

Gender Action Plan (Draft)
for
Assam Secondary Road Network Improvement Project (ASRIP)
under **Asom Mala Program**

Sl. No.	Category	Activity	Indicators & Targets	Responsibility	Associated agencies	Timeline
1	Public Transport	Elderly people, women, children and people with disabilities friendly (EWCD) -bus shelters to be constructed	All passenger shelters to be constructed under the project will have EWCD-friendly features.	PWRD	PCMC, Construction Supervision Consultant (CSC)	Project design stage and construction
2		Provide drinking water and toilet for females	27 passenger shelters in major junctions to have drinking water (hand pump or tap water) and toilet facility for women.	PWRD	PCMC & CSC	Project design stage and construction
3		Information on women help line, specific government schemes for women	All passenger shelters on the project road corridors include information on women specific schemes, women empowerment and helpline numbers	PWRD	PCMC & CSC	Project design stage and construction

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4		Solar light provision included at bus shelters	All passenger shelters to be fitted with solar lights	PWRD	PCMC & CSC	Project design stage and construction
5	Capacity Building	Organize training/workshop on Gender Inclusive transport and Gender Action Plan for PWRD staff, and staff from other related departments.	Training Module on Gender Responsive Transport and project Gender Action Plan One training organized each year	PWRD	PCMC & RP implementing agency	Starting from Year 1
6		Organize training on road safety awareness trainings to communities along project roads	Training Module on Road safety One training events per corridor to be organized	PWRD	PCMC, Road Safety Audit Consultant	Starting from Year 1
7		Organize professional knowledge trainings to PWRD engineers and staffs, including women employees.	10% of the total training staff-weeks are to be provided to female engineers	PWRD	PCMC, Road Safety Audit Consultant	Starting from Year 1
8		Livelihood restoration trainings including skill trainings.	At least 30 percent of the PAPs chosen by the Project Affected Families to receive Livelihood restoration training to be female	PWRD	PCMC, RP implementing agency	Starting from year 1
9		Awareness on gender-based violence, human trafficking, child labour for	Two per corridor: preferably targeted at educational institutes and local communities	PWRD & PCMC	RP Implementing Agency	Starting from year 1

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		school and college students				
10	Employment Related	Employment of women in construction	Employment of women in construction and road maintenance through adequate campaign promoted	PWRD	PCMC & CSC	Starting from Year 1
11		Specific Provision for Women in the labour Camps	Adequate facilities for women in construction sites established ¹	Civil works Contractor	CSC & PWRD	Starting from Year 1
12		Equal Remuneration	Relevant clauses on core labour standards such as equal payment and equal opportunities included in all bidding documents	Civil works contractor, PWRD	PWRD, CSC, Relevant Government of India Agencies	Starting from Year 1
13		Skill development training to unskilled women workers in project construction works.	Contractor to be provide specific on-the -job training to workers (as required) with special focus on targeting female workers	PWRD, Civil works contractor	PCMC, CSC	During the project construction

¹ Separate toilets, creche facilities, wherever needed.

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14	Reporting	Grievance redressal mechanism	<p>Include women members in the GRC Grievance redressal committees (GRCs) to be formed/established</p> <p>Maintain sex disaggregated data on complaints filed and redressed.</p>	PWRD, PCMC and RP Implementing Agency	RP implementing agency to maintain record of GRC meetings, and sex disaggregated data.	Starting from Year 1
15		Implementation, monitoring and reporting of Gender Action Plan (GAP)	<p>Progress monitored regularly and reported in monthly and quarterly reports.</p> <p>Prepare GAP completion report highlighting lesson learned and good practices.</p>	PWRD	PCMC, CSC, Contractor, and RP implementing agency	Starting from Year 1