

GENDER ACTION PLAN

1. The proposed Project is classified as ‘Effective Gender Mainstreaming’ (EGM) under the Asian Development Bank’s (ADB) guidelines (March 2010). A Gender Action Plan has been prepared in accordance with ADB’s Policy on Gender and Development (1998), ADB Operations Manual Section C2/BP (2010) Gender and Development in ADB Operations, and the Royal Government of Cambodia’s goal to strengthen the role and social status of women through capacity building for women in all sectors, changing discriminatory social attitudes, and safeguarding women’s rights to actively and equally participate in nation building.¹ The GAP includes specific gender actions to help ensure men and women actively participate in project activities, receive project information, and have access to opportunities during project implementation.²

Project Gender Action Plan

Outputs	Actions	Responsibilities
Output 1: Kampong Chhnang Urban Environmental Improvements	Meaningfully consultation with women on detailed designs to ensure their needs and preferences are incorporated, and to include woman and child safety measures (e.g., embankment railing, solar lamp posts, emergency help buttons, and awareness on personal night safety).	PMU, PIUs, PMIS consultants, PDOWA, contractors, IRC/MEF, and WCCC
	Incorporate menstrual hygiene management features in communities for improved solid waste management (e.g., bins in separate public toilet stalls).	
	Equal pay for men and women for work of equal type.	
	Safe working conditions for men and women construction workers (e.g., separate toilet facilities for men and women).	
	Households irrespective of income, ethnicity or sex of household head receives equal compensation and payment for any land acquisition or resettlement losses.	
	PIU and NGO to work closely with PDOWA and WCCCs on ensuring women’s participation in project activities in Kampong Chhnang.	
Output 2: Pursat Urban Environmental Improvements	Meaningfully consultation with women on detailed designs to ensure their needs and preferences are incorporated, and to include woman and child safety measures (e.g., sidewalks and drainage covers).	PMU, PIUs, PMIS consultants, PDOWA, and contractors, IRC/MEF, and WCCC
	Incorporate menstrual hygiene management features in communities for improved solid waste management (e.g., bins in public toilet stalls).	
	Equal pay for men and women for work of equal type.	
	Safe working conditions for men and women construction workers (e.g., separate toilet facilities for men and women).	
	Households irrespective of income, ethnicity or sex of household head receives equal compensation and payment for any land acquisition or resettlement losses.	
	PIU and NGO to work closely with PDOWA and WCCCs on ensuring women’s participation in project activities in Pursat.	
Output 3: Community Mobilization and Environmental Improvements (CMEI)	Sanitation grants to IDPoor 1 and 2, including female-headed households if categorized as IDPoor 1 or IDPoor 2.	PMU, PIUs, PMIS consultants, NGOs, municipal, sangkat (sub-district),
	Meaningfully consultations with women in Kampong Chhnang and Pursat on priority small scale infrastructure improvements (e.g., gender-specific requirements for public infrastructure, such as separate latrines for women with trash bins, if appropriate).	
	At least 40% of participants in CMEI activities and training are women	

¹ Government of Cambodia. Ministry of Planning. National Institute of Statistics. 2011. *Women and Men in Cambodia*. Phnom Penh.

² See supplementary document 22 (Poverty and Social Analysis) for more details (accessible from the list of linked documents in Appendix 2).

Outputs	Actions	Responsibilities
	Hygiene IEC campaigns covers topics that are important for women (e.g., at least 30% of hygiene campaigns focus on menstrual hygiene and solid waste management).	commune and village authorities, PDOWA, and WCCC
	Capacity development and IEC materials will be gender-sensitive.	
Output 4: Strengthened sector coordination and operations	Women's sanitation issues are incorporated in updated building code applications for six provincial towns around Tonle Sap (e.g., space in public bathrooms and separate toilets).	PMU, municipal, sangkat (sub-district), and village authorities, PMIS consultants, institutional specialist, and PDOWA
	Women's climate change needs and issues are incorporated in the proposed climate change adaption regulations for urban environmental improvements.	
	At least 1 sector coordination meeting, chaired by MPWT, will include a discussion related to women's needs in integrated urban environmental management over project implementation.	
	Tonle Sap Urban Areas Development Framework and individual urban development strategies for Kampong Chhnang and Pursat are explained to women's groups.	
	Semi-autonomous urban service units in Kampong Chhnang and Pursat municipality are established and become operational (at least 20% of staff in each unit are women).	
Output 5: Strengthened Capacity for Project Implementation, and Operations and Maintenance	At least 1 member of the Project Steering Committee is a woman.	MPWT/PDPWT, PMU, PMIS consultants, and PDOWA
	At least 30% of PMU and 30% of staff in both PIUs are women (2014 Baseline: PMU=1 woman; PIUs have not been established).	
	Project management and implementation consultants include an international social development /resettlement specialist (6 person-months) and a national gender specialist (6 person-months).	
	Gender sensitivity and mainstreaming training is administered to all project staff (PSC, PMU, PIUs, and PCC).	
	A resettlement/social development officer is appointed in the PMU	
	The NGO appoints at least 30% women as part of their team for each town in Kampong Chhnang and Pursat.	
	A government community coordinator is appointed in Pursat PIU and two government community coordinators are in Kampong Chhnang PIU.	
	A representative from the PDOWA is appointed to the provincial coordination committee in Pursat and Kampong Chhnang.	
	Project performance monitoring system includes sex-disaggregated data.	
	The annual project performance monitoring and evaluation reports will include progress against these indicators.	
	Progress reports (e.g., quarterly, safeguards, annual project performance monitoring and evaluation, and PPCR reports) include information on gender activities. The GAP monitoring table is updated and attached to the project progress report (twice a year).	
	GAP performance included in mid-term and final project reviews.	
	At least 20% of technical training participants are qualified women.	

CMEI = community mobilization and environmental improvements, PDPWT = provincial department of public works and transport, PDOWA = provincial department of women's affairs, GAP = gender action plan, IEC = information education and communication, IRC = Inter-ministerial Resettlement Committee, MEF = Ministry of Economy and Finance, MPWT = Ministry of Public Works and Transport, NGO = nongovernmental organizations, PCC = provincial coordination committee, PIU = project implementation unit, PMIS = project management and implementation support, PMU = project management unit, WCCC = women and children's consultative committee.

Source: Asian Development Bank.