

GENDER ACTION PLAN

Action	Objectives and Monitoring Indicators	Time Frame	Budget and Sources	Responsible Organization	Key Stakeholders
Output 1: Wastewater Management Improved					
1.1. Women's participation in discussions on detailed design	The proportion of women to all participants is not less than 50%.	2015–2016	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 water/wastewater tariff hearings	Among all participants at the hearing, 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 Municipal Women's Federation Districts, townships, villages, and communities Residents, including women
1.3. Jobs for women	40% of employment opportunities created during construction and operations are directed towards women. 105 permanent O&M jobs created, at least 42 jobs (40%) held by women.	Throughout construction and operation periods	Staff wages Included in the project budget	Contractors Municipal Sewage Company Municipal Administrative Management Bureau Municipal Landscaping Management Bureau	PMO Municipal Labor and Social Security Bureau Municipal Women's Federation Districts, townships, villages, and communities
Output 2: Flood Management Enhanced					
2.1. Women's participation in discussions on detailed design	The proportion of women to all participants is not less than 50%.	2015–2016	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
2.2. CESFMTs ¹	There is at least one woman in the 3 members of each CESFMT.	2016–2017	Included in the C&P plan and SAP	PMO with assistance of communities and consultants	Municipal Administrative Management Bureau Municipal Women's Federation Residents, including women
2.3. Participation in the development on community participation manual, ² 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%.	2016–2017	Included in the C&P Plan	PMO with assistance of communities and consultants	Municipal Administrative Management Bureau Municipal Water Resources Bureau Municipal Women's Federation Residents, including women
2.4. Capacity building for CESFMT	(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	2016–2017	Included in the C&P Plan and GAP	PMO with assistance of consultants	CESFMT members Municipal Women's Federation Communities

¹ 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.

² 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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	(ii) The proportion of women to all participants is not less than 30%.				
2.5. Jobs for women	40% of employment opportunities created during construction and operations are directed towards women.	Throughout construction and operation periods	Staff wages Included in the project budget	Contractors Municipal Sewage Company Municipal Administrative Management Bureau Municipal Landscaping Management Bureau	PMO Municipal Labor and Social Security Bureau Municipal Women's Federation Districts, townships, villages, and communities
Output 3: Water and Environmental Management Integrated					
3.1. Women's participation in discussions on detailed design	The proportion of women to all participants is not less than 40%. 500 farmers trained for best farm management practices, of which 250 women. 40 people trained for community supervision, of which 20 women.	2015–2016	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: Inclusive Capacity Development Strengthened					
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%.	2015–2017	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%.	2015–2020	Included in ETMAPG's counterpart funds	ETMAPG	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.	2016–2020	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, ETMAPG = Enshi Tujia and Miao Autonomous Prefecture Government, PMO = project management office, RP = resettlement plan, SAP = social action plan.
Source: Asian Development Bank estimates.