

GENDER ACTION PLAN

Proposed Actions	Targets and Indicators	Agencies Concerned	Timeline	Funding Source
Output 1: Liuchuan Industrial Park infrastructure development				
<ul style="list-style-type: none"> Share LIP master plan and project's detailed design to women and promote their participation during consultation Women participate in LIP's community management Disclosure to women on LAR policies and programs on compensation as they are entitled to receive compensation fees Public traffic safety awareness and education for residents and employees in LIP Public hearing for water supply and wastewater treatment tariff in Jingyuan county 	<ul style="list-style-type: none"> At least 70% of women around LIP (towns of Liuchuan, Mitan, Santan and Wulan) will be informed 40% female participants 100% of affected women are aware of LAR compensation program 30% of women participation Participants and elected representatives (sex-disaggregated) 50% women representatives collect information and comments from community-based focus group discussion 	<p>Responsible agencies: LMC, design agency, women's federation, and contractor</p> <p>Assisting agencies: Baiyin PMO, planning bureau, communities, and enterprises</p>	2014–2016	<p>Jingyuan county government</p> <p>Project design and construction funds</p>
Output 2: Technical and vocational education and training enhancement				
<ul style="list-style-type: none"> More access of unemployed workers and surplus labor groups to training and employment opportunities Development of labor market database Women are involved in capacity building for development of labor market information and employment services Training course on cooking 	<ul style="list-style-type: none"> At least 30% female teachers will be hired At least 40% female trainees will be enrolled for 3 existing and 5 new short-term training courses by the end of year 5 40% of female instructors will participate in CBT and teaching-learning development activities Sex-disaggregated database Numbers of workshops for BHRSS personnel on data collection and management (40% female participants) Numbers of BHRSS personnel receiving training in career guidance (40% female participants) 100% of participants are women 	<p>Responsible agencies: Jingyuan County Secondary Vocational School and county labor and social security bureaus</p> <p>Assisting agencies: Baiyin PMO, LMC, municipal education bureau, municipal labor and social security bureau, and pertinent enterprises</p> <p>Responsible agencies: Municipal and county labor and social security bureaus</p> <p>Assisting agencies: Baiyin PMO and LMC</p>	2014–2019 2014–2019	<p>Budget from capacity building component, and local government funds</p> <p>Budget from capacity building component, and local government funds</p>
Output 3: Intelligent transport systems installation				
<ul style="list-style-type: none"> Public traffic safety awareness and education for school and residents in Baiyin Public traffic safety awareness and education for drivers 	<ul style="list-style-type: none"> 50% female participants 30% female participant 	<p>Responsible agencies: Women's federation and municipal traffic police detachment</p> <p>Assisting agencies: Mass media, driving schools, and taxi drivers association</p>	2014–2016	CNY20,000/year x 3 years = CNY60,000 from local government budget

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Output 4: Enhanced environment management and capacity development				
<ul style="list-style-type: none"> Women are involved in institutional strengthening 	<ul style="list-style-type: none"> Numbers of BHRSS personnel and stakeholders participating in management development workshops (30% female participants) Number of persons participating in study tours and exchange of expertise (40% female participants) 	Responsible agencies: Jingyuan County Secondary Vocational School, municipal and county labor and social security bureaus Assisting agencies: Baiyin PMO, LMC, municipal education bureau	2014–2019	Budget from capacity building component, and local government funds
For All Outputs				
Project management <ul style="list-style-type: none"> Baiyin PMO and implementing agencies assign persons for implementation and reporting of GAP and SDAP A social and gender specialist is recruited to support the implementation of the GAP and SDAP Baiyin PMO and implementing agencies' staff are trained to ensure effective project implementation Sex-disaggregated data will be collected to ensure monitoring, evaluation and reporting of GAP and SDAP Contractors and enterprises' owners <ul style="list-style-type: none"> Generate skilled and unskilled jobs at construction and operation stages Ensure female workers are aware of the labor law Ensure female workers sign labor contracts Ensure work environment and conditions on construction sites are responsive to women's needs Provide separate training on transmission and prevention of HIV/AIDS and sexual harassment for female and male employees. 	<ul style="list-style-type: none"> Number of staff members of the Baiyin PMO and implementing agencies responsible for GAP and SDAP reporting Indicators involved social development and gender in PPMS 100% staff of Baiyin PMO and implementing agencies receive training (at least 30% representatives in all trainings) Women employees in LMC will increase from 10% to 30% <ul style="list-style-type: none"> 30% of jobs at construction and operation stages are available to women, and 20% of jobs for enterprises in LIP are provided to women (disaggregated by sex and position) (Baseline female construction workers: 15%) 90% of female workers are aware of the labor law, and women's rights and interests (Baseline: 50%) 90% of female workers sign labor contracts (Baseline: 40%) Separate sanitary facilities (toilets) are available to women in all construction sites 95% women workers attend the HIV/AIDS and sexual harassment training 	Responsible agencies: Baiyin PMO, LMC Assisting agencies: Social and gender experts	2014–2018	Budget of the capacity building component: CNY50,000/year x 5 years = CNY250,000
		Responsible agencies: Baiyin PMO, contractor, enterprises in LIP, labor and social security bureau Assisting agencies: Women's federation, communities	2014–2018	Project construction and operation funds Costs of enterprises in LIP

BHRSS = Bureau of Human Resources and Social Security, Baiyin PMO = Baiyin municipal project management office, CBT = competitive-based training, CNY = yuan, GAP = gender action plan, LAR = land acquisition and resettlement, LIP = Liuchuan Industrial Park, LMC = Liuchuan Industrial Park Management Committee, PPMS = project performance management system, SDAP = social development action plan.

Source: Asian Development Bank estimates.