

GENDER ACTION PLAN

Action	Objectives and Monitoring Indicators	Time Frame	Budget and Sources	Responsible Organization	Key Stakeholders
Output 1: Improvement of Wastewater Collection					
1.1. Women's participation in discussions on detailed design	The proportion of women to all participants is not less than 40%.	2014	Included in the C&P plan and SAP	PMO with support from local design institutes	Municipal Women's Federation Districts, townships, villages, and communities Residents, including women
1.2. Women's participation in price hearings	Among all participants at the hearing, not less than 60% are ordinary residents, of which not less than 30% are women.	3 months before raising tariffs for water or wastewater	Included in the C&P plan and SAP	Municipal Finance Bureau	PMO Municipal Sewage Company Huainan Capital Water Company Municipal Women's Federation Districts, townships, villages, and communities Residents, including women
1.3. Offering jobs ¹	30% of employment opportunities (450 jobs) created during construction and operations are directed towards women.	2014–2017	Staff wages Included in the project budget	Contractors Municipal Sewage Company Municipal Administration Management Bureau Municipal Landscaping Management Bureau	PMO Municipal Labor and Social Security Bureau Municipal Women's Federation Districts, townships, villages, and communities
Output 2: Improvement of Urban Water Channels and Flood Management					
2.1. Women's participation in discussions on detailed design	The proportion of women to all participants is not less than 40%.	2013–2015	Included in the C&P plan and SAP	PMO with support from local design institutes	Municipal Women's Federation Districts, townships, villages, and communities Residents, including women

¹ This indicator is written as "offering jobs" because there is no certainty that women will accept work.

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2.2. CESFMTs ²	There is at least one woman in the 3 members of each CESFMT.	2015–2017	Included in the C&P plan and SAP	PMO with assistance of communities and consultants	Municipal Administration Management Bureau Municipal Women's Federation Residents, including women
2.3. Participation in the development on community participation manual, ³ and flood warning system and response plan	The proportion of women to all participants in the development of the community participation manual, and flood warning and response plan is not less than 40%.	2015–2017	Included in the C&P plan	PMO with assistance of communities and consultants	Municipal Administration Management Bureau Municipal Water Resources Bureau Municipal Women's Federation Residents, including women
2.4. Training on health awareness and knowledge	Training will be provided to pilot communities, and the proportion of women to all participants (about 8,000) is not less than 40%.	2015–2017	Included in the C&P plan and GAP	PMO with assistance of Municipal Public Health Bureau and consultants	Municipal Center for Disease Prevention and Control Municipal Women's Federation Communities Residents including women
2.5. Capacity building	(i) Capacity building of CESFMT members and other relevant persons should include a gender perspective to give adequate consideration of women's special rights and interests, and (ii) the proportion of women to all participants is not less than 40%.	2013–2017	Included in the C&P plan and GAP	PMO with assistance of consultants	CESFMT members Municipal Women's Federation Communities

² CESFMT will be established in each of eight model communities which are seriously affected by pollution and floods. CESFMTs will (i) raise the environmental awareness of community residents to eliminate waste dumping into the urban water channels, and (ii) make community residents aware of the flood warning system and flood response plan.

³ CESFMTs will lead the development of the community participation manual. The manual is intended to provide guidelines for community residents to meet together to discuss issues in their communities and decide resolutions.

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2.6. Offering jobs (footnote 1)	30% of employment opportunities (810 jobs) created during construction and operations are directed towards women.	2014–2018	Staff wages Included in the project budget	Contractors Municipal Sewage Company Municipal Administration Management Bureau Municipal Landscaping Management Bureau	PMO Municipal Labor and Social Security Bureau Municipal Women's Federation Districts, townships, villages, and communities
Output 3: Improvement of Urban Lakes					
3.1. Women's participation in discussions on detailed design	The proportion of women to all participants is not less than 40%.	2013–2015	Included in the C&P plan and SAP	PMO with support from local design institutes	Municipal Women's Federation Districts, townships, villages, and communities Residents, including women
Output 4: Project Management and Capacity Development					
4.1. Capacity building	(i) Capacity building of PMO staff and other relevant persons should include a gender perspective to give adequate consideration of women's special rights and interests, and (ii) the proportion of women to all participants is not less than 40%.	2013–2017	Included in the C&P plan and GAP	PMO with assistance of consultants	PMO staff Municipal Women's Federation
4.2. Project management	The proportion of women to the PMO staff is not less than 30%.	2013–2020	Included in HMG's counterpart funds	HMG	PMO Municipal Women's Federation
4.3 Collection of gender disaggregated baseline and survey data	Gender disaggregated baseline (including women's time and costs for healthcare, preparation for floods, and clean-up after floods) will be established and monitored.	2014–2020	Included in the C&P plan and SAP	PMO with assistance of consultants	PMO staff Municipal Women's Federation

C&P = consultation and participation, CESFMT = community environmental supervision and flood management team, HMG = Huainan municipal government, PMO = project management office, RP = resettlement plan, SAP = social action plan.

Source: Asian Development Bank.