

## GENDER AND ACTION PLAN

1. Although substantial progress is noted in the mainstreaming of gender aspects in the planning process for decentralization and deconcentration reform under DPSFM subprogram 1, considerable more effort is required to ensure implementation of reforms, and in particular policy formulation, is gender responsive. Female representations at legislative and executive institutions are increasing, but there is still a shortage of women at decision-making positions. Overall, quantitative quotas and targets are likely to be achieved, but the second stage of decentralization reforms will require a more strategic approach to the inclusion of gender targets, with a special focus on leadership positions and strategic capacity development activities.

2. The Gender Action Plan (GAP), developed in accordance with the ADB Policy on Gender and Development and the laws of the Government of Cambodia, aims to address gender inequality and ensure more equal access to project benefits, in particularly promoting women’s participation in local planning and implementation of the projects under a new initiative of Sub-National Investment Fund (SNIF). The Project has therefore been designed for categorization as an Effective Gender Mainstreaming (EGM) project under current ADB gender mainstreaming guidelines. The GAP has been developed and aims to ensure that: (i) gender is adequately addressed and mainstreamed into the SNIF operational plan; (ii) gender equity and women’s empowerment issues will be incorporated in the SNIF investment projects; (iii) community women’s participation in local planning; (iv) target SNA female officials for project facilitator team; and (v) sex-disaggregated data will be recorded through SNIF operations.

### GENDER ACTION PLAN (GAP)

Project Outputs	Actions	Responsible Agencies
<b>Output 3:</b> Development of the SNIF	<ul style="list-style-type: none"> <li>• Ensure that MoWA is included as a member of SNIF Board.</li> <li>• The SNIF Secretariat will define a Gender focal point.</li> <li>• Adequate gender inputs from gender experts will be allocated to the SNIF</li> <li>• Gender is adequately addressed and mainstreamed into the SNIF Secretariat &amp; District operations manuals.</li> <li>• Proper functioning of Women &amp; Childrens’ Development Committees will be one criterion for assessing District eligibility</li> <li>• Gender equity and women’s empowerment will be included as one criteria of technical review and appraisal of investment project proposals (IPPs) prepared by eligible Districts</li> <li>• SNIF proposals will discuss (i) how women/girls will receive benefit from this investment; (ii) how community people in particularly women/girls can participate or access to this project. Encourage community participation, and in particular women,</li> </ul>	MEF, SNIF Secretariat, MoWA, NCDD-S gender advisor

Project Outputs	Actions	Responsible Agencies
	<p>throughout the process of SNIF proposal development including assessment, planning and shortlisting priority projects as specified in the planning guideline for investment program.</p> <ul style="list-style-type: none"> <li>• District project facilitator team (PFT) will aim to include between 20–50% of women’s representatives.</li> <li>• Ensure female SNA including D/M officials and WCCC capacity building and mentoring support to empower them to participate in the SNIF process</li> <li>• Ensure sufficient gender expertise (human resources and institutional experience) as a requirement of any consultants/services providers recruited for annual APA, IPP preparations, and the Annual Evaluation &amp; Audit of completed subprojects.</li> <li>• Ensure participatory evaluations are conducted with male and female beneficiaries at mid-term review and end of the project reviews, and gender result/impact will be included in the reports</li> <li>• Ensure reporting on GAP progress is included in all review mission and project quarterly and annual progress reports.</li> </ul>	

APA = annual performance assessments, GAP = Gender and Action Plan, MEF = Ministry of Economy and Finance, MoWA = Ministry of Women’s Affairs, SNA = subnational administration, SNIF = Sub-National Investment Fund, WCCC = Women’s and Children’s Consultative Committee.

### 3. Implementation Arrangements:

The Executive Agency (EA), the Ministry of Economic and Finance (MEF) with support from the SNIF Secretariat hosted at the MEF, will be responsible for the gender related policy/operational manual and implementation, monitoring and reporting of the Project gender action plan. SNIF Board will include representation of the Ministry of Women’s Affairs (MoWA) to provide guidance and ensure alignment with national gender policies/strategies and initiatives. NCDD-S gender advisor will be invited to participate to support gender mainstreaming in to the SNIF operational manual and SNIF projects, and in providing guidance to the annual APA and AEA (Annual Evaluation and Audit) teams. Gender indicators will be integrated in to the Project Monitoring and Evaluation framework and the Project will report sex-disaggregated data. The Project will submit progress update on the implementation of the GAP regularly as part of review and progress reports submitted to the ADB.