, gloves, safety boots, separate toilets, etc.;</p> <p><b><u>Gender responsive physical designs:</u></b></p> <p>(i) Road shoulders will have a sub-base materials/backfill sub-base materials surface enabling carts with wheels to reduce the burden on women and girls who carry water, and for facilitating their access to market, and school in rural areas;</p> <p><b><u>Institutionalization of gender mainstreaming:</u></b></p> <p>(i) Working with the MRD's gender working group to ensure that LGAP major targets and/or actions will be integrated in the revised MRD Gender Mainstreaming Strategic Action Plan; The gender consultants hired under this project will provide training, coaching and mentoring sessions on gender, gender mainstreaming in rural roads and rural development and on LGAP requirements to the SEO, and especially its gender</p>	<ul style="list-style-type: none"> <li>- SEO</li> <li>- PDRDs</li> <li>- Consultants</li> <li>- Contractors</li> <li>- Local authority</li> </ul>

<sup>1</sup> Some limiting factors may make achievement of the target related to female unskilled workers challenging: (i) some road sections being located close to special economic zones, e.g. Kandal (KD) 4, KD5, thus, a lot of workers required for the garment factories that offers better employment opportunities for women, (ii) migration issues to other provinces or countries, (iii) women are interested for a long-term job and better pay, (iv) persistent social norms related to non-traditional jobs for women, and (v) other options available for them to increase family's income.

<sup>2</sup> Double bituminous surface treatment requires unskilled labor during the embankment and subgrade, including: flag-person, tying steel bars (doing re-bar), pick-up waste/roots/stones, and work as cook. During sub-base and base-course there will only be a need for a flag-person and tying steel bars (or do re-bar), and the rest of the work is machine based.

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	<p>staff and management;</p> <p>(ii) SEO is capable to implement, monitor and report on the LGAP with minimal support from project gender consultants by 2025 (2017 baseline: gender consultants prepare the LGAP progress reports under ongoing RRIP II);</p> <ul style="list-style-type: none"> <li>• Towards the end of the project (2023–2025), SEO monitors and reports on the LGAP on its own without any support and/or involvement from project gender consultants; and</li> </ul> <p>(iii) The number of SEO staff increased by 4 (50% are women) by 2019 (2017 baseline:7; 3 women).</p>	
<p><u>Output 2:</u></p> <p>Rural road asset management improved</p>	<p><b><u>Women’s involvement in road maintenance:</u></b></p> <p>(i) Civil works contractors will prioritize the use of local unskilled labor for O&amp;M where possible;</p> <p>(ii) 10% of women hired for unskilled works in O&amp;M by the contractors (2017 baseline: 2%);</p> <p>(iii) Unskilled men and women workers will receive equal pay for work of equal value (daily wage for women and men unskilled laborers; and</p> <p>(iv) Contractors will not hire child labor.</p>	<ul style="list-style-type: none"> <li>- SEO</li> <li>- PDRDs</li> <li>- Consultants</li> <li>- Contractors</li> <li>- Local authority</li> </ul>
<p><u>Output 3:</u></p> <p>Awareness of road safety and potential problems strengthened</p>	<p><b><u>Road safety and HHTPP:</u></b></p> <p>(i) All project roads will have road safety signs and speed reduction measures especially on busy sections (i.e., in front of hospitals, clinics, schools, markets, etc.) to ensure the safety of the local residents and especially women, children, people living with disabilities, and elderly persons;</p> <p>(ii) 40% of community residents (50% are women) report on improved knowledge and understanding of road safety measures by 2025 (2017 baseline: 0%) – this will be measured through questions asked prior and after awareness-raising sessions;</p> <p>(iii) Road safety awareness sessions are held at times that are convenient and accessible venues for women to actively participate, taking into account their multiple domestic and work responsibilities;</p> <p>(iv) 40% of community residents (50% are women) and all contractors' personnel report on improved awareness and understanding of HHTPP actions by 2025 – this will be measured through questions asked prior and after awareness-raising sessions. The program will target communities, construction workers, schools, and other stakeholders (2017 baseline: 0);</p> <p><b><u>Socio-economic survey:</u></b></p> <p>(v) Train SEO staff on how to design and conduct a gender sensitive socio-economic survey by 2020 (2017 baseline: not trained). This includes training on</p>	<ul style="list-style-type: none"> <li>- SEO</li> <li>- PDRDs</li> <li>- Consultants</li> <li>- Contractors</li> <li>- Local authority</li> </ul>

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	questionnaire's design, data collection (disaggregated by sex and other relevant factors), analysis and report's preparation; type of relevant gender information to be collected (e.g. travel time, time use, access to employment); as well as on the use of sex disaggregated data for informed decision-making; and, (vi) Sex-disaggregated baseline socioeconomic data established by 2020 (2017 baseline: not established)	

HHTPP = HIV/AIDS and human trafficking awareness and prevention plan; LGAP = labor and gender action plan; MRD = Ministry of Rural Development; O&M = operations and maintenance; PCR = project completion report; PDRD = provincial department of rural development; Q = quarter; RRIP = rural roads improvement project; SEO = social and environmental office.