

GENDER ACTION PLAN

Outputs	Gender Actions
Output 1. A sustainable transport management agency for Vientiane established	<ul style="list-style-type: none"> - Target of 30% of employees recruited for the transport agency are women, including 20% women in decision-making or management posts. - Ensure that women staff are provided training relevant to their jobs; target participation of women in postgraduate training proportionate to the percentage of women staff in the relevant positions. - Ensure that all agency staffs are trained in gender issues relevant to BRT, including prevention of sexual harassment and violence against women.
Output 2. High-quality bus services and bus rapid transport established and operating in Vientiane	<p>BRT physical design features will include:</p> <ul style="list-style-type: none"> - Priority seating and waiting spaces for pregnant women, elderly, people with disability, and adults with small children or prams in all buses and stations. - Safe pedestrian access to the stations and bus stops - Adequate lighting around stations, near exits and entrances, bus stops, and pedestrian walkways. - Installation of security cameras in all buses and at all bus stations and provision of security personnel inside stations. - Separate toilets for women and men in bus stations, with regular cleaning. - Ensure that the BRT information system and scheduling is developed based on an analysis of transport patterns and needs of women and men to support accessibility and facilitate trip planning by different groups of men and women. - Ensure real-time traffic information electronic displays to help women and men plan their waiting time. - Consider various modalities to support affordability and increase access, e.g., passes to enable travel in multiple segments without paying fares, lower fares to reduce cost during off-peak hours, and pro-poor rate structures to reduce the burden of cost for the poor living in peripheral areas. Undertake gender analysis to inform smart card ticketing and fare pricing. - Ensure that 30% of jobs generated from BRT services, e.g., fare system staff, station attendees, supervisors, security officers, and drivers are filled by women, with data to be reported on a disaggregated basis, and all staff to be provided adequate training. - Ensure that 30% of unskilled labor jobs in civil works are provided to women, and that this is stipulated in civil works contracts. Disseminate information on the types of jobs available to local communities and those which can be performed by women. - Ensure that all construction contracts for civil works include gender-specific core labor standards. - Ensure that all BRT staffs are provided a briefing on the prevention of sexual harassment, violence against women, STI/HIV and AIDS, trafficking, and reporting channels. - Provide information boards on STI/HIV and AIDS and prevention of sexual harassment in bus stations and lay-bys. - Ensure that staffs at the bus stations are trained in basic first aid to service passengers.
Output 3. Traffic management in the core area of Vientiane improved	<ul style="list-style-type: none"> - Ensure that pedestrian friendly traffic management and traffic calming measures, e.g., protected crossings, traffic and pedestrian crossing signalization, raised crossings, traffic police, etc., are provided on all BRT routes. - Ensure that pedestrian friendly traffic management and traffic calming measures as well as pedestrian crossings are in place, especially near the

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	<p>transit mall section, and in other areas with high numbers of pedestrians, including children and women.</p> <ul style="list-style-type: none"> - Provide sufficient road safety signage to ensure the safety of women and children.
Output 4. Paid parking system and national vehicle registration system established	<ul style="list-style-type: none"> - Ensure that spaces are allocated for pregnant women and people with disabilities in the dedicated parking spaces. - Ensure that parking areas are well lit. - Ensure that 30% of employees for parking management and enforcement are women.
Output 5. Accessibility for pedestrians and other non-motorized transport in the core area of Vientiane improved	<ul style="list-style-type: none"> - Ensure adequate NMT lanes or walkways to the bus stations, transit mall, morning market and Vientiane high school - All NMT walkways to include barriers for vehicles and restrictions on vendors blocking paths (or assign certain sections to vendors where pedestrian paths are not blocked). - Adequate lighting and street benches provided NMTs lanes and walkways.
Project Management	<ul style="list-style-type: none"> - Appoint a gender focal in the PCU. The gender focal may be supported by the Subcommittees for the Advancement of Women (Sub-CAW) within MPWT. - Appoint to the project implementation consultants a part-time international gender specialist for 3 months, a part-time international universal accessibility specialist for 2 months, and one part time national gender specialist for 7 months (all on an intermittent basis, based on key project gender deliverables aligned to outputs) responsible for supervision and reporting against the GAP throughout the project period. - Project implementation consultant team to have knowledge of and experience with implementing the specified gender design features of the project - Gather baseline sex-disaggregated data and gender analytical information for preparatory surveys, feasibility studies, and assessments prior to the start of construction. - Facilitate equal participation and consultation of women affected by and involved in the project during preparatory surveys, studies, assessments, and other consultative mechanisms. - Provide gender awareness and GAP implementation training for relevant MPWT staff - Include all female PCU staff members as participants in capacity development activities relevant to their positions. - Integrate gender-related substantive content into capacity development activities and communication strategies whenever appropriate - Integrate gender indicators into the project M&E system.

BRT = bus rapid transit, GAP = gender action plan, M&E = monitoring and evaluation, MPWT = Ministry of Public Works and Transport, NMT = non-motorized transport, PCU = project coordination unit.

Source: Asian Development Bank.