

## GENDER ACTION PLAN

Objective / Activity	Target and Monitoring Indicators	Time Frame	Budget and Sources	Responsible Organization	Key Stakeholders
<b>Output 1: Forests and Wetlands in the Upper Qihe River Basin restored</b>					
<p>1.1 Ensure local people's participation in the barren hills greening, wetland management and biodiversity conservation and rehabilitation by conducting training/public awareness and mobilization of local communities, schools, and community volunteers (cleaners, tour guides in the wetland park, students, etc.).</p> <p>1.2 Ensure local employment in civil works and operations phase in barren hill greening, wetland management and rehabilitation targeting women:</p> <p>(i) Generate skilled and unskilled jobs at the construction (civil works) stage</p> <p>(ii) Generate skilled and unskilled jobs at the operation stage</p> <p>(iii) Ensure timely advertisement of employment opportunities</p> <p>(iv) Protection of labor rights and interests of employees, including equal pay to equal work between men and women</p>	<p>Number of communities, schools, volunteers, and local people participated in training and public awareness activities, including 50% female participants.</p> <p>(i) 730 jobs generated, including at least 30% of employment are held by women in civil works/construction stage</p> <p>(ii) 90 jobs generated, including at least 40% of employment are held by women in barren hill greening and wetland management during implementation and operation</p> <p>(iii) Relevant gender-specific clauses on core labor standards are included in the bidding documents of all contracts</p> <p>(iv) Records of the number of laborers hired to particular positions disaggregated by sex. Wages paid to women and men by type of job</p>	<p>2016–2021</p> <p>2016–2021</p>	<p>Budget included in the project</p> <p>Included in the project's (civil works/contractors' budget)</p>	<p>– HCG PMO and Local PMO (Qibin District) and implementing agencies (Forestry, Environment, Water Bureau)</p> <p>– Consultants (social, gender and community development specialist)</p> <p>– Other agencies (Women Federation, Poverty Alleviation Office, Employment Bureau, etc.)</p>	<p>– Local people in the affected villages (Qibin District)</p> <p>– Women/farmers</p> <p>– Local government units (including village leaders)</p> <p>– Other stakeholders</p>
<b>Output 2: Flood Management Capacity of the Lower Qihe River Improved</b>					
<p>2.1 Ensure community participation in consultation and decision making processes in the Qihe River mainstream and watercourse improvement (flood control, river protection and ecological conservation) by conducting public awareness and training or seminar.</p> <p>2.3 Ensure local employment in civil works and operations in Qihe River mainstream and watercourse improvement targeting women:</p> <p>(i) Generate skilled and unskilled jobs at the implementation and operation stage, and target women in the greening of river banks, hiring of river guards and related jobs</p> <p>(ii) Ensure timely advertisement of employment opportunities</p> <p>(iii) Protection of labor rights and interests of employees, including equal pay for equal works between men and women</p>	<p>(i) Number people consulted during the detailed design phase, of which 40% are women</p> <p>(ii) Number of local people participated in public awareness activities, of which 50% are women</p> <p>(i) 1,470 jobs generated during the construction phase, and 77 jobs created during implementation and operation, including at least 40% jobs are held by women</p> <p>(ii) Relevant gender-specific clauses on core labor standards are included in the bidding documents of all contracts.</p> <p>(iii) Records of the number of labor force hired to particular positions disaggregated by sex, including wages paid to women and men by type of job</p>	<p>2016–2021</p> <p>2016–2021</p>	<p>Budget included in the project</p> <p>Budget included in the project (contractor's budget)</p>	<p>– HCG/PMO; Local PMO (Qi County and Qibin District); implementing agencies (Forestry, Water Bureau), and other agencies</p> <p>– Consultants (social, gender and community development specialist)</p> <p>– Other agencies (Women Federation, etc.)</p>	<p>– Local people in the affected villages (Qi County, affected villages)</p> <p>– Women; low income households</p> <p>– Local government units (including village leaders)</p>
<b>Output 3: Wastewater and Solid Waste Management in Qihe River Basin enhanced</b>					
<p>3.1 Ensure community participation in consultation and decision making processes in</p>	<p>(i) Number of people participated in consultation on design and operation, including at least</p>	<p>2016–2021</p>	<p>Budget included in</p>	<p>– HCG/PMO; Local PMO (Qi County,</p>	<p>– Local people in the affected</p>

Objective / Activity	Target and Monitoring Indicators	Time Frame	Budget and Sources	Responsible Organization	Key Stakeholders
wastewater water and solid waste management, through: (i) Consultation on the design and operation including solid waste/wastewater tariff (with consideration of households' willingness to pay and affordability) (ii) Training program/public awareness campaign on improved sanitation and solid waste management (iii) Solid waste management knowledge publicity leaflet (IEC materials)	40% women participants (ii) Number of participants attending solid waste management awareness training, including at least 50% women (iii) Number of Leaflet /IEC materials on improved sanitation and solid waste management prepared, disseminated to 40,000 local residents		the project	etc.); implementing agencies - consultants (social, gender and community development specialist) – Other agencies	villages (Qi County, etc.; affected villages) – Women; low income households – Local government units (including village leaders)
3.2 Generate skilled and unskilled jobs to local people under the wastewater and solid waste management during the implementation stage (civil works) and operation (i.e., cleaners, garbage collectors, etc.).  3.3 Conduct capacity building relevant to solid waste management during operation stage	(i) A total of 864 jobs generated during the construction phase, and 173 jobs created during implementation and operation, at least 40% women (ii) 3.3. A total of 39 training programs conducted for 1,287 community volunteers/local people including at least 50% women during operation stage		Budget included in the project	– HCG/PMO; Local PMO (Qi County, etc.); implementing agencies - consultants (social, gender and community development specialist) – Other agencies	– Local people in the affected villages (Qi County, etc.; affected villages); – Women; low income households
<b>Output 4: Institutional and technical support system for Integrated Management of the Qihe River Basin strengthened</b>					
4.1 Provide gender awareness training for all PMO/implementing agency staff who will be involved in project implementation and operation on (a) ADB gender policies, (b) GAP implementation and monitoring, and (c) benefits from gender mainstreaming.	(i) All PMO/implementing agency staff are trained on relevant aspects. (ii) At least 40% of participants in all capacity building training activities are women.	2016 (prior to project implementation)	No additional cost on the project	– HCG/PMO; Local PMO (Qi County, etc.); implementing agencies - consultants (social, gender and community development specialist) – Other agencies	PMOs/PIUs Implementing agencies; other government agencies involved in project implementation and operation (i.e. Women Federation, Poverty Alleviation Office, etc.)
4.2 Hiring of two consultants (national social, gender and community development specialist) to assist the PMO/implementing agencies in implementing and monitoring the GAP and other social aspects.	(i) Two national social development/gender consultants are hired to support the PMO on relevant aspects.	2016–2021	Included in the Project	HCG; PMO	
4.3 Ensure M&E for the DMF, GAP, etc. includes collection of appropriate gender indicators.	(i) Sex-disaggregated data in project performance and monitoring indicators are included in progress reports. (ii) GAP progress updates are included in the quarterly progress reports.	2016–2021	Included in the project	PMO with the social, gender, and community development specialist (consultant)	PMO (HCG) and local PMOs (Qibin District, Qi County); implementing agencies

DMF = design and monitoring framework, GAP = gender action plan, HCG = Hebi city government, IEC = information, education and communication, M&E = monitoring and evaluation, PIU = project implementation unit, PMO = project management office.

Source: Asian Development Bank.