

GENDER ACTION PLAN

Activity	Target and Indicators	Responsible Party	Timing	Budget Source
Output 1: Flood management infrastructure constructed				
<ul style="list-style-type: none"> Ensure participation of benefiting/affected women in decision making during the design of flood protection infrastructures (embankments, emergency roads, bridges) and incorporate their needs in the design and implementation of relevant infrastructure. Ensure participation of women in awareness raising on flood risk mitigation, river management (including the river chief system), and environment protection in the project area. 	<p>40% women participants in public consultation meetings to design and implement gender-responsive flood protection infrastructures (baseline: 0)</p> <p>50% women participate in awareness raising activities and increase their knowledge on flood risk management and environment (baseline: 0)</p>	PMO, PIU	2018–2023	Project
Output 2: Wastewater management and pollution control infrastructure developed				
<ul style="list-style-type: none"> Ensure participation of women in public consultation meetings during the design of pollution control infrastructure and incorporate their needs (methods and location for collection and disposal of solid waste, wastewater, and nonpoint pollution). Ensure participation of women in awareness raising and training activities on pollution control. Ensure participation of women in decision making roles of six pilot community-based solid waste management organizations. Ensure participation of women and vulnerable groups in public hearings on wastewater tariff. 	<p>40% women participants in public consultation meetings for the design and implementation of gender-responsive pollution control infrastructures (baseline: 0)</p> <p>50% women participants in awareness raising and training activities and increase their knowledge on pollution control (baseline: 0)</p> <p>40% women participate and play active leadership role in six pilot community-based solid waste management organizations (baseline: 0)</p> <p>50% women and vulnerable group participants in public hearings on wastewater tariff and assistance measures for vulnerable group (baseline: 0)</p>	PMO, PIU	2018–2023	Project
Output 3: Ecological conservation facilities improved				
<ul style="list-style-type: none"> Ensure participation of women in public consultation and decision making during the design of ecological facilities, including landscaping of wetland and rivers and incorporate their needs. Ensure participation of women in awareness raising activities on wetland and river environment protection. 	<p>40% women participants in consultation meetings for design and implementation of gender-responsive ecological facilities (baseline: 0)</p> <p>50% women participate in awareness raising activities and increase their knowledge on wetland and river environment protection (baseline: 0)</p>	PMO, PIU	2018–2023	Project
Output 4: Flood and environmental risk management capacity enhanced				
<ul style="list-style-type: none"> Ensure participation of women in public consultation on the design of the flood early warning system and incorporate their needs in the design and implementation. Ensure women participation in awareness raising activities on community-based flood and environment risk management program for residents in the project area. 	<p>40% women participants in consultation meetings to design and implement gender-responsive flood early warning system (baseline: 0)</p> <p>50% women participate in awareness raising and increase their knowledge on community-based flood and environment risk management program (baseline: 0)</p>	PMO, PIU	2018–2023	Project

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Outputs 1–3: Generating job opportunities				
<ul style="list-style-type: none"> Employ local people with priority opportunities to women during project construction. Employ local people with priority opportunities to women during project operation. Ensure that women workers have equitable access to toilet, shower, and washroom facilities at project work stations; and these facilities are separated for men and women workers. 	<p>2,337 temporary local jobs during construction, with at least 30% jobs to women (baseline: 0)</p> <p>99 full time local jobs during operations, such as maintenance of facilities and landscaping of rivers and wetlands, with at least 40% jobs to women (baseline: 0)</p> <p>All project work stations have relevant separate facilities for women workers (baseline: 0)</p>	PMO, PIU	2018–2023	Project
Outputs 1–3: Measures to reduce potential risks				
<ul style="list-style-type: none"> Comply with labor law and core labor standards, including ensuring the absence of child labor, providing minimum wage and equal pay for equal work, and ensuring occupational health and safety. Contractors and workers participate in awareness and trainings on prevention and control of HIV/AIDS, STI, and other communicable diseases. Conduct public awareness activities including distributing publicity materials (e.g. posters and brochures) on prevention of HIV/AIDS and STI. 	<p>All workers, including women, receive training on their rights (baseline: 0). Ensure 100% compliance of all labor requirements included in construction contracts 100% of contractors and workers provided with awareness training on HIV/AIDS/STI (baseline: 0)</p> <p>50% women participants in HIV/AIDS/STI prevention awareness (baseline: 0)</p>	PMO, PIU	2018–2023	Project
Project management and capacity building				
<ul style="list-style-type: none"> Ensure social and gender specialists are included in the consultants' team to support implementation and monitoring of GAP and provide training to staff of the PMO, PIU, town governments and community groups. Appoint one social focal person within each PMO, IA, and project town government to ensure effective implementation of GAP. Provide training for staff of the EA, IAs and other relevant organizations (e.g. community groups) on: (i) ADB's gender policy; (ii) how to implement and monitor GAP; and (iii) gender issues on flood control, wastewater, and solid waste and importance of gender mainstreaming in all project components. Collect sex-disaggregated data. Undertake monitoring of GAP implementation and gender related impacts under relevant components (e.g. flood control, solid waste management, pollution control, etc.). 	<p>Two social and gender specialists are recruited to assist in implementing and monitoring GAP activities (baseline: 0)</p> <p>At least one social focal person of each PMO, IA, and town government is appointed (baseline: 0)</p> <p>All relevant staff in the EA and IAs receive training on GAP and gender issues (baseline: 0)</p> <p>Women staff in the training account for at least 30% (baseline: 0) Sex-disaggregated data collected during project implementation</p>	PMO, PIU	2018–2023	Project

ADB = Asian Development Bank, AIDS = acquired immunodeficiency syndrome, EA = executing agency, GAP = gender action plan, HIV = human immunodeficiency virus, IA = implementing agency, PIU = project implementation unit, PMO = project management office, STI = sexually-transmitted infection.

Source: Asian Development Bank.