

GENDER ACTION PLAN

Activity	Target and Indicators	Responsible Party	Timeline
A. Across all outputs			
1. Project management			
<ul style="list-style-type: none"> (i) Resettlement, social development, and gender specialists are included in the PMC during project implementation to guide GAP implementation and provide training. (ii) At least one staff member is responsible for social and gender issues in each PMO and PIUs. (iii) At least one woman in community offices is nominated to act as link between residents and the PMO. (iv) Time and places designated for project information dissemination, consultancy, and advocacy sessions are appropriate for women. 	<ul style="list-style-type: none"> (i) 100% activities designed in GAP are implemented with instruction of the specialist and support of the staff (ii) One person appointed to this role in CPMO, LPMO, WPMO, PIUs, and community office (iii) 50% of attendees shall be women 	CPPMO, CPMO, LPMO, WPMO, PIUs, PMC, project city and county governments, labor and social security bureaus, poverty alleviation and development offices, ACWF	Throughout project implementation
2. Project management consultant.			
The PMC team to include social development consultants (both international and national) on team, preferably with experience in planning community-based advocacy campaigns.	<ul style="list-style-type: none"> (i) Number of person-months and visits allocated to PMC (ii) Project PMO staff responsible for gender and social issues receive timely advice 	PMC	At time of appointment of PMC
3. Contractors			
<ul style="list-style-type: none"> (i) Provide equal pay for equal work and do not discriminate in employment. (ii) Set the target of women employees. (iii) Ensure work environment and conditions on construction sites are responsive to women's needs. (iv) Provide separate training on transmission and prevention of HIV/AIDS for female and male employees. (v) Hold resident information sessions on start and completion dates, temporary disruption to services, and safety prior to commencement of any major works. 	<ul style="list-style-type: none"> (i) Number of workers recruited (disaggregated by sex and position) (ii) 20% of job positions for female labors (iii) Separate sanitary facilities (toilets) are available for women on all construction sites (iv) 100% women workers attended the HIV/AIDS training 	CPPMO, CPMO, LPMO, WPMO, PIUs, ACWF, community committees, contractors, local labor and social security bureaus, CDPCs	Throughout project implementation
4. Operators			
<ul style="list-style-type: none"> (i) Provide job opportunity of simple landscaping work. (ii) Provide job opportunity of street cleaning work, and waste collection work. 	50% of whom employed in landscaping and simple road maintenance work shall be women	CPPMO, CPMO, LPMO, WPMO, ACWF, urban management bureaus, labor bureaus	Upon completion of project works
B. Flood management and river enhancement component of all three subprojects			
Public environmental protection and flood warning awareness and education.			
Public awareness programs on environmental protection, water conservation, flood warning, and construction safety conducted in direct project areas.	<ul style="list-style-type: none"> (i) 50% of attendees shall be women (ii) Number of beneficiaries and kind of trainings (iii) Training materials 	CPPMO, CPMO, LPMO, WPMO, PIUs, community committees, PMC	Throughout project implementation

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C. Urban road and related environment infrastructure component of all three subprojects			
Public traffic safety awareness and education. Road safety programs for schools and residents focusing on nonmotorized transport and pedestrian safety are conducted.	(i) 50% of attendees shall be women (ii) Number of beneficiaries and kind of trainings (iii) Training materials	CPPMO, CPMO, LPMO, WPMO, community committees, education bureaus, PMC	Throughout project implementation
D. Solid waste management component of all three subprojects			
1. Public solid waste management awareness and education. Public awareness programs on environmental protection and sanitation management, location of garbage bins, garbage collection, transportation and sanitary disposal, 3Rs, and solid waste management in communities and schools are conducted.	(i) 50% of attendees shall be women (ii) Number of beneficiaries and kind of trainings (iii) Training materials	CPPMO, CPMO, LPMO, WPMO, PIUs, community committees, local education bureaus, PMC	Throughout project implementation
2. Public participation to solid waste tariffs. Public hearings for solid waste tariff in project city and counties are held.	(i) 50% of attendees shall be women (ii) Number of hearings held (iii) Participants and elected representatives (sex disaggregated)	CPPMO, CPMO, LPMO, WPMO, finance bureaus, price bureaus, and community committees	Public hearing event during the project implementation
E. Capacity development and institutional strengthening component			
1. Capacity development for staff in PMOs and PIUs. (i) Gender awareness training for project PMOs and PIUs staff, to include discussion on (a) ADB gender policies, (b) GAP, and (c) the benefits from gender mainstreaming in infrastructure projects. (ii) Training plan is developed with gender targets.	(i) 100% staff of PMO and IAs receive the training (ii) 50% of attendees shall be women	CPPMO, CPMO, LPMO, WPMO, PIUs, PMC	Throughout project implementation
2. Local community empowerment (i) Workshops on social inclusion and equitable access to the new economy are organized. (ii) Workshops on urban expansion and employment are held. (iii) Case studies on social impacts of urbanization are conducted.	(i) 50% of attendees shall be women (ii) Number and kind of CSO and participants (sex disaggregated) (iii) Workshop and case study reports with gender analysis sections	CPPMO, CPMO, LPMO, WPMO, PIUs, and project city and county governments, and community committees	Throughout project implementation
3. Public participation in urban design and planning (i) Public participation and consultation in discussion of future urban expansion planning. (ii) Public participation and consultation in preparation of future infrastructure construction projects.	(i) 50% of attendees shall be women (ii) Number and kind of CSO and participants (sex disaggregated) (iii) Reports with gender analysis sections	CPPMO, CPMO, LPMO, WPMO, PMC, urban planning agency, and community committees	New urban design and master plan study during the project implementation

3Rs = reduce, reuse, and recycle, ACWF = All China Women's Federation, ADB = Asian Development Bank, CDPC = centers for disease prevention and control, CPMO = Chuxiong project management office, CPPMO = Chuxiong Yi autonomous prefecture project management office, CSO = civil society organization, GAP = gender action plan, IAs = implementing agencies, LPMO = Lufeng project management office, PIU = project implementing unit, PMC = project management consultant, PMO = project management office, WPMO = Wuding project management office.
Source: Asian Development Bank estimates.