

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN<sup>1</sup>

ACTIVITY	INDICATOR/TARGETS	RESPONSIBILITY	TIMELINE (Year)
<b>OUTPUT 1: New metro lines completed</b>			
<p>1. Integrate gender-specific safety and public health concerns, with a focus on the needs of the elderly, women, children, differently abled, and transgender, in the construction design of the Bengaluru Metro Phase 2A and Phase 2B corridors.</p> <p><b>Aligned with DMF Output 1b.</b> 30 stations for the new lines constructed with multimodal facility and EWCDT-responsive features (2019 baseline: 0) (OP1.3, OP2.4.1)</p>	1. (i) 1 coach reserved for women; (ii) 8 seats (4 in front and 4 in rear) of each coach reserved for women, elderly, differently abled, and caregivers, publicized through signage, consistent with COVID-19 prevention national/state requirements; (iii) 1 dedicated space for a wheelchair in first and last coach of every train	BMRCL through Gender Focal Point and GESI Expert	1–5
	2. (i) Well-lit, dedicated waiting area for women on the platform adjacent to the reserved coach for women with adequate signage, (ii) female security personnel, (iii) one-way voice intercom for communication with the station manager with adequate signage, in all stations		
	3. (i) Step-free, universally accessible route for those on wheelchair; (ii) universally accessible route with tactile pavers for all other users; (iii) clear and legible signage provided; (iv) at least 1 escalator each to access and egress the platform, concourse at multimodal and terminal stations, in all stations		
	4. Separate, free, clean public toilets for men, women, and universally accessible unisex toilets <sup>2</sup> with clear, legible signage at all stations		
	5. Nursing rooms <sup>3</sup> to be provided on identification of requirement-based survey		
	6. Sex-segregated resting rooms and toilets for train operators at all terminal stations		
	7. 1 crèche for BMRCL personnel at 2 depots		
	8. Commercial space displaying products by SHGs <sup>4</sup> at Santhe located at SV road station premise		
	9. CCTV cameras installed to monitor coaches, publicly accessible areas of all stations, including parking spaces		
	10. (i) Integrated EWCDT-friendly signage system: bilingual visual, print, and multimedia in all coaches and all stations promote public education messages on public health/safety, prevention of communicable diseases, including those relevant to COVID-19 prevention, <sup>5</sup> zero-tolerance approach to sexual harassment, helpline number awareness; (ii) BMRCL website to include maps for all users that include most efficient access in and out of stations		
	11. Well-lit pick-up and drop-off areas around all metro rail stations with universally accessible footpaths as per IRC:103-2012		
	12. 20% of new operations-related skilled <sup>6</sup> workers for phases 2A and 2B are women <b>(aligned with DMF Outcome d)</b>		

ACTIVITY	INDICATOR/TARGETS	RESPONSIBILITY	TIMELINE (Year)
OUTPUT 2: Urban development plans and implementation frameworks based on transit-oriented development principles and multimodal integration plan developed for Bengaluru			
2. Include sufficient considerations for EWCDT, as well as lower-income groups, in the TOR of the consultants that are tasked to conduct the study on TOD and to prepare the TOD framework, policy, guidelines, and plans.	13. Study on TOD completed, with gender equality and social inclusion measures incorporated ( <b>aligned with DMF Output 2a</b> )	BMRCL through technical assistance by ADB	1–5
	14. Design guidelines for integration for various components of public transport including metro station, bus stop, bus terminal, multimodal hub, road network and its hierarchy and non-motorized transport infrastructure developed, with gender equality and social inclusion measures ( <b>aligned with Output 2b</b> )		
	15. Prepare other guidelines and plans that are EWCDT responsive: (i) Inclusive TOD plans developed (ii) Conduct guidelines for staff and contractors, and standard operating procedures on how to prevent and address instances of sexual harassment are developed by BMRCL (iii) Service standard guidelines for public metro transport in the city prepared (iv) Multimodal integration plan for 7 stations developed by BMRCL (v) Plan for 6 TOD priority zones developed		
	Plan for well-lit, universally accessible footpaths as per IRC:103-2012 along major roads within 2 km of all metro rail stations prepared		
Output 3: Capacity of Bangalore Metro Rail Corporation Limited and relevant state line agencies improved in transit-oriented development and multimodal integration			
3. Incorporate GESI measures in BMRCL's functioning.	16. Senior Advisor/staff nominated as gender focal point in the BMRCL, with required support staff	Director, BMRCL PIU	1–5
	17. A GESI Committee within BMRCL established in first year and quarterly meetings	BMRCL GFP and GESI Expert	
	18. Gender Friendly Workplace Policy approved by BMRCL management within first year, with annual training for at least 10% of all staff		
4. Develop and implement GESI training modules.	19. (i) Designate station master/controller as Accessibility Officer in each station; (ii) annual training conducted for frontline staff security personnel at all the stations on EWCDT-friendly conduct and how to prevent and address sexual harassment	BMRCL through TA (19 b)	1–5
	20. 200 staff, at least 20% of whom are women, of BMRCL, DULT, BMTC, BDA and other related agencies reported increased knowledge and capacity to implement the TOD framework and GESI aspect ( <b>aligned with DMF Output 3a</b> )	BMRCL through TA	1–3
	21. At least 2,000 locals along the corridors, with a minimum of 33% females, reported increased awareness of TOD and MMI ( <b>aligned with DMF Output 3b</b> )	BMRCL through TA	

BMRCL = Bengaluru Metro Rail Corporation Limited, CCTV = closed-circuit television, COVID-19 = coronavirus disease 2019, BDA = Bangalore Development Authority, BMTC = Bangalore Metropolitan Transport Corporation, DMF = design and monitoring framework, DULT = Directorate of Urban Land Transport, EWCDT = elderly, women, children, differently abled, and transgender, GESI = gender equality and social inclusion, GFP = gender focal point, IRC = Indian Roads Congress, km = kilometer, MMI = multimodal integration, OP = operational priority, PIU = project implementation unit, SHG = self-help group, TA = technical assistance, TOD = transit-oriented development.

- <sup>1</sup> Activities related to the preparation of materials for the multimedia public education and capacity development training on GESI can be supported partly by the ADB TA-9761 IND: Strengthening Capacity to Design and Implement Transport Infrastructure Projects and other available TA resources.
  - <sup>2</sup> Toilet facilities will be provided in paid area. The key aspects include a manual flush, handless dust bins, diaper changing stations, ad exclusive sanitary pad disposal bins.
  - <sup>3</sup> The nursing rooms will include a comfortable chair with supportive arms, a small table, electrical outlet/s, diaper changing station, and a lock for privacy. Nursing rooms will be provided to stations based on need survey.
  - <sup>4</sup> At present, BMRCL has developed a marketplace (Santhe) for self-help groups (SHG) at SV Road metro station where 64 stalls have been created. Out of these, for lack of demand, only 27 are currently being used. Eight out of 27 stalls are being used by women-led/operated SHGs.
  - <sup>5</sup> Consistent with national and state requirements.
  - <sup>6</sup> A job item that requires a specific qualification in the operation of the metro infrastructure; within the direct payroll of BMRCL. The operation-related skilled staff in BMRCL include train operators, junior and section engineers, maintainers, assistant managers, station superintendents, etc.
- Source: Asian Development Bank.