



LAO PEOPLE'S DEMOCRATIC REPUBLIC
PEACE INDEPENDENCE DEMOCRACY UNITY PROSPERITY

MINISTRY OF PUBLIC WORKS AND TRANSPORT
DEPARTMENT OF ROADS

◀ ສາມາດ ສຶກສາ ສາມາດ ▶

The Southeast Asia Regional Economic Corridor and Connectivity Project (P176088)

**FEASIBILITY STUDY AND ENVIRONMENT
AND SOCIAL ASSESSMENT (ESA) STUDY FOR
IMPROVEMENT AND MAINTENANCE OF NATIONAL ROAD 2**

**National Road Climate Resilient Improvement and
Maintenance in NR2**

Gender Action Plan (GAP)

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ABBREVIATIONS

| | |
|---------|---|
| EIB | European Infrastructure Bank |
| GAP | Gender Action Plan |
| GBV | Gender Based Violence |
| GRC | Grievance Redress Committee |
| GRM | Grievance Redress Mechanism |
| ISWS | Implementation Supervision Work Support |
| LWU | Lao Women’s Union |
| MPWT | Ministry of Public Works and Transport |
| NCAWMC | National Commission for the Advancement of Women and Mother and Child |
| PAD | Project Appraisal Document |
| PMU | Project Management Unit |
| PTI | Public Works and Transport Institute |
| SEARECC | The Southeast Asia Regional Economic Corridor and Connectivity |
| WB | World Bank |

1 Introduction

1. The Government of Lao PDR (GoL) through the Ministry of Public Works and Transport (MPWT) and with assistance World Bank (WB) and European Investment Bank (EIB) are planning to implement the road projects. These road projects will be implemented under OPBRC contract base. The main road projects of NR2 will be under Component 1 that divided into two sections as of NR2-E and NR2-W. NR2-E covers three districts as Meuang Xay and Lah District, in Oudomxay Province and Khua District in Phongsaly Province. This NR2-E section will be financing by EIB. NR2-W section consists of four districts as Meuang Xay District, Houn District, Beng District and Pakbeng District in Oudomxay Province. The NR2-W will be financed by WB. In addition to NR2-W, WB will also finance the rehabilitation and maintenance of 13 local roads in Phongsaly, Oudomxay, Luang Namtha, Luangprabang and Xayabouly provinces. The Project aims to develop the economic corridor in three main components: (i) climate resilient transport corridor development; (ii) productive sector enhancement and skill development; and (iii) institutional strengthening, policy reforms, and capacity building.
2. Under the Component 1, the Project aims to develop key climate resilient infrastructure needed for regional connectivity, as well as domestic connectivity in relation to the railway, logistics facilities, marketplaces development of local communities, and technical assistance for leveraging private sector financing.
3. Under the Component 2, the Project aims to enhance the productive sector and skill development with focuses on (i) supporting agriculture development along the economic corridor with better connectivity from farms to markets, Sanitary and phytosanitary (SPS), cold chains, value chains, and livelihood improvement; (ii) supporting tourism competitiveness by improving infrastructure to facilitate tourism including seamless and safe transfers and green mobility; and (iii) supporting skills development for agrologists, tourism, logistics and construction.
4. Component 3 covers multimodal transport and logistics regulatory development; railway sector regulatory capacity development; trade facilitation, customs, and border crossing management; capacity building for planning, concession agreement management, coordination, and monitoring at both central and provincial levels; and, technical assistance for preparation of strategy and investment plans along the corridor.
5. As a part of the regional and domestic connectivity, National Road 2 (NR2) is a main transport corridor that connects Lao PDR with Vietnam and Thailand and cuts across the Lao-China railway and expressway, which are both under construction. The NR2 corridor is one of the government's key investment priorities, as it was submitted to be a part of the Master Plan for ASEAN Connectivity (MPAC) and was identified as one of the 19

initial pipeline projects across ASEAN countries. Figure 1 gives an illustration of NR2 Corridor and its regional setting.



Figure 1: Map of NR2 alignment

6. Rehabilitation, improvement and maintenance of National Road No 2 has significant economic and social benefits in terms of increased production, lower transport costs, and increased access to markets as well as to different services in the district as well as provincial centers. In addition, road improvement and maintenance provide employment opportunities for income generation. Based on the three scoring systems of the OECD DAC1 and DAC2 markers, this Rehabilitation, Improvement and Maintenance of Climate Resilient and Safety of National Road NR2 Project is classified as Significant (marked 1) means that gender equality is an important and deliberate objective, but not the principal reason for the improvement and maintenance of NR2 and the local roads, often explained as gender equality being mainstreamed in sub-component 1 of SEARECC project

7. The engagement of men and women in the construction sector is varied. Women's employment is limited and covers a narrow spectrum while men's employment in the construction sector cover a wide range of age
8. groups, professions, and job classification. In addition, men are more mobile because primary responsibility for reproductive tasks such as household chores and care of children and the elderly is assigned to women.
9. This gender action plan (GAP) follows part of the proposed action plan in the 2021 Gender Analysis Report for Northern Lao PDR Regional Economic Corridor and Connectivity Project that is applicable for the rehabilitation and maintenance of NR2-E, NR2-W and 13 local roads in Phongsaly, Oudomxay, Luang Namtha, Luangprabang and Xayabouly provinces. It provides actions for enhancing equal opportunity outcome for promoting women's employment opportunities in and prevention of gender-based violence along the alignment and areas of influence of NR2-E, NR2-W and 13 local roads to be improved and maintained. In addition to this introduction, Chapter 2 of this GAP defines key global and national commitments on gender equality, Chapter 3 provides gender profiles in Lao PDR, Chapter 4 provides the overview of the anticipated gender-based violence of road project, Chapter 5 provides the anticipated gender role in the rehabilitation and maintenance of NR2 and Chapter.

2 Key Global and National Commitments to Gender Equality

10. Lao PDR has made significant progress in the recognition of women's rights and gender equality and has promoted the acknowledgement of human rights and the importance of ensuring equal opportunities for men and women in all fields.
11. Commitments have been made at the international and national level for implementing legal instruments throughout the country to promote gender equality and women empowerment in all development processes.

International commitments include:

12. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) adopted by the United Nations General Assembly on December 18, 1979, and entered into force in 1981. It has been ratified by 188 countries, including Lao PDR. The ratification and implementation of the CEDAW of the Lao PDR has positively contributed to advancing gender equality in the country. Following the CEDAW, Lao PDR committed to mainstreaming gender in all policies and programmes of all sectors though adoption of the Beijing Declaration and Platform for Actions in 1995. Moreover,

the agreement on the 1994 International Conference on Population and Development (ICPD) Program of Action, indicates Lao PDR commitments related to education, sexual and reproductive health and rights, and addressing gender-based violence and other forms of discrimination against women and girls. Lao PDR also aligns its countries socio-economic development with the Sustainable Development Goals (SDGs) and the 2030 development agenda.

13. The Beijing Platform for Action was born out of the Fourth World Conference on Women held in September 1995, and was adopted by Lao PDR, and aims to accelerate the implementation of the Nairobi Strategies geared to women's future progress and to remove all obstacles that hinder their active participation in all areas of public and private life in a comprehensive manner, as well as to ensure a level playing field with men in terms of economic, social, cultural and political decisions to create gender-equal policies, plans and budgets, as a poverty reduction and development strategy in their respective countries.
14. Sustainable Development Goal 5 is the fifth of the 17 Sustainable Development Goals Established by the United Nations in 2015. It sets the goal to achieve gender equality and empower all women and girls.
15. More commitments of Lao PDR to achieve gender equality can be observed through the ratification or acceding to the international and regional instruments such as Convention against Trafficking in Persons, Especially Women and Children, of the Association of Southeast Asian Nations in 2017; and the development and improvement of (i) Law on Anti-Trafficking in Persons in 2016; (ii) Revised Constitution in 2015, providing for equality before the law, including on the grounds of gender; (iii) Law on Preventing and Combating Violence against Women and Children in 2015, criminalizing marital rape and prohibiting direct and indirect discrimination against women; (iv) Amended Law on State Budget in 2015, guaranteeing gender equality in the expenditure of the State budget; (v) Law on Civil Servants in 2015, and the Amended Law on Labour in 2013, providing for the equality of women and men in employment, as well as provisions for women in the areas of occupational safety, health and maternity benefits and protection; (vi) Law on Women's Union in 2013, defining the mandate, rights and duties of the Lao Women's Union; (vii) Amended Law on Criminal Procedure, in 2012, providing for the equality of women and men before the law and the 15 people's courts; (viii) Law on Hygiene, Disease Prevention and Health Promotion in 2011, guaranteeing the right of all women to have access to health services, including obstetric care; (ix) Law on Gender Equality in 2019, (x) Law on Preventing and Combating Violence against Women and Children to guarantee the gender equality and protection of women and children in the country. The Second National Plan of Action on Preventing and Eliminating of Violence against

Women and Violence against Children (2021-2025) has also been endorsed by the government in early 2021. The IXth Five Year Socio-Economic Plan 2021-2025 as well as the IVth Five Year National Plan of Action on Gender Equality (2021-2025) set out the gender balance target of 10% and 20% in representation of women in village and district levels governance respectively.

16. The focal institutions in Lao PDR on promotion of gender equality are the Lao Women's Union (LWU), a mass organization established in 1955, which is mandated by the 1991 Constitution to promote women's advancement and gender equal rights. The LWU has an extensive national network, including provincial, district, and in most cases, village units. Over the past decade, the LWU has been evolving into a development organization delivering services to women in development projects, including some rural development projects financed by development partners. After the adoption of the Beijing Platform for Action by the Government of Lao PDR (GOL) in 1995, the LWU has been also tasked to facilitate gender mainstreaming into line ministries.
17. National Commission for the Advancement of Women in Lao PDR (NCAW) is an inter-ministerial agency for gender mainstreaming within the government structure established in 2000. The expected new role of the LWU was to function as an advocacy unit that provides technical inputs to the inter-ministerial decision-making process through NCAW, while at the same time to continue service delivery targeted at women at a grassroots level in collaboration with local governments.
18. In 2014 Ministry of Public Works and Transport endorsed the Ten Year Strategic Plan (2014-2015) that set out six expected outcomes: 1) Gender mainstreaming carried down to all PWT agencies, 2) Increased number of women in PWT, 3) Increased role of women in decision making and increased number of women in decision-making positions) Strengthened capacity and skills of women in PWT, 5) Mechanisms to mainstream gender into sector planning established, and 6) Uniform monitoring and evaluation system for gender mainstreaming developed. MPWT has established specific committees for women advancement at the departmental, provincial and district levels with a gender focal point at each level. In 2021, women constitute slightly more than half of the committee members at the central and provincial levels. MPWT has set goals to increase female staff to 20% in 2015, 22% in 2018 and 30% in 2025¹. The current Gender Strategy of MPWT focuses on gender in the government dimensions executively, but its target and objectives do not extend to the private sectors.

¹ Result Framework of the Public Work and Transport Strategy 2015.
Feasible Study (FS) and Environment and Social Assessment (ESA)
Study for the Improvement and Maintenance of National Road 2

3 Overview of Gender Equality in Lao PDR

19. Since the introduction of the New Economic Mechanism (NEM) in 1986 development in Lao PDR has expanded significantly, specifically numerous development programmes have created favorable conditions for large number of disadvantage women and men to improve their living standard and gradually move out of poverty and change their traditional ways of life in Lao PDR and thus gender elations within family, village and society at large are also changing.

20. Lao PDR has reported on the implementation of each aspect of work through its combined 8th and 9th National Periodic Report under the CEDAW and its report on implementation of the Beijing Declaration. Gender equality in Lao PDR has made some progress: according to the 2022 Global Gender Gap Index (GGGI) Lao PDR ranks 53th out of 146 countries across the world. The GGGI was measured based on the parity of women and men in four key areas such as (i) Economic Parity and Opportunity: (i) the parity of Lao women and men in this area was scored of 0.883 and ranked 1st³ place among 146 countries; (ii) Education Attainment: Laos scored 0.958 and ranked 109th; (iii) Health and Survival: Laos scored 0.975 and ranked 55th; and (iv) Political Empowerment: Laos scored 0.116 and ranked 116th.

21. Despite the improvement of Lao women’s political empowerment which has contributed to increasing the level of women participating in decision making, a challenge remains at the grass-root level especially in remote rural areas. The low level of women participation in village decision making bodies (9.21%) is linked to patriarchal-clan-based decision-making, which is underpinned by the Lao tradition that decision-making is mainly given to men. In addition, the gender mainstreaming across all sectors is still not yet properly implemented.

22. Developmental challenges vary throughout the country due to different factors including geographical barriers, UXO and socio-cultural as well as linguistic barriers. Although strong government commitment to achieving gender equity has progressed, persistent imbalances remain in human development endowments such as in health, food security, education, employment and access to justice. Women and girls remain the most disadvantaged group in the country as there is a lack of significant progress in improving women and girls’ understanding of their own basic human rights. Furthermore, there is lack of progress in (1) improving gender sensitivity of males and the wider society, (2) addressing women’s access to gender-sensitive legal services, (3) ensuring women and

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https://www3.weforum.org/docs/WEF_GGGR_2022.pdf?_gl=1*1o8dqi*_up*MQ..&gclid=Cj0KCQIAkMGcBhCSARIsAIW6d0DcILPHnkYQz_WVBAncn9F-eiryD2uM2WhVbazFfzGkhZLBrDA5w-8aAt83EALw_wcB

³ See above link.

Feasible Study (FS) and Environment and Social Assessment (ESA)
Study for the Improvement and Maintenance of National Road 2

girls have equal and safe educational opportunities, (4) ensuring women and girls have equal access to employment opportunities particularly in lucrative industry/business sectors, (5) improving women's technical expertise in order to increase their full participation in decision-making bodies particularly in areas that directly affect them and (6) the enhancement of their political leadership.

23. In 2020 women in high-ranking positions at the ministerial or equivalent level reach 23.26%, leaders of departmental or equivalent level reach 22.38%. 105 women occupied the position of vice-mister or equivalent positions or 20.95% of this level, 105 women occupied the position of deputy provincial governor or equivalent or 18.09% of this level, 430 female director generals or 20.23% of this level, 1,232 deputy director generals or 25.16% of this level, 144 female district/city governors or 1.39% of this level and 99 female deputy district/city governors out of 765 governors or 12.94%. For IX Election of National Assembly, there are 36 female parliamentarians or 21.95% of the total of 164 parliamentarians⁴.
24. Women in business, trade and service reach 56%, and women engaged in small enterprises reach 14%. Among those beneficiaries of fund for the poor families, 57% are the women while the men are 43%. Training on farming and livestock raising techniques to farmers where female participants are 48% and male 52%. Land allocation to poor families cover female is 55% and male is 45% of total beneficiaries and 33% of females and 67% of males engage in small agribusiness⁵.
25. Although Lao PDR has shown improved achievement in gender equality, the Lao NCAWMC reported that the country still has limited number of human resources who have better understanding about gender balance to take responsibility of managing and implementing gender balance work and implementation within their sectors and local levels. The technical staff within the sectors and local level has not fully pay attention to gender balance work⁶.

4 Anticipated Gender Based Violence in Road Construction and Transportation

26. Primary concern of women while travelling include hygiene facilities, safety and sexual harassment. Women and girls are more vulnerable to gender-based violence (GBV). According to the 2014 National Survey on Violence Against Women carried out by UNFPA, 15.3% of women and girls aged between 15 and 64 have physical or sexual violence by current or former male partners. 5.3% of women and girls have experienced non-partner sexual violence since the age of 15, either forced intercourse, attempted

⁴ 10th National Periodic Report 2022 on the Implementation of CEDAW

⁵ Fourth Five Year of National Plan of Action on Gender Equality (2021-2025)

⁶ Fourth Five Year of National Plan of Action on Gender Equality (2021-2025)

forced intercourse/unwanted sexual act⁷. There are few social services available in Lao PDR and available for victims. According to the statistics/ record from five target provinces concerning domestic violence in 2018, Oudomxay province had 212 reported cases, Luang Prabang 74 reported cases, Luang Namtha 62 reported cases, and Xayaboury 26 reported cases⁸.

27. GBV in the road construction sites has not yet been explored in Lao PDR. Nonetheless, GBV is often underreported. Hence, it should not be assumed that violence against women did not occur in the working camps.
28. GBV risks in road construction can intensify within local communities when there are large influxes of male workers from outside the area as these workers often been mobilized without their families and have large disposable incomes relative to the local community and can pose a risk in terms of sexual harassment, violence and exploitation. These risks are higher where workers come into close contact with the local community, for example on access routes or when living together in remote areas.
29. During the construction phase, female workers are also vulnerable to various forms of harassment, exploitation and abuse, aggravated by traditionally-male working environments. Sexual harassment and exploitation were common features of workplace life and was committed mostly by male coworkers or construction supervisors and was largely due to gendered stereotypes about the sexual availability of female workers at the camp or construction site. The anticipated risk factors that increase the potential of GBV in the construction site include:
 - Large-scale influx of transient male workers into small and often rural host communities with low capacity to absorb the sudden increase of workers. Remote locations where people have limited access to resources to report GBVH and receive support
 - Presence of security personnel, who can provide protection but can also abuse their positions of power and status to perpetrate GBV
 - Male workers transporting goods (e.g. truck drivers), who can perpetrate GBVH on routes and at truck stops associated with the project, even if not on the project site.
 - Poorly designed or maintained physical spaces on project sites and in worker accommodation for example bad lighting in and around grounds and access routes.

⁷ UNFPA (2014), Lao National Survey on Women's Health and Life Experience, https://lao.unfpa.org/sites/default/files/pub-pdf/Final_Eng_VAW%20Report.pdf

⁸ Administrative data on domestic violence (2018) in Oudomxay, Luang Prabang, Luang Namtha and Xayaboury provinces.

Informal workers, whose informality means they may either be more vulnerable to GBVH due to lack of contracts or that potential perpetrators may go unidentified due to lack of background checks.

Income-earning opportunities for women through direct employment in construction or operations, or indirect employment (e.g. catering, traders), which may also increase household tension and create community backlash against women in areas where the perception is that they should not work outside the home.

5 Anticipated Gender Roles in the Maintenance and Improvement of NR2

30. The improvement of NR2 and local roads is expected to reduce the average travel time to markets, schools, health facilities, other services in town and to increase the number of public transport services upon project completion. With the road improvement it is expected that the ethnic people will save time by half for travel to other provinces and big towns along the NR2.
31. The economic benefits from the improved roads are expected to include increased sales of diverse cash crops such as maize, beans, livestock, increased business for market and more store owners, and new opportunities for small and medium sized enterprises. For instance, along NR2-E about 15%, 9% and 4% of the AHs have the main income from selling rice, maize and domestic animals respectively, the retail shops that run by 19% of the AHs are owned by the women
32. Female headed households (widow or divorced) that represent about 10% of the AHs along the NR2-E may face difficulties in taking advantage of these opportunities because of low access to household labor and capital. Increased road expansion into remote areas also carries new risks for women and girls such as exposure to communicable diseases, road accident and human trafficking. Women and girls are the majority of victims of human trafficking. Most trafficked women and girls become sex workers, prostitutes, and forced laborers. In recent years, NGOs and Lao authorities have observed an increased risk of trafficking in Special Economic Zone, agriculture plantation, and large-scale infrastructure projects. In many cases, particularly in northern provinces, poor parents were offered a certain dowry if they married their daughters with Chinese men. Between 2008 and 2018, at least 3,000 Lao girls and women were lured to move to China⁹.

⁹ <https://www.ucanews.com/news/covid-19-fuels-trafficking-of-lao-women-to-china/93213>

33. The railroad operation and the establishment of Thabok Thanaleng Dry port has gradually contributed to the expansion of the logistics and dry port industries in Lao PDR. It is expected that there will be more employment opportunities in the next future. However, there is little dialogue and discussion on how women employment in businesses could be advanced and fostered within these industries.
34. Cross border trade provides several benefits to local populations as it is a means of employments and financial resources for poor households and landless families, it also play an essential role in reducing price differences and volatility, and women can earn income or extra income from engaging in trade which could foster women empowerment.
35. Women engagement in road construction activities and the process of getting women participation are not adequately documented in Lao PDR. The only occasion where women had a minor role was in “attending meetings” to discuss about road development work and the impacts on their property and livelihoods. Given that meetings are predominantly attended by and spoken by men too, women role in decision making on road construction is also expected to be low compared to men. The culture of different ethnic groups along the road influence areas is dominated by men and it is the underlying reason that has kept women from being engaged in road construction and maintenance work.
36. In most road construction works only 1 or 2 women have been observed to be employed as camp cleaners and cook assistants. Women involvement in road works is viewed differently by men and women. Men seem to believe that they are stronger and are efficient compared to women who should not work on either paid or unpaid road works and whose primary responsible is household and garden works. However, the perception of women is different. They believe to possess strength, are willing and have the need to generate cash from being engaged in road works as cash need is high among women. Although the main food supply comes from women’s gardening and gathering works, some items such as salt, oil, MSG, etc. need to be purchased, and these are also an essential ingredient in meals where women have the primary responsibility.
37. Although machinery is heavily utilized in the civil works, human labor is required for various activities such as building of retaining walls, gabion baskets, line drains, culverts and slope stabilization. The removal of organic materials from the road embankment before compaction is another important labor-intensive activity. The women can perform well in picking up organic materials from the road embankment, separate large stones from road surface, carry stones and wash it for line drain construction and in holding traffic control signs. While finding women with specific technical skills in road construction in remote provinces is unlikely, there would be sufficient opportunities in low-skills jobs that are needed in road construction that could be done by either men or women.

6 Gender Action Plan

38. The gender action plan is developed based on the activities associated with the impacts and benefits of the NR2's and local roads' civil works activities and gender balance targets set out in the Project PAD.

General objective:

39. Ensuring that all actions launched by the " Rehabilitation, Improvement and Maintenance of Climate Resilient and Safety of National Road No.2 " Project are gender sensitive in order to ensure effective equality and fair participation of men and women in the implementation and monitoring of the Project.

Specific objectives of the GAP:

40. SO1: Raising awareness on the concept of gender approach to achieve gender inclusive management and monitoring of the NR2 improvement and maintenance.
41. SO2: Improving the spaces for women's participation and employment in the construction work.
42. SO3: Generating gender-disaggregated information that will be the basis for strengthening the project's monitoring, communication and evaluation mechanisms.

Line of Action:

Line 1. Capacity building for gender mainstreaming and protection of violence against women and children.

43. The project team and relevant stakeholders will receive training on the gender perspective to enable the implementation of actions that promote gender equality and protection of violence against women and children.

Line 2. Promotion of the participation and employment of women in the construction work.

44. Decision-making will be improved by promoting the participation and employment of women so that their needs are taken into account in environmental and social impacts monitoring and in employment in the construction works.

Line 3. Generation of information and indicators disaggregated by gender on the environmental and social impacts including road safety monitoring and reporting.

45. Gender-disaggregated information and indicators on the environment and social impacts will be generated and will serve as a basis for strengthening the project's monitoring, communication and assessment mechanisms.

Table 1: Gender Action Plan Matrix

| Gender Strategy Specific Objective | Activity | Gender target indicator | Responsible |
|---|---|--|--|
| <u>SO1:</u> Raising awareness on the concept of gender approach to achieve inclusive management and monitoring of the Project implementation and protection from violence against women and children. | Dissemination workshop on this GAP at the PMU and grievance committee staff at provincial and district level | At least 20% must be female participants | PTI, ISWS Consultant |
| | Meeting with contractor for dissemination of this GAP | All contractors must be aware of this GAP | PTI, ISWS Consultant |
| | Development of poster on this GAP matrix to be posted at the community halls, temples or markets visible for the villagers | Posters must be produced for all villages along the road | PMU |
| | Provide awareness-raising on HIV/AIDS/STD/anti-human trafficking, prevention of violence against women and children and road safety to males, females, boys, and girls in the village in the area of road influence | At least 50% of the participants in the awareness raising campaign at the village level and the construction camps must be the women | Contractor, ISWS, district health offices and sub-CAW/LWU. |
| <u>SO2:</u> Improving the spaces for women's participation in consultation meetings, GRM and employment in the construction work. | Setting up grievance committee at the provincial and district level | At least 15% of the GRC must be the women | Project provincial steering committee and PMU |
| | Setting up grievance committee at the village level | At least 20% of the GRC must be the women | District GRC and PMU |
| | Organize public consultations with the PAPs in every affected village on their entitlements | At least 50% of the participants must be the female PAPs | Provincial & District Grievance Committee and PTI |

| | | | |
|--|---|---|--|
| | Issuance of compensation payment and receipts | Make sure that the names of both husband and wife are recorded in the list of affected households, their compensation scheme must be agreed and received by both husband and wife. | District authority Village Authorities Provincial & District Grievance Committee and PTI |
| | Set gender balance target for employment in construction work in the bidding document | At least 20% and 30% of workers at the construction sites of the NR2 and local roads respectively must be the women. In all involved villages, if there were employment associated with the maintenance of NR2, employment opportunity must be promoted to local labor regardless of gender and ethnicity and same pay for equal work shall be offered. | Contractor, PMU, ISWS |
| | Work space facilities for female workers | Workspace with separate ladies' toilet and other facilities should be present at each level of Project offices | Contractor, PMU, ISWS |

| | | | |
|--|---|---|---|
| <p><u>SO3:</u> Generating gender-disaggregated information that will be the basis for strengthening the project's monitoring, communication and evaluation mechanisms.</p> | <p>Gender sensitive planning, monitoring and reporting</p> | <p>Ensure the gender disaggregated information and data in planning, monitoring and reporting on the environment and social safeguards of the project</p> | <p>PMU, Contractor, Provincial & District Grievance Committee, ISWS and PTI</p> |
| | <p>Regular workshops on Gender equality and mainstreaming at different level of project with specific frequency mentioned in the plan</p> | <p>Weekly/monthly/quarterly/annual meetings between CMU, Contractor and ISWS must include an agenda for following up on gender equality and mainstreaming</p> | <p>CMU, ISWS, contractor</p> |

7 Budget Plan

The budget for the implementation of this GAP will be under the responsibility of PMU budget line and with the exception of the costs for ISWS's social/gender safeguards consultant. The total budget is **8,515.00** USD for GAP dissemination workshops at the district level and for printing of poster on this GAP.

Table 2: Detailed budget for RAP Implementation

| No | Specific objective and activity | Unit | Unit price | Quantity | Day | Total USD |
|------------|---|----------|------------|----------|-----|-----------|
| I | SO1: Raising awareness of the concept of gender approach to achieve inclusive management and monitoring of the Project implementation and protection of violence against women and children. | | | | | |
| 1.1 | Dissemination Workshop on the GAP to PMU and GRM at the provincial and district level (133 participants from the village level and 6 participants and 18 from the provincial and district levels) | pers*day | 20 | 135 | 2 | 5,400.00 |
| 1.2 | Meeting with contractor for dissemination of this GAP (under ISWS budget) | | | | | - |
| 1.3 | Development of poster on this GAP matrix to be posted at the community halls, temples or markets visible for the villagers | sets | 15 | 113 | 1 | 1,695.00 |
| II. | SO2: Improving the spaces for women's participation in consultation meetings, GRM and employment in the construction work. | | | | | |
| 2.1 | Setting up grievance committee at the provincial and district level (this cost is under RAP implementation budget) | | | | | - |
| 2.2 | Setting up village level GRM (this cost is under RAP implementation budget) | | | | | - |
| 2.3 | Organize public consultations with PAPs on their entitlements (This cost is part of the RAP implementation budget) | | | | | - |

| No | Specific objective and activity | Unit | Unit price | Quantity | Day | Total USD |
|-------------|---|------|------------|----------|-----|-----------------|
| 2.4 | Set gender balance target for employment in construction work in the bidding document (No cost as it is the gender balance target to be included in the bidding document for the Contractor that to be compliant with the PAD) | | | | | - |
| III. | SO3: Generating gender-disaggregated information that will be the basis for strengthening the project's monitoring, communication and evaluation mechanisms. | | | | | |
| 3.1 | Gender sensitive planning, monitoring and reporting in the annual plan and safeguards periodic reports (This is personnel costs under the budget of Contractor and ISWS safeguards consultants) | | | | | - |
| | Total | | | | | 7,095.00 |
| | Contingencies (20%) | | | | | 1,420.00 |
| | Grant Total | | | | | 8,515.00 |