

GENDER ACTION PLAN

DMF Output	GAP Actions/Targets	Year of output	Responsible Organization
Output 1. Urban Environmental Infrastructure Improved			
Output 1.1 Urban environmental infrastructure in Kampong Cham improved	<ul style="list-style-type: none"> ▪ Waste water collection connections provided free-of-charge to 4,676 HHs in Phase 1 service area of which 1,153 are FHHs, 154 HHs are ID Poor 1, and 34 HHs are ID Poor 2. ▪ Expanded and improved solid waste collection services will cover 2,416 FHHs. ▪ 30% of staff employed in operation and maintenance are women (All new job vacancies properly communicated to men and women, and women are encouraged to apply) (baseline 2016: 0).^a ▪ Pilot project at Sangkat/Commune level on community management of flood resilience, gender equity in post-flood clean-up, and town beautification. 	<p>Q4 2023</p> <p>Q4 2023</p> <p>Q4 2023</p> <p>Q4 2022</p>	<p>DPWTs/PIUs</p> <p>Municipality</p> <p>MPWT/PMU</p> <p>DPWTs/PIUs, Consultant</p>
Output 1.2. Urban environmental infrastructure in Kratie improved	<ul style="list-style-type: none"> ▪ Waste water collection connections provided free-of-charge to 2,688 HHs in Phase 1 service area, of which 238 are FHH, 111 ID Poor 1 HHs, 246 ID Poor 2. ▪ Expanded and improved solid waste collection services will cover 825 FHHs. ▪ 30% of staff employed in operation and maintenance are women (All new job vacancies properly communicated to men and women, and women are encouraged to apply) (baseline 2016: 0).^b ▪ Pilot project at Sangkat/Commune level on community management of flood resilience, gender equity in post-flood clean-up, and town beautification. 	<p>Q4 2023</p> <p>Q4 2023</p> <p>Q4 2023</p> <p>Q4 2022</p>	<p>DPWTs/PIUs</p> <p>Municipality</p> <p>MPWT/PMU</p> <p>Consultant</p>
Output 1.3. Urban environmental infrastructure in Stung Treng improved.	<ul style="list-style-type: none"> ▪ Waste water collection connections provided free-of-charge to 2,253 HHs in Phase 1 service area, of which 277 are FHHs, 14 are ID Poor 1, 44 are ID Poor 2. ▪ Expanded and improved solid waste collection services will cover 446 FHHs. ▪ 30% of staff employed in operation and maintenance are women (All new job vacancies properly communicated to men and women, and women are encouraged to apply) (baseline 2016: 0).^c ▪ Pilot project at Sangkat/Commune level on community management of flood resilience, gender equity in post-flood clean-up, and town beautification. 	<p>Q4 2023</p> <p>Q4 2023</p> <p>Q4 2023</p> <p>Q4 2022</p>	<p>DPWTs/PIUs</p> <p>Municipality</p> <p>MPWT/PMU</p> <p>Consultant</p>
Output 2. Institutional capacities and national infrastructure for regional economic connectivity enhanced.			

	<ul style="list-style-type: none"> Provincial Development Strategies approved include social inclusion and gender equity components. In development of Provincial Development Strategy and implementation of ICT initiatives 30% and 50%, respectively, of participants from government agencies will be female staff.^b In workshops related to Provincial Development Strategy and ICT initiatives 50% of participants will be women. 	Q4 2023	DPWTs/PIUs, Consultant
		Q2 2022	DPWTs/PIUs, Consultant
		Q4 2019	Consultant
	<ul style="list-style-type: none"> Existing staff responsible for financial management and administration (at least 50% women) to be trained in ICTM. At least 120 government staff (at least 50% women) in the provincial governments trained ICT skills to operate the ICTM services (2017 baseline: 0). At least 60 government staff (at least 25% women) in the implementing agencies gained new technical, operational and maintenance knowledge and skills on wastewater treatment facility, drainage systems and controlled landfill (2017 baseline: 0). Women's representation in PMU/PIU decision-making and technical positions 20% (PMU and PIU Steung Treng) and 25% (PIUs Kampong Cham and Kratie). (Baseline (2011-2015) for PMU: MPWT 17%; PDPWT cumulative 14.85% women in managerial positions, PIU: PDPWT percentage of managerial positions occupied by women: Kampong Cham: 25% Kratie 22%; Stung Treng 18%). Orientation on GAP implementation, monitoring, and reporting provided to PMU/PIU staff, and local implementation partners. GAP integrated in overall work plan, budget and PPMS. Collection and monitoring of sex-disaggregated data with gender sensitive indicators incorporated in the PPMS and reflected in quarterly reports and GAP monitoring reports using ADBs template. 	Q4 2022	Consultant
		Q4 2023	MPWT/PMU
		Q4 2023	MPWT/DPWTs Municipality
		Q4 2023	Steering Committee responsible for ensuring % of women in Committee, PMU and PIU.
		Q1 2019	MPWT/PMU, DPWTs/PIUs
		Q1 2019	MPWT/PMU, DPWTs/PIUs
		Q2 2019	MPWT/PMU

ADB = Asian Development Bank; DMF = design and monitoring framework; DPWT = provincial Department of Public Works and Transport, FHH = female-headed household; GAP = gender action plan; HH = household; MPWT = Ministry of Public Works and Transport, PIU = project implementation unit; PMU = project management unit.

^a Based on consultations with PDWT and Municipality, Chamber of Commerce (Kampong Cham, January 2018).

^b Based on consultations with PDWT and Municipality, Chamber of Commerce (Kratie January 2018).

^c Based on consultations with PDWT and Municipality, Chamber of Commerce (Stung Treng, January 2018).

^d It is recognized that Provincial Departments of Planning, Tourism, Education and Agriculture will be involved in the PDS and the 30% reflect overall staffing. Current female Municipality staff in administration and finance comprise 75 %, the 50% target is based on these skills sets to be primarily involved in ICT implementation.