

GENDER ACTION PLAN

1. Rehabilitated national, provincial and rural roads and irrigation facilities under the Flood Damage Emergency Reconstruction Project Additional Financing will bring major benefits to women and men through improved agricultural production and easier and faster access to markets, schools, and health centers. To support the reestablishment of livelihoods, this Gender Action Plan (GAP) was developed to ensure that the Executing Agency, Implementing Agencies, and civil works contractors pay particular attention to the inclusion of local unskilled laborers, and particularly unskilled women, on reconstruction crews. Women who are able to access income from construction jobs will be able to contribute to rebuilding their families' lives. The 2011 ADB Country Gender Analysis highlights 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, women are already engaged in manual labor in the agriculture sector, and there are many construction jobs that women can and wish to do. Social and gender analysis undertaken in the context of rural road improvement projects in Cambodia confirms the willingness and availability of women for such work.
2. The Ministry of Rural Development's Social and Environmental Office (SEO), with the support of an ADB Gender and Development Cooperation Fund (GDCF) grant, is actively promoting women's access to jobs in rural road construction under the Rural Road Improvement Project. A series of training manuals, monitoring forms, and outreach and communication materials have been developed for this purpose. The *Ready for Roads* campaign materials include a brochure, stickers, posters, an information guide for contractors, visors and t-shirts, and a 3-minute training film on the value and benefit of women's road work, aimed at changing the mindset and attitudes of road contractors. In four of the FDERP-AF project provinces (Battambang, Siem Reap, Kampong Thom, and Kampong Cham) the Provincial Departments of Rural Development have benefitted from training on gender mainstreaming in rural road construction under the GDCF grant. SEO officers have successfully completed a training of trainers program that will allow them to extend the training to the two remaining PDRDs.
3. This GAP, 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. This additional financing has the ADB gender mainstreaming category of SGE, or some gender elements. The GAP contains specific targets to raise awareness and improve gender equality. Training on the Core Labor Standards and gender specific measures (such as equal pay for equal work) will be provided to all contractors. Contractors will implement a sex-disaggregated data collection system (using the model tested by MRD) in order to allow 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 PCMU, through the PIUs, will ensure GAP implementation, monitoring, and quarterly reporting with support from a national gender consultant in the PCMU (MEF) and from the CARM gender team. Gender-related targets are reflected in the DMF and include for each output that at least 25% of unskilled workdays created will be for women. The cost of implementing the GAP is integrated in the project financing.

Table 1: FDERP-AF Gender Action Plan

Project Output	Proposed Activities and Targets
Output 1: National and provincial roads (MPWT)	
	<ul style="list-style-type: none"> Contractors will prioritize and report on the use of local unskilled labor At least 25% of unskilled workdays created will be for women Contractors will uphold the Core Labor Standards, including not employing child labor Men and women will receive equal pay for equal work MPWT will collaborate with MRD to use the <i>Ready for Roads</i> materials and tools developed under the Rural Road Improvement Project to increase women's participation
Output 2: Rural roads (MRD)	
	<ul style="list-style-type: none"> Contractors will prioritize and report on the use of local unskilled labor At least 25% of unskilled workdays created will be for women Contractors will uphold the Core Labor Standards, including not employing child labor Men and women will receive equal pay for equal work MRD will use the <i>Ready for Roads</i> materials and tools developed under the Rural Road Improvement Project to increase 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 25% of unskilled workdays created will be for women Contractors will uphold the Core Labor Standards, including not employing child labor Men and women will receive equal pay for equal work MOWRAM will collaborate with MRD to use the <i>Ready for Roads</i> materials and tools developed under the Rural Road Improvement Project to increase women's participation
Output 4: Project coordination and monitoring	
	<ul style="list-style-type: none"> Each PIU will have at least one woman technical staff
	<ul style="list-style-type: none"> Each Ministry's Gender Mainstreaming Action Group will be encouraged to participate in project activities (particularly any gender training)
	<ul style="list-style-type: none"> Early training on GAP implementation, monitoring and reporting will be provided to project staff including gender focal points, IA project managers, gender consultant, M&E consultants, team leaders and deputy team leaders.
	<ul style="list-style-type: none"> Selected PIU staff will participate in training on gender mainstreaming in infrastructure projects including an orientation on the Core Labor Standards and the <i>Ready for Roads</i> materials.
	<ul style="list-style-type: none"> A national gender specialist will be hired for PCMU to support GAP implementation, monitoring, and reporting
	<ul style="list-style-type: none"> PIUs will collect sex-disaggregated data in project performance and monitoring indicators or project management information system
	<ul style="list-style-type: none"> The PCMU will ensure that GAP progress updates are included in quarterly and annual reports