

GENDER ACTION PLAN

Activity	Target and Indicators	Responsible Agencies	Assisting Agencies	Budget	Time Frame
Output 1: Urban lake and river enhancement					
<ul style="list-style-type: none"> • Lakeside leisure squares and facilities will be provided to meet the needs of women • Safety on and around the lake (including guardrails, walking paths, streetlamps, warning signs and other protective measures) will be installed, and women's needs for leisure and amusement are met • Resettlement and public low-cost rental housing constructed by HMG within the NED will be designed and allocated in consultation with women • Policies and programs on compensation for land acquisition will be disclosed to all affected persons, and women will have the right to receive compensation fees • Ensure job opportunities are advertised and available to women through project staff, labor bureau and HMWF 	<ul style="list-style-type: none"> • At least 30% of women participate in the design of this component • 100% of women are aware of the land acquisition compensation program • 2,130 jobs created during project construction of which 30% are filled by women (Baseline for women construction workers in Huanggang is 10-20% of construction job positions). 	Design institute, HMG, HPMO, planning bureau, and real estate administration	Environmental sanitation bureau, HMWF, communities, HUCIC, poverty reduction office	<ul style="list-style-type: none"> • Project design budgets • Central and local investment 	2014–2016
Output 2: Solid waste management					
<ul style="list-style-type: none"> • Location, distances, and design of waste bins will be decided in consultation with women • The time, venue, and form of publicity and training on waste separation and environmental protection meet women's needs • Ensure job opportunities are advertised and available to women through project staff, labor bureau and HMWF 	<ul style="list-style-type: none"> • Women participate in the design of waste collection and separation (number of participants gender disaggregated) • At least 30% of trained people are women • 320 jobs created during project construction of which 30% are filled by women • NED and Huangzhou District residents' knowledge of waste sorting, reuse, recycling, and safe disposal increased from 7% to 75% (gender disaggregated) 	Environmental sanitation bureau, HMG, HMWF, HPMO, and urban construction bureau	Education bureau, HUCIC, Lukou Town, Nanhu Farm, NED management office, and communities	<ul style="list-style-type: none"> • Community activity funds (CNY20,000 /year) • Government financed 	2015–2018

Activity	Target and Indicators	Responsible Agencies	Assisting Agencies	Budget	Time Frame
Output 3: Capacity development and institutional strengthening					
<ul style="list-style-type: none"> Women will participate in the existing community management after the completion of NED Women will participate in community environment protection group Women will participate in publicity and education on environmental protection Women will participate in training programs 	<ul style="list-style-type: none"> At least 60% of community management-staff members are women (Baseline is 46%) At least 2 of 3-5 members of community environment group are women, number and kind of public awareness, gender disaggregated A four-year (2016–2019) training plan is developed and implemented, with a target of 20% women participation 	Communities, HMWF, and social and gender consultant of PIC	Education bureau, HP MO, HUCIC, labor and social security bureau	<ul style="list-style-type: none"> The project's loan implementation consulting budget Local government financed 	2014–2019
Monitoring and Evaluation					
<ul style="list-style-type: none"> Social and gender experts will be recruited at the implementation stage to support the implementation of GAP and SAP HPMO will assign persons to be responsible specifically for social-gender mainstreaming, in addition to the implementation and reporting of GAP and SAP Gender-based data will be collected in the management information system to ensure the monitoring, evaluation and reporting of GAP and SAP Publicity and training on GAP will be provided to the key staff of the HPMO and HUCIC. 	<ul style="list-style-type: none"> Completion of the M&E report on GAP and SAP Terms of reference for HPMO social and gender mainstreaming expert and number of people assigned Time, venue, number and gender of participants in GAP and SAP trainings Indicators involving social development and gender in PPMS 5 person-months of PIC 	HPMO, HUCIC, and social and gender consultant of PIC	HMWF, NED management office	• Budget of PIC	2014–2019

GAP = gender action plan, HMG = Huanggang municipal government, HMWF = Huanggang municipal women's federation, HP MO = Huanggang project management office, HUCIC = Huanggang Urban Construction Investment Company, M&E = monitoring and evaluation, NED = New Eastern District, SAP = social action plan, PIC= project implementation consultants, PPMS = project performance management system.

Source: Asian Development estimates.