

GENDER ACTION PLAN

1. The expected impact of the Greater Mekong Subregion (GMS) Tourism Infrastructure for Inclusive Growth Project is increased tourism employment for people living in underdeveloped segments of the GMS Southern Coastal Corridor. The outcome will be increased tourism receipts in Kep, Kampot, and Koh Kong. Khmer women will benefit from project activities that support micro- and small-enterprise development and create employment related to tourism. Women will also benefit from better representation in destination management through inclusion in project-supported forums and partnerships. In addition, the project will invest in measures to combat the negative impacts of tourism on women and children such as the spread of HIV/AIDS, child exploitation and human trafficking. The project's gender classification is effective gender mainstreaming.

2. The design and monitoring framework includes a number of gender-specific indicators including that at least 60% of newly created jobs will be held by women. The purpose of the gender action plan (GAP) is to ensure that women benefit both directly and indirectly across all project activities. The GAP will ensure women's meaningful participation in decision-making and includes measures to mitigate negative impacts and reduce risks associated with tourism development. The project coordination unit will be responsible for coordinating the GAP and preparing consolidated quarterly monitoring reports for submission to ADB. It will engage international (1 month) and national (12 months) gender specialists to support GAP implementation and monitoring. Project implementation units will appoint a gender focal point who will work closely with the gender specialists to ensure effective implementation of the GAP. The GAP budget is about \$52,500, to be financed from the ADB loan.

Table 1: Summary Gender Actions and Targets

Actions	Targets/Indicators	Responsible
Output 1. Last-mile tourism access infrastructure improved.		
Output 2: Environmental services in cross-border tourism centers improved.^a		
1.1 For all infrastructure subprojects, PIUs and consultants consult with women and men on detailed designs and inform them about employment opportunities during and after construction.	<ul style="list-style-type: none"> • Two public consultations held with the local population and shop owners/mobile vendors at each subproject site. At least 50% of participants in consultation meetings are women. 	PCU, PIUs, PDWA and consultants.
1.2 For all infrastructure subprojects, ensure that civil works bidding documents include numerical targets for women's employment.	<ul style="list-style-type: none"> • 30% of the unskilled workers hired for construction are local. • At least 25% of local unskilled workers are women. 	PCU, PIUs and consultants.
1.3 For all infrastructure subprojects, detailed design maximizes fixed and mobile vendor retail space for women and road design includes safety measures.	<ul style="list-style-type: none"> • 100% of crab market mobile vendors return to upgraded space after construction. • Specific design measures such as wide shoulders and lighting are implemented. 	PCU, PIUs, consultants and contractors.
Output 3. Institutional capacity to promote inclusive tourism growth strengthened.		
3.1 Ensure women are appointed in committees and forums for destination management and institutional strengthening; and create enabling conditions for their participation.	<ul style="list-style-type: none"> • DMO management committees include 40% women; at least 2 DMOs are led by a woman.^b • Women comprise 50% of stakeholders at public-private partnership consultations. 	NSC Chair, PDWA, PCU Director and PIU Director.
3.2 Increase women's access to economic opportunities through development of tourism-related micro- and small-enterprises and livelihood activities.	<ul style="list-style-type: none"> • 375 micro- and small-enterprises operators (60% of whom are women) gain access to professional tourism-related business support services and microfinance. • Women hold at least 25% of newly created jobs at the international passenger pier in Kampot. • At least 80% of newly constructed vendor 	PCU and PIUs.

Actions	Targets/Indicators	Responsible
	space in project facilities is allocated to women.	
3.3 Training program in hospitality services includes outreach to disadvantaged women.	<ul style="list-style-type: none"> 60% of hospitality service trainees are women. 	PCU, PDWA, PIU and consultants.
3.4 Implement safety, health and heritage conservation awareness programs and measures to combat child exploitation and human trafficking in partnership with women business leaders, government departments, law enforcement, DMOs, and tourism businesses.	<ul style="list-style-type: none"> Awareness of measures to protect heritage, improve health and safety, and prevent child exploitation and human trafficking increases among 4,500 people (50% women). At least 50% of participants in health and hygiene/sanitation training are men. 	
Output 4. Effective project implementation and knowledge management.		
4.1 Ensure women are represented in the project's National Steering Committee and in PIUs and the PCU.	<ul style="list-style-type: none"> NSC has at least 2 women members. Women hold 25% of management and professional posts in the PCU and PIUs. 	NSC Chair, PCU Director, PDWA, and PIU Directors.
4.2 Appoint a representative of the National Steering Committee to oversee the project's strategic directions for gender equality; appoint focal persons in the PCU and PIUs to be responsible for gender mainstreaming and GAP implementation	<ul style="list-style-type: none"> Gender Focal Person designated in NSC, PCU and PIU. GAP is reviewed, monitored for progress quarterly and follow-up actions agreed annually at NSC meetings. GAP is integrated into annual and quarterly work plans of PCU and PIU. 	NSC Chair, PCU Director, PDWA, and PIU Directors.
4.3 Recruit gender consultants to support GAP implementation, training of contractors and consultant team, and other consultants to implement activities to ensure women gain increased access to economic opportunities.	<ul style="list-style-type: none"> Gender consultants hired to support GAP implementation. Consultants hired to support development of women-led enterprise activities. 100% of PCU, PIU, and project implementation consultants trained in gender equality and GAP implementation. Gender actions stated in work plans. 	PCU Director.
4.5 Women members of NSC, PCU and PIUs participate in GMS meetings and training events.	<ul style="list-style-type: none"> 25% of participants attending GMS events on behalf of Cambodia are women. 	NSC Chair and PCU Director.
4.6 Develop a project performance monitoring system that provides information on the differential impacts of the project on women and men.	<ul style="list-style-type: none"> Indicators for tracking progress and project benefits are sex disaggregated. Monitoring of safeguards plans track differential impacts on women and men. Gender actions noted in all progress reports. 	PCU Director, PIU Directors and consultants.
4.7 Tourism statistics harmonization includes systemization of sex-disaggregated data collection and reporting.	<ul style="list-style-type: none"> All standard tourism statistics related to people are disaggregated by sex. 	PCU Director.

DMO = destination management organization, GAP = gender action plan, GMS = Greater Mekong Subregion, NSC = National Steering Committee, PCU = project coordination unit, PDWA = Provincial Department of Women's Affairs, PIU = project implementation unit.

^a Actions apply to all infrastructure subprojects and so the same for Output 1 and 2.

^b A destination management organization is defined as a public, private or public-private entity responsible for the management and/or marketing of tourism in a geographic region defined for that purpose.