

## **THE GENDER ACTION POLICY OF DMTCL, 2015**

Bangladesh Government ratified the United Nations Protocol on CEDAW, 1979 [Chapter 2, 16(A)] that ensures protection against gender discrimination. In pursuance to the Protocol, Government sent a report to UN CEDAW Committee on 25 January, 2011. In addition to this, Article -19 (3), 27, 28 (1), 28 (3), 29 (1), 29 (2), 65 (3) of Bangladesh Constitution provide protection for women against gender discrimination exclusively. Notwithstanding anything contained in those Articles, the Articles 28 (4) also provides that nothing in this Article shall be made the state from making special provision in favour of women, or children or the advancement of any background section of citizen. In compliance with the Article 28 (4) of Bangladesh Constitution and under section 20 of the Metro Rail Act-2015, it is provided that selected number of seats shall be ensured for reservation for women, physically disorder people, war-wounded freedom fighters and senior citizens. It is noticed herein that the National Policy for Women Development 2011 also coincides these as part of abolishment of gender discrimination and for women development. In compliance with the legal enactments and provisions as stated before, DMTC hereby proclaims its own Gender Action Policy and Protection plan against gender discrimination.-

### 1. Policies:

- 1.1. DMTC shall endeavor to ensure that no stape shall be taken discriminating against any citizen on grounds only of **religion, race, culture, ethnicity, creed, social class, caste, gender or place of birth**. [In compliance with Article 28(1) of Bangladesh Constitution.]
- 1.2. DMTC shall endeavor to ensure that woman shall have equal rights with men in all spheres of the state and of public life. Thereby DMTC shall ensure it and substantiate this provision in operation under its Gender Action Policy and Plan. [In compliance with the Article 28(2) of Bangladesh Constitution]
- 1.3. DMTC shall endeavor to ensure that no citizen shall, on grounds only of **religion, race, culture, ethnicity, creed, social class, caste, gender or place of birth** be subjected to any refusal, disability, liability, restriction or condition with regard to access to any place of public entertainment. [In compliance with the Article 28 (3) of Bangladesh Constitution]

- 1.4. Subject to any reasonable restrictions imposed by Law, nothing shall prevent DMTC from making special provision in favour of woman or girl children or for the advancement of backward section of citizen. [In compliance with the Article 28 (4) of Bangladesh Constitution]
- 1.5. DMTC shall ensure equality of opportunity for all citizens in respect of employment and no citizen shall only on grounds of **gender** be ineligible for any opportunities towards its customers/passengers. [In compliance with the Article 28 (1) and 24 (2) of Bangladesh Constitution]
- 1.6. DMTC shall take initiative to consider reserving for woman and woman responsible with her children any class of employment or office on the ground that it is considered by its nature to be unsuited to woman and woman responsible with his children. [In compliance with the Article 29 (c) of Bangladesh Constitution]
- 1.7. DMTC shall endeavor to ensure equality of opportunity and participation of woman in all spheres of national life. [In compliance with the Article 19 (3) of Bangladesh Constitution]
- 1.8. DMTC shall endeavor to dissolve all kinds of discrimination considering that women are equal to man from the purview of human rights and basic freedom for human beings. [In compliance with the Principle-17.1 of the National Development Policy for Women, 2011]
- 1.9. DMTC shall take initiatives to make people conscious and consensus in accordance with the UN Optional Protocol on CEDAW, 1979 and to give Safe-guard for woman against any custom as formulated through wrongful explanation. [In compliance with the Principle 17.5 & 17.6 of the National Development Policy for Woman, 2011]
- 1.10. DMTC shall endeavor to ensure social security, wellbeing fare security regarding health and nursing regarding health for women at station and in train. [In compliance with the Principle 17.7 of the National Development Policy for Woman, 2011]
- 1.11. DMTC shall consider initiatives to give identity of a person working in its organization or travelling during the operation of train (if applicable) without discriminating on grounds of gender. Children shall be given identity with his father as well as his mother by eliminating discrimination. [In compliance with the Principle 17.7 of the Bangladesh National Policy for Woman, 2011]

- 1.12. DMTC shall ensure Security for women in all spheres of staffing under employment and of travelling as passengers and of social life and of public life. [In compliance with the Principle 16.2 & 16.3 of the National Policy of Women Development, 2011]
- 1.113. DMTC shall endeavor to establish human rights of women and recognize the complete and equal participation of women as a part of mainstreaming in all spheres of economical and social life. [In compliance with the principle 16.4 - 16.9 of the National Policy of Women Development, 2011]

## **2. PLAN:**

In order to make the policy organizationally shaped, the Gender Action Plan is hereby prepared and DMTC, subject to the restriction as imposed by law, shall adopt effective measures as stated below or any other steps for further action.

### **2.1. During the stages of finalizing of Detail Design -**

DMTC for all gender related issues including the question of equity, equality, rights, privileges, reservation, preference, priority, etc are to be rationally considered and be included such as:

- 2.1.1. DMTC shall appoint an official in DMTC responsible for supervision and reporting against the GAP throughout the project period:
- a) To ensure due consideration of gender issues and analysis in programme planning, design and implementation procedures;
  - b) To ensure that gender aspects are integrated into Metro infrastructure, design and construction to maximize women's equal access;
  - c) To mitigate potential negative impacts from new Metro construction;
  - d) To promote women's role in transports sector operations and service delivery;
  - e) To ensure that E&M (electrical/mechanical) systems and rolling stock equipment are designed to ensure women's equal access to the Metro service;
  - f) To promote the role of women in DMTC including its transport sector and ensure the perception of female HRB including transport sector staff in capacity development;
  - g) To report periodically on progress with GAP implementation and assess number of women's grope and representatives consulted during preparatory surveys, studies, assessments and other consultative mechanisms.
- 2.1.2. DMTC shall provide separate washrooms for male and female at station level.
- 2.1.3. DMTC shall, in order to endeavor to ensure special provision of security for woman, provide adequate lighting facilities at stations and in train compartment.

- 2.1.4. DMTC shall, in order to render security vigilance and to prevent any awkward situation that might be happened to women, install passenger's emergency alarms (PEAS), CCTV inside compartment and concourse level.
- 2.1.5. DMTC shall, in order to protect women from violence and crime, deploy both male and female security guards and may make provision to deploy arm forces (Police/Anser, etc).
- 2.1.6 DMTC shall ensure privacy of women and make provision for special waiting room for breast feeding-mother, child and disabled women.
- 2.1.7. DMTC may make provision for separate compartment/coach reserved for women with children and disabled and elder women during peak hour.
- 2.1.8 DMTC shall, in order to make steps up and steps down for riding into coaches, set up appropriate designed handles and steps into train considering the heights of handles and steps in keeping with a consideration of heights of women and disabled women.
- 2.1.9. DMTC shall facilitate equal participation and consultation of women affected by and involved in the project during preparatory surveys, studies, assessments and other consultative mechanisms

**2.2. During construction, DMTC shall arrange the facilities as follows:**

- 2.2.1. DMTC shall ensure that all construction contracts for Metro civil works include gender specific core labor codes and code of conducts.
- 2.2.2. DMTC shall provide separate washrooms and rest rooms for male and female workers at the construction side/office.
- 2.2.3. DMTC shall endeavor to ensure equal salary for equal work between male and female workers.
- 2.2.4. DMTC shall prepare and promulgate its all tender documents including those action as mentioned in the paragraph 2.2.1 & 2.2.2.
- 2.2.5. DMTC shall consider such a gender responsive resettlement plan so that an additional compensation for women headed household can be available (if necessary).
- 2.2.6. DMTC shall provide compensation of equal amount for affected man and women without any discrimination.
- 2.2.7. DMTC shall take proper steps to prevent HIV/AIDS and shall make people aware of HIV/AID.
- 2.2.8. DMTC shall provide safe lighting, separate toilet for male and female and waiting areas, chilled-friendly access and facilities, video surveillance.

- 2.2.9. DMTC shall design station to allow space for market stalls and women-run small businesses.
- 2.2.10. DMTC shall establish for female employment generation in any project civil works.
- 2.2.11. DMTC shall regulate adherence to gender-specific core labor codes and code of conducts in construction company contracts for civil works.
- 2.2.12. DMTC shall include information on potential negative impacts through awareness raising and information to all construction labour force.
- 2.2.13. DMTC shall establish targets for women employment generation in Metro E&M (electrical & mechanical) systems and rolling stock equipment in station and depot management, ticketing, station attendance and security, and train driving.
- 2.2.14. DMTC shall establish E&M (electrical & mechanical) systems and rolling stock equipment, design with gender-specific features, separate carriages for women and children, priority sitting for pregnant women, space for baby prams and wheel chairs, emergency intercom and video surveillance.
- 2.2.15. DMTC shall proactively encourage and promote women's employment in the transport services sector.
- 2.2.16. DMTC shall include responsibility for gender issues and gender analysis in terms of reference for all consultants, wherever relevant.

**2.3. During operational period, DMTC shall provide provisions as follows:**

- 2.3.1. During service rendering at operation, DMTC shall render services by introducing IC Card System, whereby DMTC would be able to operate Women-friendly MRT introducing off-peak fare, monthly discount pass subject to prior approval of the proper authority and under the provision of law for the time being in force.
- 2.3.2. DMTC shall deploy female staff at ticketing booths and ticket gates in order to provide smooth and security service.
- 2.3.3. From the purview of gender awareness development, DMTC shall, in order to prevent sexual harassment, prepare gender responsive plan for developing awareness of DMTC's officials in collaboration with concerned ministries, and/or NGOs (if necessary)
- 2.3.4. From the purview of gender awareness development, DMTC shall, in order to stop sexual harassment in train and platform etc, arrange gender awareness programme for passengers by posting or by any other measures to be taken.
- 2.3.5. DMTC shall, in order to endeavor female participation in main stream, ensure minimum 10% reservation of posts during recruitment subject to restrictions as framed by recruitment rules.

- 2.3.6. DMTC shall establish a female prayer room, common room, washroom, and day care center for babies, dormitory for female staff at its work place.
  - 2.3.7. DMTC shall provide provisions of equal pay for male and female workers, maternity and child care leave and equal training opportunities in its service rules for employees to be framed.
  - 2.3.8. DMTC will plan for space for market stalls and women-run small businesses in concourse and depot.
  - 2.2.9. DMTC will, subject to provisions as provided under the law concerned for the time being in force, guaranty minimum 10% of jobs generated by Metro civil works occupied by women, jobs generated by Metro E&M systems and rolling stock equipment in station and depot management, ticketing, stations attendance and security, and train driving occupied by women.
  - 2.3.10. DMTC will further ensure that-
    - a. HIV/AIDS and trafficking prevention programme are implemented encompassing all project employees.
    - b. Gender-specific physical design features evident in new E&M systems and rolling stock equipment.
    - c. Separate carriages for women and children, priority sitting pregnant women space perms and wheel chair, emergency intercom and video surveillance.
    - d. Gender analysis reflected in consultancy reports and other deliverables from consulting firms.
3. This may be called ' The Action Policy of DMTCL, 2015'. It will come into force from the date of approval of the Board of Directors of DMTCL. DMTCL shall have the right to repeal or to substitute any provisions of the policy.