

GENDER ACTION PLAN

1. Women make up 48.2% of the total population in Pu'er Prefecture Municipality of which the majority are rural women accounting for over 65% of total female population. The women's role in the household shapes their transport patterns, frequency of women's mobility and travel costs. Women's transport activities are different from men's. Women prefer using public transport such as buses or vans over motorcycles. Women are more likely to accompany family members to hospital as a part of their role of provider of primary family care. Women indicate that they have less time to travel than men, due to their heavy involvement in household and agricultural activities. Some work in enterprises as well as looking after families. Women had lower travel costs than men because they tend to walk within villages or take public transport. Due to their higher level of domestic responsibility, women assign greater importance to transport that is easier, faster, and safer and provides more mobility, as this in turn provides more home time for productive work. Women also expect more buyers to come to the village, which would in turn further reduce travel time and thus save more time. Specifically, women are more reliant on public transport and prefer safe and regular public transports with fixed fares.

Table 1: Project Outputs

Project Output	Activities and Performance Indicators/Targets	Responsibility
Output 1: Regional roads development	<ul style="list-style-type: none"> • Employ at least 20% local women in unskilled construction jobs by including employment requirements in the Works bidding documents. • Ensure equal pay for female and male workers who undertake equal value of work (monitored through contractors' payrolls). • Road safety: Community consultations and awareness building on road safety issues targeting women (50% participants) and involving local women's associations. • At least 50% women affected by land acquisition or house demolition participate on income generation skills such as cash-crop growing and non-farming skill training program (included in the resettlement plans). • Gender responsive HIV/AIDS/STI prevention consultation and awareness building (minimum of 50% female participants)—in cooperation with the local CDC units and local women's association. • Gender responsive human and drug trafficking prevention consultation and awareness building (minimum of 50% women participants)—in cooperation with the local CDC units and local women's association. • Women trainers for gender sensitive training especially on HIV/AIDS and Trafficking training—in cooperation with the local CDC units and local women's association. 	<p>PMTB will appoint a staff member (female) as focal point to implement, monitor and report on these activities.</p> <p>Design institute, contractors, and ACWF</p> <p>Gender specialist will ensure implementation and monitoring of these activities.</p>
Output 2: Rural access improvement	<ul style="list-style-type: none"> • Employ at least 20% local women in unskilled construction jobs on rural roads. • Ensure equal pay for female and male workers who undertake equal value of work (monitored through contractors' payrolls). • Road safety: Community consultations and awareness building on road safety issues targeting women (50% participants) and involving local women's associations. 	<p>PMO gender focal staff</p> <p>Design institute, contractors, and ACWF</p>

Project Output	Activities and Performance Indicators/Targets	Responsibility
	<ul style="list-style-type: none"> Piloting public transport services: The output will pilot village bus services that will mostly benefit the village women. Gender pattern of use of public transport will be periodically monitored. Improved village transport infrastructure: Improvement of village roads by forming 'road maintenance groups' mainly consisting of women (75%). (Community road maintenance specialist to ensure formation of road maintenance groups) 75% of the total 42,000 days of employment generated to go to women Rural Road maintenance for two years post-operation (Dehong experience). 	EA/IA, design institute, contractors, and ACWF, gender specialist, external monitor Gender specialist will ensure implementation and monitoring of these activities.
Output 3: Institutional strengthening and capacity building	<ul style="list-style-type: none"> Recruit gender specialist to support GAP implementation. Appoint a project staff (gender focal point) responsible for gender mainstreaming and GAP implementation and reporting. Provide GAP orientation/training to key EA/IA staff. Gender sensitivity training for staff of project related government agencies (minimum of 50% men participants). Collect sex-disaggregated data on project impacts. 	EA/IA, gender specialist
Gender responsive resettlement related measures	<ul style="list-style-type: none"> Ensure at least 50% female participation in public consultation. Include 50% women in livelihood restoration training for affected people. Ensure that women and men are equally entitled to new house registration, and both names are reflected on titles. Provide additional support to women headed households. 	

ACWF = All China Women's Federation, CDC = Centre for Disease Control, EA = executing agency, GAP = gender action plan, IA = implementing agency, PMTB = Pu'er Municipal Transport Bureau.

2. **Budget and implementation arrangements.** Pu'er Municipal Government (PMG) through Pu'er Municipal Transport Bureau (PMTB) will ensure that a gender specialist with required qualification and experience is hired to build the capacity of the project management office (PMO) to implement the gender action plan (GAP). The specialist will be engaged for a period of 7 person months and will work intermittently over the life of project. Additionally, a human and drug trafficking prevention expert for a period of 6 person months will also contribute to the implementation of activities under GAP. The local units of All China Women's Federation (ACWF) will also participate in implementation of the GAP.

3. **Monitoring and evaluation.** GAP monitoring and evaluation will be incorporated into the overall monitoring and evaluation plan for the project. The gender specialist will work with the PMO and implementing agency staff to orient them on GAP requirements and develop a detailed implementation and monitoring plan for gender activities. The gender specialist(s) will also provide guidance to drafting first gender plan implementation progress report, and review the subsequent reports prepared by the implementing agencies. Updated information on the status of GAP implementation should be included in all project progress reports. ADB staff with expertise in gender issues will participate in the midterm review.

4. GAP implementation will internally be monitored by the PMTB and will be reported as part of the quarterly project progress reports. The gender specialist will prepare an annual report on implementation of GAP.