

GENDER ACTION PLAN

1. **Gender Classification.** The additional financing will improve the health and living standards of the population in 275 villages in the 28 communes from the six provinces in the Tonle Sap Region through access to improved water supply and sanitation and awareness raising training in water and sanitation health (WASH). The additional financing will develop new and upgrade existing community based water supply systems and promote development of latrines through sanitation grants for poor and vulnerable households and self-funding schemes. An estimated additional 253,000 people will benefit from the additional financing. The provision of water supply will enhance and improve the lives of women and girls responsible for gender-defined tasks associated with water collection for household cooking, cleaning, and drinking water. Gender design measures in the GAP include targets for females staffing and decision-making in sector and commune institutions; participation in planning, design, operation and maintenance of investments; and improved gender awareness and gender action plan (GAP) project components to implementing agencies. The project is classified as gender equity theme (GEN).

2. **GAP Purpose and Strategy.** The project's gender analysis indicates that women in the 28 communes targeted are in a disadvantaged position relative to men in income levels, education, gender roles, safety and security, access to economic opportunities, voice in water related decision making at community and sector level. The GAP (Table 13.1) below provides gender inclusive measures and targets to promote gender awareness and improved skills among project implementation agencies, address potential project risks (i.e., widening of gender disparities), and enhance positive project benefits for women as follows:

- Participation/voice – ensure women's equal participation in project design and implementation (including WASH messages, disaster risk management) and decision-making in project and sector related institutions.
- Economic access–Commune business groups, with majority female representation, given priority for private-sector capacity development and latrine civil works contracts.
- Productivity–improved and reliable water supply will aim to reduce women's time poverty and exposure to water and sanitation related diseases.
- Institutional strengthening and capacity development–promote gender awareness and GAP implementation skills of executing and implementation agencies and ensure sex-disaggregated data is collected and integrated in the project performance monitoring system (PPMS) and regular reporting mechanisms.

3. **Implementation arrangement for GAP.** Ministry for Regional Development/PCU (MRD). DRWS and PDRDs/ Provincial Project Teams (PPTs) will be responsible for the implementation, monitoring and reporting. The PCU will assign a national social development and gender expert to coordinate, under the supervision of an international social development and gender expert (part-time), in cooperation with the PPT gender focals. Project GAP implementation progress will be consolidated, using sex disaggregated data, and reported in the project's quarterly progress, mid-term and project completion reports.

4. **GAP Budget.** Resources for GAP implementation are integrated in the Project budget.

TABLE 13.1: Gender Action Plan

Activities	Proposed Gender Actions and Targets
Output 1: Improved Community Health and Hygiene Practices	
<ul style="list-style-type: none"> • At least 50% women serve as village and commune focals and provided with training in WASH behavior change, operation and maintenance of water supply facilities. • Each WSUG will have a five member board with at least two members are women (40%) and reinforce the importance of women's inclusion in RWSS decision making at HH and village/communal level. Two representatives from each WSUG (one for water supply and one for sanitation) are on the RWSS committee with at least 40% are women. • MRD GMAGs will train PCU, PDRD, and VDC members on gender awareness and importance of women's participation, voice and inclusion in RWSS decision making. • PPT will provide capacity development support to Village focals to facilitate hygiene, health, and sanitation training and awareness among women, men and children, with minimum 40% male participation. . • PPT will provide gender sensitive training to Commune Council, VDC, and WSUG Boards on roles and responsibilities; WASH training to VDCs, WSUGs, and Village focal persons; GAP gender implementation requirements to VDCs, together with MRD/Department of Community Development. 	
Output 2: Rehabilitated, Upgraded and New Water Facilities	
<ul style="list-style-type: none"> • Conduct separate focus groups discussions for women and men during subproject feasibility studies with female implementation team staff leading women's focus groups. • Ensure at least 50% women participate in community water supply decisions on village development plans (e.g. Village Water Supply and Sanitation Plan, Village Development Drinking Water Safety Plan, and local Disaster Risk Management Plan) water supply technology choices, and community contributions. • Gender responsive selection criteria identified and adopted by PPT in selection and siting of community water supply facilities (e.g. user-friendly operation and maintenance, distance to water point). Collection time and/or distance to water points reduce women and girls average monthly collection time by minimum 50% (baseline: average 45 hours/month, distance 228 meters). 	
Output 3: Improved Public and Household Sanitation	
<ul style="list-style-type: none"> • Construct 140 public toilets with separate facilities for females, males and disabled. Ensure all identified poor and vulnerable households, meeting project criteria, in target communes receive project sanitation grant for latrine sub-structure construction. WASH training provided to all target communes, with at least 40% men's participation, on the linkages between improved health and proper sanitation and hygiene. At least 40% of women and 40% of men are included in awareness and behavioral-change training 	
Output 4: Strengthened Sector Planning and Development	
<ul style="list-style-type: none"> • Ensure at least 40% of those that attend training on M&E from the commune and village levels are women. • PPMS and RWSS database established with data collection disaggregated by sex and reflected in project's quarterly, mid-term and project completion reporting mechanisms, including bi-annual GAP implementation performance. • Disaster Risk Reduction and Management Plans for RWSS prepared for national, provincial and local levels, include 40% female RWSS staff during preparation and targeting at least 50% of information recipients are female via PPT mechanisms. • Appointment of a deputy director and two staff members from DRHC to coordinate project activities and work at the PCU office, at least one member to be female. • Commune Business Groups established with priority given for technical training (with at least 60% female representation) and civil works contracts for latrine construction. Policy and program facility support to MRD to address superstructure investments for sanitation grant recipients 	
Output 5: Improved Capacity for Project Implementation	
<ul style="list-style-type: none"> • Ensure at least 40% staff of PCU staff are women (baseline: 33% currently all in community development, sanitation, and accounting positions) 20% PDRD/PPT are women (baseline: 12.5%) by 2017. All project implementation training includes a session on gender awareness and GAP implementation. • The technical and management capacity of MRD staff members at national, provincial, and sub provincial levels is enhanced, with at least 30% training participants female. • Ensure 100% women in WSUG Boards, RWSS Committees, and Village Focals receive training in leadership skills and public speaking to enhance their decision-making capacity. At least one of three NGO persons placed in each PDRD project team is a woman. • PCU employ an international and national social development and gender expert in cooperation with PPT local gender focals in GAP monitoring, implementation and reporting, under the supervision of an international social development and gender expert (4 person-months intermittent, each). 	

DRHC = Department of Rural Health Care; GAP = gender action plan; GMAG = gender mainstreaming action group; IAs = implementation agencies; IEC = information, education and communication; MRD = ministry of rural development; O&M = operation & maintenance; PCU = project coordination unit; PDRD = provincial department of rural development; PMC = project management consultants; PPMS = project performance monitoring system; RWSD = rural water supply department; VDC = village development committee; WASH = water, sanitation and hygiene; WATSAN = water and sanitation; WSUG = water and sanitation user group.