

# Gender Action Plan

## E-Mobility Program

The E-mobility Program shall contribute to overcome the barriers to mass deployment of commercial EVs. The Program has a comprehensive approach and includes implementation-oriented activities such as targeted policy advice and capacity building to ensure a favorable e-mobility environment combined with financial instruments to ensure deployment of large-scale fleets. The establishment and operation of large-scale EV fleets work as proof of concept of the commercial viability of EVs and foster a mass replication without further concessional finance.

In order to address the gender issue in conjunction with SEAH risk, a GAP has been developed. As outlined in this plan, TA will be responsible for the majority of the activities, with assistance from gender consultants. To ensure the long-term effectiveness of these measures, local institutions such as women's ministries and CSOs that specialize in gender issues will be actively involved throughout all stages of the project.

It is worth noting that the Asian Development Bank (ADB) is currently implementing a good practice note (GPN) on SEAH (Sexual Exploitation, Abuse, and Harassment) <https://www.adb.org/documents/good-practice-seah-adb-financed-projects>. The purpose of this GPN is to serve as a guideline for preventing, mitigating, reporting, and responding to SEAH risks. In order to ensure that SEAH risks are identified and dealt with appropriately, this project will follow the procedures, measures, and tools outlined in the GPN.

	Indicators and Targets	Timeline	Responsibilities	Costs in USD
<b>Impact Statement:</b> Gender considerations are integrated in transport sector activities				
<b>Outcome Statement:</b> The targeted transportation sub-sectors are more gender-responsive and provide equal opportunities for men and women				
<b>Output 1:</b> Sector specific country-level assessments to be undertaken as part of the development of low-carbon electric vehicle roadmaps <sup>1</sup>				
<b>Activity 1.1.</b> Usage of a gender lens when designing the roadmap for different EV segments and EV support policies. <sup>2</sup>	Target: 100% of policies and roadmaps supported by the Program are reviewed with gender lens  Recommendations provided for policies reviewed to include gender focus where relevant  <ul style="list-style-type: none"> <li>At least one Gender focal point will be directly involved in preparing investment plans appointed in each of the implementing agencies</li> </ul>	During year 1, on a rolling basis as policies are being reviewed		116,000

<sup>1</sup> Sex-disaggregated data will be reported for all the activities in the program.

<sup>2</sup> Multistakeholder consultations will be taking place during the implementation of the program. Based on those, information on contextualized gendered needs of different countries and diverse needs of the population in terms of e-mobility in the public transport sector will be provided.

	Indicators and Targets	Timeline	Responsibilities	Costs in USD
	responsible for investment project and Target: 1 focal point per implementing agency			
<b>Output 2:</b> Support a knowledge exchange and collaboration on gender aspects in transportation				
<b>Activity 2.1.</b> Increased awareness about gender equality gaps and opportunities in EV sector	<ul style="list-style-type: none"> <li>% of capacity building activities of the facility that integrate an activity<sup>3</sup> on gender equality and urban transport</li> <li>At least 30% of members of the exchange platform attending trainings and capacity building activities on EV are women Target: 30%</li> <li>Female staff of Implementing agencies regularly join knowledge sharing events organized on women in e-mobility to share and exchange experiences, promote mentorship and produce knowledge Target: Annual Regional Knowledge Sharing Events <sup>4</sup></li> </ul>	Year 1	TA team led with support of gender consultants	67,000
<b>Activity 2.2.</b> To increase knowledge on how to include gender equality in Urban Transport projects via capacity building online	<ul style="list-style-type: none"> <li>Online module<sup>5</sup> of training on Gender and Urban Transport developed and launched Target: 1 online module</li> <li>At least one staff of implementing agencies attend the online training module on gender and urban transport Target: At least 1 staff from each implementing agency</li> </ul>	Year 2	TA team led with support of gender consultants	126,000
<b>Output 3:</b> Integrate gender components in the projects financed by the Program				

<sup>3</sup> The capacity building activities within the program will help the adopters make better purchasing choices as EV is a new technology. This activity guarantees that gender equality is learned and integrated on activities covering the link, opportunities, and risks on gender equality in a particular topic. It is expected that in some EV learning topics/activities integrating gender will not be feasible to do. Besides, this activity will monitor women's participation on the capacity building activities on EV and will boost women's on EV networking.

<sup>4</sup> Number of participants will be reported with sex-disaggregation.

<sup>5</sup>The online module will have verification means of attendance and will require a gender action plan drafted by the learners at the end. The training will be practical with initiatives on the region (no theoretical), 3 hours max by day. 1 Module on mobility (1 days), 1 Module on Jobs (2 days), 1 module on Safety (3 days), 1 Module on how to prepare a gender assessment in a real project and preparing a gender action plan (1 day). A team of consultants will support learners on drafting GAPs.

	Indicators and Targets	Timeline	Responsibilities	Costs in USD
<b>Activity 3.1.</b> Gender equality is included in the investment plans	<ul style="list-style-type: none"> <li>All (100%) of projects supported by the program categorized as GEN/EGM with a GAP which contains specific and measurable gender targets and activities <sup>6</sup></li> </ul> Target:100%	Year 2	Project owners with the help of gender consultant	45,000
<b>Activity 3.2.</b> Improved sex-disaggregated data collection on urban transport and monitoring the experience of women in the new technology vehicles (buses and taxis).  Design, implement and analyze a comprehensive multimodal transport pilot survey (as relevant to the project scope) that gathers information about users, destinations, waiting time, means of transportation, affordability, private transportation use, etc.  All information should be disaggregated by sex and presented to show differences between men and women and intersectionality of different population groups	<ul style="list-style-type: none"> <li>Endline user satisfaction survey conducted, for each investment project, with results disaggregated by sex, shared on the platform.</li> </ul> Target: 4 investment projects	Year 1	TA team support of gender consultants	191,000
<b>Activity 3.3.</b> Conduct a gender-sensitive evaluation or survey (and its recommendations) at the user level to better understand the different needs and perspectives of women and men in terms of access to services and infrastructure. It will include a violence against women component. .	<ul style="list-style-type: none"> <li>Baseline user survey conducted to better understand the different needs and perspectives of women and men, for each investment project, with results disaggregated by sex</li> </ul> Target: 4 investment projects		TA team with support of gender consultants	69,000
	<ul style="list-style-type: none"> <li>Number of presentations/workshops held (webinars, face-to-face events) in which results and recommendations were presented</li> </ul> Target: 2 per investment project			
	<ul style="list-style-type: none"> <li>Published studies with respective recommendations</li> </ul>			

<sup>6</sup> The project owners will learn and be helped on how to draft a gender assessment and GAP in the online module, in this activity they will get support from consultants to implement gender in their own investment plans. In particular, the adopters will include sexual harassment programs (risks assessments, design and grievance mechanisms), and activities to improve women's mobility and employment. The adopters will be guided on how to include intersectional identities in their assessments.

	Indicators and Targets	Timeline	Responsibilities	Costs in USD
	<p>based on the implemented survey</p> <p>Target: 1 per investment project</p> <ul style="list-style-type: none"> <li>At least 80% of training participants report on improved knowledge and skills in designing or operating transport systems</li> </ul> <p>Target: 80% of participants</p>			
<b>Activity 3.4.</b> Improved women's access to jobs	<ul style="list-style-type: none"> <li>At least 210 women ((seeking to obtain e-buses, e-taxis and e-vans licenses) benefit from financial support to attend professional driving programs</li> </ul> <p>Target: 210 women<sup>7</sup></p> <ul style="list-style-type: none"> <li>At least 4 investment projects include gender target for at least 35% of skilled jobs related directly to the project to be allocated to women<sup>8</sup></li> </ul> <p>Target: 4 investment projects</p>	Year 4	ADB Gender team with support of consultants	137,000
<b>Activity 3.5</b> Delivery of communication campaigns about sexual harassment in public transport	<ul style="list-style-type: none"> <li>At least 4 awareness raising campaigns about sexual harassment in public transportation conducted</li> </ul> <p>Target: 4</p>	Year 3	TA team with support from External consultants	231,000
<b>Activity 3.6</b> Raise awareness on SEAH ( sexual exploitation abuse and harassment) in public transport through capacity building <sup>9</sup>	<ul style="list-style-type: none"> <li>At least 7 Workshops on SEAH in the transport sector delivered, including content about protocols and referrals for survivors</li> </ul> <p>Target: 7<sup>10</sup></p> <ul style="list-style-type: none"> <li>All investment projects with staff (drivers, fleet managers, managers) trained in the protocols to follow when responding to incidents of sexual harassment</li> </ul>	Year 3	TA team led by ADB with support from External consultants	111,000

<sup>7</sup> In order to benefit from the massive jobs driving e-taxis and e-buses, the program will provide scholarships to 210 women (30 per country)

<sup>8</sup> This is monitoring that the GAP of the investment's plans are reserving a minimum of jobs to women. The target is not set to 80% because is expected that some investments plans might not generate jobs.

<sup>9</sup> Besides workshops to workers and staff, here the program is monitoring and measuring how the activities on gender are resulting in actions: awareness campaigns in their projects, reporting systems in place, personnel trained.

<sup>10</sup> These workshops will target workers of the system (drivers, cashiers, etc.) as well as managerial and administrative staff.

	Indicators and Targets	Timeline	Responsibilities	Costs in USD
	Target: All investment projects <ul style="list-style-type: none"> <li>• % of investment projects with communication campaigns aiming at preventing SEAH in areas of boarding</li> </ul> Target: 100% <ul style="list-style-type: none"> <li>• % of investment projects with reporting systems available for survivors of sexual exploitation abuse and harassment</li> </ul> Target: All investment projects			
<b>Activity 3.7</b> Promotion of gender equality at the work place	<ul style="list-style-type: none"> <li>• Capacity building for the staff of implementing agencies on gender equality and work-life balance issues via workshop<sup>11</sup></li> </ul> Target: At least 4 implementing agencies <ul style="list-style-type: none"> <li>• AT least 2 implementing agencies develop policies to address work-life balance and/or anti sexual harassment policies Target: 100%</li> <li>•</li> </ul>	Year 4	TA team with support from External consultants	43,000
<b>Total</b>				1,136,000

**Program-level GAP.** At a program level, ADB will monitor the implementation of the GAP, based on monitoring by ADB sub-project teams. This role will be included in the functional responsibilities under the team managing the E-Mobility Project in ADB. In this role, ADB staff managing the Project will work closely with gender specialists that monitor gender and social inclusion across ADB's overall portfolio Asia as well as sub-project specific gender experts.

Annual Performance Reports from ADB to GCF and will capture progress under this program-level GAP, including on advancing gender equality through specific sub-projects.

The program-level GAP will be reviewed and updated during the mid-term review to reflect more information available on the sub-projects to be included under the portfolio.

**Project-level gender assessments and action plans.** As per usual ADB project preparation processes, a gender specialist will be recruited for all EGM and GEN investments to develop individual gender equality including SEAH and social inclusion action plans and deliver capacity building activities. For SGE investments, the project team will work with ADB gender specialists at HQ and in the resident

<sup>11</sup> 7 countries, 7 workshops. Target learners are workers of the system (drivers, cashiers, etc.) as well as managerial and administrative staff.

A model of survey will be shared in the workshop to be used by the agency/company adopter of the technology.

missions/country offices to implement and monitor gender-related project commitments. Where needed, a Gender/Gender and Social Specialist will be engaged by each sub-project early in project design and implementation.

ADB project teams will routinely collect sex disaggregated data as part of project monitoring systems.

## Budget

Activity	Year 1 (\$'000)	Year 2 (\$'000)	Year 3 (\$'000)	Year 4 (\$'000)	Total (\$'000)
Activity 1.1. Usage of a gender lens when designing the roadmap for different EV segments and EV support policies.	116				116
Activity 2.1. To increase awareness about gender equality gaps and opportunities in EV sector by capacity building	66.8				66.8
Activity 2.2. To increase knowledge on how to include gender equality in Urban Transport projects via capacity building online		126			126
Activity 3.1: Ensure gender equality is included in the investment plans		45			45
Activity 3.2. Improved sex-disaggregated data collection on urban transport and monitoring the experience of women in the new technology vehicles (buses and taxis) - Annual user satisfaction surveys - and sharing on the platform.		191			191
Activity 3.3. Conduct a gender-sensitive evaluation or survey at the user level to better understand the different needs and perspectives of women and men in terms of access to services and infrastructure. It will include a violence against women module.		69			69
Activity 3.4. Improve women's access to jobs				137	137
Activity 3.5. Delivery of communication campaigns about SEAH in public transportation			231.2		231.2
Activity 3.6 Raise awareness on SEAH in public transport through capacity building			110.8		110.8
Activity 3.7. Promotion of gender equality at the workplace				43	43
<b>TOTAL</b>	<b>182.8</b>	<b>431</b>	<b>342</b>	<b>180</b>	<b>1,135.8</b>

Item	Quantity	Unit cost (\$'000)	Total cost (\$'000)
International Consultants	22	15	330
National consultants	45	7	315
Trainings and workshops average 30 participants (Venue)	88	1.1	96.8
International Trainers/Speaker	5	15	75
International travel	4	4	16
Per diems international	20	0.3	6
Communication Material	17	10	165
Professional Training Fees	240	0.55	132
<b>Total</b>			<b>1,135.8</b>