

**GENDER ACTION PLAN**

Actions	Target/Indicators	Responsible Agencies	Time-frame	Budget Source
<b>A. Output 1: Urban point source pollution management facilities upgraded</b>				
<p>A.1. Increase women's access to sanitation services by upgrading urban sewage and stormwater drainage system.</p> <p>A.2. Protect lives and properties of women from floods through riverbank rehabilitation, landscaping improvement, and flood control measures in Yi County and Huangshan District.</p> <p>A.3. Ensure women representatives attend consultations on detailed designs of relevant project components and public hearings on water tariff proposals.</p> <p>A.4. Ensure women's access to job opportunities during construction and operation stages.</p>	<ul style="list-style-type: none"> <li>• Drainage system upgraded for 241,778 people, with 49% women</li> <li>• Riverbank rehabilitation, landscaping improvement and flood control measures implemented for 13,244 people, including 49% women</li> <li>• 200 representatives of beneficiaries per project county or district, including 40% women, attended consultations and tariff hearings</li> <li>• 465 employment positions created during construction (180 skilled and 285 unskilled) with 30% women</li> <li>• 226 employment positions created during operation (88 skilled and 138 unskilled) with 40% women</li> </ul> <p><b>Baseline: 0</b></p>	<p>PMOs, implementing agencies, and contractors (supported by HRSSB, design institute, and consultants)</p>	<p>2020–2026</p>	<p>Project budget</p>
<b>B. Output 2: Rural point and non-point source pollution control facilities and systems enhanced</b>				
<p>B.1. Increase women's access to rural water, sanitation and environment services by constructing water supply pipes, onsite wastewater treatment stations, sewage pipes, walkways, parking lots, public toilets, etc.</p> <p>B.2. Address needs of women in non-point source pollution control through programs of soil test formulated fertilization, application of organic fertilizer and solar energy powered insecticidal lamps, construction of rural production roads and tourism facilities, pine forest disease prevention, etc.</p> <p>B.3. Ensure women representatives attend consultations on detailed design of relevant project components.</p> <p>B.4. Ensure women benefit from job opportunities during construction and operation stages.</p>	<ul style="list-style-type: none"> <li>• Rural environment infrastructure constructed for 47,682 people, with 49% women</li> <li>• Rural nonpoint pollution control measures implemented for 6,903 people, with 49% women</li> <li>• 200 representatives of beneficiaries per project county or district, with 40% women, attended consultations on detailed design</li> <li>• 288 positions created during construction (104 skilled and 184 unskilled) with 30% women</li> <li>• 140 positions created during operation (49 skilled and 91 unskilled) with 30% women</li> </ul> <p><b>Baseline: 0</b></p>	<p>PMOs, implementing agencies, and contractors (supported by HRSSB, design institute, and consultants)</p>	<p>2020–2026</p>	<p>Project budget</p>
<b>C. Output 3: Green financing mechanisms piloted</b>				
<p>C.1. Ensure women representatives attend consultations on detailed design on green financing mechanisms</p> <p>C.2. Promote women in leadership positions in SMEs benefitting from green finance.</p> <p>C.3. Ensure that green finance and eco-compensations benefit women and men equitably.</p>	<ul style="list-style-type: none"> <li>• 200 representatives of beneficiaries per project county or district, including 40% women, attended consultations on detailed designs of green finance and eco-compensation mechanism</li> <li>• At least six SME subprojects supported under the first batch of equity financing under the green investment fund, including at least 30% women in management and decision-making staff position of SMEs to be selected under the green investment fund</li> </ul>	<p>PMOs, HTIC, and contractors (supported by HRSSB, design institute, and consultants)</p>	<p>2020–2026</p>	<p>Project budget</p>

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C.4. Ensure women's access to job opportunities during construction and operation of activities under green finance and eco-compensation scheme.	<ul style="list-style-type: none"> <li>•SMEs to be selected for the green investment fund have at least 30% women in management and decision-making positions</li> <li>•€2.8 million sustainable green incentive fund established, and compensation provided to participating 4,500 farmers, cooperatives, and other stakeholders, including 40% women</li> <li>•251 positions created (126 skilled and 125 unskilled) during construction, with 40% women</li> <li>•100 positions created (50 skilled and 50 unskilled) during operation, with 40% women</li> </ul> <b>Baseline: 0</b>			
<b>D. Output 4: Capacity for ecological system and project management strengthened</b>				
<p>D.1. Ensure women participate in the design, construction and operation of monitoring and management systems, including smart water conservancy management system, smart environment monitoring system, smart environment, health, and safety management system, management information system support, etc.</p> <p>D.2. Technical support activities, including studies on river eco-compensation, green economic development strategy, etc. include a gender perspective.</p> <p>D.3. Ensure women's access to job opportunities during construction and operation stages.</p>	<ul style="list-style-type: none"> <li>•50 beneficiaries per project county/district, including 40% women, participated in designs of monitoring and management systems</li> <li>•Xin'an River eco-compensation evaluation study, green farming certification, tea farming eco-compensation study, rural wastewater discharge standard study, and pig manure management study are completed, with a gender perspective on relevant studies</li> <li>•300 project staff and beneficiaries (at least 50% of whom are women) report enhanced knowledge and skills on ecological system and water resource management, water and environmental monitoring, data sharing, and project management</li> </ul> <b>Baseline: 0</b>	PMOs, implementing agencies, and contractors (supported by HRSSB, and social consultants)	2020–2026	Project budget
<b>E. All Outputs: Compliance with labor laws and core labor standards and project implementation management support</b>				
<p>E.1. Social and gender specialists are included in project implementation support team to guide GAP implementation</p> <p>E.2. Assign social and gender focal staff in PMOs, implementing agencies, responsible for GAP implementation.</p> <p>E.4. Provide training for PMOs and implementing agencies on: (i) ADB gender policy; (ii) GAP implementation and monitoring;</p> <p>E.5. Ensure zero tolerance to SEAH by establishing reporting mechanisms, training, and awareness raising for contractors.</p> <p>E.6. Separate toilets are provided to women workers.</p> <p>E.7. Sex-disaggregated data collected during implementation.</p>	<ul style="list-style-type: none"> <li>•Social and gender specialists recruited.</li> <li>•One social and gender focal staff in each PMO and implementing agency appointed to implement the GAP</li> <li>•100% staff in the PMOs and implementing agencies receive training on the GAP and GAP implementation and monitoring</li> <li>•Proportion of women staff in all training is at least 40%</li> <li>•100% contractors comply with and report on requirements on SEAH</li> <li>•100% women employees have access to separate toilets</li> <li>•Project monitoring system collected sex-disaggregated data</li> </ul> <b>Baseline: 0</b>	PMOs, implementing agencies, and contractors (supported by social consultants)	2020–2026	Project budget and relevant local gov't budget

ADB = Asian Development Bank, GAP = gender action plan, HRSSB = Human Resources and Social Security Bureau, HTIC = Huangshan Trust Investment Company, PMO= project management office, SEAH = sexual exploitation, abuse, and harassment, SME = small- and medium-sized enterprise.

Source: Asian Development Bank.