

GENDER ACTION PLAN

Output and Gender- related Objective(s)	Activities and targets	Responsibility	Time
Outcome. The public transport system is improved in GCC, benefiting a population of 1 million	<ul style="list-style-type: none"> BRT achieves a ridership of 100,000 passengers per day [at least 30% women] in 1st year of operation BRT achieves at least 85% client satisfaction on safety and efficiency of BRT system (Target: at least 50% of clients surveyed are women) 	EPCM Social & Gender Expert/ PMU	Q4, 2017
Output 1. GCC's main urban transport corridor is restructured	<ul style="list-style-type: none"> 20 km. corridor, including BRT system, is restructured as per design and international standards, including safety and comfort features for women, children, and disabled Employ women (at least 20% of workers) in BRT construction and maintenance work. Bus stations and vendor areas designed to include safety facilities for women (lighting, security, separate toilets for women, etc.) Ensure adherence to gender-specific core labor standards in contract codes related to the operation and management of BRT, such as equal wages for equal work. 	EPCM Social & Gender Expert/ PMU	Q1, 2012 to Q4, 2015
Output 2. Project management is effective , and BRT operations are sustainable	<ul style="list-style-type: none"> 75% of DTCA / SPO trainees [at least 30% women] get 80% high score in final test At least 70% of garment workers (majority of whom are women) using BRT receive subsidized monthly travel passes 50% of students receive subsidized BRT monthly passes [target: 60% female students] Recruit female staff in SPO (Target: At least 20% of total staff are women) Reserve 20% of seats for women with young children, pregnant women, children, elderly, and handicapped and enforce availability of reserved seats by the targeted population in BRT operations. Ensure separate queuing system for male and female passengers at BRT stations & priority boarding of pregnant women, elderly, children and handicapped. Reserve and allocate at least 15% of the vendor area to women vendors Employ at least 10% female staff (e.g., drivers, crew, etc.) in BRT Operations. Ensure that the awareness materials for BRT incorporate specific issues of women and children, and use a methodology that ensures targeting of women and girl children Conduct a feasibility study on re-establishing women-only buses, or women sections in existing buses, or similar women-friendly design features, for recommendation to the Roads Division of the Ministry of Communications <p><u>Project management specific:</u></p> <ul style="list-style-type: none"> Gather baseline sex-disaggregated data and gender analytical information as part of any preparatory surveys, feasibility studies, assessments and reports. Develop gender-sensitive training modules for use in training PIU staff PIUs appropriately staffed [with at least 20% women] and trained PMU and PIU have gender focal points Include women with proper experience of gender and transport issues in trainer's team. Incorporate gender indicators in the PMIS 	EPCM Social & Gender Expert/ PMU	Q1, 2012 to Q4, 2016
Output 3. Urban quality of the corridor is improved	<ul style="list-style-type: none"> Consider safety of women / children while selecting location of street lighting in corridor Awareness campaigns conducted on improving road safety and traffic behavior [target: At least 30% women participation] Female traffic police in GCC attend the traffic management training program. Training for Traffic Police to include gender sensitive issues. Ensure participation of women (Target: at least 30% women) – either in the design, construction, operation, and/or maintenance – in the improvement of local markets and feeder roads for NMT 	EPCM Social & Gender Expert/ PMU	Q1, 2012 to Q4, 2015

BRT = Bus Rapid Transit, DAP = detailed area plan, DTCA = Dhaka Transport Coordination Authority, EPCM = Engineering, Procurement and Construction Management, GAD = Gender and Development, GAP= Gender Action Plan, GCC= Gazipur City Corporation, M&E = monitoring & evaluation, NMT= non-motorized transport, PIU= Project Implementation Unit, PMIS = project management information system, PMU = project management unit, SPO= Special Project Organization.