

GENDER ACTION PLAN

1. The project is categorized effective gender mainstreaming at entry. It will improve transport infrastructure, environmental services, and destination management capacity to boost tourism growth in secondary towns, expanding access to economic opportunities equally for women and men. Gender design features are integrated into the project design to ensure women’s participation in infrastructure planning, construction and management, targeted business development programs, and gender-sensitive environment and safety awareness campaigns. Actions and targets in the Table below are the same for Cambodia and the Lao People’s Democratic Republic unless otherwise specified. Increasing women’s representation in project management and leadership roles is prioritized.

2. Gender Action Plan (GAP) implementation and monitoring will be financed with Asian Development Bank (ADB) and counterpart resources. Project coordination units, project management units, and multisector project implementation units will compile sex-disaggregated baseline data and be responsible for GAP implementation, supported by gender specialist consultants. Project executing agencies will appoint counterpart gender focal points to manage day-to-day GAP activities following job descriptions in the project administration manual. GAP implementation status reports will be included in the project’s quarterly progress reports and monitored by ADB and project steering committees. ADB and project executing agencies will conduct in-depth GAP reviews as part of the project’s midterm and final evaluations.

Gender Action Plan

Gender Objective	Actions/ Targets
Output 1: Urban-rural access infrastructure and urban environmental services improved	
Strengthen women’s voice in project design.	<ol style="list-style-type: none"> 1. Two consultations held during detailed design of each infrastructure subproject to optimize inclusiveness, gender responsiveness, and employment opportunities during and after construction. 2. At least 50% of people consulted in Cambodia and 50% in the Lao PDR are women.
Promote women’s economic empowerment and safety.	<ol style="list-style-type: none"> 3. At least 500 entrepreneurs (60% women) receive SME support services (2017 baseline:0) 4. At least 10% of unskilled workers hired for works construction are local women (2017 baseline: ~10%). 5. Contractors ensure separate access to water and sanitation facilities for women and men in construction sites and separate quarters, as well as suitable worker safety training, equipment, and clothing. 6. Contractors provide gender-responsive HIV/AIDS, STI, human trafficking, and child labor exploitation prevention information to all workers.
Improve gender design features of tourism facilities to support economic empowerment.	<ol style="list-style-type: none"> 7. All women vendors return to improved market space after construction (2017 baseline: ~80% (120 women)). 8. At least 80% (80 women) of newly constructed shop owners/operators are women. 9. Infrastructure subproject gender design features include suitable road shoulders, access for people with disabilities, public lighting, separate male and female toilets, lockable kiosks, road safety instruction, and others identified during consultations. 10. Infrastructure user charges (e.g. market stall rent and waste collection fees) are affordable to male and female users.
Ensure women’s equal participation in gender-sensitive IEC programs to mitigate tourism’s social risks.	<ol style="list-style-type: none"> 11. 50% of IEC facilitators trained by the project are women. 12. At least 50% of people reached by gender-sensitive IEC campaigns are women (2017 baseline: 38% women). 13. IEC materials are gender-sensitive (i.e. without gender bias/stereotypes) and published for each topic covered, e.g. (i) traffic

Gender Objective	Actions/ Targets
	and boating safety, (ii) HIV/AIDS prevention, (iii) human trafficking prevention and (iv) solid waste management.
Output 2: Capacity to implement ASEAN tourism standards strengthened	
Promote women's leadership.	14. At least 30% of ASEAN tourism standards certification board members and assessors are women (2017 baseline: 0). 15. At least 30% of ASEAN tourism standards trainers in Cambodia and 35% in the Lao PDR are women (2017 baseline: 0). 16. At least 40% of ASEAN tourism awards selection panel members in Cambodia and 45% in the Lao PDR are women (2017 baseline: 0).
Promote equal access to ASEAN tourism standards training and information.	17. ASEAN tourism standards manuals translated to Lao and Khmer language. 18. At least 40% of participants in ASEAN tourism standards training for businesses are women.
Output 3: Institutional arrangements for tourism destination management and infrastructure O&M strengthened	
Promote gender balanced project management.	19. Women comprise at least 30% of project steering committee members in the Lao PDR (2017 baseline: ~25% (4 women)) and at least two women members are appointed to Cambodia's project steering committee (2017 baseline: 2/11 members). 20. Lao PDR: Women hold 30% of project director and deputy director positions (2017 baseline: 20%). Cambodia: Women hold 20% of project director and deputy director positions (2017 baseline: 0). 21. Lao PDR: At least 40% of overall PCU and PIU staff positions are held by women (2017 baseline: 34%). 22. Cambodia: At least 30% of overall PCU and PIU staff positions are held by women (2017 baseline: 26%) 23. At least 30% of PCU and PIU staff that attend technical and project management training are women.
Promote women's representation in destination management and infrastructure O&M entities.	24. DMO managers comprise at least 30% women (2017 baseline: ~30%). 25. Women comprise at least 35% of total DMO membership in Cambodia and 40% in the Lao PDR (2017 baseline: ~30%). 26. At least 30% of 150 public works and tourism site managers (60 Cambodian and 90 Lao) are women, with skills, equipment, and budget needed to effectively develop and implement tourism management plans and infrastructure O&M (2017 baseline: 0) 27. Community tourism groups involving women and youth (at least 40% women and girls membership) are established or strengthened in all sites with community-managed tourist attractions. 28. At least 50% of participants in tourism-related service training are women (2017 baseline: ~70%).
Improve gender mainstreaming capacity to implement and monitor the GAP and report gender impacts.	29. 50% of 18 gender focal persons appointed to PCUs, PMUs, and PIUs are men. 30. Gender specialists and social development consultants provide gender equality training and GAP implementation training to all project supervision, management, and coordination entities. 31. GAP targets and actions are reflected in annual project work plans and reported in quarterly progress reports. 32. PPMS includes sex-disaggregated indicators and templates to track GAP progress, implementation, and project benefits. 33. At least 3 Cambodia and 3 Lao PDR human impact stories on GAP implementation, including women's understanding of, and satisfaction with project design, and improved economic opportunities are documented for publication.

~ = approximate value; ASEAN = Association of Southeast Asian Nations; GAP = gender action plan, DMO = destination management organization; IEC= information, education and communication; Lao PDR = Lao People's Democratic Republic, O&M = operation and maintenance; PCU = project coordination unit; PIU=project implementation unit, PMU = project management unit; PPMS = project performance management system; SME = small and medium-sized enterprises; STI = sexually transmitted infection.