

GENDER ACTION PLAN

Activity	Performance Targets / Indicators	Responsibility	Timeframe
Output 1. Upgraded railway infrastructure			
1.1 Integrate elderly-women-children-disabled (EWCD)-friendly features in the designs of the 11 project-reconstructed railway stations as well as the 2 Bangladesh Railway (BR) staff housing units	(a) 11 railway stations rehabilitated by the project equipped with: <ul style="list-style-type: none"> • separate toilets and ablution/prayer facilities for male and female passengers • separate prayer spaces for women and men; and • lighted waiting rooms • disability-friendly access features¹ (b) BR residential buildings include separate dormitories and facilities for men and women ²	Implemented by contractor Monitored by PIU and CSC	Q2 2015 to Q2 2020
1.2 Conduct public preventative STD, human trafficking awareness-raising sessions and women personal security and safe mobility for communities around the targeted railway corridors and stations	<ul style="list-style-type: none"> • Conduct at least 10 STD³, human-trafficking and women personal security and safe mobility awareness sessions. • At least 500 community members [Target: 40% women] living around the railway lines participate in Public Awareness Campaigns [10, with estimated 50 participants/each] on Health and Social risks and impacts associated with railway upgrading (incl. Sexually Transmitted Infections and human trafficking). • At least 20 STD and human trafficking preventative awareness billboards and signs are set up in strategic places along the railway corridors prior the start of construction activities • At least 4 STD and human trafficking preventative awareness billboards and signs posted in each rehabilitated stations once construction is completed 	Implemented by INGO Implemented by CSC All targets monitored PIU/CSC	Q2 2015 to Q2 2020 (construction) Q2 2018-onwards (construction completed)
1.3 Conduct preventative STD sessions for contractors	<ul style="list-style-type: none"> • All contractors and their employees receive training on STD 	Implemented by contractor Monitored by PIU and CSC	Q2 2015 to Q2 2020

¹ Including entry/exit gates and foot-over-bridges equipped with ramps, dedicated drop-off and pick-up points and parking space as well as ticket booths at suitable height for wheelchair users

² These include bathrooms, toilets, game rooms and ablution/prayer facilities.

³ For HIV/AIDS and STD, when applicable using good practice tools and materials endorsed by the National AIDS/STD Programme (NASP)

Activity	Performance Targets / Indicators	Responsibility	Timeframe
1.4 Monitor the employment of women and those from surrounding communities, as skilled and unskilled workers in the construction and rehabilitation of railways and stations, ensuring equal pay for work of equal value	<ul style="list-style-type: none"> Payroll with names, sex, work done, working period, and wages received, made available for inspection by PIU 	Implemented by contractor Monitored by PIU/CSC	Q2 2015 to Q2 2020
1.5 Ensure that construction activities abide by core labor standards ⁴	<ul style="list-style-type: none"> Bidding documents and contracts contain provisions on core labor standards Report incidents of non-compliance 	Implemented by contractors. Monitored by PIU/CSC	Q2 2015 to Q2 2020
1.5 Ensure that project-affected women receive fair compensation, livelihood training, and assistance in relocating	<ul style="list-style-type: none"> All affected women who receive compensation have bank accounts in their names or jointly with their husbands All affected households with female or elderly heads receive additional assistance One member of each vulnerable household participates in livelihood skills training (with 30% female participation), 	Conducted by INGO; Monitored by PIU and CSC	Q4 2014 to Q2 2016
Output 2. Improved capacity of BR in project management and implementation			
2.1 Build capacity of BR in integrating EWCD - inclusive rail design and components	<ul style="list-style-type: none"> At least 20 BR staff trained in integrating EWCD-friendly features in rail design and components 	Conducted by CSC Monitored by PIU	Q2 2015 to Q2 2020
2.2. Assess and make recommendations to improve BR's capacity in mainstreaming EWCD –friendly features in its operations	<ul style="list-style-type: none"> Customer Satisfaction Survey carried out on: EWCD design features, security and safety of (rehabilitated) Train Stations and quality of BR services, upon completion of rehabilitation of three Railway Stations [Target: 50% women respondents]. BR Management and Staff Discussions carried out to reflect on the results of the Customer Satisfaction Survey Recommendations to mainstream Customer Satisfaction Survey and BR Management and Staff feedback in future railway designs 	Conducted by CSC Monitored by PIU	Q3 2018 to Q2 2020

BR = Bangladesh Railway; CSC = Construction Supervision Consultant; ECWD = elderly, women, children and disabled; INGO: Implementing Non-Governmental Organization; NASP = National AIDS/STD Program; PIU = Project Implementing Unit; STD = Sexually Transmitted Disease

⁴ i.e.: equal wages for work of equal value, prohibition of child labor, no bonded labor; no work discrimination regardless of gender, race, and ethnicity; and freedom of association and collective bargaining