

GENDER ACTION PLAN

	Activity	Target	Baseline indicator	Responsibility	Timing (TBC)
Component A : Urban transport Infrastructure					
1.1	Installation of special facilities for pregnant women ('wall plates' ¹) in Yerevan Metro carriages, and construction of special facilities for women with kids carrying perambulators ('lifter devices') in Yeritasardakan Metro Station	Special facilities for pregnant women in Metro carriages installed and for women with kids carrying perambulators in stations	Specific 'Wall plates' for pregnant women - n/a Devices - n/a	EA, Yerevan Metro, contractors, PIU manager, PIU GS	3-4 Q 2011 Note: to the extend possible (subject to discuss)
1.2	Improving lighting facilities in Yerevan Metro, in regional coach station and at bus stops	Lightening facilities and design in the new Yeritasardakan metro station	Light in Lux - n/a	EA, Metro Co PIU manager, PIU GS	3-4 Q 2011 1 Q 2011
1.3	Improving the existing "washing facilities" of Yerevan Metro carriages and cars in transport sector performed mostly by men	Carriage and car washing facilities for men in the Yerevan Metro and selected divisions improved	Difficult manual men's work	EA, metro Co PIU manager, PIU GS	1 Q 2013 onward (TBD)
1.4	Increasing percentage of females in decision making positions in IA's and selected transport sector agencies	Percentage of female employees in managerial positions in TDPIU increased by 25%	30 -35 % female on middle level	PIU manager, PIU GS	Regular Basis
1.5	Ensuring collection of sex-disaggregated baseline information and monitor and evaluate trends in relevant transport sector's agencies	Sex-disaggregated database established. GAD disaggregated baseline information and M&E reports available	Single indicators on ad hoc basis	PIU manager, PIU GS, NSS, MOTC	3 st Q 2011 and onward till completion
Component B : Institutional Capacity development Plan					
2.1	Ensuring women's equal participation in the development of multimodal action plan	Women's participation not less than 15%	More than 15% female participation	PIU Manager, PIU GS	Tbd and tbc
2.2	Ensuring presence of the GFP in Urban Transport reorganization scheme	GFP working in the Urban Transport scheme	GFP – n/a	PIU Manager, PIU GS	Regular
Component C : Program Management Facility					
3.1	Identifying Gender Focal Points in Yerevan and other municipalities, PIUs, Yerevan Metro, MOTC and MOLSI and creating a project's GAD Network; recruiting a Gender Specialist in PIU	Gender Focal Point (GFP) in EA and IAs identified and Gender Specialist (GS) recruited in IA on the intermittent basis; and network of agencies established and regular meetings held to discuss joint GAD activities	GFPs in EA, PMO - n/a, GS PIU – n/a MOTC, Metro – n/a	PIU manager, PIU GS, EA, ARRM GFP	1 st Q 2012 and onward till completion

¹ Wall plate refers to horizontal plates hang along the wall to be used to temporary put heavy package or cradle

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3.2	GAD network establishing network with NGOs: "Drivers association", "Association for security driving" and NRSC ("Umbrella NGO")	Network with NGOs established and regular meetings held	Network - n/a, ad hoc cooperation	PIU GS, NGOs	
3.3	Conducting a series of gender awareness training for the relevant staff in involved municipalities, MOTC and Yerevan Metro	Training modules with the focus on GAD in transport sector developed and number of trainings held	GAD trainings for MOTC – n/a	PIU GS in collaboration with UNDP, MOLSI, NGOs	Starting - 4 st Q 2011 and onward on a Q basis
3.4	Conducting needs assessment for training modules for men and women working in the transport sector (separate and mixed target groups)	Needs assessment conducted in MOTC, Yerevan Metro and other urban transport systems	Needs assessment - n/a	PIU, GS PIU in collaboration with UNDP, and selected NGOs	Depends on the project's schedule, demand of stakeholder for special training modules and target groups identified during the needs assessment
3.5	Developing and holding training modules based on needs assessment and stakeholder analyses (in the mixed and separate gender target groups) for the selected beneficiaries and interested and involved agencies in transport sector	Training modules on (i) traffic safety (ii) preventive medicine, family planning, STD prevention, hygiene awareness, (iii) communication skills for drivers, (iv) train driving safety, etc	n/a but demanded for separate target groups (drivers)	PIU, GS PIU in collaboration with UNDP, MOLSI and selected NGOs	
3.6	Identifying and recruiting local NGOs as IA to conduct selected training modules	Local NGOs as sub IAs identified and recruited to conduct trainings	No NGO contracts	PIU Manager, GS PIU	
3.7	Ensure collection of GAD baseline and end-line information and inclusion of GAD issues in social profile at Project's implementation and completion phases	GAD information collected. Social/gender profile in the reports, reporting indicators in the project's ADB's PPR available	Fragments, and ad hoc information	PIU, GS PIU, NSS, ARRM GFP (PPR), MOTC	Depends on implementation on schedule of project
3.8	Ensure gender-balanced composition and equal pay of PIU	Gender-balanced Team and equal pay basis in PIU	85% men's salary		
3.9	Capacity development training, PIU's consultation with MOTC on GAP	Capacity development training on GAP's implementation conducted	n/a		
3.10	Development of monitoring tool and regular reporting system	Progress toward meeting the GAP indicators and targets	To be in progress	PIU GS, ARRM GFP, CWTC	1 st Q 2011 onward

GS=Gender Specialist, PIU= Yerevan Development Program Implementation Unit, MOTC =Ministry of Transport and Communication, MOILSI = Ministry of Labor and Social Issues, NSS = National Statistical Service, NRSC= National Road Safety Council ("Umbrella " NGO in transport sector) GFP= Gender Focal Point, GAD = Gender and Development, GAP = Gender Action Plan