

GENDER ACTION PLAN

Project Output	Tasks	Indicators	Beneficiaries	Responsibility	Funds
Outcome: Improved and equitable water supply services to urban and rural residents in Chaonan District	Workload on women will be reduced as result of improved and equitable water supply, in particular to rural residents	About 4,000 women will be released from fetching water during dry season	Rural households currently relying on carried water for water supply	PIUs	
Output 1: Improved Water Resources Protection					
Output: Research on water resource protection Solid waste disposal within Qiufeng reservoir area Reforestation within reservoir areas Public awareness on environment and sanitation Textbook, permanent bulletin boards, and "A Letter to Parents" on environmental protection and sanitation management Training teachers, community education promotion of environmental protection and sanitation management	Ensure women's participation during consultations with the general public during decision-making processes and in any local decision-making bodies and structures, such as on fertilizer and pesticide control, on solid waste management, and on preparation and implementation of planting conservation forest, etc.	At least 30% of participants are women Record of women's views and actions taken	0.64 million female residents in Chaonan 1,000 female residents in Qiufeng 2,000 female residents in reservoir areas	PMO, PIUs, ACWF, CCs, contractors, and LB (reporting indicators will be reflected in the project performance management system and submitted to ADB annually)	Included in project budgets
	Promote the creation of job opportunities for women during and after project implementation, providing appropriate training, and ensuring equal pay for equal work; and hiring local women as much as possible are required in bidding documents	Any agencies related to employment will have female staff. Target at least 30% jobs for women, of which 50% managerial or skilled positions	Total positions created: 169 full-time positions during project construction, and 23 positions in project operation		
	Ensure women participate during consultations with the general public in decision-making processes and in any local decision-making bodies and structures, such as on design and preparation of textbook, bulletin boards, letter to parents, training materials, and community education on environmental protection and sanitation management	Activities have at least 40% women participants	0.61 million female residents in plain areas	PMO, EB, EPB, and HB (reporting indicators will be reflected in the project performance report system and submitted to ADB annually)	Included in project budget

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	Ensure women's participation in all activities related to public awareness on environmental protection and sanitation management	Activities have at least 50% women participants			Included in project budget
Output 2: Improved Water Supply Infrastructure					
Output: Expansion of Qiufeng WSP Reconstruction of Jinxi WSP Construction of Longxi WSP Installation of water pipelines	Ensure women participate during consultations with the general public during public hearings, in decision-making processes, and in any local decision-making bodies and structures, such as on design of WSP and water services, pipe installation, construction schedule preparation, etc.	At least 30% of participants are women	0.61 million female residents in plain areas	PMO, PIUs, CCs, ACWF, FB, PB, water supply and wastewater treatment companies, contractors, HB, TPB and LB (reporting indicators will be reflected in the project performance report system and submitted to ADB annually)	Included in project budgets
	Ensure women's participation in public hearing processes for water and wastewater tariff	At least 30% women representatives	0.61 million female residents in plain areas		No budget needed
	Promote the creation of job opportunities for women during and after project implementation, provide appropriate training, and ensure equal pay for equal work; and hiring local women as much as possible are required in bidding documents	Target at least 30% of the job positions for women, of which 50% managerial or skilled positions At least 40% of participants in training are women	Total positions created: 486 positions in project construction, and 246 positions in project operation		Included in contract budgets and operation budgets
	Ensure that women participate in seminars, workshops, and meetings conducted to discuss water supply services design and implementation, water safety and health, and traffic adjustment safety during construction. Ensure female participation in briefings on information and training on non-farming jobs for local jobs and migrant jobs, and education to migrant laborers on labor law, contract, and right issues.	At least 40% of participants in workshops are female residents	Representatives of communities		No budget needed

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Output 3: Strengthened Institutional and Staff Capacity					
	Ensure that women participate in leadership development and training to strengthen their capability in managing inclusive urban and rural water supply services, environmental protection and sanitation, employment, and public participation	At least 40% of participants are female	50 female staff in relevant agencies	PMO, PIUs, and local governments (PMO shall submit annual monitoring reports to ADB)	Included in project budget
	Require that the EA and PIUs have special staff to work on implementation of the GAP. The staff will be trained on safeguard and gender impacts by consultants.	At least one staff assigned to manage GAP work in the EA and PMO, and each PIU			
	Conduct training on capacity building in gender awareness for the EA	Number of trainings and topics covered			

ACWF = All China Women's Federation, ADB = Asian Development Bank, CB = Construction Bureau, CC = community committee, EA = executing agency, EB = Education Bureau, EPB = Environmental Protection Bureau, FB = Finance Bureau, GAP = gender action plan, HB = Health Bureau, LB = Labor Bureau, PB = Price Bureau, PIU = project implementing unit, PMO = project management office, TPB = Traffic Police Brigade, WSP = water supply plant.

Source: ADB estimates.