

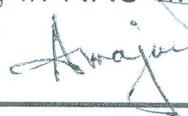
WEST BENGAL STATE RURAL DEVELOPMENT AGENCY
Joint Administrative Building, 6th Floor
Block-HC 7, Sector-III, Salt Lake City, Kolkata-700106

**PRESS NOTICE FOR INVITATION OF EXPRESSION OF INTEREST FOR PROJECT
IMPLEMENTATION CONSULTANT (PIC) FOR ADB ASSISTED PRADHAN MANTRI
GRAM SADAK YOJANA UNDER RRSIII IP (RCIP), BALANCE WORK OF RRSII-P IN
THE STATE OF WEST BENGAL**

NIT No. 3-WBSRDA/2E-15/10

Dated: 06.04.2015

WBSRDA invites Expression of Interest (EOI) from **domestic consulting firms** for the “Project Implementing Consultancy” for **RRSIIIP, RRSIII IP (RCIP)** Projects. Based on the information supplied in the E.O.I., the firms would be short-listed and the short-listed firms would be invited to give Technical & Financial offers on approved Terms of Reference concurred by NRRDA. Selection of consultant will be made on Quality and Cost based selection method (QCBS) as per ADB Guidelines, February, 2007 as amended from time to time. Consultancy Services would include Road Safety Specialists, Social Development/Monitoring Specialists, Gender Specialist, Environmental Specialists, Road Maintenance Experts. Consultancy services are expected to cover the activities for a period of about 3 years (2015-2018) and services of experts may be required intermittently. **The intending participants may download the detailed documents for EOI from website www.wbprd.nic.in free of cost or may obtain from the office of the undersigned on application on any working day on & from 06.04.2015 (Monday) 11.00 A.M. to 24.04.2015 (Friday) 5.30 P.M. free of cost.** The Expression of Interest along with required information and documents must be delivered to the address below not later than **27.04.2015 (Monday) 2.00 P.M.** in sealed envelope marked clearly **“Expression of Interest for Project Implementation Consultancy Services”**. Application Fees amounting to Rs. 10,000/- (Rupees Ten thousand only) drawn in favour of **“WBSRDA A/c. PMGSY (Administrative Expense Fund) A/c. No. SBI A/c. No. 34412804355, IFSC Code-SBIN0007816”**. Xerox copy of the Bank Challan must be enclosed with the application. This application Fee is **non-refundable**. The said sealed envelopes will be **opened at 27.04.2015 (Monday) 3.00 P.M.** However, if for any reason that day becomes a holiday, sealed envelopes will be opened on the next working day at 3.00 P.M. The sealed envelope must be submitted in the **Tender Box kept in the office of the undersigned at JOINT ADMINISTRATIVE BUILDING (6th Floor), Block No. HC-7, Sector-III, Bidhan Nagar, Kolkata-700106**. The Authority reserves the right to reject any or all the EOIs without assigning any reason thereof. It is expected that about 2000 Km. roads would be constructed under **RRS-III-IP (RCIP)** in the States in stages, in RRS-IIIP balance work of safeguard and monitoring will be about 600 Km.



**Chief Engineer
WBSRDA, Kolkata**

GOVERNMENT OF WEST BENGAL
WEST BENGAL STATE RURAL DEVELOPMENT AGENCY
DETAILED NOTICE
FOR
INVITATION OF EXPRESSION OF INTEREST FOR PROJECT
IMPLEMENTATION CONSULTANT FOR ADB ASSISTED PRADHAN MANTRI
GRAM SADAK YOJANA UNDER(RRS-III-IP)RCIP & BALANCE WORK OF
RRSII-P IN THE STATE OF WEST BENGAL

N.I.T No. 3 -WBSRDA/2E-15/10

Dated : 06.04.2015.

Abbreviations:

PMGSY	:	Pradhan Mantri Gram Sadak Yojana
PIC	:	Project Implementation Consultant
RRS-II-IP	:	Rural Roads Sector-II Investment Programme
RRS-III-IP	:	Rural Roads Sector-III Investment Programme
RCIP	:	Rural Connectivity Investment Programme
ADB	:	Asian Development Bank
NRRDA	:	National Rural Roads Development Agency
WBSRDA	:	West Bengal State Rural Development Agency
PIU	:	Project Implementation Unit

Brief Description of the Project

The Government of India has signed a Framework Financing Agreement (FFA) for Multi-tranche Financing Facility (MFF) for USD 800 Million with the Asian Development Bank (ADB) on 17th May 2012 under which three loans for Rural Connectivity Investment Program (RCIP) have been provided for construction of 9,000 km rural roads under Pradhan Mantri Gram Sadak Yojana Program (PMGSY) connecting 4,200 habitations in States of Assam, Chhattisgarh, Madhya Pradesh, Odisha and West Bengal. ADB financial support for the Investment Program is to be extended through Multitranche Financing Facility. This Facility intends to finance the component and the sub project which will include road infrastructure development component and institutional development component.

Government of West Bengal has created **West Bengal State Rural Development Agency (WBSRDA) on behalf of Panchayat & Rural Development Department, Government of West Bengal** will be responsible for the execution of the Project in the State of West Bengal. The **PIC** would be engaged by the **West Bengal State Rural Development Agency (WBSRDA)** in concurrence with NRRDA to assist the Implementing Agency in implementing Road Safety Measures under Maintenance of PMGSY roads, check and monitor compliance of the project under ADB financing with the agreed safeguard requirement throughout the project cycle and conduct Impact Monitoring of the Program, Implementation of Gender Action Plan for Tranche 1, Tranche 2 and Tranche 3 of RCIP.

Outline Scope of Work

The tentative scope of PIC may include the following tasks for PIUs in the State of West Bengal conforming to the relevant guidelines of PMGSY and Project Agreement with the ADB:-

A. Road Maintenance

(i) Road maintenance inspections

- (a) Conduct maintenance inspections on sample post construction roads under balance portion of RRSIIP & RCIP (Tranche I, II & III) and other PMGSY roads (at least two from each district with at least one road under the initial 5 year maintenance contract and at least one road post 5 year maintenance and minimum 60 roads per year) and prepare (i) Maintenance Inspection Reports for each road inspected ; and (ii) Annual Maintenance Audit reports for the inspected roads in the state.
- (ii) Road maintenance Planning**
 - (a) Assist Pilot Rural Road Network Management for PIU's to prepare comprehensive inventory of all PMGSY roads on yearly basis in the districts.
 - (b) Assist pilot rural Road Network Management for PIUs in preparing Annual Road Maintenance Management Plans for PMGSY roads, which will include both roads under initial post-construction five year maintenance contracts and roads under post five year maintenance.
- (iii) Road maintenance training**
 - (a) Providing training and support to PIU's for conducting inspections on road maintenance, and use of local labour for maintenance works.
 - (b) Conduct Annual road Maintenance Workshop for State Govt. reporting the progress and result achieved, issues encountered and proposed counter measures.

B. Road Safety

- (i) During Construction**
 - a) Conduct RSIs (Road safety inspections) jointly with PIUs on randomly selected roads (at least 10 roads in each RRSIIP batch) under construction and prepare concise RSI reports listing road safety issues and proposed measures to mitigate/eliminate road safety issues, especially for vulnerable road users.
 - b) Timely report to PIUs and WBSRDA on road safety issues identified during construction and follow up on road safety issues/lapses as appropriate.
 - c) As per direction of the WBSRDA, conduct independent analysis of severe road accidents occurred on the RRS-III roads under construction, if any, and recommend specific road safety countermeasures for review and endorsement by PIU/WBSRDA.
- (ii) At the post-construction stage**
 - a) Conduct RSIs randomly selected roads (at least 10 roads in each RRSIIP batch) within three month after completion of civil works, and prepare concise RSI reports listing road safety issues and proposed measures to mitigate/eliminate road safety issues.
 - b) Conduct RSIs on randomly selected roads completed under RRSII-P and RCIP (at least 60 roads a year, in addition to immediate post-construction RSIs described under a above) and prepare concise RSI reports listing road safety issues and proposed measures to mitigate/eliminate road safety issues.
 - c) Prepare Quarterly Road Safety Monitoring reports for the roads inspected in concise matrix format, including status of the roads where RSI is conducted, issues observed, and measures proposed for implementation.
 - d) As per direction of the WBSRDA, conduct independent analysis of severe road accidents occurred on the RRS-II and RCIP roads over the period of RRSIIP & RCIP(Tranche-I,II & III) implementation, if any, and recommend specific road safety countermeasures for review and endorsement by PIU/WBSRDA.

(iii) Road Safety Training

- a) Conduct on-the-job training of PIUs on conducting RSA and RSI during the joint road safety audits and inspections conducted together with PIU staff.
- b) Provide dedicated training to PIUs on conducting RSA and RSI and implementing engineering road safety counter measures.

Road Safety Audits

PICs will conduct following tasks;

- (i) PIC will conduct random safety checks during construction to ensure that all safety measures are implemented, and safety during construction is ensured, and report to the PIUs on the findings.
- (ii) Within six months after construction of road safety audited roads PICs will visit around 5% of these roads under the batch (to ensure that road safety measures proposed by RSAs are properly incorporated, and working effectively) and will prepare concise road safety check reports for each road inspected. Road safety check reports will be submitted to the concerned PIUs for information and action as appropriate.
- (iii) PIC will also conduct road safety Audit (RSA) on a sample of existing RRSI-IIP roads in RCIP districts (together with the maintenance inspections also conducted by PIC), and prepare RSI reports for submission to PIUs on a monthly basis. RSI process will be similar to the RSA process outlined in terms of interaction between PIC, PIU, WBSRDA and TSC. Acting on RSI findings, PIUs will provide a disposition on the RSI suggestions for each road to be implemented by maintenance contractors. All RSI Reports and Forms will also be sent to TSC for review, analysis and summarizing.
- (iv) Conduct on-the-job-training of PIUs on conducting RSAs and RSIs during the joint RSAs and RSIs.

Assistance with Administration of Maintenance contracts

PIC will conduct following tasks;

- (i) PIC will identify maintenance contractors not maintaining roads, and inform PIUs on such contractors so that punitive measures can be taken as appropriate.
- (ii) PIC will conduct road maintenance inspections (together with road safety inspections) on a sample of RRSI-II & RCIP roads (representative of all districts under RCIP), and minimum of 100 roads per year, and prepare Maintenance Inspection Reports for each road inspected.
- (iii) PIC will then report Issues identified by maintenance inspections and Suggestions response on Maintenance Inspection Findings, and submit (each month) both inspection reports and Forms to the respective PIUs for review and action. PIUs will then provide a disposition on the suggestions to be implemented by maintenance contractors, Official dispositions will be submitted to maintenance contractors for action. All Inspection Reports and Forms will also be sent to TSC for analysis and summarizing.

C. Social & Gender and Resettlement Safeguard Implementation

- (i) Assist PIU & DPR consultant in organizing the transect walk for documenting the social features and profile along the alignment for each sub project proposal prepare the record of community participation through the field visits to the project affected communities to assess rather CPF requirements have generally met. Ensure the involvement of the affected people and community groups in assessing the same.

- (ii) Following the provision of community participation framework (CPF), identify the project affected persons bases on participated techniques like participatory rapid appraisals (PRA) fully involving all the measures stakeholders through community meetings, random selected interviews of the affected persons with set off questionnaires, secondary and other available data.
- (iii) Prepare methodology and approach for affectively selecting sample sub-projects for monitoring and evaluation on the basis of social economic profile of project affected communities and the extent of the project impact on these communities.
- (iv) Identification of all the land and structures getting affected along the proposed alignment, prepare the detailed inventory of the same by means of resettlement, census survey, covering 100% affected household along the alignment.
- (v) Based on the survey prepare support/assistance provisions for the project affected persons with particular attention to the vulnerable groups.
- (vi) Assist PIU and Panchayats and disseminating information on the land, transfer support / assistance provisions and grievances procedure as prescribed in the CPF.
- (vii) Assist PIU in preparing monthly reports in compliance with the CPF during the project implementation.
- (viii) Prepare due diligence report of all the project trenches.
- (ix) Implement the gender action plan.
- (x) Assist PIU in implementing the Gender Action Plan and Monitoring implementation progress of the plan.
- (xi) Social safeguard for a defined 4numbers of RRNMU during preparation of DPR.

PIC will conduct the following activities as per the new safeguard policies (June 2009)

D. Environmental Safeguards

- i) Assist PIU in checking compliance of the sub project proposal with EAF provisions during preparation and adherence to identified relevant provisions of the ECOP during construction.
- ii) Providing on-the-job training and support to PIU's in implementing environmental safeguards. Through a phase-approach in building capacity of PIUs, demonstrate at least 12 months before contract termination that all PIUs are capable of preparing ECOP and conduct on-going and post-construction monitoring independently, and recommending corrective action on detected non-compliances.
- iii) Prepare needed internal guide documents for PIUs in ECOP preparation and environmental monitoring. This include, but not limited to, national and state environmental regulatory briefs (e.g. applicable emissions and effluent guidelines/standards), designing effective requirements, and environmental best practices in road construction (occupational health and safety; stormwater, waste, noise, air emission, wastewater management; and community health and safety), and types of environmental monitoring (inspection, self-monitoring, and citizen monitoring).
- iv) Determine the requirement of regulatory clearances (environment/forest/archeological) to be sought from Govt. of India or State Govt. and provide advisory services to PIU on environmental aspect including implementation and monitoring of the identified provisions of the ECOP by the contractor.
- v) Conduct Environmental baseline survey, prepare environmental checklist for inclusion in the contract document and also ensure that contract document includes the environmental responsibilities to implement mitigation measures

during the construction stage of the sub project in accordance with PMGSY guidelines.

vi) PIC will monitor the impacts of the construction work on the environmental and local settlement ensuring that contractor implement the environmental mitigations measures recommended in the environmental checklist and environmental management plan. Prepare a monthly progress report as per the environmental assessment and review framework at the pre-construction, during and post-construction stage includes 5numbers RRNMUs and 1number RCTRC.

Gender Action Plan for Tranche 1 & Tranche 2 (Annexure E)

Consulting Services (General)

The nature of services provided by the PIC will include but not be limited to Road Safety, Social Safeguards, Environmental Safeguards, Road Maintenance and Socio-Economic Impact Monitoring. The domestic consultant team will comprise of adequate number of experts in the state of West Bengal and generally consisting of a Road Safety Specialist, a Social & Gender Development Specialist/Monitoring Specialist, an Environmental Specialist, a Road Maintenance Specialist with their adequate qualified Assistants & support Staff for roads, 5RRMNUs and 1RCTRC.

WBSRDA invites Expressions of Interest (EOI) from **domestic consulting firms (Roads & Bridges)** for the Project Implementing Consultancy for RRSIIP and RCIP Projects. Based on the information supplied in the E.O.I, the firms would be short-listed and the short-listed firms would be invited to give Technical & Financial offers. Selection of consultant will be made on Quality and Cost based selection method (QCBS-80/20). Consultancy Services would include Road Safety Specialists, Social & Gender Development/Monitoring Specialists, Environmental Specialists, Road Maintenance Experts. Consultancy services are expected to cover the activities for a period of about 3 years from the date of engagement and may be extended for a further period of 3(three) months and services of experts may be required intermittently. An estimated 60 man-month for experts will be required for the implementation of the project.

The PMGSY Roads proposed to be covered under this consultancy engagement comprises engagement of Consultants for one or more Sub-Projects as detailed below;

Sl. No.	Year/Batch	Funding mode	No. of Districts	Approximate road length (Km.)	Approximate Cost of road Rs. in lakh	Approximate No. of personnel to be trained
1.	RRS IIP (Balance Work)	ADB funded PMGSY	20	600	27,000	-
2.	RCIP	ADB funded PMGSY	20	2000	100000	1200

The Consultant is required to establish a main office in the State at Kolkata and site offices in each district covered in the Sub-Project where the Project Implementation Units are located. The Consultant will be required to provide sufficient technically qualified and experienced staff in these offices for providing the required level of service. Based on the information supplied in the Expression of Interest (EOI), the firms would be short-listed and the short listed firms would be invited to give Technical and Financial Offers. The selection process would be on Quality and Cost Based Selection (QCBS) Method (80/20).

The firms must include in their EOI the following information along with the supporting documents for the following aspects:

- a) General and overall experience of the firm including the years of operation indicating number of years in Road Safety, Social Development/Monitoring, Environment Monitoring and Road Maintenance monitoring on projects including Gender action Plan.
- b) Experience of working on a similar project funded by ADB, World Bank or External funding agencies.
- c) Experience of working in the similar geographical region indicating the field of experience.
- d) Annual turnover of the firms for the last five years.
- e) Contract wise nature, cost, person month inputs, employer (client), location and specific services for work in hand & as well as completed.
- f) Specific experience of the firm in the required area of expertise.
- g) Summary of permanent professional employees and resource persons indicating the nature of specialization, qualification and experience considering requirements specified in earlier paragraphs.
- h) Previous or ongoing involvement of the consultancy firm for implementation of PMGSY programmes should be indicated along with name of State, nature of service and work in hand.
- i) Location & address of the local office in Kolkata / districts of West Bengal.

In addition to the detailed information sought above, the firms must submit an abstract of their experience in the formats A, B, C & D (Annexed) with documents.

The intending participants may download the documents for EOI from website www.wbprd.nic.in free of cost or may obtain from the office of the undersigned on application on any working day on & from 06.04.2015(Monday) 11.00 am to 24.04.2015(Friday)5.30 pm free of cost.

The Expression of Interest along with required information and documents must be delivered to the address below not later than **27.04.2015 (Monday) 2.00 pm** in sealed envelope marked clearly **“Expressions of Interest for Project Implementation Consultancy Services”**. Application Fees amounting to Rs.10,000/- (Rupees Ten thousand only) drawn in favour of **“WBSRDA A/C. PMGSY (Administrative Expenses Fund) A/c. No. SBI A/c. No. 34412804355, IFSC Code- SBIN0007816”** Xerox copy of the Bank Challan must be enclosed with the application. This Application Fee is **non-refundable**. Further information, if any, may be obtained from the address and telephone Nos. given below. The said sealed envelopes will be opened on **27.04.2015 (Monday) 3.00 pm**. However, if for any reason that day becomes a holiday, sealed envelopes will be opened on the next working day at 3 p.m. The sealed envelope must be submitted in the **Tender Box kept in the office of the undersigned at Joint Administrative Building (6th floor), Block – HC-7, Sector-III, Bidhan Nagar, Kolkata – 700 106.**

The Authority reserves the right to reject any or all the EOIs without assigning any reasons thereof.

Contact Persons:

- 1) Ashim Majumdar, Chief Engineer, P&RD Department, Govt. of West Bengal, (Ph. No 033-2334-6162).
- 2) Shri G. Chattopadhyaya, Advisor(ADB), WBSRDA (Ph. No. 033 - 2340-6514)

**Chief Engineer
P&RD Dept.,/ WBSRDA
Govt. of West Bengal**

Annexure**Format - A**

Sl. No.	Credentials	Information	Ref. page no. of the supporting documents
1.	Year of Registration		
2.	Pan No.		
3.	Service Tax registration No.		
4.	General and Overall experience of the Firm (No. of years)		
5.	Experience of the Firm in Road Safety (No. of years) in Road Safety Audit & Inspection (Pre, During & Post)		
6.	Experience of the Firm in Social Developmental / Monitoring (No. of years) including Gender action Plan (Pre, During & Post)		
7.	Experience of the Firm in environmental Monitoring (No. of years) including Pre & Post Construction Stages.		
8.	Experience of the Firm in Road Maintenance Monitoring (No. of years)		
9.	Experience of the Firm working on a similar project (Road Project) funded by ADB, World Bank or any other External funding agencies (No. of years)		
10.	Experience of the Firm in working in West Bengal (No. of years). State location & name of Projects.		
11.	Annual Turnover of the Firm for last 5 years (Rs. in lakhs)		
12.	Specific experience of the Firm in the required area of expertise (No. of years)		
13.	Involvement of the Firm in any previous or ongoing PMGSY programmes (Yes/No)		
14.	History of past litigation if any (Yes/No)		
15.	Address of local office in Kolkata with Telephone Nos.		

Format - B**For completed works :-**

Sl. No.	Name of the services	Cost	Stipulated date of commencement	Date of completion	Person month in puts			Employer (Client)	Location (Address)	Specific Service rendered
					Team Leader	Expert	Assistant			

Format - C**For Ongoing works :-**

Sl. No.	Name of the services	Cost	Stipulated date of commencement	Date of completion	Person month in puts			Employer (Client)	Location (Address)	Specific Service rendered
					Team Leader	Expert	Assistant			

Format - D**Permanent professional employees & resource persons :-**

Sl. No.	Name	Nature of Specialization	Qualification	Year of experience in the required area
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The information furnished in the above formats must be supported with relevant documents.

FORMAT E
GENDER ACTION PLAN

Activities	Indicators and Targets ^a	Responsibility	Time Frame
Output 1. Selected priority rural roads prioritized by PMGSY for 2012 sanction are constructed/ upgraded into all-weather standard			
1.1 Hire women workers for skilled and unskilled work in road construction and maintenance. Ensure equal wages for equal work done to both male and female skilled and unskilled labor in project works.	At least 33% of workers hired in road construction works are women	PIU/ Contractor	Y1 – onwards
1.2 Ensure that contract documents prohibit the hiring of child labor.	Explicit provision prohibiting child labor is evident in project contracts.	PIU/ contractor	Y1 - onwards
1.3 Ensure that impact on vulnerable female-headed households due to road construction is mitigated.	All affected FHH directly benefit from appropriate mitigation measures, and/or linked to poverty alleviation/livelihood restoration programs	PIU/PIC, TSC will monitor	-Y1 - onwards
Output 2. Quality of design of RCIP roads is improved			
2.1 Involve women from the local communities in project areas in the identification of road alignment and decision making during the transect walk.	At least 30% of community members consulted on the design of RCIP roads are women	PIU, PIC, ZP,GP, PRI	Y1
Output 3. Maintenance of RCIP roads is improved and sustainable			
3.1 Engage women as road maintenance workers or supervisors for road maintenance.	At least 33% of road maintenance workers/ hired for strengthening of earthen shoulders, tree plantation along the shoulders for a forestation and prevention of erosion of shoulders are women.	PIU/PIC	Y2 – Y4
3.2 Ensure the engagement of women in each of the RRNMUs to be established in each state	At least 25% of the new staff to be engaged in each RRNMU in each of the 5 states are women.	PIU	Y1 - onwards
Output 4. Road safety measures are incorporated into the lifecycle of roads in RCIP states			
4.1 Consider the specific needs of vulnerable users (elderly, women, children, and disabled) in the design and modification of roads, wherever applicable.	Road safety design features installed in rural roads, e.g., speed bumps, rumble strips, zebra crossings, cautionary/informative signage, guard stones, shoulders used as safe sidewalks, etc.	PIC, TSC, PIU	Y1
4.2 Ensure women's participation in community orientation and road safety awareness campaigns	At least 30% female participation in road safety orientation and awareness training programs.	PIU, PIC, TSC	Y1 – Y3

Activities	Indicators and Targets ^a	Responsibility	Time Frame
Output 5. Qualification and skills of PMGSY engineers, technicians, site supervisors, concerned staff of PRI, design consultants and contractors in RCIP states is improved and maintained			
5.1 Ensure the engagement and training of women in all aspects of rural road network management and development in the PIUs, and Panchayati Raj Institutions through RCTRCs.	At least 30% of PIU staff and PRI members trained in all aspects of rural road network management are women. At least two social- and gender-sensitive training modules (one for consultants, contractors and project staff of PIUs and one for the PRIs) developed and utilized	RCTRC/PIU and PRI	Y3
5.2 Develop and utilize social- and gender-sensitive training modules on the design, construction, and maintenance of rural roads, for staff, including design consultants, contractors and Panchayati Raj Institutions.	All project design consultants and contractors, and at least 10 PRIs capacitated on social- and gender-sensitive design, construction, and maintenance of rural roads	RCTRC's with support from PIU	Y2
5.3 Train design consultants, contractors and PRIs on the social- and gender-sensitive design, construction and maintenance of rural roads		RCTRC's with support from PIU	Y3
Output 6. Effective project management provided			
6.1 Collect sex-disaggregated data during the baseline survey and conduct a gender analysis during preparatory surveys, feasibility studies, assessments and reports.	Reports on the baseline survey, feasibility studies especially poverty and social assessment study and assessments include clear gender analyses with sex-disaggregated data.	PPTA consultants, PIU, PIC, PRI, TSC	Y1 - onwards
6.2 Include social and gender indicators in the PMIS for the implementation of RCIP and systematically monitor its progress with the regular collection of sex-disaggregated data.	PMIS with social and gender indicators and regularly updated with sex-disaggregated data	PIU, PIC, TSC	Y1 – Y4.
6.3 Appoint a social and gender officer at the PIU or PIC level	Effective social and gender officer engaged at the PIC level.	PIU	Y1

FHH = female-headed households, GP = Gram Panchayat, IAY = Indira Awaas Yojana, PIC = Project Implementation Consultants, PIU = project implementation unit, PMGSY = Pradhan Mantri Gramin Sadak Yojana, PMIS = project management information system, PRI = Panchayat Raj Institution, RCIP = Rural Roads Connectivity Improvement Project, RCTRC = Rural Connectivity Training and Research Centre, RRNMU = Rural Road Network Management Unit, TSC = Technical Support Consultants, ZP = Zilla Parishad.

^a Quantitative targets will be refined at project onset in consultation with the EAs and IAs based on the results of the baseline survey and impact monitoring.

GENDER ACTION PLAN

Activities	Indicators and Targets ^a	Responsibility	Time Frame
Output 1. Selected priority rural roads prioritized by PMGSY for 2012 sanction are constructed/ upgraded into all-weather standard			
1.1 Hire women workers for skilled and unskilled work in road construction and maintenance. Ensure equal wages for equal work done to both male and female skilled and unskilled labor in project works.	At least 20% of workers hired in road construction works are women	PIU/ Contractor	Y1 – onwards
1.2 Ensure that contract documents prohibit the hiring of child labor.	Explicit provision prohibiting child labor is evident in project contracts.	PIU/ contractor	Y1 - onwards
1.3 Ensure that impact on vulnerable female-headed households due to road construction is mitigated.	All affected FHH directly benefit from appropriate mitigation measures, and/or linked to poverty alleviation/livelihood restoration programs	PIU/PIC, TSC will monitor	Y1 - onwards
Output 2. Quality of design of RCIP roads is improved			
2.1 Involve women from the local communities in project areas in the identification of road alignment and decision making during the transect walk.	At least 20% of community members consulted on the design of RCIP Tranche 2 roads are women	PIU, PIC, ZP, GP, PRI	Y1 – onwards
Output 4. Road safety measures are incorporated into the lifecycle of roads in RCIP states			
4.1 Consider the specific needs of vulnerable users (elderly, women, children, and disabled) in the design and modification of roads, wherever applicable.	Road safety design features installed in rural roads, e.g., speed bumps, rumble strips, zebra crossings, cautionary/ informative signage, guard stones, shoulders used as safe sidewalks, etc.	PIU, PIC, TSC	Y1 to Y3
4.2 Ensure women's participation in community orientation and road safety awareness campaigns	At least 30% female participation in road safety orientation and awareness training programs.	PIU, PIC, TSC	Y1 to Y3
Output 6. Effective project management provided			
6.1 Collect sex-disaggregated data during the baseline survey and conduct a gender analysis during preparatory surveys, feasibility studies, assessments and reports.	Reports on the baseline survey, feasibility studies especially poverty and social assessment study and assessments include clear gender analyses with sex-disaggregated data.	PPTA consultants, PIU, PIC, PRI, TSC	Y1 – onwards
6.2 Include social and gender indicators in the PMIS for the implementation of RCIP and systematically monitor its progress with the regular collection of sex-disaggregated data.	PMIS with social and gender indicators and regularly updated with sex-disaggregated data	PIU, PIC, TSC	Y1 to Y4
6.3 Appoint a social and gender officer at the PIU or PIC level	Effective social and gender officer engaged at the PIC level.	PIU, PIC	Y1

FHH = female-headed households, GP = Gram Panchayat, PIC = Project Implementation Consultants, PIU = project implementation unit, PMIS = project management information system, PRI = Panchayat Raj Institution, TSC = Technical Support Consultants, ZP = Zilla Parishad.

a. Quantitative targets will be refined at project onset in consultation with EA and IAs based on the results of the baseline survey and impact monitoring.

Co-efficient

Sl. No.	Activity		Co-efficient	
	A	B	C	D
Social Safeguard				
1.	Social Safeguard (RRS IIIP)	During Work	0.7	
2.	Social Safeguard (RRS IIIP)	Post Work	0.3	
3.	Social Safeguard (RRS IIP)	Post Work	1.0	
Environmental Safeguard				
1.	EMP (RRS III P)	During Work	0.7	
2.	EMP (RRS III P)	Post Work	0.3	
3.	EMP (RRS II P)	Post Work	1.0	
Road Safety Audit				
1.	RSA (RRS III P)	During Work	0.7	
2.	RSA (RRS III P)	Post Work	0.3	
3.	RSI (RRS III P)	During Work	0.7	
4.	RSI (RRS III P)	Post Work	0.3	
Road Maintenance Inspection				
1.	RMI (RRS II P)	Post Work	1.0	