

GENDER ACTION PLAN

1. **Gender Classification.** The Project is classified as effective gender mainstreaming (EGM). Women's practical benefits will include access to micro credit loans for toilets and bathrooms to improve women's safety and convenience. Strategic benefits stem from scholarships and English language training to increase in the number and capacity of women working in water and wastewater sectors. The Project will raise public hygiene and sanitation awareness, and provide opportunities for employment on project civil works, and also contribute to a reduction in time poverty and expenditure on water and medicine, and improvements in family health.
2. **Gender Action Plan Purpose and Strategy.** The purpose of the gender action plan (GAP) is to ensure that women will benefit from the proposed urban water supply service and sanitation improvements through women's equal participation and consultation in project preparation and management, improved access to water sanitation (WATSAN) infrastructure and services, and capacity building opportunities.
3. The GAP will focus on key areas such as agency staffing, training and capacity building, and improved access to household WATSAN infrastructure. The Project sets achievable targets for staff gender mix at the project management unit (PMU) and project implementation unit (PIU) levels. The Project will: (i) support the Ministry of Industry and Handicrafts (MIH), provincial water works, Ministry of Public Works and Transport (MPWT), Department of Public Works and Transport (DPWT) to recruit and promote women for technical and managerial roles through equal access for training and capacity building including English language training; (ii) increase women's safety and privacy needs through access to microfinance loans to construct latrines; (iii) ensure affordable access to water and sanitation services through connection subsidies for water supply and free connections for waste water; (iv) increase sectoral employment opportunities and careers for women through access to formal education qualifications; and (v) provide employment for women in project areas in civil works.
4. **Responsibilities and Monitoring.** The PMUs (MIH and MPWT) will have the overall responsibility of monitoring GAP implementation. A gender focal person will be assigned from the executing agency to the PMU to coordinate GAP implementation and reporting across all project provinces (national focal point). The implementing agency in each province will also assign a focal person to be responsible for GAP coordination at the provincial level. An international gender specialist is to be hired for four months (over one year) to prepare and assist mainstreaming and awareness training and ensure GAP indicators embedded in the project management manuals and GAP reporting, supported by a national gender specialist who will provide a total of 20 months input over the project. Specialists will work closely with the Provincial Department of Public Works and Transport and the General Department of Potable Water Supply and ensure GAP performance updated in quarterly reports, and 6-monthly progress report are submitted to Asian Development Bank (ADB) using ADB template provide regular updates on the implementation and impact of the GAP through quarterly reports.

Table 1: GENDER ACTION PLAN

Project Outputs	Proposed Gender Mainstreaming Activities and Targets	GAP Implementation and Monitoring
Output 1: Water supply services improved	<ul style="list-style-type: none"> • At least 50% female participation in IEC/BCC, WASH, subsidy, water use training. • Community consultation meetings are scheduled at times and places convenient to both men and women. • WS connection subsidies of 30%, 50%, 70% and 100% to poorer HHs based upon the PPWSA targeting system adapted for provincial use. • WS new connections 42,636 *(Battambang 27,261 includes 6,314 poor HHs, 4,373 FHHs). (Kampong Cham 15,373 HHs includes 2,663 poor HHs, 1,651 FHHs). • NGO services to assist poorer HHs complete connection subsidy applications and provide WASH training, O&M issues and WATSAN awareness. 	<ul style="list-style-type: none"> • PMU, PIUs, I/NGS • PMU, PIUs, I/NGS • PMU, PIU, I/NGS • PMU, PIU, I/NGS • PMU, PIU, I/NGS
Output 2: Sanitation services improved	<ul style="list-style-type: none"> • At least 50% female participation in IEC/BCC, WASH and WW awareness training. • NGO services to assist in provision of IEC/BCC, WASH training. • All secondary schools in participating cities included in school-based menstrual hygiene education. • Community consultation meetings are scheduled at times and places convenient to both men and women. • Toilet and bathroom loans to up to 4,000 P1 and P2 HHs of which 50% are FHHs. • WW beneficiaries 24,430 (Sihanoukville 10,456 HHs includes 1,466 poor HHs, 825 FHHs). (Battambang 8,500 HHs includes 1,969 poor HHs, 1,406 FHHs). (Siem Reap 5,474 HHs includes 1,275 poor HHs, 821 FHHs). • Improved septage benefits 7,919 HHs (Kampong Cham includes 1,372 poor HHs and 851 FHHs) 	<ul style="list-style-type: none"> • PMU, PIU, NGO, I/NGS • PMU, PIU, I/NGS • PMU, PIU, NGO, I/NGS • PMU, PIU, MFI, I/NGS • PMU, I/NGS, M&E • PMU, PIU
Output 3: Institutional effectiveness improved	<ul style="list-style-type: none"> • Eighty technical education scholarships recipients are 50% women. • Forty English language training placements of which 50% are women. • GAP monitoring in Quarterly Reports, GAP performance monitoring reports submitted semi-annually to ADB. • Establish PPMS with sex disaggregated data. • PMU/PIU gender Focal Points appointed (1 in each of the EA PMU, and 1 in each target province PIU) • PIC international and local gender specialists recruited. • Gender awareness and GAP training to PMU and PIU staff • At least 20% of the overall management staff trained under the project are women. • Gender staff targets: i) 30% of PMU positions are occupied by women and of which 20% are in management or supervisory positions (MIH – WS Baseline 22%, 14%), and, ii) 25% PMU positions are filled by women and 15% are management or supervisory (MPWT – WW baseline 6%, 5%); 	<ul style="list-style-type: none"> • PMU, EAs, I/NGS • PMU, EAs, I/NGS • PMU, I/NGS • EAs, PMU • EAs, PMU, PIUs • PMU, I/NGS • PMU, PIU, I/NGS • EA, PMU, I/NGS • EAs, IAs, PMU, I/NGS

Project Outputs	Proposed Gender Mainstreaming Activities and Targets	GAP Implementation and Monitoring
	<ul style="list-style-type: none"> • Targets at PWW (PIUs) are 20% of positions occupied by women and 10% in management or supervision (baseline 15%, 7%), and DPWT (PIUs) 10% of positions are filled by women and 5% are management or supervisory (baseline 6%, 5%). • Contract and bid documents to require contractors to employ 15% women in their construction teams and to provide skills training to all recruited women employees (ADB UWSS 3232: baseline 10%); • Ensure equal pay for same work between male and female workers, and payments for women are paid directly to them. • Contractors employ dust and noise control measures in urban areas (hours during which noisy plant and equipment may be used), follow Contractor Code of Conduct. 	<ul style="list-style-type: none"> • PMU, PIU, I/NGS • PMU, PIU, I/NGS • PMU, PIU, I/NGS • PMU, PIU, I/NGS

BCC = behaviour change communication; DPWT = department of public works and transport; EA = executing agency; FHH = female headed households; GAP = gender action plan; HH = household; IA = implementing agency; IEC = information, education and communication; INGS – international gender specialist; M&E = monitoring and evaluation; MFI = Microfinance Institute; MIH = Ministry of Industry and Handicrafts; MPWT = Ministry of Public Works and Transport; NGO = nongovernment organization; NGS = national gender specialist; O&M = operation and maintenance; PDIH = provincial department of industry and handicrafts; PIC = project implementation consultant; PIU = project implementation unit; PMU = project management unit; PPMS = project performance management system; PPWSA = Phnom Penh Water Supply Authority; PWW = provincial water works; WASH = water, sanitation and hygiene; WATSAN = water supply and sanitation; WS = water supply.

Table 2: Gender Action Plan Budget

Item	Total Cost	Note
80 Technical education scholarships	\$400,000	50% GAP: 50% ICB
40 English language placements	\$200,000	50% GAP:50% ICB
4000 toilet/bathroom construction loans (2000 FHHs)	\$600,000	100% GAP
Gender sensitivity training for EA/IAs	\$10,000	100% GAP
Curriculum development and accreditation TA	\$200,000	ICB
Total	\$1,410,000	GAP \$910,000; ICB \$500,000

EA = executing agency; FHHs = female headed households; GAP = gender action plan; IA = implementing agency; ICB = institutional capacity building; TA = technical assistance.