

## GENDER ACTION PLAN

Activity	Performance Targets / Indicators	Responsibility	Timeframe
<b>Output 1. New railway line commissioned</b>			
1.1 Integrate elderly-women-children-disabled (EWCD)-friendly features in the station designs and along new railway line	9 new railway stations equipped with: <ul style="list-style-type: none"> <li>• separate toilets and ablution facilities for male and female passengers</li> <li>• separate waiting rooms spaces for women and men</li> <li>• separate ticketing facilities for women in Cox's Bazar stations</li> <li>• well-lit waiting rooms and spaces on platforms</li> <li>• disability-friendly access features<sup>1</sup></li> <li>• Rail crossing physical safety signs along railway line</li> </ul>	BR Contractor CSC	From 1 January 2018 to 31 December 2021
1.2 Conduct rail crossing safety awareness campaigns to communities along corridor (audience: pedestrians, drivers, parents, schoolchildren, professional drivers)	<ul style="list-style-type: none"> <li>• At least 10,000 residents [Target women 40%] from upazilas along the alignment participated in rail crossing safety awareness sessions.</li> <li>• 75% of students [Target schoolgirls: 50%] of at least 500 public or registered kindergarten, primary and secondary schools in upazilas along the alignment participated in rail and platform safety awareness sessions.</li> <li>• At least 300 professional drivers are sensitized to safe rail crossing</li> </ul>	BR ADB Specialized safety- awareness NGO PMC	From June 30, 2017 to December 31, 2020
1.3 Preventive personal safety/anti-sexual harassment measures	<ul style="list-style-type: none"> <li>• At least 1 sign is posted in each train station to inform passengers where to get help or report an incident of personal safety/sexual harassment. The signs should be intelligible for an illiterate audience and clearly indicate zero tolerance for sexual harassment and violence.</li> </ul>	BR	By December 31, 2021
1.4 Conduct public preventative STD and human trafficking awareness-raising sessions to communities and laborers	<ul style="list-style-type: none"> <li>• At least 500 community members [Target: 40% women] have participated to STD<sup>2</sup> and human-trafficking sessions during the first three year of construction activities.</li> <li>• At least 20 STD preventative awareness signs are set up in strategic places along the corridor prior to the start of construction activities</li> <li>• All civil works laborers have received training on STD prevention</li> </ul>	PMC/CSC	From January 1, 2018 to June 30, 2019
1.5 Ensure that project-affected women receive fair compensation and benefit from livelihood improvement training	<ul style="list-style-type: none"> <li>• All female-headed households have bank accounts in their names</li> <li>• All vulnerable affected households receive additional assistance</li> <li>• Female participating in livelihood training have an additional seed grant<sup>3</sup></li> </ul>	BR INGO CSC/PMC	From September 1, 2016 to December 31, 2017

<sup>1</sup> 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.

<sup>2</sup> For HIV/AIDS and STD, when applicable using good practice tools and materials endorsed by the National AIDS/STD Programme (NASP). Eligible participants are one member of vulnerable household: male participants will receive BDT 25,000 and female BDT 35,000 at the end of the training. This is to encourage households to send female participants.

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<b>Output 2: Project implementation capacity of Bangladesh Railway strengthened</b>			
2.1 Increase capacity building of key transportation staff in managing personal safety and sexual harassment incidents	<ul style="list-style-type: none"> <li>BR has established guidelines on how to respond to, report and document personal safety and sexual harassment incidents and complaints in train stations and wagons</li> <li>At least 100 BR staff working as attendants (conductors), station master/assistants, railway reserve police are trained on how to manage personal safety and sexual harassment incidents and complaints.</li> <li>Safety and security teaching materials related to personal safety and sexual harassment-free environments have been developed.</li> </ul>	BR CSC	By June 30, 2018
2.2 Information dissemination capacity improved	<ul style="list-style-type: none"> <li>Website about project, its impact and implementation progress launched and regularly updated</li> </ul>	BR PMC ADB	By June 30, 2017
2.3 Monitor the employment of women and those from surrounding communities in construction activities	<ul style="list-style-type: none"> <li>Payroll with names, sex, work done, working period, and wages received, are made available for inspection by PIU</li> <li>Mainly construction laborers will be monitored but also other employees in administrative and housekeeping activities</li> </ul>	BR CSC	From January 1, 2018 to September 30, 2021
2.4 Ensure that construction activities abide by core labor standards <sup>4</sup>	<ul style="list-style-type: none"> <li>Bidding documents and contracts contain provisions on core labor standards</li> <li>Report incidents of non-compliance</li> </ul>	BR CSC	From June 2016 to September 30, 2021

ADB = Asian Development Bank, BR = Bangladesh Railway; CSC = construction supervision consultant; EWCD = elderly, women, children and disabled; INGO: implementing non-governmental organization; NASP = National AIDS/STD Program; NGO = non-governmental organization, PIU = project implementing unit; PMC = project management consultant, STD = sexually transmitted disease

<sup>4</sup> Standards include: 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.