

GENDER ACTION PLAN

Actions	Targets and Indicators	Timeframe	Responsible Agencies	Budget Sources
A. Output 1: Rural waste and sanitation management facilities and services improved.				
A.1. Conduct consultations on preliminary designs of subprojects, including consultations on needs and views of women, in 21 towns in 1 city and 7 counties.	A.1. 166,774 beneficiaries consulted, of which 40% are women (2020 baseline: NA)	2020–2021	IAs, contractors, and facility operators (supported by the PMO, local PMOs, design institute, and consultants)	Government counterpart funds and the ADB loan
A.2. Conduct public hearings with residents, with women's representatives, for wastewater and solid waste treatment tariff proposals.	A.2. 40% of the participants in the public hearings are women (2020 Baseline: NA)	2022–2027		
A.3. Establish rural garbage management teams with participation of residents, including women.	A.3. 85 rural garbage management teams formed in the project area, of which 30% are led by women (2020 baseline: 0) ^a	2022–2027		
A.4. Provide residents, including women, with training on garbage classification and recycling.	A.4. 36,600 residents, of which 45% are women, trained and reported their enhanced skills on garbage classification and recycling (2020 baseline: 0)	2021–2027		
A.5. Set quotas for women's employment in skilled and non-skilled jobs created by the project.	A.5.1. 35% of 479 skilled jobs created by the project provided to women (2020 baseline: NA) A.5.2. 40% of 912 non-skilled jobs created by the project provided to women (2020 baseline: NA)	2021–2027		
B. Output 2: Local-featured ecological agricultural and forestry products developed				
B.1. Conduct consultations on preliminary designs of subprojects, including consultations on needs and views of women, in 8 towns in 3 counties.	B.1. 31,668 beneficiaries consulted, of which 30% are women (2020 baseline: NA)	2020–2021	XPG, IAs, contractors, and facility operators (supported by the PMO, local PMOs, design institute, and consultants)	Government counterpart funds and the ADB loan
B.2. Provide farmers, including women, with training on technologies for local-featured ecological agricultural and forestry products.	B.2. 7,150 farmers and 140 technicians, of which 40% are women, trained and reported their enhanced knowledge on technologies for local-featured ecological agricultural and forestry products (2020 baseline: NA)	2021–2027		
B.3. Set quotas for women's employment in skilled and non-skilled jobs created by the project.	B.3.1. 35% of 219 skilled jobs created by the project provided to women (2020 baseline: NA) B.3.2. 35% of 3,742 non-skilled jobs created by the project provided to women (2020 Baseline: NA)	2021–2027		
C. Output 3: Values added to local products through value chains and ecotourism				
C.1. Conduct consultations on preliminary designs of subprojects, including consultations on needs and views of women, in 22 towns in 1 city and 7 counties.	C.1. 294,419 beneficiaries consulted, of which 40% are women (2020 baseline: NA)	2020–2021	XPG, IAs, consultants, contractors, and facility operators (supported by PMO, local	Government counterpart fund and loan funds
C.2. Design the e-commerce platform to address the needs of women and/or female entrepreneurs that will be using the platform.				

Actions	Targets and Indicators	Timeframe	Responsible Agencies	Budget Sources
C.3. Provide business start-up training (including relevant aspects such as finance, market, e-commerce, management, etc.) to promote women's entrepreneurship and management capacity in agricultural and ecotourism industry.	C.3.1 240 number of women and/or female entrepreneurs received training and reported their enhanced knowledge on the use of e-commerce platform (2020 baseline: NA)	2021–2027	PMOs, and design institute)	
	C.3.2 240 women trained and reported their enhanced knowledge on business development (2020 Baseline: NA)			
C.4. Organize networking and experience sharing workshops inviting women who have taken the training and started their own businesses.	C.4. 240 women participate in the workshops (2020 baseline: NA)	2022–2027		
C.5. Provide training on the O&M of the facilities for storage, cold storage, processing, packaging, exhibition, e-commerce, customer service (with agricultural product traceability system), and/or logistics.	C.5. 163 staff of the facilities, of which 40% are women, trained and reported their enhanced skills on the O&M of the facilities for storage, cold storage, processing, packaging, exhibition, e-commerce, customer service (with agricultural product traceability system), and/or logistics (2020 baseline: NA)	2021–2026		
C.6. Provide training on value addition to local-featured ecological agricultural and forestry products.	C.6. 300 farmers and 354 staff members, including technicians and 103 management staff members of government agencies; and of which 40% are women, trained and reported their enhanced knowledge on value addition to local-featured ecological agricultural and forestry products (2020 baseline: 0)	2021–2027		
C.7. Set quotas for women's employment in skilled and non-skilled jobs created by the project.	C.7.1. 619 skilled jobs generated, of which 30% are provided to women with priority (2020 baseline: 15%)	2021–2027		
	C.7.2. 958 non-skilled jobs generated, of which 25% are provided to women with priority (2020 baseline: 20%)			

ADB = Asian Development Bank, IA = implementing agency, NA = not applicable, O&M = operation and maintenance, PMO = project management office, XPG = Xiangxi Tujia and Miao Autonomous Prefectural Government.

^a The work of rural garbage management teams is to be paid.

Source: Asian Development Bank.