GUIDE ON INTEGRATING GENDER INTO INFRASTRUCTURE DEVELOPMENT IN ASIA AND THE PACIFIC

Transport and roads

Photo: UNOPS/John Rae

UNOPS

UN WOMEN

Author: Jessica Menon

Editor: Kelly O'Neill

Production Coordination: Lesli Davis

Design: blossoming.it

GUIDE ON INTEGRATING GENDER INTO INFRASTRUCTURE DEVELOPMENT IN ASIA AND THE PACIFIC

Transport and roads

MARCH 2019

UNOPS

UN WOMEN

TABLE OF CONTENTS

INTRODUCTORY NOTE

Infrastructure underpins core economic activity and is an essential foundation for achieving inclusive and sustainable economic and social growth as it enhances access to services, education and work opportunities. Yet the world in which we live is fundamentally unequal. It is designed, built and maintained without considering the needs of all members of our society, including the most vulnerable.

Women and men use services and utilities in different ways. But too often, the needs of women, girls and vulnerable groups – who comprise the majority of a society are not reflected in the design of infrastructure projects, reinforcing their marginalization. By developing infrastructure without incorporating considerations for women or vulnerable parts of the population, we develop gender-blind infrastructure, which often empowers men. It can also impede women and girls' ability to contribute equally in society, which prevents them from accessing safety, opportunities and equal rights.

Infrastructure development must be driven by a human-centered approach which translates to gender-responsive projects. This requires all stakeholders affected by infrastructure systems to participate in the design – not just financiers, engineers, and environmentalists, but also gender experts, social inclusion specialists, women and girls and all members of society who will be using the end-product. With adequate resources and information, we can create infrastructure that promotes sustainable development, fosters innovation and builds cities and communities that are inclusive, safe and resilient.

UN Women and UNOPS are working together to create a paradigm shift in how we plan, deliver, and manage infrastructure so that *all stakeholders* can reap the benefits. We need to create a shift in the way we plan, deliver and manage infrastructure systems because they must serve the needs of all stakeholders over a long period of time. Inequitable infrastructure built today will discriminate for decades to come.

With our partners, we are changing the thinking and adapting the tools to help governments develop public infrastructure that benefits everyone, including those most at risk of being left behind. This Guidance Series on *Integrating Gender into Infrastructure Development in Asia and the Pacific* includes case studies from across the Asia and Pacific Region, good practices, analysis of cost effectiveness and social returns, and checklists for stakeholders on mainstreaming gender and diversity. We hope they serve as a first step in a shift from infrastructure that perpetuates the status quo, to more inclusive and transformative infrastructure that will provide equal opportunities and higher return on investment for all, for years to come.

Sanjay Mathur

Regional Director, Asia Region

United Nations Office for
Project Services (UNOPS)

Anna-Karin Jatfors

Regional Director, a.i.

UN Women Regional Office for
Asia and the Pacific

ACRONYMS

AIDS	acquired immunodeficiency syndrome
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
ECM	early child marriage
ESIA	environmental and social impact assessment
GAP	gender action plan
GDP	gross domestic product
GFP	gender focal point
GM	gender mainstreaming
HIV	Human Immunodeficiency Virus
HR	human resources
ICT	information and communications technology
IMT	intermediate means of transport
LGBTQI	lesbian, gay, bisexual, transgender, queer, and intersex
M&E	monitoring and evaluation
MHM	menstrual hygiene management
NMT	non-motorized transport
OD	operational directive
OI	operational instructions
O&M	operations and maintenance
PLWD	people living with disabilities
PM	project manager
PMM	project management manual
PMO	project management office
SDG	Sustainable Development Goal
SE	social and environmental
SMEs	small and medium enterprises
SMF	standards management framework
UN	United Nations
UNOPS	United Nations Office for Project Services
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WASH	water, sanitation, and hygiene

EXECUTIVE SUMMARY

Gender mainstreaming helps us to ensure that transport and road infrastructure is designed and built to maximize positive and equitable benefits such as income-generating opportunities and access, while mitigating risks and threats. Each stage of the infrastructure project must address the safety and accessibility needs of all users, including women, elderly, children, lesbian, gay, transgender, queer, and intersex (LGBTQI) individuals, people living with disabilities (PLWD) and other socially-excluded groups. Gender mainstreaming considers the diverse needs of women and other populations in various roles including as active stakeholders, employees, entrepreneurs, contractors, decision makers as well as the end users of transport infrastructure, whether they are motorists, pedestrians, transit users, cyclists, or others that move across roads, intersections, and borders.

The design of transport and road infrastructure must carefully consider how it is used by women, men, girls and boys and what are their needs. Good design asks many relevant questions. Who drives? Walks? Bikes? Where are they going and for what purposes? Are they using transport and road infrastructure to access education, health, or other services? What about markets and employment opportunities?

This guidance on gender mainstreaming in transport and roads provides specific 'how-to' guidance together with checklists across the project lifespan in four subsectors (roads, non-motorized transport and pedestrian infrastructure, transport systems, and ports), with context-specific Asia and Pacific regional information and case studies to showcase what socially-inclusive and gender-equitable infrastructure designs look like on the ground.

HOW TO USE THIS GUIDE

This guide is part of a series of *Guides on Integrating Gender into Infrastructure Development in Asia and the Pacific*. The series provides practical guidance that demonstrates both the 'why' and the 'how' of integrating gender within specific infrastructure subsectors and types across project phases.

The primary audience for the guide is UN Women and UNOPS personnel operating in the Asia-Pacific region,[1] as well as other United Nations organizations, civil society organization and private entities. The target audience includes programme/project managers, developers, planners, technical specialists, and others involved throughout all phases of the planning and implementation of an infrastructure project. The secondary audience includes other UN agencies working on development infrastructure and gender equality and/or select partners or host countries with specific development objectives in these areas.

Infrastructure is a broad sector that includes a wide array of project types. **Infrastructure is defined as the basic physical and organizational structures and facilities (e.g. buildings, roads, power supplies) needed for the operation of a society or enterprise**. This guide provides guidance and case studies specific to the Asia-Pacific region in discrete sections for the following transport and roads subsectors:

- Roads (large, feeder, rural feeder).
- Non-motorized transport and pedestrian infrastructure (sidewalks, paths, bridges).
- Transport systems, networks, and infrastructure (light rail, buses, trains).
- Ports (sea, air, ground).

The practical guidance series provides specific 'how-to' guidance together with checklists for ease of application, with context-specific Asia and Pacific regional information and case studies to showcase what socially-inclusive and gender-equitable infrastructure designs look like in reality. Global guidance, tools, and knowledge will be used to provide global context and best practice and to frame the region-specific information provided.

This guide is meant to be used in tandem with the companion *Guide on Integrating Gender throughout Infrastructure Project Phases in Asia and the Pacific*, which provides overarching guidance and tools to mainstream gender throughout each project phase. In addition to this guide focused on transport and roads, other guides are included within the series, namely: economic and retail infrastructure, and vertical structures. Other guides may be added to the series in the future, including water and sanitation, energy, land and housing, and information communication technology (ICT).

1. UNESCAP Asia-Pacific Offices and countries are used as geographic parameters, excluding North and Central Asia, as well as East and North East Asia.

INTRODUCTION

1. Why is Gender Mainstreaming in Transport and Road Projects Important in Asia and the Pacific?

As reflected in the United Nations Sustainable Development Goals (SDGs), sustainable solutions are critical to development. Gender equality and social inclusion are at the core of sustainable project management to make this a reality.

Asia and the Pacific is one of the world's most rapidly growing regions in terms of economic growth and population, and the region requires efficient, well-built and well-maintained transport and road infrastructure to foster inclusive growth for all people and ensure that the dividends of economic growth are equitably shared. The transport and road infrastructure sector is too frequently considered gender neutral but transport and road projects do not equally benefit men and women. Gender equality dimensions of the sector include who has access to – or can effectively and safely use – transport and roads infrastructure, individual and community purposes for its use, and possible positive or negative effects of increased mobility, among others.

For instance, there are often gender differences in travel patterns. Women typically have more complex daily mobility patterns than men, due to socially-imposed gender roles, and they need to combine domestic and caregiving tasks with paid employment, income-earning activities, and community and social obligations.[2] Women may have to accompany children to school, take care of sick family members, and purchase food from markets. This means that women are more likely to make combined and/or more frequent trips than men. Due to gender norms, expectations, and social responsibilities, women disproportionately suffer from time poverty, which often translates into reduced economic opportunities. For example, they may have to accept a lesser-paid but closer-to-home job so that they can fulfill all of their responsibilities, especially if road infrastructure or public transportation is not efficient, accessible, or affordable.

Regarding use of transport modes, women in Asia and the Pacific often have less access to, or ability to drive, motor vehicles. This means that they are more likely to walk or use non-motorized transport (NMT), especially in rural settings. In urban areas, women tend to be more reliant on public transportation.[3] This reliance is coupled with the fact that women usually have lower incomes and may have less decision-making control over household financial resources – a situation limiting the affordability of public transportation services.

A gender-related consideration that cuts across all transport and road infrastructure is the safety and mobility of women and other socially-excluded groups. Not only are women more likely to be confined to the private household sphere but they also are more susceptible to gender-based discrimination and violence in the public sphere, including sexual harassment, stalking, sexual assault, and even rape.[4] Although men and boys are disproportionately less vulnerable to the same types of violence and limitations on their mobility, they may also become victims, especially if they belong to other socially-excluded groups including: ethnic or racial minorities; lesbian, gay, bisexual, transgender, queer, or intersex (LGBTQI) individuals; persons living with disabilities (PLWD), and others.

2. Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.
3. Ibid.
4. Ibid.

Gender mainstreaming strengthens accountability and empowers all beneficiaries – with an emphasis on those who are socially-excluded. When care is taken to mainstream gender within transport and road projects, there is greater success in enhancing gender equality and delivering improved results. Mainstreaming gender within transport and road projects in Asia and the Pacific will:

- Support achievement of Sustainable Development Goal 5 (Gender Equality) and all other SDGs.
- Contribute towards economic growth and increased GDP.
- Drive human-centred project planning that improves equitable access to services demanded by women, men, boys, and girls who use and benefit from infrastructure differently, including those who are socially-excluded (LGBTQI persons, PLWD, youth, elderly, and others).
- Enable men and women labourers and business owners to benefit from equitable income-generating opportunities.
- Maximize distribution of equitable benefits to intended men and women road and transport users by ensuring infrastructure is fit-for-purpose.
- Increase cost-effectiveness, longevity, and community ownership of infrastructure while reducing waste and inefficiency.

Gender mainstreaming is, therefore, a critical risk-reduction strategy to "do no harm" within projects, and a strategy to maximize effectiveness and efficiency, while amplifying impact for the intended beneficiaries as well as the global economy.

Too often, large investments are made in infrastructure projects driven by status quo or political reasons. It is our collective responsibility as development practitioners to not only deliver infrastructure but also to understand and question the justification for the infrastructure in the first place, and any existing design specifications, the subtext, and the end goal of the infrastructure meeting all users' needs. It is our responsibility to understand if infrastructure plans and existing designs meet the priorities of both women and men end users of services. Effectively mainstreaming gender into transport and road projects will maximize benefits and reduce potential harm.

2. Anticipated Outcomes of Gender Mainstreaming in Transport and Road Projects

For transport and road infrastructure to leave no one behind, we must understand its intended benefits, and constraints in realizing those benefits, across various segments of the society. Conducting a context-specific gender analysis is the first step in understanding the opportunities and challenges to achieving desired outcomes both for gender equality and project success.

Infrastructure and Cities for Economic Development (ICED) developed a Gender and Inclusion Framework to categorize three levels of infrastructure programmes and interventions:[5]

- *Minimum compliance* – programmes address practical needs and vulnerabilities of women and excluded groups.
- *Empowerment* – programmes build assets, capabilities and opportunities for women and excluded groups.
- *Transformation* – programmes address unequal power relations and seek institutional and societal level change.

These levels are useful in understanding the theory of change in gender mainstreaming for transport and road infrastructure development. While dynamic, each level helps catalyse the next whereby minimum compliance contributes to empowerment for vulnerable groups – necessary element for transformation. A brief overview is provided below, with further detail included in each subsector chapter on transport and road infrastructure.

5. ICED. 2017. ICED facility: Gender & inclusion.

At minimum, gender mainstreaming can help identify how to mitigate risks and do no harm. This means that transport and roads are explicitly designed and constructed to address basic mobility and accessibility needs. Transport and roads must also address safety concerns and reduce vulnerabilities, specifically for women and socially-excluded groups. In practice, gender-responsive infrastructure:

- Is designed and constructed taking into consideration the various needs, concerns, and uses of roads, and where it is located. When this is done well, it can promote mobility and enhance women's ability to carry out their normal daily and seasonal tasks.
- Protects individuals from danger, reduces accidents and contributes to improving safety and crime reduction, harassment, and violence.
- Uses universal design to enhance the mobility of, and accessibility for, people with disabilities, older persons, and caregivers with children.

CASE STUDY 1

Minimum Compliance

Phases: Procurement, Implementation, Operations and Maintenance

The Japan Special Fund-financed Urban Transport Development Project in Mongolia aimed to improve public transport infrastructure and management in Ulaanbaatar city. The project does not integrate many components to address gender and social inequity but it does meet minimum compliance standards due to basic consideration of gender and vulnerable groups in project design. The project team acknowledged differing needs of women and vulnerable groups in resettlement and assessed those groups in the preparation of the resettlement action plan (RAP) to determine appropriate mitigation measures. The project considered the needs of women, students, and the elderly in designing the transit system to provide improved access to basic social services such as schools and health clinics. It also worked to provide women safe and enhanced access to roadside market areas.

Asian Development Bank. 2009. Urban Transport Development Project in Mongolia: Draft final report.
Asian Development Bank. 2008. Urban Transport Development Project, Mongolia: Technical assistance report.

By addressing mobility and safety concerns, **gender-responsive transport and road infrastructure can empower communities** by facilitating equal access to, and benefit from, available resources, services and opportunities. In practice:

- Transport and road infrastructure improves access to markets, education and employment opportunities, and other social services such as health care.
- Projects that employ female workers, entrepreneurs and enterprises in the construction, O&M, and maintenance of infrastructure projects generate additional income for women and local households.
- Accessible and safe infrastructure enables women and socially-excluded groups to travel farther from home, increasing opportunities for higher paid employment.[6]
- With accessibility measures, people with disabilities have enhanced mobility to navigate daily commutes and carry out business and daily tasks, thus leading to income generation and improved social status.

6. Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.

CASE STUDY 2

Empowerment

Phases: Design, Procurement, Implementation, Operations and Maintenance

This ADB-funded Road Maintenance Project in Lao People's Democratic Republic aims to strengthen road maintenance capacities of governmental bodies and to improve 100 km of roads. The project does consider gender in its design and hired a gender specialist, though it does not explicitly aim for gender mainstreaming or gender equity. It promotes equal capability development, access to resources and opportunities, and participation in decision-making for women and men.

The project met minimum compliance by adhering to labour standards, including prohibiting child labour, and by providing gender trainings for executing agency personnel to lessen any adverse effects of the project on women and vulnerable groups. The project also mitigated consequences through HIV/AIDS prevention campaigns.

The project empowered communities by employing women in construction and including conditions in bidding and civil works contracts regarding equal pay for women and men. The project team designed a community-based road maintenance programme that would continue to bring income to women after project completion and enhance their status in communities. There were several gender-disaggregated indicators in the project's M&E plan to track impacts specific to women or men.

Asian Development Bank. 2013. Road Maintenance Project, Lao PDR: Concept paper.

Asian Development Bank. 2015. Road Maintenance Project, Lao PDR: Technical assistance consultant's report.

Integrating gender considerations into transport and road infrastructure can **transform systems and support evolving positive social norms for women and socially-excluded groups**. Gender-responsive transport and road infrastructure has the ability to tackle the root causes and impacts of gender inequality. In practice:

- Gender-responsive transport and road infrastructure can contribute to reducing women's labour time,[7] allowing them to allocate time to different tasks, whether for income generation or social and community activities. At the household level, this can help redistribute household and care responsibilities, potentially contributing to a more equal balance of power in the home.[8]

- Gender-responsive transport and roads that enhance mobility for women and other vulnerable groups encourage more active participation in public life, helping to amplify their collective voices.

- Projects that engage women-owned enterprises, support local advocacy organizations, and develop progressive, inclusive procurement contracts can help usher in change in the infrastructure sector more broadly. These actions can catalyse improvements in the size, profitability, and quantity of women-owned enterprises, and even shape policy at a government level. They can lead to more women at decision-making levels, and lasting impacts for gender equality and parity within the community and broader society.

For these potential benefits from transport and road infrastructure to be realized, however, projects must make intentional and explicit efforts throughout all project phases to successfully mainstream gender while considering the unique context of women and socially-excluded groups in Asia and the Pacific. Given the ability infrastructure has to shape society and daily lives, conducting a comprehensive gender analysis and developing a gender action plan (GAP) will help projects to achieve these positive outcomes, and ultimately help transform gender norms and expand social inclusion.

7. Asian Development Bank. 2015. Balancing the burden? Desk review of women's time poverty and infrastructure in Asia and the Pacific.
8. Ibid.

3. Economic Impact of Gender Mainstreaming in Transport and Road Projects in Asia and the Pacific

Across Asia women spend an average of 90 minutes per day travelling for household or medical purposes.[9] Improving transport and road infrastructure is an integral part of reducing the time burden of women's unpaid work and other responsibilities, which can lead to higher economic participation. For example, improved, safer, and faster public transportation or ride-hailing services can make commuting less burdensome for women and increase their ability to obtain better jobs that may be located farther away.

Further, while the transportation industry makes up 10–20 per cent of jobs in the Asia-Pacific economies, women's share of employment in the sector typically falls below 25 per cent.[10] There is a significant drop-off in the share of women in middle management jobs compared to entry level jobs.[11] ADB and ILO estimate that women's limited access to employment causes a loss in economic growth to the Asia-Pacific region of $42–47 billion each year.[12] Further, the World Bank estimates that if female employees in the eastern Asia region had equal access to the same sectors, activities, and jobs as men, output per worker could increase from seven to 18 per cent.[13]

This gap provides an opportunity for companies engaged in supporting transport and roads projects to reform their recruitment and human resource policies to include and retain more women, leading to better profits and productivity. Research consistently shows a correlation between a corporation's diverse and inclusive teams and better business performance.[14] Companies in Asia with gender diversity on their executive teams are 21 per cent more likely than other firms to report above average profitability.[15] This trend is increasing, as the figure was 15 per cent three years earlier. Companies with more gender balance and human resource management policies that focus on gender diversity are linked to lower levels of employee turnover.[16]

The returns of engaging women in rural road construction and maintenance in Bangladesh

The Bangladeshi Sunamganj Community Based Resource Management Project (SCBRMP) used an innovative approach to rural road construction and maintenance, using local contractors and community groups. The contractors were selected from among the poorest women in the community and they were made responsible for road construction and routine maintenance. The women's participation in road work had positive effects at the individual, household, and community levels and the completed project improved links between more than 125 villages and led to a 40 per cent to 80 per cent increase in school attendance.[17] The benefits of engaging and employing these women was also evident in the sustainability and longevity of the roads. The women contractors proved that they could "maintain them in the long run better than the private contractors. They also own their own work as their community asset, which can never be expected from the business contractors."[18]

9. McKinsey Global Institute. 2018. The power of parity: Advancing women's equality in Asia Pacific.
10. DevTechs. 2012. Women in transportation in the Asia-Pacific Economic Cooperation (APEC).
11. McKinsey Global Institute. 2018. The power of parity: Advancing women's equality in Asia Pacific.
12. OECD. 2014. Society at a glance Asia/Pacific 2014.
13. World Bank Group. 2012. Toward gender equality in East Asia and the Pacific: Companion to the world development report.
14. Catalyst. n.d. Knowledge center: Diversity matters.
15. McKinsey Global Institute. 2018. The power of parity: Advancing women's equality in Asia Pacific.
16. Catalyst. n.d. Knowledge center: Diversity matters.
17. FAO. 2010. Women in infrastructure works: Boosting gender equality and rural development!
18. Inter Press Service. 2017. Women build rural infrastructure in Bangladesh.

Evidence-based responses that make the business case for gender mainstreaming (GM) in transport and road projects

"Gender awareness and gender equality is normally just a very small part of a project and does not have big impacts on the final result of the whole project. It therefore does not cause significant changes if not implemented."

Response: Often even very small changes can have a big impact. For example, the UNOPS project, the Rural Access Improvement Project (RAIP) in Afghanistan, contributed significantly to local communities, improved household well-being, women's empowerment, and project performance. These benefits came at a cost of only 1.25% of the overall project budget. The project connected a rural area with roads to improve access to health, education, and market opportunities and services, and facilitate a smoother flow of goods. RAIP had the additional objective of contributing to small business development targeted for women in the area. Traditional gender roles in the area also kept women from participating in economic activities. The project team overcame challenges and barriers to women's participation by working closely with local community and traditional leaders to open up access to women to participate in cooking and catering, aggregate stone and gravel production, clothing production for construction workers, and other activities.

"Some infrastructure projects, such as roads, do not have any gender component, because they are only used for getting from place A to B, and are used by men and women alike."

Response: The needs of men and women are often different, so it is important to identify distinct gender requirements if the project is to truly realize its intended benefits. For example, the varying needs of women and men should be considered in a road construction project. While men tend to value speed, reliability and road safety, women value personal safety and flexibility over time savings.[19] Women are also more concerned about theft or sexual harassment than road safety. Hence, in order to realize the benefits of a road to all members of a community, a gender-responsive design needs to also consider aspects such as lighting, placement of pedestrian crossings, footbridges, sidewalks, public water and sanitation facilities, and police visibility.

19. GIZ. 2007. Gender and urban transport: Fashionable and affordable.

PART I: GENDER MAINSTREAMING IN ROADS

1. Introduction

Road infrastructure is not just a corridor for users to get from point A to point B; rather, it is a mechanism whereby women, men, girls, and boys access critical health and education services, as well as economic opportunities and markets. Roads are frequently locations where women and men conduct business, including at market stalls, as vendors, and to get agricultural and other goods to market. They also provide a mechanism through which women, men, girls, and boys from different communities and locations meet and gather, spreading ideas, knowledge, and commerce – as well as dangers such as HIV and human trafficking.

Road infrastructure can include construction of new roads or improvement/expansion of existing roads. Roads may come in the form of large multi-lane expressways connecting cities, rural feeder roads, or urban road networks. While road infrastructure is often presumed to be gender-neutral, access to, and use of, roads varies considerably across groups. Gender mainstreaming within road projects takes into consideration contexts of urban, peri-urban and rural areas, and patterns of movement to ensure that women, elderly, children, PLWD, and other socially-excluded groups can take equal advantage of opportunities created by new or improved roads.

At minimum, gender mainstreaming can help identify how to mitigate risks and do no harm. This means that roads are explicitly designed and constructed to address basic mobility and accessibility needs.

- Roads must also address safety concerns and reduce vulnerabilities, specifically for women and socially-excluded groups.
- Roads must be designed and constructed taking into consideration the various ways uses roads are used, and where they are located. When this is done well, it can promote mobility and enhance women's ability to carry out their normal daily and seasonal tasks. In rural areas, for example, well-designed and safe roads may reduce the amount of time women and girls spend fetching firewood and water.

By addressing mobility and safety concerns, **gender-responsive roads can empower communities** by facilitating equal access to, and benefit from, available resources, services and opportunities.

- Designing road infrastructure projects that are more responsive to women and vulnerable groups can facilitate greater access to health centres, hospitals, and other social services and reduce the time it takes to reach these services. This is especially important in medical emergencies. It is estimated that 75 per cent of maternal deaths globally could be prevented through timely access to health care centres.[20] In Pakistan, women in villages with roads access were 14 per cent more likely to have prenatal consultations than those without. Additionally, women with road access were 19 per cent more likely to give birth with a skilled attendant than those without.[21]
- New roads and improved all-weather roads mean there are fewer disruptions during rainy or inclement weather, supporting school enrolment and educational attainment for children.[22]

20. World Bank. 2016. Transport and gender.
21. Ibid.
22. Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.

- Projects that employ female workers, entrepreneurs, and enterprises in the construction, operation and maintenance of road infrastructure projects generate additional income for women and local households.

- Accessible and safe road infrastructure enables women to travel farther from home, increasing opportunities for higher-paid employment.[23]

The integration of gender considerations into roads can **transform systems and support evolving positive social norms for women and socially-excluded groups**. Gender-responsive roads have the ability to tackle the root causes and impacts of gender inequality.

- Gender-responsive road infrastructure can contribute to reducing women's time poverty,[24] allowing women to re-direct time to different tasks, whether for income generation or social and community activities. At a household level, this can help redistribute domestic and care responsibilities, potentially contributing to a more equal balance of power in the home.[25]

- Gender-responsive roads that enhance mobility for women and other vulnerable groups encourage more active participation in public life, helping to amplify their collective voices. Road projects that engage women-owned enterprises, support local advocacy organizations, and develop progressive, inclusive procurement contracts can help usher in change in the infrastructure sector more broadly. These actions can catalyse improvements in the size, profitability, and quantity of women-owned enterprises, and even shape policy at a government level. This can lead to more women at decision-making levels, and further create lasting impacts for gender equality and parity within the community and wider society.

As with any infrastructure project, the development of road networks must consider unintended negative consequences such as displacement or disruption to markets. While roads for the long distance transport of goods are vital to local economic development and access to services, they can be at the expense of rural women or the rural poor.

Road infrastructure must also consider pedestrian users and ensure safe travel on foot and with non-motorized transport (NMT), further addressed in Part II on non-motorized transport and pedestrian infrastructure. Given the reality that women generally have disproportionately less access to private and motorized transport,[26] the provision of accessible public transport is necessary for women to access opportunities opened by new roads. Important considerations regarding transit systems are addressed in Part III.

Thoughtful design considers the needs, uses, and potential impacts of roads across various groups of people. This may entail the provision of:

- Road development to support more convenient access to health, education, and market facilities (e.g. highways and feeder roads that pass schools and hospitals).

- Paving and maintenance of existing roads for all weather conditions.

- Sustainable, cost-effective lighting solutions along road corridors for safety, considering renewable sources for energy supply.

- Universal design measures that ensure accessibility for people with limited mobility; and

- Increased job opportunities, including the engagement of women and other community members as workers in the construction, operation and maintenance of roads.

23. Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.
24. Asian Development Bank. 2015. Balancing the burden? Desk review of women's time poverty and infrastructure in Asia and the Pacific.
25. Ibid.
26. Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.

2. Case Studies

CASE STUDY 3

Women Workers in a Rural Roads Improvement Project, Cambodia

Phases: Design, Implementation

A 2010 ADB project aimed to facilitate connection between poor rural areas and markets, social services, and business centres by paving more than 500 km of roads across Cambodia. In order to promote gender equality throughout the project and in the communities along the road, a gender analysis was undertaken and a gender action plan developed. The GAP ensured that the project was designed to benefit local communities by including members in consultation meetings, decision-making, and trainings. It provided for local women's participation at the planning stage for vulnerability mapping for rural roads to improve planning for climate change adaptation, as well as emergency management and early warning systems design. The GAP also provided for an HIV/AIDS and human trafficking prevention programme (HHTPP) to mitigate potential consequences during construction. Other activities in the GAP included:

I. Capacity development to promote better understanding of the differential gender impacts of poor infrastructure and the social benefits of improving it (related to gender differences in the purpose of travel and travel patterns, and in mobility outside the home and the village).

II. Mandatory recruitment procedures and quotas in minor works contracts, accompanied by sensitization activities. Sensitization trainings targeting men encouraged them to allow female family members to participate, and trainings for women provided information on work opportunities. Quotas included the following:

- 40% of unskilled construction labourers
- 50% of road maintenance workers
- 50% of road safety campaign community facilitators

III. Equal pay for equal work for both women and men, with a requirement that contractors submit time sheets that are disaggregated by sex.

IV. A requirement that contractors recruit a new workforce at regular intervals (e.g. every 5 km) to maximize job creation and to ensure that women are not discouraged by excessive travel.

V. Basing civil works on labour-based appropriate technology (LBAT), contractors prioritized the use of local skilled labour through subcontracting.

VI. Paving road shoulders in addition to roads themselves, to facilitate the use of carts with wheels, reducing the burden on women and girls who haul water in rural areas.

At project completion, 93% of actions had been implemented and 75% of targets had been achieved. Women performed 31.5% of unskilled labour (just under the target of 40%) and made up 53.3% of the registered workforce. Road shoulders were successfully paved for water transport. The final report noted that contractor staff had a high turnover rate and recommended regular gender sensitivity, capacity building, and HHTPP trainings.

The GAPs for the second and third phases of the project used lessons learned in previous phases to adjust and improve goals, breaking down quotas by more specific project components and revising trainings based on feedback.

Asian Development Bank. 2018. Cambodia: Rural Roads Improvement Project: Completion report.
Asian Development Bank. 2010. Cambodia: Rural Roads Improvement Project: Gender Action Plan.
Asian Development Bank. 2014. Cambodia: Rural Roads Improvement Project II: Gender Action Plan.
Asian Development Bank. 2018. Cambodia: Rural Roads Improvement Project III: Gender Action Plan.

CASE STUDY 4

Integrating Gender throughout a Poverty Reduction Project, Afghanistan

Phases: Design, Implementation

The overall objective of the UNOPS-executed and Sida-funded Rural Access Improvement Project (RAIP) is to contribute to poverty reduction in rural areas and the integration of urban and rural economies, and to support the Afghan government's efforts to achieve equitable growth. The project aimed to improve rural road connections to nearby service centres, strengthen institutional capacity for road O&M at central and provincial levels, and mainstream a gender focus in all parts of the project cycle.

An impact assessment of RAIP phases I–III measured women's empowerment in a treatment and comparison group to evaluate the effectiveness of the project in increasing women's access to education, health care services, and employment opportunities. In school 10% more (45%) girls were enrolled in the treatment group than the comparison group. Women were better able to access health care services following road improvements, with 33% of survey respondents receiving prenatal care from trained staff and 45% adopting family planning measures, compared to 22% and 25% respectively in the control group. The survey also appraised community opinions on women's and girls' comfort with traveling on the road and discovered that 70% of community members in the treatment communities thought that women and girls were happier now to travel on roads than they were five years ago (compared to 28% in the comparison group.) Additionally, 9% more people in the project communities agreed that women should be allowed to travel outside with male accompaniment, indicating that the project successfully empowered women within cultural norms as well as through infrastructure and service access.

The fourth phase of the project in particular contained several outputs related to gender, namely a gender analysis, addressing masculinities, women's empowerment in road construction and maintenance, and gender capacity development for local institutions and authorities. Phase IV was still in progress at the time of writing, with several gender-related achievements to date. These included 233 community-level awareness sessions on gender held for a total of 2,493 men and 2,583 women. Ten new male and female engineering graduate interns were hired for construction project components, with 40 engineering graduates trained on gender mainstreaming in construction projects, and 30 local contractors trained on gender sensitization. The impacts of these trainings are not yet known.

Assess, Transform and Reach Consulting. 2016. Impact study of Sida-funded Rural Access Improvement Project (Phases I-III) in Northern Afghanistan: Final report.

3. Checklist for Gender Mainstreaming in Roads

WHY?

Effectively mainstreaming gender equality and social inclusion in road projects can lead to an array of positive benefits, not only for women and socially-excluded groups, but also for contractors implementing projects. Benefits of gender-responsive and socially-inclusive road infrastructure include, but are not limited to:

- Enhanced mobility.
- Lower levels of gender-based violence and sexual harassment of women and girls.
- Improved school enrolment and educational attainment.
- Increased access to health services and facilities.
- Increased opportunities for higher-paid employment.
- Expanded opportunities for trading at local and nearby markets, accessing capital, and building networks.
- A reduction in women's time poverty, which results in opportunities to obtain productive incomes and assets and enables increased gender equality at the household, community, and society levels.
- Sustainable infrastructure that will be used and valued by communities.
- Savings for contractors who integrate gender-responsive design from the beginning of the project and avoid costly errors, rebuilding, and modifications later on.

WHEN?

These guidelines include considerations at all stages of the project cycle, from start to finish.

WHO?

- Design teams.
- Project developers.
- Engineers.
- Architects.
- Programme/Project Managers.

ADDITIONAL RESOURCES

African Development Bank. 2009. Checklist for gender mainstreaming in the infrastructure sector.

Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.

ICED, and DFID. 2017. Transport: A game changer for women's economic empowerment.

World Bank. 2010. Mainstreaming gender in road transport: Operational guidance for World Bank staff.

Phase I: Project design and preparation

KEY CONSIDERATIONS				COMMENTS
1. The project's gender analysis has been conducted (by a gender expert) in addition to an ESIA and RAP when necessary, and findings are incorporated into project design (i.e. output, outcome, and goal) and project documents.	YES	NO	N/A	
2. A project gender action plan (GAP) has been formulated, including specific mention of any quotas, targets, implementing parties, and monitoring mechanisms.	YES	NO	N/A	
3. Male and female community members, leaders, and road users are consulted and involved as decision makers in the design and planning stage to inform the appropriate structuring of road lines and routes, location in relation to communities or cities, accessibility and connection to feeder roads or footpaths, etc.	YES	NO	N/A	
4. Before the project begins, gender-disaggregated statistics are collected to analyse the gendered dimensions of the sector (e.g., labour force participation and employment data, time use, access to training and skills development, access to financial services, legal framework including inheritance and property laws, community leadership, etc.).	YES	NO	N/A	
5. Project-related displacement of people and communities is avoided or minimized, and if resettlement is unavoidable, it is carried out in a culturally appropriate manner, ensuring that women have access to equal financial compensation and property rights (including land), special assistance is provided for particularly vulnerable people and social groups, and support is provided in the case of loss of economic activities.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
6. The contractor/road agency establishes links with gender equality advocates, a gender equality specialist, and researchers who work on women's transport and mobility.	YES	NO	N/A	
7. Feasibility studies address mitigation of sexually transmitted infections associated with human mobility along corridors for cross-border transport.	YES	NO	N/A	
8. Design and siting take into consideration how men, women, boys, and girls use roads in different ways (e.g. who walks and to where, who rides a bicycle, who uses motorized vehicles, who accesses public transport).	YES	NO	N/A	
9. The design ensures linkages for women, girls, men and boys to public and private health and education facilities, male and female community gathering spaces, markets, and places for entrepreneurship and employment.	YES	NO	N/A	
10. Design includes well-placed public toilet facilities for road and transport users that are separate for males and females, safe, private, and with running water to ensure dignified menstrual hygiene management (MHM) for women and girl travellers.	YES	NO	N/A	
11. The road and transport design and siting take into consideration how men, women, boys, and girls in the affected corridor will be impacted by construction and operation, including safety, GBV, and human trafficking.	YES	NO	N/A	
12. Designs take into account safety (including GBV prevention), which includes lighting, paved or evened out roads, pothole repair, pedestrian safety islands, bike parking facilities, speed bumps, traffic lights, pedestrian crossings in open areas, well-lit protective shelters in case of emergency, avoiding traffic calming through densely-populated areas, emergency phones or panic buttons, etc.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
13. Designs take into account special needs and considerations, including access for persons with disabilities (e.g., roadside rest points, roadside market facilities, wider road shoulders for walking or adaptive transport methods, etc.)	YES	NO	N/A	
14. The office and project worksite have been designed with sufficient provisions for resting and feeding areas for pregnant and nursing mothers.	YES	NO	N/A	
15. Gender-responsive human trafficking, GBV, and HIV/AIDS awareness training is provided for contractors, operators, general public users, security staff, etc.	YES	NO	N/A	
16. Non-motorized transport (NMT) and intermediate means of transport (IMT) are accounted for in road planning (e.g. construction of bike lanes or separate lanes for IMT, provision of bicycles to improve women's and girls' mobility, etc.).	YES	NO	N/A	
17. To promote economic opportunity, community-based credit schemes or other methods are provided for women and other socially-excluded groups to access credit and buy NMT or IMT.	YES	NO	N/A	
18. Unnecessary relocation of roadside economic activities is avoided, and economic opportunities for women and other socially-excluded groups are promoted (e.g. provision of market stalls at rest stops).	YES	NO	N/A	

Phase II: Project finance and budgeting

KEY CONSIDERATIONS				COMMENTS
1. Budget has been allocated to fund gender mainstreaming and targeted gender and diversity responsive activities.	YES	NO	N/A	
2. There is adequate money budgeted for O&M to sustain a safe and healthy environment over the long term.	YES	NO	N/A	
3. There are adequate funds for investing in safety features to reduce the risk of harassment and gender-based violence for women users (e.g. lighting fixtures, emergency phones, adequate pedestrian walkways, availability of NMT and IMT for women and socially- excluded groups, etc.).	YES	NO	N/A	
4. Resources are allocated separately for accessibility requirements for all projects.	YES	NO	N/A	
5. There are adequate budgets and resources for M&E activities (i.e. funds, time and staff, appropriate for conducting proper data collection without being biased by gender, distance, age, ethnicity, accessibility of the population, interviewees being able to speak freely).	YES	NO	N/A	
6. If there is a need to promote gender awareness with clients, partners, suppliers, and project staff to implement the project work/construction in a gender- sensitive manner, gender trainings are planned and budgeted.	YES	NO	N/A	
7. When necessary, budget has been allocated for interpretation and translation.	YES	NO	N/A	

Phase III: Procurement and contracts

KEY CONSIDERATIONS				COMMENTS
1. Gender aspects have been considered in the design of project procurement needs, attracting women owned/run businesses, and include sustainability in the bid evaluation criteria and consideration for contractor capacity-building.	YES	NO	N/A	
2. Both male- and female-owned small and medium sized enterprises (SMEs) are targeted for procurement of supplies and equipment for construction, and outreach programmes are established to reach women, LGBTQI persons, and disabled business owners.	YES	NO	N/A	
3. There is transparent and publicly available information about procurement requirements and whom to contact.	YES	NO	N/A	
4. Application and contracting processes are simplified, clear, streamlined, and standardized (e.g. only requiring the applicant to input information in one centralized database), and technical qualification criteria and financial requirements are set at a level that is accessible to SMEs.	YES	NO	N/A	
5. Procuring entities establish award criteria that is appropriate and accessible to businesses owned by women or other socially-excluded groups (e.g. contracting a bidder that offers "value for money" rather than a bidder who offers the lowest price) and requests for proposals include explicit language encouraging businesses owned by women and other socially-excluded groups to bid.	YES	NO	N/A	
6. Gender targets and physical design features are specified in bidding documents for contractors.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
7. Access for people with disabilities is written into the contract terms.	YES	NO	N/A	
8. The procurement policy mandates that all procured products (hardware and software), goods, and services must conform to accessibility requirements.	YES	NO	N/A	
9. The contractors employed – whether as primary, secondary or subsequent contractors – are demonstrably competent in providing gender-sensitive and accessible infrastructure.	YES	NO	N/A	
10. Supplier relationships are built and expanded for future projects with businesses owned by women, people with disabilities, racial minorities, and other socially-excluded groups.	YES	NO	N/A	
11. Bidders who are unsuccessful due to their lack of gender equality and social inclusion criteria are provided with feedback about their tender and what were the advantageous components of the selected supplier's bid.	YES	NO	N/A	
12. Efficient and effective systems are established for processing invoices, and payments are made promptly in order to mitigate negative effects on the owner(s), including reduction of working capital, financial stress, and lack of ability to pay back loans that enable continued operations.	YES	NO	N/A	

Phase IV: Project implementation

KEY CONSIDERATIONS				COMMENTS
1. Gender experts are involved in project implementation.	YES	NO	N/A	
2. Overall project implementation is gender-sensitive (i.e. communication, security, budget, procurement, human resources).	YES	NO	N/A	
3. Both men and women from the community are provided with targeted opportunities to benefit from labour, and direct and indirect services for construction.	YES	NO	N/A	
4. Construction planning takes into account transport and safety of male and female workers arriving and leaving the site, proximity from site to workers' homes/accommodation, as well as interactions between male and female workers and community.	YES	NO	N/A	
5. Health, safety and environment guidance (such as IFC guidelines) is followed to ensure the construction site is sufficiently restricted to avoid endangering children and/or unauthorized access.	YES	NO	N/A	
6. The construction manager has a gender policy and zero tolerance policy on sexual harassment, violence, and abuse of workers and community members, in addition to requirements for equal pay and non-discrimination regarding women.	YES	NO	N/A	
7. The construction manager plans to run periodic checks that payments, social security allowances, and other entitlements are being fairly disbursed to both men and women.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
8. There are both formal and informal confidential ways for channelling work-related grievances (e.g. suggestion box, mediator, worker representative), including potential gender-based grievances.	YES	NO	N/A	
9. Relevant Sphere Standards (minimum humanitarian standards to apply to technical projects) are applied and implemented, especially in post-crisis and early reconstruction settings.	YES	NO	N/A	
10. The dignity of women and other socially-excluded groups is respected in all marketing and company materials, and internal communications are also gender-sensitive.	YES	NO	N/A	
11. Information and communications technology (ICT) is harnessed to provide relevant parties (community members, employees, contractors, etc.) with current information (the project's status, any training or employment opportunities, requests for feedback, etc.), and to improve transparency and accountability in infrastructure works quality and service delivery.	YES	NO	N/A	
12. All staff and local police are trained in sexual harassment awareness and how to respond to situations of sexual harassment and gender-sensitive campaigns are implemented to create awareness and prevent GBV.	YES	NO	N/A	
13. Final infrastructure is not used for human trafficking and/or labour or sexual exploitation.	YES	NO	N/A	

Phase V: Project operations and maintenance

KEY CONSIDERATIONS				COMMENTS
1. Best practices for attracting and hiring diverse employees are implemented, including: outreach to educational institutions that foster the long-term attraction of both male and female job candidates; candidate recruitment and selection so that an increased number of qualified women apply for and obtain positions; revised existing internship programmes in order to set balanced participation from both males and females; and revised internal and external communication to include gender-neutral or gender-equitable language.	YES	NO	N/A	
2. Human resource policies are revised to include gender-sensitive language and, when relevant, new gender-sensitive policies are created and implemented for the following: salary equity, sexual harassment and workplace violence, family leave, maternity/paternity leave, return to work, childcare or monetary assistance for childcare, succession plans, and flexible hours.	YES	NO	N/A	
3. Salaries are analysed and adjusted to close any identified gaps, and employment benefits are analysed and adjusted regarding usage/uptake (e.g. if employees feel they can use maternity leave or family leave policies).	YES	NO	N/A	
4. Project managers commit to equal working conditions and adequate facilities for healthy and safe work for all employees regardless of gender, race, ethnicity, sexual orientation, ability, etc.	YES	NO	N/A	
5. There is a set quota (e.g. 30%) for women's representation at all levels of project staffing (i.e. support level, technical and managerial level, and project decision-making).	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
6. Employment targets are established for women in construction and other sector jobs created by the project (e.g. excavation, transportation of materials, routine maintenance of roads, toll booth workers, etc.).	YES	NO	N/A	
7. Targets are set for women's participation and the participation of other socially-excluded groups (LGBTQI individuals, persons with disabilities, youth, etc.) in any training provided for skilled work related to road services, including basic construction and maintenance skills.	YES	NO	N/A	
8. Professional development and career advancement opportunities meet the needs of, are accessible to, and are used by, both men and women.	YES	NO	N/A	
9. Gender aspects are regularly embedded into the minutes of meetings, workshop reports, training reports, regular checkpoint, quarterly and highlight reports, etc.	YES	NO	N/A	
10. Retirement plans and/or financial education programmes are accessible to all employees, with both men and women participating.	YES	NO	N/A	
11. A fair and respectful violation reporting, investigation, and resolution process is implemented in order to create an environment conducive to addressing and resolving complaints.	YES	NO	N/A	
12. An O&M plan has been developed to support the end users (including plans to sustain safe roads and transport, ongoing access to clean water within public latrines and sustainable, cost-effective street lighting over the long term).	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
13. A strong community-based O&M committee (composed of 50% men and 50% women) is in place for consultation/ oversight and has a succession plan that ensures all facilities (including MHM-friendly WASH and sustainable lighting) are serviced and operable.	YES	NO	N/A	
14. Gender-based gaps in women's ability to speak up and participate have been identified with a plan to support them to develop confidence and leadership skills.	YES	NO	N/A	
15. Gender sensitization sessions and information have been integrated into O&M capacity-building trainings, particularly targeting men to enable an equitable and welcoming O&M committee and environment for women to thrive.	YES	NO	N/A	
16. Ongoing O&M monitoring and evaluation screens for infrastructure that may be at high risk for falling into disrepair or reduced access to, or control by, vulnerable groups.	YES	NO	N/A	
17. Community men's and women's skills and skills gap linked to O&M needs have been mapped.	YES	NO	N/A	
18. Appropriate wages are paid to O&M community workers (both men and women) that do not add labour burden without requisite compensation.	YES	NO	N/A	
19. Opportunity for operations and management jobs is provided equitably to both women and men, providing skills building and technical support to subsets of the population that require additional training.	YES	NO	N/A	
20. O&M planning is cognizant of where community men and women live and how they travel to the site, clustering O&M groups close to where they live and taking into consideration travel, transport, and time constraints.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
21. Based on community skills gap mapping, skills building (management, budgeting) and training has been facilitated to target both women and men as committee members and as paid operation and maintenance workers.	YES	NO	N/A	
22. An O&M plan and O&M committee is established early on in project start-up period to take the time required to establish relationships, trust, build skills, and create institutions to ensure that the community O&M structures are strong and ready for the full transition to community management before project closure.	YES	NO	N/A	
23. Before project closure, community readiness for O&M responsibilities is assessed, ensuring that women have leadership skills to thrive, and that men have attitudes and norms to support women in leadership roles on the O&M committee.	YES	NO	N/A	
24. Opportunities for philanthropy demonstrate a commitment to gender equality, social inclusion, and human rights.	YES	NO	N/A	
25. Community-road maintenance is established with quotas for the involvement of local women, persons with disabilities, LGBTQI individuals, and others.	YES	NO	N/A	

Phase VI: Project monitoring

KEY CONSIDERATIONS				COMMENTS
1. There are gender-disaggregated indicators that specifically measure achievement of gender criteria and provide a norm of reference to compare to set standards.	YES	NO	N/A	
2. All collected and analysed data has been gender-disaggregated for project activities and outputs.	YES	NO	N/A	
3. The project goes beyond gender-disaggregated data to collect gender-related statistics (i.e. data that explains relationships between men and women and minority groups beyond the numbers).	YES	NO	N/A	
4. Ongoing monitoring includes follow-up regarding gender-equitable design standards with male and female community engagement.	YES	NO	N/A	
5. Information and communications technology (ICT) is harnessed to promote community engagement in monitoring and evaluation (e.g. online anonymous gender-disaggregated surveys that can be accessed by mobile phone or at an Internet kiosk so users and/or employees can provide experience and feedback).	YES	NO	N/A	
6. Quarterly and annual reports include quantitative/qualitative tracking of community engagement, female engagement, and M&E indicators related to impacts on male and female travellers and workers.	YES	NO	N/A	
7. Quarterly and annual reports include the proportion of women employees overall, including senior executives and board members.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
8. The office gender focal point or gender equality specialist is engaged for consultation and review on an ongoing basis.	YES	NO	N/A	
9. Employee satisfaction surveys are disaggregated by sex.	YES	NO	N/A	
10. Best practices and lessons learned on gender-related aspects are documented, shared, and applied to new projects.	YES	NO	N/A	

PART II: GENDER MAINSTREAMING IN NON-MOTORIZED TRANSPORT AND PEDESTRIAN INFRASTRUCTURE

1. Introduction

Across urban, peri-urban, and rural settings in the Asia-Pacific region, non-motorized transport (NMT) and pedestrian travel is a common mode of transport, whether it is the primary method or a section of a daily commute, a journey to the market, or a socially-motivated walk. NMT can include bicycles, skates or skateboards, hand-drawn carts, or other forms that do not rely on an engine or motor for movement. All women, men, girls, and boys use NMT and pedestrian infrastructure, yet travel patterns and needs vary greatly. Due to barriers related to the unaffordability of motorized transport, sense of safety, and unique movement patterns, women, children, the elderly, and people living with disabilities (PLWD) are more likely to be pedestrians. Globally, women tend to walk and use NMT more than men, and the majority of victims from NMT accidents and fatalities are women or belong to other vulnerable groups. For example, in Bangalore, elderly people and school children comprise 23 per cent of the fatalities and 25 per cent of the injuries.[27]

Gender and Urban Pedestrian Patterns in Developing Asia

- In Chennai, 83% of women walked to work, compared with 63% of men.[28]
- In a Delhi slum, 52% of women walked to work, compared with 26% of men.[29]
- In Chengdu, 59% of women walked, compared with 39% of men; 32% of men and 19% of women cycled.[30]
- In Dhaka, 71% of women workers made 1–2 trips per day, 7% made 3–4 trips per day.[31]

27. UN Habitat. 2013. Promoting Non-Motorized Transport in Asian Cities: Policymakers' Toolbox.
28. Uteng, T. 2011. Gender and mobility in the developing world: Background paper for the World Development Report 2012.
29. Anand, A., and Tiwari, G. 2006. A gendered perspective of the shelter–transport–livelihood link: The case of poor women in Delhi.
30. Uteng, T. 2011. Gender and mobility in the developing world: Background paper for the World Development Report 2012.
31. Zohir, S. C. 2003. Integrating gender into World Bank financed transport programs: Case study, Bangladesh –Dhaka Urban Transport Project.

The provision of safe and accessible sidewalks, footpaths, foot bridges, wide paved shoulders, and bridge crossings improves the mobility of those who walk or use non-motorized transport. Sidewalks separated from the roadway are the preferred accommodation for the safety and enhanced mobility of pedestrians. Generally, the wider the separation between the pedestrian and roadway, the safer it is for the pedestrian. In less developed areas, where sidewalks are not possible, alternatives such as installing, widening, or paving shoulders provide numerous safety benefits for motorists and pedestrians. These wider paved sidewalks and shoulders can be crucial for children travelling in groups, people with strollers, and individuals using a walker or a wheelchair. By moving pedestrians off vehicle lanes, road operations are improved and capacity is increased.

At minimum, gender mainstreaming can help identify how to mitigate risks and do no harm. Gender-responsive interventions for sidewalks, bridges and other paths protect individuals from road traffic danger and reduce the number of pedestrian accidents, especially around highways. Interventions examples include:

- Improvement of general pedestrian safety and reduction of crime, harassment, and violence due to gender-responsive infrastructure features such as lights, clear signage, and path designation.

- Wider and appropriate sidewalks and walkways enhance mobility of, and accessibility for, people with disabilities, older persons with walkers, and caregivers with children.

By addressing mobility and safety concerns, **gender-responsive NMT and pedestrian infrastructure can empower communities** by facilitating equal access to, and benefit from, available resources, services and opportunities. This includes improved access to markets, education and employment opportunities, and other social services such as health care. With accessibility measures, people with disabilities have enhanced mobility to navigate daily commutes, carry out business, and daily tasks, leading to income generation and improved social status.

- Safe and accessible walkways assist children in walking or biking to school, leading to improved school enrollment and educational attainment.

- Projects that employ female workers, entrepreneurs, and enterprises in the construction, O&M, and maintenance of road infrastructure projects generate additional income for women and local households.

- Accessible and safe pedestrian walkways enable women to travel farther from home, increasing opportunities for higher-paid employment.[32]

- Pedestrian infrastructure that considers needs and patterns of those traveling by foot will facilitate more direct access to health centres, hospitals, and other social services, and reduces the time it takes to reach these services.

Integrating gender considerations into NMT and pedestrian infrastructure can **transform systems and support evolving positive social norms for women and socially-excluded groups**. Gender-responsive NMT and pedestrian infrastructure has the ability to tackle the root causes and impacts of gender inequality.

- Such infrastructure can contribute to reducing women's time poverty,[33] allowing women to allocate more to different tasks, whether for income generation or social and community activities. At a household level, this can help redistribute household and caring responsibilities, potentially contributing to a more equal balance of power in the home.

- Safe and accessible pedestrian walkways can facilitate more active participation in public life, helping to amplify the voices of women and other vulnerable groups.

- Infrastructure projects that engage women-owned enterprises, support local advocacy organizations, and develop progressive, inclusive procurement contracts can help usher in change in the infrastructure sector. These actions can

32. Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.

33. Asian Development Bank. 2015. Balancing the burden? Desk review of women's time poverty and infrastructure in Asia and the Pacific.

catalyse improvements in the size, profitability, and quantity of women-owned enterprises, and even shape policy at a government level. This can lead to more women at decision-making levels, and further create lasting impacts for gender equality and parity within the community and broader society.

Pedestrian bridges or underpasses can aid the crossing of highways or railways, and natural physical obstacles like rivers or valleys. Although built with safety as a priority, like all pedestrian crossings, bridges not built with consideration for various users will simply not be used. If deemed inconvenient, unsafe or risky, or if it requires an indirect path, users may opt for an illegal crossing that puts them in harm's way. Considerations for PLWD, the elderly, and caregivers moving with children is especially important in decisions to use ramps, stairs, or elevators. In cities with busy intersections, these groups may also benefit from an accessible bridge or underpass, rather than a road-level crossing.

Thoughtful design of NMT and pedestrian walkways will take into consideration needs, uses, and potential impacts across various groups of people, including women and people living with disabilities. This may entail the provision of:

- Accessible sidewalks with ramps for walkers, wheelchairs, and strollers.
- Appropriate security features along walkways such as adequate lighting, security officers, or posts.
- Safety measures along pedestrian crossings, such as barriers to vehicles, subsidence in crossing regions, and traffic-calming measures such as speed bumps and medians.
- Minimum sidewalk and shoulder widths as large as possible.
- Pedestrian bridges, overpasses, and underpasses to cross large roads, highways and multi-lane expressways, accompanied by accessible features such as ramps.
- NMT lanes for bicycles or hand- and animal-drawn carts; and
- Appropriate signage at crossings.

Public street lighting: Women and environment-friendly solutions

Many cities around the world are implementing public lighting programmes for two main reasons: economic growth and community safety. Public lighting supports economic growth by increasing the amount of time that people can spend in public after dark, which can boost economic exchanges. In addition, studies have shown that public lighting can reduce crime, traffic accidents and sexual assaults, particularly on women. Ensuring adequate lighting in public spaces and on streets, along pedestrian walkways, as well as surrounding markets and retail centers, education centers and other frequented buildings, can make women's lives safer. Moreover, the perception of physical insecurity due to unlit or poorly lit public spaces can limit women's mobility and their access to essential services.

Off-grid renewable sources such as solar can reduce energy consumption and make lighting less vulnerable to outages on the main power grid. Moreover, efficient LED lights can provide better quality lighting, lower energy consumption and reduce CO_2 emissions. In some cases, these solutions have more longevity. An LED lighting delivery model was implemented in VIzag, India to address the fact that only 10,000 of the city's 91,000 street lighting were functional, a fact which had led to negative consequences for public safety and security.

Further, in deciding where lighting is located, the most common approach is to provide street lights at intersections and along major arterial streets. Therefore, the selection of location must reflect women's travel patterns that likely include feeder roads and pedestrian walkways.

UN Women. N.d. Creating safe public spaces.
ESMAP. 2016. Proven delivery models for LED public lighting: Super-ESCO delivery model in Vizag, India.
IFC. 2017. Better street lights boost business and improve lives in India.

2. Case Studies

CASE STUDY 5

Ensuring Infrastructure Works for Women, Fiji

Phases: Design, Implementation, Monitoring

The Transport Infrastructure Investment Project, funded by the Asian Development Bank and World Bank in Fiji for the 2014–2020 period, seeks to improve the resilience and safety of land and maritime transport initiatives for users of roads, bridges, rural jetties, and wharves. The project focuses on building climate-resilient infrastructure and strengthening the institutional capacity of central and line agencies.

The project integrated a gender perspective from the very beginning of project planning and designed the infrastructure with women's specific needs in mind. Bridge locations were chosen that prioritized women's access to social services such as education, health facilities, and markets. Bridge designs were standardized to include measures that would remove physical barriers to, and constraints on, access by women and children. Other planning activities included a required 50% participation rate from women in community consultations. These consultations were conducted in a way to consciously encourage active participation from women, through separate female-only meetings where necessary, and through the use of vernacular language in presentations and group discussions.

During the implementation phase, the project continues to integrate a gender perspective by setting a 20% quota to ensure women's participation in infrastructure construction. The gender action plan includes measures to mainstream gender in project management, such as gender-awareness trainings for staff, ministries, and provincial/district offices.

The plan for project monitoring and evaluation also includes measures to ensure that regular progress reports include the progress of GAP implementation and gender-disaggregated statistics for relevant performance indicators.

Asian Development Bank. 2014. Fiji: Transport Infrastructure Investment Project: Gender Action Plan.
Asian Development Bank. 2014. Fiji: Transport Infrastructure Investment Project: Project data sheet.

3. Checklist for Gender Mainstreaming in Non-Motorized Transport and Pedestrian Infrastructure

WHY?

Effectively mainstreaming gender equality and social inclusion in non-motorized transport (NMT) and pedestrian infrastructure, including paths, sidewalks, pedestrian crossings and footbridges can lead to an array of positive benefits, not only for women and socially-excluded groups, but also for contractors implementing projects. Benefits of gender-responsive and socially-inclusive NMT and pedestrian infrastructure include, but are not limited to:

- Enhanced mobility.
- Lower levels of gender-based violence and sexual harassment of women and girls.
- Reduction of pedestrian accidents on roads and crossings.
- Improved school enrollment and educational attainment.
- Increased access to health services and facilities.
- Increased opportunities for higher-paid employment.
- Expanded opportunities for trading at local and nearby markets, accessing capital, and building networks.
- A reduction in women's time poverty, which results in opportunities to obtain productive incomes and assets and enables increased gender equality at the household, community, and society levels.
- Sustainable infrastructure that will be used and valued by communities.
- Savings for contractors who integrate gender-responsive design from the beginning of the project and avoid costly errors, rebuilding, and modifications later on.

WHEN?

These guidelines include considerations at all stages of the project cycle, from start to finish.

WHO?

- Design teams.
- Project developers.
- Engineers.
- Architects.
- Programme/Project Managers.

ADDITIONAL RESOURCES

African Development Bank. 2009. Checklist for gender mainstreaming in the infrastructure sector.

Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.

Phase I: Project design and preparation

KEY CONSIDERATIONS				COMMENTS
1. The project's gender analysis has been conducted (by a gender expert) in addition to an ESIA and RAP when necessary, and findings are incorporated into project design (i.e. output, outcome, and goal) and project documents.	YES	NO	N/A	
2. A project gender action plan (GAP) has been formulated, including specific mentions of any quotas, targets, implementing parties, and monitoring mechanisms.	YES	NO	N/A	
3. Male and female community members, leaders, and pedestrian walkway users are consulted and involved as decision makers in the design and planning stage to inform the appropriate structuring of walkways and routes, location in relation to communities or cities, accessibility and connection to other roads or paths, etc.	YES	NO	N/A	
4. Before the project begins, gender-disaggregated statistics are collected to analyse the gendered dimensions of the sector (e.g. labour force participation and employment data, time use, access to training and skills development, access to financial services, legal framework including inheritance and property laws, community leadership, etc.).	YES	NO	N/A	
5. Project-related displacement of people and communities is avoided or minimized, and if resettlement is unavoidable, it is carried out in a culturally appropriate manner, ensuring that women have access to equal financial compensation and property rights, special assistance is provided for particularly vulnerable people and social groups, and support is provided in the case of loss of economic activities.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
6. The contractor/walkway agency establishes links with gender equality advocates, a gender equality specialist, and researchers who work on women's transport and mobility.	YES	NO	N/A	
7. Feasibility studies address mitigation of sexually transmitted infections associated with human mobility along corridors for cross-border transport.	YES	NO	N/A	
8. Design and siting take into consideration how men, women, boys, and girls use pedestrian walkways in different ways (e.g. who walks and to where, who rides a bicycle, who uses semi-motorized vehicles, who uses paths to transport goods).	YES	NO	N/A	
9. The design ensures linkages for women, girls, men and boys to public and private health and education facilities, male and female community gathering spaces, markets, and places for entrepreneurship and employment.	YES	NO	N/A	
10. Design includes well-placed public toilet facilities for walkway users that are separate for males and females, safe, private, and with running water to ensure dignified menstrual hygiene management (MHM) for women and girl travellers.	YES	NO	N/A	
11. The walkway design and siting take into consideration how men, women, boys, and girls in the affected corridor will be impacted by construction and operation, including safety, GBV, and human trafficking.	YES	NO	N/A	
12. Designs take into account safety (including GBV prevention), including lighting, separate lanes for non-motorized transport (e.g. bicycles), pothole repair, safe pedestrian crossings in open areas at road intersections, emergency phones or panic buttons, etc.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
13. Designs account for special needs and other considerations, including access for persons with disabilities (e.g. pedestrian walkways, low curbs, accessible public latrines, sufficient time at crosswalks).	YES	NO	N/A	
14. The office and project worksite have been designed with sufficient provisions for resting and feeding areas for pregnant and nursing mothers.	YES	NO	N/A	
15. Gender-responsive human trafficking, GBV, and HIV/AIDS awareness training is provided for contractors, operators, general public users, security staff, etc.	YES	NO	N/A	
16. Non-motorized transport (NMT) and intermediate means of transport (IMT) are taken into account for planning (e.g., separate lanes for IMT, provision of bicycles to improve women's and girls' mobility, etc.).	YES	NO	N/A	

Phase II: Project finance and budgeting

KEY CONSIDERATIONS				COMMENTS
1. Budget has been allocated to fund gender mainstreaming and targeted gender and diversity responsive activities.	YES	NO	N/A	
2. There is adequate money budgeted for O&M to sustain a safe and healthy environment over the long term.	YES	NO	N/A	
3. There are adequate funds for investing in safety features to reduce the risk of harassment and gender-based violence for women users (e.g. lighting fixtures, emergency phones, availability of NMT and IMT for women and socially-excluded groups, etc.).	YES	NO	N/A	
4. Resources are allocated separately for accessibility requirements for all projects.	YES	NO	N/A	
5. There are adequate budgets and resources for M&E activities (i.e. funds, time and staff, appropriate for conducting proper data collection without being biased by gender, distance, age, ethnicity, accessibility of the population, interviewees being able to speak freely).	YES	NO	N/A	
6. If there is a need to promote gender awareness with clients, partners, suppliers, and project staff to implement the project work/construction in a gender-sensitive manner, gender trainings are planned and budgeted.	YES	NO	N/A	
7. When necessary, budget has been allocated for interpretation and translation.	YES	NO	N/A	

Phase III: Procurement and contracts

KEY CONSIDERATIONS				COMMENTS
1. Gender aspects have been considered in the design of project procurement needs, attracting women-owned/run businesses, including sustainability in the bid evaluation criteria and consideration for contractor capacity building.	YES	NO	N/A	
2. Both male- and female-owned small and medium sized enterprises (SMEs) are targeted for procurement of supplies and equipment for construction, and outreach programmes are established to reach women, LGBTQI persons, and disabled business owners.	YES	NO	N/A	
3. There is transparent and publicly available information about procurement requirements and whom to contact.	YES	NO	N/A	
4. Application and contracting processes are simplified, clear, streamlined, and standardized (e.g. only requiring the applicant to input information in one centralized database), and technical qualification criteria and financial requirements are set at a level that is accessible to SMEs.	YES	NO	N/A	
5. Procuring entities establish award criteria that is appropriate and accessible to businesses owned by women or other socially-excluded groups (e.g. contracting a bidder that offers "value for money" rather than a bidder who offers the lowest price) and requests for proposals include explicit language encouraging bids by businesses owned by women and other socially-excluded groups.	YES	NO	N/A	
6. Gender targets and physical design features are specified in bidding documents for contractors.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
7. Access for people with disabilities is written into the contract terms.	YES	NO	N/A	
8. The procurement policy mandates that all procured products (hardware and software), goods, and services must conform to accessibility requirements.	YES	NO	N/A	
9. The contractors employed – whether as primary, secondary or subsequent contractors – are demonstrably competent in providing gender-sensitive and accessible infrastructure.	YES	NO	N/A	
10. Supplier relationships are built and expanded for future projects with businesses owned by women, people with disabilities, racial minorities, and other socially-excluded groups.	YES	NO	N/A	
11. Bidders who are unsuccessful due to their lack of gender equality and social inclusion criteria are provided with feedback about their tender and what were the advantageous components of the selected supplier's bid.	YES	NO	N/A	
12. Efficient and effective systems are established for processing invoices, and payments are made promptly to mitigate negative effects on the owner(s), including reduction of working capital, financial stress, and lack of ability to pay back loans that enable continued operations.	YES	NO	N/A	

Phase IV: Project implementation

KEY CONSIDERATIONS				COMMENTS
1. Gender experts are involved in project implementation.	YES	NO	N/A	
2. Overall project implementation is gender-sensitive (i.e. communication, security, budget, procurement, human resources).	YES	NO	N/A	
3. Both men and women from the community are provided with targeted opportunities to benefit from labour, and direct and indirect services for construction.	YES	NO	N/A	
4. Construction planning takes into account transport and safety of male and female workers arriving and leaving the site, proximity from site to workers' homes/accommodation, as well as interactions between male and female workers and community.	YES	NO	N/A	
5. Health, safety and environment guidance (such as IFC guidelines) is followed to ensure the construction site is sufficiently restricted as to avoid endangering children and/or unauthorized access.	YES	NO	N/A	
6. The construction manager has a gender policy and zero tolerance policy on sexual harassment, violence, and abuse of workers and community members, in addition to requirements for equal pay and non-discrimination regarding women.	YES	NO	N/A	
7. The construction manager plans to run periodic checks that payments, social security allowances, and other entitlements are being fairly disbursed to both men and women.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
8. There are both formal and informal confidential ways for channeling work-related grievances (e.g. suggestion box, mediator, workers' representative), including potential gender-based grievances.	YES	NO	N/A	
9. Relevant Sphere Standards (minimum humanitarian standards to apply to technical projects) are applied and implemented, especially in post-crisis and early reconstruction settings.	YES	NO	N/A	
10. The dignity of women and other socially-excluded groups is respected in all marketing and company materials, and internal communications are also gender-sensitive.	YES	NO	N/A	
11. Information and communications technology (ICT) is harnessed to provide relevant parties (community members, employees, contractors, etc.) with current information (the project's status, any training or employment opportunities, requests for feedback, etc.), and to improve transparency and accountability regarding infrastructure works quality and service delivery.	YES	NO	N/A	
12. All staff and local police are trained on sexual harassment awareness and how to respond to situations of sexual harassment and gender-sensitive campaigns are implemented to create awareness and prevent GBV.	YES	NO	N/A	
13. Final infrastructure is not used for human trafficking and/or labour or sexual exploitation.	YES	NO	N/A	

Phase V: Project operations and maintenance

KEY CONSIDERATIONS				COMMENTS
1. Best practices for attracting and hiring diverse employees are implemented, including: outreach to educational institutions that foster the long-term attraction of both male and female job candidates; candidate recruitment and selection so that an increased number of qualified women apply for and obtain positions; revised existing internship programmes in order to set balanced participation from both males and females; and revised internal and external communication to include gender-neutral or gender-equitable language.	YES	NO	N/A	
2. Human resource policies are revised to include gender-sensitive language and, when relevant, new gender-sensitive policies are created and implemented on the following: salary equity, sexual harassment and workplace violence, family leave, maternity/paternity leave, return to work, childcare or monetary assistance for childcare, succession plans, and flexible hours.	YES	NO	N/A	
3. Salaries are analysed and adjusted to close any identified gaps, and employment benefits are analysed and adjusted regarding usage/uptake (e.g. if employees feel they can use maternity leave or family leave policies).	YES	NO	N/A	
4. Project managers commit to equal working conditions and adequate facilities for healthy and safe work for all employees regardless of gender, race, ethnicity, sexual orientation, ability, etc.	YES	NO	N/A	
5. There is a set quota (e.g. 30%) for women's representation at all levels of project staffing (i.e., support level, technical and managerial level, and project decision-making).	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
6. Employment targets are established for women in construction and other sector jobs created by the project (e.g., engineers, inspectors, transportation of materials and others).	YES	NO	N/A	
7. Targets are set for women's participation and the participation of other socially-excluded groups (LGBTQI individuals, persons with disabilities, youth, and others) in any training provided for skilled work related to pedestrian walkway services, including basic construction and maintenance skills.	YES	NO	N/A	
8. Professional development and career advancement opportunities meet the needs of, are accessible to, and are used by both men and women.	YES	NO	N/A	
9. Gender aspects are regularly embedded into the minutes of meetings, workshop reports, training reports, regular checkpoint, quarterly and highlight reports, etc.	YES	NO	N/A	
10. Retirement plans and/or financial education programmes are accessible to all employees, with both men and women participating.	YES	NO	N/A	
11. A fair and respectful violation reporting, investigation, and resolution process is implemented to create an environment conducive to addressing and resolving complaints.	YES	NO	N/A	
12. An O&M plan has been developed to support end users (including plans to sustain safe walkways, ongoing access to clean water within public latrines and sustainable, cost-effective lighting over the long term).	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
13. A strong community-based O&M committee (50% men and 50% women) is in place for consultation/oversight and has a succession plan that ensures all facilities (including MHM-friendly WASH and sustainable lighting) are serviced and operable.	YES	NO	N/A	
14. Gender-based gaps in women's ability to speak up and participate have been identified with a plan to support them to develop confidence and leadership skills.	YES	NO	N/A	
15. Gender sensitization sessions and information have been integrated into O&M capacity-building trainings, particularly targeting men to enable an equitable and welcoming O&M committee environment for women to thrive.	YES	NO	N/A	
16. Ongoing O&M monitoring and evaluation screens for infrastructure that may be at high risk for falling into disrepair or reduced access to, or control by, vulnerable groups.	YES	NO	N/A	
17. Community men's and women's skills and skills gap linked to O&M needs have been mapped.	YES	NO	N/A	
18. Appropriate wages are paid to O&M community workers (both men and women) that do not add labour burden without requisite compensation.	YES	NO	N/A	
19. Opportunity for O&M jobs is provided equitably to both women and men, providing skills building and technical support to subsets of the population that require additional training.	YES	NO	N/A	
20. O&M planning is cognizant of where community men and women live and how they travel to the site, clustering O&M groups close to where they live and taking into consideration travel, transport, and time constraints.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
21. Based on community skills gap mapping, skills building (management, budgeting) and training has been facilitated to target both women and men as committee members and as paid operation and maintenance workers.	YES	NO	N/A	
22. An O&M plan and O&M committee is established early on in project start-up to take the time required to establish relationships, trust, build skills, and create institutions to ensure that the community O&M structures are strong and ready for the full transition to community management before project closure.	YES	NO	N/A	
23. Before project closure, community readiness for O&M responsibilities is assessed, ensuring that women have leadership and other skills to thrive, and that men have attitudes and norms to support women in leadership roles on the O&M committee.	YES	NO	N/A	
24. Opportunities for philanthropy demonstrate a commitment to gender equality, social inclusion, and human rights.	YES	NO	N/A	
25. Community walkway maintenance is established with quotas for the involvement of local women, persons with disabilities, LGBTQI persons, and others.	YES	NO	N/A	

Phase VI: Project monitoring

KEY CONSIDERATIONS				COMMENTS
1. There are gender-disaggregated indicators that specifically measure achievement of gender criteria and provide a norm of reference to compare to set standards.	YES	NO	N/A	
2. All collected and analysed data has been gender-disaggregated for project activities and outputs.	YES	NO	N/A	
3. The project goes beyond gender-disaggregated data to collect gender-related statistics (i.e. data that explains relationships between men and women and minority groups beyond the numbers).	YES	NO	N/A	
4. Ongoing monitoring includes follow-up regarding gender equitable design standards with male and female community engagement.	YES	NO	N/A	
5. Information and communications technology (ICT) is harnessed to promote community engagement in monitoring and evaluation (e.g. online anonymous gender-disaggregated surveys that can be accessed by mobile phone or at an Internet kiosk so users and/or employees can provide experience and feedback).	YES	NO	N/A	
6. Quarterly and annual reports include quantitative/qualitative tracking on community engagement, female engagement, and M&E indicators related to impacts on male and female travelers and workers.	YES	NO	N/A	
7. Quarterly and annual reports include the proportion of women employees overall, including senior executives and board members.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
8. The office gender focal point or gender equality specialist is engaged for consultation and review on an ongoing basis.	YES	NO	N/A	
9. Employee satisfaction surveys are disaggregated by sex.	YES	NO	N/A	
10. Best practices and lessons learned on gender-related aspects are documented, shared, and applied to new projects.	YES	NO	N/A	

PART III: GENDER MAINSTREAMING IN TRANSPORT SYSTEMS

1. Introduction

Public transport systems offer significant opportunities and benefits for both users and society: improved mobility, greater area coverage and connectivity, and lower carbon emissions than private motorized transport. Ensuring these benefits are realized requires gender-responsive approaches to transit systems that consider dimensions of safety, security, accessibility, and affordability for all users.

At minimum, gender mainstreaming can help identify how to mitigate risks and do no harm. This means that transport systems are explicitly designed and constructed to address basic mobility and accessibility needs.

- Gender mainstreaming transport systems, networks, and infrastructure will include meeting the basic needs of mobility and accessibility and addressing safety concerns and susceptibilities felt by women and other groups.

- Gender-responsive transport systems enhance mobility, accessibility, and time savings for women and vulnerable groups.

- Addressing concerns around harassment, sexual assault and violence in the design and infrastructure of transit systems can lead to a reduction in gender-based violence incidents experienced by women and other vulnerable groups.

- By addressing mobility and safety concerns, gender-responsive transport systems can empower vulnerable communities by facilitating equal access to and benefit from available resources, services and opportunities.

- Use of gender-responsive light rails, metros, buses, and trains, and their respective stations, improve access to markets, education and employment opportunities, and other social services such as health care.

- Accessible, affordable, and safe public transit can contribute to improvements in school enrolment and education attainment. Tackling harassment on public transit impacts women's lives far beyond transport, with the opportunity to empower or inhibit women's educational and employment potential. Research by UNFPA found that 44 per cent of women's personal lives were affected by the harassment they experienced on public transport, 29 per cent reported it affected their school performance, and 37 per cent reported it impacted their performance at work.[34] With safe and affordable transit options, women can travel farther from home, increasing opportunities for high-paid employment.[35]

34. UNFPA. 2017. Sexual harassment on public buses and trains.

35. Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.

- Projects that employ female workers, entrepreneurs, and enterprises in the construction, O&M, and maintenance of transit systems generate additional income for women and households. Moreover, ensuring affordability of public transit modes can reduce the amount of income women spend on public transport.

- Transport systems enable greater access to health centres, hospitals, and other social services, and reduce the time it takes to reach these services which is especially important in medical emergencies.[36]

Integrating gender considerations into transit systems can **transform systems and support evolving positive social norms for women and socially-excluded groups**. Gender-responsive transport systems have the ability to tackle the root causes and impacts of gender inequality.

- Gender-responsive transit systems and ports can contribute to reducing women's time poverty, allowing women to allocate time to different tasks, whether for income generation or social and community activities.[37] At a household level, this can help redistribute household and caring responsibilities, potentially contributing to a more equal balance of power in the home.[38]

- Gender-responsive transit systems that promote safety and meet the needs of women and other vulnerable groups encourage more active participation in public life, helping to amplify their collective voices.

- Public transit projects that engage women-owned enterprises, support local advocacy organizations, and develop progressive, inclusive procurement contracts can help usher in change in the infrastructure sector. These actions can catalyse improvements in the size, profitability, and quantity of women-owned enterprises, and even shape policy at a government level. This can lead to more women at decision-making levels, and further create lasting impacts for gender equality and parity within the community and broader society.

For many women in Asia and the Pacific, public transport systems are often not very accessible, or even used, because they are too expensive, located too far away, or unsafe.[39] Transit systems including metros, light rails, trains, buses, and other methods must account for and accommodate the concerns and travel patterns of women and other vulnerable groups to significantly enhance mobility.

Women on average take a "greater number of shorter trips to dispersed locations at more varied times."[40] Women often balance multiple work roles, household chores, and childcare, and therefore favour more flexible services that bring them closer to their varied destinations. However, the lack of personal security and the risk of being victimized while on public transport, walking to and from a transit stop, and waiting at the station can substantially decrease the attractiveness of public transit.[41] Women experience incidents of sexual harassment, stalking, sexual assault, and rape at significantly higher rates than men.

36. Women have been found to spend a greater share of their disposable income on public transport than men. A study in Uganda showed that women spend as much as 29% of their income on public transport.
37. Asian Development Bank. 2015. Balancing the burden? Desk review of women's time poverty and infrastructure in Asia and the Pacific.
38. Ibid.
39. Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.
40. GIZ. 2007. Gender and urban transport: Smart and affordable.
41. World Bank. 2017. Global mobility report 2017: Tracking sector performance.

Harassment of women on public transport

- In Delhi, 51% of women reported harassment inside public transport, and 42% of women reported they were harassed while waiting for public transport.[42]
- In Bangladesh, 94% of women commuting in public transport have experienced sexual harassment in verbal, physical and other forms.[43]
- In Sri Lanka, 90% of women have experienced sexual harassment while using or waiting for public transport.[44]
- In cities in developed countries (including Taipei, Hong Kong, Singapore, and Tokyo), 53% of women felt unsafe waiting on a railway platform at night.[45]
- In a survey of the world's largest capitals, five South and East Asian cities were in the top 10 of the least safe transport systems: New Delhi at number 4, Jakarta number 5, Kuala Lumpur number 7, Bangkok number 8, and Manila number 10.[46]

Additionally, women generally have lower incomes and may have less decision-making control over financial resources, which translates into limited affordability for public transportation services. Given their more frequent and shorter trips, women are also more likely to be disadvantaged and face higher costs by using public transport with ticketing systems that charge fares on a per journey or per person basis.

Gender mainstreaming transit systems can help resolve the fact that women, children, LGBTQI individuals, persons with disabilities, and those who are older are perpetually underserved by both public and private transit systems. While safety and security must be prioritized in the provision of public transport services, consideration of physical design and built infrastructure is especially crucial.

Thoughtful design of transport systems must consider users' needs and potential impacts across various groups of people, including women and individuals living with disabilities. Good design may entail the provision of:

- Public transit safety audits for women to identify the areas and modes of transit with highest rates of harassment and assault.
- Options for women-only transit cars and/or sections.
- Stations with convenient and safe pick-up and drop-off points.
- Adequate lighting at stops and gathering areas;
- Public latrines that are gender-segregated, private, clean, and secure.
- Security officers on transport platforms, including female officers.
- Special facilities for women, including diaper changing and breastfeeding areas; and,
- Modification of seats and other features to accommodate women, children, people with disabilities, and the elderly.

42. UN Women. 2013. UN Women supported survey in Delhi shows 95 per cent of women and girls feel unsafe in public spaces.
43. BRAC. 2018. 94% women victims of sexual harassment in public transport.
44. Population Matters. 2017. Sexual harassment on public buses and trains in Sri Lanka.
45. World bank. 2017. Global mobility report 2017: Tracking Sector Performance.
46. Thomson Reuters Foundation News. 2014. Most dangerous transport systems for women.

CASE STUDY 6

Public Transport for Women, Pakistan

Phases: Design, Implementation, Operations and Maintenance

The Project for Developing Transport Service for Women in Pakistan, also known as the Sakura Bus Project, was implemented in the Khyber Pakhtunkhwa Province of Pakistan in 2018. It was funded by the Government of Japan and implemented by UNOPS, with UN Women as a technical partner. The project was designed to provide the women of Khyber Pakhtunkhwa with a safe and accessible form of public transport. Pakistani society has deeply embedded traditional gender roles that make it difficult for women to travel alone on desegregated public transportation. Sakura buses aim to provide harassment free, culturally-sensitive, and affordable transport for women so that they are better able to access school and work opportunities outside of the home. The buses serve women and all children under 12. The Sakura Bus Project integrated gender concerns into its design, implementation, and operations and maintenance through consultations and trainings.

The bus service was initiated under the Government of Khyber Pakhtunkhwa Transport and Mass Transit Department, which is responsible for its maintenance and ongoing operation. The project procured 14 buses in total, customized to meet local needs and respect cultural standards. Each bus has a mixture of seated and standing spots available, with at least one wheelchair spot, internal and external speakers for announcements, and one internal surveillance camera. In addition to the buses themselves, the project constructed 31 specialized bus stops, designed and planned in consultation with female commuters to ensure demand-driven design. Each bus stop is shaded, has adequate seating, and has consistent lights powered by attached solar panels.

In addition to women-friendly infrastructure design, the project developed a smartphone mobile app for women commuters utilizing the Sakura Women Bus Service to monitor safety. The app aims to ensure the safety of travellers by connecting them to friends, family, and local security throughout their commutes. Users can opt in to GPS tracking and send their location or a distress message to family, friends, or law enforcement agencies. Users can also report on and score locations based on safety.

Finally, in order to operate and maintain the buses and infrastructure for continued and reliable service, UNOPS conducted trainings in project management skills and tools (specifically, Prince2 and Microsoft Office) for 100 provincial government employees from the Transport and Mass Transit Department, among other government departments. As part of the technical support to the project, UN Women developed and conducted context-specific trainings on mainstreaming gender concerns into regional urban planning, development, and operation of the Sakura Women Bus Service. This training reached more than 120 government staff.

Ministry of Foreign Affairs of Japan. 2018. "Sakura Buses" for women in Pakistan.
UN Women. 2018, 11 May. The Government of Khyber Pakhtunkhwa launches transport service for women in selected cities of KPK Province as funded by the Government of Japan and implementing partners UNOPS Country Office in Pakistan and UN Women.

CASE STUDY 7

Incorporating Mobile Apps into Government Planning for Public Safety, Delhi, India

Phases: Design

In an innovative approach to increasing safety in public spaces, especially for women, public offices in Delhi have partnered with the app *SafetiPin* to improve effective project planning and design. *SafetiPin* is a free mobile app that crowdsources safety information throughout a city by allowing users to complete safety audits, reporting problems such as poor/no lighting, broken/blocked footpath, open wiring etc.

The government of Delhi first partnered with *SafetiPin* for a four-month safety audit in 2016. The audit identified 7,438 dark spots throughout Delhi. By the end of 2018, the Delhi Public Works Department had illuminated 70% (5,472) of the identified dark spots. In September 2018, the Delhi government announced another safety audit through *SafetiPin* following the success of the first partnership. This audit will focus on walking paths, public toilets, parks, tourist spots, and bus stops over a seven-month period. In order to increase visual information to collate with audit reports and pinpoint potential safety risks, *SafetiPin* has recently partnered with the ridesharing app Uber, whose taxi-like drivers will capture images and GPS. The Public Works Department, Department of Transport and the police in Delhi use this data to strategically plan CCTV and night-time public transit distribution, thereby improving public safety.

ICED. 2017. Infrastructure: A game-changer for women's economic empowerment - Briefing note.
Hindustan Times. 2018. New safety audit to map public spaces in Delhi, spot problems.

CASE STUDY 8

Women's Safety on Public Transportation: Pakistan

Phases: Design, Implementation, Monitoring

In 2017, UN Women and the Women's Development Department (WDD) of Punjab along with the Aurat Foundation undertook a safety audit of bus services provided by the Lahore Transport Company (LTC) and Metro Bus to appraise women's and girls' safety on public transport. It consisted of a detailed desk review, key informant interviews, safety walk evaluations, focus group discussions, and a perception study with 903 women commuters and 100 bus drivers and conductors. The audit pinpointed several reasons for high levels of harassment on public transport that have gone officially unnoticed for years. These reasons include gender-neutral approaches by administrators and policymakers, inadequate infrastructure and security arrangements, and social attitudes towards women and girls.

Results from the perception study showed that lack of publicly available gender-disaggregated data on women using public transport is not available, limiting informed gender-sensitive actions. Both bus rides and bus stops posed significant safety concerns for women, who were regularly subject to verbal and physical harassment. Perpetrators are typically fellow passengers, though bus staff and passers-by were also reported to harass women. The problem is compounded by social attitudes towards women and girls that prevent bus staff and bystanders from intervening, and by a widespread lack of awareness by bus drivers and conductors, women, and the public at large of laws criminalizing sexual harassment.

The study found that all bus stops failed to make provisions for commuters with special needs such as pregnant women, the elderly, and persons with disabilities through inadequate seating, lighting, signage, overhead shades, and surveillance cameras.

Based on the research findings from the study, focus group discussions, key informant interviews, and safety walk evaluations, UN Women, WDD, and the Aurat Foundation compiled several recommendations to make transport systems women- and disability-friendly:

- Collect gender-disaggregated data to analyse and address issues faced by women using public transportation
- Design or modify transport infrastructure to ensure it is gender- and disability-friendly
- Make safety and security a priority through security cameras and gender-sensitized police respondents and bus staff and by holding perpetrators accountable
- Create and enforce accountability mechanisms such as surveillance systems, complaint follow-ups, or establishing local women's protection committees
- Provide gender-sensitization trainings to bus drivers, conductors, and police in dealing with cases of sexual harassment in public spaces
- Increase public awareness on security services such as helplines, smartphone apps, and pictorial information on harassment

UN Women. 2017. Women's safety audit in public transport in Lahore.

CASE STUDY 9

Designing a Gender-Sensitive Rural Transport System: Nepal

Phases: Implementation

The 2004–2011 Decentralized Rural Infrastructure and Livelihood Project (DRILP) funded by the Asian Development Bank aimed to reduce rural poverty and increase access to economic opportunities and social services. A primary focus of the project was to enhance social and financial capital of the poor, people of lower castes, ethnic minorities, and women, with a strong emphasis on community involvement in addition to infrastructure development. One of the project's main components to achieve increased access and poverty reduction was the construction and rehabilitation of rural transport infrastructure.

In order to ensure project outcomes were gender- and socially-sensitive, a gender and social development specialist (GSDS) was brought in to conduct national and regional workshops. These workshops contributed to the development of a project-wide gender operational strategy and the organization of gender capacity-building trainings. Other gender-focused components included a target of 50% women's participation in trainings, income generation activities, and empowerment through membership and leadership in building groups. The GSDS also supported the collection and analysis of gender-disaggregated data in subproject planning, implementation, monitoring and evaluation.

The project does not report integrating gender into designing and planning rural transport systems but does include several activities integrating gender at the policy level as well as in the implementation phase, as noted above. The GSDS and Nepalese Department of Local Infrastructure Development and Agricultural Roads developed a national level Gender Policy and Operational Guidelines for the Local Transport Sector as part of a range of gender mainstreaming policy initiatives undertaken by the Government of Nepal. This policy specifies women's participation at central and local levels, outlines affirmative action measures, and lays out requirements for gender mainstreaming. Many elements of the gender policy have already been incorporated into the Rural Transport Infrastructure Sector Wide Approach.

Asian Development Bank. 2010. Gender equality results – Case studies: Nepal.

3. Checklist for Gender Mainstreaming in Transport Systems

WHY?

Effectively mainstreaming gender equality and social inclusion in transport system projects including light rail, buses, and trains can lead to an array of positive benefits, not only for women and socially-excluded groups, but also for contractors implementing projects. Benefits of gender-responsive and socially-inclusive transport system infrastructure include, but are not limited to:

- Enhanced mobility.
- Lower levels of gender-based violence and sexual harassment of women and girls.
- Reduction of crime and violence in transport systems.
- Improved school enrollment and educational attainment.
- Increased access to health services and facilities.
- Increased opportunities for higher-paid employment.
- Expanded opportunities for trading at local and nearby markets, accessing capital, and building networks.
- A reduction in women's time poverty, which results in opportunities to obtain productive incomes and assets and enables increased gender equality at the household, community, and society levels.
- Sustainable infrastructure that will be used and valued by communities.
- Savings for contractors who integrate gender-responsive design from the beginning of the project and avoid costly errors, rebuilding, and modifications later on.

WHEN?

These guidelines include considerations at all stages of the project cycle, from start to finish.

WHO?

- Design teams.
- Project developers.
- Engineers.
- Architects.
- Programme/Project Managers.

ADDITIONAL RESOURCES

African Development Bank. 2009. Checklist for gender mainstreaming in the infrastructure sector.

Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.

GIZ. 2007. Gender and urban transport: Smart and affordable.

IDB. 2014. Mobility for all: The link between gender and urban mass transport – Summary of a technical note on gender issues in urban mass transit systems.

Phase I: Project design and preparation

KEY CONSIDERATIONS				COMMENTS
1. The project's gender analysis has been conducted (by a gender expert) in addition to an ESIA and RAP when necessary, and findings are incorporated into project design (i.e. output, outcome, and goal) and project documents.	YES	NO	N/A	
2. A project gender action plan (GAP) has been formulated, including specific mention of any quotas, targets, implementing parties, and monitoring mechanisms.	YES	NO	N/A	
3. Male and female community members, leaders, and transport system users are consulted and involved as decision makers in the design and planning stage to inform the appropriate structuring of transport systems, networks, and infrastructure (e.g. location in relation to communities or cities, accessibility, affordability, ideal schedules).	YES	NO	N/A	
4. Before the project begins, gender-disaggregated statistics are collected to analyse the gendered dimensions of the sector (e.g. labour force participation and employment data, time use, access to training and skills development, access to financial services, legal framework including inheritance and property laws, community leadership).	YES	NO	N/A	
5. Project-related displacement of people and communities is avoided or minimized. If resettlement is unavoidable, it is carried out in a culturally appropriate manner, ensuring that women have access to equal financial compensation and property rights, special assistance is provided for particularly vulnerable people and social groups, and support is provided in the case of loss of economic activities.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
6. The contractor/transport system agency establishes links with gender equality advocates, a gender equality specialist, and researchers who work on women's transport and mobility.	YES	NO	N/A	
7. Feasibility studies address mitigation of sexually transmitted infections associated with human mobility along corridors for cross-border transport.	YES	NO	N/A	
8. Design and siting take into consideration how men, women, boys, and girls use transport systems in different ways (e.g. who travels to work, who transports goods, who needs extra safety measures to prevent GBV, who travels short and long distances).	YES	NO	N/A	
9. The design ensures linkages for women, girls, men and boys to public and private health and education facilities, male and female community gathering spaces, markets, and places for entrepreneurship and employment.	YES	NO	N/A	
10. Design includes well-placed public toilet facilities for transport system users that are separate for males and females, safe, private, and with running water to ensure dignified menstrual hygiene management (MHM) for women and girl travellers.	YES	NO	N/A	
11. The transport system design and siting take into consideration how men, women, boys, and girls in the affected corridor will be impacted by construction and operation, including safety, GBV, and human trafficking.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
12. Designs take into account safety (including GBV prevention), such as lighting, pedestrian use and safety mechanisms (low steps, handrails), shelters for waiting areas, women-only services or cars if appropriate in the context, security personnel, employment of women drivers in mass transit, stations in areas that are well-populated, emergency phones or panic buttons, etc.	YES	NO	N/A	
13. Designs take into account users with special needs and considerations, including access for persons with disabilities and pregnant women or women with children (e.g. train platforms or entrances, low floor transit vehicles, portable lifts, elevators, ramps, accessible public latrines, railings and posts painted in bright contrasting colors, accessibility for service dogs, allocated special seats, etc.).	YES	NO	N/A	
14. The office and project worksite have been designed with sufficient provisions for resting and feeding areas for pregnant and nursing mothers.	YES	NO	N/A	
15. Gender-responsive human trafficking, GBV, and HIV/AIDS awareness training is provided for contractors, operators, general public users, security staff, and others.	YES	NO	N/A	
16. Transportation schedules and pricing are set to respond to the needs of women users and other socially-excluded groups, including affordable, off-peak, multiple trip, group traveller ticketing, and special fares for children.	YES	NO	N/A	
17. Journey time for public transport users is reduced through increased frequency of, and access to, services (e.g. increased bus stops in peri-urban areas).	YES	NO	N/A	

Phase II: Project finance and budgeting

KEY CONSIDERATIONS				COMMENTS
1. Budget has been allocated to fund gender mainstreaming and targeted gender and diversity responsive activities.	YES	NO	N/A	
2. There is adequate money budgeted for O&M to sustain a safe and healthy environment over the long term.	YES	NO	N/A	
3. There are adequate funds for investing in safety features to reduce the risk of harassment and gender-based violence for women users (e.g. separate entrances, women-only waiting areas, separate buses/train carriages if appropriate, lighting in stations, emergency phones, etc.).	YES	NO	N/A	
4. Resources are allocated separately for accessibility requirements for all projects.	YES	NO	N/A	
5. There are adequate budgets and resources for M&E activities (i.e. funds, time and staff, appropriate for conducting proper data collection without being biased by gender, distance, age, ethnicity, accessibility of the population, interviewees being able to speak freely).	YES	NO	N/A	
6. If there is a need to promote gender awareness with clients, partners, suppliers, and project staff to implement the project work/construction in a gender-sensitive manner, gender trainings are planned and budgeted.	YES	NO	N/A	
7. When necessary, budget has been allocated for interpretation and translation.	YES	NO	N/A	

Phase III: Procurement and contracts

KEY CONSIDERATIONS				COMMENTS
1. Gender aspects have been considered in the design of project procurement needs, attracting women owned/run businesses, including sustainability in the bid evaluation criteria and consideration for contractor capacity building.	YES	NO	N/A	
2. Both male- and female-owned small and medium sized enterprises (SMEs) are targeted for procurement of supplies and equipment for construction, and outreach programmes are established to reach women, LGBTQI individuals, and disabled business owners.	YES	NO	N/A	
3. There is transparent and publicly available information about procurement requirements and whom to contact.	YES	NO	N/A	
4. Application and contracting processes are simplified, clear, streamlined, and standardized (e.g. only requiring the applicant to input information in one centralized database), and technical qualification criteria and financial requirements are set at a level that is accessible to SMEs.	YES	NO	N/A	
5. Procuring entities establish award criteria that is appropriate and accessible to businesses owned by women or other socially-excluded groups (e.g. contracting a bidder that offers "value for money" rather than a bidder who offers the lowest price) and requests for proposals include explicit language encouraging businesses owned by women and other socially-excluded groups to bid.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
6. Gender targets and physical design features are specified in bidding documents for contractors.	YES	NO	N/A	
7. Access for people with disabilities is written into the contract terms.	YES	NO	N/A	
8. The procurement policy mandates that all procured products (hardware and software), goods, and services must conform to accessibility requirements.	YES	NO	N/A	
9. The contractors employed – whether as primary, secondary or subsequent contractors – are demonstrably competent in providing gender-sensitive and accessible infrastructure.	YES	NO	N/A	
10. Supplier relationships are built and expanded for future projects with businesses owned by women, people with disabilities, racial minorities, and other socially-excluded groups.	YES	NO	N/A	
11. Bidders who are unsuccessful due to their lack of gender equality and social inclusion criteria are provided with feedback about their tender and what were the advantageous components of the selected supplier's bid.	YES	NO	N/A	
12. Efficient and effective systems are established for processing invoices, and payments are made promptly to mitigate negative effects on the owner(s), including reduction of working capital, financial stress, and lack of ability to pay back loans that enable continued operations.	YES	NO	N/A	

Phase IV: Project implementation

KEY CONSIDERATIONS				COMMENTS
1. Gender experts are involved in project implementation.	YES	NO	N/A	
2. Overall project implementation is gender-sensitive (i.e. communication, security, budget, procurement, human resources).	YES	NO	N/A	
3. Both men and women from the community are provided with targeted opportunities to benefit from labour, and direct and indirect services for construction.	YES	NO	N/A	
4. Construction planning takes into account transport and safety of male and female workers arriving and leaving the site, proximity from site to workers' homes/accommodation, as well as interactions between male and female workers and community.	YES	NO	N/A	
5. Health, safety and environment guidance (such as IFC guidelines) is followed to ensure the construction site is sufficiently restricted to avoid endangering children and/or unauthorized access.	YES	NO	N/A	
6. The construction manager has a gender policy and zero tolerance policy on sexual harassment, violence, and abuse of workers and community members, in addition to requirements for equal pay and non-discrimination regarding women.	YES	NO	N/A	
7. The construction manager plans to run periodic checks that payments, social security allowances, and other entitlements are being fairly disbursed to both men and women.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
8. There are both formal and informal confidential ways for channelling work-related grievances (e.g. suggestion box, mediator, workers' representative), including potential gender-based grievances.	YES	NO	N/A	
9. Relevant Sphere Standards (minimum humanitarian standards to apply to technical projects) are applied and implemented, especially in post-crisis and early reconstruction settings.	YES	NO	N/A	
10. The dignity of women and other socially-excluded groups is respected in all marketing and company materials, and internal communications are also gender-sensitive.	YES	NO	N/A	
11. Information and communications technology (ICT) is harnessed to provide relevant parties (community members, employees, contractors, and others) with current information (the project's status, any training or employment opportunities, requests for feedback, etc.), and to improve transparency and accountability in infrastructure works quality and service delivery.	YES	NO	N/A	
12. All staff and local police are trained in sexual harassment awareness and how to respond to situations of sexual harassment, and gender-sensitive campaigns are implemented to create awareness and prevent GBV.	YES	NO	N/A	
13. Final infrastructure is not used for human trafficking and/or labour or sexual exploitation.	YES	NO	N/A	

Phase V: Project operations and maintenance

KEY CONSIDERATIONS				COMMENTS
1. Best practices for attracting and hiring diverse employees are implemented, including: outreach to educational institutions that foster the long-term attraction of both male and female job candidates; candidate recruitment and selection so that an increased number of qualified women apply for and obtain positions; revised existing internship programmes to set balanced participation from both males and females; and revised internal and external communication to include gender-neutral or gender-equitable language.	YES	NO	N/A	
2. Human resource policies are revised to include gender-sensitive language and, when relevant, new gender-sensitive policies are created and implemented regarding the following: salary equity, sexual harassment and workplace violence, family leave, maternity/paternity leave, return to work, childcare or monetary assistance for childcare, succession plans, and flexible hours.	YES	NO	N/A	
3. Salaries are analysed and adjusted to close any identified gaps, and employment benefits are analysed and adjusted regarding usage/uptake (e.g. if employees feel they can use maternity leave or family leave policies).	YES	NO	N/A	
4. Project managers commit to equal working conditions and adequate facilities for healthy and safe work for all employees regardless of gender, race, ethnicity, sexual orientation, ability, etc.	YES	NO	N/A	
5. There is a set quota (e.g. 30%) for women's representation at all levels of project staffing (i.e. support level, technical and managerial level, and project decision-making).	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
6. Employment targets are established for women in construction and other sector jobs created by the project (e.g. station attendees, ticket collectors, conductors/ drivers, inspectors, security staff).	YES	NO	N/A	
7. Targets are set for women's participation and the participation of other socially-excluded groups (LGBTQI individuals, persons with disabilities, youth, and others) in any training provided for skilled work related to transport system services, including basic construction and maintenance skills.	YES	NO	N/A	
8. Professional development and career advancement opportunities meet the needs of, are accessible to, and are used by both men and women.	YES	NO	N/A	
9. Gender aspects are regularly embedded into the minutes of meetings, workshop reports, training reports, regular checkpoint, quarterly and highlight reports, etc.	YES	NO	N/A	
10. Retirement plans and/or financial education programmes are accessible to all employees, with both men and women participating.	YES	NO	N/A	
11. A fair and respectful violation reporting, investigation, and resolution process is implemented in order to create an environment conducive to addressing and resolving complaints.	YES	NO	N/A	
12. An O&M plan has been developed to support the end users (including plans to sustain safe transport systems and infrastructure, ongoing access to clean water within public latrines and sustainable, cost-effective lighting over the long term).	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
13. A strong community-based O&M committee (50% men and 50% women) is in place for consultation/oversight and has a succession plan that ensures all facilities (including MHM-friendly WASH and sustainable lighting) are serviced and operable.	YES	NO	N/A	
14. Gender-based gaps in women's ability to speak-up and participate have been identified with a plan to support them to develop confidence and leadership skills.	YES	NO	N/A	
15. Gender sensitization sessions and information have been integrated into O&M capacity-building trainings, particularly targeting men to enable an equitable and welcoming O&M committee environment for women to thrive.	YES	NO	N/A	
16. Ongoing O&M monitoring and evaluation screens for infrastructure that may be at high risk for falling into disrepair or reduced access to, or control by, vulnerable groups.	YES	NO	N/A	
17. Community men's and women's skills and skills gaps linked to O&M needs have been mapped.	YES	NO	N/A	
18. Appropriate wages are paid to O&M community workers (both men and women) that do not add labour burden without requisite compensation.	YES	NO	N/A	
19. Opportunity for O&M jobs is provided equitably to both women and men, providing skill building and technical support to subsets of the population that require additional training.	YES	NO	N/A	
20. O&M planning is cognizant of where community men and women live and how they travel to the site, clustering O&M groups close to where they live and taking into consideration travel, transport, and time constraints.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
21. Based on community skills gap mapping, skills building (management, budgeting) and training has been facilitated to target both women and men as committee members and as paid operation and maintenance workers.	YES	NO	N/A	
22. An O&M plan and O&M committee is established early on in project start-up to take the time required to establish relationships, trust, build skills, and create institutions to ensure that the community O&M structures are strong and ready for the full transition to community management before project closure.	YES	NO	N/A	
23. Before project closure, community readiness for O&M responsibilities is assessed, ensuring that women have the leadership skills to thrive, and that men have the attitudes and norms to support women in leadership roles on the O&M committee.	YES	NO	N/A	
24. Opportunities for philanthropy demonstrate a commitment to gender equality, social inclusion, and human rights.	YES	NO	N/A	

Phase VI: Project monitoring

KEY CONSIDERATIONS				COMMENTS
1. There are gender-disaggregated indicators that specifically measure achievement of gender criteria and provide a norm of reference to compare to set standards.	YES	NO	N/A	
2. All collected and analysed data has been gender-disaggregated for project activities and outputs.	YES	NO	N/A	
3. The project goes beyond gender-disaggregated data to collect gender-related statistics (i.e. data that explains relationships between men and women and minority groups beyond the numbers).	YES	NO	N/A	
4. Ongoing monitoring includes follow-up regarding gender equitable design standards with male and female community engagement.	YES	NO	N/A	
5. Information and communications technology (ICT) is harnessed to promote community engagement in monitoring and evaluation (e.g. online anonymous gender-disaggregated surveys that can be accessed by mobile phone or at an Internet kiosk so users and/or employees can provide experience and feedback).	YES	NO	N/A	
6. Quarterly and annual reports include quantitative/qualitative tracking of community engagement, female engagement, and M&E indicators related to impacts on male and female travellers and workers.	YES	NO	N/A	
7. Quarterly and annual reports include the proportion of women employees overall, including senior executives and board members.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
8. The office gender focal point or gender equality specialist is engaged for consultation and review on an ongoing basis.	YES	NO	N/A	
9. Employee satisfaction surveys are disaggregated by sex.	YES	NO	N/A	
10. Best practices and lessons learned about gender-related aspects are documented, shared, and applied to new projects.	YES	NO	N/A	

PART IV: GENDER MAINSTREAMING IN PORTS

1. Introduction

Ports facilitate the flow of people, as well as good and services. They are used for a variety of reasons including travel and leisure, formal business, shipping, informal trading, and migration. The infrastructure and services at ports and border crossings impact the lives of women, men, boys, and girls in vastly differently ways. Thus, ensuring gender perspectives are included in the infrastructure design of seaports, airports, and land crossings – as well as incorporated into border management – can promote safe movement, mitigate vulnerabilities, and promote security.[47] While gender mainstreaming needs to be part of the management and services of ports and borders, it should also be included in the building of infrastructure for seaports, airports, and land crossings.

At minimum, gender mainstreaming can help identify how to mitigate risks and do no harm. Ports must address safety concerns and reduce vulnerabilities, specifically for women and socially-excluded groups.

- Gender-responsive infrastructure at ports and borders can facilitate safe and accessible travel for those who are often excluded. Addressing concerns around harassment, sexual assault, corruption, and violence at ports and borders is paramount to mitigating the risks often faced by women and vulnerable groups.

- Consideration of the needs of women and local communities in the location and infrastructure design of ports and border crossings can reduce occurrences of sexual and human trafficking, as well as the spread of HIV and other sexually transmitted diseases.[48]

By addressing mobility and safety concerns, **gender-responsive ports can empower communities** by facilitating equal access to, and benefit from, available resources, services and opportunities.

- By addressing mobility and safety concerns, gender-responsive airports, seaports, and border crossings enable women and vulnerable groups to take advantage of available resources, services and opportunities.

- Particularly for communities located near borders, gender-responsive ports can facilitate children's commutes to schools, boost enrollment, and increase educational attainment.

- Infrastructure designed to respond to the needs of women and vulnerable groups enables them to safely travel via ports and across borders, expanding their access to trading in border markets and opportunities for higher-paid employment. Given women and youth make up the majority of those engaged in informal cross-border work globally, supporting infrastructure for this movement is crucial to discourage illegal crossings that may increase the risk of imprisonment and fines.[49]

- Projects that employ female workers, entrepreneurs, and enterprises in the construction, O&M, and maintenance of ports and border stations generate additional income for women and local households.

47. Mackay, A. 2014. Border management and gender.
48. Ibid.
49. GIZ. 2014. Trade and gender: Exploring a reciprocal relationship.

Integrating gender considerations into ports can **transform systems and support evolving positive social norms for women and socially-excluded groups.** Gender-responsive ports have the ability to tackle the root causes and impacts of gender inequality.

- Gender-responsive ports can contribute to reducing women's time, allowing them to allocate more of it to different tasks, whether for income generation or social and community activities.[50] At a household level, this can help redistribute household and caring responsibilities, potentially contributing to a more equal balance of power in the home.[51]

- Gender-responsive ports that promote safety and meet the needs of women and other vulnerable groups encourages more active participation in public life, helping to amplify their voices.

- Projects that engage women-owned enterprises, support local advocacy organizations, and develop progressive, inclusive procurement contracts can help usher in change in the infrastructure sector. These actions can catalyse improvements in the size, profitability, and quantity of women-owned enterprises, and even shape policy at a government level. This can then lead to more women at decision-making levels, and further create lasting impacts for gender equality and parity within the community and broader society.

Border ports enable border control functions including customs, immigration, and law enforcement and can be the site of prevention, detection, and investigation of criminal activity, as well as detentions and deportations. Given that the majority of border management employees (including customs, immigration, and policing) are male, this can create an intimidating environment for women officials, travellers, and traders.[52] Due to the reduced social and economic status of women, older persons, children, and other socially-excluded groups, such individuals are generally more vulnerable to harassment, corruption, bribery, and the risk of confiscation of goods at ports.[53] Moreover, women generally have a longer wait at border crossings than men; indeed, data from India found that women wait 37 per cent longer than men to see customs officials.[54]

Thoughtful design of ports considers the needs, uses, and potential impacts across various groups of people. This may entail the provision of:

- Ports and border crossings with special, child-friendly environments created as 'safe' locations for children during the interview process.[55]

- Facilities that consider caregiver needs, including lactation rooms and diaper changing stations.[56]

- Appropriate facilities for female employees and officials including accommodations, changing rooms, and toilets.

- Land crossings with single window approaches that provide one entrance for traders to complete formalities, targeted at female business owners, traders, and informal cross-border traders.[57]

- Earmarked sitting and waiting areas for women at ports and border crossings.

- Help and monitoring desks for women and others to report wrongdoings and access information; and,

- Easy to understand signage in appropriate languages.

50. Asian Development Bank. 2015. Balancing the burden? Desk review of women's time poverty and infrastructure in Asia and the Pacific.
51. Ibid.
52. Taneja, N., Joshi, S., Prakash, S., and Bimal, S. 2018. Trade facilitation measures to enhance women's participation in cross-border trade in BBIN.
53. Mackay, A. 2014. Border management and gender.
54. GIZ. 2014. Trade and gender: Exploring a reciprocal relationship.
55. Mackay, A. 2014. Border management and gender.
56. Sangiuliano, M. 2016. Smart cities and gender: Main arguments and dimensions for a promising research and policy development area.
57. GIZ. 2014. Trade and gender: Exploring a reciprocal relationship.

2. Case Studies

CASE STUDY 10

Integrating Gender-Based Violence Prevention and Response into Aviation Projects: Vanuatu

Phases: Design, Implementation

For the 2015–2019 period, the Aviation Investment Project, funded by the World Bank in the South Pacific island country of Vanuatu, aims to improve the operational safety and oversight of international air transport and related infrastructure. The project includes five specific components: 1) investment in international airport infrastructure; 2) aviation sector reform and training; 3) strengthening of airport operations and maintenance capacity; 4) emergency reconstruction; and 5) project support. Project activities are being carried out at Bauerfield International Airport (VLI), Santo-Pekoa International Airport (SON), and Whitegrass Airport (TAH).

The project has sought to integrate gender-based violence (GBV) prevention and response interventions, including creating a Gender-Based Violence and Child Protection Code of Conduct for the project. The code of conduct establishes mechanisms for reporting, addressing, monitoring, and preventing GBV and child abuse on the work site and in the immediately surrounding communities. Additionally, it stipulates that age of consent for sexual activity is 18 years, despite the fact that national law establishes age 16 for consent. Provisions have also been embedded in bidding documents that require contractors to responsibly implement, enforce, and monitor the Code of Conduct, in addition to creating a complimentary Action Plan.

Furthermore, a grievance process has been developed so that survivors may submit complaints through various channels, depending on with whom they feel most comfortable: the village chief, provincial area council, civil society or service provider, government departments or hospitals, the contractor, or by directly using the project's grievance redress mechanism (GRM). The GRM operator refers the survivor to the GBV services provider for support, and then refers the case specifically to the GBV complaints team (GCT). The GCT reviews the case, agrees upon appropriate actions and sanctions to be taken, refers the case to the police as needed, assigns a focal point (who coordinates with the GBV services provider) to implement the actions, and upon resolution, the GRM operator closes the case. Statistics on grievance resolution can be found on the project website.

Project managers are provided with GBV training to review the code of conduct and action plan, plan a response protocol if abuse has taken place by a staff member or against a staff member, and learn about the appropriate GRM referral pathways. Staff members must also participate in a full-day training session that covers perceptions of men and women, power dynamics, definitions of different types of violence (sexual assault, physical assault, emotional/psychological assault, and sexual harassment), national and international laws on consent, how to use the GRM, counselling and support services, the code of conduct, and potential sanctions or penalties for abuse.

While the project is an example of how to design GBV prevention and response mechanisms, the approach is still under investigation to monitor actual use of the GRM and effective and timely resolution of grievances. An Implementation Status and Results Report published in October 2018 reported that no grievances have been registered related to the delivery of project benefits by gender.

Global Gender-Based Violence Task Force. 2017. Working together to prevent sexual exploitation and abuse: Recommendations for World Bank investment projects.
World Bank. 2018. Good practice note: Addressing gender-based violence in investment project financing involving major civil works.
World Bank. 2018. Vanuatu Aviation Investment Project (P154149): Implementation Status & Results Report.

CASE STUDY 11

Ensuring that Maritime Transport Infrastructure Works for Women: Fiji

Phases: Design, Implementation, Monitoring

The Transport Infrastructure Investment Project, funded by the Asian Development Bank and World Bank in Fiji for the 2014–2020 period, seeks to improve the resilience and safety of land and maritime transport initiatives for users of roads, bridges, rural jetties, and wharves. The project focuses on building climate-resilient infrastructure and strengthening the institutional capacity of central and line agencies.

A gender analysis was conducted, and a gender action plan was written that includes measures to mainstream gender in project management. This includes gender-awareness training for staff, ministries, and provincial/district offices and HIV/AIDS, gender, and road safety awareness training for all construction workers and neighbouring community members. Regular progress reports must include the progress of GAP implementation and gender-disaggregated statistics for relevant performance indicators.

Furthermore, the project not only set quotas to ensure women's participation in infrastructure construction, it also planned the infrastructure design with women in mind. Jetty location and design prioritized women's access to social services, such as education, health facilities, and markets. At sites along bodies of water typically used for washing, concrete washing tubs were planned at water level, where they were safe and appropriate to install. The project expects to rehabilitate or reconstruct at least 30 bridges, and it has prioritized gender-sensitive design including various features that ensure inclusive pedestrian safety and access: all-weather access; no physical barriers that would impede access to women, children, the elderly, or people living with disabilities; and guardrails, footpaths, handrails, and steps down to water level.

Regarding employment and labour conditions for the project, the gender action plan stipulates that women should be involved in labour-based work for construction (with provisions for this included in bidding documents) and there must be equal pay for equal work between male and female workers (with women directly receiving their own payments).

It is expected that this socially-inclusive approach to improving Fiji's transport sector will support the country's climate resilience and create a foundation for sustained growth, particularly because vulnerable groups including rural communities, women, elderly persons, and youth will benefit from this infrastructure. For many women and other socially-excluded groups, improved maritime transport infrastructure will provide better access to markets, which directly translates into better employment opportunities and enhanced access to social services.

Asian Development Bank. 2014. Fiji: Transport Infrastructure Investment Project: Gender Action Plan.
Asian Development Bank. n.d. Fiji: Transport Infrastructure Investment Sector Project (formerly Bridge Replacement Project).
World Bank. n.d. Transport Infrastructure Investment Project.

3. Checklist for Gender Mainstreaming in Ports

WHY?

Effectively mainstreaming gender equality and social inclusion in port projects (sea, air, and ground) can lead to an array of positive benefits, not only for women and socially-excluded groups, but also for contractors implementing projects. Benefits of gender-responsive and socially-inclusive port infrastructure include, but are not limited to:

- Enhanced mobility
- Lower levels of gender-based violence and sexual harassment of women and girls.
- Reduction of sex trafficking and human trafficking.
- Improved school enrolment and educational attainment.
- Increased access to health services and facilities.
- Increased opportunities for higher-paid employment.
- Expanded opportunities for trading at local and nearby markets, accessing capital, and building networks.
- A reduction in women's time poverty resulting in opportunities to obtain productive incomes and assets and enabling increased gender equality at household, community, and society levels.
- Sustainable infrastructure that will be used and valued by communities.
- Savings for contractors who integrate gender-responsive design from the beginning of the project and avoid costly errors, rebuilding, and modifications later on.

WHEN?

These guidelines include considerations at all stages of the project cycle, from start to finish.

WHO?

- Design teams.
- Project developers.
- Engineers.
- Architects.
- Programme/Project Managers.

ADDITIONAL RESOURCES

African Development Bank. 2009. Checklist for gender mainstreaming in the infrastructure sector.

Asian Development Bank. 2013. Gender tool kit: Transport: Maximizing the benefits of improved mobility for all.

Higgins, K. 2012. Gender dimensions of trade facilitation and logistics: A guidance note.

Mackay, A. 2014. Border management and gender.

Phase I: Project design and preparation

KEY CONSIDERATIONS				COMMENTS
1. The project's gender analysis has been conducted (by a gender expert) in addition to an ESIA and RAP when necessary, and findings are incorporated into project design (i.e. output, outcome, and goal) and project documents.	YES	NO	N/A	
2. A project gender action plan (GAP) has been formulated, including specific mention of any quotas, targets, implementing parties, and monitoring mechanisms.	YES	NO	N/A	
3. Male and female community members, leaders, fishers, and port users or workers are consulted and involved as decision makers in the design and planning stage in order to inform the appropriate structuring of port infrastructure (e.g. location in relation to communities or cities, accessibility, environmental effects, etc.)	YES	NO	N/A	
4. Before the project begins, gender-disaggregated statistics are collected to analyse the gendered dimensions of the sector (e.g. number of enterprises, labour force participation and employment data, time use, access to training and skills development, access to financial services, legal framework including inheritance and property laws, community leadership, etc.).	YES	NO	N/A	
5. Project-related displacement of people and communities is avoided or minimized. If resettlement is unavoidable, it is carried out in a culturally appropriate manner, ensuring that women have access to equal financial compensation and property rights. Special assistance is provided for particularly vulnerable people and social groups, and support is provided in the case of loss of economic activities.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
6. The contractor/port agency establishes links with gender equality advocates, a gender equality specialist, and researchers who work on women's transport and mobility.	YES	NO	N/A	
7. Feasibility studies address mitigation of sexually transmitted infections associated with human mobility along corridors for cross-border transport.	YES	NO	N/A	
8. Design and siting take into consideration how men, women, boys, and girls use ports in different ways (e.g. who uses ports for trading or buying, who needs additional storage space, appropriate lighting, or market trading spaces with access to water).	YES	NO	N/A	
9. The design ensures linkages for women, girls, men and boys to places for entrepreneurship, employment, markets, and transporting goods.	YES	NO	N/A	
10. Design includes well-placed public toilet facilities for port users and workers that are separate for males and females, safe, private, and with running water to ensure dignified menstrual hygiene management (MHM) for women and girls.	YES	NO	N/A	
11. The port design and siting take into consideration how men, women, boys, and girls in the affected area will be impacted by construction and operation, including safety, GBV, and human trafficking.	YES	NO	N/A	
12. Designs take into account safety (including GBV prevention), which includes appropriately-sized life jackets, lighting, worker use and safety, well-lit shelters and public areas, emergency phones or panic buttons, security checkpoints that respect the dignity of users, etc.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
13. Designs take into account special needs and considerations, including access for persons with disabilities (e.g. entrances, docks, passenger conveyance devices, etc.).	YES	NO	N/A	
14. The office and project worksite have been designed with sufficient provisions for resting and feeding areas for pregnant and nursing mothers.	YES	NO	N/A	
15. Gender-responsive human trafficking, GBV, and HIV/AIDS awareness training is provided for contractors, operators, general public users, security staff, and others.	YES	NO	N/A	
16. Transportation schedules and pricing are set in order to respond to the needs of women users and other socially-excluded groups, including affordable, off-peak, multiple trip, group traveller ticketing, and special fares for children.	YES	NO	N/A	
17. Journey time for users is reduced through increased frequency of, and access to, services (e.g. availability of airport shuttles).	YES	NO	N/A	
18. There is culturally appropriate training and outreach available for female traders and entrepreneurs regarding customs and border requirements, processes, and costs, in addition to public information campaigns with this information.	YES	NO	N/A	
19. Gender training is required for customs and border management officials who work at the port.	YES	NO	N/A	
20. Water and land transportation is available to access port infrastructure, including buses, ferries, water taxis, river transport, etc. for women and other socially-excluded groups who may live in remote areas.	YES	NO	N/A	
21. Provisions are explored for water transport licenses for women operators.	YES	NO	N/A	

Phase II: Project finance and budgeting

KEY CONSIDERATIONS				COMMENTS
1. Budget has been allocated to fund gender mainstreaming and targeted gender and diversity responsive activities.	YES	NO	N/A	
2. There is adequate money budgeted for O&M to sustain a safe and healthy environment over the long term.	YES	NO	N/A	
3. There are adequate funds for investing in safety features to reduce the risk of harassment and gender-based violence for women users (e.g. separate entrances, lighting fixtures, female security personnel at security points, emergency phones, etc.).	YES	NO	N/A	
4. Resources are allocated separately for accessibility requirements for all projects.	YES	NO	N/A	
5. There are adequate budgets and resources for M&E activities (i.e. funds, time and staff appropriate for conducting proper data collection without being biased by gender, distance, age, ethnicity, accessibility of the population, interviewees being able to speak freely).	YES	NO	N/A	
6. If there is a need to promote gender awareness with clients, partners, suppliers, and project staff to implement the project work/construction in a gender-sensitive manner, gender trainings are planned and budgeted.	YES	NO	N/A	
7. When necessary, budget has been allocated for interpretation and translation.	YES	NO	N/A	

Phase III: Procurement and contracts

KEY CONSIDERATIONS				COMMENTS
1. Gender aspects have been considered in the design of project procurement needs, attracting women owned/run businesses, including sustainability in the bid evaluation criteria and consideration for contractor capacity building.	YES	NO	N/A	
2. Both male and female-owned small and medium sized enterprises (SMEs) are targeted for procurement of supplies and equipment for construction, and outreach programmes are established to reach women, LGBTQI individuals, and disabled business owners.	YES	NO	N/A	
3. There is transparent and publicly available information about procurement requirements and whom to contact.	YES	NO	N/A	
4. Application and contracting processes are simplified, clear, streamlined, and standardized (e.g. only requiring the applicant to input information in one centralized database), and technical qualification criteria and financial requirements are set at a level that is accessible to SMEs.	YES	NO	N/A	
5. Procuring entities establish award criteria that is appropriate and accessible to businesses owned by women or other socially-excluded groups (e.g. contracting a bidder that offers "value for money" rather than a bidder who offers the lowest price) and requests for proposals include explicit language encouraging businesses owned by women and other socially-excluded groups to bid.	YES	NO	N/A	
6. Gender targets and physical design features are specified in bidding documents for contractors.	YES	NO	N/A	
7. Access for people with disabilities is written into the contract terms.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
8. The procurement policy mandates that all procured products (hardware and software), goods, and services must conform to accessibility requirements.	YES	NO	N/A	
9. The contractors employed – whether as primary, secondary or subsequent contractors – are demonstrably competent in providing gender-sensitive and accessible infrastructure.	YES	NO	N/A	
10. Supplier relationships are built and expanded for future projects with businesses owned by women, people with disabilities, racial minorities, and other socially-excluded groups.	YES	NO	N/A	
11. Bidders who are unsuccessful due to their lack of gender equality and social inclusion criteria are provided with feedback about their tender and what were the advantageous components of the selected supplier's bid.	YES	NO	N/A	
12. Efficient and effective systems are established for processing invoices, and payments are made promptly to mitigate negative effects on the owner(s), including reduction of working capital, financial stress, and lack of ability to pay back loans that enable continued operations.	YES	NO	N/A	

Phase IV: Project implementation

KEY CONSIDERATIONS				COMMENTS
1. Gender experts are involved in project implementation.	YES	NO	N/A	
2. Overall project implementation is gender sensitive (i.e. communication, security, budget, procurement, human resources).	YES	NO	N/A	
3. Both men and women from the community are provided with targeted opportunities to benefit from labour, and direct and indirect services for construction.	YES	NO	N/A	
4. Construction planning takes into account transport and safety of male and female workers arriving and leaving the site, proximity from site to workers' homes/ accommodation, as well as interactions between male and female workers and community.	YES	NO	N/A	
5. Health, safety and environment guidance (such as IFC guidelines) is followed to ensure the construction site is sufficiently restricted to avoid endangering children and/or unauthorized access.	YES	NO	N/A	
6. The construction manager has a gender policy and zero tolerance policy on sexual harassment, violence, and abuse of workers and community members, in addition to requirements for equal pay and non-discrimination regarding women.	YES	NO	N/A	
7. The construction manager plans to run periodic checks that payments, social security allowances, and other entitlements are being fairly disbursed to both men and women.	YES	NO	N/A	
8. There are both formal and informal confidential ways for channelling work-related grievances (e.g. suggestion box, mediator, workers' representative), including potential gender-based grievances.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
9. Relevant Sphere Standards (minimum humanitarian standards to apply to technical projects) are applied and implemented, especially in post-crisis and early reconstruction settings.	YES	NO	N/A	
10. The dignity of women and other socially-excluded groups is respected in all marketing and company materials, and internal communications are also gender-sensitive.	YES	NO	N/A	
11. Information and communications technology (ICT) is harnessed to provide relevant parties (community members, employees, contractors, and others) with current information (the project's status, any training or employment opportunities, requests for feedback, etc.), and to improve transparency and accountability in the quality of infrastructure works and service delivery.	YES	NO	N/A	
12. All staff and local police are trained in sexual harassment awareness and how to respond to situations of sexual harassment, and gender-sensitive campaigns are implemented to create awareness and prevent GBV.	YES	NO	N/A	
13. Final infrastructure is not used for human trafficking and/or labour or sexual exploitation.	YES	NO	N/A	

Phase V: Project operations and maintenance

KEY CONSIDERATIONS				COMMENTS
1. Best practices for attracting and hiring diverse employees are implemented, including: outreach to educational institutions that foster the long-term attraction of both male and female job candidates; candidate recruitment and selection so that an increased number of qualified women apply for and obtain positions; revision of existing internship programmes to have balanced participation from both males and females; and revised internal and external communication to include gender-neutral or gender-equitable language.	YES	NO	N/A	
2. Human resource policies are revised to include gender-sensitive language and, when relevant, new gender-sensitive policies are created and implemented regarding the following: salary equity, sexual harassment and workplace violence, family leave, maternity/paternity leave, return to work, childcare or monetary assistance for childcare, succession plans, and flexible hours.	YES	NO	N/A	
3. Salaries are analysed and adjusted to close any identified gaps, and employment benefits are analysed and adjusted regarding usage/uptake (e.g. if employees feel they can use maternity leave or family leave policies).	YES	NO	N/A	
4. Project managers commit to equal working conditions and adequate facilities for healthy and safe work for all employees regardless of gender, race, ethnicity, sexual orientation, ability, etc.	YES	NO	N/A	
5. There is a set quota (e.g. 30%) for women's representation at all levels of project staffing (i.e. support level, technical and managerial level, and project decision-making).	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
6. Employment targets are established for women in construction and other sector jobs created by the project (e.g. pilots, crane operators, drivers, inspectors, maintenance technicians, shipping operators, transport of baggage).	YES	NO	N/A	
7. Targets are set for women's participation and the participation of other socially-excluded groups (LGBTQI individuals, persons with disabilities, youth, and others) in any training provided for skilled work related to port services, including basic construction and maintenance skills.	YES	NO	N/A	
8. Professional development and career advancement opportunities meet the needs of, are accessible to, and are used by both men and women.	YES	NO	N/A	
9. Gender aspects are regularly embedded into the minutes of meetings, workshop reports, training reports, regular checkpoint, quarterly and highlight reports, etc.	YES	NO	N/A	
10. Retirement plans and/or financial education programmes are accessible to all employees, with both men and women participating.	YES	NO	N/A	
11. A fair and respectful violation reporting, investigation, and resolution process is implemented in order to create an environment conducive to addressing and resolving complaints.	YES	NO	N/A	
12. An O&M plan has been developed to support the end users (including plans to sustain safe infrastructure, ongoing access to clean water within latrines and sustainable, cost-effective lighting over the long term).	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
13. A strong community-based O&M committee (50% men and 50% women) is in place for consultation/oversight and has a succession plan that ensures all facilities (including MHM-friendly WASH and sustainable lighting) are serviced and operable.	YES	NO	N/A	
14. Gender-based gaps in women's ability to speak up and participate have been identified with a plan to support them to develop confidence and leadership skills.	YES	NO	N/A	
15. Gender sensitization sessions and information have been integrated into O&M capacity-building trainings, particularly targeting men to enable an equitable and welcoming O&M committee environment for women to thrive.	YES	NO	N/A	
16. Ongoing O&M monitoring and evaluation screens for infrastructure that may be at high risk for falling into disrepair or reduced access to, or control by, vulnerable groups.	YES	NO	N/A	
17. Community men's and women's skills and skills gap linked to O&M needs have been mapped.	YES	NO	N/A	
18. Appropriate wages are paid to O&M community workers (both men and women) that do not add labour burden without requisite compensation.	YES	NO	N/A	
19. Opportunity for O&M jobs is provided equitably to both women and men, providing skill building and technical support to subsets of the population that require additional training.	YES	NO	N/A	
20. O&M planning is cognizant of where community men and women live and how they travel to the site, clustering O&M groups close to where they live and taking into consideration travel, transport, and time constraints.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
21. Based on community skills gap mapping, skills building (management, budgeting) and training has been facilitated to target both women and men as committee members and as paid operations and maintenance workers.	YES	NO	N/A	
22. An O&M plan and O&M committee is established early on in project start-up to take the time required to forge relationships, trust, build skills, and create institutions to ensure that the community O&M structures are strong and ready for the full transition to community management before project closure.	YES	NO	N/A	
23. Before project closure, community readiness for O&M responsibilities is assessed, ensuring that women have the leadership skills to thrive, and that men have attitudes and norms to support women in leadership roles on the O&M committee.	YES	NO	N/A	
24. Opportunities for philanthropy demonstrate a commitment to gender equality, social inclusion, and human rights.	YES	NO	N/A	

Phase VI: Project monitoring

KEY CONSIDERATIONS				COMMENTS
1. There are gender-disaggregated indicators that specifically measure achievement of gender criteria and provide a norm of reference to compare to set standards.	YES	NO	N/A	
2. All collected and analysed data has been gender-disaggregated for project activities and outputs.	YES	NO	N/A	
3. The project goes beyond gender-disaggregated data to collect gender-related statistics (i.e. data that explains relationships between men and women and minority groups beyond the numbers).	YES	NO	N/A	
4. Ongoing monitoring includes follow-up regarding gender equitable design standards with male and female community engagement.	YES	NO	N/A	
5. Information and communications technology (ICT) is harnessed to promote community engagement in monitoring and evaluation (e.g. online anonymous gender-disaggregated surveys that can be accessed by mobile phone or at an Internet kiosk so users and/or employees can provide experience and feedback).	YES	NO	N/A	
6. Quarterly and annual reports include quantitative/qualitative tracking on community engagement, female engagement, and M&E indicators related to impacts on male and female travellers and workers.	YES	NO	N/A	

KEY CONSIDERATIONS				COMMENTS
7. Quarterly and annual reports include the proportion of women employees overall, including senior executives and board members.	YES	NO	N/A	
8. The office gender focal point or gender equality specialist is engaged for consultation and review on an ongoing basis.	YES	NO	N/A	
9. Employee satisfaction surveys are disaggregated by sex.	YES	NO	N/A	
10. Best practices and lessons learned regarding gender-related aspects are documented, shared, and applied to new projects.	YES	NO	N/A	

ANNEXES

Annex A: Glossary

Gender

Gender refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context, as are other important criteria for socio-cultural analysis including class, race, poverty level, ethnic group, sexual orientation, age, etc.[58]

Gender mainstreaming

Gender mainstreaming is a strategy for implementing greater equality for women and girls in relation to men and boys. It is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.[59]

Gender equality

Gender equality "refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue and should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development."[60]

Gender equity

Gender equity refers to "fair treatment of women and men, according to their respective needs. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. Gender equity denotes an element of interpretation of social justice, usually based on tradition, custom, religion or culture, which is most often to the detriment to women."[61]

58. Definition from UN Women Training Centre. Other gender-related definitions may be found at: https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G
59. Ibid.
60. Ibid.
61. Ibid.

Sustainable development

In 1987, the UN Brundtland Commission defined sustainable development as "meeting the needs of the present without compromising the ability of future generations to meet their own needs."[62] In a recent consultative review to learn lessons from the Millennium Development Goals in order to achieve the 2030 Agenda for Sustainable Development (SDG) Agenda and its 17 Sustainable Development Goals (SDGs), experts concluded that "the new development agenda would have to move beyond 'business as usual' and address sustainable development in a comprehensive and integrated manner." This is fundamentally why gender equality is integrated throughout all 17 SDGs, and experts recognize that gender equality impacts all three dimensions of sustainable development – economic, social and environmental – and their political underpinnings.[63]

62. United Nations. 2008. Report of the World Commission on environment and development: Our common future.

63. UN Women. 2018. Turning promises into action: Gender equality in the 2030 Agenda for Sustainable Development.

Annex B: Gender Action Plan template

The GAP below provides examples and activities to support completion of a GAP.

GENDER ACTION PLAN (GAP) TEMPLATE					
ACTIVITIES	**OUTPUTS (WITH TARGETS/QUOTAS)**	**INDICATORS**	**TIMEFRAME**	**BUDGET**	**PERSON RESPONSIBLE**
OUTCOME 1: Women's employment and income increased throughout construction and maintenance					
Include women in project & staff	50% women staff, 1 gender specialist engaged	% women employees	Y1	$2,000	Contractors
Include women and vulnerable groups in market maintenance	30%-50% women's participation in maintenance teams	% women's participation	Y1	$15,000	Contractors, Implementing agency
Employ women and vulnerable groups in project construction	15%-50% women employed in construction activities.	% women employees	Y1	$15,000	Contractors
Integrate mandatory gender-sensitization trainings for project staff and supervisors	# staff (M/W who received training)	# of people trained, % women's participation	Y1–Y5	$30.000	Contractors with partner/ NGO
Equal wages for women and men for equal work	Women and men receive equitable wages	Average wages of women/men	Y1–Y5	$7,000	Construction supervisors, Contractors
OUTCOME 2: Inclusive designs enhance accessibility and infrastructure use					
Include women and vulnerable groups in planning and design	30%-50% women's participation in consultation	% women who participated in consultations	Y1	$18,000	Implementing partner, contractors
Review designs and integrate feedback from women and vulnerable groups	% of recommendations made by women/ vulnerable groups incorporated into final designs	#/% recommendations made by women and vulnerable groups	Y1	$12,000	Contractors, Design Reviewers

GENDER ACTION PLAN (GAP) TEMPLATE					
OUTCOME 3: Women within surrounding society and community empowered with complementary activities					
Increase women's employability through capacity-building trainings	Country- and project-tailored capacity building trainings	# of women trained	Y2–Y4	$75,000	Gov't partners, NGOs, contractors
Provide trainings to mitigate social consequences of construction	Gender-sensitized training on HIV and GBV prevention	# of women/men with improved knowledge	Y1- Y2	$45,000	Gov't partners, NGOs, contractors
OUTCOME 4: Gender-responsive M&E informs decisions and iterations					
Gender-related activities and goals are tracked and reported	GAP indicators are included in regular progress reports.	Reports contain GAP indicators	Y1- Y5	$23,000	Contractors, Implementing agency

UNOPS

Marmorvej 51, PO Box 2695
2100 Copenhagen, Denmark
Tel: +45 4533 7500

www.unops.org
www.facebook.com/unops.org
www.twitter.com/unops
www.instagram.com/unops_official

UN WOMEN

220 East 42nd Street
New York, NY 10017, USA
Tel: 646-781-4400
Fax: 646-781-4444

www.unwomen.org
www.facebook.com/unwomen
www.twitter.com/un_women
www.youtube.com/unwomen
www.flickr.com/unwome