

GENDER ACTION PLAN

A. Gender Context

1. **National context.** In 2010, the Georgian Law on Gender Equality was passed, prohibiting gender-related discrimination and provisioning for guaranteeing gender equality. The legal provisions include ensuring equal access to education for boys and girls, equal employment opportunities for women and men, ensuring fair and equitable working conditions and pay, promoting equal rights and freedoms of women and men, enabling equal access to information, and supporting elimination of gender-based violence and harassment. Since 2012, the government has focused on enabling more inclusive economic growth in Georgia and made some significant progress on gender equality notably achieving near gender parity in educational attainment. However, the country needs further improvements on key global indicators of economic status and political voice, resulting in ranking among the lowest five countries for gender equality within the Eastern Europe and Central Asia region.¹

2. **Gender in the transport sector.** Occupations are strongly segregated by gender, with a much higher share of men in stereotypically male professions, such as engineering, construction, energy, transport and communications, gas, and water supply. According to latest national statistics, as few as 2% of women work in the construction sector and 4% in the transport and communication sectors.²

3. Key issues considered in designing and implementing transport projects are access, safety, and providing equal opportunities for employment in the sector. In practice, few women are employed in this sector, and the majority work in the stereotypical roles acceptable for women (social and environmental safeguards field or in human resources) (footnote 1). There is a widespread assumption that women and men benefit equally from transport projects and use travel infrastructure in similar ways. However, there are often significant gender differences in transport usage, trip patterns, and mobility constraints. Constraints that include cost, lack of provision, and inconvenience prevent many women from using public transport. When there is access to public transport, it is often too expensive, located too far away, or is considered unsafe: sexual harassment on public transport has been reported as a growing problem in many countries from the Central Asia Regional Economic Cooperation Program.³

B. Georgian Railway JSC Corporate Gender Profile

4. During due diligence, Georgian Railway shared insights on the difficulty of attracting women into the transport sector in general and specifically for technical and railway engineering positions, as those are usually not considered suitable for women. One reason being the hard-working conditions for these roles. Promoting women's participation in the railway is therefore limited but interestingly, as a leading state-owned enterprise, Georgian Railway has established the professional railway college, which offers vocational training for up to 800 students per year. Difficulties of attracting the younger female generation to the sector remain valid and this is reflected in the lower female representation at the Railway Transportation College, with 32 women for 298 men vocational students in 2020. The gender action plan will consider leveraging Georgian Railway's internship program established in partnership with the College to promote more opportunities for female students in this traditionally male-dominated sector, as of 2019 only

¹ ADB. 2018. [Georgia Country Gender Assessment](#). Manila.

² National Statistics Office of Georgia. 2020. [Women and Men in Georgia: Statistical Publication](#). Tbilisi.

³ ADB. 2021. [CAREC Gender Strategy 2030: Inclusion, Empowerment and Resilience for All](#). Manila.

11% of the 200 interns were women (the program was put on hold in 2020 due to the pandemic crisis).

5. Georgian Railway has an overall workforce of 11,894 employees (excluding employees of its subsidiaries, 12,361 at the end of 2020 including its subsidiaries), of which 17% are women. While the company employs women across job categories, they are typically more represented in administrative and logistics roles. Despite being lower, their participation in technical jobs is already above industry average and women are also present in managerial positions.

Table 1: Georgian Railway Staff Distribution 2020 (Disaggregated by Sex)

Job Category	Number of Staff	Share of Women Staff	Share of Men Staff
Board / shareholders	5	0%	100%
Senior management (president, vice presidents, chiefs, department heads)	59	17%	83%
Management (division/unit/team managers)	1,005	10%	90%
Engineers/railcar staff	3,116	7%	93%
Technicians/machinery line/maintenance staff	5,650	8%	92%
Logistics staff	955	48%	52%
Other admin and support staff	1,104	64%	36%
Total	11,894	17%	83%

Source: Georgian Railway JSC.

6. As an employer, Georgian Railway follows the Georgian legal labor law, which includes principles on equality. The company reports having included these principles in its Code of Conduct and Ethics, and in its internal labor regulations. Georgian Railway notably applies equality and no discrimination principles in its internship program and for its job opportunities; the company also has career development tools equally available for female and male staff, such as short-term programs to enhance staff qualifications. Gender analysis further notes that despite general references to equality principles, GR does not have specific gender sensitive provisions nor related training on gender issues. (Confidential information deleted.)

7. Lastly on the accessibility and usage of Georgian Railway lines, while GR reports having security measures at the train stations in terms of separate facilities and functioning lightning, and video surveillance systems in some trains, these measures could be improved to consider specific provisions for better women's safety as users of the railway services. This would add the gender element to GR's compliance with national regulation on defining the rights and obligations of railway passengers, which notably has the obligation to provide conditions for wheelchair users in the infrastructure design and services. As such, a number of trains (GRS trains),⁴ service centers and station platforms are adapted to wheelchair users and have special seats, bathrooms and elevators.

C. Gender Action Plan

8. The investment is categorized as Effective Gender Mainstreaming (EGM) wherein gender design features and targets will be incorporated in Georgian Railway operations and investments.

9. The gender measures are presented in Table 2.

⁴ The KISS GRS train is a double decker passenger train built by Stadler Rail and used by Georgian Railway in its operations.

Table 2: Gender Action Plan

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and/or Reporting Mechanisms
Outputs	By 2023	
2. Georgian Railway's railway network improved with increased capacity enhanced with improved gender responsiveness	2d. At least 12 train stations include dedicated visible communication boards to promote women and girls' safety, including a hotline and/or helpline to report cases of violence and harassment (2020 baseline: 0)	2.–4. Georgian Railway's annual development effectiveness monitoring report
	2e. Total number of jobs provided during construction increased to 350, of which at least 41 are for women (2020 baseline: 323, 31 women)	
3. Gender inclusiveness in Georgian Railway's workplace increased	3a. A policy to address sexual harassment with supporting procedures ^a established (2020 baseline: No policy)	
	3b. At least one annual awareness-raising activity on Georgian Railway anti-sexual harassment policy ^b for 80% of staff and contractors conducted (2020 baseline: 0)	
4. Opportunities for women in the transport sector improved	4a. Share of women in internships across transport job categories at Georgian Railway increased to at least 15% (2019 baseline: 11%)	

^a Anti-sexual harassment procedures include an effective and accessible harassment reporting mechanism, a private and fair investigative process, and a fair and transparent redress system.

^b Awareness sessions may potentially be conducted in partnership with a CSO such as a women's organization and shall cover the content of GR new anti-sexual harassment policy and its reporting and redress mechanisms, together with other topics including gender-sensitive and respectful work environment and zero tolerance for gender-based violence.

Source: Asian Development Bank.