

## **GENDER ACTION PLAN (SUMMARY)**

1. **Gender Classification.** The Cambodia Urban Water Supply Project (CUWSP) will improve the capacity, reliability, efficiency and cost recovery for the existing water supply systems in the nine subproject towns included in the Project to supply better quality water and services to an estimated 551,000 people, of whom approximately 275,000 are females, thereby providing direct and indirect gender benefits to large numbers of women/girls. The small components will include the upgrading and improvement of the existing water supply system in the five small towns of Kampong Thom, Kampot, Pursat, Sihanoukille, Stoung, and Svay Rieng. The larger components will include a new water supply system for Stung Treng and increased distribution coverage for Siem Reap. These two towns together with the systems upgrade and new pipelines for Kampong Cham and Svay Rieng will provide a combined 11,600 new household connections that will benefit 58,000 households of which approximately 51% or 29,580 are women/girls. As primary users and managers of water in the households, women will benefit from the convenience and availability of water for daily needs, reduced physical labor and drudgery, time savings in water collection and improved family health which ultimately reduces 'time poverty'. The Project is classified as effective gender mainstreaming (EGM).

2. **GAP Purpose and Strategy.** The Poverty, social and Gender Assessment (PSGA) reported the poverty rate ranges from 0.9% for Kampong Cham (lowest) and 30% for Stoung (highest), while some sangkats in Siem Reap and Stung Treng are known to be very poor with poverty rates between 31% and 38.3%. The poor often live in deprived areas with a lack of water supply and sanitation facilities and services, poor environmental conditions and limited economic opportunities. The significant social and economic burden of illness, health care for the family and other associated domestic responsibilities falls primarily on women while the burden of lack of potable water supply increases their 'time poverty'. Women in the surveyed areas earn low incomes as a result of limited employment and livelihood opportunities and poor pay. Given women may be in a disadvantaged position, despite their central role in water, hygiene and sanitation management, the Project will ensure women will equally and meaningfully share in the Project's benefits and decision-making through GAP implementation (see GAP table below). Measures include women's skills training and access to employment in civil works construction, upgrading of technical skills and associated promotion to managerial positions in EAs/PMU and IAs/PIUs with equal pay; participation in project consultation and decision making; and mitigation against health risks such as STD/AIDs/HIV. Women will also benefit from social inclusion and pro-poor measures such as subsidized water connections and lifeline tariffs for the poor.

3. **Institutional Responsibilities and Monitoring.** A national social and gender officer will be employed in the PMU to work with the Project Implementation Assistance Consultants (PIA Consultants) and PWWs/PIUs to coordinate the implementation and monitoring of GAP; collect sex disaggregated data, supporting the PPMIS quarterly, mid-term and final reviews, and bi-annual GAP reports. The PIA Consultants will include a national (12 person-months) and international (2 person-months, intermittent) social and gender specialist to support the national social and gender officer.

4. **The GAP Budget.** The total budget for funding GAP activities is US \$100,000 for provision of IEC training (\$50,000) on how to apply for subsidized connections and recruitment of International and national project implementation support consultants (\$50,000). All other activities will be budgeted as part of implementation under the Project's Participation Plan, Stakeholder Communication Strategy and the activities of the EA/PMU and IAs/PIUs.

<b>GENDER ACTION PLAN (GAP)</b>	
<b>Project Outputs</b>	<b>Proposed Gender Mainstreaming Design Measures and Targets</b>
Output 1: Existing Water Supply Systems Improved in Seven Towns	<ul style="list-style-type: none"> <li>• At least approximately 194,500 women and girls will benefit from improved water supply services in the seven towns, including 2,000 new HH connections in Kampong Cham and Svay Rieng supplying approximately 5,200 women and girls will receive continuous, reliable and safe potable water supply.</li> <li>• At least 10% women employed in project civil works construction and post project O&amp;M activities with safe work working conditions, equal pay for work between male and female workers, and payment to be paid directly to female employees.</li> <li>• Ensure all HHs in the towns with new connections, receive equal access to the system of subsidized connections.</li> <li>• At least 50% female participation in consultation meetings and FGDs on project design and implementation.</li> <li>• Ensure NGOs/CSOs to be partners in IEC campaign and delivery of training on how to apply for new connection subsidies targeting especially poor HHs with 50% female participation.</li> <li>• NGOs/CSOs to partner contractors in providing training to all construction workers and the community to prevent the risk of HIV/AIDS/STDs and other diseases, and address issues associated with occupational health and safety, as part of contractual responsibility of contractors.</li> </ul>
Output 2: New Water Supply System for Stung Trend	<ul style="list-style-type: none"> <li>• At least 4,600 HHs and approximately 11,720 women and girls will receive continuous, reliable and safe potable water supply</li> <li>• At least 10% women employed in project civil works construction and post project O&amp;M activities with safe work working conditions, equal pay for work between male and female workers, and payment to be paid directly to female employees.</li> <li>• Ensure all HHs in the towns with new connections, receive equal access to the system of subsidized connections.</li> <li>• At least 50% female participation in consultation meetings and FGDs on project design and implementation.</li> <li>• Ensure NGOs/CSOs to be partners in IEC campaign and delivery of training on how to apply for new connection subsidies targeting especially poor HHs with 50% female participation.</li> <li>• NGOs/CSOs to partner contractors in providing training to all construction works and the community to prevent the risk of HIV/AIDS/STDs and other diseases, and address issues associated with occupational health and safety.</li> </ul>
Output 3: Water Supply Coverage Increased in Siem Reap	<ul style="list-style-type: none"> <li>• At least 5,000 HHs and approximately 13,000 women and girls will receive continuous, reliable and safe potable water supply</li> <li>• At least 10% women employed in project civil works construction and post project O&amp;M activities with safe work working conditions and equal pay for work between male and female workers, and payment is to be paid directly to female employees.</li> <li>• Ensure all HHs in the towns with new connections, receive equal access to the system of subsidized connections.</li> <li>• At least 50% female participation in consultation meetings and FGDs on project design and implementation.</li> <li>• Ensure NGOs/CSOs to be partners in IEC campaign and delivery of training on how to apply for new connection subsidies targeting especially poor HHs with 50% female participation.</li> <li>• NGOs/CSOs to partner contractors in providing training to all construction works and the community to prevent the risk of HIV/AIDS/STDs and other diseases, and address issues associated with occupational health and safety.</li> </ul>

<p>Output 4: Project Implementation, Support, Operation and Maintenance Development</p>	<ul style="list-style-type: none"> <li>• Contractors encouraged to train and upgrade the construction skills of all women in appropriate areas to enhance their formal employment opportunities.</li> <li>• MIH/DPWS/PMU and PIUs to develop greater gender sensitive and responsible policies; promote gender awareness training (at least 70% male participation) and provide training and employment opportunities to its female staff in technical and professional fields.</li> <li>• At least 25% female staff in EAs-MIH/DPWS/PMU and IAs – PIUs with equal pay as male staff for similar positions, by 2019, with at least 10% females in the management at these entities with equal pay as male staff for similar positions.</li> <li>• PMU staff trained in appropriate levels of knowledge on planning, design, financial management, procurement, and operation and maintenance of project facilities, of which 30% are women.</li> <li>• Full-time National Social and Gender Specialist to be employed in PMU and supported by PICs International (2 person-months, intermittent) and social (12 person-months, intermittent) gender specialists, to coordinate the implementation and monitoring of GAP with PMU and PWWs/PIUs; to collect sex disaggregated data, supporting the PPMIS quarterly, mid-term and final reviews, and bi-annual GAP reports.</li> </ul>
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Acronyms: CSO = civil society organisation; CUSWP = Cambodia Urban Water Supply Project; EA = executing agency; FGDs = focal group discussion; GAP = gender action plan; HH = household; IA = implementing agency, ID Poor = identification of poor households program, IEC = information, education and communication; MIH = ministry of industry and handicraft; NGO = non-government organisation; O&M = operation & maintenance; PCR = project completion report; PIU = project implementation unit; PMU = project management unit; PPMIS = Project Performance Management Information System; PWW = public water works, SGDS = social and gender development specialist, SRWSA = Siem reap Water Supply Authority; STI = sexually transmitted infections.