

Gender Action Plan

E-Mobility and Low Carbon Transportation

	Indicators and Targets	Timeline	Responsibilities	Costs in EUR
Impact Statement: Women experiences and benefits from the Transport Sector are improved				
Outcome Statement: The targeted transportation sub-sectors are more gender-responsive and provide equal opportunities for men and women				
Output 1: Gender considerations to be included during the revision of roadmaps and policies (National level) ¹				
Activity 1.1. Usage of a gender perspectives including mainstreaming of the same when designing and reviewing roadmaps and policies for different EV segments ²	<ul style="list-style-type: none"> Sector specific and country-level gender assessments undertaken as part of the development of low carbon vehicle roadmaps. GAPs to be developed Target: 1 per country	During year 1-3, on a rolling basis	GIZ Gender Specialist	116,800
	<ul style="list-style-type: none"> % of the policies and roadmaps supported that include a gender perspective³ Users' satisfaction of new PT environment, disaggregated by sex (% very satisfied, satisfied, dissatisfied) Target: 100% of policies and roadmaps supported by the Program are reviewed and gender equality considerations adopted	Year 5		

¹ Sex-disaggregated data will be reported for all the activities in the program.

² 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.

³ The program will support the design of new roadmaps and policies and will review current policies to recommend how to adapt them to create a e-mobility conducive ecosystem. This activity seeks to include a gender perspective in the process to provide recommendations to policies to be inclusive. In particular, policies will be reviewed following the differences found in the assessment in terms of mobility, safety and jobs. Moreover, these reviews will identify sexual harassment risk, propose response, grieving and monitoring mechanisms, and consider intersectionality.

	Indicators and Targets	Timeline	Responsibilities	Costs in EUR
Output 2: Support a knowledge exchange and collaboration on gender aspects in transportation (Regional level)				
Activity 2.1. To increase awareness about gender equality gaps and opportunities in EV sector	<ul style="list-style-type: none"> • % of capacity building activities (i.e: webinars, workshops, publications) of the facility that include awareness on gender equality and urban transport⁴ Target: 80% • % of participants of the exchange platform attending trainings and capacity building activities on EV that are women Target: 30%⁵ women, 70%men • Participants perceiving the content on gender of the capacity building activities relevant (Very Relevant, Moderately relevant, not relevant)⁶ • Regional network on women in e-mobility supported and strengthened - to share and exchange experiences, promote mentorship, and produce knowledge Target: 1 network 	Year 1 - 5	GIZ	110,400

⁴ This activity guarantees that gender equality is learned and integrated into the activities to be carried out by the facility related to capacity building. It is expected that in some capacity building activities it will not be feasible to integrate gender aspects. Besides, this activity will foster and monitor women's participation on the capacity building activities, making it mandatory to reach a minimum of 30 percent women attending. These activities will consider accessibility and reasonable accommodations to allow intersecting identities of age, social economic status, social cultural context, education, disability among others to benefit from all of the capacity building activities.

⁵ A target between 30% -40 % aims at ensuring that women at least constitute a «critical minority ». Targeting a 30% of women to participate is the critical mass needed to guarantee that they are members of this platform in a sector which is traditionally masculine. A parity of 50% is very difficult to achieve and it is not realistic. in a traditionally masculine sector.

⁶ The satisfaction surveys in the activities will include a question to measure the quality of the content on gender and also seeks to find out if the content needs to be adjusted.

	Indicators and Targets	Timeline	Responsibilities	Costs in EUR
Activity 2.2. To increase knowledge on how to include gender perspective in Urban Transport projects via capacity building online	<ul style="list-style-type: none"> Online module⁷ on Gender and Urban Transport developed Target: 1 Participants of the trainings Target: 1 person minimum from a representative from the local public authority in each city where an investment of the program is foreseen ⁸	Year 2	GIZ	97,400
Activity 2.3. Implement South-to-South learning from best practices in the region, e.g. “Bajale al acoso” Quito	<ul style="list-style-type: none"> South-to-South learning visit to best practices in the region, e.g. “Bajale al acoso” Quito Target: 1	Year 4	GIZ	109,200
Activity 2.4 Design of a communication campaign about sexual harassment and protocols of attention in public transport	<ul style="list-style-type: none"> Public communication campaign about sexual harassment in public transportation and protocol of attention⁹ in the new EV fleet and system Target: 1 <ul style="list-style-type: none"> Women’s feelings about reporting sexual harassment in public transportation (Will report, Not sure whether they will report, Will not report) 	Year 3	GIZ	143,300
Output 3: Integrate gender components in the projects financed by the Program				

⁷ The online module will have verification means of attendance. The training will be practical with initiatives on the region (no theoretical), 3 hours max by day. 1 Module on mobility (1 day), 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). The content will cover tools to include intersectional identities in all the modules.

⁸ The facilitated training, with accessibility features to support inclusion, will require one person of each city/agency/investment to receive it. At this stage it is not possible to know the number of participants. The online format allows the content to be used multiple times.

⁹ The public communication campaigns will be designed with consultations addressing specific perceptions and risks those different identities face, with significant attention to mitigate indigenous peoples and afro descendants’ potential risks. The protocols of attention will develop/enhance safe, confidential, and ethical grievance reporting mechanisms for survivors and monitoring mechanisms to identify, respond and address risks of sexual harassment. This technical assistance will guide the adopters to develop protocols of attention that are inclusive and safe for different identities present in each country/city of the new e-transport system and will benefit from the implementation of technologies, such as panic buttons or telephone applications.

	Indicators and Targets	Timeline	Responsibilities	Costs in EUR
Activity 3.1. Gender perspective is included in the investment plans	<ul style="list-style-type: none"> % of projects that include a Gender Equality Strategy with a GAP which contains specific and measurable activities ¹⁰ Target:100%	Year 1-5	Project owners with support of gender consultant	0 (financed by the Project owner)
Activity 3.2. Improve sex disaggregation of data collection on urban transport	<ul style="list-style-type: none"> % of urban passenger transport projects whose user's data systems collects and presents data disaggregated to inform the PT Target: 100%	Year 1--5	Public transport authority with support of gender consultants	108,000
Activity 3.3. Improved women's access to jobs	<ul style="list-style-type: none"> % projects with direct finance by the Program guaranteeing at least 30% of skilled jobs related directly to the project are reserved to women¹¹, with special attention to measures that can attract and retain women in the industry Target: 80%	Year 5	Projects' owners	0 (financed by the Project owner)
Activity 3.5 Raise awareness on sexual harassment in public transport through capacity building	<ul style="list-style-type: none"> % of public transport projects with activities (communication campaign or workshops) aiming at preventing sexual harassment Target: 100% <ul style="list-style-type: none"> % of projects with reporting systems designed for victims of sexual harassment in collaboration with local 	Year 1-5	AFD/ Gender Specialist	92,800

¹⁰ The project owners will learn 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.

¹¹ This is monitoring that the GAP of the investment's plans are reserving a critical minority of jobs to women. The target is not set to 80% because is expected that some investments plans might not generate jobs.

	Indicators and Targets	Timeline	Responsibilities	Costs in EUR
	authorities (such as police, judiciary systems) ¹² Target:100%			
Activity 3.6. Promotion of gender equality at the workplace	<ul style="list-style-type: none"> Capacity building for the staff of public transport projects on gender equality and work-life balance issues via workshop¹³ Target: one workshop for each public transport project % of adopters including annual surveys on work-life balance to their staff and sharing the results Target: 100% Participants satisfied of the work-life balance workshops (Very satisfied, somewhat satisfied, not satisfied) % of adopters with one focal point in charge of gender equality Target: 100% 	Year 5	Project owners with support of gender consultant	72,800

¹² The adopters will receive guidance on developing clear mechanisms of identifying, responding, and addressing risks of sexual harassment. These reporting systems will be built from existing mechanisms already in the cities when available and plan to engage different local actors such as the police. The adopters will receive guidance to enhance safe, confidential, and ethical grievance reporting mechanisms for survivors and monitoring mechanisms.

¹³ Target learners are workers of the system (drivers, cashiers, etc.) as well as managerial and administrative staff. The activity will include workshops that cover practical examples to learn how GBV, Sexual harassment and other barriers affect women's participation in the work place, with concrete examples on the case of intersectionality. The aim is for the adopters to understand gender inequalities, at a family and work level, and to appoint a person in charge in the organization to monitor and report advances in gender equality and inclusive environments in the organization. Paternity and maternity leaves, availability of day care, lactation rooms, wage gaps, recruitment and promotion criteria hindering women's advancement in the sector and benefits of diversity working environments will be covered by the curriculum. A gender focal point will be appointed to advance the work-life balance agenda of the adopters, to monitor and report gender equality in the human resources policies and to act as a sexual harassment ombudsperson. A model of survey will be shared in the workshop to be used by the agency/company adopter of the technology to allow adopters to use it regularly with their workforce.