

### SOCIAL DEVELOPMENT AND GENDER ACTION PLAN

Action	Indicator	Responsible institution	Time	Budget
<b>Output 1: Low-carbon and intelligent logistics facilities and transport systems designed and demonstrated</b>				
<p>1.1 Promote wide and effective participation to various groups during project detailed design, in order to obtain opinions and suggestions and the project design will be revised accordingly;</p> <p>1.2 Ensure gender and inclusion considerations have been taken into account in project design and will continue during implementation.</p>	<p>(1) Number of consultation meetings related to detailed design of relevant project components;</p> <p>(2) At least 40% of the participants in consultation meetings are women and vulnerable groups (2020 baseline: 0);</p> <p>(3) At least 10 gender- and disability-inclusive design features included in the facilities constructed<sup>a</sup> (2020 baseline: 0)</p>	<p>PMO, PEs design institutes, social/gender specialist, grass-roots government,<sup>b</sup> ACWF</p>	2021-2025	Included in the Project
<p>1.3 Adding the value of agriculture products, improving food safety and security, strengthen agriculture producers and sellers' resilience to climate change through increasing the capacity and level of knowledge on urban and rural warehousing and cold storage facilities in the project area.</p>	<p>(1) Providing preferential rental facilities such as shop, warehouse, and cold storages to at least five vulnerable group households<sup>c</sup> (2020 baseline: 0)</p>	<p>PMO, PEs, social/gender specialist, PAO, HRSSB and grass-roots government</p>	2021-2025	Included in the Project
<p>1.4 Providing direct employment opportunities to the poor during project construction and operations.</p>	<p>(1) Full disclosure of project information during project implementation through community LCD screen, village committee display board, social media, television, newspapers, etc;</p> <p>(2) Local vulnerable groups prioritized to get new job opportunities;</p> <p>(3) At least 30% of job opportunities provided to women during project construction and operation period;</p> <p>(4) 100% women in jobs during construction and operation participate in the trainings related to the job (2020 baseline: 0).</p>	<p>PMO, PEs construction contractors, social/gender specialist, PAO, HRSSB, grass-roots government, and ACWF</p>	2021-2025	Included in the Project

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<b>Output 2: Institutional capacity strengthening program designed and implemented</b>				
2.1 Providing equal economic opportunities, especially for SMEs, and women entrepreneurs through inclusive financing and elimination of discrimination	(1) At least 30% of SMEs financed are led by women (2020 baseline: NA).	PMO, PIEs, social/gender specialist, WEA, ACWF	2021-2025	Included in the Project
2.2 Promotion of agricultural product sales and women's entrepreneurship under the new retail model demonstration component of the IT platform	(1) Demonstrate value-added services in the IT platform to at least one agriculture production base <sup>d</sup> in Yan'an and Ankang including warehousing service informatization, online sales and freight logistics information (2020 baseline: 0).	PMO, PIEs, PAO, social/gender specialist, and grass-roots government	2021-2025	Included in the Project
2.3 Awareness campaign positively portrays men and women in intelligent and modern logistics sector to address stereotyping and empower women in logistics sector.	(1) Number of public awareness activities about green and intelligent logistics held in logistics exhibition and trading center of the project, with at least 50% women (2020 baseline: 0); (2) Gender stereotyping addressed through at least one positive portrayal of men and women working in intelligent and modern logistics in the awareness campaign media materials such as logistics simulation demonstration animation.	PMO, PIEs, ACWF	2021-2025	Included in the Project
<b>Output 3: Knowledge on green intelligent transport and logistics management shared and replicated</b>				
3.1 Increase the technical skills of women staff in PMO and PIEs	(1) At least 100 SPTD staff including PIE's staff (30% women) report improved skills in PPP and green logistics (2020 baseline: 0); (2) At least 80% of women IT professionals in SPTD report improved skills in the new platform (2020 baseline: 0)	PMO, PIEs, social/gender specialist	2021-2025	Included in the Project

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<b>All Outputs: Compliance with labor laws and core labor standards and project implementation management support</b>				
4.1 Ensure systems are in place to support implementation and monitoring of SDGAP.	(1) Recruit a social/gender specialist to support SDGAP implementation; (2) Appoint a PMO staff responsible for SDGAP/GAP implementation and reporting.	PMO, PIEs, social/gender specialist	2021-2025	Included in the Project
4.2 Ensure all new employees involved in HIV/AIDS, STI and other infectious disease publicity activities at construction sites.	(1) 100% of workers receive training and information on sexually transmitted diseases (including HIV/AIDS) (2) Prevention manual and condoms will be distributed in the hotel of service facilities in the project.	PMO, PIEs, contractor, CDC	2021-2025	Included in the Project

ACWF = All China Women's Federation, CDC = Center for Disease Control, GAP = gender action plan, HRSSB = Human Resources and Social Security Bureau, IT = information technology, LCD = liquid crystal display, PIEs = project implementation entities, PMO = project management office, PAO= Poverty Alleviation Office, PPP = public-private partnership, SDGAP = social development and gender action plan, SMEs= small-and medium-sized enterprises, SPTD = Shaanxi Province Transport Department, WEA= Women Entrepreneurs Association.

- <sup>a</sup> Such as accessible parking lots, toilets, childcare center, etc. Design features sourced from the consultations above to increase accessibility and safety of logistics facilities, considering of the characteristics and demands of various groups (e.g. the disabled and women) to be included in the facilities constructed.
- <sup>b</sup> Subdistrict offices, village communities, township governments.
- <sup>c</sup> Vulnerable groups including poor household, disabled and women-headed household and other disadvantage groups.
- <sup>d</sup> Such as apple and rice planting base in Yan'an, selenium rich agricultural products base in Ankang.