

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Gender and Social Inclusion Objectives	Activities / Indicators / Targets	Responsibilities	Quarter/ Year
Outcome: Access to urban infrastructure and services in participating cities improved.			
Inclusive access to basic infrastructure services	a. Improved sanitation facilities provided to at least 632 poor and vulnerable households, including 90 female headed households, in the project area. ¹ (2021 baseline:0) (OP 1.3) (DMF b)	DCS	Q4/2027
Output 1: Policy and regulatory environment improved			
1.1 Sector regulatory environment is gender-responsive and inclusive.	1.1.1 Guidelines on financial planning, tariff setting, and reporting, that are gender responsive and inclusive, are developed for each participating city ² . (2021 baseline: 0) (OP 2.3.2; OP 6.2.2) (DMF 1a)	DCS	Q4/2024
	1.1.2 Operational guidelines on wastewater, stormwater drainage and municipal solid waste, that are gender responsive and inclusive, are developed for each participating city (2021 baseline: 0). (OP 2.3.2) (DMF 1b) (refer footnote 2)	DCS	Q4/2024
	1.1.3 At least 40% of participants in trainings and workshops on financial planning and management, project management, service delivery and O&M with the MPWT, PDPWT, and municipal administration, are women.	DCS	Q3/2027
Output 2: Urban infrastructure improved			
2.1 Infrastructure and services developed respond to the needs of targeted population.	2.1.2 One behavior change analysis and strategy development on wastewater and solid waste management targeting all community members, including women and vulnerable groups in the project area is completed. ³	DCS	Q2/2027
	2.1.3 Community surveys are undertaken to track if and how the infrastructure services respond to the needs of the targeted population ensuring minimum participation of 50% women and fair representation from other vulnerable groups ⁴ (proportional to their representation in the target area). ⁵	DCS	Q2/2027
2.2 Infrastructure and service activities offer inclusive opportunities to the population	2.2.1 All works contractors will include a commitment that 30% of construction and other project related unskilled jobs will go to local men and women, (of whom at least 10% are local women) in all contract documents. ⁶	Contractor/ PMU	Q4/2024
	2.2.2 All works contractors will include a commitment that at least 20% of construction and other project unskilled jobs will go to women (local and non-local women).	Contractor/ PMU	

¹ Equivalent to at least 80% of eligible ID poor and vulnerable populations in the project area.

² Guidelines and plans will consider the different factors affecting male and female clientele, and vulnerable groups. For example, guidelines on financial planning will consider level of income and affordability.

³ Specifying key messages, information and education contents, pictures and training method targeting specific groups: men, women, vulnerable and other specific groups.

⁴ Vulnerable groups could include people living close to the poverty line, infants, children, pregnant women, families with food insecurity, people with disabilities and the elderly, as defined by the legal and regulatory framework.

⁵ Surveys will be conducted at least at the commencement of the project (baseline) and at the end of the project (endline).

⁶ Local refer to men and women residing within the project area.

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	2.2.3 The works contracts commit to ensure equal pay for work of equal value for male and female employees, including those from different ethnic groups, in all contract documents.	Contractor/ PMU	
	2.2.4 All workers are trained at least once during the project implementation to raise awareness on HIV/STIs, COVID-19, and GBV/SEAH prevention and response in the workplace, to ensure respectful interactions between the consultants, contractors, PMU and other stakeholders at the community level.	Contractor	
Output 3: Institutional effectiveness and governance improved			
3.1 MA-PWTESPO is a gender-responsive and inclusive institution.	3.1.1 A recruitment, continuous training ⁷ , mobility and promotion plan, that is gender responsive and inclusive, is developed and implemented within each municipal administration. (2021 baseline: 0) (OP 2.3.2) (DMF 3b) (refer footnote 2)	DCS ⁸	Q4/2025
	3.1.2 At least one technical position or 20% of technical positions ⁹ within each MA-PWTESPO are held by women (2021 baseline: 0) (OP 2.1)	EA, IA, Municipal Administration	Q2/2027
	3.1.3 At least one decision-making position or 15 % of decision-making positions ¹⁰ within each MA-PWTESPO are held by women. (2021 baseline: 0). (OP 2.3)	EA, IA, Municipal Administration	Q2/2027
	3.1.4. A MOU agreed with accredited institutes or universities to promote women's careers in engineering, sciences and technical studies. (OP 2.2.1, DMF 3c).	PMU	Q4/2022
	3.1.5 At least 20 scholarships ¹¹ are awarded to female employees of MPWT, PDPWT, or municipal administration to study engineering and/other relevant sciences at an accredited institution to advance their careers in the water and sanitation sector (2021 baseline: 0). (OP 2.2.1) (DMF 3d)	PMU	Q2/2027
Project Management and Gender-Specific Activities:			
A Gender and Social Specialist is engaged as part of the consulting team involved in the design (DCS) and management of the project. At least one training session on GESIAP is given to the project teams (PDPWT and municipal administration staff) in each city. Collection of sex-disaggregated and gender and target groups-related information relevant to the DMF and GESIAP is integrated in the overall project performance monitoring system and reports. A focal point(s) from the MPWT gender committee will be included in the GESIAP implementation and monitoring activities. Regular communication about the project is provided to stakeholders.			

DCS = Design and Construction Supervision Consultant; DMF = design and monitoring framework ; EA = Executing Agency; IA = Implementing Agency; MA-PWTESPO = Municipal Administration-Public Works Transport Environmental Sanitation Public Order Office; MPWT = Ministry of Public Works and Transport ; MOU = memorandum of understanding; O&M = operations and maintenance; PDPWT = Provincial Department of Public Works and Transport ; PMC: Project Management Consultant; Q = quarter.

⁷ Planning, project management, asset management, O&M, financial management, tariff collection and cost recovery. Selection and eligibility criteria to be developed during the project implementation by the DCS, in consultation with the EA and ADB.

⁸ The Institutional Specialist will work with the Gender and Social Specialist to ensure that gender mainstreaming is included.

⁹ Technical positions include engineers, technicians, trainers, accountant, officer. The indicator refers to the new positions to be created under the municipal administration to manage the new services for Bavet and Poipet only. Kampot has been excluded as the institutional set up is covered under L3314 Second Greater Mekong Subregion Corridor Towns Development Project.

¹⁰ Refers to positions such as director, chief office and vice chief. Number refers to the new positions to be created under the municipal administration to manage the new services for Bavet and Poipet only. Kampot has been excluded as the institutional set up is covered under the GMS 2.

¹¹ Refer to any graduate level equivalent or higher than a bachelor's degree.