

GENDER ACTION PLAN

1. **Background.** Ji'an is located in the central part of Jiangxi Province. The project area is situated in the new western city development area. Ji'an Municipal Government, the executing agency (EA), has proposed the following components to be financed by Asian Development Bank (ADB): (i) a 6.9-kilometer (km) bus rapid transit (BRT) system and public transport hub, (ii) river rehabilitation and "greenway" development, (iii) traffic management system and 19.3 km of urban roads, and (iv) institutional strengthening and capacity building. The proposed project will contribute to inclusive growth and environmentally sustainable development in Jiangxi Ji'an by improving the efficiency and sustainability of urban transport.

2. Gender analysis and community consultations during the project social impact analysis (SIA) demonstrated that the project will have positive benefits for both women and men in terms of improved mobility in both the urban and rural areas near the project. Gender-sensitive measures are taken to enhance the Project's positive benefits and minimize the potential negating impacts. The SIA indicates a demand for improved public transit facilities for women to accommodate household jobs such as buying food and daily necessities, sending and picking up children from the school and going to hospital and for employment. A safe, comfortable and efficient public transport system will be beneficial for women. To ensure benefits for women, the project has carefully considered gender dimensions in physical design of the project and in the operation of public transport service.

3. Improved transport infrastructure can increase access to employment opportunities for women in new jobs related to the project development such as transport construction and urban landscaping and ongoing operation and maintenance of transport facilities and services.

4. In order to maximize positive gender impact, the project has been designed to meet an ADB Effective Gender Mainstreaming (EGM) categorization, and a project gender action plan (GAP) has been prepared. GAP features will include a focus on: ensuring women's equitable participation in project-related public consultation; incorporating gender-responsive features in the design of urban transport infrastructure; promoting increased employment opportunities for women; and building EA/implementing agency institutional capacity for gender mainstreaming. The GAP is presented in the following table.

Project Output	Activities and Performance Indicators/Targets	Responsibility
<p>Output 1: Public Transport</p>	<p>1a. BRT system - BRT system physical design will include:</p> <ul style="list-style-type: none"> • <i>Priority seating for people with special needs(i.e. pregnant women, parents with young children or prams, elderly, and people with disability) in all buses and stations</i> • <i>Safe pedestrian access, including for people with special needs</i> • <i>Installation of 'help buttons' and security cameras on all BRT buses and at all stations</i> • <i>Well-lit buses and bus stations</i> <p>1b. Station square - Employ at least 20% local women in unskilled construction jobs - Employ at least 20% as drivers, and 50% for ticketing, fare collection and administration work - Ensure re-employment of female bus drivers from pre-existing bus routes which are replaced by the BRT system - Ensure equal pay for work of equal value for all BRT jobs</p>	<p>EA/IA, Design Institute, Contractors, Municipal Bus Company, and ACWF</p>

Project Output	Activities and Performance Indicators/Targets	Responsibility
Output 2: Yudai River rehabilitation and greenway	<ul style="list-style-type: none"> - Employ at least 20% women in unskilled local construction jobs at equal pay for work of equal value - Employ at least 50% women in greenery maintenance and landscaping jobs - Ensure well-lit paths around and within the greenway after dark - Provide separate male/female toilets in the greenway 	EA/IA, Design Institute, Contractors, Municipal Bus Company, and ACWF
Output 3: Traffic management and urban roads	<ul style="list-style-type: none"> - Employ at least 20% women in unskilled local road construction jobs at equal pay for work of equal value - Ensure pedestrian walkways along access roads and crossings are accessible and safe - including for people with special needs - and have sufficient roadside lighting - Road safety training and awareness building programs – ensure at least 50% participants are local women 	EA/IA, Design Institute, Contractors, and ACWF
Output 4: Institutional strengthening and capacity building	<ul style="list-style-type: none"> - Recruit gender consultant (s) to support GAP implementation - Appoint a project staff responsible for gender mainstreaming and GAP implementation and reporting. - Provide GAP orientation/training to key EA/IA staff - Provide training for bus drivers and conductors on women's safety needs 	EA/IA, Municipal Bus Company

ACWF = All China Women's Federation, BRT = bus rapid transit, EA = executing agency, GAP = gender action plan, IA = implementing agency.

5. **Budget and implementation arrangements.** Gender specialist consultant support will provide guidance for implementation of the GAP, which will be financed as part of the project budget, and will be implemented over the life of the project. With support from the gender specialist(s), the PMO will be responsible for coordinating implementation of the plan and will assign responsible staff.

6. **Monitoring and evaluation.** GAP monitoring and evaluation will be incorporated into the overall monitoring and evaluation plan for the project. The gender specialist consultant(s) will work with the PMO and implementing agency staff to orient them on GAP requirements and develop a detailed implementation and monitoring plan for gender activities. The gender specialist(s) will also provide guidance to drafting first gender plan implementation progress report, and review the subsequent reports prepared by the implementing agencies. Updated information on the status of GAP implementation should be included in all project progress reports. ADB staff with expertise in gender issues will participate in the midterm review.