

## GENDER ACTION PLAN

### Sustainable Urban Development Program Project 1 (SUDIP)

<sup>1</sup>Figures are taken from Land Acquisition and Resettlement Plan

	Objective	Activity and Description	Target	Responsibility	Timing (TBC)
<b>Component A : Land Acquisition and Resettlement Plan (LARP)</b>					
1.1	Collection of sex-disaggregated data for preparation and implementation of gender-inclusive land acquisition and resettlement plan	<p>Collect sex-disaggregated data through surveys</p> <p>Prepare land acquisition and resettlement plan to be gender-inclusive</p> <p>Conduct gender-inclusive public consultations and campaigns on LARP1, LARP2 and LARP3</p> <p>Identify vulnerable families headed by women</p>	<ul style="list-style-type: none"> <li>- Data of socio-economic survey, census is sex-disaggregated</li> <li>- At least 30% of women participants in public consultations and campaigns on LARP1, LARP2 and LARP3</li> <li>- At least 3 number of public consultations and campaigns</li> <li>- 13 AHs (6-Arshakunyats and 7-Artashat) headed by woman received a rehabilitation allowance<sup>1</sup></li> </ul>	PIU, PMIC, DESC	<p>Q1,Q2,Q3/2013</p> <p>Q1,Q2/2014</p>
1.2	Establishment and implementation of a centralized resettlement/social management system in PIU for dealing with resettlement and other related topics such as gender aspects	Mobilize relevant staff for centralized resettlement /social management system in YM or PIU	<ul style="list-style-type: none"> <li>- Relevant staff mobilized for central resettlement/social management</li> <li>- Centralized resettlement/social management system provides gender disaggregated data on all relevant resettlement issues</li> </ul>	PIU, PMIC	Q1/2014
<b>Component B: Urban Transport Infrastructure</b>					
2.1	Introduction of gender perspectives in infrastructure planning and construction	Construct ramps before and after pedestrian crosses	- Specific ramps before and after pedestrian crosses constructed in the project areas	PIU, PMIC, DESC	Construction lifetime
		Design and install new lighting systems on the roads	<ul style="list-style-type: none"> <li>- Illumination sufficient for good visibility of pedestrians and other vulnerable road users</li> <li>- Light in Lux</li> <li>- Total 230 lighting poles: 64 street lighting</li> </ul>	PIU, PMIC, DESC	Construction lifetime

			poles for Tender 1 and 166 for Tender 2		
2.2	Conduction of transport household and passenger surveys for restructuring and improvement of bus and micro bus networks	Conduct transport household and passenger surveys and collect sex-disaggregated baseline information to monitor and evaluate trends in relevant public transport sector's agencies	<ul style="list-style-type: none"> <li>- Transport household and passenger surveys for restructuring and improvement of bus and micro bus networks</li> <li>- Sex-disaggregated data identified for monitoring and evaluating trends in relevant public transport sector's agencies-</li> </ul>	PIU, PMIC	Q3-Q4/2013
<b>Component C: Institutional Capacity Development Plan</b>					
3.1	Enhancement of women's representation in management and coordination of the transport sector	Establish Multimodal Coordination and Management committee integrating all actors of the transport sector and ensure inclusion of women	<ul style="list-style-type: none"> <li>- Committee established with 20% women participants</li> </ul>	YM, PIU, PMIC	Q1-Q2/2014
3.2	Development of capacities of Multimodal Coordination and Management committee	Conduct trainings based on the results of training needs assessment	<ul style="list-style-type: none"> <li>- More than 20% female participation</li> <li>- Number of trainings conducted</li> </ul>	PIU, PMIC	Q1-Q2/2014
3.3	Reorganization of Yerevan Transport Authority (YTA )-Reform preparation and approval by YM	Ensure Gender-sensitive reorganization of YTA	<ul style="list-style-type: none"> <li>- At least 20% of women participation in managerial positions, leaders envisaged in the reform;</li> <li>- Women form no less than 25% of the staff of YTA</li> </ul>	PIU, PMIC	Q1-Q2/2014
3.4	Ensuring presence of GFP in Urban Transport reorganization scheme	GFP working in the Urban Transport scheme	<ul style="list-style-type: none"> <li>- GFP</li> </ul>	YM, MOE, PIU, PMIC	Regular basis
<b>Component D: Program Management Facility</b>					
4.1	Identification of Gender Focal Points in MOE, YM, YTA and PIU, and create GAD network and build capacity of relevant staff in PIU, YM and MOE	Identify Gender Focal Points (GFP) are identified and establish network of agencies and NGOs established and regular meetings held to discuss joint GAD activities	<ul style="list-style-type: none"> <li>- Gender Focal Points identified</li> <li>- GAD Network established and functional</li> <li>- Network with NGOs established</li> </ul>	MOE, ADB, PIU, UNDP GFP, NGOs	Q1 - Q2/2014
4.2	Conduction of series of Gender Awareness trainings for the relevant staff in PIU, YM Conduction of training programs	Design gender-inclusive training modules and program	<ul style="list-style-type: none"> <li>- At least 35% of women participant</li> <li>- gender-responsive training program developed</li> <li>- number of trainings conducted</li> </ul>	ADB	Q2 - Q4/2014

4.3	based on training needs assessment for relevant staff of YM, PIU, MOE, Yerevan Trans and public transport operators	Encourage women's participation in training programs	<ul style="list-style-type: none"> <li>- At least 35% of women participants</li> <li>- Number of trainings held</li> </ul>	PMIC	Q1 - Q2/2014
4.4	Gender-balanced composition and equal pay in PIU, increasing percentage of female in decision making positions in PIU	<ul style="list-style-type: none"> <li>- Women and men at PIU are paid equally</li> <li>- Both women and men hired in PIU</li> </ul>	<ul style="list-style-type: none"> <li>- Equal access to employment opportunities with equal pay for the equal work performed in the same position is ensured</li> <li>- 50% of women representation in decision making positions at PIU is ensured</li> </ul>	YM, MOE, ADB, PIU, PMIC	Project lifetime
4.5	Development of monitoring tool and regular reporting system	Develop and maintain GAP indicators and targets monitoring system	<ul style="list-style-type: none"> <li>- Monitoring system in place</li> </ul>	YM, PIU, ADB	Project lifetime

MOE=Ministry of Economy, YM=Yerevan Municipality, ADB=Asian Development Bank, PIU=Yerevan Development Program Implementation Unit, PMIC= Project Management and Institutional Strengthening Consultant, YTA=Yerevan Transport Authority; NGO=Non-Governmental Organization, AH=Affected Households; AP=Affected People; GFP=Gender Focal Point, GAD=Gender and Development, GAP=Gender Action Plan