

LABOR AND GENDER ACTION PLAN

1. The rehabilitation of damaged national, provincial and rural roads and irrigation facilities under the Flood Damage Emergency Reconstruction Project will bring major benefits to women and men and girls and boys. Better access to markets, schools, and health centers and improved agricultural production will help restore the livelihoods of families affected by the flooding. This Labor and Gender Action Plan (LGAP) was developed primarily to ensure that the Executing Agency, the Project Implementation Units, and civil works contractors pay particular attention to the inclusion of local unskilled laborers, and particularly women, on construction crews. Providing jobs and much-needed cash income to local women affected by the flooding will reinforce the re-establishment of livelihoods. Where women are able to access construction jobs are empowered to make beneficial intra-household resource allocation decisions, such as acquiring productive assets, sending children to school, improving household nutrition, and so on. The 2011 ADB Cambodia Country Gender Analysis stresses that gender disparities in employment remain extensive in Cambodia, primarily because of traditional attitudes about "appropriate" occupations for women and men. This is particularly true in the construction sector, where it is believed that women either cannot or do not wish to engage in manual labor. However, there are many construction jobs that women can and wish to do. Social and gender analysis undertaken in 2011 (including household surveys and focus group discussions in Prey Veng province) documented the willingness and availability of women for such work.

2. Consultations in Prey Veng included separate focus group discussions with men and women. More than half of the women participants expressed interest and willingness to work on the road construction and maintenance, citing that there were very few other jobs available in their communities. About 10% of the women consulted in one particular commune had previous experience working on road rehabilitation under the World Food Program's food-for-work program. Some women expressed that they were hesitant to work on a road project because they had no experience, but said that with orientation, training, and supervision they would be happy to participate. In separate consultations with men, husbands reported that they would allow their wives to work on a road construction project as it would be a rare opportunity for unskilled men and women to find local employment and income. They said that people need jobs especially while waiting for the harvest period. The pronounced seasonality of the availability of unskilled labor in Cambodia will be an important consideration in the construction planning process. Village men suggested that contractors should hire women, not only men, which would give women the opportunity to prove that they can work on construction projects.

3. This LGAP, developed in accordance with the ADB Policy on Gender and Development and the laws of the Royal Government of Cambodia, aims to address gender inequality and ensure more equal access to project benefits, particularly in construction jobs. The LGAP contains specific targets to raise awareness and improve gender equality. Monitoring the LGAP will ensure the participation of women in project management and implementation. Awareness raising on the Core Labor Standards and gender specific measures (such as equal pay for equal work) will be provided to contractors. Contractors will implement a sex-disaggregated data collection system in order to allow Project Coordination and Monitoring Unit (PCMU) and Project Implementation Units (PIUs) to monitor the achievement of the gender targets such as the total number of days of unskilled labor that are created, and the number of these that accrue to women unskilled laborers. The provisions in the LGAP apply primarily to Stage 3 works under the Flood Damage Emergency Rehabilitation Project (FDERP).

4. Rehabilitated national, provincial and rural roads and irrigation facilities will bring major The PCMU, through the PIUs, will ensure LGAP implementation, monitoring, and quarterly

reporting with support from a national labor and gender consultant recruited for each PIU and the CARM gender team. Gender-related targets are reflected in the DMF and include for each output that at least 30% of unskilled labor hired for construction work will be women. The estimated cost of implementing the LGAP is included in the project financing.

Table 1: FDERP Labor and Gender Action Plan

Project Output	Proposed Activities and Targets
Output 1: National and provincial road restoration (MPWT)	
	<ul style="list-style-type: none"> Contractors will prioritize and report on the use of local unskilled labor At least 30% of unskilled labor hired will be women (through conditions in bid documents) Contractors will uphold the Core Labor Standards, including not employing child labor Men and women will receive equal pay for equal work
Output 2: Rural roads restoration (MRD)	
	<ul style="list-style-type: none"> Contractors will prioritize and report on the use of local unskilled labor At least 30% of unskilled labor hired will be women (through conditions in bid documents) Contractors will uphold the Core Labor Standards, including not employing child labor Men and women will receive equal pay for equal work Any community-based rural road maintenance demonstration activities, if selected for inclusion in the project, will prioritize, build capacity for, and report on women's participation
Output 3: Irrigation and flood control (MoWRAM)	
	<ul style="list-style-type: none"> Contractors will prioritize and report on the use of local unskilled labor At least 30% of unskilled labor hired will be women (through conditions in bid documents) Contractors will uphold the Core Labor Standards, including not employing child labor Men and women will receive equal pay for equal work Irrigation canals will only be selected for rehabilitation if they have functioning Farmer Water User Committees reflecting women's concerns
Output 4: Project coordination and monitoring	
	<ul style="list-style-type: none"> Each PIU will have at least one woman on staff Each Ministry's Gender Mainstreaming Action Group will be encouraged to participate in project activities (particularly any gender training or orientation) All PIU staff will participate in training on gender mainstreaming in infrastructure projects A national labor and gender specialist will be hired for each PIU to support LGAP implementation, monitoring, and reporting PIUs will collect sex-disaggregated data in project performance and monitoring indicators or project management information system The PCMU will ensure that LGAP progress updates are included in quarterly and annual reports

LGAP=Labor and Gender Action Plan; MoWRAM = Ministry of Water Resources and Meteorology; MPWT = Ministry of Public Works and Transport; MRD = Ministry of Rural Development; PCMU=Project Coordination and Monitoring Unit; PIU=Project Implementation Unit.