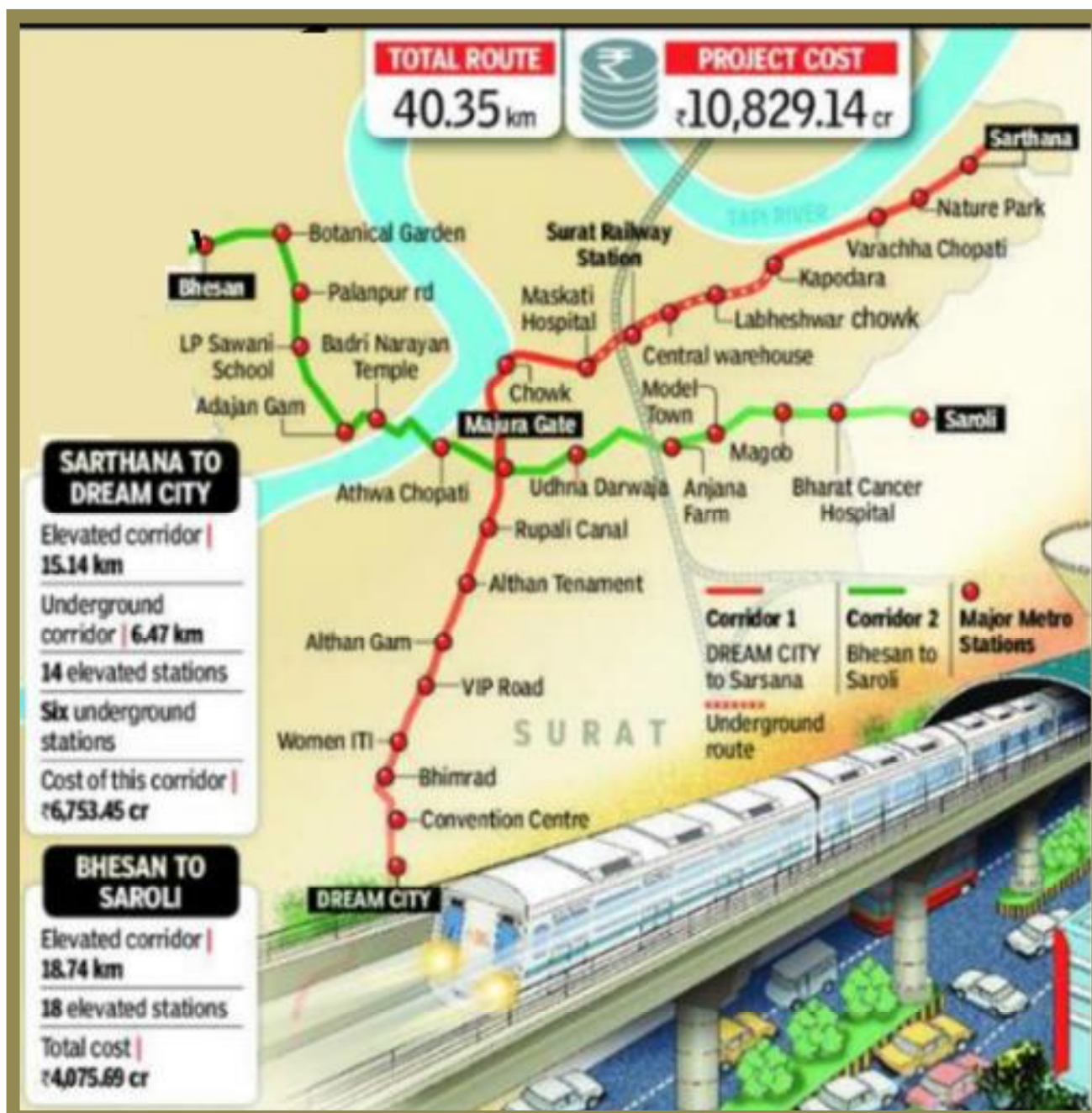




Gujarat Metro Rail Corporation (GMRC) Limited

(SPV of Government of India and Government of Gujarat)

GENDER ACTION PLAN FOR SURAT METRO RAIL PROJECT (PHASE-I)



SN	DOCUMENT	SUBMITTED TO GMRC	Originated	RESPONSE	ACTION
1	GENDER ACTION PLAN	30/07/2020	Dr.S.Pradhan		
2	GENDER ACTION PLAN	20/11/2020	Dr.S.Pradhan		
3	GENDER ACTION PLAN	8/12/2020	Dr.S.Pradhan		

Table of Content

1. ABBREVIATIONS.....	i
1. INTRODUCTION.....	1
2. PROJECT DESCRIPTION	1
3. GENDER ACTION PLAN	3
4. LEGAL FRAMEWORK	3
5. INSTITUTIONAL MECHANISMS TO ADDRESS GENDER BASED VIOLENCE	4
6. PROJECT IMPACT ON WOMEN	5
6.1 IMPACT OF PROJECT ON FEMALE PAPS	5
6.2 IMPACT OF PROJECT ON OTHER FEMALE (NON-PAPS).....	6
7. WOMEN HEADED HOUSEHOLDS	7
8. WOMEN INVOLVEMENT IN THE PROJECT	7
9. INVOLVEMENT OF WOMEN IN CONSTRUCTION ACTIVITIES.....	13
10. SPECIFIC PROVISION FOR WOMEN IN THE CONSTRUCTION CAMP, WORK PLACE AND METRO STATIONS	14
11. MONITORING AND EVALUATION	24
12. COST ESTIMATE FOR GENDER PLAN	24
Annexure -1	25

List of Tables and Figures

Table 1 Legal Framework.....	3
Table 2 Socio-Economic Profile of Women Headed Households.....	7
Table 3 Consultation with Women.....	9
Table 4 Gender Action Plan	16
Figure 2:1 Surat Metro Network (Phase1) Map.....	2

ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
FGD	Focus Group Discussion
GAP	Gender Action Plan
GBV	Gender based violence
GESI	Gender Equality and Social Inclusion
GMRCL	Gujarat Metro Rail Corporation Limited
GRC	Grievance Redress Committee
GOG	Government of Gujarat
GSACS	Gujarat State AIDS Control Society
HIV	Human Immunodeficiency Virus
IA	Implementing Agency
ICC	Internal Complaint Committee
NACO	National AIDS Control organisation
NGO	Non-Governmental Organization
NFHS	National Family Health Survey
PAH	Project Affected Household
PAP	Project Affected Persons
PIU	Project Implementation Unit
SHARP	Sexual Harassment Appropriate Response Program
SIA	Social Impact Assessment
SMRC	Surat Metro Rail Corporation
STD	Sexually Transmitted Disease

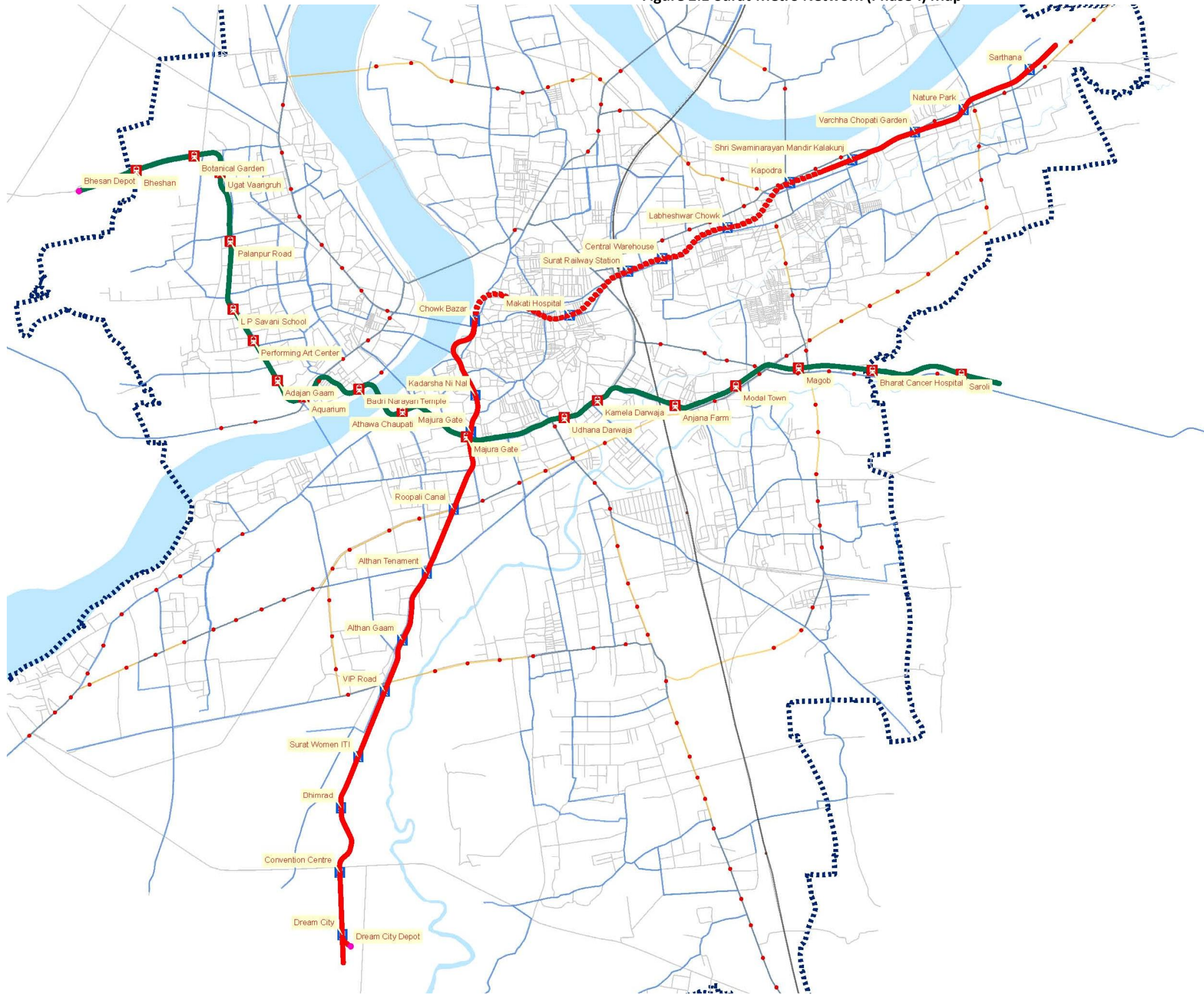
1. INTRODUCTION

Surat is a city located on the western part of India in the state of Gujarat. The city is located 284 Kms south of Gandhi Nagar, 265Kms of Ahmedabad and 289 Kms of Mumbai. The economy of the entire city is based mainly on two industries, the textile industries of manmade fibres/fabrics and the diamond cutting and polishing industry. It is one of the most dynamic cities of India with one of the fastest growth rate due to immigration from various parts of Gujarat and other states of India. Surat is one of the oldest inhabited cities in the world and densely populated with an average 13680 persons/sq.km accommodating about 44.67 lakhs people as per Census 2011. Average decadal growth of population of Surat since 2001 to 2011 was about 55.29%. Surat's high population growth rate coupled with high economic growth rate has resulted in an ever increasing demand for transport creating excessive pressure on the existent transport system. With high growth in transport demand over the years, congestion on roads has been increasing due to phenomenal rise in private transport. Absence of an efficient full-fledged public transport system coupled with rapid growth in the use of personalised vehicle has led to high consumption of fossil fuel and increase in environment pollution. Surat has also been selected as one of the hundred Indian cities to be developed as a "Smart City". The existing network of public transport systems including dedicated BRTS needs to be strengthened further in order to cope-up with rising demand of transport system. The inter-city traffic volumes in Surat necessitated a full-fledged integrated multi model mass rapid passenger system. In this view, Government of Gujarat (GoG) desires to build the Metro Rail System by adopting adequate environmental standards to provide for the protection of the people and the environment.

2. PROJECT DESCRIPTION

The Surat Metro Rail (Phase-I) project has two metro rail corridors with a combined length of 40.35 km. Total 38 stations are proposed consisting of elevated and underground stations. First corridor is proposed from Sarthana to Dream city Line. The length of this corridor will be 21.61 km of which 6.47 km would be underground and the rest 15.14 km will be elevated. Second corridor is from Bhesan to Saroli. The length of this corridor will be 18.74 km, would be completely elevated. The alignment map of Surat metro rail project (Phase-I) is shown in **Figure 1**.

Figure 2:1 Surat Metro Network (Phase-I) Map



N

ALIGNMENT MAP OF SURAT METRO RAIL PROJECT PHASE - I

Legend

- Railway_stations
- HMCstops
- Corridor2stations
- Corridor1stations
- Depot
- BRTSstops
- Airport
- Corridor1_AUG
- Corridor1_BUG
- Underground Corridor
- Corridor2Alignment
- Railway_line
- City_Bus_Route
- BRTS_Route
- Roads
- SUDA_Boundary
- SMC_Boundary
- River

0 0.5 1 2 3 Kilometers



Gujarat Metro Rail Corporation Ltd.

3. GENDER ACTION PLAN

Gender action plan (GAP) is a gender mainstreaming tool and mechanism for ensuring inclusive design and implementation of the proposed Surat metro rail project. It is intended to address gender equality issues, facilitate women's involvement, participation in, and tangible benefits from the project. The GAP proposed here has been aligned with the project outputs and will be further refined with changes and revisions made to the overall design and monitoring framework for the project. In order to make it effective, it is important that GAP is understood and fully owned by the implementing agency and sufficient budget is allocated accordingly. This GAP plan provides an action plan which is required to be implemented for this proposed metro rail project.

4. LEGAL FRAMEWORK

There are many legal provisions and schemes to safeguard the interest of women, which has relevance to the proposed project. Some of these laws and schemes are given in Table 1.

Table 1: Legal Framework

Laws	Objectives	Relevance to the proposed metro project
The Immoral Traffic (Prevention) Act,1956	The Act intends to combat trafficking and sexual exploitation for commercial purposes.	To counter exploitation of women vulnerable to human trafficking in the project areas. In a transport project, human trafficking is a critical issue as migrant labor and vulnerable host population can be potential victims.
Maternity Benefit (Amendment) Act,2017	The Act aims to regulate employment of women employees in certain establishments for certain periods before and after child birth and provides for maternity and certain other benefits.	Applicable to staff and other institutions established under the project
Minimum Wages Act,1948	The Minimum Wages Act, 1948 safeguards the interest of workers by providing fixation of minimum wages mainly focusing on unorganized sector and in specified	The minimum wages established for the sector by state should be ensured by the employers to all workers, male and female.

Laws	Objectives	Relevance to the proposed metro project
	occupations (called scheduled employments)	
Contact Labor (Regulation and Abolition) Act,1970	To regulate the employment of contract laborers in certain establishments and to provide for its abolition in certain circumstances and for matter connected therewith.	Applicable to construction activities that engage contract laborers. Women are often engaged as contract labor and are particularly vulnerable to exploitative practices.
Equal Remuneration Act,1976	To provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination, on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto.	Women engaged in activities supported by the project should be paid at par with their male counterparts.
Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act,2013	Provides measures for prevention, prohibition and Redressal of complaints of sexual harassment by any women who is harassed at a workplace.	To address any issues related to sexual harassment at the workplace within the context of the project.
The UN Declaration on the Elimination of Violence Against Women	The declaration aims at strengthening state commitments to global participation and policy formation regarding violence against women.	Address violence against women and provide a framework for action at project level.

5. INSTITUTIONAL MECHANISMS TO ADDRESS GENDER BASED VIOLENCE

Violence against women and girls is one of the most prevalent human rights violations in the world. It knows no social, economic or national boundaries. Worldwide, an estimated one in three women experiences physical or sexual abuse in her lifetime. Gender-based violence undermines the health, dignity, security and

autonomy of its victims, yet it remains shrouded in a culture of silence. Victims of violence can suffer sexual and reproductive health consequences, including forced and unwanted pregnancies, unsafe abortions, sexually transmitted infections including HIV, and even death. The UN Declaration on the Elimination of Violence against Women states, “violence against women is a manifestation of historically unequal power relations between men and women” and “violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position compared with men.”

According to the National Family Health Survey (NFHS) III, married women age 15-49 faced some kind of spousal violence. 35 % reported physical violence, 15.8% emotional violence and 10% sexual violence. Government of Gujarat (GoG) has also established institutional mechanisms in order to address gender-based violence. Gender Resource Centre (GRC), established in March 2004, is promoted by the Department of Women and Child Development, Government of Gujarat to provide support for incorporating gender equity and equality in overall development process and plans of the State. GRC is a Society registered under Societies Registration Act 1860 and Bombay Public Trust Act 1950. GRC recognizes that women’s inequality manifests itself in many forms such as gender discrimination in terms of declining male-female sex ratio, Social stereotyping, Gender based violence at home and at work, Low level of education, health and nutritional status, limited access to resources, etc.

Further, as per The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act, 2013 (SHWW Act 2013), which applies to the organized and unorganized sector, government and private sectors, employers are required to constitute an Internal Complaints Committee (ICC) to look into complaints of sexual harassment. Various other compliances related to creating a safe and enabling work environment are also required.

6. PROJECT IMPACT ON WOMEN

6.1 IMPACT OF PROJECT ON FEMALE PAPS

The SIA results showed that due to development of proposed metro rail project in Surat city, about 806 PAHs consisting 4206 persons would be affected. Among the affected persons 1303(31%) are women members. Similarly, among the total PAHs 15 households are headed by female. The sex ratio was found to be 902 females against 1000 males. As compared to State figure of 919, the sex ratio found in the

project area was quite good. It is observed that 1303 women members are affected in the affected area their socio-economic development was neglected. Women in the project area mostly involved in, house work, private job, labor work and managing small shops. It is observed that women are hard working in bringing in income to the family.

6.2 IMPACT OF PROJECT ON OTHER FEMALE (NON-PAPS)

The project has not only impact on women whose land, structures or livelihood are affected but it has also impact on other women in project area. RITES's team also invited participation of female (Non-PAPs) in public consultation, FGD process and their views, concerns and demands were recorded. Discussion with female (Non-PAPs) highlights lack of basic facilities like health services and transportation in the project area. Accessibility to amenities and facilities affects women's daily lives. During the socio-economic survey and consultation process, the accessibility to services and facilities to women has been assessed. The most important of which was the finding that currently travel by public transport is an uncomfortable experience especially for the women, elderly and persons with disabilities as the buses are not sufficient to cater to the traffic of the city and it takes one to two hours to access health and education facility.

Therefore, the proposed metro rail will be safe, comfortable for women by providing reserved coach for women in every train, reserved seats for women in every coach, CCTV surveillance and female metro security staffs at coaches and stations. Metro rail will be reliable mode of public transportation which will considerably reduce their journey time and will provide them better access to markets, workplaces, higher education, health facilities, and employment opportunities. The project will also have positive impact on women for broadening their business activities in trade and commerce as the women and men in the project areas are interested to manage their own business even if it is a small one. However, there is predictability of negative impacts as a result of relocation or loss of livelihood and that may affect the women social relationships, adjustments in running a household in a different setting with lesser earnings. All this can result in the women opting for voluntary work to supplement income, which could lead to vulnerabilities that may affect her social, economic, physical and emotional health. It is, thus, imperative that women are required to be involved as full-fledged participants taking part at all the stages of the project starting from planning through implementation and even at the post project stages. The RAP of the project will keep in mind this factor during implementation and post project stage and consider overall development of affected women.

However, Gender Action Plan (GAP) includes benefits for both female PAPs and other female in project area.

7. WOMEN HEADED HOUSEHOLDS

There are 15 households which are headed by women in the project affected area. This constitutes 2 per cent of total affected families. All these 15 women headed households will be affected fully. Socio-economic profile of women headed households is given in Table 2:

Table 2: Socio-Economic Profile of Women Headed Households

Sr.No	Description	Corridor-I		Corridor-II		Total	
		n	(%)	n	(%)	n	(%)
1	Age Group						
	19-35 years	3	25	0	0	3	20.0
	36-59 years	8	66.7	3	100	11	73.3
	60 years and above	1	8.3	0	0	1	6.6
	Total	12	100	3	100	15	100
2	Marital Status						
	Married	4	33.3	0	0	4	26.6
	Unmarried	0	0	0	0	0	
	Divorcee	1	8.3	1	33.3	2	13.3
	Widow	7	58.3	2	66.7	9	60
	Total	12	100	3	100	15	100
	Education						
	Illiterate	7	58.3	1	33.3	8	53.3
	Primary school	1	8.3	2	66.6	3	20.0
	Upper Primary school	1	8.3	0	0	1	6.6
	High school	1	8.3	0	0	1	6.6
	Graduate	0	0	0	0	0	0.00
	Post Graduate	0	0	0	0	0	0.00
	Technical	2	16.6	0		2	13.3
	Total	12	100	3	100	15	100
4	Working Status						
	Yes	12	100	3	100	15	100
	No	0	0.00	0	0.00	0	0.00
5	Monthly Income (Rs.)						
	<5000	1	8.3	1	33.3	2	13.3
	5001-10000	9	75.0	2	66.6	11	73.3
	10001-20000	2	16.6	0	0	2	13.3
	Above 20000	0	0	0	0	0	0.00
	Total	12	100	3	100	15	100

8. WOMEN INVOLVEMENT IN THE PROJECT

Gender Consultation and Participation:

Socio-economic survey was conducted in association with Development Quest Foundation (DQF), a local based organization to identify the affected structures, families/persons and to list out the positive and negative impacts of the project. Two teams were formed and each team constituted four investigators including two female investigators. Before commencement of data collection, RITES social team provided two days training to all investigators on data collection. Both quantitative and qualitative data were collected. The survey team gathered baseline sex-disaggregated data and gender analytical information to assess the socio-economic situation of women in the project area and to develop a gender inclusive resettlement plan. Participation of women and their views/opinions, demands were sought through Focus Group Discussions(FGDs), public consultations and face to face interview. The FGDs with women groups were conducted in three locations namely Railway Station Road Ambikanagar- 12, Railway Station Road(Milan Nagar), Sumul Diary Road- 14, and Chaupati-12. The total number of participants was 38. The Public consultations with mixed groups were conducted in two locations namely Aquarium and Udhana Darwaja Station where the total number of participant was 22. During public consultations and FGDs, issues related to transport facility, benefits of metro rail project, relocation, land acquisition, loss of customer and income, compensation and allowances, income restoration, decision making at household level, access to facilities, employment generation, special facilities for women in metro train, update information, women safety, health and education facilities for children of PAHs etc. were discussed.

Minutes of public consultations and FGDs were shared with GMRC for their comments and incorporation of issues during design, construction and operation of the project. GMRC also shared the information on HR (recruitment) policy of GMRC, current position of women staffs (technical & non-technical), women reservation policy of State Government for preparation of GAP. Consultations with women need to be carried out during project implementation stage to provide more opportunities to women to voice their concerns and suggestions.

The COVID 19 pandemic has affected the country in different ways, with many states implementing border closures, other movement and social restrictions. Surat city lies in the state of Gujarat was also followed the same guidelines issued by Government of India. However, even today the situation is not normal. During the lockdown period due to restrictions on movement and physical distancing, it was not possible

to conduct face to face interview, Focus Group Discussions, community meetings on the ground. In such situation, RITES with the help of GMRC made an attempt to collect telephone numbers of project affected people, community leaders/members to collect information. But it was observed that due to unavailability of mobile phone with vulnerable groups, consultations with them were difficult.

Mandatory restrictions and social distancing measures associated with COVID-19 rule out some traditional consultation approaches. Therefore, in such situation discussion with women groups shall be conducted through FGD and community meetings with the help of local facilitators and online community meetings. A detailed plan for consultation with stakeholders in general and women in particular in different stages of the project is given in Stakeholder Engagement Plan.

Consultations with the women in project areas were held during preparatory stage of the project. Some of the issues discussed are tabulated below:

Table 3: Consultation with Women

Issues raised during consultations	Response of the Women Group	GMRC Reply
Relocation	If the house is relocated, it will have an impact on the livelihood/profession, transport facilities, children's education, and social relations. This will lead to increase in more expenditure. The person whose house is affected due to metro rail project should be taken special care.	Alternate house will be provided to all PAFs at relocation site. Infrastructure facilities and basic minimum amenities shall be provided at R&R site as per Third Schedule of RFCTLARR Act , 2013
Livelihood	<ul style="list-style-type: none"> • Women will get more jobs; the proportion of working women will increase. • Unemployment rate among youth in Surat will decrease. • Behen (sisters) who want to move out of the area for employment will benefit because time will be saved and new opportunities will be available. • If livelihood of people or any 	<p>The family whose livelihood is affected will be entitled for skill development training.</p> <p>Adequate compensation will be provided for loss of commercial shops as per second schedule of RFCTLARR Act, 2013.</p>

Issues raised during consultations	Response of the Women Group	GMRC Reply
	commercial shops are affected then they should be adequately compensated.	At least 35% of technical staff and 5% of non-technical staff will be female staff to be recruited in GMRC O&M.
Compensation & Allowances	<ul style="list-style-type: none"> • People don't want money for relocation, but need a house in the same area to avoid inconveniences. • Compensation and allowances should be given according to the current market rate. 	<p>Alternate house will be provided to affected families at nearby relocation site.</p> <p>Compensation will be provided as per RFCTLARR Act, 2013 and RFCTLARR (Gujarat Amendment) Act 2016. Compensation shall be provided in joint bank account of both spouses.</p>
Decision making at household level	Both male and female take decision for day to day household activities. However, Male participation in economic activities is better than female.	
Access to facilities	Basic amenities should be provided in R&R site	For resettlement of PAFs in R&R site, infrastructure facilities and basic minimum amenities shall be provided at R&R site as per Third Schedule of RFCTLARR Act, 2013.
Safety during travel	Women commuters should be given safety and security during travel	CCTV camera, information on mobile phone based application for

Issues raised during consultations	Response of the Women Group	GMRC Reply
		ssecurity of women commuters, helpline number, emergency button, presence of female security staff at stations, intercom in all carriages and stations will be provided.
Employment generation	Women asked about creation of employment opportunities for women during construction and operation of the project	At least 35% of technical staff and 5% of non-technical staff will be recruited.
Special facilities for women in metro train	People demanded special coach and separate ticket counter for women	Digital ticketing through mobile app, ticket counter/machine dedicated to women
Regular information on project	People would like to receive regular updates on the project	Project related information will be updated time to time by GMRC.
Women safety during travel	Better safety and security facilities are required for women commuters.	CCTV camera, information on mobile phone based application for security of women commuters, helpline number, emergency button, presence of female security staff at stations, and intercom in all coaches and stations, ticket counter/machines dedicated to women,

Issues raised during consultations	Response of the Women Group	GMRC Reply
		will be provided to ensure better safety and security for women commuters in coaches and stations.
Health and education facilities to children of PAHs	Priority should be given to provide basic health and education facilities to the children of affected households in relocation site.	<p>Organisation of regular health camps in partnership with local health department and NGO.</p> <p>Transportation allowance for continuation of children's education will be provided.</p>

- A local NGO will be appointed by GMRC to extend implementation support in the form of assisting affected families in general and women in particular during relocation and implementation of GAP. The NGO in charge of GAP will play a very crucial role in implementing of rehabilitation and resettlement activities. Each field team of NGO shall include at least one woman as investigator or facilitator. The NGO and GMRC will make sure that all project affected women PAPs and non-PAPs are adequately consulted in all stages of the project cycle.
- Authority in charge of disbursement of compensation shall ensure that the process of compensation disbursement is transparent and that compensation is in the name of both spouses. GMRC can assist women to open bank accounts. Counselling sessions will be held to advise women in affected families and particularly female headed households for better utilization of compensation.
- During FGDs PAPs were specifically asked about their preference for rehabilitation in case they are affected or displaced by the proposed metro rail project. Majority of PAPs opted for relocation within the area and skill

improvement training. IA with the help of NGO is to provide training for upgrading the skill in the alternative livelihoods and assist throughout till the beneficiaries start up with production and business.

- The NGO in charge of GAP shall make sure that women are actually taking part in issuance of identity cards, opening accounts in the bank, receiving compensation amounts through cheques in their name or not, etc. This will further widen the perspective of participation by the women in the project implementation.
- It is important that women are consulted and provided opportunities to help them get benefits under the wage employment during project construction activities.
- Participation of women for monitoring and evaluation activities of the project will be promoted. Monitoring of project inputs concerning benefit to women shall invite their participation that will make the process more transparent to them.
- Women are to be encouraged to evaluate the project outputs from their point of view and their useful suggestions need to be noted for taking necessary actions for further modifications in the project creating better and congenial situation for increasing participation from women.
- Some important measures like recruitment of female staffs; zero tolerance policy for gender based violence in and around metros; sensitization of metro staffs on gender issues at work place and transport sector etc are also required to be taken. A gender action plan (GAP) is given in Table 5.

9. INVOLVEMENT OF WOMEN IN CONSTRUCTION ACTIVITIES

The labour force required for the construction activities will be mostly of high-skill nature since a lot of machine work will be involved in the construction of the project. But there will be requirement of unskilled labour where women may likely to involve in work like building (staff quarters, office complex), road, drain, utility and housekeeping work etc. Women as family members of the unskilled labourers will also stay in the construction camps and will be indirectly involved during the construction phase. The families of labourer will include their children also. The construction contractors are expected to bring along their labour force. Thus, in most cases the labourers, both male and female, will be migratory labourers. But, the involvement of local labour force, especially for unskilled activities cannot be fully ruled out. There will be involvement of local women also in the local labour

force. Foreseeing the involvement of women both directly and indirectly in the construction activities, certain measures are required to be taken towards welfare and well-being of women and children in-particular during the construction phase.

10. SPECIFIC PROVISION FOR WOMEN IN THE CONSTRUCTION CAMP, WORK PLACE AND METRO STATIONS

It is important to be noted that number of female along with their spouses may be engaged in the construction work and stay in temporary construction camps in a sub-human condition. They are likely to face many adverse conditions and realizing this a number of welfare provisions as per rules and regulation of State and Central Government such as The Building and other Construction Workers (Regulation of Employment and Condition Services) Act, 1996, Minimum Wages Act, 1948, Contract Labor Act, 1970 etc. mentioned under this section have been planned to cover all women and children living in the construction camp.

- At every workplace, shelter shall be provided free of cost, separately for use of men and women labourers. The height of shelter shall not be less than 3m from floor level to lowest part of the roof. Sheds shall be kept clean and the space provided shall be on the basis of at least 0.5m² per head.
- At every workplace, a readily available first-aid unit will be provided. Suitable transport will be provided to facilitate transportation of injured and ill persons to the nearest hospital.
- At every construction site, provision of a day crèche shall be worked out so as to enable women to leave behind their children. At construction sites, where the number of women workers is more than 25 but less than 50, the contractor shall provide with at least one hut and one maidservant to look after the children of women workers. Size of crèches shall vary according to the number of women workers employed. Huts shall not be constructed to a standard lower than that of thatched roof, mud walls and floor with wooden planks spread over mud floor and covered with matting. Huts shall be provided with suitable and sufficient openings for light and ventilation. There shall be adequate provision of sweepers to keep the places clean.
- The construction workers are mainly mobile group of people. They are found to move from one place to another taking along their families with them. Thus, there is a need for educating their children at the place of their work. For this day crèche facilities could be extended with primary educational facilities.

- Visible reporting desks is required at construction camps, work place and metro stations to address incidents of sexual harassment. Due to demand of a fast construction work it is expected that a 24 hours long work schedule would be in operation. Women should be exempted from night shift works.
- HIV/AIDS is included in Goal-3 of the United Nations Sustainable Development Goals, which promises to halt spread of HIV/AIDS by 2030. The Government along with National Aids Control Organisation (NACO) and State AIDS Control Society has been carrying out awareness campaigns and free health care to minimize the spread of HIV/AIDS in various parts of the country. Gujarat has been ranked as a state with moderate prevalent rate when it comes to HIV/AIDS spread in the state. The state has 1.66 Lakh people suffering from HIV/AIDS (GSACS, 2016-17). According to Gujarat State AIDS Control Society, the reasons for high HIV-positive patients are urbanization and also large number of migrant labourers. IA will ensure that all civil works contractors to (i) carry out awareness programs for labourers on the risks of STDs/AIDS and human trafficking; and (ii) disseminate information at worksites on the risks of STDs/AIDS as part of health and safety measures for those employed during construction of the project in coordination with Gujarat State AIDS Control Society. Contractors for the project will include specific clauses on these undertakings and compliance will be strictly monitored by GMRC.
- GMRC shall ensure that (i) civil work contractors comply with all applicable labour laws and regulations, do not employ the children below the age of 14 years for construction and maintenance activities, and provide appropriate facilities for women and children in construction camp sites; (ii) people directly affected by the projects are given priority to be employed by the contractor; (iii) contractors do not differentiate wages between men and women for work of equal value; and (iv) specific clauses ensuring these will be included in bidding documents. The construction supervision consultants should monitor the provisions.

Table 4 Gender Action Plan

ACTIVITY	INDICATORS/TARGET	RESPONSIBILITY	TIMELINE (Year)	BUDGET
OUTPUT-1: ROLLING STOCK DESIGN ALLIGNED TO NEEDS OF FEMALE COMMUTERS				
1.1 Ensure that the design of metro coaches integrates international quality design features addressing the needs women.	<ol style="list-style-type: none"> 1. Women have been given priority in metro coach design. 4 reserved seats in each coach have been included in each metro route operation for women. 2. .Presence of female security staff in couch and stations adds to the comfort of female commuters. 3. CCTV cameras installed to monitor the security of women passengers inside coaches. 4. Information on mobile phone based application for security of women commuters disseminated through at least one signage inside the coached. 5. Information on helpline numbers, gender specific messaging, audio& video, emergency button, intercom in all coaches and stations. 6. .Installation of passenger's emergency 	GMRC, PIU, Project Director	1-5	Included in the project cost

ACTIVITY	INDICATORS/TARGET	RESPONSIBILITY	TIMELINE (Year)	BUDGET
	alarms (PEAs) in each coach, including the women's coach.			
OUTPUT-2: FACILITIES OF STATION ALIGNED TO NEEDS OF FEMALE COMMUTERS				
2.1 Ensure all metro stations follow international standards and address gender specific safety and public health concerns with focus on the needs women.	<p>7. CCTV cameras to be installed to monitor coaches and public areas of all metro stations, pick-up and drop-off areas.</p> <p>8. Women security staff in attach metro station.</p> <p>9. Demarcation of area on the platform into same colour as that of only women coach for convenience of female commuters.</p> <p>10. Metro station to displays a help lines numbers and other important phone numbers and instructions in Gujarati, Hindi and English for convince of passengers) Visible desks/rooms staffed by trained women and men where female commuters can lodge their complaint in case of any unwanted event;(ii) a system of reporting cases handled by these desks(whether on a computer or logbook);(iii) direct lines to nearest police</p>	GMRC, PIU, Project Director	1-5	Included in the project cost

ACTIVITY	INDICATORS/TARGET	RESPONSIBILITY	TIMELINE (Year)	BUDGET
	<p>stations for immediate request for police help.</p> <p>11. Instruction boards with helpline numbers and colour-coded directional signs indicating the direction to dedicated coach for women passengers and dedicated spaces strategically placed at each metro station.</p> <p>12. Platform level boarding, lifts, nursing and breastfeeding room, and waiting area (weather shelter) included in all metro stations.</p> <p>13. Illuminated non motorized transport lanes with sidewalks having accessibility ramps included in all stations.</p> <p>14. Separate hygienic urinals and toilets for men and women at each metro station and operating during metro schedule, with dedicated urinals for children, sanitary pad dispensing machine, and dustbins with covers operated without hand contact.</p> <p>15. Provision of She only Autos for last mile connectivity.</p>			

ACTIVITY	INDICATORS/TARGET	RESPONSIBILITY	TIMELINE (Year)	BUDGET
	<p>16. Provision of adequate lighting in the area outside the metro stations to ensure safety of women commuters.</p> <p>17. Installation of Sari guard in to the escalators for the safety of women in all metro stations.</p> <p>18. Pilot test additional gender design elements in one metro station of Corridor-1 or Corridor-2 of Surat metro rail such as (a) priority e-ticketing and separate ticketing counters and vending machines for women;(b) reporting desks to address incidents of harassment of women;(c) Allocation of 25% of proposed commercial spaced in metro stations for women entrepreneurs could be given. This is the bare minimum and our intention is to encourage gender equality so that women can participate on their own terms in the</p>			

ACTIVITY	INDICATORS/TARGET	RESPONSIBILITY	TIMELINE (Year)	BUDGET
	balance 75% of total commercial space. Day care centre at selected metro station for children of staff and female PAPs. Female PAPs would be the priority beneficiaries.			
OUTPUT-3: IMPROVE IMPLEMENTATION CAPACITY OF GMRC FOR A GENDER SENSITIVE ORGANISATION				
3.1 Establish a gender inclusive agency, the GMRC, with attention to women's equitable employment, gender aspects and the transformative impacts of its operations.	19. At least 35% of technical staff and 5% of non-technical staff will be female staff to be recruited in GMRC O&M (Source: Advt.No.GMRC/HR/RECT/CIVIL-SER/Mar-2020/01,dated 4-March-2020).1 20. One female board member out of total 12 board members is on the Board as per GoG & Gol guidelines; however totals project manpower strength of Surat is 13 Nos. out of which female employee is 1. No employee is in O&M. 21. At least 33% of GMRC PIU staff is women. 22. Social and gender specialist available full	GMRC, PIU, Project Director, PIU GESI Consultant and consulting firm/NGO	1-5	Included in the project cost

¹This commitment is in line with the 33% horizontal reservation for women as per state Government of Gujarat Resolution No. CRR/1096/2213/G.2 (Part-1) dated 11-11-2014.

ACTIVITY	INDICATORS/TARGET	RESPONSIBILITY	TIMELINE (Year)	BUDGET
	<p>time at the GMRC PIU to conduct training/workshops and to ensure - effective monitoring and implementation of GAP. ToR for Social and Gender Specialist is given in Annexure-1.</p> <p>23. Chief (O&M) or other senior staff nominated as gender focal point in GMRC PIU to oversee the GAP implementation. Social and gender specialist is to report to Chief (O&M) or other nominated senior staff.</p> <p>24. .GMRC has already formed an Internal Complaint Committee (ICC) to look into complaints of sexual harassment in GMRC the same committee will be extended to Surat metro rail project.</p> <p>25. Organization of health camp at project area and R&R site in association with Local Health Department and NGO.</p>	<p>GMRC- PIU, Local Health Department and</p>		

ACTIVITY	INDICATORS/TARGET	RESPONSIBILITY	TIMELINE (Year)	BUDGET
		local NGO.		
3.2 Develop GMRC GESI policy as per Government of India and Government of Gujarat directives.	<p>26. Multi stakeholder GESI Advisory Committee- with representation from women's organisations, civil society, academia, transport experts, gender/social experts, and police-chaired by a senior GMRC staff.</p> <p>27. GMRC GESI policy will be developed and approved by GMRC management.</p>	GMRC, PIU, Project Director, PIU GESI Consultant and consulting firm/NGO		
3.3 Develop GMRC GESI training and multimedia modules	28. GMRC GESI training course on GBV and Sexual Harassment Appropriate Response Program (GBV & SHARP) covering gender equality, women's rights, women's safety, gender based violence, GBV in transportation, fighting against GBV and sexual harassment/sexual offence at work place and how to report and refer incidents of GBVH will be prepared and at least one annual training/refresher training will be conducted for staff directly			

ACTIVITY	INDICATORS/TARGET	RESPONSIBILITY	TIMELINE (Year)	BUDGET
	interfacing with customers. 29. At least three types of multimedia information campaign demonstrating ease of access, safety, comfort and other advantages, as well as zero tolerance for sexual and other forms of harassment experienced by women will be developed and disseminated.			

11. MONITORING AND EVALUATION

GAP monitoring and evaluation will be incorporated into the overall project monitoring and evaluation plan. The social and gender specialist will work with GMRC staff to orient them on GAP implementation. The social and gender specialist will (i) consult regularly with women beneficiaries; (ii) assist in developing a sex-disaggregated project monitoring and evaluation system; and (iii) monitor GAP implementation progress on a regular basis with field visits and reporting of progress and results. The social and gender specialist will prepare monthly, quarterly and semi-annual progress reports and these reports will be used to consolidate annual report by GMRC. AFD/KfW staff with social/gender expert will participate in review mission.

12. COST ESTIMATE FOR GENDER PLAN

The cost for implementation of GAP is given in SIA report. Tentative cost of **INR 5000000** has been kept in the provision for implementation of GAP.

Terms of Reference (ToR)

Position Title: Social and Gender Specialist

Nature of Position: Contractual

Duration: Two years. Renewable based on performance

Location: Surat (Gujarat)

Background

Government of Gujarat will set up a Special Purpose Vehicle (SPV) for implementation of proposed metro rail project in Surat. GoG desires to build the Metro Rail System by adopting adequate environmental standards to provide for the protection of the people and the environment. Under Phase I, the length of the alignment considered is 40.35 Km and there would be 38 stations. Total 38 stations are proposed consisting of elevated and underground stations. First corridor is proposed from Sarthana to Dream city Line. The length of this corridor will be 21.61 km of which 6.47 km would be underground and the rest 15.14 km will be elevated. Second corridor is from Bhesan to Saroli. The length of this corridor will be 18.74 km, would be completely elevated.

In this background RITES Ltd (A Govt.of India Enterprise) carried out Social Impact Assessment (SIA) study of proposed metro rail corridors and prepared SIA includes Resettlement Action Plan (RAP) and Gender Action Plan (GAP). Broadly stated, mitigation of losses and restoration of socio-economic status of the affected persons are the prime objective of the RAP and GAP. The project intends to appoint Social and Gender Specialist to assist in implementation of GAP.

Job Responsibilities

- Assist in developing gender policy, institutional mechanisms, programs and procedures for GAP implementation.
- Assist project team to review and refine gender targets or activities and prepare detailed GAP implementation plans to align GAP activities with project outputs.
- Assist in the development of a gender capacity building plan.
- Prepare a component wise annual plan and budget for gender related activities.
- Assist PIU to plan, design and deliver training and orientation to project staff on gender issues and explain GAP objectives and requirements.
- Provide social or gender inputs for training at the organizational and community levels.
- Maintain oversight of GAP implementation, identify constraints, and prepare strategies to overcome them.
- Consult with women beneficiaries.

- Assist in developing a sex-disaggregated project monitoring and evaluation system, identify baseline data needs and ensure collection of sex-disaggregated data.
- Monitor GAP implementation progress on a regular basis with field visits and quarterly reporting of progress and results.

Qualification and Experience

- Master's degree in women studies/Social Work/Sociology
- At least 5 years work experience in social development sector
- Minimum 3 years work experience in addressing gender issues in infrastructure projects
- Passionate commitment to social development and safeguards; Deep understanding of the relationship between social development, and those affected by involuntary resettlement.
- In-depth knowledge and professional experience with the social and gender issues (i.e., land acquisition, rehabilitation and resettlement) faced by urban region of Gujarat state would be a plus.

Skill and Competency

- Good communication, documentation, negotiation, inter-personnel skill and team management.
- Demonstrated successful experience in leading and managing programmes.

How to Apply

Candidates with required eligibility criteria will have to send their updated resume along with information filled in prescribed format to the HR, Gujarat Metro Rail Corporation (GMRC) Limited, Block No.1, First Floor, Karmayogi Bhavan, Behind Nirman Bhavan, Sector 10/A, Gandhinagar: 382010.