

### GENDER ACTION PLAN

Proposed Action	Target/Indicator	Responsible agencies	Time	Budget
<b>A. Output 1: Institutional capacity and knowledge for environmental management strengthened</b>				
<p>A.1. Women participate in public consultations on technical activities: rural waste treatment and classification, green economy strategy.</p> <p>A.2. Female GMG officials and EA/IA staff trained on water resource management, climate change mitigation and adaptation, environment monitoring.</p> <p>A.3. Women access jobs created by the project</p>	<p>A.1. 100 representatives from each project county/district, including 40% women, participate in public consultations on technical support activities. (Baseline: 30%)</p> <p>A.2.1. At least 15% of GMG officials provided with capacity building training and report improved knowledge on comprehensive environmental management (30% female). (Baseline for gender target: 24%)</p> <p>A.2.2. At least 800 EA/IAs' staff trained (8,000 person-days) and report improved knowledge in ecological and water resource management, water and environment monitoring and management, climate change mitigation and adaptation, and project management, with at least 30% women participation. (Baseline gender target: 24%)</p> <p>A.3.1. 110 skilled jobs created during construction and operation, including 30% for women (Baseline: 22%)</p> <p>A.3.2. 30 unskilled jobs created during construction and operation, including 40% for women. (Baseline: 30%)</p>	<p>PMO, IAs and Contractor (assisted by WF, HRSSB, and social specialist)</p>	<p>2022–2028</p>	<p>Project budget, and local department budget</p>
<b>B. Output 2: Green development and financing mechanisms piloted</b>				
<p>B.1. Women participate in consultations on the design of green development and finance support measures.</p> <p>B.2. Ensure women participate in green finance initiatives and benefit from the sub loans of FIL.</p> <p>B.3. Ensure women's access to jobs during construction and operation.</p> <p>B.4. Successful women farmers and green business owners share good practices to the women in project area.</p> <p>B.5. Women participate in newly established green agricultural cooperatives in project areas.</p> <p>B.6. Women participate in pilot village-based tourism business initiative</p>	<p>B.1. At least 200 beneficiary representatives in each project county/district, of which 40% women, participate in consultations on the design of the green development and finance support. (Baseline: 30%)</p> <p>B.2. At least 20% (36 loans) are lent to subborrowers that are owned/led by women (i.e., women-owned can be defined as at least 50% of enterprise ownership is controlled by women, at least 50% of senior managers are women, or at least 50% of board are women) (2021 baseline: 0)<sup>a</sup></p> <p>B.3.1. 500 skilled jobs created during construction and operation, including 30% for women (Baseline: 22%)</p> <p>B.3.2. 600 unskilled jobs created during construction and operation, including 40% for women (Baseline: 30%).</p> <p>B.4. Women account for at least 40% of attendants of the workshops and/or trainings on green finance loan, experience sharing, green finance loan application and e-commerce organized in all project counties/district. (Baseline: 30%)</p> <p>B.5. Women account for at least 40% of members of newly established green agricultural cooperatives in project areas (Baseline: 30%) and at least 30% of the leadership positions of cooperatives. (Baseline: 20%)<sup>b</sup></p>	<p>PMO, IAs (including GABC) and contractors (assisted by WF, HRSSB, and social specialist)</p>	<p>2022–2028</p>	<p>Project budget, and local department budget</p>

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	B.6. 20 village-based tourism initiatives established, including 30% women-led (2021 baseline: 0%)			
<b>C. Output 3: Rural waste and sanitation management improved</b>				
C.1 Provide public awareness raising and education activities to local women on waste management and sewage collection/treatment.	C.1 300 beneficiary representatives from each project county/district, including 40% women, participate in public awareness education on waste management and sewage collection/treatment. (Baseline: 30%)	PMO, IAs and contractors (assisted by WF, HRSSB, and social specialist)	2022–2028	The project budget
C.2 Women access jobs created by the project	C.2. 1. 153 skilled jobs created during construction and operation, including 30% for women (Baseline: 22%)			
	C.2. 2. 275 unskilled jobs created during construction and operation, including 40% for women (Baseline: 30%)			
<b>D. Output 4: Water and soil conservation practices improved</b>				
D.1. Women are represented at consultations on the detail design of project components	D.1. At least 600 beneficiary representatives in each project county/district, including at least 40% women, attend consultations on the detail design of project components (Baseline: 30%)	PMO, IAs and contracting Shang (assisted by the township government and village committees, HRSSB, WF and social specialist)	2022–2028	The project budget
D.2. Local women are trained on water conservation and river protection.	D.2. 300 beneficiary representatives from each project county/district, including 40% women, participate in public awareness education on water conservation, water and soil conservation, and water/river protection. (Baseline: 30%)			
D.3. Women access jobs created by the project	D.3.1. 280 skilled jobs created during construction and operation, including 30% for women (Baseline: 22%)			
	D.3.2. 440 unskilled jobs created during construction and operation, including 40% for women (Baseline: 30%)			

EA = executing agency, FIL = financial intermediation loan, GAP = gender action plan, GBAC = Ganzhou Branch of Agricultural Bank of China, GMG = Ganzhou Municipal Government, HRSSB = human resources and social security bureau, IA = implementing agency, PMO = project management office, WF = women's federation.

<sup>a</sup> 10% of women entrepreneurs get financing from the Agricultural Bank of China in the project sites. However, financing for green initiatives is new and no specific data is available. For this reason, the baseline for this indicator has been set at 0.

<sup>b</sup> 10% of women entrepreneurs get financing from the Agricultural Bank of China in the project sites. However, financing for green initiatives is new and no specific data is available. For this reason, the baseline for this indicator has been set at 0.

<sup>c</sup> Source: Findings of social survey conducted by TA team.

Source: Asian Development Bank.