



# Gender Equality & Social Inclusion in the MCRP

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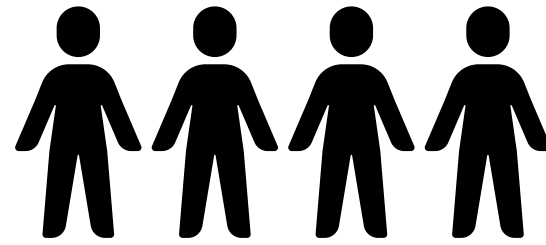
NSCR-Ex Project,  
DOTr Railways

October 5, 2021



# Contextualizing the Project\*

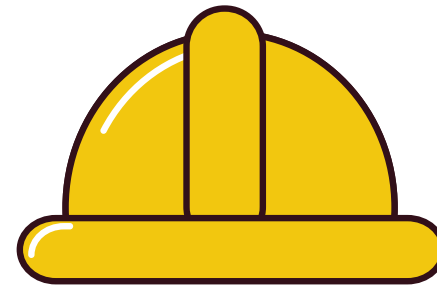
*\*Estimated figures as of  
October 5, 2021*



**4,000+ Project Affected Persons**

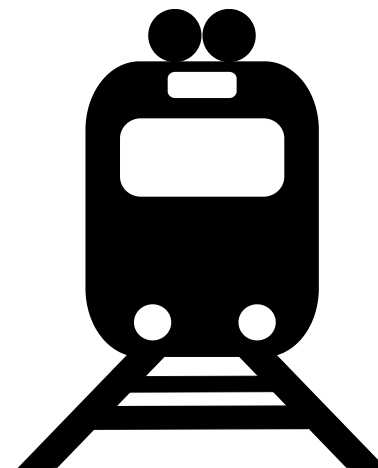


**9 LGUs**



**7,000+ jobs during construction**

**3,800+ jobs during NSCR  
operations**



**105k+ expected daily ridership**



# Catalyst for Gender Equality and Social Inclusion

The GAP was essential in implementing gender responsive and inclusive infrastructure and policies in the Project

# Gender Responsive and Inclusive Infrastructure

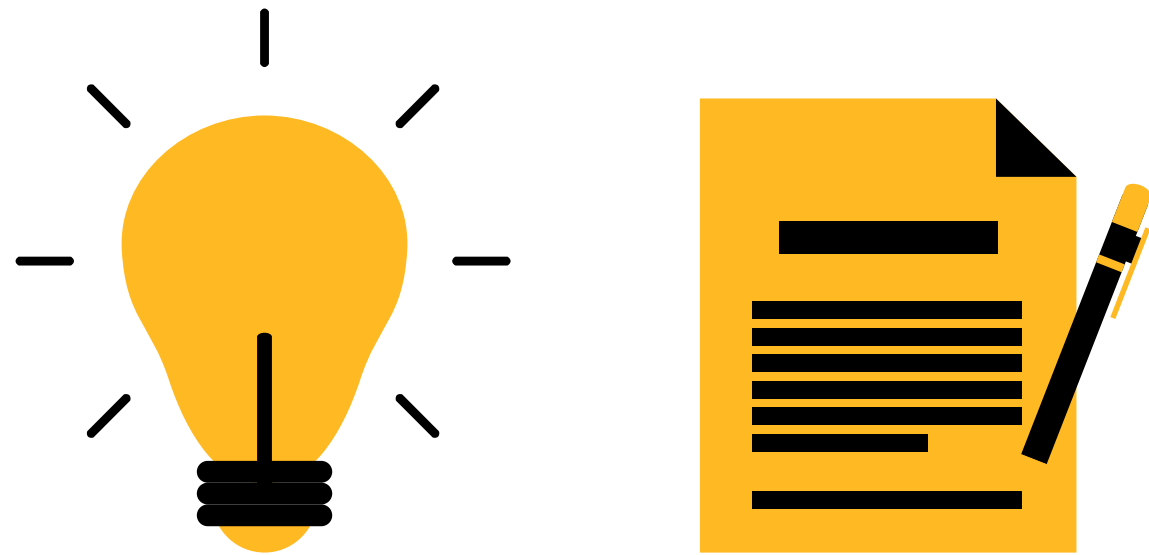
- Breastfeeding Rooms
- Gender inclusive multi purpose toilets
- Diaper changing cubicles for both male and female toilets
- Female to Male Toilet Ratio of 2:1
- GBV Help Desk & Safety Room
- Accessible Customer Service Counters
- Tactile Paths
- Wide Automated Fare Collection System
- Separate facilities for Male and Female in Temp. Facilities





# Gender and Inclusion in Procurement

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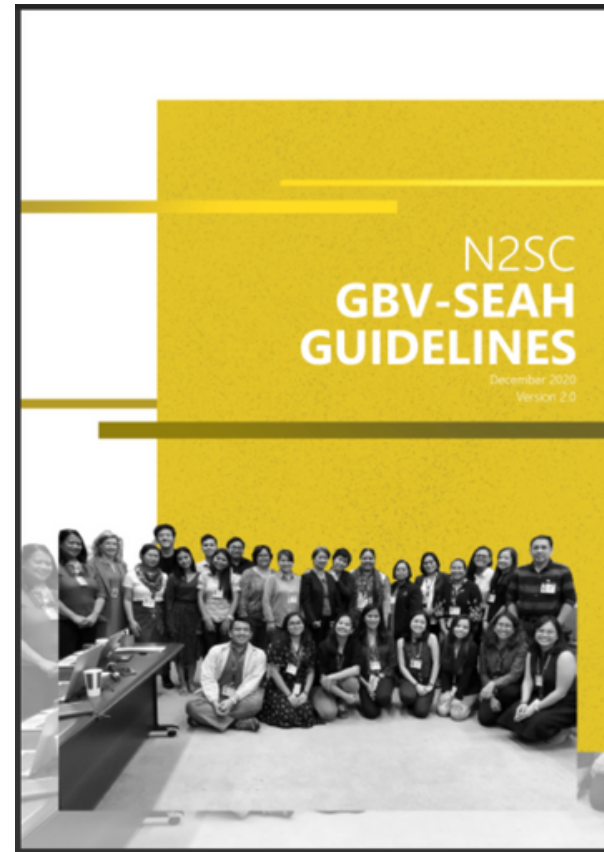
**How well the bidding documents reflect gender and inclusion provisions greatly determines the strength of its implementation later on.**



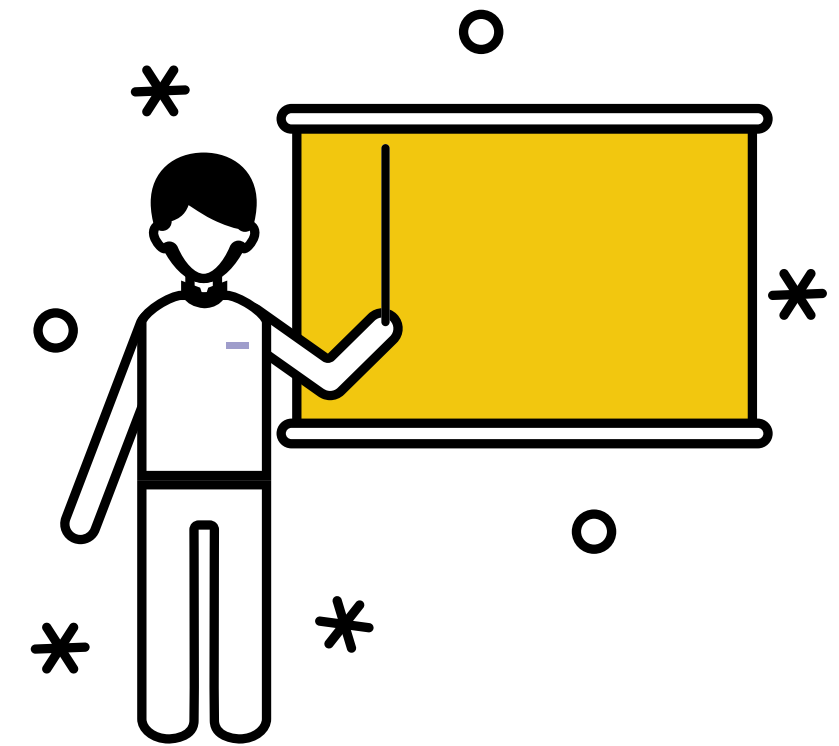
# Gender Equality and Social Inclusion Policies



- Accessible Travel Policy
- PRI Curriculum Redesign



- GBV SEAH Guidelines



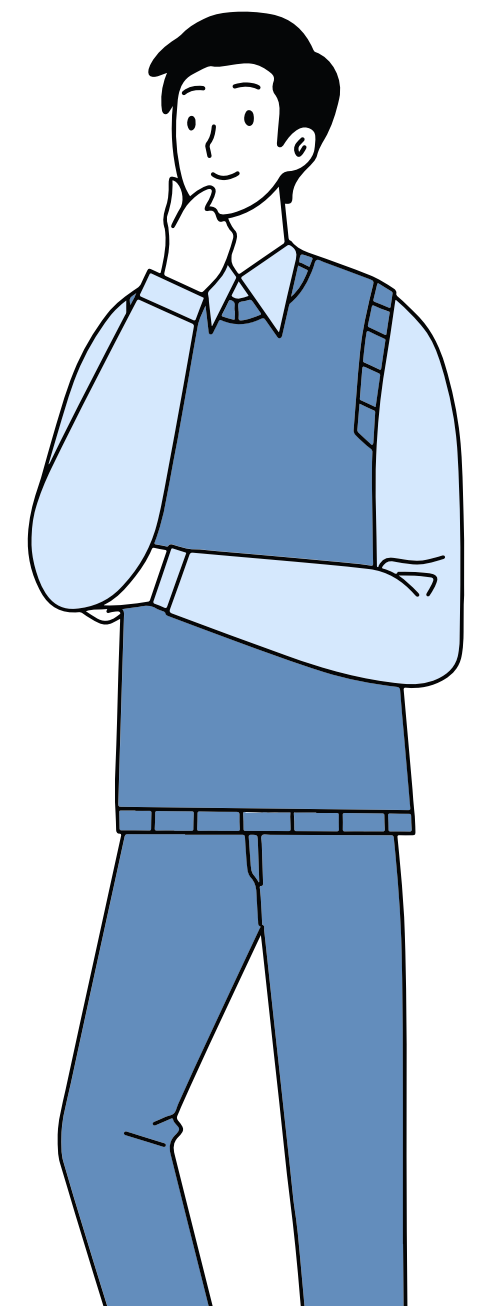
- Gender Equality and Social Inclusion Training Program



# Main Challenge

**Gender equality and social inclusion (GESI) requirements were seen as trivial or supplementary requirements.**

- GESI Workstream
- GESI Requirements in all necessary documents
- Established System of Monitoring and Evaluation





# Key Takeaways

## Consider gender and inclusion in all stages

Integrate gender and inclusion from the onset, and throughout the development of the Project

## Strengthen Bid Documents

The more comprehensive and concrete gender and inclusion requirements are the better. *Give them more bearing during Bid Eval.*

## Have committed gender and inclusion Advocates

Mainstreaming is easier done if everyone appreciates the importance of gender and inclusion, especially at the leadership level.





# Thank you for your attention!

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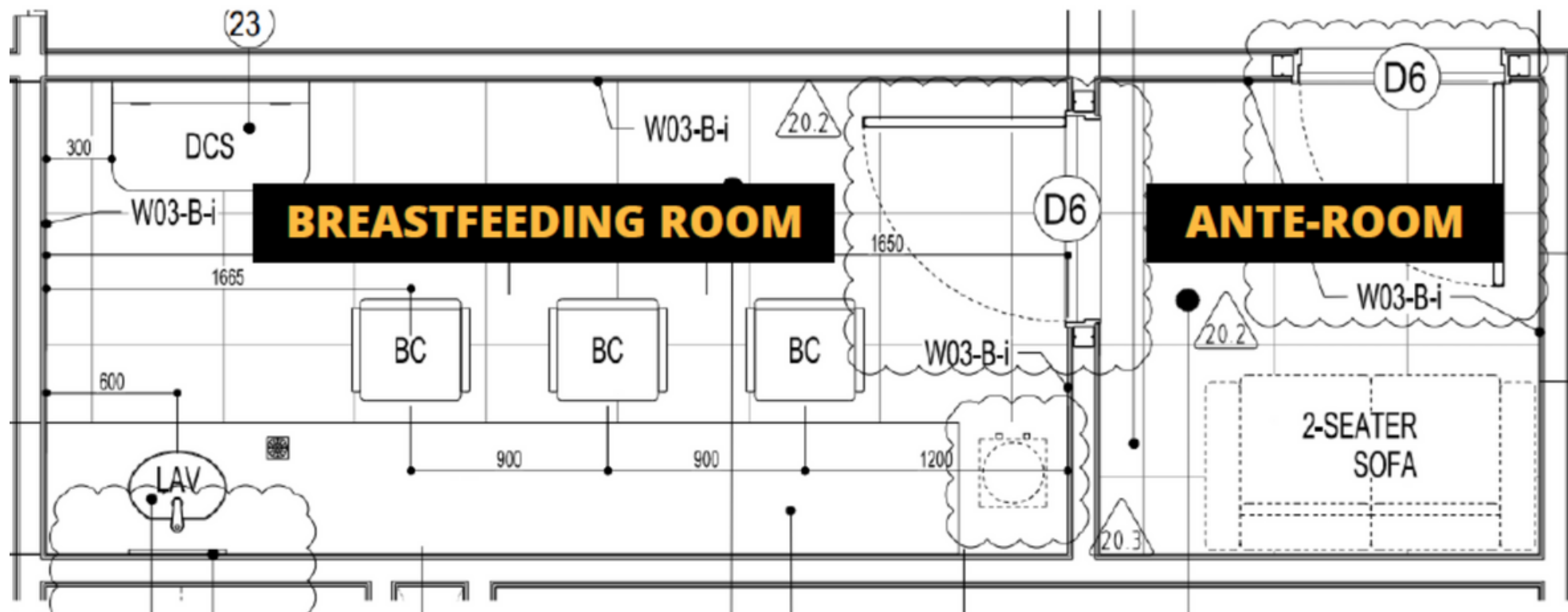
**Annex:**

MCRP GESI Station Features



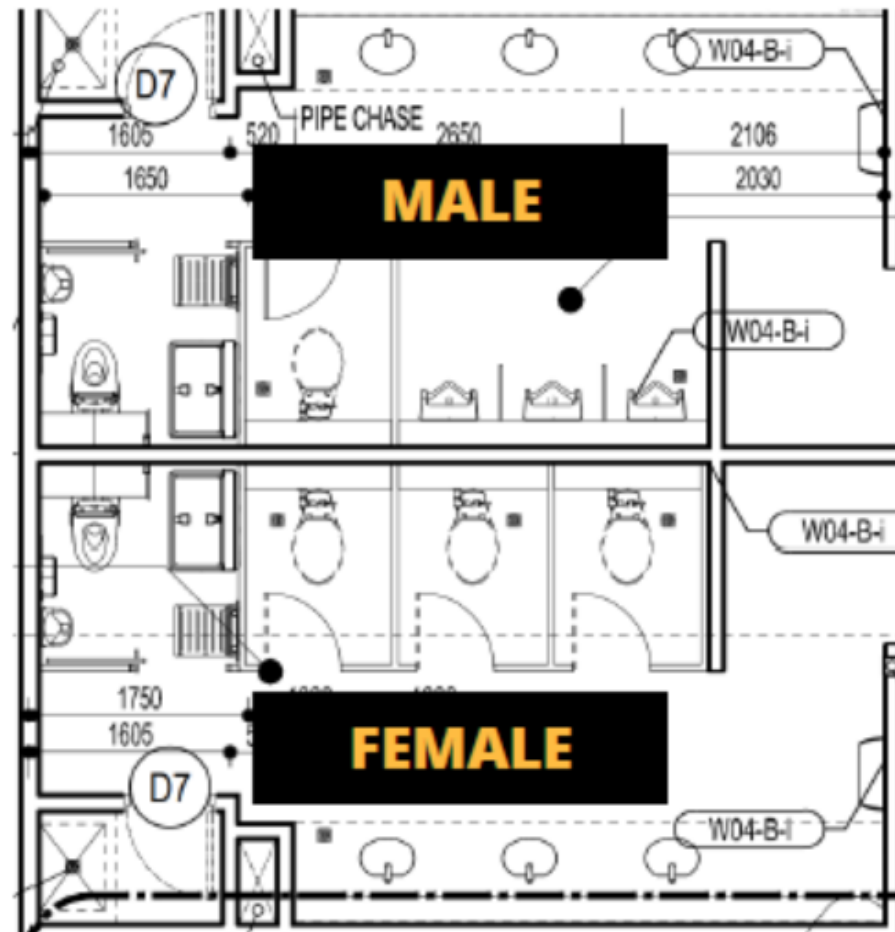
# GESI Infrastructure

- Breastfeeding Rooms

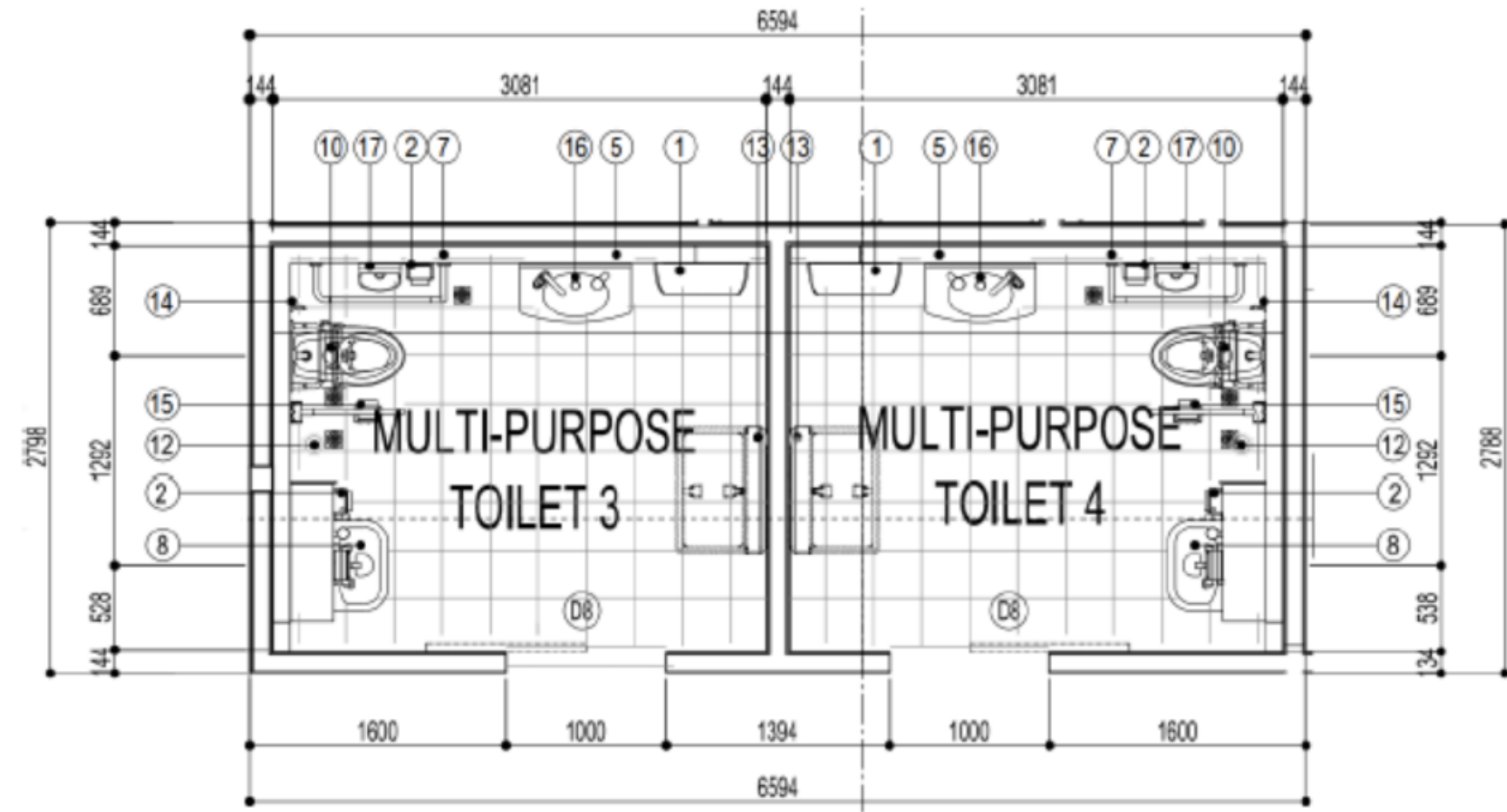


# GESI Infrastructure

- Multipurpose Toilets & Diaper Changing Facilities



**MALE AND FEMALE  
TOILET**

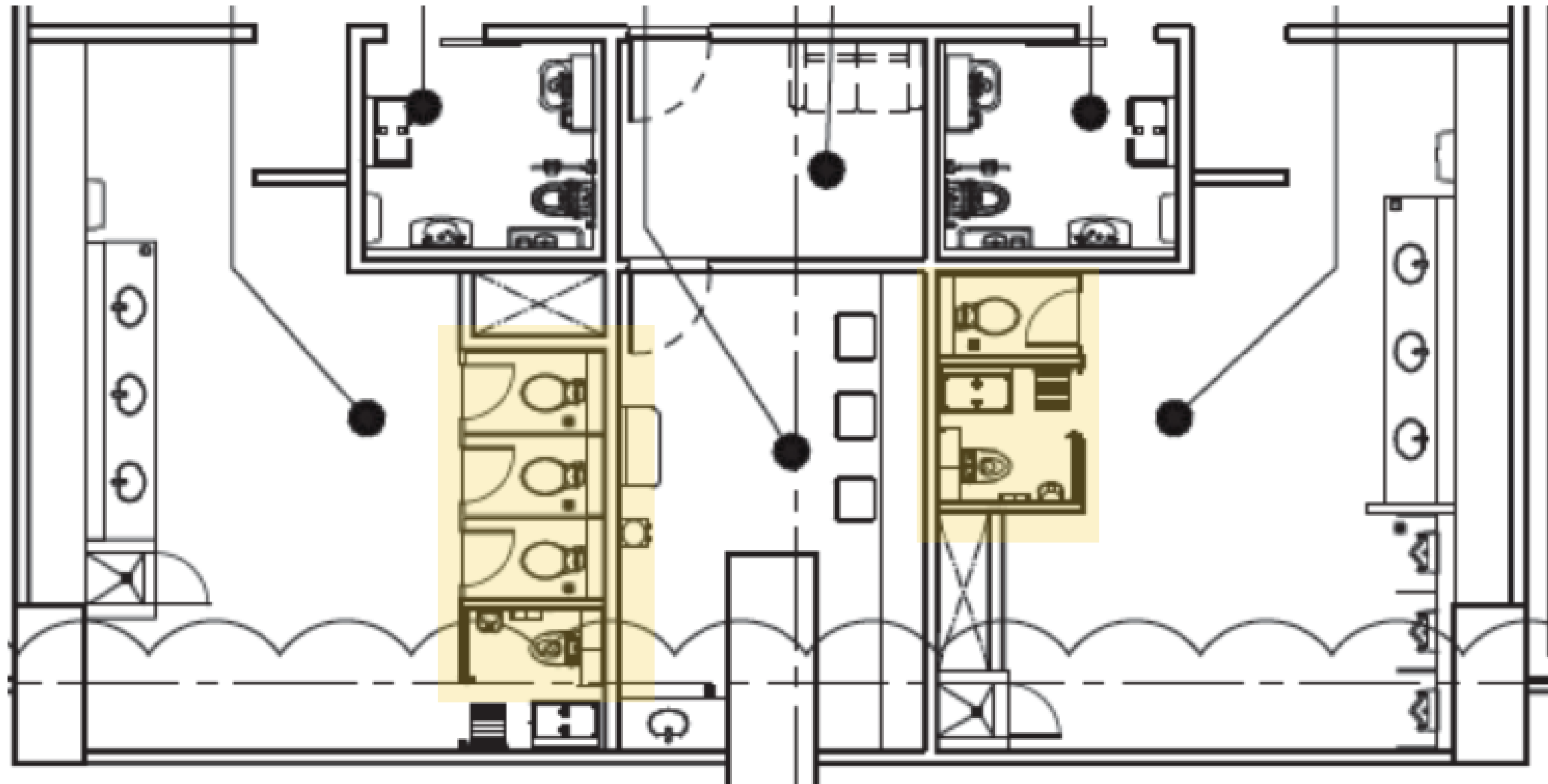


**MULTI-PURPOSE TOILETS**



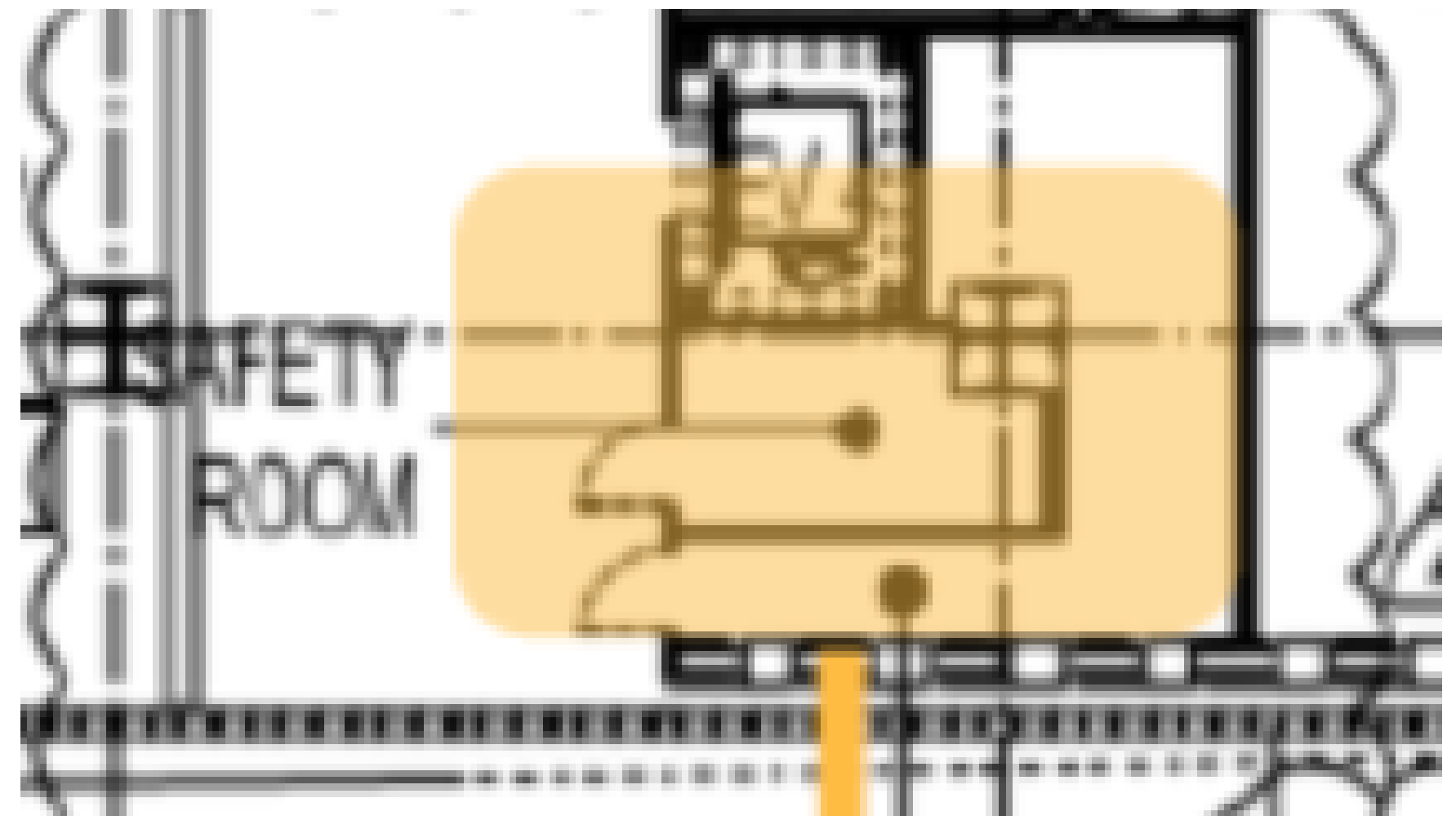
# GESI Infrastructure

- **Female to Male Toilet Ratio of 2:1**



# GESI Infrastructure

- **GBV Help Desk & Safety Room**





# GESI Infrastructure

- **Accessible Customer Service Counters**





# GESI Infrastructure

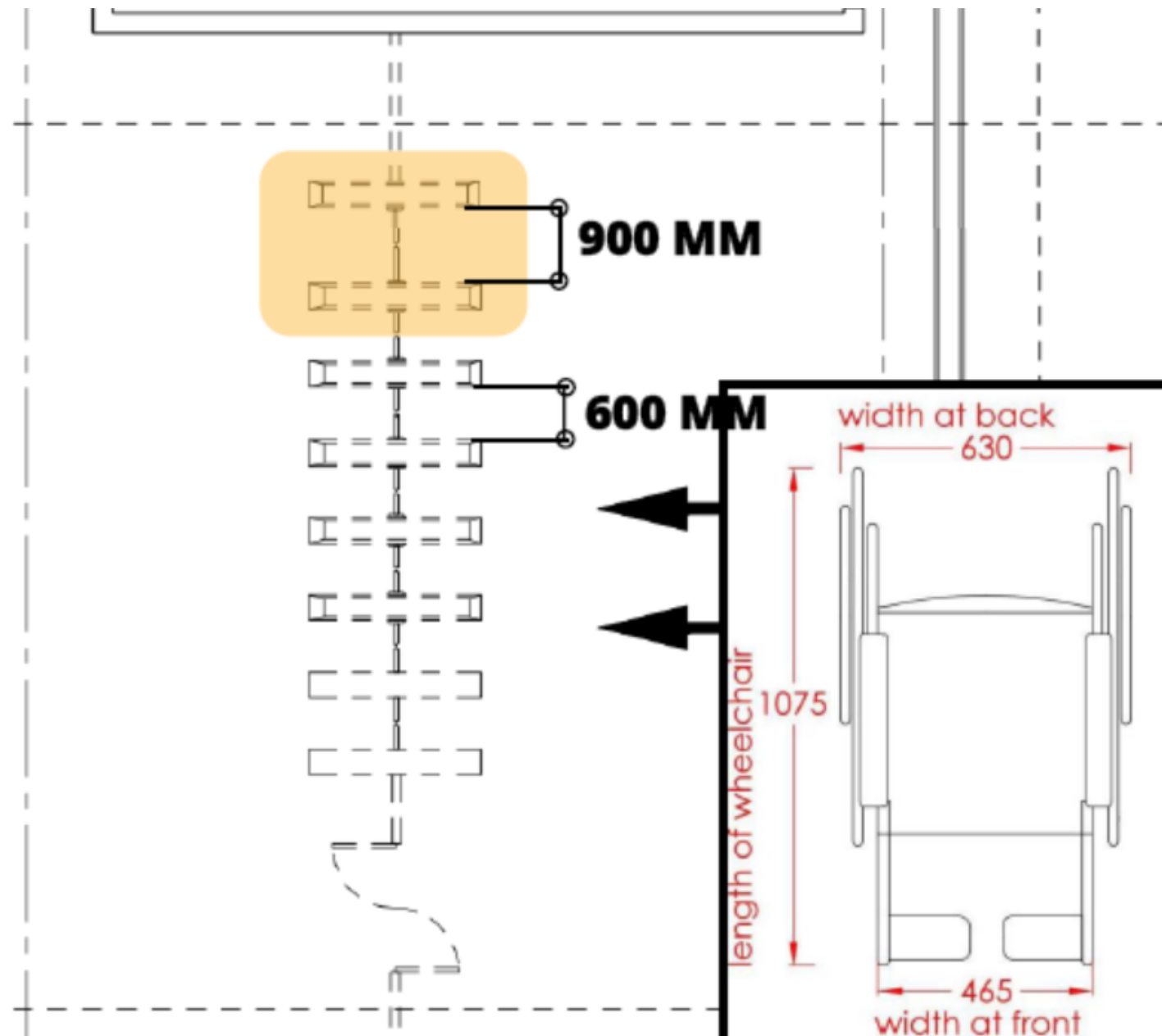
- **Tactile Paths**





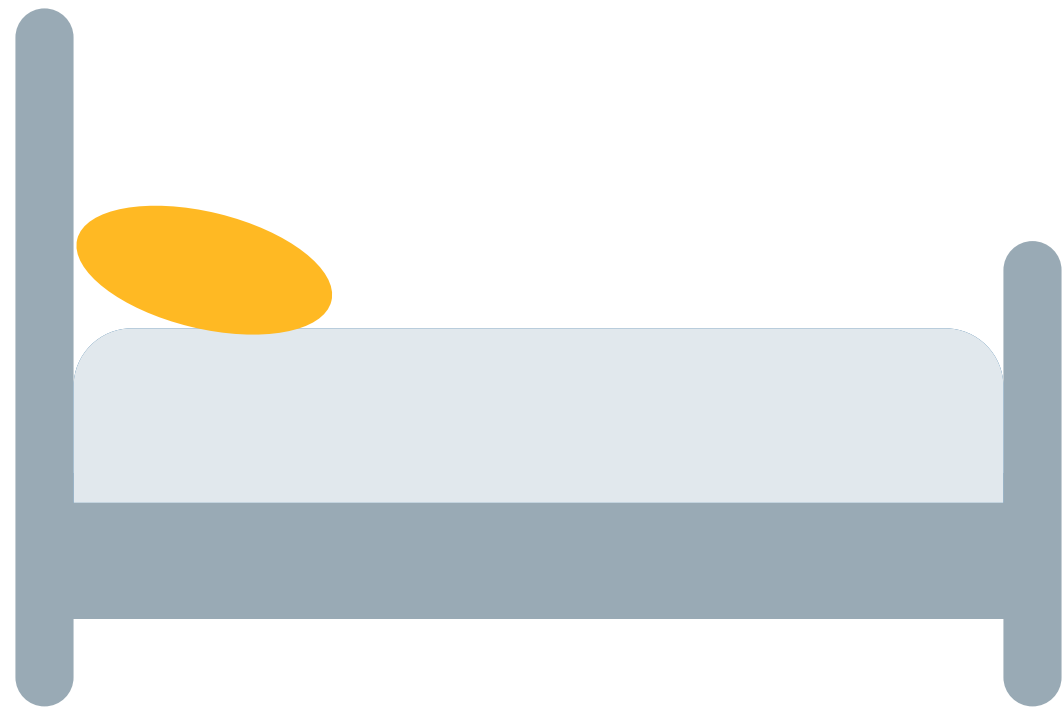
# GESI Infrastructure

- Wide Automatic Fare Collection Gates



# GESI Infrastructure

- **Separate facilities for Male and Female in Site Offices, and Accessible Toilets**





**Annex:**

GESI in Bid Documents

# GESI in Bid Documents

Volume 1, Section 6		GENERAL SPECIFICATIONS
	GS 104.1 Temporary Facilities	<p><b>Edit the following subclause:</b></p> <p>3) Separate sanitation facilities for male and female personnel;</p>
	GS 104.1.3. Contractor's Labor Accommodation Camps	<p><b>Edit the following subclause:</b></p> <p>The Contractor shall supply, equip and maintain facilities as necessary for the living accommodation such as providing separate living quarters and toilet facilities for men and women personnel, feeding and welfare of its employees by providing, servicing, and maintaining a camp at the Contractor's Main Site Office or other sites as necessary.</p>
	GS 104.1.8. Utilities, 5) Sanitation	<p>The Contractor shall provide separate sanitary facilities accessible to male and female workers. The Contractor shall ensure that the ratio of fixtures for male and female sanitary facilities is 1:2.</p>
	GS 118.7 Social Environmental Impacts Mitigation  118.7.2. Addressing the Disabled and	<p>As part of the Contractor's requirements under GS 118.7.2., the Contractor must submit the following, for the Employer's assessment and approval:</p> <ol style="list-style-type: none"> <li>Code of Conduct Bidders shall furnish a copy of their Code of Conduct which should include specific prohibitions against GBV, and in particular, a prohibition of any sexual activity with children, defined as anyone under the age of 18, residing in the project</li> </ol>



# GESI in Bid Documents

	Gender Requirements	<p>area. It shall also further define a range of sanctions proportionate to the event, for example, warnings for incidents of community harassment, such as cat calling, versus dismissal for incidents of sexual abuse.</p> <p>2. GBV Action Plan</p> <p>The Bidder must provide a GBV Action Plan, which should include mechanisms, sanctions, and mitigation procedures in handling GBV-related cases during project implementation. The GBV Action Plan must be compliant with the Legal and Policy Framework stated in Section 3.</p> <p>The Bidder has the following options in formulating the GBV Action Plan:</p> <p>(i) Sub-Contracting a local GBV Service Provider</p> <p>The Contractor has the option to subcontract a local GBV Service Provider to handle GBV-related cases during project implementation.</p> <p>The Contractor shall submit a company profile of their nominated GBV Service Provider as part of the Bidding Documents, for the Employer's assessment and approval. The nominated GBV Subcontractor must provide items listed in Section (ii), to measure their capacity in handling GBV-related cases for the project.</p> <p>(ii) Formulation of a project-specific GBV Action Plan</p> <p>Contractors bidding on civil works should demonstrate that they have the capacity to manage GBV risks. For the project's GBV risks to be properly addressed, it is necessary to have an effective 'GBV Action Plan', which outlines:</p> <ul style="list-style-type: none"><li>▪ How the project will put in place the necessary protocols and mechanisms to address the GBV risks; and,</li><li>▪ How to address any GBV incidents that may arise.</li></ul>
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# GESI in Bid Documents

The GBV Action Plan needs to include specific arrangements for the project by which GBV risks will be addressed. This includes components such as:

- Awareness Raising Strategy, which describes how workers and local communities will be aware and sensitized to GBV risks, and the Employer's responsibilities under the CoC;
- Policies Governing the Workplace, which details clear policy regarding non-tolerance of sexual harassment in the workplace. These are also expected to be included, as minimum requirements, in the Contractor's Code of Conduct. Illustrative templates should be developed for these policies.
- GBV Intake Mechanism, which will detail how the Employer will receive GBV-related complaints, data-gathering in relation to the complaints, and the necessary subsequent procedures thereafter;
- GBV Referral Mechanism, to which the Employer will refer GBV survivors to necessary government offices, local police, and other potential sources of further action and services;
- GBV Monitoring and Evaluation Strategy, which describes the safety measures to be implemented for the benefit of monitoring the general condition of the project;
- GBV Allegation Procedures; how the project will provide information to employees and the community on how to report cases of GBV CoC breaches to GRM.



# GESI in Bid Documents

	GS 111.12 Other Matters	<b>Add the following subclause:</b>  o) Gender and Development – A summary of all recording, monitoring, investigation and mitigation of all gender-based violence and sexual harassment-related cases committed by the Contractor's and Sub-contractors' personnel to persons on and near the site. See Appendix 8 Output 1, 1.23
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# GESI in Bid Documents

Volume 3, Section 8		PARTICULAR CONDITIONS OF CONTRACT
	GCC 6.1 Engagement of Staff and Labour	<p><b>Add the following subclause:</b></p> <p>The Contractor shall take pro-active measures to encourage employment of women and PWDs with the aim to achieve at least 20% women and 1% PWDs in skilled and unskilled positions in all stages of construction.</p>
	GCC Clause 6.7 Health and Safety	<p><b>Add the following subclause:</b></p> <p>In the event that work needs to be carried out outside the normal working hours, as station in GCC 6.5, the Contractor shall at all times take all reasonable precautions, including providing additional safety and security measures as necessary.</p> <p>GBV Prevention. The Contractor shall prevent and address all acts of SEAH and other forms of GBV committed by its personnel against co-workers, or against the community. This includes, at minimum, undertaking a GBV awareness program as stated in the project GAP—and shall undertake such measures as necessary, including as are specified in this contract, to reduce the risk of GBV between and among the Contractor’s personnel and the local community, to promote zero tolerance on GBV, and to assist affected individuals.</p> <p>The Contractor shall throughout the contract (including the Defects Notification Period): (i) conduct IEC campaigns in regular intervals as agreed with the Employer addressed to all site staffs and labour (including all the Contractor’s personnel employees, all Subcontractors and any other Contractor’s personnel and all truck drivers and crew making deliveries to site for construction activities) and to the immediate local communities concerning the risks, dangers, impact, and penalties, and appropriate avoidance behavior with respect to GBV.</p>



# GESI in Bid Documents

	<b>GCC 6.10 Records of Contractor's Personnel and Equipment</b>	<p><b>Edit the following subclause:</b></p> <p>The Contractor shall submit, to the Engineer, details showing the sex-disaggregated number of each class of Contractor's Personnel and number of each type of Contractor's Equipment on the Site. Details shall be submitted each calendar month, in a form approved by the Engineer, until the Contractor has completed all work which is known to be outstanding at the completion date stated in the Taking-Over Certificate for the Works.</p>
	<b>GCC Clause 6.21 Child Labour</b>	<p><b>Edit the following subclause:</b></p> <p>"Children below the age of 18 years old shall not be employed in dangerous work"</p> <p><b>Replace it with the following:</b></p> <p>"In accordance with Republic Act 7658, children below the age of 15 shall not be employed by the Contractor. Children between the ages of 15 to 18 years old shall be employed with proper consent from a parent and/or legal guardian and shall not be employed in dangerous work. The Contractor shall also observe and comply with the core labor standards."</p>