

GENDER ACTION PLAN (SUMMARY)

1. **Gender classification.** The Corridor Towns Development Project (the Project) is designed to facilitate the transformation of transport corridors into economic corridors to spur economic growth and sustained development through provision of adequate urban and infrastructure and essential services to facilitate growth and increase urbanization in the Greater Mekong Subregion (GMS). The project will implement a number of environmental improvement subprojects in four towns in Cambodia: (i) urban road improvements, including drainage; (ii) flood control; (iii) wastewater treatment; and (iv) solid waste management. Women will benefit through measures for employment enhancement, increased participation in decision-making, training, and capacity building; and targets for gender equality project management. The project is classified effective gender mainstreaming (EGM).

2. **GAP purpose and strategy.** The purpose of the GAP is to ensure that women will benefit in the short and long term, and in both direct and indirect ways, from the proposed urban improvements. The GAP will ensure suitable avenues will be available for women's participation, and it includes measures for maximizing their participation in local-level decision-making. Further, the GAP will put in place measures to mitigate negative impacts and reduce risks associated with the subprojects:

- Institutional strengthening to increase the participation of women in the planning, design and implementation of urban infrastructure to ensure that provision of services are responsive to women's needs; greater gender equality in recruitment for the executing agency (EA), implementing agency (IA), and project staff; gender sensitization training to EA, IA, and project staff; and to implement sex-disaggregated monitoring and evaluation within the project performance monitoring system (PPMS);
- Staffing quotas are required through a loan assurance, that 30% of the overall staff positions and 30% of the management positions in the project management units and project support units to be female.
- There is also a target of 90% women for employing existing informal waste pickers in the materials recovery facilities (MRFs) funded under the project, including skills upgrade training
- Empowerment for women in urban community development through gender awareness raising programs; provision of vocational training and skill building programs that include basic skills such as literacy and numeracy, financial management, assistance in accessing existing micro-credit funds; and access to short term employment through the project assurance that 30% of the construction workers to be hired under the Project to be female;
- Ensuring that information, education and communication (IEC) programs implemented under the project equitably target women as well as men and promoting an increased awareness of women about communicable disease such as HIV/AIDs in subproject areas through civil contract clauses for contractors; and
- A road safety campaign that will target girls as well as boys in school awareness campaigns

3. **Institutional responsibilities and monitoring.** The EA's project management unit (PMU) will support and assist the project implementation units (PIUs) in implementing and internal monitoring of the GAP. The project implementation support (PIS) consultant will include a national (12 person-months) and international (3 person-months, intermittent) gender specialist. Internal

monitoring will be undertaken by the IAs and PMS gender specialists, and findings will be consolidated in the project's quarterly progress reports.

Table 1: Summary Gender Action Plan

Project Outputs	Proposed Actions and Targets
Output 1: Strategic Local Economic Development Plan adopted and implemented	
1.1 GAP Component 1 - Institutional Strengthening for Gender and Development Funded under capacity development and training	<ul style="list-style-type: none"> • Gender issues reflected and mainstreamed in planning documents including socioeconomic development plans and master plans; • PIS consultant's gender specialists will collect sex-disaggregated data on EA/IAs staffing and technical designation as baseline and monitoring of gender targets for overall staff and management positions to refine the gender awareness training inputs; • Provide gender awareness and sensitization training for 30 EA/IA staff (each province); gender awareness training for managers and staff to increase sensitivity to different needs of women and men.
Output 2: Priority urban infrastructure investments implemented	
2.1 GAP Component 2 – Empowerment for Women in Urban Community Development and Skills Training Funded under capacity development and training	<ul style="list-style-type: none"> • Market assessment survey undertaken indicating current demand and economic growth areas in towns. • Training for women to better position their entry in the growing employment demand areas arising from project interventions, targeting at least 500 women per town, for example, construction skills training targeting women • A target of 90% women for employing existing informal waste pickers in the MRFs funded under the project, including skills upgrade training. This is based on PPTA field data showing up to 95% of informal waste pickers are currently women. • Construction phase employment, construction workers will be 30% female; contractor records to be gender disaggregated for monitoring purposes
2.2 GAP component 3 – HIV awareness and prevention Funded by construction companies	<ul style="list-style-type: none"> • Awareness training provided by external HIV organizations and/or NGOs subcontracted by contractors during workforce mobilization for laborers and community surrounding construction locales
2.3 GAP component 4 – sanitation, health and hygiene program Funded under capacity development and training	<ul style="list-style-type: none"> • Training 2 health and sanitation promoters in each town through TOT program • Establish and train 2 MOWA staff as facilitators for IEC completion in each town
2.4 GAP component 5 – road safety campaign Funded under capacity development and training	<ul style="list-style-type: none"> • Target girls as well as boys in school awareness campaigns
Output 3: Institutional capacities strengthened	
3.1 GAP component 6 – institutional strengthening for gender and development cost included in project output 1	<ul style="list-style-type: none"> • Ensure that 30% of the overall staff positions and 30% of the management positions in the project management units and project support units to be female

EA = executing agency, GAP = gender action plan, HIV = human immunodeficiency virus, IA = implementing agency, IEC = information, education and communication, MOWA = Ministry of Women's Affairs, MRFs = materials recovery facilities, NGO = nongovernment organization, PIS = project implementation support, PPTA = project preparatory technical assistance, TOT = training of trainers

Source: Asian Development Bank.