

GENDER ACTION PLAN

A. Overall Objective and Strategy

1. The project is classified as effective gender mainstreaming (EGM). The objective of the GAP is to promote women's participation and equal share in the benefits, maximize positive gender equality impacts and to mitigate possible risks and negative impacts. The GAP has a four pronged approach: (1) provide opportunities for and strengthen the role of women in local economic activities; (2) ensure the provision of gender sensitive public infrastructure and facilities; (3) disseminate information about urban environmental sustainability, gender sensitization and social risks to men and women; and (4) increase female representation in the sector and in decision making positions. These strategies seek to address the key issues which were highlighted in the project's gender analysis which include the limited availability of sustainable livelihoods and gender equality in livelihood opportunities, the low local perception of women's contribution, unequal impact from the poor environmental sanitation and solid waste management due to female high exposure and gender defined responsibilities, the risks and low awareness of environmental mismanagement, climate change risks and the dangers of sex tourism and human trafficking and low female representation in government institutions (13% in municipal councils), managerial positions (33%) and decision making processes.

2. The GAP table below presents the key gender design measures and targets to empower and improve the status of women which are: (i) targets for increasing women's representation and participation in decision making at all levels, (ii) the provision of free wastewater connections at affordable monthly tariffs to benefit 100% female headed households, (iii) 100% of informal waste pickers, mostly women, near existing dumpsite, ensured continued access to the landfill site and alternative livelihood skills training; (iv) targets for female employment in public sector jobs, project construction and O&M and training in key project management areas and competitive livelihood activities supported by market and value chain studies; (v) promotion of gender sensitization training for at least 100 persons (50% women); (vi) ensuring the generation of sex disaggregated data for quarterly GAP monitoring and reporting; (viii) deployment of international and national social/gender specialists and local gender focals to assist the PCU/PIUs with GAP implementation, monitoring and reporting; and (ix) community information campaigns to enhance awareness of benefits from environmental sanitation improvements and dissemination of social risks of human trafficking.

B. Budget and Implementation Arrangements

3. The GAP budget is \$150,000 for the two towns. Of this, \$125,000 is allocated for two Community Development Specialists (one international and one national) that are part of the PISCB consultancy. The consultancy also includes additional specialists (social development and gender, and capacity building and training) who would support GAP implementation. The remaining budget is part of the incremental administration budget financed by the project and administered by government, and focuses on information campaigns and community outreach.

4. MPWT, through its Project Management Unit (PMU) and the Project Implementation Units (PIUs) at the provincial level in Kampot and Sihanoukville, will be responsible for GAP implementation, monitoring and reporting. Designated counterpart Social and Gender Staff/s in the PIUs supported by the PISCB Social and Gender Specialists (international and national) will guide the overall GAP implementation, while existing gender focal persons at the community level will assist with GAP implementation. Department of Women's Affairs (DoWA) in each

town, assisted by NGOs, will be engaged to deliver community outreach, information campaigns and dissemination, and in Kampot organize vocational training for poor young women.

Gender Action Plan

Action	Indicators and Targets	Responsible
Outcome. Improved urban services in the two participating towns		
Adequate resources are allocated to ensure the GAP is implemented in accordance with its terms for each subproject	8,783 women in Kampot and 39,554 women in Sihanoukville will benefit from improved urban infrastructure.	
Output 1. Strategic Local Economic Development Strategies (SLEDPs)		
Social and Gender specialist inputs to the development of SLEDPs.	The SLEDPs include consideration of poverty, social and gender issues with provision of specific strategic measures.	Steering Committees
Output 2. Priority urban infrastructure investments implemented		
Urban and environmental infrastructure in both towns is strengthened.	By 2020 - Number of residents and businesses serviced by new and improved wastewater collection and treatment facilities in Kampot is 2,700 households/13,000 people/6,630 women. Reduced flooding risks provided for 3,820 HHs/17,178 people/app. 8,760 women (2015 baseline: 0).	PMU, PIUs
Solid waste management in both towns strengthened.	New or improved solid waste collection will be provided to 8,100 households in the two towns: in Kampot 3,300 households/16,538 people/8,477 women; in Sihanoukville 4,770 households/21,780 people/11,093 women. 100% of informal waste pickers near existing dumpsites (2015 baseline: 160 persons) ensured continued access to the landfill and alternative livelihood skills training.	PMU, PIUs
Output 3. Institutional capacities for managing public investments strengthened		
Targets for female representation in sector/ decision making/training	PIUs shall target recruitment of 30% female staff, including 20% in decision-making positions.	PMU, PIUs
Capacity building of women and gender sensitivity training /vocational training for poor women.	At least 20 persons (30% female) trained in key project management areas. At least 100 persons (50% female) provided gender sensitization training for community leaders, government officers, and consultants involved in project implementation and delivery. PMU and DoWA will organize, through an NGO vocational training in livelihood and employment opportunities related to the project, e.g. tourism skills development, for at least 20 poor young women in Kampot, and offer the same for waste pickers at dumpsite in Sihanoukville.	PMU/DoWA
International and national social and development / community development and specialists. Designated PCU/PIU counterpart Social and Gender staff.	The specialists will be part of the Project Implementation Support and Capacity Building (PISCB) consultant team and assist the PMU/PIUs, working with designated social/gender staff. They will provide technical leadership in preparation of community awareness campaigns, GAP implementation and monitoring.	PMU, PISCB
Employment creation	30% of unskilled laborers employed in sub-project construction are women. 30% of staff employed in O&M are women. 75% of all unskilled laborers are of local origin.	PMU, PIUs
Gender monitoring	PPMIS will include sex-disaggregated data and gender-sensitive monitoring indicators.	PMU
Output 4. Community awareness on project activities and environmental sustainability improved		
Community awareness and information dissemination campaigns strengthen maximizes people's benefits from provided urban infrastructure.	PDWA and DoWA (and other selected NGOs/CSOs) undertake 10 community awareness and dissemination campaigns covering environmental sustainability and conservation themes with 50% male and 50% female participation rate in each town. Campaigns will promote 'Clean City' concept and disseminate information about positive impacts of solid waste collection at community level. This includes public forums at community level on importance of men and women participation in cleaning and improving hygiene in the city and cleaning city daily "Your action to make city clean".	PMU,PIU, DoWA

DoWA: Department of Women's Affairs; GAP = Gender Action Plan; O&M = Operations and Maintenance; PISCB = Project Implementation and Capacity Building consultant; PIU = Project Implementation Unit; PMU = Project Management Unit; SLEDP = Strategic Local Economic Development Strategy; PPMIS = Performance Monitoring and Information System; WU = Women's Union.