

GENDER ACTION PLAN

Activity	Indicators and Targets	Responsible Agencies	Timing	Budget and Cost
1. Generating Job Opportunities to Increase Residents' Income—Outputs 1 and 2				
(i) Generate skilled, semi-skilled, and unskilled jobs at the construction stage	12,130 person-years employment, of which about 45% person-years semi-skilled and unskilled employment will be given to women (baseline for women: 25%)	APMO, POAs, contractors, ACWF, EMRAO, HRSSB	2015–2019 After 2019	Contractors' budget POAs' operating budget Administrative cost of SAOs or township office
(ii) Generate skilled, semi-skilled, and unskilled jobs at the operation stage	2,760 jobs will be generated, of which about 45% semi-skilled and unskilled jobs will be given to women (baseline for women: 22%)			
(iii) Ensure work environment and conditions on construction sites are responsive to women's needs	Separate sanitary facilities (toilets) are available to women in all construction sites			
(iv) Protection of labor rights and interests of employees	- Number and percentage of employees with signed contracts (disaggregated by sex and ethnicity, baseline for women: 20%) - Wages paid to local women and local men by type of job			
2. Urban Infrastructure and Services Improved—Output 1				
(i) Ensure local people's participation in the pilot "living street" program	Number and percentage of people included in the pilot program and in all public education/training and awareness raising programs, including 50% women	APMO, POAs, PSB, transport bureau, traffic police team, ACWF, environment bureau	2015–2019	Project cost
(ii) Ensure local people's participation in human-centered traffic system program				
(iii) Ensure community participation in consultation and decision making processes related to road design features (bus stops, traffic signals, marks, pedestrian crossings, etc.)				
(iv) Integration of gender-responsive physical design features in roads and public transport services				
(v) Ensure traffic safety awareness materials are made and distributed to the local communities and schools, in particular to women and children				
3. Public and Street Parks—Output 1 Subcomponent				
(i) Local residents will be fully consulted on the design	Number and percentage of people consulted (disaggregated by sex and ethnicity)	APMO, POAs, contractors, ACWF	2015–2019	Project cost
(ii) Recreation facilities will be provided to meet needs of women, children, and the elderly	Availability of recreation/leisure facilities meeting needs of women, children, and the elderly			
4. Solid Waste Management—Output 1 Subcomponent				
(i) Develop solid waste management knowledge publicity leaflet	Leaflet on community participation manual prepared and delivered to percentage of community residents (disaggregated by sex and ethnicity)	APMO, POAs, contractors, EPB, ACWF	2015–2019	EPB budget Project budget
(ii) Prepare solid waste separation and environment protection				
(iii) Conduct training program on solid waste separation and collection				

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5. Establishing a Public Consultation and Participation Mechanism—Outputs 1 and 2				
(i) Ensuring local people’s participation in the wetland management and biodiversity protection public education program	Number of communities, schools and people (disaggregated by sex and ethnicity) included in the training program (50% female participants)	APMO, POAs, ACWF, PSB	2015–2019	Project budget Administrative cost of AMG
(ii) Ensuring local poor people, including poor women and poor ethnic minorities to participate in the project activities	50% women participants	PIC SSS, ACWF, AMG, APMO, POAs, PAO, CAO	2015–2018	Administrative cost of organizations involved
(iii) Public hearings are held for water and heating supply, and solid waste management	At least 40% representatives are women			
6. Measures to Reduce Potential Risks				
(i) Public health and HIV/AIDS prevention education program conducted to contractors and community residents	- Public health and HIV/AIDS prevention training courses and number of trainees (disaggregated by sex, ethnicity and target group) - No and % of people receiving HIV/AIDS/STIs awareness by sex and target groups	APMO, POAs, contractors, health bureau, CDC, vaccination centers, EPB, ACWF	Action plan must be in place prior to the start of civil works 2015–2019	Contractors and administrative cost of CDC
(ii) Conduct publicity activities on HIV/AIDS, sexual harassment, drugs, and human trafficking	Forms of publicity on HIV/AIDS, sexual harassment at the construction stage, drugs, and human trafficking prevention, e.g., number of brochures, posters, and picture albums distributed			
7. Project and Urban Environmental Management and Inclusive Capacity Enhanced—Output 3				
(i) Ensure a social safeguards/ development (gender and public awareness) consultant included in the loan implementation consultant’s team to guide SGAP implementation and provide training	100% activities designed in SGAP are implemented with instruction of the social/gender consultant and support of the staff	APMO, POAs, SAO/ township office, ACWF	2015–2019	Administrative cost of APMO, POAs and township office
(ii) Ensure female and ethnic minority staff in the project management	At least 50% female (baseline is 42%)			
(iii) APMO and each POA assign at least one SSS to manage and coordinate SGAP and EMDP	One SSS from APMO and each POA for managing and coordinating EMDP and SGAP work			
(iv) At least one female nominated by SAO/township office who are willing to act as focal point between the residents and APMO and POAs, and attend all project-related public meetings and consultations to facilitate effective participation of local people	Female bilingual focal point in SAO/township office to (i) answer questions about the project; (ii) refer the local residents to appropriate agencies for advice about project-related issues; (iii) attend meetings; and (iv) provide feedback on any community concerns about project activities	APMO, POAs, contractors, PIC SSS, SAO and township office staff, external safeguards monitoring agency	2015–2019 and 2 years after the project completion	Project budget
(v) Inclusion of female staff in capacity building activities	Number and percentage of women attending the trainings conducted on (i) project management; (ii) solid waste management, planning, and training; (iii) and road safety and transport planning assessment and training (30% female participants)			
(vi) Disaggregated data (by sex and ethnicity) will be collected to ensure monitoring, evaluation, and reporting of SGAP.	Semi-annual monitoring reports on SGAP implementations			

ACWF = All China Women’s Federation, APMO = Akesu project management office, CAB = civil affairs bureau, CDC = center for disease control EMDP = ethnic minority development plan, EMRAO = ethnic minority and religion affairs office, EPB = environmental protection bureau, GAP = gender action plan, GFP = gender focal point, HRSSB = Human Resources and Social Security Bureau, PPMS = project performance management system, PAO = poverty alleviation office, PIC = project implementation consultants, POA = project operation agency, PSB = public security bureau, SGAP = social and gender action plan, SOA = street administration office, SSS= social safeguard specialist.