

Ministry of Public Works of the Republic of Indonesia
Directorate General of Highways

GENDER ACTION PLAN

Trans Sumatera Toll Road – Phase I
Simpang Ness–Merlung Section (67.45 km)
Jambi Province, Indonesia

DRAFT

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DISCLAIMER

This document is being disclosed in draft form to facilitate stakeholder review and feedback prior to Project approval. The document presents the current gender assessment in relation to the Phase I Simpang Ness-Merlung Section (67.45 km) of the Jambi-Rengat Toll Road Project based on information available at the time of preparation. Stakeholder comments and recommendations received during the disclosure and stakeholder feedback process will be reviewed and, where appropriate, incorporated into the final version of the Gender Action Plan (GAP). The final GAP may therefore be updated to reflect additional information, verification results, stakeholder feedback, refined implementation arrangements, and any agreed corrective actions prior to Project implementation. The disclosure of this document does not constitute final approval of the Project or its associated environmental and social instruments.

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EXECUTIVE SUMMARY

Indonesia's fast-growing island of Sumatra is facing connectivity disruptions due to increased traffic. To overcome this, the government is accelerating the construction of toll roads, including the Trans Sumatra toll road. Land acquisition is an important aspect of infrastructure development, but its impact can vary depending on gender roles. Women's involvement in decision making, compensation, and participation in infrastructure development may be affected. Gender analysis is needed to understand how differences in roles and responsibilities between men and women influence this process. By analyzing the gender aspects of the Jambi-Rengat toll road project, policies can be formulated in a more inclusive and sustainable manner, thereby reducing potential negative impacts on women and other vulnerable groups in society.

Presidential Regulation No.42 of 2024, the Third Amendment to Presidential Regulation Number 100 of 2014 on the Acceleration of Toll Road Development on Sumatra Island, provides the current legal framework for development of the Trans Sumatra Toll Road Network (JTTS). The regulation reaffirms the Government's commitment to improving connectivity, supporting economic growth, and enhancing transportation efficiency across Sumatra through the development of a comprehensive toll road network. Under this regulation, PT Hutama Karya (Persero) remains responsible for the development, financing, construction, operation, maintenance, and preservation of the JTTS. The updated framework expands the assignment to include 24 toll road sections and the Palembang–Betung section, implemented in four phases (Stages I–IV), while introducing more flexible financing arrangements and permitting corridor-based area development to support the project's financial viability, in accordance with applicable regulations.

This road is being implemented through a phased approach to facilitate the gradual expansion of connectivity across Sumatera. Stage II focuses on strengthening links between key economic corridors in central Sumatera and includes. The JTTS is being implemented through a phased approach to facilitate the gradual expansion of connectivity across Sumatra. Stage II focuses on strengthening links between key economic corridors in central Sumatra and includes the Betung (Sp. Sekayu)–Tempino–Jambi Toll Road, Jambi–Rengat Toll Road, Rengat–Pekanbaru Toll Road, Palembang–Betung Toll Road, Pangkalan Brandan–Langsa Toll Road, Payakumbuh–Sicincin Toll Road, Pangkalan–Payakumbuh Toll Road, Koto Kampar–Pangkalan Toll Road, and the Panjang Port–Lematang Toll Road. These sections are expected to improve regional accessibility and facilitate the movement of goods and services between major economic centers, industrial areas, and logistics hubs across Sumatra. As part of this network, the GoI is preparing the Jambi–Rengat section, where Phase I covers a 67.45 km segment from Simpang Ness to Merlung, to be co-financed by AIIB and IsDB.

The Asian Infrastructure Investment Bank's (AIIB) Corporate Strategy (2021-2030) asserts its commitment to sustainability and inclusiveness, including its intent to enhance its contribution to gender equality in Asia by incorporating gender considerations in projects in alignment with the United Nations Sustainable Development Goal 5 (SDG 5). It aims to support projects that make infrastructure equally accessible to everyone and provide equal opportunities for socio-economic development. The Bank supports its Clients to identify potential gender-specific opportunities and gender-specific risks and adverse impacts in

their Projects, and to develop mitigation measures to avoid or reduce such risks and impacts, including, where appropriate, measures to identify and address risks of violence gender-based (GBV). The Bank supports its Clients to enhance the design of their Projects in an inclusive and gender responsive manner to promote equality of opportunity and socio-economic empowerment of women, particularly with regard to access to finance, services and employment, including equal pay for equal work, and vice versa, for encourage positive impacts on women's economic status, particularly with regard to financial resources and property ownership and control. The Bank also supports its Clients' efforts to identify and address risks of sexual exploitation and abuse (SEA), sexual harassment (SH), and GBV, including bullying, in the Projects it supports.

Gender mainstreaming (PUG) is an important aspect of Indonesian government policy, which aims to achieve gender equality and reduce disparities. This is a requirement outlined in Presidential Instruction no. 9/2000, which instructs all ministers, high institutions and governors to integrate gender at every stage of development. Regulations related to PUG include a joint circular from the Ministers of National Development Planning, Finance, Home Affairs, and Women's Empowerment and Child Protection. Gender mainstreaming remains a national priority under the RPJMN 2025–2029 (Presidential Regulation No. 12 of 2025), which promotes inclusive and equitable development through strengthened gender equality and women's empowerment. This commitment is also reflected in the Ministry of Public Works' gender mainstreaming policies and programs, including the implementation of gender-responsive infrastructure development. This commitment is further reflected in the Ministry of Public Works' gender mainstreaming policies and technical guidelines, including the Gender Mainstreaming Guidelines for the Road Sector (07/P/BM/2022), which promote the integration of gender considerations into the planning, design, implementation, and monitoring of road infrastructure projects.

In local government policy, PUG involves incorporating a gender perspective into planning, implementation and evaluation. This aims to achieve gender equality and reduce disparities in various aspects of society. Regulations related to PUG include Minister of Home Affairs Regulation Number 15 of 2008, Jambi Governor Regulation Number 19 of 2013, West Tanjung Jabung Regency Regional Regulation Number 52 of 2016.

In conclusion, gender mainstreaming is an important aspect of Indonesian government policy, with various regulations and guidelines aimed at promoting gender equality and reducing disparities.

The Jambi - Rengat toll road development strategy includes a gender action plan (GAP) to ensure non-discriminatory planning, implementation and positive impacts. GAP, based on targets and performance indicators, proposes innovative activities for women's economic/social empowerment. This shows the accountability of gender mainstreaming, includes quotas, targets and activities related to gender issues, as well as facilitating women's involvement and benefits. GAP provides practical benefits and facilitates strategic change in gender relations.

1. INTRODUCTION

1.1. Background

The Government of Indonesia (GoI) has been gradually developing and operating the Trans-Sumatera Toll Road (TSTR) as a road transport backbone connecting major cities across Sumatera Island, from Aceh Province in the north to Lampung Province in the south. The TSTR is a Strategic National Project mandated under Presidential Regulation (PR) No. 18/2020 on the 2020–2024 National Medium-Term Development Plan (RPJMN), subsequently designated as a priority project under PR No. 42/2024 on the Acceleration of Toll Road Development in Sumatera, and further affirmed through the Regulation of the Coordinating Minister for Economic Affairs No. 16/2025 on the National Strategic Projects List. The total length of the TSTR is estimated at 2,988 km.

The GoI, through the Directorate General of Highways (DGH) of the Ministry of Public Works, plans to construct a 198.13-km long toll road connecting Jambi City to Rengat City as part of the broader TSTR development. The toll road will be developed in three phases, as follows:

- Phase 1: Simpang Ness (Sp. Ness) to Merlung, 67.45 km (this Project), comprising 15.2 km funded by IsDB, and 52.25 km will be financed by AIIB. This phase is entirely located in Jambi Province and distributed across Muaro Jambi, Batanghari, and Tanjung Jabung Barat Regencies.
- Phase 2: Merlung to Sentjulang, 88.15 km
- Phase 3: Sentjulang to Rengat, 42.53 km

Phase 1 has been identified as the highest-priority segment for immediate implementation, reflecting its advanced state of readiness compared to the other two (2) phases. A consensus was reached among Directorate General of Highways (DGH), Asian Infrastructure Investment Bank (AIIB), and Islamic Development Bank (IsDB) to prioritize the construction of the Sp. Ness–Merlung segment. These Banks are committed to providing loans for the Phase 1 development, subject to securing the required permits from the GoI and the completion of the project appraisal by both financing institutions. PT Hutama Karya (Persero) has been designated as the toll road operator in accordance with PR No. 42/2024.

1.2. Project Description

1.2.1. Project Reason

Roads as an integral component of the national transportation system have an important role in supporting various sectors, including economic, social, cultural, environmental and security. Road infrastructure development follows a regional approach which aims to achieve balanced and equitable development between regions, foster national unity, implement state defense and security efforts, and develop spatial planning to meet national development targets (RI Law Number 38 of 2004 amended by Law Number 2 of 2022 concerning Roads).

Presidential Regulation (PERPRES) Number 131 of 2022 concerning the Second Amendment to Presidential Regulation Number 100 of 2014 concerning the Acceleration of Toll Road Development on the Island of Sumatra, appoints PT Hutama Karya (Persero) to be responsible for financing, technical planning, construction, operation and

maintenance of two twenty-four toll roads; The Jambi - Rengat toll road section is included in the development plan contained in the Presidential Regulation.

The aim of building the Jambi to Rengat Toll Road is to improve infrastructure in the form of a freeway that facilitates operational activities of various sectors within cities in Jambi Province and between provinces on Sumatra Island. Apart from that, this project also aims to contribute to the Government's program to accelerate infrastructure development, especially toll roads.

The objectives of building the Jambi-Rengat toll road in Jambi Province are as follows:

- Building an efficient transportation system that supports regional economic growth, as well as contributing to overall national economic development. Currently, existing connecting roads experience heavy traffic flow, requiring the creation of alternative routes to improve the road network system. This alternative route will better connect all distribution service nodes to and from the activity center.
- Encouraging community economic growth by streamlining logistics supplies and expanding the area through which toll roads are growing rapidly. This toll road is designed to connect national activity centers, encourage economic development, and increase connectivity between regions
- Build freeways that connect areas between districts/cities in the Sumatra Region. This toll road aims to reduce travel time and the number of accidents.

1.2.2. Location and Project Settings

The AIIB-IsDB financed Project is limited to Phase 1 of link 15 (Jambi-Rengat), covering the 67.45-km Simpang Ness-Merlung section. Other sections within Stage II, including Link 14 and Link 16, are not financed under this Project and are implemented or planned under separate institutional and financing arrangements. Here are the initial coordinates of STA 00+000 to STA 67+450.

The following is the project location based on the administrative area traversed by the construction of the Jambi-Rengat Phase 1 toll road:

Table 1. Location of the Jambi - Rengat Toll Road, Jambi Province

District	Subdistrict	Village	Location (STA)	
			Start	End
Muaro Jambi	Jambi Luar Kota	PiJoan	0+000	5+605
	Sakernan	Tantan	8+722	11+067
		Rantau Majo	11+067	12+688
			13+077	15+500
		Gerunggung	15+600	19+300
		Bukit Baling	19+374	33+858
Batang Hari	Pemayung	Suko Awın Jaya	33+858	52+687
		Selat	5+609	8+722
		Teluk	12+688	13+077
Tanjung Jabung Barat	Muara Papalik	Dusun Mudo	52+687	67+450

Source: Detailed Engineering Design (DED) Jambi – Rengat Toll Road PT. Hutama Karya, 2020

The Jambi Rengat toll road project in phase one is located in three districts (Muaro Jambi Regency, Batang Hari Regency and Tanjung Jabung Barat Regency). Four districts

(Jambi Luar Kota, Pemayung, Sakerman, Muaro Papalik) and nine villages (Pijoan, Tantan, Rantau Majo, Gerugung, Bukit Baling, Suko Awin Jaya, Selat, Teluk, and Dusun Mudo).

1.2.3. Project components

The Jambi-Rengat Toll Road Phase 1 to be built is planned to be 67,45 km long with various facilities to be provided. The width of the planned toll road is 60-100 meters depending on the location and road needs, provided in two lanes with three lanes each with a lane width of 3.6 m. The total Rumija required 8,924,875.76 Ha. The following is a summary of toll road work components and supporting facilities:

Table 2.3 Summary of phase 1 toll road work components and supporting facilities.

No.	Description	Unit
A	Main Road	
1	Road Length	67,45 Km
2	Width of road space	60 - 100 m
3	Number of Initial Stage Lanes	2 X 2 Lanes
4	Number of Final Stage Lanes	2 X 3 Lanes
5	Widening Direction	Outside
6	Lane Width	3.6 m
7	Pavement Type	Rigid
8	Right-of-way (RoW)	8,924,875.76 Ha
C	Road Complements	
1	Number of Interchanges	2 Location: 1) STA 18+305; 2) STA 67+100
2	River Bridge (Length)	2 Bridges, namely: 1. Pijoan River STA 1+984; 2. Batanghari River STA 15+780
3	Overpass	16 Overpasses
4	Underpass	14 Underpass
5	Box Culvert	242 locations
D	Road Facilities	
1	Toll Gates	1) STA 18+305; 2) STA 67+100
2	Rest and Service Area:	2 unit (1 for each lane in 1 location Sta.42+000)

km = kilometers; m = meter; STA = Station

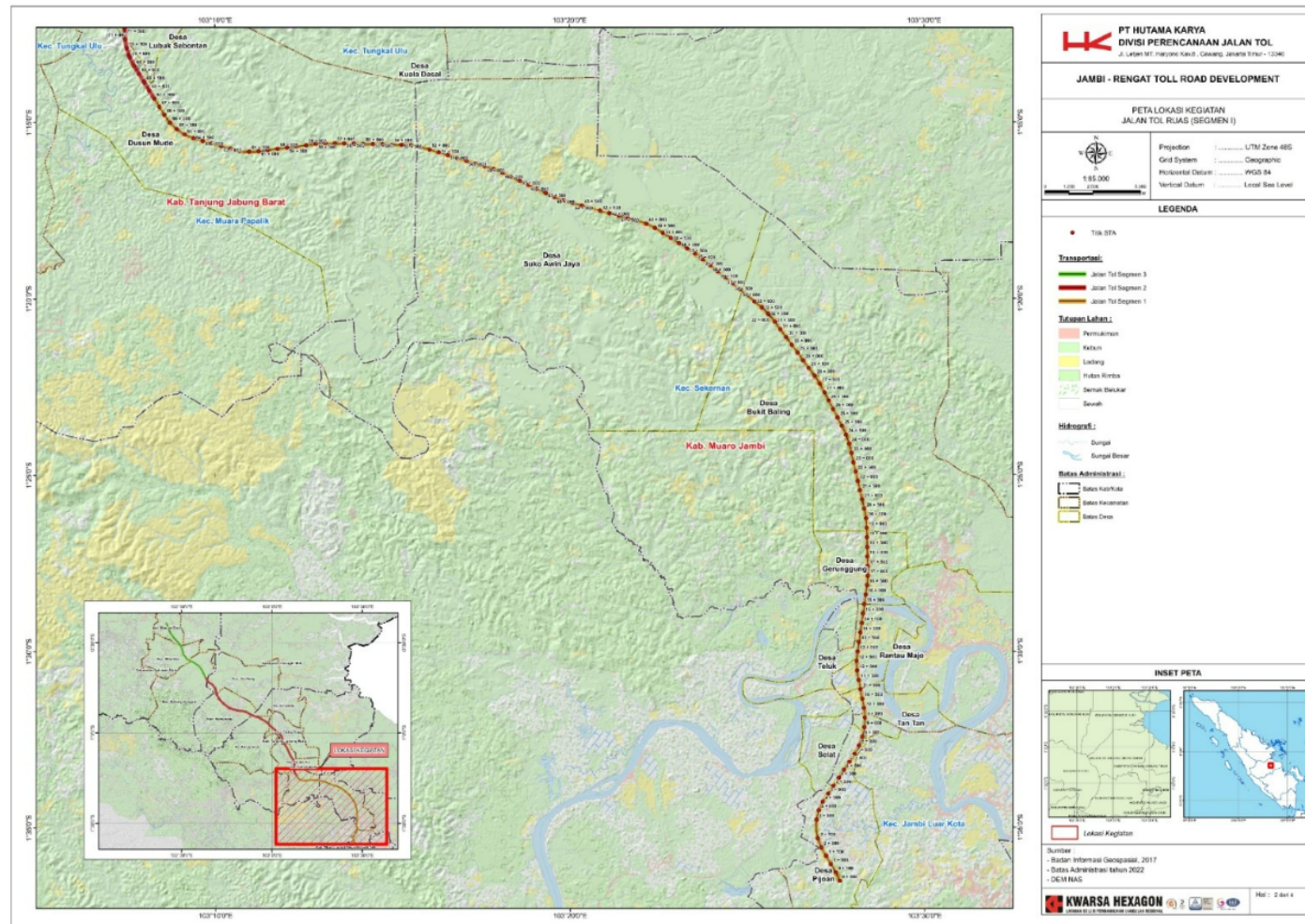
Source: Detailed Engineering Design (DED) Jambi – Rengat Toll Road PT. Hutama Karya, 2020

This planned activity has the potential to cause important impacts, such as changes in the natural landscape, pollution and/or environmental damage, as well as affecting the natural environment, built environment and socio-cultural environment, especially changes in land ownership patterns.

1.2.4. Project Impact Area

Project Influence Areas that have been determined based on environmental and social (E&S) impact estimates:

- a) The nearest Project location and the nearest road, where physical disturbances to the environment and social (including the surrounding community) may occur due to the presence of equipment from Project activities, and traffic activities.
- b) The 5 km radius area around the Project site can theoretically be affected by dust/noise, visual/landscape changes, glare, access barriers, and indirect socio-economic impacts.
- c) Rural areas are impacted by land acquisition project components which will impact changes in ownership patterns, socio-cultural conditions and household livelihoods.



Picture 1. Project Location Jambi-Rengat Tol Road Phase 1.

1.3. Purpose of this Document

The main objective of the Gender Action Plan (GAP) report for the Jambi-Rengat toll road construction plan is to develop concrete strategies to address gender inequalities that may arise during project implementation. This report aims to serve as a guide for implementing inclusive policies, with a focus on increasing women's active participation in all aspects of the project, reducing gaps in access to employment opportunities, and preventing the risk of violence against women. Therefore, it is hoped that this report can provide an even positive contribution to all of society, making the construction of the Jambi-Rengat toll road a catalyst for sustainable social and economic progress.

1.4. Document structure

The Gender Action Plan contains the following sections:

- Chapter 1 - INTRODUCTION
- Chapter 2 - MAINSTREAMING GENDER
- Chapter 3 - GENDER ANALYSIS
- Chapter 4 - GENDER ACTION PLAN

2. GENDER MAINSTREAMING

2.1. AIIB's Approach to Gender

Gender mainstreaming is an approach that aims to pay attention to and ensure that gender issues and gender equality are taken into account and integrated into organizational or government policies, programs and practices. The main goal of gender mainstreaming is to achieve equality between men and women and overcome gender inequality.

The Asian Infrastructure Investment Bank's (AIIB) Corporate Strategy (2021-2030) asserts its commitment to sustainability and inclusiveness, including its intent to enhance its contribution to gender equality in Asia by incorporating gender considerations in projects in alignment with the United Nations Sustainable Development Goal 5 (SDG 5). It aims to support projects that make infrastructure equally accessible to everyone and provide equal opportunities for socio-economic development. The Bank supports its Clients to identify potential gender-specific opportunities and gender-specific risks and adverse impacts in their Projects, and to develop mitigation measures to avoid or reduce such risks and impacts, including, where appropriate, measures to identify and address risks of violence gender-based (GBV). The Bank supports its Clients to enhance the design of their Projects in an inclusive and gender responsive manner to promote equality of opportunity and socio-economic empowerment of women, particularly with regard to access to finance, services and employment, including equal pay for equal work, and vice versa, for encourage positive impacts on women's economic status, particularly with regard to financial resources and property ownership and control. The Bank also supports its Clients' efforts to identify and address risks of sexual exploitation and abuse (SEA), sexual harassment (SH), and GBV, including bullying, in the Projects it supports.

2.2. Gender Mainstreaming in Indonesia Government Policy

The strategy of mainstreaming gender (PUG) into the development process is increasingly recognized as a national development need. This was reinforced by the ratification of Presidential Instruction (Inpres) Number 9 of 2000 concerning PUG in National Development, which is a Presidential Instruction to all Ministers, High State Institutions, TNI Commanders, Governors and Regents/Mayors to implement PUG at every stage of development. development of all development policies and programs starting from planning, implementation, monitoring to evaluation.

Regulations related to PUG include:

1. Joint Circular Letter of the Minister of National Development Planning/Head of Bappenas, Minister of Finance, Minister of Home Affairs and Minister of Women's Empowerment and Child Protection (KPP-PA Number 270/M.PPN/11/2012; SE-33/MK.02/2012 ;050 /4379A/SJ SE 46/MPP-PA/11/2012 concerning the National Strategy for Gender Priorities (PUG) through Gender Responsive Planning and Budgeting (PPRG).
2. Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming in National Development (all Ministries/Institutions and regions) to integrate gender at every stage of the national development process). This regulation provides direction to government agencies to develop policies and programs that pay attention to gender aspects. This includes planning, implementing and evaluating programs taking into account their impact on women and men.
3. Presidential Regulation No. 12 of 2025 concerning the National Medium-Term Development Plan (RPJMN) 2025–2029.
4. Minister of Home Affairs Regulation No. 67 of 2011 amending Minister of Home Affairs

Regulation No. 15 of 2008 on the General Guidelines for Gender Mainstreaming in Regional Development, which provides the operational framework for implementing gender mainstreaming by provincial and district governments.

5. Minister of Women's Empowerment and Child Protection Regulation No. 5 of 2025 on Monitoring and Evaluation of Gender Mainstreaming, which establishes the framework for monitoring and evaluating the implementation of gender mainstreaming across ministries, agencies, and subnational governments.
6. Guidelines for Gender Mainstreaming (PUG) Ministry of Public Works and Public Housing Directorate General of Highways in 2022.

2.3. Gender Mainstreaming in Regional Government Policy

Gender mainstreaming in local government policies includes efforts to incorporate gender perspectives into policy planning, implementation and evaluation at the regional level. This aims to achieve gender equality and reduce gaps that may occur in various aspects of people's lives. Implementation of Gender Mainstreaming in Regions refers to Minister of Home Affairs Regulation Number 15 of 2008 concerning General Guidelines for Implementing Gender Mainstreaming in Regions as amended by Minister of Home Affairs Regulation Number 67 of 2011 concerning Amendments to Minister of Home Affairs Regulation Number 15 of 2008 concerning General Guidelines for Implementation Gender Mainstreaming in the Regions and Roadmap for Implementing Gender Mainstreaming (PUG) of the Ministry of Public Works and Public Housing for 2020-2024 including Guidelines for Gender Mainstreaming (PUG) of the Ministry of Public Works and Housing, Directorate General of Highways for 2022.

2.4. Jambi Province

Gender Mainstreaming in Jambi Governor Regulation Number 19 of 2013 concerning Procedures for Implementing Gender Mainstreaming in the Jambi Provincial Government Environment. The guidelines for implementing gender mainstreaming are intended to provide a reference for SKPD within the Jambi Provincial Government in increasing the role of women in administering government affairs, development and services to the community from a gender perspective.

Gender mainstreaming in West Tanjung Jabung Regency government regulations, namely West Tanjung Jabung Regent Regulation Number 52 of 2016 concerning Organizational Structure and Work Procedures for Women's Empowerment Services, Child Protection, Population Control and Family Planning contained in article 18 (part c) states that the Empowerment Sector Women carry out the functions of preparing the formulation and implementation of technical policies, facilitation, coordination, monitoring and evaluation of institutionalization of gender mainstreaming as well as collecting, processing, analyzing, presenting gender data and information in the economic, social, cultural, governmental law and improving the quality of the family. Article 21 (third part) establishes the Gender Mainstreaming Section which is under the Women's Empowerment Sector.

3. GENDER ANALYSIS

The Environment and Social Framework is AIIB's major operational policy instrument to mainstream gender considerations into its operations, to ensure that they a) mainstream gender considerations into operations; b) mitigate adverse gender impacts and risks and c) promote gender equality and maximize project development benefits. The ESF explicitly recognizes and emphasizes two dimensions in addressing the challenge of gender inequality within AIIB's investments¹:

- a) "Do no harm": mitigating adverse gender impacts and risks through identification and assessment using various risk management and impact mitigation planning processes, provisions, and instruments.
- b) "Do better": maximizing project development benefits to promote gender equality by encouraging identification of potential gender-specific opportunities to inform gender-responsive project design.

In keeping with AIIB's ESF, this Gender analysis aims to (i) obtain a practical understanding of the project's gender equality context in respect to the country and the sector; and (ii) identify addressable gender-related challenges and opportunities within the scope of this project.

3.1. Gender considerations in transport projects

Gender considerations in transportation projects is an approach that ensures that the needs and experiences of men and women are equitably accommodated in all stages of planning, implementing, and evaluating transportation infrastructure. This approach includes data collection and analysis that disaggregates information by gender to understand differences in travel patterns and challenges faced. In infrastructure planning, focus is placed on improving safety, comfort, and accessibility, such as good lighting at bus stops and stations, as well as specialized facilities such as breastfeeding rooms and safe toilets. In addition, transportation services are designed to be more responsive to women's needs, including adjusted frequencies and routes. Involving women in public consultation processes and ensuring inclusive policies and law enforcement are also important parts of this approach. By considering these aspects, transportation projects can become more inclusive, safe and convenient for all users, and support gender equality.

3.2. Gender Profile

Gender profile assists in designing and implementing projects that are inclusive and responsive to the needs of all users, especially women, so as to improve quality of life and support gender equality along the toll road corridor. The Gender Profile of the Trans Sumatra Toll Road (JTTS) project covers various characteristics of project beneficiaries and users based on population, age group, literacy rate, main source of income, women's participation in decision-making at the community level, social status, and transportation patterns and usage.

A. Population and Age Group:

JTTS users comprise a diverse population, covering a wide range of age groups from children, young adults, to the elderly. The productive age group (15-64 years old) are the main users, especially those traveling for work and business.

B. Literacy Rate:

¹ Analytical note on gender considerations in ESF- A draft note prepared by AIIB, January 2024

Literacy rates along the JTTS corridor vary, with urban areas tending to have higher literacy rates than rural areas. This affects users' ability to understand toll road signs and information.

C. Main Source of Income:

The main sources of income for JTTS beneficiaries include agriculture, trade, industry and services. In rural areas, agriculture is the dominant source of income, while in urban areas, trade and services are more prominent.

D. Women's Participation in Decision Making:

Women's participation in decision-making at the community level is still relatively low, despite increasing awareness and efforts to improve women's involvement in various aspects of social and economic life.

E. Social Status:

The social status of JTTS users varies, ranging from low to upper-middle economic class. Toll road construction is expected to improve access and economic opportunities for the lower middle class.

F. Transportation Patterns and Usage:

Transportation use patterns show significant gender differences. Men mostly use private vehicles such as cars and motorcycles for direct travel to work or business. Women tend to use public transportation or walk for daily activities such as taking children to school, shopping, and other household matters. Men are often more dominant in the use of private vehicles, while women are more likely to utilize public transportation or join in shared vehicles.

G. Safety and Comfort:

Safety and comfort are major concerns, especially for women. Facilities such as good lighting, clean and safe public toilets, and comfortable rest areas along the highway are essential to enhance the sense of security and comfort of female users.

H. Economic and Social Impact:

The JTTS project is expected to boost regional economic growth, open access to new markets, and improve the mobility of goods and people. This can have a positive impact on improving community welfare, including greater employment opportunities for women.

3.3. Risks of Gender Based Violence

Large infrastructure projects often involve major civil works that require labour force and associated goods and services that cannot be fully met by local supply. In such cases, workers are often brought in from outside the project area. Construction workers are predominantly young males, typically separated from their families on a construction job for extended periods of time. They can therefore act outside their normal spheres of social control, which can lead to a spectrum of unacceptable and illicit behaviors, including sexual exploitation and abuse of women and girls from the local community.²

In this project, contract agencies will be mobilized to undertake civil works and during construction, a significant percentage number of migrant workers from used and all such migrant workers will be sourced through labour contractors. For example, in large construction projects in countries with rapid economic growth or with a lack of local skilled labor, the percentage of

² World Bank Good Practice Note on Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH), 2021

migrant workers can reach more than half of the total project workforce. In some projects, this percentage can even reach more than 90%. If not carefully managed, an influx of labour in the form of rapid migration and settlement of workers or locals can negatively impact a project area, especially in contexts with high prevalence and social acceptability of violence against women and girls. It is therefore essential to take into account the labour influxes and drivers of gender-based violence when designing risk assessment strategies and mitigation measures. In addition, migrant women labourers are also vulnerable if adequate safety and security measures are not undertaken at work sites and within labour camps. Women migrant workers are one of the groups that are vulnerable to various risks and threats in the workplace and in work camps. When adequate safety and security measures are not in place, the risks to their well-being and security can increase significantly.

- First, women migrant workers often work in harsh and unsafe conditions, especially in sectors such as construction, domestic work, or plantations. When safety and security measures are not properly implemented, they become vulnerable to workplace accidents, injuries, or even death due to dangerous working conditions.
- Second, women migrant workers are vulnerable to harassment, exploitation, and violence in the workplace. Lack of legal and social protections can make them targets of sexual harassment, verbal abuse, or extortion by employers or coworkers. When security measures are inadequate, they may feel unsafe or afraid to report such incidents for fear of losing their jobs or being repatriated.
- Third, within the work camps or dormitories where they live, women migrant workers may also face similar risks. Lack of supervision and protection can increase the risk of theft, harassment, or physical and sexual violence from fellow migrant workers or others around the work camp.

Therefore, it is imperative that governments, employers, and relevant agencies ensure that adequate safety and security measures are in place in the workplace and within work camps to protect women migrant workers. This includes the provision of occupational safety training, strict supervision of working conditions, and a system for reporting and handling cases of harassment and violence quickly and fairly. Thus, it can be expected that the welfare and security of women migrant workers can be better ensured when they work abroad.

3.4. Women road users and affected persons in all the project corridors of the link road

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Communities in several villages and sub-districts affected by the toll road project show different gender role dynamics. The patrilineal family system is dominant where the husband is usually the main decision-maker in the family. However, women also play an important role in several aspects of social and economic life, especially through social and economic groups such as PKK (Family Welfare Empowerment), BKMT, and UMKM (Micro, Small and Medium Enterprises).

Women in this area are involved in various types of work, ranging from laborers in plantations, workers in the informal sector, to MSME entrepreneurs. While there is no significant wage difference between men and women in the same job, employment opportunities for women tend to be fewer and focused on certain sectors.

Toll road construction projects have a significant impact on people's livelihoods. Plantation land taken for the project disrupts the jobs of local residents, including women. However, there are also new opportunities emerging, such as jobs in the construction sector (albeit limited) and other supporting sectors such as catering, laundry and accommodation.

Gender Constrain :

1. Limitations in Decision Making: The patrilineal system places women in a lower position in family decision-making.
2. Lack of Employment Opportunities: It is more difficult for women to get jobs than men, especially in the formal sectors.
3. Employment Limited to Certain Sectors: Women's employment is often limited to sectors such as plantation labor, MSMEs, and domestic work, while access to employment in the construction sector is still very limited.
4. Risks to Safety and Security: The influx of migrant workers in construction projects can increase the risk of exploitation and harassment of local women.
5. Impact of Development on Livelihoods: Toll road construction disrupts plantation land and small businesses that are the main source of income for women.
6. Safety and Security: Concerns about air and noise pollution as well as the safety of school children and students with heavy cars passing by. Lighting and speed signs for highway safety.
7. Vulnerable Populations in Gender Groups: Low-income class women, the elderly, and people with disabilities face greater challenges in adapting to changes caused by the toll road project. Difficulty getting information related to the project, especially in Petalongan Village.
8. Inadequate Transportation Infrastructure and Services: Toll road construction may hinder access to plantations and reduce farmland and gardens. Strategic improvements to village roads and access are important to support residents' mobility.
9. Social Construction and Limitations of Gender Groups: The dominance of the patrilineal system with the husband as the main decision-maker, Women have limited employment opportunities, especially in construction, The traditional division of gender roles limits women to domestic work and the informal sector.

Gender Opportunities:

1. Women's Leadership Roles: The presence of women as village heads and leaders in various social groups demonstrates women's potential in leadership roles.
2. Infrastructure Development: Although still limited, there are opportunities for women to be involved in jobs related to toll road projects, such as management and supporting jobs (catering, laundry, etc.). The expectation to employ local people in toll road construction and use local materials can create jobs and boost the village economy. The construction of sports facilities and skills training for affected residents can improve the quality of life of the community.
3. Economic Empowerment: Toll road construction is expected to open new opportunities for local UMKM to develop, especially in rest areas and other supporting facilities. Catering, laundry and accommodation opportunities for toll road workers. Opportunities to improve skills through softskill, marketing and cooking training.
4. Training and Empowerment: The project can be an opportunity to provide training and empowerment to women in new areas, such as road construction, business management, and other skills.
5. Improved Mobility and Access: The toll road will improve mobility and access, which can positively impact women's social and economic lives.

6. Wage Equality: Employment in the oil palm sector shows a wage gap between men and women, providing an opportunity to promote wage equality.
7. Social Empowerment: Women can play an important role in social groups such as PKK, Pengajian, and BPD. Women's involvement in village government, such as in Pijoan Village, demonstrates women's leadership potential.

4. GENDER ACTION PLAN

Based on the gender analysis, a Gender Action Plan (GAP) has been developed for this project. The GAP is a tool and mechanism for implementing mainstreaming gender and facilitating women's participation and benefit sharing from the project.

Table 5. Gender Action Plan

Objectives	Indicator & Targets	Responsibilities	Methodology	Remarks	Timeline
Component 1: Inclusive and safe toll road Infrastructure					
1.1. Ensure that the toll road design and construction incorporate gender-responsive and universal accessibility considerations to enhance safety, accessibility, and comfort for all users, particularly elderly, women, children, and persons with disabilities (EWCD).	1. Gender-inclusive design features incorporated into the detailed design and civil works, where technically feasible. 2. Basic facilities for female workers (separate toilets and clean water) provided at construction sites.	TIU, CSC, Contractor	1. TIU ensure the DED has incorporate feasible gender-responsive features such as lighting, signage, and accessible facilities. 2. Contractor will construct the DED 3. TIU, PMC, and CSC will verify the implementation through road safety audit	1. Budget is included in the civil works contract	During Construction and Pre-Opening Stages
1.2. Provide gender-responsive and inclusive rest area facilities.	3. Project rest areas include gender-responsive and accessible facilities, such as separate toilets for women and men, nursing rooms (where applicable), adequate lighting, and facilities for persons with disabilities.	TIU, CSC, Contractor	4. Incorporate gender-responsive and universal accessibility features into project-supported rest areas	2. Budget is included in the civil works contract	During Construction
Component 2: Women's participation and employment opportunities					
1.3. Promote equal employment opportunities for women during project implementation and encourage a more gender-inclusive working environment.	4. At least 10% women employed in skilled, technical, administrative, or supervisory positions, where qualified candidates are available 5. Sex-disaggregated employment data	TIU, CSC, Contractor	5. Include gender provisions in procurement documents 6. Monitor contractors'	3. Budget is included in the civil works contract	During Construction

Objectives	Indicator & Targets	Responsibilities	Methodology	Remarks	Timeline
	maintained.		employment records through quarterly reporting.		
1.4. Strengthen women's participation in land acquisition, livelihood restoration, and stakeholder engagement.	6. At least 30% of consultation participants are women. 7. Sex-disaggregated consultation and livelihood restoration records are maintained and reported. 8. Women from affected households have equal access to livelihood restoration support.	TIU, CSC, Local Government	7. Ensure women from affected households participate in consultations on land acquisition, compensation, and livelihood restoration. 8. Maintain sex-disaggregated records of consultations and livelihood restoration participation.	4. Budget is included in the CSC or TIU	Before and during construction
1.5. Promote gender-responsive employment and a safe working environment.	9. 100% of contractors implement Codes of Conduct 10. Women account for at least 10% of project workforce	TIU, CSC, Contractor	9. Encourage equal employment opportunities for women during project implementation. 10. Encourage contractors to implement gender-responsive workplace measures, including Codes of Conduct and SEA/SH prevention.	5. Budget is included in the civil works contract	During Construction
1.6. Female employments generated for the operation of the segment from Jambi (SP. Ness) – Merlung	11. Target 20% of the total employment, in line with the project requirement	Operator	11. Operator provide opportunities to female employment from affected households.	6. Budget provision prepare by Operator	Post-Construction Stages
Component 3: GBV/SEA-SH risks					

Objectives	Indicator & Targets	Responsibilities	Methodology	Remarks	Timeline
1.7. Minimize risks of Gender-Based Violence (GBV), Sexual Exploitation and Abuse (SEA), and Sexual Harassment (SH) associated with project implementation.	12. 100% project workers sign the Code of Conduct 13. At least one GBV/SEA-SH awareness training conducted prior to construction and refresher sessions during implementation. 14. Functional GBV-sensitive grievance mechanism established and operational 15. Referral pathway available for survivors.	TIU, CSC, Contractor	12. Integrate GBV/SEA-SH requirements into Contractor ESMP, Labor Management Procedures, induction training, and the Project Grievance Redress Mechanism (GRM).	7. Budget is included in the civil works contract	During Construction
Component 4: Institutional Capacity for Gender Mainstreaming					
1.8. Strengthen the capacity of PMU, PIU, CSC, Contractors, and relevant stakeholders to implement and monitor gender commitments effectively.	16. At least one GAP orientation conducted for project implementers. 17. At least one community awareness activity on road safety and GBV/SEA-SH conducted during construction. 18. At least 20% female participation in training and consultation activities, where feasible.	PMU, PIU, TIU, CSC, Contractor	13. Deliver orientation and awareness sessions as part of existing project capacity-building programs and stakeholder engagement activities	8. Budget is included in the PMC contract	During Construction
Component 5: Implementation of GAP					
1.9. Ensure systematic implementation, monitoring, and reporting of GAP commitments throughout the project lifecycle.	19. GAP implementation progress reported as part of quarterly project progress reports least one GAP orientation conducted	PMU, PIU, TIU, CSC, Contractor	14. Integrate GAP monitoring into the existing Project Monitoring and quarterly progress reporting	9. Budget is included in the PMC contract	Throughout project implementation
1.10. Strengthen gender-responsive monitoring and grievance management.		PMU, PIU, TIU, CSC, Contractor	15. Ensure the project GRM is accessible to women, including confidential handling of SEA/SH complaints.	10. Sex-disaggregated data are included in project progress	Throughout project implementation

Objectives	Indicator & Targets	Responsibilities	Methodology	Remarks	Timeline
				reports. 11.GAP implementation progress is reported semi-annually	

4.1. Gender Risk Management

- a. Protection of Women and Children:
Prevent an increase in the risk of violence against women and children (human trafficking, prostitution, sexual harassment) due to socio-economic changes from pre-construction, construction and post-construction activities of project plans.
- b. Access Conditions:
Providing easy access to public facilities at toll road rest areas, such as ramps, separate toilets, lactation rooms, rest rooms, prayer rooms, special parking spaces for women and people with disabilities.
- c. Community participation:
Lack of participation by women's groups in the planning and decision-making process regarding toll road projects.
- d. Economic Impact:
 - The possibility of increasing economic disparities/disparities due to changes in livelihood patterns.
 - The possibility of increasing gender inequality in access to employment and income opportunities due to changes in the structure of the local economy.
- e. Communication and Information:
Women's lack of access to information about toll road projects and their impact on their lives.
- f. Gender Based Monitoring and Evaluation:
There is no adequate monitoring and evaluation mechanism to assess the project's impact on gender and local communities.

4.2. Gender Development

- a. Protection of Women and Children:
Mitigation: Developing SOPs for protection of violence against women and children, handling complaints.
- b. Access Provision:
Mitigation: Facilitate women's access to public facilities at toll road rest areas, such as ramps, separate toilets, lactation rooms, rest rooms, prayer rooms, special parking spaces for women and people with disabilities.
- c. Community participation:
Mitigation: Increase participation of women's groups in land acquisition activities
- d. Economic Impact
Mitigation: Implement fair and inclusive hiring policies, ensuring equal pay.
- e. Communication and Information:
Mitigation: Utilize various communication channels including social media, local radio broadcasts, and community meetings to disseminate information about the project, and how they can participate in the decision-making process.
- f. Gender Based Monitoring and Evaluation
Mitigation: Implement gender-based monitoring and evaluation mechanisms to regularly assess project impacts on women and local communities.

By implementing a holistic Gender Risk Management and Gender Development approach, it is hoped that this toll road construction project can have an even positive impact on all levels of society,

including women. Gender preventive and development efforts must continue to be monitored and evaluated periodically to ensure the achievement of gender equality goals and project sustainability.

APPENDIX

Jambi Province

Jambi Outer City District, Muaro Jambi District, Jambi

Topic	Opinions and Suggestions
Role of Women	The family system in this sub-district takes the male lineage. There are three types of decision makers in the family, namely father, mother and first child. In household work, women work in the back of the house (kitchen, toilet/water, and mattress). Meanwhile the men cleaned the garden and house. In village government, Pijoan Village is led by a woman as Village Head. Women are also found in several women's social groups such as PKK, BKMT, Community Health Centers, and Religious Studies. Then there are also Karang Taruna and Desa Wisma groups which are mixed with men, the roles of women there are chairman, secretary, treasurer and members. Gender equality in this sub-district can be overcome by women themselves. Men support women, especially husbands who support their wives in carrying out public work.
Work	In families who work to earn money are men and women. Generally, women work as laborers in companies, cleaning services, and open MSME businesses at home. There is no difference in wages between men and women who have the same position. The construction of the toll road disrupted livelihoods because most of the plantation land and several residents' houses were affected. Eliminating jobs for those who work on rubber plantations and own food stalls. The view that women work in the road construction sector is very good (positive). However, women only work as foremen, the heavy work is left to men. This is because women in the village do not have experience working in the field of road construction. Apart from that, women can also work in sales, laundry, catering and accommodation for toll road workers.
Project Perception	The construction of toll roads will be disrupted because there could be air pollution due to dust, sound pollution due to noise, access to parks will be disrupted and there are concerns that the construction will damage PDAM pipes. However, they agree with the plan to build a toll road, because travel will be faster, mobility will be smoother, livelihoods will improve, and their village will become a prestigious place because it is famous for having a toll road. The hope is that if this toll road is built, local MSMEs will be empowered in Rest Areas, can minimize accidents, Hospitals and Fire Departments will remain close to the road, the distance between Rest Areas is not far, first of all, e-tolls are free, and there are lots of discounts. In terms of safety, we try not to let heavy cars pass during the day because there are many school children and students. If a heavy car passes, an officer must accompany it.

Muara Papalik District, West Tanjung Jabung District, Jambi

Topic	Opinions and Suggestions
Role of Women	The entire community in this village adheres to a patrilineal family system. The decision maker in the family is the husband or father. There is no division of labor in the household, everything is done together.

Topic	Opinions and Suggestions
	Women's group activities include: Women's religious studies, social gatherings, PKK, and cooking groups which usually take part in competitions. Gender equality problems are felt when women have to compete with men to get jobs.
Work	The main family income comes from the father's/husband's work, while the wife works to help or supplement the family income, some also sell clothes, agricultural tools, skin care and food. Women have fewer opportunities to work in palm oil companies than men, in fact husbands allow their wives to work, but companies do not accept female workers. Opportunities for women usually work as spraying pests (pesticides) and carrying out fertilization. The income gap between men and women who work in palm oil companies is quite high, reaching 30% (women are smaller). Women in villages do not have work experience if they want to work in the field of road construction, so what can be done during toll road construction, women can work in catering or food stalls to sell to toll road construction workers.
Project Perception	It would be disturbing if the construction location crossed a local water source or well. Agree with the toll road construction plan because this is a government program and road access will be better. It is hoped that if the toll road is built, the contractor will prioritize residents as workers in toll road construction. It is hoped that more attention will be paid to road safety, especially towards the safety of school children and residents who work in government offices.

Sakernan District, Muaro Jambi Regency, Jambi

Topic	Opinions and Suggestions
Role of Women	The prevailing family system is following the male line (Patrilineal). In a family, the main decision maker is the husband, but on some decisions the husband and wife often agree. Women usually do housework, especially kitchen work. Women's groups in this sub-district include: PKK, Yasinan Study Group, BKMT, Muslimat, and women's BPD which have members and are chaired by women, and there is also the Association of Women Entrepreneurs. At the village level government, there is one village in Sakernan District which is headed by a woman. The gender problem that stands out in this sub-district is the lack of job opportunities for women, women are unable to help their families economically, so the divorce rate due to economic factors is quite high. According to women (mothers), husbands often don't think too much about the family, because they think it is enough to earn a living for the family, while the wife has to think about everything, including taking care of the children and household work.
Work	It is the husband who works to earn money which is the main thing for the family's economy, while the women who help earn money usually work as palm oil workers and rubber latex collectors, but there are also other jobs that can be done. increase income, namely contractors, MSMEs, entrepreneurs, catering, plantations. , agriculture, animal husbandry, coolies and ART (Household Assistant).

Topic	Opinions and Suggestions
	In the same job, men and women are paid the same. Disrupting women's activities in earning a living because there are concerns that toll roads do not pass through villages and crop yields decrease because land is taken up for toll road construction. Agree that women are involved in toll road construction, because there are also women who have experience in the field of road construction. However, apart from road construction, women can also work by planting protective trees, opening laundry and catering or food stalls for workers.
Project Perception	The construction of a toll road will disrupt resources because it will hinder public access to the location and will cause sound pollution due to noise. However, he agrees with the plan to build a toll road because it will make transportation easier and travel times faster. It is hoped that if the toll road is built, there will be efforts to employ local residents using materials originating from the local area. This opens up employment opportunities, and it is hoped that it can provide education to the public regarding trade, agriculture and plantation insights for sustainable human resources. Residents need to pay attention to road safety, repair village roads first and not move them to strategic locations.

Tebing Tinggi District, West Tanjung Jabung District, Jambi

Topic	Opinions and Suggestions
Role of Women	The community in this sub-district adheres to a patrilineal system, in a family the main decision maker is the husband as head of the family. One of the villages is led by a woman. The problem with gender equality is that in terms of opportunities to get a job, it is more difficult for women to get a job.
Work	In a family, the person who makes money is the man or husband. Women also help provide income at home, women usually garden or work as laborers in palm oil companies. The construction of toll roads has an impact on livelihoods because it can reduce employment opportunities, reduce agricultural land and gardens, so that women cannot work or find work anymore. Women do not have experience in the field of road construction, but women can help in other areas such as planting protective trees, being a cleaner, cooking or providing food for workers, meaning that women are not given heavy work, but rather appropriate portions. .
Project Perception	Disturbing resources, especially fish, because the noise caused by the construction of toll roads causes fish. However, he agreed to the construction of the toll road because it followed government instructions. The hope is that if the toll road is built, residents will be involved in the construction of the toll road, as workers. Contractors can coordinate with village officials if they want to recruit local workers and build sports facilities in affected villages. For the sake of safety, improve village road access and build overpasses or underpasses that can be used by the public to cross toll roads,

Tungkal Ulu District, West Tanjung Jabung District, Jambi

Topic	Opinions and Suggestions
Role of Women	The family system adopted is patrilineal. In a family, the main decision maker is the husband, the wife's role is only to provide input before decisions are made. Some families divide roles between domestic and public. However, there are also those who are equally helpful at home, complementing each other. There are many women's groups in this sub-district, including PKK, Religious Studies, Community Health Center Cadres, TPK Cadres which contain female leaders and members. Meanwhile, for social groups consisting of men, there is the Farmer's Group, the role of women in the group is secretary and treasurer. The problem with gender equality is that female workers receive lower wages than men, because women are given fewer working hours than men. And women have fewer job opportunities than men.
Work	Husbands work as the main income for the family, but there are also husbands and wives who both work. Women who work are in several employment sectors such as working in fields, palm oil companies, MSMEs, civil servants and some are midwives. In palm oil companies, there is a difference in wages between men and women who have the same type of work, namely around 15 – 20%. Women's work in palm oil companies is usually in cultivating and maintaining oil palms. The construction of the toll road itself does not interfere with the work of women who work in palm oil companies. However, for those who open stalls, they will lose their jobs because their buildings will be demolished. The women in the village already have experience building roads so it is fine for them to take part in road construction. However, there are also women who do not have road construction experience, who may be diverted to work in the trade sector during the toll road construction period, such as opening catering/food stalls, laundry, and providing accommodation for toll road workers.
Project Perception	The construction of toll roads disrupts village roads because it makes roads that were previously close become far away because they have to detour via the toll road project. Women agree with the construction of toll roads because the roads become busier, there are more job opportunities, transportation becomes smoother, so it has its own prestige for the village, the younger generation likes to return to the village. The hope is that if the toll road is built there will be an increase in the economy by facilitating training in soft skills, marketing, MSMEs, cooking, etc. For the sake of road safety, the women asked for lighting and road signs, especially speed signs.