

**GENDER ACTION PLAN
(Overall Project)**

Output and Gender-related Objectives	Activity/Strategy	Performance/Target Indicators¹
<p>Preparatory Stage To ensure due consideration of gender issues and analysis in program planning, design and implementation procedures.</p>	<p>Appoint a full-time Gender Specialist in Ha Noi Metropolitan Rail Transport Project Board (MRB) responsible for supervision and reporting against the GAP throughout the Project period.</p> <p>Gather baseline sex-disaggregated data and gender analytical information for preparatory surveys, feasibility studies and assessments.</p> <p>Facilitate equal participation and consultation of women affected by and involved in the Project during preparatory surveys, studies, assessments and other consultative mechanisms.</p>	<p>A full-time Gender Specialist is appointed within MRB and reporting periodically on progress with GAP implementation.</p> <p>Studies (such as the one on resettlement impacts, affordability study, etc) and reports include reference to gender-disaggregated data and gender analytical information.</p> <p>Female beneficiaries and affected people are equally consulted and participate in meetings on surveys, studies, assessments and other consultative mechanisms. Sex-disaggregated data are reported on the process.</p>
Output 1: Metro Line 3 is operational		
<p>To ensure that gender aspects are integrated into Metro infrastructure design and construction to maximize women's equal access and benefits.</p>	<p>Civil works for stations and depot designed and constructed considering gender aspects and including features that are important from gender perspective, such as:</p> <ul style="list-style-type: none"> - Safe lighting, separate male: female toilets and waiting areas, child-friendly access and facilities, video surveillance - Station design allows space for market stalls and women-run small businesses 	<p>Gender-specific physical design features evident in newly constructed Metro infrastructure facilities.</p> <ul style="list-style-type: none"> - Safe lighting, separate male: female toilets and waiting areas, child-friendly access and facilities, video surveillance - Space for market stalls and women-run small businesses in stations and depot (removed in AF GAP)².

¹ Gender targets proposed here remain basically the same as of the original phase but are rearranged to aligned better with the DMF outputs.

² The target "Space for market stalls and women-run businesses in stations and depot" is removed as other loan L3235 has GAP target to cover this. In addition, the current phase's civil work detailed designs did not include these, a revision to the detailed designs to include this will cause further significant changes to project.

Output and Gender-related Objectives	Activity/Strategy	Performance/Target Indicators¹
To mitigate potential negative impacts from new Metro construction.	<p>Establish targets for female employment generation in any project civil works</p> <p>Regulate adherence to gender-specific core labor codes and a code of conduct in construction company contracts for all civil works.</p> <p>Include information on potential negative impacts through raising awareness and information to all construction labor force.</p> <p>Ensure that women's needs are equally met through Resettlement Plan, e.g. quotas for women's participation in resettlement committees, specific attention to impacts on (predominantly female) shopkeepers in Nui Truc Street, ensuring that women and men equally receive compensation payments.</p>	<p>Minimum 30% of jobs generated by Metro civil works occupied by women.</p> <p>All construction contracts for Metro civil works include gender-specific core labor codes, and a code of conduct.</p> <p>HIV/AIDS and Trafficking Prevention Program implemented encompassing all Project employees.</p> <p>Each resettlement committee has at least a female representative (revised from "50% of representatives in resettlement committees are women" – original GAP target)³</p> <ul style="list-style-type: none"> – 100% of affected female shopkeepers have received income restoration and livelihood support. – 100% compensation receipts with female and/or both husband and wife signatures
Output 2: MRT 3 Electrical and Mechanical Systems (E&M), and rolling stock		
<p>To promote women's role in transport sector operations and service delivery.</p> <p>To ensure that E&M systems and rolling stock equipment are designed to ensure women's equal access to the Metro service</p>	<p>Establish targets for female employment generation in Metro E&M systems and rolling stock equipment, in station and depot management, ticketing, station attendance and security, and train driving.</p> <p>E&M systems and rolling stock equipment designed with gender-specific features:</p> <p>Separate carriages for women and children, priority seating for pregnant women, space for baby prams and wheelchairs, emergency intercom and video surveillance.</p>	<p>Minimum 30% of jobs generated by Metro E&M systems and rolling stock equipment in station and depot management, ticketing, station attendance and security, and train driving are occupied by women.</p> <p>Gender-specific physical design features evident in new E&M systems and rolling stock equipment:</p> <p>Separate carriages for women and children, priority seating for pregnant women, space for baby prams and wheelchairs, emergency intercom and video surveillance.</p>

³ The revision came based on the government policy on resettlement committee which only stipulates to have one Women Union representative in each committee, other members coming from land administration division of the district who are male dominant. Therefore the original target is unrealistic and unlikely achieved at the end.

Output and Gender-related Objectives	Activity/Strategy	Performance/Target Indicators ¹
Output 3: Improved implementation capacity of MRB		
<p>To support HRB and transport sector staff to mainstream gender into Metro Rail project delivery and operations</p> <p>To promote the role of women in MRB transport sector and ensure the participation of female HRB/transport sector staff in capacity development</p>	<ul style="list-style-type: none"> - Appoint a full-time Gender Specialist in HRB responsible for supervision and reporting against the GAP throughout the Project period. - Provide gender awareness and GAP implementation training for HRB staff. - All female HRB Project staff members participate in relevant capacity development activities. - Integrate gender-related substantive content into HRB capacity development activities and communication strategies wherever appropriate - Proactively encourage and promote women's employment in the transport services sector. - Include responsibility for gender issues and gender analysis in Terms of Reference for all consultants, wherever relevant. 	<ul style="list-style-type: none"> - A full-time Gender Specialist is appointed within MRB to secure proper attention to Gender Action Plan implementation. - Gender awareness and GAP implementation training materials developed, and training delivered with sex-disaggregated attendance records. - Number of female MRB Project staff participants per capacity development activity. - Gender-related substantive content reflected in all MRB training materials where appropriate. - Content of recruitment materials for Metro employment enhancing female applicants - Minimum 20 % of new appointed/hired MRB staff are female. - Gender technical support is reflected in consultancy reports and other deliverables from consulting services.

Implementation arrangement: MRB will appoint a gender specialist within its organization to be tasked to drive the implementation, monitoring and reporting on GAP progress and achievements. MRB full-time gender specialist will work with PMS – phase 2 consultant’s gender specialists (4 man-month, intermittent inputs international and 12 man-month national intermittent gender/social specialists) to ensure GAP implementation with consultant’s technical support. The MRB gender specialist’s terms of reference (TOR) includes for (i) preparing her/his own yearly and monthly workplan for GAP implementation; (ii) coordinating with related stakeholders (contractors, supervisors, procurement specialists, M&RE specialist, etc.) in MR for ensuring GAP related activities; (iii) Monitor GAP and DMF gender related targets; (v) liaison and work with PMS consultants on gender /HIV/AIDs and communication specialists to make use of their support effectively and timely; (iv) update GAP monitoring table bi-annually as part of the progress report to ADB; and (vi) preparing the government GAP PCR. The PMS-phase 2’s consultant gender specialists’ TORs are in the PAM and/or PMS-phase 2 Consultant TORs.