

GENDER ACTION PLAN

Actions	Targets and Indicators	Responsible Agencies	Timeframe	Budget and Sources
Output 1: Institutional strengthening, capacity and knowledge on integrated lake water management enhanced				
1. Promote women in academic exchange, education, and knowledge sharing on integrated lake water management	1. At least 400 public officials of provincial and sub-provincial government agencies (of which at least 45% are women) who participated in 22 knowledge sharing seminars and workshops reported improved understanding in integrated lake management, rural and NPS pollution control, eco-compensation, and eco-compensation (2023 baseline: 0) (OP 2.3.1, OP 6.1.1)	EA, PMO, IAs and involved academic institutions with assistance from WF and District/County PMOs	2024–2029	Project budget
2. Women receive professional skills training on subjects related to integrated lake management	2. At least 800 people (45% women) including CLMA, sub-provincial government officials, and river chiefs trained and reported improved knowledge and professional skills in rural and NPS pollution control, eco-compensation mechanisms, law enforcement, flood prevention, climate change risks, safeguard assessments, and project financial management (2023 baseline: 0) (OP 2.3.1, OP 6.1.1) 2022 baseline: 0	EA, PMO, IAs and involved academic institutions with assistance from WF and District/County PMOs	2024–2029	Project budget
3. Women participate in public awareness campaigns on lake environmental protection.	3. At least 100,000 persons (of which 50% women) reached by government-led campaigns and activities to raise public awareness on lake management and environmental protection (2023 baseline: 0) (OP 6.2.4) 2022 baseline: 0	EA, PMO, IAs and involved academic institutions with assistance from WF	2024–2029	Project budget
4. Empower women in research and consultations on eco-	4. At least 50% of 10,000 participants in research and consultations on eco-	EA, PMO, IAs and involved academic institutions with assistance from WF	2024–2029	Project budget

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compensation and water quality trading	compensation, rural NPS control and water quality trading are women 2022 baseline: 0			
5. Women are empowered in implementing climate change responsive activities at community level to share knowledge and experience	5. At least two community-based climate change women groups are established in each of 12 towns in Chao Lake protection core area for knowledge sharing 2022 baseline: 0	EA, PMO, IAs and involved academic institutions with assistance from WF	2024–2029	Project budget
Output 2: Digital Chao Lake DSS for environmental and climate risk monitoring established				
6. Prioritize women employment in monitoring stations and/or data process	6. At least 40% of job opportunities in newly built/upgraded monitoring stations are taken by women 2022 baseline: 0	EA, PMO, IAs and involved academic institutions with assistance from WF, HRSSB and District/County PMOs	Throughout implementation and operation	Project budget
7. Women receive training on technical skills on digital information management	7. At least 700 project staff (of which at least 50% are women) trained and report improved technical skills on digital information management systems (2023 baseline: 0) (OP 3.3.1) 2022 baseline: 0	EA, Anhui PMO, IAs and involved academic institutions with assistance from WF and District/County PMOs	Throughout implementation and operation	Project budget
Output 3: Innovative green financing and eco-compensation mechanisms piloted				
8. Women get benefits from eco-compensation scheme and climate-resilient investment fund	8a. At least 48% of beneficiaries who benefit from relevant scheme/fund are women 2022 baseline: 0	EA, PMO, Bureau of Agriculture and Rural Affairs, IAs, cooperatives, enterprises, and any involved institutions with assistance from WF and District/County PMOs	Throughout implementation and operation	Project budget
	8b. At least four equity investments provided to enterprises in sectors of green agribusiness, environmental protection, and climate resilience (including at least one enterprise owned/led by women) ^a (2023 baseline: 0) (OP 2.1.3)	EA, PMO, Agriculture and Rural Affairs Bureau, IAs, cooperatives, enterprises and involved institutions with assistance from WF and District/County PMOs	Throughout implementation and operation	Project budget

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Output 4: Integrated low-carbon and climate-resilient solutions for ecological restoration demonstrated				
9. Women have access to jobs created by the project during construction and operation phases.	9. At least 30% of 2,369 jobs during construction works and 45% of 371 jobs in operations are given to women and technical training is provided to them (2022 baseline: 0) (OP 2.1)	Hefei municipal government, Water Affairs Bureau in Hefei city, contractors and involved institutions with assistance from WF and HRSSB	Throughout implementation and operation	Project budget
10. Increase women's knowledge and skills on water environment management and ecological restoration, water conservancy and sustainable hygiene behavior practices, links between flooding, solid waste management, sewerage treatment, embankment connections, and the protection of waterbodies	10. Relevant knowledge and skills of at least 80% of women (114, 268) in the project improved 2022 baseline: 0	Wuwei PMO, Water Affairs Bureau in Wuwei City, contractors and involved institutions with assistance from WF, township government and village committee	Throughout implementation and operation	Project budget
11. Women are engaged and empowered in community decision-making	11a. One cleaning group is set up in each of 45 villages under Output 4 for village living environment management, information and knowledge sharing. 11b. At least 55% group members are women who are paid according to local wage rates (approximately CNY2,000 /person monthly)	EA, PMO, District/County PMOs, IAs and involved institutions with assistance from WF and town government, village committee	Throughout implementation and operation	Included in governmental budget
5. For All Outputs				
12. Promote gender equality in workplaces	12a. 100% of employment information is disclosed to women 2022 baseline: 0 12b. 100% of recruitment are not gender-discriminated 2022 baseline: 0 12c. 100% of employees enjoy equal pay for equal work 2022 baseline: 0	EA, PMO, District/County PMOs, IAs and involved institutions with assistance from WF and HRSSB	Throughout implementation and operation	Project budget

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	12d. 100% of construction sites provide separate toilets and sanitation facilities for female workers 2022 baseline: 0			

CLMA = Chao Lake Management Authority, DSS = decision support system, EA = executing agency, HRSSB = Human Resource and Social Security Bureau, IA = implementing agency, NPS = nonpoint source, OP = operational priority, PMO = Project Management Office, WF = Women's Federation.

^a Woman-owned/led enterprise is defined as (a) $\geq 51\%$ of the enterprise is owned by a woman/women; OR (b) $\geq 20\%$ of the enterprise is owned by a woman/women, AND (i) has ≥ 1 woman as CEO/COO/ President/Vice President AND (ii) has $\geq 30\%$ of the board of directors composed of women, where a board exists.

Source: Asian Development Bank.