

Social Monitoring Report

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PRC: Jiangxi Fuzhou Urban Integrated Infrastructure Improvement Project

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Asian Development Bank

Jiangxi Fuzhou Urban Integrated Infrastructure Improvement Project

External Monitoring Report

on

Gender Action Plan

&

Social Development Action Plan

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December 2017

Abbreviations and Acronyms

AP	Affected people
EA	Executing Agency
EMP	Environment management plan
FCIDC	Fuzhou City Investment and Development Company
GAP	Gender action plan
Hi-tech zone	Jiangxi Fuzhou High-tech Industrial Development Zone
IA	Implementing agency
PMO	Project management office
SDAP	Social development action plan
The PRC	The People's Republic of China

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Figure 1: Project Components



Figure 2: Interview affected people in Bailing Village in December 2017



Figure 3: Mrs Rao ready to sign agreement on selection of apartment in 2017





Figure 5: Local women building box-culvert for Fenggang River in 2017

I. Introduction

A. The Project

1. Jiangxi Province is situated in southeastern People's Republic of China (the PRC) and south of the middle and lower reaches of the Yangtze River. To the southeast is Fujian Province, to the east is Zhejiang Province, to the south is Guangdong Province, to the west is Hunan Province, and to the north are Hubei and Anhui Provinces. The total area of Jiangxi Province is 166,900 km², and the total population was 48 million in 2014. Fuzhou is one of the eleven municipalities of Jiangxi province
2. Fuzhou is located in eastern Jiangxi Province, occupied 6.92 km² of land. The total population is four million in 2014. Fuzhou administrates one district (Linchuan District) and ten counties.
3. ADB supported Fuzhou Urban Infrastructure Improvement project (the project) is physically located in Lichuan district of Fuzhou. The project is implemented to support Fuzhou railway station and its neighborhood area. The station started its operation in October 2013. As the southern gate of Fuzhou, the railway station and its neighborhood area is planned as an important functional new urban block of Fuzhou. Based on the Fuzhou Municipality Master Plan, an area of about 9.5km² in front of the railway station -Zhanqian¹ New Urban Area - is defined to include a Fuzhou transportation hub and logistics center, a new residential district, and an important urban block in the future. The Zhanqian New Urban Area, once urbanized, will be the core urban block of Jiangxi Fuzhou High-tech Industrial Development Zone (Hi-tech zone). The Hi-tech zone will be the future driving force of Fuzhou economic development.
4. The proposed project includes five components: (i) bus rapid transit system ((BRT system); (ii) urban transport hub; (iii) Fenggang River greenery --Phase II improvement of the Fenggang River²; (iv) station access roads consisting of four roads: Waihuan road, Zhanqian avenue, Gandong avenue and Jinchao avenue; and (v) Institutional strengthening and capacity building. Locations of the project components are shown in Figure 1.
5. Three of the five project components (the urban transport hub, the Fenggang River greenery, and the station access roads,) are located in the Zhanqian New Urban Area. These three components involved land acquisition and resettlement in 6 villages of Chonggang Township and Zhongling Subdistrict of the High-tech zone. For the BRT component, there will be no land acquisition and resettlement according to latest alignment study and design in June 2015.
6. The planned project implementation period is during February 2013 to December 2016: (i) Waihuan Road- form February 2013 to December 2014; (ii) other three roads: from October 2014 to December 2015; and (iii) the other components will be implemented during 2015-2016. But due to various reasons, the implementation is delayed, which is summarized in the project progress below.
7. Fuzhou City Investment and Development Company (FCIDC) is the implementing agency (IA) of the project. Within the IA, a project management office (PMO) is set up

¹ "Zhanqian" in Chinese means in front of the railway station.

² Phase I of the Fenggang River has completed a few years ago.

B. The Project Progress

8. The four station access roads were contracted to 6 contractors, which are presented in Table 1. C1.1, Waihuan road (k0+000~k2+580), started in April 2013 and completed in the end of 2014. C1.2, C1.3 and C1.5 started³ in July 2014 and completed in June, August, and May of 2017 respectively. Due to construction of utilities tunnels under the roads of C1.4 and C1.6 by other companies, C1.4 and C1.6 delayed and are estimated to be completed in the first half of 2018.

9. C2 of BRT system started in July 2017, and will be completed in 2019. C3 of the urban transport hub conducted 95% of its work, and it is estimated to be completed in first half of 2018. Due to resettlement related issue in Zhujia Village, C4 of the Fenggang River greenery delayed and is estimated to be completed by July 2018 or later.

10. CS5 of training of the BRT drivers is in preparation of bidding document. The training will be conducted in 2018 or later.

Table 1: Contractors of the Project

Contract No	Name of Contract	Name of Contractor
C1.1	Waihuan road (in the front of Zhanqian Square)	Nanchang Road and Bridge Ltd.
C1.2	Waihuan road (Zhanqian square to Chonggang road)	Jiangxi Tongwei Highway Construction Co., Ltd.
C1.3	Zhanqian road (Yuming road-Jinchaoroad)	Guangxi Huanan Construction Co., Ltd.
C1.4	Gandong road (Anshi road to Zhanqian road) and Jinchao road (Anshi road to Zhanqian road)	Kunpeng Construction Co., Ltd.
C1.5	Zhanqian road (Jinchao road to Jinniroad) and Jinchao road (Zhanqian road to Jinni road)	Yichun Tongda Road and Bridge Co., Ltd.
C1.6	Gandong road (Zhanqian road to Jinni road)	Zhushan Construction Co., Ltd.
C2	BRT	Fujian Lugang Group Co., Ltd
C3	Urban transport hub	Guangxi Construction Engineering Group
C4	Fenggang River greenery	Jiangxi Hongzhou Landscape Engineering Co., Lt
CS5	Training of BRT Drivers	TBD

Source: interviews of the contractors and the PMO in December 2017.

C. The GAP and the SDAP

11. Implementation of the project components offers significant opportunities for promoting inclusive growth, gender equality, women's empowerment, mitigating social and health risks, and improving sustainable urban transport. In order to maximize these positive outcomes, a gender action plan (GAP) and a social development action plan (SDAP) has been prepared. The project is designed to meet the ADB requirements for Effective Gender Mainstreaming categorization.

12. The GAP features include a focus on: ensuring women's equitable participation in project-related public consultation; incorporating gender-responsive physical design features in the design of urban transport infrastructure; promoting increased employment opportunities for women; and building EA/IA institutional capacity for gender mainstreaming. Negative gender impacts, such as lost livelihoods for female farmers from LAR, will also need to be mitigated.

³ It is time of assigning the contract

13. In order to address various impacts caused by the project and enhanced benefits for local communities, an SDAP has been developed. The purpose of the plan is to ensure that important social and poverty issues are addressed during the project implementation.

14. The SDAP features include a focus on traffic safety, mitigation of social and health risks, protecting local communities from construction disturbance, opportunities to the local people in employment generated by the project, and improving their skills.

II. This Report

15. This report is the fourth external monitoring report on implementation of the GAP and the SDAP. It presents the monitoring results of the GAP and the SDAP implementation in 2017. It also presents problems identified, and recommendations to address the problems.

16. Methods used for carrying out this monitoring include review of project documents, site visits, interview of the PMO staff, the gender focal points, the managers of the IA who are in charge of the project, the contractors, affected village, affected people (AP), etc.

III. Major Findings

A. Institutional Arrangement and Capacity

17. Fuzhou City Investment and Development Company (FCIDC) is the implementing agency of the project. The project management office (PMO) is set up within the FCIDC. Mr. Chen YANG and Long FAN, from the PMO, were appointed as gender focal points, who are responsible for gender mainstreaming and the GAP & the SDAP implementation and reporting.

18. It is the first time for the FCIDC to implement an international development project and they have no experience in implementation of GAP & SDAP. Although in many previous national projects managed or implemented by the FCIDC, social development was also considered, focus of the social development were most of the time only on number of employment opportunities created by projects and number of people benefited from projects. Gender equality and inclusive development were not with adequate consideration in previous national projects managed or implemented by the FCIDC.

19. Like the previous monitoring, the social and gender consultant provides trainings to key people of the IA, the gender focal points, the project contractors, and the leader of the affected villages on gender equality, and social inclusive development; and using participatory approaches analyzes the project progress and identifies ways to promote gender equality and social inclusive development in December 2017 during conducting the # 4 monitoring.

20. Awareness, knowledge and practices of FCIDC, the PMO, the project contractors, and the affected village leaders on gender and vulnerable peoples have been highly enhanced.

B. Grievance Redress Mechanism

21. The project affected people (AP) can express any complain and/or dispute through the grievance redress mechanism specified in the resettlement plan (RP) and/or the environment

management plan (EMP)⁴. These two bottom-up official administrative systems were made based on extensive consultation with the APs. The systems function well. Detailed information is presented in the monitoring reports on implementation of the EMP and the RP.

22. In addition, the APs, women or men, rich or poor, can also voice their concerns or complain related to civil work construction directly to the project contractors. This way is physically easier and effective too, because the contractors are geographically next to the affected communities, and harmonious relationship with the APs is much helpful to the project construction. The contractors set up coordination divisions or appointed coordination people to deal with the villager's concerns. No complaint is from the local communities in 2017.

C. Consultation & Participation

23. Consultation and participation of women and other vulnerable people during the project implementation is mainly related to land acquisition and resettlement. Women and the poor were largely consulted in each activity related to land acquisition and resettlement, which are presented. Figure 5 shows that Mrs Rao is going to sign the agreement on choice of new apartment for her family in January 2017.

24. Traditionally, husbands were in dominant positions in rural households. Gradually and currently, wives play big role in their households with more men migrated away from their communities. These changes of employment pattern facilitate women's participation in community and family decision including decision related to land acquisition and resettlement. Of course, information related to land acquisition and resettlement is shared with their husbands.

25. For new house registration, by Chinese laws, women and men have equally rights to entitlement of new house registration, and both names can be reflected on titles if requested. Key point is to make sure all affected women have knowledge on their rights. This will be emphasized to the PMO, the affected townships government and the affected villager committees, to make sure women's awareness of their rights.

D. Responsive Actions to Vulnerable People

26. Special assistance is provided to vulnerable people, including special allowance, more trainings and job opportunities. So far, special assistance was provided to 15 vulnerable families related to house/apartment compensation: (i) per capita 60 m² house/apartment was to the poor people; (ii) transition subsidy of 400 Yuan a month⁵; (iii) rural subsistence allowances for disabled persons; (iv) help in moving to new apartments; (v) long-term employment for 5 vulnerable households and temporary jobs for 28 poor households.

E. Employment by the Project

27. Besides asking the project contractors to make employment opportunities first available to local women, the project PMO also facilitates the project the APs' access to employment opportunities in Linchuan District of Fuzhou Municipality.

⁴ Handling complaint/disputes from bottom level to higher level gradually, i.e., from village committee to township government, then to city coordination and prefecture coordination offices.

⁵ Transition subsidy is generally calculated following demolition area, 6yuan/m².

F. Employment Facilitated by the project

28. The project is situated within the Fuzhou Hi-tech zone, which is home to many industrial factories that can provide job opportunities such as shoe making, clothing, and manufacturing activities, for local people including the APs.

29. To facilitate the APs to access and benefit from the job opportunities, the PMO posted recruitment information of the Hi-tech zone in the affected villages from time to time. In addition, these employment demand information was also advertised by the industrial authority⁶ (A-Table 3).

1. Employment by the project

30. The project created and/or will create employment opportunities in two phases: implementation phase and operation phase. All the project components are still in their construction stages, and currently job positions come from the project implementation.

31. Contractors of the Station Access Roads, Urban Transport Hub, and Fenggang River Greenery, and BRT system recruited 2 or 3 cooks, 19 in total. Of which, 16 are women. The cooks are all long-term employment, earned more than CNY 3,000 per month. In addition to the cooks, these contractors also employed long-term and short-term workers for various areas and activities. In total, the project employed 540 long-term workers in 2017, of which, 47.8 % were for women, and 28.1% were for people from low income families; and provided 874 working days for local people in 2017, of which, 48.6% were for women, and 30.3% were for people from low income families (Table 2). Figure 3 shows local women who are planting trees for the Fenggang River greenery. Figure 4 shows local women who are building box-culvert for the Fenggang River Rehabilitation.

Table 2: Employment by the Project in 2017⁷

		Total	Male	Female	The Poor
Long-term employment	person	540	282	258	152
	%	100	52.2	47.8	28.1
Short-term employment	Person-day	874	449	425	265
	%	100	51.4	48.6	30.3

Source: the contractors.

G. School Education of Relocated Households

32. Of the six affected villages, four villages are affected only by the land acquisition, while two villages--Xianxi village and Zhujia village -- are affected by both the land acquisition and the house demolition.

33. There is a primary school with grade 1 to grade 5 in Xianxi and Zhujia villages respectively. The project does not physically affect these two schools.

⁶ <http://www.fzjckfq.gov.cn/qyzc/qyzp/2014/12/2014122304065293.html>

⁷ Excluded employment by contractor of Waihuan Road, because the work was completed by end of 2014.

H. Traffic Safety

34. Traffic safety facilities, signage, etc. for the project operation phase has already been included in the designs and will be constructed and installed. Currently bus drivers frequently received training on traffic safety, and will be continuously trained in the future.

35. During construction of the project roads and Fenggang River greenery, safety precautions have been taken.

36. Issue is that most of the project roads have already be open for traffic. However, the designed traffic signs and traffic lights in crossroads sections between the project roads and the nearby communities have not yet been installed, which poses potential traffic risks to the residents, especially students who going to school passing the crossroad sections. For example, interviewed people in Bailing Village said that the crossroad section next to their community have not yet installed traffic lights and traffic sign. People, especially students, went through the section every day. It was very dangerous and has high risk in terms of traffic accident.

I. Social Risks

37. Many measures have been taken to prevent the nearby communities from construction disturbance: no construction working at night, dust and noise was controlled using temporary walls.

38. The construction workers were trained on knowledge and ways to prevent themselves and the communities from HIV/AIDS. No HIV/AIDS was reported in the construction sites in 2017.

39. However, potential social risk is related to the traffic risk mentioned above. If not install the traffic facilities, there is a risk related to traffic accident, which would pose social risk.

J. Training on Gender Equality and Inclusive Development

40. Training on gender equality and inclusive development was given in December 2017. The project contractors were trained individually at their convenience. Some gender focal points of the contractors were changed. The table for collecting gender-disaggregated employment data was further explained to the contractors, especially the gender focal point of contractor of the BRT system.

41. The trainings emphasized the following points (i) ADB and its requirements on the GAP and the SDAP; (ii) what are gender equality and inclusive development, why, who should be involved and be cared more, and how and when they should be involved and considered; and (iii) specific requirements for each of the company and the village committees.

42. Similar to the previous trainings, after appreciating the performance on improving gender equality and inclusive development, the external gender monitoring specialist together with the contractors analyzed the following project activities and the requirements on promoting gender equality, such as encouraging women to sign on the resettlement plans etc. The external gender monitoring specialist together with the contractors one by one analyzed and identified what kinds of employment opportunities can be preferential provided to women in the coming year. The analysis starts from getting information on what kinds of activities the project will carry out in the coming months and in 2018, and then identifying potential job positions for women.

43. It is not important that the identified activities are suitable or not. The important point is that the process of analysis and identification provides the contractors and other participants the ways to consider opportunities of involving women in the project and benefit from the project. .

44. The new staff gender focal point, Mr. Fan, was coached, guided, and trained on the ways to effectively manage implementation, monitoring and reporting on the GAP and the SDAP implementation. A standard template for monitoring and reporting the GAP and the SDAP results was developed and provided to him.

IV. Conclusions

45. The implementation of the GAP and the SDAP meet the requirements of the indicators in the GAP and the SDAP, although the implementation is delayed. Detailed information on the GAP and the SDAP implementation status is presented in the following A-Table 1 and A-Table 2 respectively.

V. Issues and Recommendations

46. Most of project roads have already been open to traffic. However, the designed traffic lights, traffic signs and other traffic facilities have not yet been installed, which pose a potential traffic risk to residents, especially students, who are passing the roads, especially the crossroads.

47. It is suggested that the project install the traffic facilities as soon as possible.

VI. Plan for the next Monitoring

48. The next monitoring report is planned to be submitted in December 2018. In order to fully implement the GAP and the SDAP, the consultant will keep touch in and communicate with the PMO on requirements and implementation of the GAP and the SDAP and urge the PMO to communicate with the relevant agencies, the contractors, affected township governments etc. to well implement the GAP and the SDAP.

49. Special attention will be paid to traffic safety related to the completed project roads.

50. More attention will be paid to (i) contractor of the BRT system to implementation of the GAP and the SDAP, who has just started its civil work in July 2017; and (ii) training of BRT drivers.

51. Reminding the PMO to include gender sensitive training approaches in the bidding documents and the training activities of the CS5-BRT driver training.

VII. Appendices

A-Table 1: GAP Implementation Status

Gender Action Plan (GAP)			Implementation Status
Project Output	Activities and Performance Indicators/Targets	Responsibility	
Output 1: Bus Rapid Transit (BRT) system	1.1 BRT system physical design will include	EA/IA, Design Institute, Contractors, Municipal Bus Company, and ACWF	The BTR route is being revising, and all items in the plan have been communicated with design institute, Fuzhou Bus company and Fuzhou Transport Bureau etc. These agencies will make sure the items will be included in the BRT system.
	Priority seating for people with special needs (i.e., pregnant women, parents with young children or prams, elderly, and people with disability) in all buses and stations		
	Safe pedestrian access, including for people with special needs		
	Installation of 'help buttons' and security cameras on all BRT buses and at all stations		
	Well-lit buses and bus stations		
1.2 Employ at least 25% women in new jobs including BRT drivers, ticketing and fare collection works, administration work)		Fuzhou Bus Company guaranteed that there will be more than 25% of women in the new jobs. It is believable, because current women staff in the company is more than 25%.	
1.3 Ensure re-employment of female bus drivers from pre-existing bus routes which are replaced by the BRT system		Fuzhou Bus Company committed that all female bus drivers from pre-existing bus routes replaced by the BRT system will be re-employed. It is also believable, because re-employment of both female and male bus drivers is strictly required by Chinese government.	
1.4 Ensure equal pay for work of equal value for all BRT jobs		Bus company promised the equal pay for female and male workers. It is believable because there is no inequality currently and definitely equal pay for work of equal value for all BRT jobs in the future, which is also required by Chinese policies.	
Output 2: Urban transport hub and bus terminal	2.1 Transport hub and bus terminal physical design will include:	EA/IA, Design Institute, Contractors, Municipal Bus Company, and ACWF	Design of the transport hub and bus terminal has already finished. All the items referred in the plan have already been considered and included in the design.
	Priority seating in waiting areas and accessible walkways for people with special needs (i.e., pregnant women, parents with young children or prams, elderly, people with disability)		
	Installation of 'help buttons' in key locations		
	Well-lit areas in and around the hub and terminal		
	Higher capacity female toilets and bathrooms		

Gender Action Plan (GAP)			Implementation Status
Project Output	Activities and Performance Indicators/Targets	Responsibility	
	2.2 Employ at least 30% women in all kind of new jobs (e.g., terminal attendants, cleaners)		Fuzhou Bus Company guaranteed. The company prefers to employ women, because women are more careful and patient with their jobs.
Output 3: Fenggang River greenway	3.1 Provide adequate number of male/female toilets in the greenway	EA/IA, Design Institute, Contractors, Responsible Municipal Bureau, and ACWF	There are ten sets of toilet including male/female toilets having been built along the Fenggang River, about one set every 500 m.
	3.2 Ensure well-lit paths around and within the greenway after dark		Yes.
	3.3 Employ at least 50% women in greenery maintenance and landscaping jobs		The gender and social consultant trained the contractor on ways to promote gender equality and social inclusiveness once a year. The contractor was trained in December 2017 too. In total, 357 persons were hired as long-term workers for the Fenggang River greenery, of which, 53.5% are women, 31.6% are people from low income families; and 684 working days were provided to local people, of which, 53.5% were for women, and 31.6% were fore people from low income families in 2017.
Output 4: Station access roads	4.1 Employ at least 20% women in all types of new jobs at equal pay for work of equal value	Institute, Contractors, and ACWF	Yes. In total, 183 long-term jobs generated from the road construction and provided to local people in 2017. Of which 32.8 were provided to women and 31.7% were for people from the low income families; 190 working days created by the road construction provided to local people, of which, 31.1% were provided for women, and 30% were provided to people from low income families in 2017.
	4.2 Ensure pedestrian walkways along access roads and crossings are accessible and safe - including for people with special needs - and have sufficient roadside lighting		Yes. The pedestrian walkways are built. The lighting will be installed
Output 5: Institutional strengthening and capacity building	5.1 Recruit gender consultant (s) to support GAP implementation	EA/IA, Municipal Bus Company	Recruited in April 2015.
	5.2 Appoint a project staff responsible for gender mainstreaming and GAP implementation and reporting		Appointed: Mr. Chen YANG and Long Fan from the PMO
	5.3 Provide GAP orientation/training to key EA/IA staff		Conducted in December 2017

Gender Action Plan (GAP)			Implementation Status
Project Output	Activities and Performance Indicators/Targets	Responsibility	
	5.4 Provide training for bus drivers and conductors on women's safety needs		Fuzhou Bus Company provided and will continue to provide training for bus drivers and conductors at least once a quarter. The trainings covered traffic safety, especially for pregnant women, children, old people, and the disabled. Training on the BRT drivers will be provided by the project through CS5. Women's safety will be included in the training.
Gender design features of Resettlement Plans	6.1 Ensure at least 50% female participation in public consultation	EA/IA/WF/ Village Committees Resettlement Bureau/ WFs/Civil Affairs Bureau/Jinchao Development District Management Committee/Local Town Governments	Yes, 50% female participated in public consultation
	6.2 Include 50% women in livelihood restoration training for APs. To reach these targets IA will publicize these provisions during public consultations and will encourage the women to participate in the training.		Yes. In order to promote the employment of APs, resettlement agencies have announced the labor demand information from Fuzhou High-Tech Industrial Park (former Jinchao Economic Development Zone) for several times, to provide non-agricultural employment opportunities for APs. Of the 78 affected people works in this industrial park, (48.7% are women, with monthly salary between 2000 and 3000. The affected people are satisfied with these jobs
	6.3 Ensure that women and men are equally entitled to new house registration, and both names are reflected on titles if requested		Yes. It is stated in "Measures for Registration of Houses/Apartments" issued by Ministry of Housing and Urban-Rural Development in 2008
	6.4 Provide additional support to women whose farmland becomes remote from their home due to the displacement (e.g., transport allowances, training priority)		Yes. Training prioritized towards those women.

A-Table 2: Social Development Action Plan Implementation Status

Social Development Action Plan (SDAP)					Implementation Status		
Proposed Actions	Target Group(s)	Lead/Supporting Agencies	Timing	Monitoring Indicators	Actions Taken	Status	
A Project Benefits and Enhancement Measures							
1	Traffic safety						
	Improved road safety facilities and signage during the design and construction period	500,000 residents in the project area	L: Fuzhou Investment Company, Traffic Police S: Local government, Contractors	2012-2015	Traffic accidents– The external monitoring to conduct random surveys with commuters and road users. Who is involved in accidents –pedestrians, cyclists, and motor vehicles.	Improved road safety facilities and signage included in the design. During project construction	The roads constructions are just completed, and some vehicles already running on the road. However, the traffic sign have not yet been fully installed. Traffic risk is relatively high. For example, it is known from interview of the people in Bailing Village in December 2017 that traffic risk is high in the crossroad between the village and the project roads because the traffic lights and signs have not yet been installed. Students go to school need pass through the crossroad. Therefore it is suggested that the project install the

Social Development Action Plan (SDAP)					Implementation Status	
Proposed Actions	Target Group(s)	Lead/Supporting Agencies	Timing	Monitoring Indicators	Actions Taken	Status
Ongoing driver training programs					Fuzhou Bus Company often trains bus drivers on road safety, especially on caring for the elderly, children, women in pregnancy, people with kids, and the disabled. Traffic safety tops the list of bus company businesses in China.	traffic lights and signs as soon as possible
Increased community awareness programs					Increased through training and safety warning boards	
Incorporation of road safety measures into project design					Included	
Provision for inclusion of road safety measures in bidding documents					Included	
2 Local employment for street landscaping and road cleaning and maintenance	Laborers in the six villages; priority will be given to the poor and women	L: Fuzhou City Construction Bureau and Fuzhou Landscape Management Bureau S: Local government and village committee	2014 and after	Number of local people (vulnerable groups and women) employed Wages paid to local people	Training on gender equality and inclusive development was provided to relevant agencies for making employment opportunities first available to affected women and other vulnerable people.	30 people (23 women, 7 men, 9 low-income) from the six villages are employed for the Fenggang River Greenery in 2017. Monthly rate: CNY 2,000 –CNY 3,000
3	Improve access to the new urban area for social service					
Establish bus line and bus stops for the new residential area to the city downtown	All the villages near the new railway station areas	L: Fuzhou transport bureau S: Fuzhou bus company	2014 and after	Number of bus stops and bus lines as well as passenger numbers	Training provided to Fuzhou transport bureau and Fuzhou bus Company.	The bus line and stops will be established
B Mitigation Measures to Address Social Risks						
4	Health training including on HIV/AIDS for workers during the construction period					
Center for Disease Control (CDC) provides training for worksite health	All project construction	L: Health Bureau and CDC	2012-2015	Number of manuals, posters, and drawings	Trained	All managers of the contractors trained by

Social Development Action Plan (SDAP)					Implementation Status	
Proposed Actions	Target Group(s)	Lead/Supporting Agencies	Timing	Monitoring Indicators	Actions Taken	Status
<p>promoters Health promoters provide training for all workers and managers and subcontractors Provide sanitation facilities at construction sites Provide manuals, posters, and drawings</p>	workers	S: Contractors, and local governments		<p>distributed Number of training sessions and trainees Behavioral changes (interviews with relevant agencies and workers)</p>		<p>the CDC All construction workers trained by the managers. All managers and workers care about their health and avoided from HIV/ADIS</p>
5	Protect local communities from construction disturbances and ensure safe construction practices					
<p>Construction safety enhancement, including temporary road traffic control (e.g., providing safe road conditions and proper warning signs) Limit night-time construction and adherence to proposed noise, dust and vibration standards Avoid and wherever damaged reconstruct public utilities such as water and electric supply, drainage and irrigation canals. Taking proper measures for bus line development to reduce the disturbances to the travel of nearby residents</p> <p>Develop a grievance redress mechanism to deal with the complaints of people within the project zone</p>	Villages close to the road	<p>L: Fuzhou Investment Company S: Contractors, Environment Bureau, and local governments</p>	2012-2015	<p>Number and resolution of complaints</p>	<p>Provided safe road conditions and proper warning signs No night-time construction No any public utilities was damaged</p> <p>Yes. Grievance redress mechanism specified in the RP and EMP, and/or directly express to the contractors</p>	No complain so far.
6	Livelihood training to assist income recovery for people affected by land acquisition and resettlement					
Training in technical, vocational and non-farming employment skills with	Affected households,	L: Human Resource and Labor Security	2012-2013 and	Number and type of training sessions, and	With facilitation of the PMO, and villager committees, the	356 people with 50% women trained for

Social Development Action Plan (SDAP)					Implementation Status		
Proposed Actions	Target Group(s)	Lead/Supporting Agencies	Timing	Monitoring Indicators	Actions Taken	Status	
<p>special support to poor and women, priority in employment, and special funds for vulnerable groups (Reference RP)</p> <p>Provide assistance to the APs to find employment with enterprises located within Jinchao Economic Development District (Reference RP)</p> <p>Give priority to local labor (especially persons losing land and labor from poor villages – Labor bureaus will identify suitable workers for contractors</p> <p>Use local construction materials (e.g., rock, gravel, cement) and contractors, wherever possible</p> <p>Use locally provided services and products such as rental, food and beverages and other daily necessities</p>	vulnerable groups	Bureau, Poverty Alleviation Office, and local governments labor and social security department and agriculture office	after	<p>number of participants (by gender)</p> <p>Number of vulnerable households and support received</p>	Fuzhou Hi-tech zone authority and Linchuan District Labor and Employment Bureau provided non-farm skill training to the APs.	employment in the Fuzhou Hi-tech zone 50 people with 50% women trained for migrants and self-employment.	
7	Promote non-farming employment						
	<p>Promote information and training for non-farming jobs (local and migrant jobs)</p> <p>Provide training for migrant laborers on labor law, contracts, and rights issues</p> <p>Ensure that the project employee can receive their wages on time and work in safe conditions</p> <p>Legal aid for these rural workers</p>	<p>All people affected:- targeting women, young adults, and the poor</p>	<p>L: Human Resource and Labor Security bureaus</p> <p>S: Local town government</p>	<p>2012–2013 and after</p>	<p>Number of jobs created</p> <p>Number of new migrant laborers</p> <p>Number of employers involved</p> <p>Number of migrant laborers (by gender) trained</p>	<p>Post of information on employment demand in the affected villages together by the PMO and villager committees</p>	78 APs with 47% of women are employed in the Hi-tech zone
8	Education risks of school age children due to the displacement						
	District and town or street government will discuss the issue	School age children in the	L: Fuzhou Education Bureau, Jinchao	2012	Number of students dropping out of school	The leaders of the two relocation villages promised	No any student dropping out of school.

Social Development Action Plan (SDAP)					Implementation Status	
Proposed Actions	Target Group(s)	Lead/Supporting Agencies	Timing	Monitoring Indicators	Actions Taken	Status
with the education bureau and related schools and address the issue	six villages	Management Committee S: Chonggang town and Zhonglin Street office		Number of rural students transferred to city schools	to try their best to facilitate school transfer	
9	Transport services					
Bus stop improvement – better shelter and seating arrangements especially for elderly and other needy commuters, better cleanliness and hygienic conditions Easy accessibility with ramps for people with disability, mothers with prams and zebra crossings with signage for commuters to cross road to the BRT stops. Bus timetables and information at the stops Enhancing mobility and safety for two wheelers and pedestrian traffic (developing some provisions that these modes of transportation/travel should not be pushed out of the spaces they occupy)	500,000 residents in the project area	EA/IA, Design Institute, Contractors, Municipal Bus Company,		Traffic satisfaction surveys	All concerns have been included in the BRT design	

A-Table 3: Employment Information in Fuzhou Municipality in December 2017

Job Title	Location	Education/Experience	Salary Range	Company	Application Status	Posted
生产普工	抚州市	初中以上 1年 全职	3000-4000	江西巨泉、捷实实业有限公司	100%	发布: 33分钟前
纺纱操作工/普工 (两班制)	临川区	不限 无 全职	3000-5000	江西嘉盛精密纺织有限公司	100%	发布: 1小时前
普工	临川区	不限 无 全职	2000-3000	鑫汇隆生物科技有限公司	100%	发布: 22小时前
普工	临川区	不限 无 全职	2800-5500	江西恒力电池科技有限公司	100%	发布: 1天前
普工	临川区	不限 无 全职	2000-3500	江西骆驼橡胶有限公司	100%	发布: 1天前