

## GENDER ACTION PLAN

Duration: 2010 – 2018 (8 years)

Impact<sup>1</sup>: *Improved urban environment, local economy and better living conditions in urban areas.*

Outcome<sup>2</sup>: *improved efficiency, reliability and affordability of urban transport infrastructures and services in Georgia*

| Activity / Strategy   | Performance/Target Indicators  | Rationale/ Objectives  | Responsibility                 | Timing      |
|---|--|--|--------------------------------|-------------|
| <b>I. Preparatory Stage</b>   |  |  |                                |             |
| 1) Secure gender technical expertise<br>2) Gather and analyze sex-disaggregated baseline data<br>3) Facilitate women's access to participation in the project<br>4) Codify responsibility for GAP implementation in legal instruments | a) Social analysis report includes a gender analysis<br>b) Number of women's stakeholder groups consulted on the project concept and design<br>c) TOR of consultants, staff and contractors include accountability mechanisms for meeting the GAP indicators | To ensure incorporation of gender perspectives in the baseline data generation and implementation plans<br><br>Identify specific tasks and project personnel who will be responsible for implementation of the GAP/ portions of the GAP. | ADB<br><br>EA<br>ADB, EA       | 2010 - 2018 |
| <b>II. Under Output A<sup>3</sup>: Urban Transport Infrastructure extended, rehabilitated and improved.</b>   |  |  |                                |             |
| 1) Infuse gender perspectives in infrastructure policy, planning, design, and construction  | a) Increase by 2% number of women using municipal urban transport compared to baseline in 2008<br>b) All planning, design and construction address specific needs of women and men riders (e.g. adults traveling with children)                              | To maximize women's access and benefits from the project.  | EA and relevant municipalities | 2010 - 2018 |
| <b>III. Under Output B<sup>4</sup>: Institutional and Management Capacity Strengthened for all urban transport players</b>  |  |  |                                |             |
| 1) Affirmative action to provide opportunities for qualified women to sit in decision-making posts in a traditionally be a male-dominated sector.   | a) Implementation of a gender-sensitive urban transport roadmap and improvement of the planning processes in relevant cities<br>b) Updated and relevant gender-sensitive monitoring tools to manage urban transport in the city                              | To assist transport sector managers and staff in mainstreaming gender perspectives into their operations.  | EA and relevant municipalities | 2010 - 2018 |

<sup>1</sup> DMF (Appendix 3) in Concept Note dated March 2010

<sup>2</sup> DMF, Ibid

<sup>3</sup> DMF Output, Appendix 3 in Concept Note, p12

<sup>4</sup> DMF Output, Appendix 3 in Concept Note, p13

| Activity / Strategy   | Performance/Target Indicators  | Rationale/ Objectives   | Responsibility  | Timing      |
|---|--|---|---|-------------|
| 2) Continuous monitoring and development of gender mainstreaming strategies for improvement of urban transport services.  | <ul style="list-style-type: none"> <li>c) One sex-disaggregated household survey carried out in Tbilisi (50% of respondents women)</li> <li>d) A multimodal committee with women representatives set up in Tbilisi with an action plan prepared</li> <li>e) One multimodal transport website created and functional including website featuring gender responsive design of public transportation</li> <li>f) One twinning with relevant cities implemented with study tour for relevant municipalities (Organization and financing) with focus on gender responsive and safe public transport design</li> <li>g) Sex-disaggregated public transport passenger databases developed by month 24</li> <li>h) Sex-disaggregated baseline survey conducted by month 6, and follow-up surveys continued until month 66</li> </ul> | To increase number of women leaders/ managers in the transport sector.  | EA and relevant municipalities<br><br>Participating Municipalities, Operators | 2010 - 2018 |
| <b><i>IV. Under Output C<sup>5</sup>: Establishment of skilled and experienced units to oversee management and implementation of the Program in relevant municipalities</i></b> |  |   |   |             |
| <ul style="list-style-type: none"> <li>1) Design training modules</li> <li>2) Conduct Gender Sensitivity training</li> <li>3) Recruit qualified women</li> </ul>                | <ul style="list-style-type: none"> <li>a) Gender sensitive public awareness and marketing campaigns organized by relevant municipalities</li> <li>b) Financial management, procurement, and safeguards and gender sensitization training provided to Program Management Units</li> <li>c) All the required professional staff hired with 15% recruitment of qualified women</li> <li>d) Gender Focal point in EA identified and supported by ADB Gender and Development Consultant</li> </ul>  | Increase protection of women's rights, and promote equal opportunity and gender parity in the urban transport sector. | Executing agency<br><br>MDF, Participating Municipalities                     | 2010 - 2018 |

<sup>5</sup> DMF Output, Appendix 3 in Concept Note, p13

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|----------------------------|---|------------------------------|-----------------------|---------------|
|                            | e) Training plan developed by month 12 and conducted between month 12 and 48, with at least 30% of women participants |                              |                       |               |