

**Uttar Pradesh Core Road Network Development Project**  
**Gender Assessment and Preparation of Gender Action Plan**  
**Terms of Reference**

**1. Background**

In the last decade GoUP has made a conscious effort to enhance its transport infrastructure. Rural roads networks has substantially increased in the state and is being supplemented by huge investments planned in state highways and Urban transport infrastructure by GoUP. The state highways are increasingly gaining importance in terms serving mobility needs of people both inter-city and rural/Urban. The Government of Uttar Pradesh (GoUP), through the Department of Economic affairs, Govt. of India has requested the assistance of the World Bank for the improvement of State roads comprising a select network of state highways in Uttar Pradesh. The World Bank assistance, delivered through the proposed Uttar Pradesh Core Roads Network Development Project (UPCRNDP), is expected to provide financial and knowledge support for upgrading / improvement / widening of state's core road network, support institutional strengthening and capacity building of the state road sector agencies and promote the road safety management and HIV / AIDS awareness in the state. As part of proposed UPCRNDP, it is envisaged to undertake a gender analysis to ensure that the improved accessibility and mobility benefits accrued from the project; any adverse impact of displacement and economic loss would be more equitably shared by men and women. as well as the overall road infrastructure and services;

Men and women face different social, economic and cultural constraints that may affect their transport decisions or preferences. Generally in developing and under developed countries, women face a host of inequalities in terms of economic and political participation, literacy, health and nutrition, social discrimination and gender based violence and trafficking. Women have a disproportionate share of domestic burdens such as collection of fuel and water, cooking and caring for the children, elderly and domestic animal; while at the same time having more limited access to available means of transport where cultural value, affordability and safety play a role in transport usage. Due to lesser mobility than men, women's public space and human development and economic opportunities are more restricted.

Women are largely engaged in the informal sector –working in the fields and/or animal husbandry that add to their household income. Dislocation can result in loss of livelihood, adding to women's economic hardships. Choices for exploring alternatives and livelihood options for women are limited because of their lower levels of skills, education, and exposure. Gender disparities that already exist in society and within the family tend to become aggravated in situations of involuntary displacement, rendering women and children, especially female children, vulnerable. Involuntary dislocation could increase the burden on women as generally; women are often responsible for food, fuel, and fodder in the family. Breakdown of community and other social networks as a direct result of dislocation can affect women more than men because women tend to rely and depend more on community and other social networks for emotional and practical support, such as taking care of children. Dislocation can be traumatic if these networks break down. Women are sometimes forced to face new forms of violence, such as sexual abuse, alcoholism, trafficking and commercial sex work. Gender disparities embedded in social practice and tradition render women vulnerable to sexual and physical violence. Being less mobile, they have limited ability to cope with and adjust to new situations and environments.

In general transport systems tend to “function in ways which prioritize men’s needs and viewpoints over those of women”. Transport needs arising from women’s multiple roles are often not adequately addressed in transport study and planning. Women have unique travel needs in view of their role in servicing social and reproductive work, and informal productive work which women perform to sustain their households and communities. There has been a growing realization that women bear a greater transport burden than men, and suffer “time poverty”, which stifles low-income women’s ability to reduce their economic vulnerability. Women’s transport needs must be appreciated and addressed in order for development to be equitable and sustainable. Mainstreaming gender in transport, therefore, far from being a rights issue, is also a business case for development projects and investments. In that backdrop, it is imperative to ensure that women will obtain equitable benefits from the improved accessibility and mobility accrued from the proposed project. On the other hand, it should also be ensured that any adverse impact of displacement and economic loss associated with the project should be more equitably borne by men and women. With that perspective, it is proposed to undertake gender assessment and prepare gender action plan for phase I roads under the project by engaging a specialized consulting firm.

## **2. Objective of the Assignment**

The primary objective of the study is to “identify gender issues in provision of transport infrastructure and services to make it convenient and safer, particularly for women. Consultant will collect primary and secondary information and analyze them to understand gender issues related to road infrastructure and public transport in the state of Uttar Pradesh. Specifically, the study will inform future transport sector investments and services to provide for (a) increased accessibility, affordability and mobility benefits equitably to women, men and vulnerable groups in both rural and well as urban areas; (b) improved experience of traveling in public transport of both men and women; (c) opportunities that will enhance women’s economic opportunities by providing equal compensation for women from R&R directly – e.g. joint title with husband to land/asset or cash compensation, opportunity for skill development training, access to employment or micro-credit; (d) any adverse impact from transport infrastructure and services are more equitably absorbed by both men and women; and (e) assess the degree to which incidents of harassment and violence (perceived or real threats) is limiting women’s economic participation and/or mobility.

## **3. Scope of Work**

The scope of work includes:

- a) Review existing literature on the gender and transport and identify relevant good practices for adaptation.
- b) Review legislative and departmental policies of transport sector concerning the women; identify gaps and suggest measures for improvement
- c) Selection of road corridors and urban areas for the study
- d) Prepare an area profile in terms of cultural, social, demographic and economic status of men and women and assess the degree of spatial and regional inequities among them for rural and urban areas
- e) Identify the gender differences demonstrated at the household and community levels in both urban and rural areas in terms of asset holdings; decision making that has possible bearing on the mobility patterns ;
- f) Identify variations in travel needs; experiences; facilities required for both men and women in rural as well as urban areas

- g) Identifying existing transport options that target women and conducting an assessment of their current reach, feasibility and potential.
- h) Define need of men and women in the sector and assess gender differences in the use of transport, travel patterns
- i) Identify incidents of harassment, conflicts, gender based violence both at household level as well as in public transport
- j) Mapping of organizations working in the field of conflict, violence and safety in public and private spaces particularly those working with survivors of violence/victims or raising awareness
- k) Identify constraints in women's mobility and economic participation with respect to social, economic, safety and cultural factors that exclude women in voicing their preferences in planning, implementing, and execution of various programs
- l) Assess negative impact of the increased road network on men and women and identify gender gap
- m) Document incidents of STDs and HIV/AIDS and violence against women such as harassment, women and child trafficking
- n) Assess perceived potential for increase in women's economic activity and mobility due to improved transport system
- o) Identify mechanism for women to have decision making role in the provision of transport infrastructure and services.
- p) Prepare a film of 15 minutes duration on gender issues in transport sector.

**Specifically;**

3.1. The consultant(s) is/are responsible for the following activities.

(1) Activity 1: Initial Gender Analysis

- Desk reviews of legislations/ policies; past studies; Resettlement Action Plan prepared for phase I roads and media reports
- Review and analyze existing policies on gender and transportation, including guidelines or operational procedures to public transport operators
- Interviews with relevant organization at state level, including Departments of Transport, Women and child, Social Welfare, Police, various associations related to transport, NGOs, and users of public transport.
- These would lead to
  - a) Identification of gender gaps in related policies / legislations;
  - b) Better understanding of the transport needs of women and men and examine their experiences o in transport projects

(2) Activity 2: Selection of road corridor and urban areas

Based on secondary information (including but not limited to RAPs; NFHS data; census data) and discussion with the client; identify two out of four phase I corridors for detailed gender assessment. The study will also include three urban areas namely Jhansi; Ghaziabad and Allahabad.

(3) Activity 3: Conduct Gender Assessment

- Prepare a survey plan, covering the topics mentioned below.

- Interview with men and women affected by the project in the road corridors as well as in urban areas
  - a) Household survey in project corridors
    - Demographic and socio – economic data
    - Any adverse impact experienced from displacement / loss of assets or any other economic losses and / or economic opportunities associated with the project.
    - Coping mechanism are to absorb the loss by both men and women.
    - Opportunities that will enhance women’s economic opportunities due to improved road infrastructure and services such as opportunity for skill development training, access to employment or micro-credit; etc.
    - Any incidents of violence at home / village /public transport
    - Data on health and nutrition
    - Access to transport
    - Travel needs; pattern; mode
    - Experience of gender related incidents in public transports / public places
    - Experience of driving on existing road and road side facilities in terms of usability and safety
    - Incidents of gender based violence and STD/HIV
  - a) Passenger survey
 

The survey will include but not limited to intra-city bus, taxi, tempo as well as inter-city bus, rural transport and other modes of public and private travel by road. While the focus of the survey will be mostly on women, it will also cover men to learn of their perspectives. Discussions on travel needs and patterns can cover many issues including travel to work places; schools; visit to market and/or relatives; etc.

    - Travel needs and travel patterns of women and men
    - Reasons for using public transport
    - Experiences and availability of other options if not using public transport
    - Experience of gender-related incidents (sexual or physical abuse in the bus or any other public transport; at bus stops; etc.)
    - Methods used to circumvent the incidents, including reporting (experience if any of such incidents and role of police or transport department will be useful to capture)
    - Awareness of existing reporting mechanisms
    - Decisions on reporting if involved in any incident (reasons if not to report)
    - Needs for late night travel (if yes: travel mode, reasons of this choice, experience of incidents)
  - b) Non bus user survey
    - Reasons of not using bus
    - Additional cost for taking other mode of travel
  - c) Bus facilities survey
    - Gender-friendliness of facilities at bus terminals and stops (lighting, public toilets, waiting space, etc)
  - d) Interview with drivers and conductors of buses and drivers of other public transports such as taxi and auto rickshaws
    - Perceptions about gender-related incidents

- Experience of gender-related incidents (harassments in public transport), and measures adopted to address them (what role do they see for themselves)
  - Needs for training/sensitization
  - Include both male and female drivers and conductors, if any (Any incident of harassment women driver(s) has/have faced)
- e) Interview with Bus operators and other public transport owners
- Awareness of gender issues
  - Any efforts made to address gender issue (orientation / training to the staff; general awareness for the users; etc.)
  - Needs for training
- Analyze the survey findings and prepare a report
  - Provide recommendations to address the issues identified in the study
- (4) Activity 3: Prepare Gender Action Plan
- Based on the analysis of data, prepare a Gender Action Plan on, but not limited to:
- Gender gaps in adverse impact of road projects
  - Usage of transport and preferences
  - Concerns and initiatives to address the concerns
  - Role of women in public transport; and
  - Way forward
- (5) Activity 4: Plan awareness campaign
- Plan awareness raising campaign on gender related issues in road construction and public transportation, including on harassment.
- (6) Activity 5: Organize a workshop to present findings and recommendations
- Workshop will invite stakeholders (government organizations, transit operators, CSOs) and present the findings and recommendations.
- (7) Prepare a film of 15 minutes duration on gender issues in transport sector covering both rural and urban areas.

**Outputs:**

- Initial Gender analysis of the road transport infrastructure and services and set of recommendations to inform draft Strategic Plan for policy intervention and prioritization of thematic areas
- Gender Assessment and Gender Action Plan including baseline; gender gaps and Identification of areas where value could be added to future transport interventions with respect to mainstreaming gender;
- A workshop to share the draft findings with development partners and government and exchange experiences from other countries that have done similar studies in all three urban areas and Lucknow. The final study findings will also be disseminated through a state level workshop in Lucknow.

**4. Methodology**

This study aims to better understand road infrastructure and services needs for both men and women; women's commuting patterns, as well as their attitudes towards various modes of transportation, and their stated preferences towards different transport options. The study would involve conducting a survey of about (i) 500 representative affected households in two selected corridors of phase I roads of UPCRNDP; (ii) 500 user households in two selected corridors of phase I roads; and (iii) 1000 owners/passengers using private vehicles and public transport services in Jhansi and 2000 each in Ghaziabad and Allahabad. The different target groups to be covered other than affected and user households will be finalized by the consultants during the inception stage of the study. The corridors and cities are to be finalized in consultation with the client. The interviews will be carried out with both men and women above the age of 14 years to better understand women's decisions over their choices. This will be preceded by qualitative survey to better understand women's and men's preferences and attitudes with respect to various modes of transportation. The Consultant is expected to develop and refine the activities described here and to propose a more detailed and expanded methodology for the study for each component, where relevant, as specified under each activity below

**Qualitative components:** The qualitative components of the methodology include focus group discussions comprised of groups of men and women drawn from mixed socio-economic status. The objective of the focus group discussions is to better understand (i) whether men and women face different impacts of road projects; and (ii) attitudes and preferences to commuting patterns, drawing out specifically attitudes towards public transport options, most notably buses. The themes discussed should include probing questions on women's attitudes towards transportation options, and perceived constraints to mobility.

**Quantitative components:** The quantitative components of the study will encompass various surveys that will be targeted towards men and women living in the project area to better understand commuting patterns. This survey aims to understand men and women's commuting patterns and preferences across socio-economic groups. The Consultant is expected to design a draft questionnaire. The UP PWD and World Bank will review the draft questionnaire and consultants will finalize the survey instrument in consultation with World Bank and UP PWD. The outputs of the study would also be subject to review of UP PWD and World Bank.

## 5. Qualification/Requirement

The Consultant shall be required to form a multi-disciplinary team for this assignment. The Consultant Team shall be manned by adequate number of experts with relevant experience in the execution of similar detailed design assignments. Consultant will ensure that at least 66% of their field team is represented by women members. List of suggested key personnel to be fielded by the Consultant with appropriate person-month of each as per Clients assessments is given below: However, the Consultant can make their own assessment for the required man month for the key personnel

Sl. No.	Position	Required years of experience	Required person months
1	Gender Specialist cum Team Leader	15	6
2	Social Development Specialist (1)	10	4

3	Research Associate (1)	5	6
4	Transport Planner (1)	10	6

The consultant will also deploy support team including data analyst; survey supervisor, moderators and survey investigators.

## **CONSULTANT STAFF QUALIFICATIONS**

**Gender Specialist cum Team Leader-** The candidate should have Masters or equivalent qualification in social sciences or in related disciplines with at least 15 years of experience out of which at least 5 years of experience of working as gender expert for Transport projects. The person should familiar with the gender issues related to various facets of rural urban transport. Familiarity with local language and past experience as gender specialist / social development specialist in development projects in similar region will be advantageous. The candidate should have worked among the local communities and should be conversant with household interviews, and should have organized participatory consultation workshops. The candidate must have to his or her credit similar type of action oriented research products as key author.

**Social Development Specialist:** The candidate should have Masters or equivalent qualification in social sciences or in related disciplines with at least 10 years of experience out of which at least 3 years of experience of working as social expert for large infrastructure projects. The candidate should have fair understanding of gender issues in transport sector. The candidate should have familiarity with local language and should have adequate experience of sampling, handling large scale surveys and qualitative data collection and analysis. Experience of working in similar region will be advantageous.

**Research Associate:** The candidate should have Masters or equivalent qualification in social sciences or in related disciplines with at least 5 years of experience in social research and using data based software's and tools.

**Transport Planner -** The candidate should have Master's degree in transport planning with 10 years of experience in planning and designing road infrastructure and services. The person should have adequate experience of working in multi-disciplinary team with a proven record of working with a team of engineers and non-engineers in survey planning, analysis and formulation of recommendations. The candidate should have fair understanding of gender issues in transport sector.. previous experience of being part of an initiative on gender and transport will be advantageous.

## **6. Duration of Assignment**

6.1. Assignments will be carried out over a period of six months.

## **7. Reporting**

7.1. The consultant will report to the Office of Chief Engineer (World Bank Projects), Public Works Department and World Bank Task Team members based in the World Bank office in Delhi. Meetings and consultations would be required with various GoUP departments including Transport Department and UP Police.