

GENDER ACTION PLAN

Activity	Target/ Indicators	Responsible Party	Budget	Time (year)
A. Solid Waste Management, Water Supply Service, and Road Construction—All Outputs				
1. Ensure women employment opportunity in the project construction and operations.	(i) 30% job positions for female laborers in project construction and operations (baseline for women’s construction workers is 0% in 2013).	PIUs, contractors, project operators	Salary included in project civil works cost and paid by contractors	2014–2018 (whole construction period)
2. Ensure work environment and conditions (any separate latrines, washing arrangements, women-only dormitories, safety measures during the night, child -care facilities, etc.) on construction sites are conducive to the participation of women.	(ii) 100% work sites with facilities (i.e., latrines) designed particularly for female workers.	Monitored by labor bureau and PMOs	Cost for awareness included in SAP	2016 –ongoing (from operation of any subprojects)
3. Provide separate HIV/AIDS/STIs and sexual harassment awareness for construction workers and communities.	(iii) 100% female workers get HIV/AIDS/STIs and sexual harassment awareness.	Supported by ACWF, community committees Contractors, CDC		
B. Road and Related Infrastructure Facilities Outputs of Baicheng Component				
4. Ensure women in community consultation and decision making processes related to road design features (traffic signal, marks, pedestrian crossings, etc.).	At least 50% of female participants in road safety program and consultation on public transport services.	PMOs Supported by PIU, community committees, education bureau, consultants	Road safety awareness and campaign cost included in SAP	2014–2018 (whole construction period)
5. Ensure women involved in consultation on public transport services in new route design and service quality.				
C. Integrated Solid Waste Management Outputs of Baicheng Components				
6. Ensure public awareness on environmental protection and sanitation management, solid waste sorting at source, garbage collection, transportation and sanitary disposal, and 3R ¹ campaign handbook preparation in communities and schools.	(i) 21 selected communities in Baishan and 20 selected communities in Baicheng. (ii) At least 50% of female participants.	PMOs Supported by PIUs, community committees, education bureau, consultants	Handbook cost included in SAP	2014–2018 (whole construction period)
7. Ensure women are involved in preparation and implementation of waste sorting at source.	(i) Establishment of community-based waste sorting groups in selected communities. (ii) At least 50% of female in group members.	PMOs Supported by PIUs, community committees, and consultants	No cost required	2014–2018 (whole construction period)

¹ Reduce, reuse, and recycle.

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D. Water Supply Services Outputs of Baishan Component				
8. Ensure public awareness on water conservation, drinking water safety in communities and schools.	(i) Women participate in project design discussion and public awareness.	PMOs	Public awareness and training cost included in SAP	2014–2018 (whole construction period)
9. Ensure women participating in project design and preparation.	(ii) At least 50% of female participants.	Support by PIUs, community committees, education bureau, consultants		
E. Project Management				
10. Ensure a social (gender and public awareness) consultant, including in TA consultant team during project implementation to guide GAP and/or SAP implementation and provide training.	(i) 100% activities designed in GAP are implemented with instruction of the specialist and support of the staff.	JPMO, PMOs	Consultant cost included in SAP	2014–2018 (whole project implementation period)
11. Ensure at least one staff member is allocated responsibility for social and/or gender issues in each PMO and PIU (hereafter referred to as "safeguard staff").	(ii) At least one person appointed to this role in each PMO and/or PIU and community office.			
12. Nominate at least one woman in community offices to act as link between residents and the PMO, and to attend all project-related public meetings, consultations, etc. to facilitate effective participation of all attendees.	(iii) Completion of the monitoring report on GAP and SAP.			
13. Sex-disaggregated data will be collected in the management information system to ensure the monitoring, evaluation, and reporting of GAP and SAP.	(iv) Indicators involving social development and gender in PPMS.			
F. Capacity Development Outputs				
14. Gender awareness training for PMOs and PIUs staff to include discussion on (i) ADB gender policies, (ii) the GAP, and (iii) the benefits to be derived from gender mainstreaming in infrastructure projects.	(i) 100% staff of PMO and implementing agencies receive the training. (ii) At least 30% female representatives in all trainings (baseline is 0%).	JPMO Supported by PMOs, PIUs, local government	Consultant cost included in SAP	2014–2018

ACWF = All China Women's Federation, ADB = Asian Development Bank, CDC = center of disease control, GAP = gender action plan, JPMO = Jilin project management office, PIU = project implementation unit, PMO = project management office, PPMS = project performance management system, SAP = social action plan, STI = sexually transmitted infection, TA = technical assistance.