

## GENDER ACTION PLAN

Objective and/or Activity	Target and Monitoring Indicator	Time Frame	Budget and Sources	Responsible Organization	Key Stakeholder
<b>Output 1: Pollution Control Improved</b>					
<p>1.1 Conduct public awareness through information dissemination and consultation:</p> <p>(i) Conduct training on improved wastewater management</p> <p>(ii) Conduct training on solid waste separation and/or management</p>	<ul style="list-style-type: none"> <li>Number and percentage of people consulted during the detailed design phase (disaggregated by sex and ethnicity), of which 40% are women</li> <li>40% of training participants are women.</li> </ul>	Jan 2016– Dec 2019	Budget included in the project	PMO Consultants Other agencies	Local people Women Yao EM Local government agencies Farmers Other stakeholders
1.2 Involve women in public hearings on solid waste/wastewater tariff setting	<ul style="list-style-type: none"> <li>At least 40% of beneficiaries of solid waste/wastewater tariff public hearings are women.</li> </ul>	2018–2020 or after project completion	No budget required	PMO Consultants Other agencies	Affected local people (all sectors, including women and EM)
On civil works and operations:					
1.3 Provide skilled and unskilled project construction jobs	<ul style="list-style-type: none"> <li>At least 25% of temporary employment opportunities are to be filled by women.</li> </ul>	2016–2020	Contractor's budget	PMO Consultants Contractors	Local people, including women, Yao EM, etc.
1.4 Provide permanent jobs during operation, and target women	<ul style="list-style-type: none"> <li>Relevant gender-specific clauses on core labor standards are included in the bidding documents of all contracts.</li> </ul>		No additional cost to the project	ACWF Zixing City labor/employment bureau	
1.5 Ensure timely advertisement of employment opportunities; and ensure that employment preference will be given to the affected people, including women and Yao villagers	<ul style="list-style-type: none"> <li>Records of the number of labor force hired to particular positions disaggregated by sex.</li> </ul>			Other agencies	
1.6 Protect labor rights and interests of employees					
<b>Output 2: Urban–Rural Water Supply System Established</b>					
2.1 Ensure project beneficiaries are informed about the project	<ul style="list-style-type: none"> <li>The proportion of women to all participants during project consultations in the detailed design is at least 40%.</li> </ul>	2016–2020	Budget included in the project	PMO Consultants Other agencies	ACWF Local people, including women. Yao EM, etc.
2.2 Involve women in public hearings on tariff setting for improved water supply system	<ul style="list-style-type: none"> <li>At least 40% of the participants of tariff setting for improved water supply system are women.</li> </ul>	After project completion			Local government units

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<p>2.3 Conduct public awareness through training or seminar on improved health and sanitation, water conservation, and other relevant topics</p> <p>On civil works and operations:</p> <p>2.4 Provide skilled and unskilled project construction jobs</p> <p>2.5 Provide permanent jobs during operations</p> <p>2.6 Ensure timely advertisement of employment opportunities; and that employment preference will be given to the affected people, including women and Yao villagers</p> <p>2.7 Protect labor rights and interests of employees</p> <p>2.8 Ensure individual household access or connection to improved water supply system for the low-income households and other vulnerable groups</p>	<ul style="list-style-type: none"> <li>Number and percentage of people included in awareness programs (disaggregated by sex and ethnicity), of which 40% are women</li> <li>At least 25% of the unskilled construction jobs are to be held by women.</li> <li>At least 30% of permanent jobs during operations are occupied by women.</li> <li>Relevant gender-specific clauses on core labor standards are included in the bidding documents of all contracts.</li> <li>Records of the number of labor force hired to particular positions disaggregated by sex</li> <li>Target 100% coverage of low-income households, female-headed households, and other vulnerable groups (list of individuals are available at the village head office)</li> </ul>	<p>2016–2020</p> <p>2016–2020</p> <p>2016–2020</p>	<p>Contractor's budget</p> <p>No additional cost to the project</p> <p>No extra costs required in the project (subsidy and/or assistance could be provided by the village)</p>	<p>PMO Consultants Contractors ACWF Zixing City labor/employment bureau</p> <p>PMO Contractors Consultants ACWF Zixing City labor/employment bureau Village head Other agencies</p>	<p>Local people, including women, Yao EM, etc. Other stakeholders</p> <p>ACWF Local people, including women Other sectors</p>
<b>Output 3: River Course Rehabilitated</b>					
<p>3.1 Ensure project beneficiaries are informed about the project</p> <p>3.2 Conduct public awareness through training or seminar on flood control, environmental protection (to keep rivers clean), and water management and practices</p>	<ul style="list-style-type: none"> <li>The proportion of women to all participants during project consultations in the detailed design and awareness activities is at least (40%).</li> <li>Number and percentage of people included in awareness programs (disaggregated by sex and ethnicity), of which (40%) are women</li> </ul>	<p>Years 1–2</p>	<p>Budget included in the project</p>	<p>PMO Contractors Consultants ACWF Zixing City labor/employment bureau Village head</p>	<p>Local people, including women Other sectors</p>

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3.3 Provide skilled and unskilled jobs in river course rehabilitation component which include embankment masonry, grass planting, landscaping, blockage clearing, construction of stairs, and other structures and/or facilities	<ul style="list-style-type: none"> <li>500 temporary jobs will be created, and women will have the opportunity to work; at least 25% of unskilled construction jobs shall be assigned to women (i.e., grass planting, landscaping, and other civil works)</li> </ul>	PMO Zixing City environmental protection bureau Other agencies	Jan 2016– Dec 2019	Project company/ agency operating budgets	Local people, including women Yao EM Other sectors/ stakeholders
<b>Output 4: Integrated Ecosystem Rehabilitation and Management Established</b>					
<p>4.1 Ensure project beneficiaries are informed about the project.</p> <p>4.2 Conduct public awareness through training or seminar on environmental management and protection, and related topics</p> <p>4.3 Livelihood skills training for the local people, including women:</p> <ul style="list-style-type: none"> <li>(i) Bamboo planting</li> <li>(ii) Bamboo crafts</li> <li>(iii) Food processing (tea, fruits, bamboo shoots, fish, vegetables, etc.)</li> <li>(iv) Livestock raising</li> <li>(v) Chicken and duck raising</li> <li>(vi) Cultural tourism services</li> <li>(vii) Restaurant services</li> <li>(viii) Others</li> </ul>	<ul style="list-style-type: none"> <li>The proportion of women to all participants during project consultations in the detailed design is at least (40%).</li> <li>At least (40%) of the participants in community awareness on ecosystem rehabilitation and management are women.</li> <li>Training provided to about 30,000 rural residents around the Dongjiang Lake areas, including 40% women supported to find alternative livelihood and/or nonfarm jobs</li> <li>Target low-income households, female-headed households, Yao EM, and other vulnerable persons as priority for livelihood skills training and eco-compensation</li> <li>At least 50% of the livelihood training participants have applied the knowledge and skills learned through jobs (including self-employment) and agricultural production.</li> </ul>	2016–2020  PMO Zixing City agriculture, employment, forestry, and tourism bureaus ACWF Industrial Workers Training Office and relevant agencies to deliver training	Included in the budget for the project  Jan 2016– Dec 2019	PMO Consultants Zixing City environmental protection and forestry bureaus Other agencies Project budget	Local people, including women, Yao EM, etc. Farmers, fishermen Other sectors  Local people, including women, Yao EM, etc. Other stakeholders
<b>Output 5: Environmental and Project Management Capacity Strengthened</b>					
5.1 Gender awareness training for the PMO staff on (a) ADB's gender policies, (b) GAP implementation and monitoring, and (c) benefits from gender mainstreaming	<ul style="list-style-type: none"> <li>Ensure that 100% of the PMO staff who will be involved in project implementation are to be trained on gender awareness, ADB's gender policies, GAP implementation and monitoring, and benefits from gender mainstreaming</li> </ul>	2015 (prior to project implementation)	No additional cost on the project	PMO with the gender specialist/ consultant	PMO Women's Bureau/ ACWF Concerned agencies

Objective and/or Activity	Target and Monitoring Indicator	Time Frame	Budget and Sources	Responsible Organization	Key Stakeholder
5.2 Hiring of consultants (national social development, gender, and EM specialist) to assist the PMO in implementing, monitoring, and reporting on GAP, EM development plan, social development action plan, etc.	<ul style="list-style-type: none"> <li>At least 40% of participants in all capacity building training activities are women.</li> <li>Hire one national social development, gender, and EM specialist to support the PMO on the implementation, monitoring, and reporting on GAP, EM development plan, social development action plan, etc.</li> </ul>	2015–2020	Included in the project	PMO with the national social development, gender, and EM specialist/consultant	PMO Women's Bureau/ ACWF Concerned agencies
5.3 Ensure monitoring and evaluation for the GAP, design and monitoring framework, etc. includes collection of appropriate gender indicators	<ul style="list-style-type: none"> <li>Collect sex-disaggregated data in project performance and monitoring indicators, and provide quarterly progress reports</li> <li>The PMO will ensure that GAP progress updates are included in the quarterly and annual reports.</li> </ul>	Year 1  Years 1–5	No cost to the project	PMO with the gender specialist/consultant	PMO Women's Bureau/ ACWF Concerned agencies

ACWF = All China Women's Federation, ADB = Asian Development Bank, EM = ethnic minority, GAP = gender action plan, PMO = project management office.  
Source: ADB.