

Social Monitoring Report

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PRC: Jiangxi Fuzhou Urban Integrated Infrastructure Improvement Project

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Jiangxi Fuzhou Urban Integrated Infrastructure Improvement Project

External Monitoring Report

on

Implementation of GAP & SDAP

(January-December 2018)

ZHANG Xuemei

December 2018

Abbreviations and Acronyms

ADB	Asian Development Bank
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: location of the Project Components



Figure 2: Local women working for Fenggang River Greenery in April 2018



Figure 3: Local women working for Fenggang River Greenery in April 2018



Figure 4: Local women and men working for Chengnan Huan Road - BRT in May 2018

I. Introduction

A. The Project

1. Jiangxi Province is located in the southeast of the 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 permanent resident population was 46 million in 2017. Fuzhou is one of the eleven municipalities of Jiangxi province. There were 4.0 million permanent residents in Fuzhou in 2017.
2. Fuzhou lies in the east Jiangxi Province, occupied 6.92 km² of land. The total population was four million in 2017. 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 Municipality. 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 were 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 - was 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 in the High-tech zone.
6. The original project implementation period was from February 2013 to December 2016, which was extended to December 2019.
7. Fuzhou City Investment and Development Company (FCIDC) is the implementing agency (IA) of the project. Within the IA, a project management office (PMO) was 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, 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. C1.4 and C1.6 are delayed and will be completed in 2019. C2 of BRT system started in July 2017, and will be completed in 2019. C3 of the urban transport hub almost completed. Except small part due to resettlement related issue in Zhujia Village, the other part of C4 of the Fenggang River greenery was completed in December 2018, and will be accepted one year later to ensure that all trees are alive. CS5 of training of the BRT drivers was in preparation of bidding document in December 2018. The training will be conducted in 2019.

Table 1: Contractors of the Project

Contract No	Name of Contract	Progress status
C1.1	Waihuan road (in the front of Zhanqian Square)	Completed in 2014
C1.2	Waihuan road (Zhanqian square to Chonggang road)	Completed in June 2017
C1.3	Zhanqian road (Yuming road-Jinchaoroad)	Completed in August 2017
C1.4	Gandong road (Anshi road to Zhanqian road) and Jinchao road (Anshi road to Zhanqian road)	To be completed in 2019
C1.5	Zhanqian road (Jinchao road to Jinniroad) and Jinchao road (Zhanqian road to Jinni road)	Completed in May 2017
C1.6	Gandong road (Zhanqian road to Jinni road)	To be completed in 2019
C2	BRT	To be completed in 2019
C3	Urban transport hub	Completed in 2018
C4	Fenggang River greenery	Completed in 2018 except small area due to resettlement issue in Zhujia Village.
CS5	Training of BRT Drivers	Bidding to be done soon, contract hopelly will be signed in Jan. 2019, and training will start next year from March.

Sources: interviews of the contractors and the PMO in December 2018.

C. The GAP and the SDAP

9. 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) has been prepared. The project is designed to meet the ADB requirements for Effective Gender Mainstreaming categorization.

10. The GAP features include focuses on ensuring women's equitable participation in project related public consultation; incorporating gender-responsive physical features in the design of urban transport infrastructure; promoting women's access to the project created employment opportunities; and building EA/IA institutional capacity to mainstream gender. 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

11. For addressing various impacts caused by the project and channeling positive interests to local communities, a social development action plan (SDAP) has been developed. The SDAP covers traffic safety, mitigation of social and health risks, protection of local communities from construction disturbance, employment opportunities to the local people in employment generated by the project, and improving their skills.

II. This Report

12. This report is the fifth external monitoring report on implementation of the GAP and the SDAP. It presents the monitoring results in 2018. It also presents problems identified, and recommendations to address the problems.

13. 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

14. 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. FAN Long, from the PMO, was appointed as gender focal points since 2017. He is responsible for gender mainstreaming and the GAP & the SDAP implementation and reporting.

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

16. Although frequently changed, all contractors have their own gender/social focal points, once from each.

17. Similar to what done for the previous monitoring, in December 2018, the social and gender consultant provided trainings to the gender focal points on gender equity and social inclusiveness; and using participatory approaches analyzed the project progress and identified ways to promote gender equality and social inclusive development in the remaining time of the project.

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

B. Grievance Redress Mechanism

19. 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

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.

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.

20. In addition, the APs, women or men, rich or poor, can also voice their concerns or complains 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 2018.

C. Consultation & Participation

21. Consultation and participation of women and other vulnerable people during the project implementation was mainly related to land acquisition and resettlement. Women and the poor were largely consulted in each activity related to land acquisition and resettlement.

22. Traditionally, husbands were in dominant positions in rural households. Gradually and currently, wives play big role in their households as more men migrated away from their communities. This change facilitates women's participation in community and family decision including decisions related to land acquisition and resettlement. Of course, information was shared with their husbands.

23. According to the relevant Chinese laws, women and men have equally rights to entitlement of new house registration, and both names can be reflected on titles if requested. A large number of Land acquisition and Resettlement affected households are located in Xianxi Village. The gender specialist communicated with leaders of village on promoting gender equality by raising women's awareness of their rights to property, and by adding women's name in the land compensation agreement and relocated apartments.

D. Responsive Actions to Vulnerable People

24. Special assistance was provided to vulnerable people, including special allowance. The project will pay more attention to those vulnerable households who have not yet moved into their new apartments.

E. Employment

25. Besides requesting the project contractors to make employment opportunities first available to local women and the poor, the project PMO also facilitates the project APs' access to employment opportunities in Fuzhou Municipality.

1. Employment Facilitated by the project

26. 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, manufacturing activities, for local people including the APs.

27. To facilitate the APs to access to and benefit from the job opportunities, the PMO informed job vacancies to the affected villages from time to time. In addition, the

employment information was also advertised by the industrial authority⁵ on website (A-Table 3).

2. Employment Created by the Project

28. In total, the project hired 116 long-term local workers in 2018. Of which, 32.8 % were women, and 11.2% were people from low income families. The project also provided short-term work to 198 local people in the same year. Among them, 42.9% were for women, and 10.6% were for people from low income families (Table 2). Figure 2 and Figure 3 show local women working for the Fenggang River greenery. Figure 4 shows local women working for the BRT system construction.

29. Although many women were employed for Fenggang River greenery, proportion of women workers in 2018 was less than that in 2017. Main reason was that most activities for construction of the BRT and the Urban Transport Hub were physically heavy labor. The BRT has started since July 2017 and most of the BRT stations were built in 2018. Majority of the construction were manual labor. The Urban Transport Hub started since July 2016, and the only remaining work for 2018 was surfacing the square of the hub with concrete, which was all heavy physical work. Local women did not prefer annual labor, and on the other hand, it was difficult for women to take on physically heavy work.

Table 2: Employment Created by the Project in 2018⁶

		Total	Male	Female	The Poor
Long-term employment	person	116	78	38	13
	%	100	67.2	32.8	11.2
Short-term employment	Person	198	113	85	21
	%	100	57.1	42.9	10.6

Source: the contractors.

F. School Education of Relocated Households

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

31. 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.

G. Traffic Safety

32. Traffic safety facilities, signage, etc. for the project operation phase has already been included in the designs and were constructed and installed in 2018. Bus drivers frequently received training on traffic safety, and will be continually trained in the future. All the contractors have taken safety precautions. The contractors provided traffic safety to their workers. For example, the BRT contract provided training to all their workers with traffic safety and emphasized on due care of the others especially the pedestrians in 2018.

⁵ <http://www.fzpw.net/joblist/2285847.html>

⁶ These numbers do not include employees by contractor of Waihuan Road, because the work was completed by end of 2014.

H. Social Risks

33. Many measures have been taken to prevent the nearby communities from construction disturbance: no construction went on at night, dust and noise was reduced by temporary walls (see Figure 4).

34. The construction workers were trained on knowledge and ways to prevent themselves and the communities from HIV/AIDS. For example, 73 people working for the BRT construction have been trained on knowledge and prevention of HIV/AIDS in 2018. No HIV/AIDS was reported in the construction sites in 2018.

I. Training on Gender Equality and Inclusive Development

35. Training on gender equality and inclusive development was provided to the PMO staff and contractors in December 2018. 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.

36. 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.

37. 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 project activities in the next year and proposed positions to employ more women. The 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 the whole 2019, and then identifying potential job positions for women. The specialist communicated with the gender/social focal points via Wechat, which is much easier to advise the focal points timely.

38. 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.

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

IV. Conclusions and Recommendations

40. By the end of December 2018, the GAP and the SDAP are well implemented as the project progresses. Detailed information on the GAP and the SDAP implementation status is presented in the following A-Table 1 and A-Table 2 respectively.

41. Gender awareness of the contractors has enhanced a lot during the project implementation stage.

42. Attention in 2019 should be focused on women's participation in drivers training under Contract 5.

V. Plan for the next Monitoring

43. The next monitoring report is planned to be submitted in September 2019. In order to make women drivers' equal participation in the training under the contract 5, the social and gender consultant will keep close touch in and communicate with the PMO on the training.

VI. Appendices

A-Table 1: Progress of GAP Implementation

Gender Action Plan (GAP)			Major activities done in 2018	Progress by the end of 2018
Project output	Activities and Performance Indicators/Targets	Responsibility		
Output 1: Bus Rapid Transit (BRT) system	1.1 BRT system physical design will include <ul style="list-style-type: none"> • 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 	EA/IA, Institute, Contractors, Municipal Bus Company, and ACWF	Design	The requirements were included in the design.
	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	2.1 Transport hub and bus terminal physical design will include:	EA/IA, Institute, Contractors,	Design	

Gender Action Plan (GAP)			Major activities done in 2018	Progress by the end of 2018
Project output	Activities and Performance Indicators/Targets	Responsibility		
transport hub and bus terminal	<ul style="list-style-type: none"> 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 	Municipal Bus Company, and ACWF		Yes, there are included in the design.
	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	The toilets were brushed in white again	Toilet including male/female toilets having been built along the Fenggang River in 9 places. Lights have been installed along the Fenggang River.
	3.2 Ensure well-lit paths around and within the greenway after dark		Lighting systems have been tested and ensured they can work	
	3.3 Employ at least 50% women in greenery maintenance and landscaping jobs		150 workers (50 long-term and 100 short-term) were hired for Fenggang River greenery. Of which, 60% are women.	
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	8 long-term workers hired, with 25% of women; 52 short-term workers hired, with 32.7% of women	
	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		Walkways were paved, road lamps were installed	Yes. The pedestrian walkways were and/or will be built. The lighting systems were and/or 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		Done in December 2018	Conducted once a year

Gender Action Plan (GAP)			Major activities done in 2018	Progress by the end of 2018
Project output	Activities and Performance Indicators/Targets	Responsibility		
	5.4 Provide training for bus drivers and conductors on women's safety needs		done	Fuzhou Bus Company provided and will continually 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 related to land acquisition and resettlement
	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.
	6.3 Ensure that women and men are equally entitled to new house registration, and both names are reflected on titles if requested		Informed	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 Progress

	Proposed Actions	Target Group(s)	Lead/Supporting Agencies	Timing	Monitoring Indicators	Monitoring indicator in 2018	Actions taken during project implementation
A	Project Benefits and Enhancement Measures						
1	Traffic safety Improved road safety facilities and signage during the design and construction period Ongoing driver training programs Increased community awareness programs Incorporation of road safety measures into project design Provision for inclusion of road safety measures in bidding documents	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.	No accident in 2018	Improved road safety facilities and signage included in the design and used during project construction Fuzhou Bus Company trained bus drivers on road safety, especially on caring for the elderly, children, women in pregnancy, people with kids, and the disabled at least once a quarter. Traffic safety tops the list of bus company businesses in China. Increased through training and safety warning boards Included 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	52 local people hired and wage paid	Training on gender equality and inclusive development was provided to the project contractors for making employment opportunities first available to affected women and other vulnerable people.
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	All the villages near the new	L: Fuzhou transport bureau	2014 and after	Number of bus stops and bus lines as well	Will be surveyed in 2019	Training provided to Fuzhou bus Company.

	Proposed Actions	Target Group(s)	Lead/Supporting Agencies	Timing	Monitoring Indicators	Monitoring indicator in 2018	Actions taken during project implementation
	downtown	railway station areas	S: Fuzhou bus company		as passenger numbers		
B	Mitigation Measures to Address Social Risks						
4	Health training including on HIV/AIDS for workers during the construction period <ul style="list-style-type: none"> Center for Disease Control (CDC) provides training for worksite health promoters Health promoters provide training for all workers and managers and subcontractors Provide sanitation facilities at construction sites Provide manuals, posters, and drawings 	All project construction workers	L: Health Bureau and CDC S: Contractors, and local governments	2012-2015	Number of manuals, posters, and drawings distributed Number of training sessions and trainees Behavioral changes (interviews with relevant agencies and workers)	73 workers were trained	Trainings provided
5	Protect local communities from construction disturbances and ensure safe construction practices <ul style="list-style-type: none"> Dust control to avoid pollution 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 Develop a grievance redress mechanism to deal with the complaints of people within the 	Villages close to the road	L: Fuzhou Investment Company S: Contractors, Environment Bureau, and local governments	2012-2015	Number and resolution of complaints	No complaint	Dust controlled using temporary walls Provided safe road conditions and proper warning signs No night-time construction No any public utilities was damaged Grievance redress mechanism specified in the RP and EMP, and/or directly express to the

	Proposed Actions	Target Group(s)	Lead/Supporting Agencies	Timing	Monitoring Indicators	Monitoring indicator in 2018	Actions taken during project implementation
	project zone						contractors
6	<p>Livelihood training to assist income recovery for people affected by land acquisition and resettlement</p> <ul style="list-style-type: none"> • Training in technical, vocational and non-farming employment skills with special support to poor and women, priority in employment, and special funds for vulnerable groups (Reference RP) • Provide assistance to the APs to find employment with enterprises located within Jinchao Economic Development District (Reference RP) • Give priority to local labor (especially persons losing land and labor from poor villages – Labor bureaus will identify suitable workers for contractors) • Use local construction materials (e.g., rock, gravel, cement) and contractors, wherever possible • Use locally provided services and products such as rental, food and beverages and other daily necessities 	Affected households, vulnerable groups	L: Human Resource and Labor Security Bureau, Poverty Alleviation Office, and local governments labor and social security department and agriculture office	2012–2013 and after	<p>Number and type of training sessions, and number of participants (by gender)</p> <p>Number of vulnerable households and support received</p>		With facilitation of the PMO, and villager committees, the Fuzhou Hi-tech zone authority and Linchuan District Labor and Employment Bureau provided non-farm skill training to the APs.
7	<p>Promote non-farming employment</p> <ul style="list-style-type: none"> • Promote information and training for non-farming jobs (local and migrant jobs) • Provide training for migrant laborers on labor law, contracts, and rights issues • Ensure that the project employee 	All people affected:– targeting women, young adults, and the poor	L: Human Resource and Labor Security bureaus S: Local town government	2012–2013 and after	<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)</p>	<p>314 jobs created in 2018. Of which,</p> <ul style="list-style-type: none"> • 116 long-term positions, with 32.8% of women workers • 198 short-term 	Employment opportunities was posted in the affected villages together by the PMO and villager committees

	Proposed Actions	Target Group(s)	Lead/Supporting Agencies	Timing	Monitoring Indicators	Monitoring indicator in 2018	Actions taken during project implementation
	<p>can receive their wages on time and work in safe conditions</p> <ul style="list-style-type: none"> • Legal aid for these rural workers 				trained	positions, with 42.9% of women workers	
8	<p>Education risks of school age children due to the displacement</p> <ul style="list-style-type: none"> • District and town or street government will discuss the issue with the education bureau and related schools and address the issue 	School age children in the six villages	<p>L: Fuzhou Education Bureau, Jinchao Management Committee</p> <p>S: Chonggang town and Zhonglin Street office</p>	2012	<p>Number of students dropping out of school</p> <p>Number of rural students transferred to city schools</p>	No student drop out	The leaders of the two relocation villages tried their best to facilitate school transfer
9	<p>Transport services</p> <ul style="list-style-type: none"> • 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 surveys satisfaction	Will be surveyed in 2019	All concerns have been included in the BRT design

A-Table 3: Employment Information in Website of Fuzhou on 28 November 2018

The screenshot displays the website www.fzzpw.net/joblist/2285847.html. The page features a blue navigation bar with links for '首页' (Home), '近期招聘' (Recent Recruitment), '找人才' (Find Talent), '找工作' (Find Job), '校园' (Campus), '服务指南' (Service Guide), '资讯' (Information), and '联系我们' (Contact Us). The main content area lists several job positions:

职位名称	学历要求	工作经验	薪资范围	更新时间
领班	初中以上	1年经验	3-8K元/月	2018-11-28 更新
服务员	初中以上	不限工作经验	3.2-4K元/月	2018-11-28 更新
保安/门卫	不限	不限工作经验	2.2-2.8K元/月	2018-11-28 更新
切配	不限	不限工作经验	3-3.8K元/月	2018-11-28 更新
保洁	不限	不限工作经验	2.5-3K元/月	2018-11-28 更新

Additional elements on the page include a '微信公众号' (WeChat Public Account) QR code, a '手机做简历, 用简历大师' (Mobile Resume, Use Resume Master) banner, and a '吉春大园' (Jichun Dayuan) logo. The right sidebar shows '员工人数: 60人以下' (Employee Count: Below 60) and '免费注册求职简历' (Free Registration for Job Resumes).