

Gender Action Plan

Activity	Target and Indicators	Responsible Party	Budget	Time (year)
A. River Rehabilitation, Heating Pipeline and Stations, Water and Sewage Pipeline, and Roads – All Outputs				
1. Ensure women employment opportunity in the project construction and operations 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 3. Ensure equal pay for equal work 4. Provide separate HIV/AIDS/STIs and sexual harassment awareness for construction workers and communities 5. Provide public awareness drug use and human trafficking	Targets: ➤ Number and % of job positions for female laborers disaggregated by skilled/unskilled jobs. <i>Target:</i> 30% in project construction, and 30% in operations, including EM women (baseline for women construction workers was 0 in 2013) ➤ 100% work sites with facilities (i.e., latrines) designed particularly for female workers ➤ Wages paid to local women and local men by type of job ➤ Number and % of people receiving HIV/AIDS/STIs and sexual harassment awareness by sex and target groups. <i>Target:</i> 50% women for people in communities. ➤ Number and % of people participating in drug use and human trafficking awareness by sex and target groups. <i>Target:</i> 50% women for people in communities.	PIUs, contractors, project operators Monitored by LB, TPMO and PMOs Supported by SDGS, ACWF, POCs, CCs and LB Contractors, CDPC	Salary included in project civil works cost and paid by contractors Salary included in operation cost and paid by project operators Cost for awareness included in SDAP	2015–2019 (whole construction period) 2017–ongoing (from operation of any subprojects)
B. Tacheng City Infrastructures, Municipal Services, District heating, MSW Management, and River Rehabilitation Component – Output 1				
6. Ensure women are involved in preparation and implementation of waste sorting at source 7. Public participation and consultation for waste sorting in selected communities	Targets: ➤ Establishment of community-based waste sorting groups in selected 20 communities with 50% female participation ➤ 50% female participants	PMOs Supported by PIUs, CCs, Consultants	No cost required	2015–2019 (whole construction period)
C. Road and Related Infrastructure Facilities Outputs of Tacheng, Emin, Tuoli and Yumin – Outputs 1 to 4				
8. Ensure women participation in community consultation and decision making processes related to road design features (traffic signal, marks, pedestrian crossings, lighting, etc) 9. Ensure road safety programs focusing on non-motorized transport and pedestrian safety conducted for schools and residents	Targets: ➤ Number and % of primary and middle schools in DPA (39 primary and 20 middle schools) ➤ At least 70% local residents, including professional drivers (14,000 residents, Liaota New Area, affected villages of Emin, Tuoli and Yumin)	PMOs, TPB Supported by PIU, CCs, EB, Consultants	Road safety awareness and campaign cost included in SDAP	2015–2019 (whole construction period)

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10. Integration of gender-responsive physical design features in roads and public transport services	Targets: <ul style="list-style-type: none"> ➤ At least 50% of female participants in road safety program and consultation on road design features and public transport services ➤ Number and type of completed gender-responsive design features that address safety risks and increase access for female users and children 			
D. Project Management and Capacity Development – Output 5				
11. Ensure a social development (gender and public awareness) consultant included in the loan implementation consultant's team to guide GAP/SDAP implementation and provide training 12. At least one staff member is allocated in each PMO and PIU (hereafter referred to as "safeguard staff") to be responsible for social/gender issues 13. Nominate at least one woman in community offices to act as a liaison person between residents and the PMO, and to attend all project-related public meetings, consultations, etc. to facilitate effective participation of all attendees 14. Sex-disaggregated data will be collected in the management information system to ensure monitoring, evaluation, and reporting of GAP and SDAP 15. Gender awareness training for PMOs and PIUs staff on (i) ADB gender policies; (ii) the GAP; and (iii) the benefits to be derived from gender mainstreaming in infrastructure and urban development projects 16. Orientation for staff from community offices on GAP implementation	Targets: <ul style="list-style-type: none"> ➤ 100% activities designed in GAP are implemented with instruction of the social/gender consultant and support of the staff ➤ At least one person appointed in each PMO/PIU, and community offices ➤ Social and gender indicators included in PPMS ➤ Monitoring reports on GAP and SDAP ➤ 100% staff of PMO and IAs receive the training ➤ 100% female staff appointed by each community receive training ➤ Number and % of women attending the trainings conducted on (i) project management, (ii) public financial management, (iii) solid waste management, and (iv) road safety and transport (30% female participants) 	TPPMO, PMOs Supported by SDGS, PMOs, PIUs, local government	Consultant cost included in SDAP Consultant cost included in the project budget	2015–2019 (whole project implementation period) 2015–2019

3R = reduce, reuse and recycle, ACWF = All China Women's Federation, ADB = Asian Development Bank, CB = Construction Bureau, CC = community committees, CDPC = Center of Disease Prevention and Control, EB = education bureau, EM = ethnic minority, GAP = gender action plan, IA = implementing agency, LB = Labor Bureau, MSW = municipal solid waste, O&M = operation and maintenance, PIU = project implementing unit, PMO = project management office of project city/counties, POC = project operation company, SDAP = social development action plan, SDGS = social development and gender specialist, TPB = traffic police branch, TPPMO = Tacheng Prefecture project management office