KINGDOM OF CAMBODIA

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MINISTRY OF PUBLIC WORKS AND TRANSPORT

CAMBODIA URBAN INFRASTRUCTURE DEVELOPMENT PROJECT (C-UIDP)

GENDER ASSESSMENT AND GENDER ACTION PLAN

FINAL DRAFT FOR AIIB REVIEW
September 2026

Abbreviations

AIIB	Asian Infrastructure Investment Bank
C-ESMP	Contractor Environmental and Social Management Plan
CoC	Code of Conduct
CSC	Construction Supervision Consultant
CSES	Cambodia Socio-Economic Survey
C-UIDP	Cambodia Urban Infrastructure Development Project
DED	Detailed Engineering Design
DoWA	Provincial Department of Women's Affairs
DPWT	Provincial Department of Public Works and Transport
ESF	Environmental and Social Framework
ESIA	Environmental and Social Impact Assessment
ESMP	Environmental and Social Management Plan
ESMPF	Environmental and Social Management Planning Framework
FGD	Focus Group Discussion
FHH	Female-Headed Household
GADC	Gender and Development for Cambodia
GAP	Gender Action Plan
GBV	Gender-Based Violence
GMAG	Gender Mainstreaming Action Group (line-ministry mechanism coordinated by MoWA)
GRM	Grievance Redress Mechanism
IDPoor	Identification of Poor Households Programme
ILO	International Labour Organization
KII	Key Informant Interview
M&E	Monitoring and Evaluation
MHH	Male-Headed Household
MHM	Menstrual Hygiene Management
MoWA	Ministry of Women's Affairs
MPWT	Ministry of Public Works and Transport
OHS	Occupational Health and Safety
O&M	Operation and Maintenance
PMU	Project Management Unit
PPE	Personal Protective Equipment
PWD	Person with Disability
RMF	Results Monitoring Framework
RP	Resettlement Plan
RPF	Resettlement Policy Framework
SEA	Sexual Exploitation and Abuse
SEP	Stakeholder Engagement Plan
SH	Sexual Harassment
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
USD	United States Dollar
VHSG	Village Health Support Group
WASH	Water, Sanitation and Hygiene

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Executive Summary

The Cambodia Urban Infrastructure Development Project (C-UIDP) will improve access to climate-resilient sanitation services in four provincial towns: Kampong Chhnang, Kampong Cham, Prey Veng and Don Kaev (Takeo). It will do so through three components, sewerage networks and wastewater treatment; priority stormwater drainage and flood protection; and institutional strengthening, project management and supervision, at a total cost of USD 280 million financed by AIIB, the Abu Dhabi Fund for Development and Government counterpart funds. Under the agreed Project Results Monitoring Framework, the Project will provide 121,352 people with access to improved, climate-resilient sanitation infrastructure and services, including 62,254 women.

Purpose. This Gender Assessment and Gender Action Plan (GAP) answers four questions: who is exposed to the risks the Project creates, who can reach the benefits it delivers, who takes part in the decisions that shape it, and who gets the work it generates. It converts those answers into budgeted, verifiable commitments carried not by a stand-alone gender programme but by the Project's own procurement, construction, engagement, grievance and monitoring systems, so that performance can be inspected and enforced like any other project obligation.

Methods. The assessment draws on five bodies of evidence: the Commune Database and the project-area baseline; four household survey workbooks covering 1,254 valid households; 19 recorded consultation activities with 859 participants; key informant interviews and focus group discussions; and national secondary sources. A deliberate evidence discipline applies: national statistics interpret risk and are not presented as project findings; no gender gap is asserted where project data cannot support one; and where evidence is missing the GAP names the data to be produced, who must produce it and by when.

Key findings. Three findings carry the plan, and two evidence gaps constrain it.

- **Livelihoods.** Of the 1,254 surveyed households, 383 (30.5%) are female-headed. Among female heads, 78.1% report an identified occupation, against 88.7% of male heads; and 193 female heads (50.4%) trade or run a business, against 40.6% of male heads. Excavation, traffic diversion and reduced shop frontage therefore fall directly on the activity from which female-headed households in these commercial towns most often earn.
- **Voice.** Women were 39.1% of consultation participants overall and 89.5% of focus group discussion participants, but only 1 of 74 participants, or 1.4%, at provincial level, which is where design, service and implementation decisions are actually taken. Women are well represented where views are collected and almost absent where choices are made.
- **Institutional capacity.** Women are 20.5% of the workforce of the Ministry of Public Works and Transport (MPWT) in 2024 and held no Department Director post across the 25 provincial and municipal departments. Capacity to deliver gender commitments therefore has to be built, not assumed.

Two evidence gaps are material, and the GAP carries them as numbered commitments rather than caveats: there is no sex-disaggregated sanitation, connection-cost or affordability baseline, and no age or ethnicity screening has yet been undertaken.

Barriers. Five barriers follow from these findings:

1. uneven representation of women in formal consultation spaces;
2. construction disruption to small businesses and to daily mobility;
3. entry barriers to infrastructure employment;
4. safety and harassment, including sexual exploitation, abuse and harassment (SEA/SH), and conduct where connection works are carried out at the dwelling, with limited access to confidential reporting; and
5. data gaps on service affordability and on decision-making.

The GAP sets 19 actions across two layers, in five themes: construction, land and livelihoods; labour, workplace and employment; participation, voice and grievance; design and service delivery; and institutional capacity and monitoring.

- **Layer 1:** "Do no harm" (mandatory): safe temporary access and advance notice at every work front; a temporary alternative wherever works interrupt a water or sanitation service; livelihood continuity for affected shops and street traders; screening and entitlement for land users economically displaced by the treatment-plant site and works corridors; notice, appointment windows and conduct standards where connection works are carried out at the dwelling; transparent recruitment and equal pay for work of equal value; suitable PPE and separate worker welfare facilities; Codes of Conduct with SEA/SH induction and sanctions; accessible community and worker grievance mechanisms with a confidential, survivor-centred pathway; and ethnicity screening.
- **Layer 2**: "Do better" (opportunity): women's employment and training; meaningful participation; inclusive, menstrual-hygiene-responsive design; the sanitation and affordability baseline required before detailed engineering design is finalised; a delivery partnership with the Provincial Departments of Women's Affairs and MoWA's Women's Development Centres; youth disaggregation; beneficiary-level outcome reporting; and user feedback on service governance.

Every action is mapped to the component and output it modifies, so that no project output is left without a gender-responsive measure.

Targets. The principal targets are:

- at least 40% women's participation in consultations overall;
- at least 15% women's participation in provincial and other decision-level meetings by mid-term, rising to 25% at completion, against a 1.4% baseline;
- at least 20% women in aggregate project employment, confirmed once at mid-term against the mobilisation baseline;
- safe temporary access maintained at 100% of active work fronts, with 100% of access and livelihood complaints tracked to closure;
- 100% of workers signing the Code of Conduct and completing SEA/SH induction before deployment;
- at least 80% of eligible female-headed or IDPoor households in the project area receiving a new wastewater connection by completion, with uptake also compared against male-headed and non-IDPoor households and remedial action recorded where a material gap remains;
- 121,352 people gaining access to improved, climate-resilient sanitation infrastructure and services, including 62,254 women; and
- 150 personnel trained in sewerage management systems, service delivery and sustainability practices, with participation reported by sex.

Implementation. MPWT, through the Project Management Unit (PMU), holds accountability for the GAP. A Gender and Social Inclusion Focal Officer coordinates delivery; each participating Provincial Department of Public Works and Transport (DPWT) designates a gender focal person; the Construction Supervision Consultant (CSC) verifies contractor compliance; and the Provincial Department of Women's Affairs (DoWA) supports outreach and referral without displacing PMU responsibility. The indicative planning budget for the plan is USD 248,400, excluding contractor obligations, which are financed within the construction contracts.

Monitoring. Contractors report monthly, the CSC verifies by inspection, the PMU reports quarterly and reviews annually, and the plan is formally revised at mid-term. Twenty-three indicators are each tied to a numbered action, and six further indicators are proposed for the Project Results Monitoring Framework. The framework incorporates the appraisal targets for total and female beneficiaries, personnel trained with sex-disaggregated

reporting, and wastewater connections for female-headed or IDPoor households, so that GAP performance is reported through the Project's own results system.

Disclosure. In accordance with the Aide-Mémoire, the GAP will be finalized to a quality acceptable to AIIB and publicly disclosed by MPWT in Khmer and English by 30 October 2026 to meet the applicable pre-Board disclosure requirement. The disclosed GAP will remain available through MPWT/PMU and relevant provincial channels and will be updated when final design or implementation evidence materially changes its actions, baselines or targets.

សេចក្តីសង្ខេបប្រតិបត្តិ

១. គម្រោងអភិវឌ្ឍន៍ហេដ្ឋារចនាសម្ព័ន្ធទីក្រុងនៅកម្ពុជា (C-UIDP) មានគោលបំណងលើកកម្ពស់លទ្ធភាពទទួលបានសេវាអនាម័យដែលមានភាពធន់នឹងការប្រែប្រួលអាកាសធាតុ នៅក្រុងកំពង់ឆ្នាំង ក្រុងកំពង់ចាម ក្រុងព្រៃវែង និងក្រុងដូនកែវ (ខេត្តតាកែវ)។ គម្រោងរួមមានការវិនិយោគលើបណ្តាញលូ ប្រព័ន្ធប្រព្រឹត្តកម្មទឹកកខ្វក់ ប្រព័ន្ធរំដោះទឹក និងសំណង់ការពារទឹកជំនន់ ព្រមទាំងការកសាងសមត្ថភាព ការគ្រប់គ្រងគម្រោង និងការត្រួតពិនិត្យ។ តម្លៃគម្រោងសរុបមានចំនួន ២៨០ លានដុល្លារអាមេរិក ដែលទទួលហិរញ្ញប្បទានពី AIIB មូលនិធិ Abu Dhabi Fund for Development និងថវិកាបដិភាគរបស់រាជរដ្ឋាភិបាលកម្ពុជា។ យោងតាមក្របខណ្ឌតាមដានលទ្ធផលដែលបានឯកភាព គម្រោងមានគោលដៅផ្តល់លទ្ធភាពទទួលបានហេដ្ឋារចនាសម្ព័ន្ធ និងសេវាអនាម័យដែលមានភាពធន់នឹងការប្រែប្រួលអាកាសធាតុដល់ប្រជាជនចំនួន ១២១,៣៥២ នាក់ ក្នុងនោះមានស្ត្រីចំនួន ៦២,២៥៤ នាក់។

២. គោលបំណង។ ការវាយតម្លៃយេនឌ័រ និងផែនការសកម្មភាពយេនឌ័រ (GAP) នេះ វាយតម្លៃថាតើក្រុមណាខ្លះអាចប្រឈមនឹងហានិភ័យរបស់គម្រោង ក្រុមណាអាចទទួលបានអត្ថប្រយោជន៍ ក្រុមណាមានឱកាសចូលរួមក្នុងការសម្រេចចិត្ត និងក្រុមណាអាចទទួលបានការងារ ឬការបណ្តុះបណ្តាលពីគម្រោង។ ផែនការនេះបម្លែងលទ្ធផលវាយតម្លៃទៅជាវិធានការ គោលដៅ ថវិកា ស្តាប់ទទួលខុសត្រូវ និងប្រភពផ្សៀងផ្គាត់ដែលត្រូវបញ្ចូលក្នុងការចនា លទ្ធកម្ម សំណង់ ការចូលរួមរបស់ភាគីពាក់ព័ន្ធ យន្តការដោះស្រាយបណ្តឹងតវ៉ា និងប្រព័ន្ធតាមដានរបស់គម្រោង។

៣. វិធីសាស្ត្រ។ ការវាយតម្លៃផ្អែកលើទិន្នន័យមូលដ្ឋានឃុំ/សង្កាត់ និងតំបន់គម្រោង សំណុំទិន្នន័យស្ទង់មតិគ្រួសារចំនួន ១,២៥៤ គ្រួសារ សកម្មភាពពិគ្រោះយោបល់ដែលបានកត់ត្រាចំនួន ១៩ លើក ដោយមានអ្នកចូលរួមចំនួន ៨៥៩ នាក់ កិច្ចសម្ភាសន៍អ្នកផ្តល់ព័ត៌មានសំខាន់ៗ កិច្ចពិភាក្សាក្រុមគោលដៅ និងប្រភពព័ត៌មានថ្នាក់ជាតិ។ ទិន្នន័យថ្នាក់ជាតិត្រូវបានប្រើសម្រាប់បកស្រាយបរិបទ និងហានិភ័យ មិនត្រូវបានបង្ហាញថាជាលទ្ធផលស្ទង់មតិរបស់គម្រោងឡើយ។ ចំពោះចន្លោះទិន្នន័យ GAP កំណត់ទិន្នន័យដែលត្រូវប្រមូលស្តាប់ទទួលខុសត្រូវ និងពេលវេលាបំពេញឱ្យបានច្បាស់លាស់។

៤. លទ្ធផលសំខាន់ៗ។ ក្នុងចំណោមគ្រួសារដែលបានស្ទង់មតិ មាន ៣៨៣ គ្រួសារ ឬ ៣០.៥% ជាគ្រួសារដែលមានស្ត្រីជាមេគ្រួសារ។ ក្នុងចំណោមស្ត្រីជាមេគ្រួសារ ៥០.៤% ប្រកបមុខរបរលក់ដូរ ឬធ្វើអាជីវកម្ម ប្រៀបធៀបនឹង ៤០.៦% ក្នុងចំណោមបុរសជាមេគ្រួសារ។ ដូច្នេះ ការជីកផ្លូវ ការបង្វែរចរាចរណ៍ ការកាំងស្នះមុខហាង និងការផ្អាកការចូលប្រើប្រាស់ជាបណ្តោះអាសន្ន អាចប៉ះពាល់ខុសគ្នាចំពោះជីវភាពរបស់ស្ត្រី។ ស្ត្រីមានចំនួន ៣៩.១% នៃអ្នកចូលរួមពិគ្រោះសរុប និង ៨៩.៥% ក្នុងកិច្ចពិភាក្សាក្រុមគោលដៅ ប៉ុន្តែមានតែ ១ នាក់ ក្នុងចំណោមអ្នកចូលរួម ៧៤ នាក់ ឬ ១.៤% នៅកិច្ចប្រជុំថ្នាក់ខេត្ត ដែលបង្ហាញពីគម្លាតធ្ងន់ធ្ងរក្នុងការចូលរួមនៅកម្រិតសម្រេចចិត្ត។

៥. ហានិភ័យ និងឧបសគ្គសំខាន់ៗរួមមានការតំណាងរបស់ស្ត្រីនៅមានកម្រិតទាបក្នុងវេទិកាផ្លូវការ ការរំខានជាបណ្តោះអាសន្នដល់អាជីវកម្ម និងការធ្វើដំណើរប្រចាំថ្ងៃ ឧបសគ្គក្នុងការចូលធ្វើការងារហេដ្ឋារចនាសម្ព័ន្ធ

ហានិភ័យសុវត្ថិភាព និងការបៀតបៀន រួមទាំងការកេងប្រវ័ញ្ច ការរំលោភបំពាន និងការបៀតបៀនផ្លូវភេទ (SEA/SH) និងចន្លោះទិន្នន័យអំពីលទ្ធភាពបង់ថ្លៃសេវា ការតភ្ជាប់ និងការសម្រេចចិត្តក្នុងគ្រួសារ។

៦. GAP កំណត់សកម្មភាពចំនួន ១៩ ក្រោមប្រធានបទចំនួនប្រាំ៖ សំណង់ ដីធ្លី និងជីវភាព; កម្លាំងពលកម្ម កន្លែងធ្វើការ និងការងារ; ការចូលរួម សំឡេង និងការដោះស្រាយបណ្តឹងតវ៉ា; ការរចនា និងការផ្តល់សេវា; និងសមត្ថភាពស្ថាប័ន និងការតាមដាន។ វិធានការ «កុំបង្កគ្រោះថ្នាក់»រួមមានការការពារសុវត្ថិភាព ការការពារជីវភាព ការត្រួតពិនិត្យផលប៉ះពាល់លើដីធ្លី និងសេដ្ឋកិច្ច សមភាពនៅកន្លែងធ្វើការ ក្រមប្រតិបត្តិការបង្ការ SEA/SH និងយន្តការបណ្តឹងសម្ងាត់។ វិធានការ «ធ្វើឱ្យប្រសើរឡើង» រួមមានការងារ និងការបណ្តុះបណ្តាលសម្រាប់ស្ត្រី ការចូលរួមប្រកបដោយអត្ថន័យ ការរចនាដែលមានសុវត្ថិភាព និងងាយស្រួលប្រើប្រាស់ ការតាមដានលទ្ធភាពតភ្ជាប់ និងការចូលរួមរបស់មន្ទីរកិច្ចការនារី។

៧. គោលដៅសំខាន់ៗ រួមមាន៖ ស្ត្រីចូលរួមយ៉ាងតិច ៤០% ក្នុងការពិគ្រោះយោបល់សរុប; យ៉ាងតិច ១៥% ក្នុងកិច្ចប្រជុំថ្នាក់ខេត្ត និងកម្រិតសម្រេចចិត្តនៅពាក់កណ្តាលគម្រោង និងកើនដល់ ២៥% នៅពេលបញ្ចប់; ស្ត្រីយ៉ាងតិច ២០% ក្នុងការងារសរុបរបស់គម្រោង; ការរក្សាច្រកចូលមានសុវត្ថិភាពនៅ ១០០% នៃទីតាំងការងារកំពុងដំណើរការ; កម្មករ ១០០% ចុះហត្ថលេខាលើក្រមប្រតិបត្តិ និងទទួលការណែនាំអំពី SEA/SH មុនចូលធ្វើការ; និងយ៉ាងតិច ៨០% នៃគ្រួសារដែលមានស្ត្រីជាមេគ្រួសារ ឬគ្រួសារ IDPoor ដែលមានសិទ្ធិទទួលបានការតភ្ជាប់ទឹកកខ្វក់ថ្មីនៅតំបន់គម្រោង ត្រូវបានតភ្ជាប់ត្រឹមពេលបញ្ចប់គម្រោង។

៨. ក្របខណ្ឌលទ្ធផលយេនឌ័រត្រូវបានធ្វើឱ្យស្របតាម Aide-Mémoire ដោយកំណត់គោលដៅប្រជាជនទទួលបានសេវាអនាម័យប្រសើរឡើងចំនួន ១២១,៣៥២ នាក់ ក្នុងនោះមានស្ត្រី ៦២,២៥៤ នាក់ និងគោលដៅបណ្តុះបណ្តាលបុគ្គលិកចំនួន ១៥០ នាក់ លើការគ្រប់គ្រងប្រព័ន្ធល្អ ការផ្តល់សេវា និងការអនុវត្តប្រកបដោយនិរន្តរភាព ដោយត្រូវរាយការណ៍បែងចែកតាមភេទ និងស្ថាប័ន។

៩. ការរៀបចំស្ថាប័ន។ MPWT តាមរយៈអង្គភាពគ្រប់គ្រងគម្រោង (PMU) ទទួលខុសត្រូវរួមលើការអនុវត្ត GAP។ មន្ត្រីបង្គោលយេនឌ័រ និងបរិយាបន្នសង្គមនឹងសម្របសម្រួលការអនុវត្ត; DPWT នីមួយៗនឹងតែងតាំងមន្ត្រីបង្គោលយេនឌ័រ; ទីប្រឹក្សាត្រួតពិនិត្យសំណង់នឹងផ្តៀងផ្ទាត់ការអនុលោមរបស់អ្នកម៉ៅការ; និងមន្ទីរកិច្ចការនារីនឹងគាំទ្រការផ្សព្វផ្សាយ ការបណ្តុះបណ្តាល និងការបញ្ជូនករណី ដោយមិនជំនួសការទទួលខុសត្រូវរបស់ PMU។ ថវិកាផែនការបឋមសម្រាប់ GAP មានចំនួនប្រមាណ ២៤៨,៤០០ ដុល្លារអាមេរិក ដោយមិនរាប់បញ្ចូលកាតព្វកិច្ចរបស់អ្នកម៉ៅការដែលត្រូវបញ្ចូលក្នុងកិច្ចសន្យាសំណង់។

១០. ការតាមដាន និងរាយការណ៍។ អ្នកម៉ៅការរាយការណ៍ប្រចាំខែ ទីប្រឹក្សាត្រួតពិនិត្យសំណង់ផ្តៀងផ្ទាត់តាមទីតាំង PMU រាយការណ៍ប្រចាំត្រីមាស និងពិនិត្យឡើងវិញប្រចាំឆ្នាំ ហើយ GAP ត្រូវបានពិនិត្យ និងកែសម្រួលជាផ្លូវការនៅពាក់កណ្តាលគម្រោង។ ទិន្នន័យត្រូវបែងចែកតាមភេទ ប្រភេទការងារ ស្ថាប័ន ប្រភេទកិច្ចព្រមព្រៀង ស្ថានភាពមេគ្រួសារ និងស្ថានភាព IDPoor តាមភាពពាក់ព័ន្ធ។ នៅពេលលទ្ធផលមិនសម្រេចគោលដៅ PMU នឹងកត់ត្រាមូលហេតុ វិធានការកែតម្រូវ អ្នកទទួលខុសត្រូវ និងកាលកំណត់អនុវត្ត។

១១. ការផ្សព្វផ្សាយព័ត៌មាន។ ស្របតាម Aide-Mémoire GAP នឹងត្រូវបញ្ចប់ឱ្យមានគុណភាពដែល AIIB អាចទទួលយកបាន និងផ្សព្វផ្សាយជាសាធារណៈដោយ MPWT ជាភាសាខ្មែរ និងអង់គ្លេស ត្រឹមថ្ងៃទី៣០

ខែតុលា ឆ្នាំ២០២៦ ដើម្បីបំពេញតាមតម្រូវការផ្សព្វផ្សាយមុនការពិចារណារបស់ក្រុមប្រឹក្សាភិបាល។ GAP ដែលបានផ្សព្វផ្សាយនឹងត្រូវរក្សាឱ្យសាធារណជនអាចទទួលបានតាមរយៈ MPWT/PMU និងបណ្តាញថ្នាក់ខេត្តពាក់ព័ន្ធ ហើយត្រូវធ្វើបច្ចុប្បន្នភាពនៅពេលការចនាចុងក្រោយ ឬទិន្នន័យអនុវត្តបង្កើតការផ្លាស់ប្តូរដោសារវន្តចំពោះសកម្មភាព ទិន្នន័យគោល ឬគោលដៅ។

1. INTRODUCTION

1.1 Project Background

Cambodia's secondary cities are growing rapidly, while basic urban infrastructure has not expanded at the same pace. In the four C-UIDP cities, the absence of sewerage networks and wastewater treatment, deficiencies in stormwater drainage and recurrent seasonal flooding contribute to environmental pollution, public-health risks and reduced climate resilience. C-UIDP is designed to address these constraints through integrated infrastructure investment and institutional strengthening, in Kampong Chhnang, Kampong Cham, Prey Veng and Don Kaev (Takeo).[1]

1.1.1 Project objective

The Project Development Objective is to improve access to climate-resilient sanitation services in selected secondary cities of Cambodia. The Project will construct sewerage networks and wastewater treatment plants, priority stormwater drainage and flood-protection infrastructure in the four cities, and will strengthen the capacity of central and local agencies to plan, implement, finance and operate those services. Solid-waste management is not financed as a separate intervention under the Project; solid-waste handling arises only where it is required to maintain the operational efficiency of the sewerage system, and this assessment is scoped accordingly.

1.1.2 Project beneficiaries

The agreed Project Results Monitoring Framework sets an end target of 121,352 people provided with access to improved, climate-resilient sanitation infrastructure and services, including 62,254 women. The Project will also strengthen local government capacity for sewerage management and improve working conditions for sanitation workers. For demographic and gender analysis, the relevant service-area reference is the resident population of the four project towns derived from the Commune Database (CDB) maintained by the Ministry of Interior: 167,934 people, of whom 86,550, or 51.5%, are women and girls. This service-area population is a contextual baseline and should not be read as the Project's direct-beneficiary target. Project benefits extend beyond households connected to the sewerage network, because drainage, flood protection and treated effluent produce area-wide environmental and public-health benefits.

1.1.3 Project activities and investments

The Project has three components. Component A: Drainage and Wastewater Management (USD 215 million) finances sewerage networks, stormwater drainage, wastewater treatment and flood-protection works in Kampong Chhnang, Don Kaev and Prey Veng. Component B: Drainage and Wastewater Management in Kampong Cham (USD 50 million) finances the equivalent works in Kampong Cham and is carved out for co-financing with the Abu Dhabi Fund for Development (ADFD). Component C: Capacity Building and Project Management (USD 15 million) strengthens the institutional capacity of central and local agencies and funds project management and supervision. Total project cost is USD 280 million, financed by AIIB (USD 230 million), ADFD (USD 20 million) and Government of Cambodia counterpart funds (USD 30 million). Across the four cities the Project will construct approximately 500 km of sewerage network, about 50 km of stormwater drainage and three wastewater treatment plants with a combined capacity of 12,000 cubic metres per day, together with priority flood-control works.[2]

[1] AIIB, Cambodia: Urban Infrastructure Development Project, PPSF Grant Summary, Project S000654.

[2] AIIB, Cambodia: Urban Infrastructure Development Project, Concept Project Document, 2026 — project structure, component scope, cost and financing plan; and Appraisal Mission Aide-Mémoire, September 2026 — agreed Project Results Monitoring Framework targets.

Table 1. Project activities and investments by city

City (component and indicative cost)	Investments financed by the Project
Kampong Chhnang (Component A; USD 60 million)	Sewer pipeline of about 160 km; stormwater pipeline of about 4 km; flood-control measures. No wastewater treatment plant is financed in this city.
Kampong Cham (Component B; USD 50 million)	Sewer pipeline of about 127 km; stormwater pipeline of about 13 km; wastewater treatment plant of 5,000 cubic metres per day; flood-control measures.
Prey Veng (Component A; USD 80 million)	Sewer pipeline of about 116 km; stormwater pipeline of about 13 km; wastewater treatment plant of 3,000 cubic metres per day; flood-control measures.
Don Kaev, Takeo (Component A; USD 75 million)	Sewer pipeline of about 110 km; stormwater pipeline of about 21 km; wastewater treatment plant of 4,000 cubic metres per day; flood-control measures.

Solid-waste management is not financed as a separate intervention. Where solid-waste handling arises it is confined to what keeps the sewerage system working, screening and grit removal at the treatment plants, and keeping drains and channels clear, and this assessment is scoped to that.

1.1.4 Environmental and social risks and impacts

The civil works are expected to create temporary and site-specific environmental and social impacts, together with a smaller number of permanent ones. Relevant social interfaces include excavation and open trenching along urban streets, traffic diversion, temporary access restriction, construction noise and dust, utility interruption, worker–community interaction, occupational hazards, land acquisition and economic displacement where a treatment-plant site or works corridor affects cultivators or informal traders, connection works carried out at the dwelling itself, and community health and safety risks. These impacts are not inherently gender-specific, but they become gender-differentiated where women and men have different livelihood locations, mobility patterns, care responsibilities, access to information, workplace roles, privacy needs or ability to use grievance channels.

Table 2. Environmental and social risks, gender interfaces and management instruments

Risk/impact	Gender-relevant interface	Primary management instrument
Temporary access and traffic disruption	Can affect market vendors, small businesses, caregivers, school access and people with limited mobility	C-ESMP, traffic/access plan, SEP, GAP
Labour and OHS	Women may be excluded from jobs or lack suitable PPE/welfare facilities; all workers face OHS risk	LMP, C-ESMP, contracts, GAP
Worker-community interaction	Potential harassment, SEA/SH or misconduct if controls are weak	Code of Conduct, LMP, GRM, GAP
Land acquisition and economic displacement (one treatment-plant site; works corridors)	Women's use rights and livelihood interests in land are less visible in formal ownership records; farmers and sharecroppers cultivating government-owned sites, and informal street vendors trading from sidewalks, can lose income without holding title; compensation paid to a male household head may not reach the women who depend on the asset	RPF/RAP, ESMPF, SEP, GAP
Flooding/wastewater during works	Temporary service disruption can increase household hygiene and care burdens	C-ESMP, emergency planning, GAP
Information and grievance access	Women, older people, PWD and low-literacy groups may face access barriers	SEP, community GRM, worker GRM, GAP

Household connection works at the dwelling	Connection requires workers on the house plot and at or near the household's sanitation facility, raising privacy, dignity and personal-safety concerns, particularly where a woman is at home alone, in female-headed households and for older residents; discomfort with the works is itself a reason a household may decline to connect	C-ESMP, Code of Conduct, SEP, community GRM, GAP
Treatment-plant siting and operation	Odour, vectors and effluent risk concentrate on those who spend most time at or near home, predominantly women and older people; recruitment into plant technical and operation-and-maintenance roles determines whether women share in the permanent jobs the Project creates	ESIA/ESMP, C-ESMP, LMP, GAP

1.1.5 Mitigation measures and companion E&S instruments

The GAP does not replace the Project's safeguard instruments. It specifies the gender-responsive actions that must be embedded in them. The ESMPF provides umbrella procedures for screening, assessment, mitigation, stakeholder engagement, grievance management, monitoring and preparation of site-specific instruments during detailed design and implementation. The companion instruments are the ESMPF, the Resettlement Policy Framework and any resettlement plan prepared under it, the Stakeholder Engagement Plan, the Labour Management Procedures, an Indigenous Peoples Planning Framework prepared as a precautionary measure for sub-projects in later phases, and this GAP; each sub-project will also have its own ESIA or ESMP and a contractor ESMP, supported by community and worker grievance mechanisms and contractual Codes of Conduct. ESS 1 and ESS 2 apply to the Project, the latter because works require land acquisition at a treatment-plant site and can economically displace cultivators and informal traders. Affected people also have recourse to AIIB's Project-affected People's Mechanism in addition to the project-level grievance mechanism, and information about it is disclosed as part of stakeholder engagement.[3]

1.2 Rationale for the Gender Assessment

Infrastructure can improve women's lives through safer and more reliable services, but benefits are not automatic. The purpose of the assessment is to identify where gender affects exposure to project risks, access to project benefits, participation in decisions and opportunities for employment or skills. The analysis therefore separates general social issues from gender issues and does not label a condition "gendered" unless there is a plausible and evidenced difference in exposure, access, voice or outcome.

1.3 Objectives of the Gender Assessment and GAP

- Establish a concise gender-relevant baseline using the Commune Database (CDB), household survey and consultation evidence available to the Project.
- Identify gender-differentiated E&S risks requiring mandatory mitigation.
- Identify practical opportunities to improve women's participation, employment, skills and access to project benefits.
- Translate findings into measurable, time-bound actions with clear institutional responsibility and verification.
- Integrate GAP actions into design, procurement, construction, operation, stakeholder engagement, GRM and monitoring arrangements.

[3] MPWT, Draft C-UIDP Environmental and Social Management Planning Framework, 2026, sections on screening, site-specific instruments, stakeholder engagement, labour, GRM and monitoring.

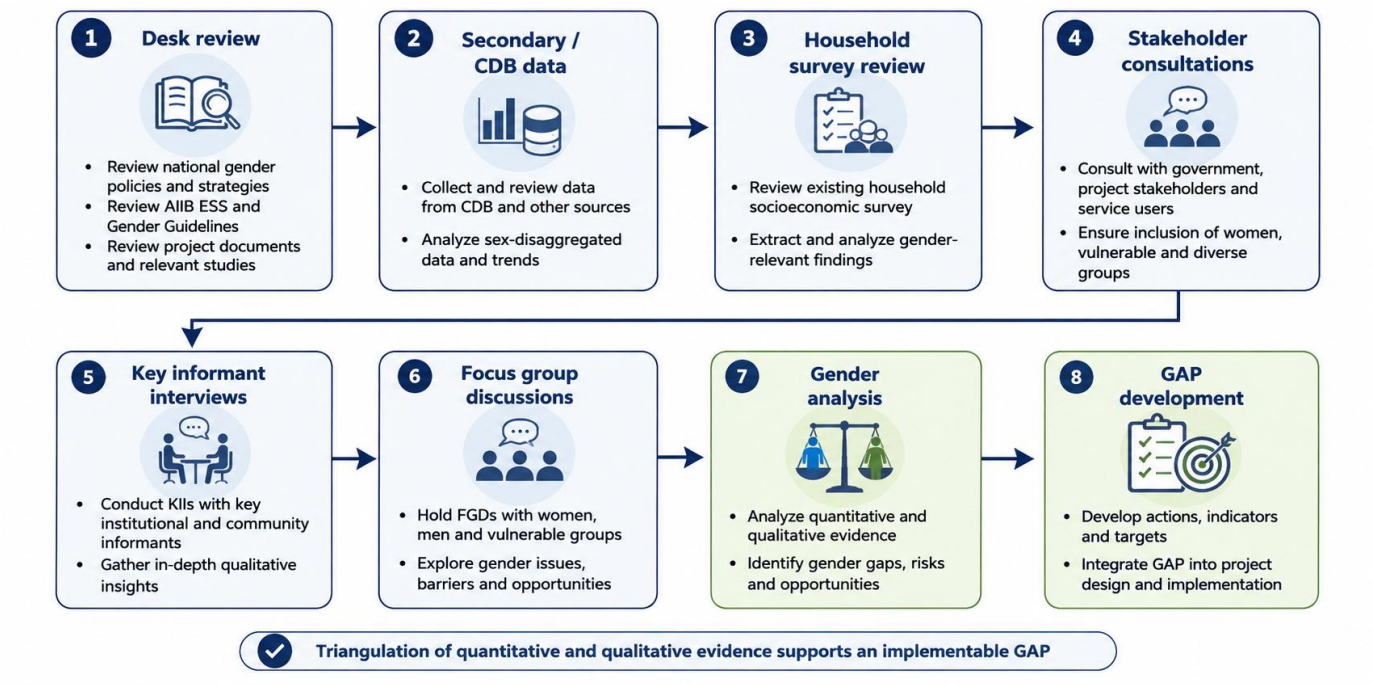
- Screen and address social inclusion alongside gender, including youth, ethnicity, disability and age, so that measures reach the residents least able to use standard consultation, employment and grievance channels.

2. METHODS

2.1 Research Design

The assessment used a mixed evidence approach combining desk review, CDB information, review of the four household survey workbooks, stakeholder consultations, KIIs and FGDs. The analysis proceeded from the project and policy context to the profile of the target population, gender roles and constraints, differentiated risks and opportunities, and finally to an implementable action plan. Findings are classified according to the strength of the available evidence so that descriptive characteristics are not presented as gender gaps without supporting comparison.

Figure 1. Methodology for the C-UIDP Gender Assessment



2.1.1 Desk review and secondary data

The desk review covered C-UIDP feasibility and E&S preparation material, the ESMPF, consultation records, the CDB-derived project-area baseline, the household survey summary, Cambodian gender policy material and AIIB policy and project guidance. Secondary evidence is used to provide context and to interpret project findings; it is not presented as if it were generated by the C-UIDP survey.

2.1.2 Household socioeconomic survey review

Four city-level household survey workbooks were consolidated for the baseline. After removal of blank or incomplete trailing records, 1,254 valid surveyed households were retained: 329 in Kampong Chhnang, 283 in Kampong Cham, 358 in Prey Veng and 284 in Don Kaev. Female-headed household status was derived consistently across differently structured questionnaires using the reported sex of the household head, or the respondent's sex where the respondent was the household head. The classification follows the definitions used by the National Institute of Statistics and the Ministry of Planning: a male-headed household (MHH) is one in which an adult male, husband, father or senior male relative, is acknowledged by the members as the primary authority, main decision-maker or principal economic provider; a female-headed household (FHH) is one in which an adult female is acknowledged as the primary authority or main provider. Because headship is acknowledged rather than measured, it reflects the household's perception of authority and provision, not household income. IDPoor status

refers to households reporting an IDPoor card. These definitions are project-survey classifications and are not substitutes for official labour-force or poverty indicators. Because female-headship status was derived at household level in every workbook, it can be cross-tabulated against any other household-level variable in the same file; the comparisons reported in Section 3.4 were produced in this way.

2.1.3 Stakeholder consultations, KIIs and FGDs

Consultations were conducted across the four project cities with provincial and local authorities, community representatives, women and other relevant stakeholders. The consolidated record covers 19 consultation activities involving 859 participants, including 336 women, equivalent to 39.1%. Women represented 36.9% of participants in local consultations and 89.5% in the targeted FGDs. Women were 1 of 74 participants at provincial-level meetings, or 1.4%, which is the representation gap the Gender Action Plan sets a separate target against.

Representatives of the Provincial Departments of Women's Affairs (DoWA) took part in the provincial-level meetings, and the gender-related issues they raised were incorporated into this assessment and into the Gender Action Plan. Because those meetings were organised as multi-stakeholder consultations rather than as separate key informant interviews, DoWA participants are already counted within the provincial consultation totals; their participation and the issues raised are recorded in Annex 2. KII findings are used qualitatively where documented and KII participants are not added to the consolidated total.

2.2 Data Analysis

Quantitative analysis is descriptive. Counts and percentages are presented for population, survey coverage, female-headed households, IDPoor status, education and occupation categories, and consultation participation. No statistical significance tests are reported, because the consolidated dataset and the survey design documentation available do not support defensible inferential testing. Qualitative evidence was organised by recurring theme: service access, flooding and sanitation, livelihood and temporary access, participation, employment, safety, gender-based violence (GBV) and SEA/SH, grievance access, and institutional capacity.

2.3 Evidence Rules and Limitations

The limitation of the quantitative evidence is that the consolidated survey summary does not present sex-disaggregated cross-tabulations for several variables that would ideally form a quantitative gender-gap baseline, including household sanitation facility type, income and expenditure, service affordability, time use, and household decision-making. The assessment therefore uses three evidence levels: (i) quantitative C-UIDP evidence; (ii) qualitative C-UIDP consultation evidence; and (iii) risk-management requirements arising from project activities and the ESMPF. It does not infer that female-headed households are poor, that women have lower income, or that women experience a particular service barrier unless the available evidence supports that conclusion.

A second limitation is that preparation-stage consultation attendance does not measure influence: the consolidated records do not quantify who spoke, whose proposal changed the design, or who held decision-making authority. The GAP therefore requires implementation monitoring of both attendance and the substantive issues raised and resolved.

3. RESULTS OF GENDER ASSESSMENT

3.1 National and Institutional Context

3.1.1 Gender equality policy context

Cambodia's policy framework supports women's economic empowerment, leadership, protection and participation in climate-resilient development. The Ministry of Women's Affairs' Neary Rattanak VI (2024–2028) places emphasis on equal access to education and skills, employment and entrepreneurship, workplace environments supportive of women, women's leadership and gender-responsive climate action. This strategic framework rests on a longer-standing legal base: Article 36 of the Constitution recognises the value of women's work in the home as equal to work performed outside it; the Labour Law (1997) carries specific protections for female workers; Cambodia ratified CEDAW in 1992 and has ratified 13 ILO conventions. Delivery is organised institutionally through Gender Mainstreaming Action Groups (GMAGs) in each line ministry, which prepare and implement sectoral Gender Mainstreaming Action Plans (GMAPs) under MoWA coordination. Within MPWT this function is exercised by the Ministry's Gender Committee and the gender working groups established under its Strategic Plan for Gender Equality in Public Works and Transport 2026–2028, which is the body to which this GAP reports, supported by MoWA's network of 13 women's development centres offering vocational training.

Gender equality and social protection sit within the human-resource-development pillar of the Government's national development framework (Rectangular Strategy Phase IV, 2018–2023, and the Pentagonal Strategy Phase I, 2023–2028) and are carried through the National Strategic Development Plan into sectoral plans. The Master Plan on Gender and Climate Change (2018–2030) and the Cambodia Climate Change Strategic Plan (2014–2023) require gender to be mainstreamed into climate-relevant investment, with MoWA's Gender Mainstreaming Guidance Manual (2017) and its Standardised Guideline on Mainstreaming Gender and Climate Change in Sectoral Ministries' Planning, Budgeting and Implementation (2015) supplying the operational method; the Gender and Climate Change Committee and the National Council for Women support coordination alongside MoWA.

MoWA's own review of national gender mainstreaming identifies the recurring constraints – limited technical and financial resources, gender mainstreaming not yet a standing item on sectoral investment agendas, undefined institutional roles, and monitoring frameworks that do not adequately capture gender outcomes. Those constraints are the reason this GAP is built on named responsibilities, verifiable evidence and a budgeted action matrix rather than general commitments. These priorities are directly relevant to C-UIDP because the Project combines infrastructure investment, employment, institutional strengthening and climate resilience.[4]

3.1.2 Legal framework on gender equality, protection and GBV

The policy and institutional instruments above rest on a body of law that determines what protection is actually enforceable, and it is the enforcement gap rather than the legislation itself that shapes the grievance, Code of Conduct and referral design in this plan.

There are laws issued by the Government of Cambodia to prevent domestic violence, protect victims and strengthen a culture of non-violence, principally the Law on the Prevention of Domestic Violence and the Protection of Victims (NS/RPM/1005/031) of 2005, supported by the National Action Plan to Prevent Violence against Women.

[4] Ministry of Women's Affairs, Neary Rattanak VI: Five-Year Strategic Plan for Gender Equality and Women's Empowerment; Constitution of the Kingdom of Cambodia, Article 36; Labour Law, 1997; Royal Government of Cambodia, Rectangular Strategy Phase IV, 2018-2023, and the National Strategic Development Plan; Master Plan on Gender and Climate Change, 2018-2030; Cambodia Climate Change Strategic Plan, 2014-2023; Ministry of Women's Affairs, Gender Mainstreaming Guidance Manual, 2017, and Standardised Guideline on Mainstreaming Gender and Climate Change in Sectoral Ministries' Planning, Budgeting and Implementation, 2015.

The Criminal Code (2010) provides the framework for prosecuting domestic and sexual violence. National data are limited, but organisations working with female survivors report low rates of criminal proceeding, and service providers report that cases of rape or sexual violence are commonly settled through negotiation or mediation, which diverts them from prosecution.[5]

Sexual harassment is prohibited by Article 172 of the Labour Law (1997) and is an offence under the Criminal Code, but neither instrument defines it usefully. Article 172 contains no definition. Chapter 3 of the Criminal Code classifies indecent assault, indecent exposure and the main categories of sexual assault, and Article 250 defines sexual harassment without making clear whether it applies to workplaces or giving examples of the conduct it covers. That vagueness makes the law hard for duty bearers to apply and harder still for a survivor to invoke, which is why this plan relies on a contractual Code of Conduct with defined prohibited behaviour and stated sanctions rather than on the general law alone.[6]

The 2008 Law on the Suppression of Human Trafficking and Sexual Exploitation prohibits the taking of persons for labour or sexual exploitation. Cross-border prosecution is difficult because extradition policy and legal frameworks differ between countries, and identifying survivors of trafficking remains a challenge. Article 24, which criminalises soliciting in public for the purpose of prostitution, also exposes women to police harassment.[7]

The Village Commune Safety Policy (2010) makes rape, domestic violence and trafficking priority areas for commune, municipal, district and provincial councils, under the headings of no domestic violence and no trafficking of women and children. One consequence has been noted by observers: where performance is judged by a fall in recorded cases, there is an incentive to record fewer of them, so a decline in reported domestic violence cannot be read straightforwardly as a decline in domestic violence.

The Civil Code (2007) regulates marriage and divorce and prohibits marriage under 18, except where one party is over 18 and the other is 16 and has parental permission. Practice diverges from the law: UNICEF recorded in 2014 that 2% of girls were married by 15 and 18% by 18. Taken together with the preceding paragraphs, the picture is of adequate legislation and incomplete enforcement — which is why the protections this plan relies on are written into contracts, codes of conduct and grievance procedures that the Project itself controls, rather than left to the general legal framework.[8]

3.1.3 AIIB environmental, social and gender requirements

AIIB's Environmental and Social Framework integrates environmental and social risk management into project preparation and implementation. The 2024 ESF comprises the Environmental and Social Policy, three mandatory Environmental and Social Standards and the Exclusion List; the version applicable to a specific project depends on when it entered AIIB's investment pipeline. For this GAP, the practical implication is that gender actions must be integrated with the Project's E&S management system rather than treated as a stand-alone awareness programme.[9]

AIIB's corporate gender approach emphasises comprehensive gender analysis, gender action planning and gender indicators. AIIB's 2024 impact reporting states that the Bank's Gender Action Plan is intended to support systematic integration of gender considerations in infrastructure projects through practical, value-adding measures.[10]

[5] Mauney, 2015, Mediation as a Response to Violence Against Women.
[6] Lo, L. and Op V. 2015, Legal Analysis Sexual Harassment in Cambodia. Phnom Penh: CARE International Cambodia
[7] National Committee for Counter-Trafficking 2016
[8] Van Der Keur, D., Legal and Gender Issues of Marriage and Divorce in Cambodia. Cambodia Law and Policy Journal. Phnom Penh
[9] AIIB, Environmental and Social Framework, June 2024. AIIB notes that the ESF version applicable to a project depends on when the project entered the investment pipeline.
[10] AIIB, Sustainable Development Bonds Impact Report 2024, discussion of the Bank's Gender Action Plan and gender integration criteria.

3.1.4 Existing institutional arrangements

MPWT has prepared the Strategic Plan for Gender Equality in Public Works and Transport 2026–2028. The Plan provides the institutional basis for strengthening women's leadership, promoting a more inclusive working environment, integrating gender into human-resource management and infrastructure activities, and improving the collection of sex-disaggregated data. Responsibilities are assigned to MPWT's relevant human resources, planning and technical units, its Gender Committee and gender working groups under the General Departments.

MPWT staffing statistics show that women remain under-represented, particularly at senior management levels. In 2024, women accounted for 268 of 1,513 national-level MPWT personnel, or 17.7%. Across the 25 provincial and municipal departments, women accounted for 331 of 1,415 personnel, or 23.4%.

The gender gap is more pronounced in senior leadership. At national level, women held 7 of the 59 Director General/General Inspector and deputy positions, equivalent to 11.9%. At subnational level, women held 10 of the 119 Department Director and Deputy Director positions, equivalent to 8.4%. No woman held a Department Director position in the 25 provincial and municipal departments in 2024. These findings support the need for continued leadership development, mentoring, technical training and fair opportunities for qualified women to move into management positions.

For C-UIDP, the PMU will appoint a Gender and Social Inclusion Focal Officer to coordinate implementation of the GAP, maintain sex-disaggregated records and work with MPWT's Gender Committee, the participating DPWTs and Provincial Departments of Women's Affairs. Each participating DPWT will also identify a staff member to serve as its project gender focal person.

Table 3. Women's representation in MPWT personnel, 2023–2024

Administrative level	2023 total	2023 women	2023 women (%)	2024 total	2024 women	2024 women (%)
MPWT national level	1,434	240	16.7%	1,513	268	17.7%
Provincial/municipal departments	1,397	329	23.6%	1,415	331	23.4%
Combined total	**2,831**	**569**	**20.1%**	**2,928**	**599**	**20.5%**

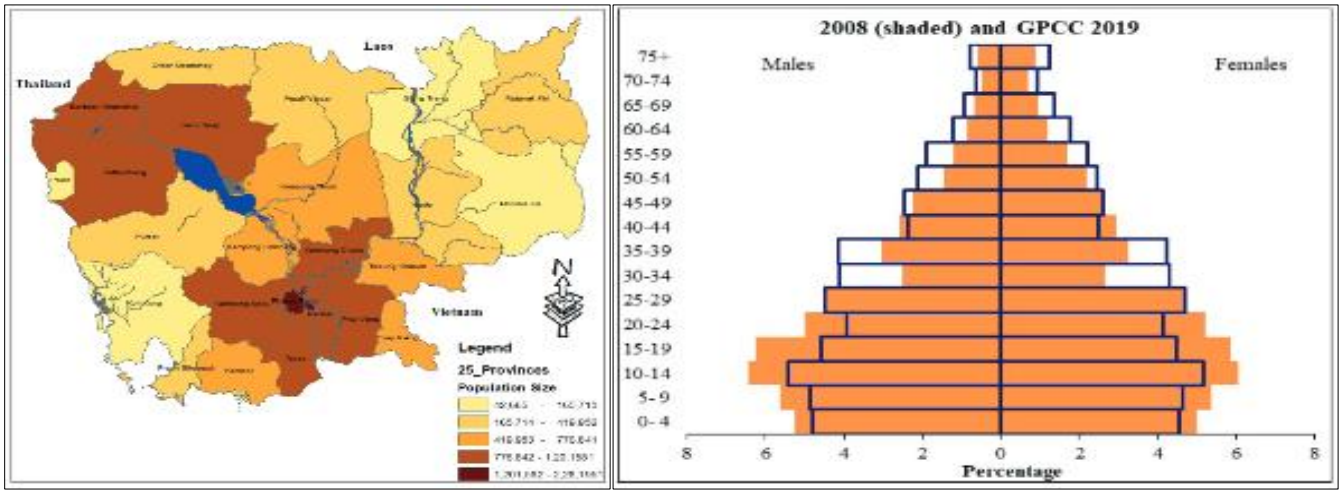
Source: MPWT, Strategic Plan for Gender Equality in Public Works and Transport 2026–2028. Subnational figures cover all 25 provincial and municipal departments and are not specific to the four C-UIDP provinces.

3.2 Socio-economic and cultural context

According to the General Population Census of Cambodia of 2019 (GPCC)[11], the total de facto[12] population of Cambodia in 2019 stood at 15,552,211, while the female population was 7,980,374 (51.3%). At the provincial level[13], Phnom Penh had the highest population with 2,281,951 (14.7%), followed by neighbouring Kandal with a population of 1,201,581 (7.7%); Prey Veng, 1,057,720 (6.8%); Siem Reap, 1,014,234 (6.5%); Battambang, 997,169 (6.4%); Takeo, 900,914 (5.8%); and Kampong Cham, 899,791 (5.8%). Kep was the province with the lowest population at 42,665 (0.3%). Three of the four provinces hosting C-UIDP appear among the most populous, Prey Veng, Takeo and Kampong Cham, while Kampong Chhnang is a smaller province; the project itself is confined to the four provincial towns rather than the provinces as a whole, and the project-area baseline in Section 3.4 is the relevant population for this assessment.

[11] GPCC 2019 : https://www.nis.gov.kh/nis/Census2019/Final%20General%20Population%20Census%202019-English.pdf
[12] The total de facto population is the number of people present within a specific territory at a particular time. It includes both residents and non-residents who are temporarily present.
[13] Cambodia is divided into 25 provinces, each with unique cultural and geographical characteristics.

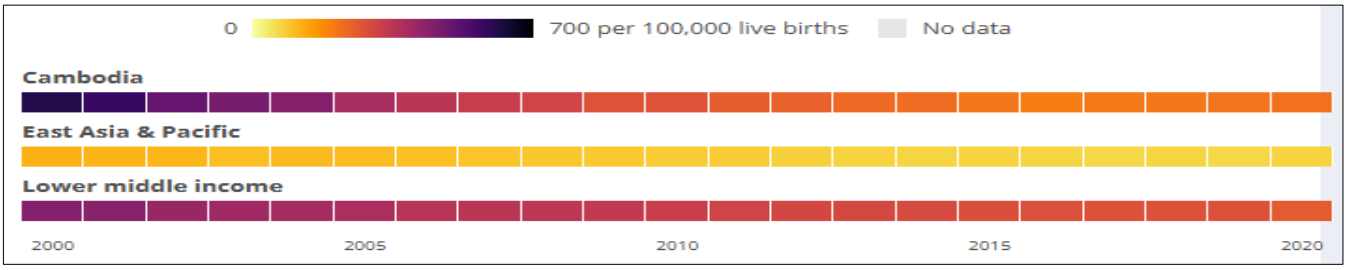
Figure 3. Distribution of total population by province and age pyramid, Cambodia



Source: GPCC 2019

Cambodia's age structure is unusual in a way that matters for this Project. Fertility has fallen steadily, so each younger cohort is smaller than the one before it; and the cohorts now aged over 40 were reduced by the very high mortality of the 1970s, which also left fewer men than women surviving in those age groups. The practical consequence for C-UIDP is that older residents, and older women in particular, make up a larger share of the resident population of the four towns than the shape of a typical age pyramid would suggest. Two things follow. Works and permanent infrastructure must be designed for people with reduced mobility, level and unobstructed pedestrian routes past work fronts, safe crossings, handrails and adequate lighting. And consultation must reach people who may not attend a general evening meeting, through daytime sessions, smaller groups and door-to-door notification along affected streets.

Figure 2. Maternal mortality ratio, Cambodia (deaths per 100,000 live births)



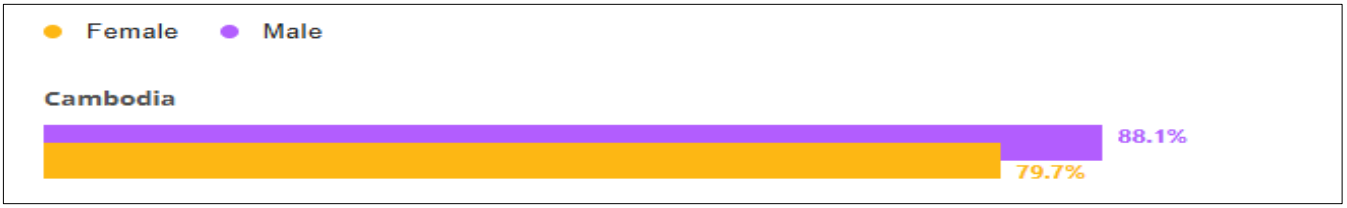
Source: World Bank Gender Data Portal 2024

Health outcomes have improved substantially but remain sensitive to water and sanitation conditions. The World Bank Gender Data Portal records the maternal mortality ratio falling from 606 deaths per 100,000 live births in 2000 to 218 in 2020, still above the East Asia and Pacific average, though better than the average for lower-middle-income countries, and under-five mortality at about 26.6 deaths per 1,000 live births in 2020. For this Project the closer link is the second figure. Diarrhoeal illness associated with unsafe sanitation and with flooding is a recognised contributor to child mortality and to the illness burden that falls on whoever cares for a sick child, who in these towns is usually a woman. Improving wastewater collection, treatment and drainage acts on that pathway directly, and it is one of the routes by which the Project's benefit reaches women inside the household rather than only the connected property.[14]

[14] https://genderdata.worldbank.org/en/economies/cambodia

Cambodia has expanded access to schooling substantially: primary enrolment rose from 82% in 1997 to over 97% by the 2017/18 school year, and preschool enrolment has more than doubled since 2007. Learning outcomes have not kept pace with that expansion, and adult literacy remains lower among women than among men. Two consequences follow for this Project, and both are questions of method rather than of ambition. First, project information cannot rely on text alone: work notices, connection information and grievance material have to work through plain Khmer, diagrams, maps and verbal explanation, which is why accessible formats are a requirement of the consultation and disclosure measures rather than a courtesy. Second, because vocational training among women is limited, recruitment into technical site categories will not follow from advertising a vacancy, which is the reasoning behind the outreach and the training partnership with the Provincial Departments of Women's Affairs and MoWA's Women's Development Centres in action 10.[15]

Figure 3. Adult literacy rate by sex, Cambodia (% of people aged 15 and above)



Source: World Bank Gender Data Portal 2024

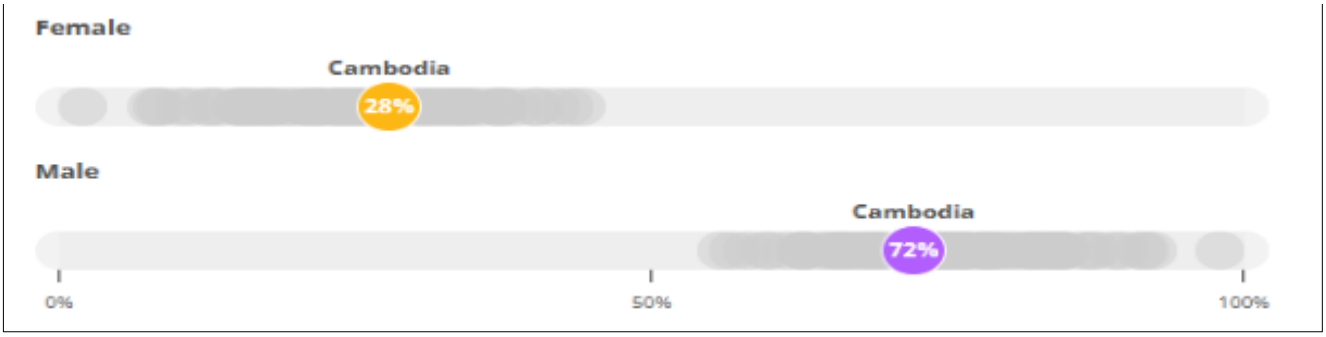
UNDP's 2023 Global Multidimensional Poverty Index (MPI) reports that 16.6% of Cambodia's population, about 2.76 million people, were multidimensionally poor in 2021/2022, down from 36.7% in 2014, with a further 20.5%, about 3.40 million people, close enough to the threshold to be classified as vulnerable to falling into it. The MPI differs from an income poverty line in that it counts deprivations directly: a household is identified as poor on the basis of overlapping shortfalls in health, education and living standards, among them nutrition, school attendance, drinking water, sanitation, electricity, cooking fuel and housing. Two of those indicators, drinking water and sanitation, are precisely what this Project changes, which is why the measure is cited here. A study by Hagar International notes that women in Cambodia are particularly exposed to poverty for reasons that are social as well as economic, including high rates of gender-based violence, more limited access to education and healthcare, and norms that undervalue women's work.[16][17]

Women's labour force participation stood at 69.5% in 2023 against 82.4% for men, and has fallen since 1990. For this Project the more informative measure is the quality of that work rather than its quantity. In 2022, 60.4% of employed women were in vulnerable employment against 44.9% of men, that is, working without a formal arrangement, social protection or a safety net if income stops. A woman trading from a shopfront that a trench closes for three weeks therefore absorbs the loss herself, and has less to fall back on while she does. That is the pathway the livelihood-continuity screening in action 2 is designed to interrupt, and it is why this assessment treats access management as a livelihood measure and not only as a traffic measure.[18]

Men also register more businesses than women. On data compiled between 2016 and 2020, Cambodia sits in the fourth of five global quintiles for the female share of newly registered limited liability companies — that is, among the second-lowest group of countries for which data exist. The indicator should be read with care here, because it counts formal company registrations, whereas the businesses this Project affects are overwhelmingly informal: market stalls, shopfront trading and mobile vending. The national figure indicates the direction of formal business ownership; it is the project-area evidence in Section 3.4, not this indicator, that establishes the exposure the plan manages.

[15] https://www.unicef.org/cambodia/education
[16] https://hdr.undp.org/sites/default/files/Country-Profiles/MPI/KHM.pdf
[17] https://hagarinternational.org/wp-content/uploads/2022/06/A-Vulnerable-Nation.pdf
[18] https://genderdata.worldbank.org/en/economies/cambodia

Figure 4. Share of business owners by sex, Cambodia (% of total business owners)

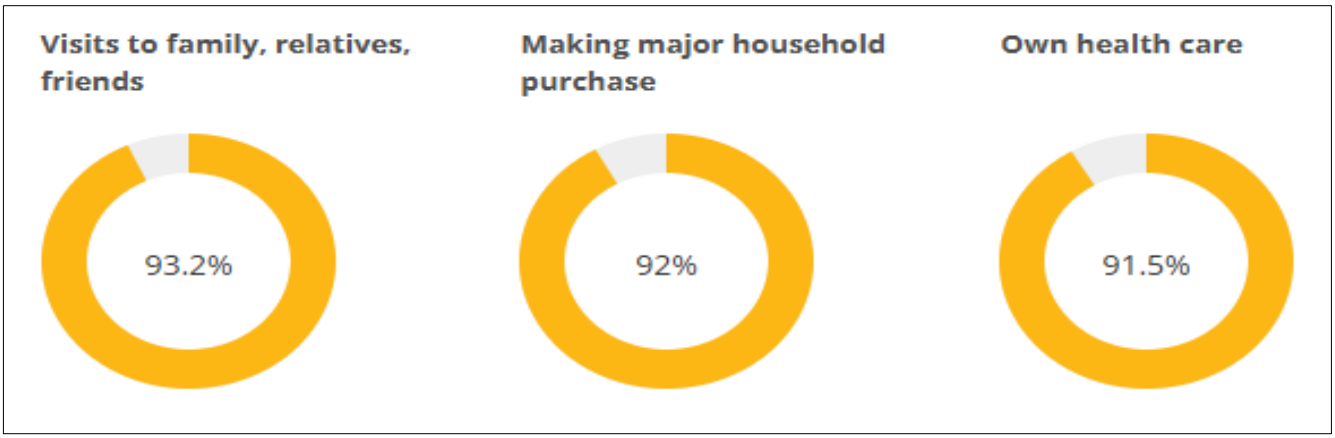


Source: World Bank Gender Data Portal 2024

Women's representation in institutional decision-making follows a consistent pattern. Women held 24.6% of senior and middle management posts in 2021 and 20.8% of National Assembly seats in 2022, a share broadly unchanged since 2010. This matters to C-UIDP because the Project's own consultations reproduced it: the 1.4% female share recorded at provincial-level meetings, examined in Section 3.5, is not a peculiarity of this Project but the local expression of a national pattern in which formal institutional forums are filled by office-holders who are predominantly men.

Within the household the pattern reverses. More than 90% of currently married women aged 15–49 reported in 2022 that they had the final say, alone or jointly, in major household decisions — visits to family, major purchases and their own healthcare. The contrast with the institutional figures above is the most useful piece of national context in this section: women decide within the household and are largely absent where institutions decide. Both halves matter operationally. The decision to connect a household to the sewer, and to meet the connection cost and the tariff, is a household decision that women will often take or share, which is why connection information has to reach them directly rather than through a household representative. Representation in the meetings where design, service and tariff decisions are made is a separate problem, and action 12 addresses it.

Figure 5. Women aged 15–49 participating in major household decisions, Cambodia (%)



Source: World Bank Gender Data Portal 2024

3.2.1 Gender-based violence

The Gender-based Violence Institutional Mapping Report by the World Bank 2019[19] examined domestic and intimate partner violence, that is, violence committed by a spouse or a current or former intimate partner. It is the most widespread form of violence against women and is a serious concern in Cambodia. One in five women

[19] World Bank. 2019. Cambodia Gender-based Violence Institutional Mapping Report. © World Bank.

aged 15–49 reported that they had experienced physical violence at least once since age 15, and 9% experienced physical violence within 12 months. Overall, 18% of ever-married women aged 15–49 report having experienced physical or sexual violence from a spouse. Over 30% of Cambodian women reported that they had experienced physical, sexual, emotional, or economic intimate partner violence, and 48% reported experiencing physical injuries in their lifetime[20]. Other forms of GBV are also recorded, including rape, sexual violence, sexual harassment, human trafficking, early, forced, and child marriage. Also, LGBT people are often subjected to violence within their families.

Women who experience violence commonly do not seek help: only two in five have sought any assistance to stop it, and only 24% sought help from a formal service provider. The Cambodia Demographic and Health Survey (CDHS) 2014 recorded about 43% of women who had experienced physical or sexual violence from any source seeking help to stop it. These figures set the test for the Project's grievance design. A mechanism that measures its own performance by the number of complaints it receives will read silence as success; confidentiality, survivor consent and a working referral route are the tests that matter. Prevention measures identified in the same World Bank report are directly relevant to project design and are reflected in this plan:[21][22][23]

1. Social awareness-raising campaigns, through village level meetings and trainings, mass media, social media, formal education, and youth debates.
2. Mobilisation of specific groups to play a role in the prevention of violence against women (local authorities, religious leaders, teachers, youth, LGBT people, women, health workers, sports groups.)
3. Addressing the secondary factors that cause violence against women (alcohol, etc.)
4. Codes of conduct for Public and Private Sector (i.e. sexual harassment in workplace, sexual exploitation in and around construction camps, etc.).

3.2.2 Gender and climate change

National assessments of gender and climate change identify differences in men's and women's vulnerability and adaptive capacity, and Cambodia has the policy architecture to address them: sectoral development plans prioritise both, supported by the Master Plan on Gender and Climate Change 2018–2030. Implementation is the weak point. Reviews record a shortage of specialised activities, indicators and resources; monitoring and evaluation frameworks that do not capture gender outcomes; limited capacity for gender analysis; and, in the case of the Cambodia Climate Change Strategic Plan (CCCSP) 2014–2023, a monitoring framework that line ministries and subnational agencies find difficult to use. That diagnosis is the reason this GAP places its indicators inside the Project's own quarterly and annual reporting rather than in a parallel gender framework, and gives every indicator a baseline, a target and a named responsible party.[24][25][26]

3.2.3 Gender, urban services and WASH

Cambodian urban households rely predominantly on on-site sanitation, and responsibility for household water handling, cleaning and family health during flooding falls mainly on women, as the consultation record for the four cities confirms. Where a piped wastewater service is introduced, the household's decision to connect turns on the connection cost, the recurring tariff and the information available to it, which is why the Project monitors connection uptake and affordability by sex of household head and by IDPoor status rather than assuming that network coverage delivers benefit. A third requirement follows wherever the Project builds or rehabilitates a toilet block used by the public, at a market, school, health facility or public building, and on construction sites. Such facilities are usable by women and girls only if they provide what menstrual hygiene management requires in

[20] UN Women. 2018
[21] National Institute of Statistics. 2015
[22] National Institute of Statistics. 2015
[23] World Bank. 2019. Cambodia Gender-based Violence Institutional Mapping Report. © World Bank.
[24] https://www.uncclearn.org/wp-content/uploads/library/final-digital_cambodia_report.pdf
[25] https://www.mowa.gov.kh/wp-content/uploads/2020/11/KP-7-English-Women-4th-Sept-2020.pdf
[26] https://unfccc.int/sites/default/files/resource/NAP_Cambodia_2021.pdf

practice: a private cubicle that locks from the inside, water and soap inside the cubicle rather than outside it, a covered bin for the disposal of used materials, adequate lighting, and a location that is safe to reach. These are design and procurement decisions, not construction-stage decisions, which is why they are carried into the design review checklist in Section 5.2 rather than left to the contractor.

Urban works also create gendered exposure that rural sector policy does not address. The four project towns are commercial centres in which trading and small business are the dominant household occupations, and construction that restricts frontage, diverts traffic or opens trenches interrupts precisely the activity on which female-headed households in these towns most depend. Labour influx, worker–community interaction and the accessibility of grievance channels complete the picture. These are the pathways the Gender Action Plan in Section 5 is built to manage.

3.3 Organisations and ministries promoting gender equality

In Cambodia, several local NGOs and government ministries focus on promoting gender equality and empowering women. The organisations below are those most likely to be relevant to delivery and referral in the four project cities.

1. **Cambodia Women Development Agency (CWDA)**[27]**:** This non-profit organisation aims to promote self-sufficiency and self-reliance in Cambodian communities by advancing women's economic and social rights. CWDA works on various programmes, including women's health, vocational education, and community self-prevention against trafficking.
2. **Cambodian Women's Crisis Centre (CWCC):** CWCC provides support services to women and children who have experienced domestic violence, sexual abuse or trafficking, and advocates for women's rights and gender equality. It operates in a number of provinces; its current coverage in Kampong Chhnang, Kampong Cham, Prey Veng and Takeo is to be confirmed when the PMU prepares the provincial referral map required under Section 6.2.[28]
3. **Banteay Srei**[29]**:** This NGO focuses on empowering women and communities through education, advocacy, and economic development programmes. Its programmes reach rural and peri-urban communities, and its presence in the four project provinces is to be confirmed as part of the same referral mapping.
4. **Women's Resource Centre (WRC)**[30]**:** WRC offers education and support services to women and girls, helping them make informed decisions about their health, safety, and economic well-being. It works through local partner organisations, which is the route by which its services could be extended to the four project cities.
5. **Gender and Development for Cambodia (GADC):** GADC works with partners at local, national and international level to strengthen gender equality, through advocacy, capacity building and research.[31]
6. Ministry of Women's Affairs (MoWA): MoWA integrates gender equality considerations into national laws, policies and programmes, and leads initiatives on women's participation in economic activity, in decision-making and in climate change adaptation.[32]

[27] https://www.ccc-cambodia.org/en/ngodb/ngo-information/272

[28] https://www.gaatw.org/members/asia/127-membership/asia/559-cambodian-wonens-crisis-center-cwcc

[29] https://banteaysrei.info/

[30] https://wrccambodia.org/

[31] https://www.gadc.org.kh/who-we-are/

[32] https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2019/A-74-224-Submission-Cambodia-en.pdf

7. **National Council for Women (NCW):** the NCW works alongside MoWA to promote gender equality and protect women's rights. Its activities include:[33]

   Gender Sensitisation Programmes: these raise awareness and educate the public on gender issues and women's rights.

   Legislative Advocacy: the NCW advocates for laws and policies that support gender equality and protect women from violence and discrimination.

8. **Village Health Support Groups (VHSGs)[34]:** These groups are part of the Cambodia Nutrition Project, which aims to improve maternal and child health and nutrition. Village Health Support Groups operate in communes across the country, including in the four project provinces, and connect local communities with health services, provide education on nutrition, and support pregnant women and new mothers. They are a practical entry point for reaching women in the project communes who do not attend general consultation meetings.
9. Local Commune Councils: these councils mobilise communities and resources to address gender issues. They work closely with VHSGs and other local groups so that health and nutrition services are accessible to women and children.

3.4 Gender profile at the project sites

Women and girls constitute a small majority of the population in every project city, and the 51.5% female share across the four project areas is consistent with the national figure of 51.3% reported in Section 3.2.[35] This establishes that women are a major beneficiary group, but the near-even sex distribution does not itself indicate unequal access to infrastructure. Gender relevance must be demonstrated through service, livelihood, participation or risk evidence.

Table 4. Population by sex

Indicator	K. Chhnang	K. Cham	Prey Veng	Don Kaev	Total
Total population	42,258	44,501	34,499	46,676	167,934
Male	20,388	21,448	16,762	22,786	81,384
Female	21,870	23,053	17,737	23,890	86,550
Female share	51.8%	51.8%	51.4%	51.2%	51.5%

Source: C-UIDP project-area baseline derived from the Commune Database (CDB), 2024.

The household survey covered 1,254 households across the four project cities: 329 in Kampong Chhnang, 283 in Kampong Cham, 358 in Prey Veng and 284 in Don Kaev. During data consolidation, six households had no clearly recorded education category and 13 had no clearly recorded occupation. These cases are shown as "Not stated/unclear" so that Tables 7 and 8 reconcile with the full survey sample.

Table 5 shows that female-headed households are a substantial part of the surveyed population, ranging from 23.0% in Kampong Cham to 34.1% in Prey Veng. The assessment does not automatically classify them as vulnerable. Female headship is used instead as a monitoring characteristic, so that information access, mitigation, livelihood effects and project benefits can be checked against it during implementation.

Table 5. Household survey coverage and female headship

Indicator	K. Chhnang	K. Cham	Prey Veng	Don Kaev	Total
Valid surveyed HH	329	283	358	284	1,254

[33] Booklet- Gender Sensitization_0.pdf

[34] Increasing Access to Quality Health and Nutrition Services for Women and Children in Cambodia

[35] National Institute of Statistics, General Population Census of Cambodia 2019, and associated thematic reports.

Female respondents (n)	160	117	151	154	582
Female respondents (%)	48.6%	41.3%	42.2%	54.2%	46.4%
Female-headed HH (n)	103	65	122	93	383
Female-headed HH (%)	31.3%	23.0%	34.1%	32.7%	30.5%

Source: C-UIDP household socioeconomic survey workbooks, 2026 (n = 1,254 households)

Regarding poverty and other vulnerability indicators, Prey Veng recorded the highest proportion of surveyed households holding an IDPoor card, at 6.7%, compared with 3.2% in Don Kaev, 3.0% in Kampong Chhnang and 1.1% in Kampong Cham. Overall, 46 of the 1,254 surveyed households, or 3.7%, reported holding an IDPoor card. IDPoor status is an administrative poverty classification and does not capture all low-income or near-poor households. The assessment therefore considers female headship and IDPoor status as separate characteristics and does not assume that every female-headed household is poor or vulnerable.

Table 6. Poverty and other vulnerability indicators

Indicator	K. Chhnang	K. Cham	Prey Veng	Don Kaev	Total
IDPoor HH	10	3	24	9	46
IDPoor share	3.0%	1.1%	6.7%	3.2%	3.7%
Elderly living alone	0	1	6	8	15
HH heads with reported disability/physical limitation	1	0	0	4	5

Source: C-UIDP household socioeconomic survey workbooks, 2026 (n = 1,254 households)

The education profile is useful for communication planning, particularly the need for clear and accessible information. It cannot be used to claim an education gap between women and men because the consolidated table is not sex-disaggregated. One further caution applies to the table itself: a single technical or vocational qualification recorded among 1,254 urban household heads is implausibly low and is treated here as a classification artefact arising from inconsistent use of that category across the four survey instruments, not as a finding about vocational training in the project cities.

Table 7. Education of household head

Education of household head	K. Chhnang	K. Cham	Prey Veng	Don Kaev	Total
No formal education / illiterate	6	5	9	20	40
Primary	59	67	55	33	214
Lower secondary	135	120	96	69	420
Upper secondary	104	68	135	92	399
Technical/vocational	1	0	0	0	1
University	23	23	58	70	174
Not stated/unclear	1	0	5	0	6

Source: C-UIDP household socioeconomic survey workbooks, 2026 (n = 1,254 households)

Table 8 sets out the reported occupation of the household head in each city.

Table 8. Employment and livelihoods

Occupation of household head	K. Chhnang	K. Cham	Prey Veng	Don Kaev	Total
Agriculture	46	29	34	16	125
Trading/business	157	104	136	150	547
Government employee	39	35	98	65	237
Private/NGO employee	21	28	16	21	86

Daily/wage labour	25	29	10	6	70
Fishing	0	1	4	2	7
Unemployed/jobless	41	48	56	24	169
Not stated/unclear	0	9	4	0	13

Source: C-UIDP household socioeconomic survey workbooks, 2026 (n = 1,254 households)

Trading and business are the dominant household-head occupation in all four cities. This matters for construction management because excavation, temporary barriers, traffic diversion and reduced frontage access can affect customer access and business turnover. The Project therefore has a clear obligation to maintain safe temporary access and to consult affected businesses and street traders before disruptive works.

Table 9. Economic participation of female household heads

Indicator	K. Chhnang	K. Cham	Prey Veng	Don Kaev	Total
Female-headed HH	103	65	122	93	383
Female heads with identified occupation	79	47	93	80	299
Share with identified occupation	76.7%	72.3%	76.2%	86.0%	78.1%
Female heads in trading/business	46	36	60	51	193
Female heads in project-defined informal-type activities	71	41	72	57	241

Source: C-UIDP household socioeconomic survey workbooks, 2026 (n = 383 female-headed households)

The data demonstrate that female household heads are economically active and that many depend on trading, business and other activities that can be sensitive to temporary access disruption. This is a stronger and more project-specific basis for gender-responsive construction management than a generic statement that women are “vulnerable”.

For this assessment, an identified occupation means that the household head reported an occupation such as agriculture, trading or business, government employment, private or NGO employment, daily or wage labour, fishing or another identifiable income-generating activity. Household heads recorded as unemployed or without a clearly stated occupation are not counted as having an identified occupation. Of the 383 female household heads surveyed, 299, or 78.1%, reported an identified occupation. Among the 871 male household heads, 773, or 88.7%, reported an identified occupation. This represents a difference of 10.6 percentage points. Female household heads were also more concentrated in trading and business. A total of 193 female household heads, or 50.4%, reported trading or business as their occupation, compared with 354 male household heads, or 40.6%. This is particularly relevant to C-UIDP because shops and small businesses may be affected by excavation, traffic diversion and temporary access restrictions. Contractors will therefore be required to provide advance notice, maintain safe access and respond promptly to access- or livelihood-related complaints.

3.4.1 Urban infrastructure and service conditions

The baseline describes limited or absent centralised wastewater collection and treatment, deficiencies in existing drainage and localised flooding across the four cities. These service deficits affect whole communities.

The consolidated baseline does not report household sanitation facility type, connection distance, expected connection cost or stated affordability, either in aggregate or by sex of household head. The report therefore makes no claim that female-headed households have poorer sanitation access than male-headed households. That silence is a limitation of the consolidated summary rather than a finding, and it is not one the Project can carry into implementation: for an operation whose principal investment is wastewater collection and treatment, the sanitation and affordability baseline is the evidence on which connection policy, tariff setting and any connection-assistance measure depend. Table 10 specifies exactly what is required, from which source, disaggregated how, and by when. GAP action 15 commits the PMU to produce it from the four survey workbooks where the variables were captured, and through the costed survey top-up budgeted in Table 21 where they were

not. In either case it falls before detailed engineering design is finalised — not before the household connection campaign, which comes after the design, procurement, tariff and connection-policy decisions that the evidence is meant to inform.

Table 10. Household sanitation and wastewater access — baseline data required before detailed engineering design

Variable	Category set or unit	Disaggregation	Source	Required by
Household sanitation facility type	Septic tank; pit latrine (improved); pit latrine (unimproved); shared or communal facility; direct discharge to drain, canal or water body; no facility	By city; by sex of household head; by IDPoor status	2026 household survey workbooks where captured; otherwise survey top-up	Before DED is finalised
Distance from dwelling to the proposed sewer alignment	Metres, banded	By city; by sex of household head; by IDPoor status	Design alignment overlaid on survey records	At detailed design
Expected household connection cost	USD, and as a share of reported monthly household expenditure	By city; by sex of household head; by IDPoor status	Design cost estimate; survey top-up	Before DED is finalised
Recurring tariff and stated ability to pay	USD per month; willing and able / willing but unable / unwilling, with reason	By city; by sex of household head; by IDPoor status	Survey top-up; tariff study	Before the tariff and connection policy is set
Reason for non-connection	Cost of connection; recurring tariff; existing facility considered adequate; tenure or landlord consent; distance; other, specified	By city; by sex of household head; by IDPoor status	Connection monitoring system (Annex 4.4)	Operational before the connection campaign
Connection assistance received	Type and value of any subsidy, instalment or waiver	By city; by sex of household head; by IDPoor status	Connection monitoring system (Annex 4.4)	Operational before the connection campaign

This table specifies the data to be produced; it is not a set of findings.

One feature of this Project distinguishes it from a works programme confined to the street, and it has not so far been treated as a gender issue. A sewerage connection is completed at the dwelling: workers enter the house plot, open ground beside or beneath the house, and work at or near the household's own toilet and septic tank, sometimes over more than one day and sometimes requiring access inside the building. For many households this is the first time contractors will work in that space. The people most often at home when it happens are women, older residents and children, and in the 383 female-headed households recorded in the survey there may be no other adult present at all. The consequences are practical: discomfort at unfamiliar men working at the household's sanitation facility; loss of the use of the toilet for the duration of the works, which falls hardest on women, on anyone menstruating and on people with limited mobility; and, where the household is uneasy about any of this, a reason to decline connection that has nothing to do with cost or tariff. Connection uptake is the Project's central benefit measure, so a privacy concern that suppresses uptake is a project risk and not only a courtesy issue. The plan therefore sets requirements for how connection works are notified, scheduled and conducted at the dwelling, and adds the reason for refusal to the connection monitoring fields in Annex 4.4 so that this cause can be distinguished from cost.

3.4.2 City-specific gender implications

City-level differentiation is necessary because the mix of infrastructure, household characteristics and vulnerability indicators varies across C-UIDP. The following profiles do not create new gender statistics; they interpret the verified baseline for implementation planning.

Table 11. City-specific gender implications and implementation priorities

City	Verified baseline signal	Priority gender-responsive implementation focus
Kampong Chhnang	31.3% female-headed HH; trading/business dominant	Frontage access, women traders, consultation before disruptive works
Kampong Cham	41.3% female survey respondents; 23.0% female-headed HH	Targeted outreach so women are not missed by general consultation formats
Prey Veng	34.1% female-headed HH; 6.7% IDPoor; treatment plant and 116 km sewer network	Vulnerability-sensitive engagement, affordability monitoring, livelihood access
Don Kaev	54.2% female respondents; elderly/PWD cases; trading/business dominant	Accessible routes, business continuity, inclusive information, and privacy at household connection

3.4.3 Social inclusion screening: youth, ethnicity, disability and age

Sex is not the only axis on which residents are excluded from a project of this kind, and a plan that disaggregates by sex alone can still miss the people least able to use standard consultation, employment and grievance channels. This section sets out what the preparation evidence establishes on three further axes: age, ethnicity, and disability, what it does not, and what must be confirmed before appraisal, so that any measure attached to each axis rests on evidence rather than assumption.

Age. No age variable is reported in the consolidated baseline, so this report contains no youth analysis, no youth target and no youth disaggregation. That is a material omission for an urban works project. Construction is one of the few sectors in which young people without formal qualifications obtain paid entry-level work, and unskilled and semi-skilled site labour is exactly the category in which the Project's employment obligations apply. Outcomes for young women also differ from outcomes for women as a whole, so an aggregate female employment figure can be met while young women remain absent. The Project will therefore record an age band alongside sex in contractor applicant, workforce and training records, where the data are generated by the contractor at no additional cost, and set a youth target once the mobilisation baseline exists.

Ethnicity. No ethnic-minority or Indigenous Peoples screening has yet been carried out for the four project cities. An Indigenous Peoples Planning Framework (IPPF) has been prepared for the Project as a precautionary measure for sub-projects in later phases, and ESS 3 is at present assessed as unlikely to be triggered. C-UIDP is an urban operation and the four cities are predominantly Khmer, so the likely conclusion is that no city-level Indigenous Peoples instrument is required, but that is a conclusion to be recorded on evidence rather than assumed. Kampong Cham in particular has long-established Cham Muslim communities. Where such a community falls within a work front, service area or influence area, the practical implications are the language of information materials, the acceptability of consultation formats and timing, and whether women in those communities are reached by general meetings at all.

Disability and age. Only five household heads among the 1,254 surveyed households reported a disability or physical limitation, while 15 older persons were recorded as living alone. The reported disability figure should not be interpreted as evidence that disability prevalence or accessibility needs are low in the project area. The survey question captured the condition of the household head rather than systematically screening every household member and may also have been affected by under-reporting or differences in how disability was understood by respondents and enumerators.

Regardless of the number identified, the Project will incorporate inclusive design, accessible consultations, accessible grievance channels and safe temporary-access arrangements. During project start-up, the PMU will consult persons with disabilities and relevant representative organisations to identify their specific accessibility and communication needs.

3.5 Stakeholder Consultation Findings

Consultation evidence provides the qualitative link between infrastructure conditions and daily experience. Participants raised flooding, drainage, sanitation, access and disruption during works as recurring concerns. Women's participation varied markedly by consultation format, showing why attendance must be interpreted rather than merely counted.

Table 12. Stakeholder consultation participation by type

Consultation type	Total	Women	Men	Women (%)
Provincial-level consultations	74	1	73	1.4%
Local-level consultations	699	258	441	36.9%
Focus group discussions	86	77	9	89.5%
Overall consolidated record	859	336	523	39.1%

The pattern in Table 12 is clear. Women were almost absent from provincial-level meetings, represented more than one-third of participants in local consultations, and were the large majority in focus group discussions. The explanation lies mainly in how each kind of meeting is convened. Provincial meetings are called by institutional invitation: seats are allocated to office-holders, department directors and their deputies, municipal officials, technical staff, and are filled by whoever holds the post. Women hold very few of those posts. As Section 3.1.4 shows, no woman held a Department Director position in the 25 provincial and municipal departments in 2024, and women held only 8.4% of director and deputy positions subnationally, so an invitation list drawn from office-holders reproduces that imbalance before the meeting begins. Local consultations and focus groups, by contrast, are convened by open or targeted invitation in the community, and women attend in far greater numbers. The preparation process therefore succeeded in reaching women where invitation was open, and failed to achieve balanced representation where invitation was institutional. The response at implementation follows from that diagnosis. It is not simply to raise headcounts but to change the invitation practice: to name the Provincial Department of Women's Affairs, and where relevant women's representatives and affected women sellers, on the invitation list for decision-relevant meetings in their own right; to record the invitation list alongside attendance; and to require a recorded corrective step wherever a meeting falls below the applicable threshold.

Table 13. Consultation themes and project implications

Theme from consultations	Assessment finding	Project implication
Flooding, drainage and sanitation	Communities identified recurrent service and environmental problems affecting neighbourhood conditions	Prioritise safe, reliable drainage and wastewater outcomes; communicate construction sequencing
Temporary access and disruption	Concern about access during works is material in urban commercial areas	Maintain pedestrian/property access and notify businesses before disruptive works
Participation	Women participated strongly in targeted FGDs but weakly in provincial meetings	Use women-only/small-group sessions and ensure women are invited to decision-relevant meetings
Safety and mobility	Construction traffic, open excavations and poor access can create safety concerns	Lighting, safety barriers, crossings, signage, traffic marshals and accessible routes
Employment	Project works create potential local jobs and skills opportunities	Transparent recruitment, non-discrimination, equal pay and sex-disaggregated employment records
Sensitive complaints	SEA/SH and harassment require confidential channels	Separate worker/community GRM procedures and survivor-centred referral

3.6 Key gender gaps and evidence status

Table 14. Key gender gaps, risks and evidence status

Key finding / gender issue	Classification	Gender gap / risk statement	Project response / mitigation	Indicator
Participation and voice: women were 336/859 (39.1%) overall, but 1/74 (1.4%) in provincial-level consultations.	Demonstrated representation gap	Women were substantially represented overall but scarcely represented in provincial-level consultation; influence is not consistently recorded.	Accessible consultation; targeted women-only/small-group sessions where appropriate; invite women to decision-relevant meetings; maintain issue-response-decision records.	≥40% women overall AND ≥15% in provincial and other decision-level meetings by mid-term, rising to ≥25% by completion (baseline 1.4%); participation reported separately by consultation type; women's issues, responses and resulting decisions documented.
Vulnerability: 383/1,254 surveyed households (30.5%) were female-headed.	Descriptive characteristic	Female headship is important for disaggregation but does not by itself demonstrate poverty or vulnerability.	Monitor relevant benefits, disruption and grievances by sex of household head and vulnerability/IDPoor status; assist based on demonstrated vulnerability.	Relevant monitoring disaggregated by sex of HH head and vulnerability; assistance cases tracked.
Livelihoods: 193 of 383 female-headed households were recorded in trading/business.	Differentiated project risk	Temporary access restrictions can disrupt activities in which female-headed households are substantially represented.	Maintain safe temporary access; advance notice; minimise disruption; track access/livelihood complaints.	100% active work fronts maintain safe access; 100% access/livelihood complaints tracked to closure.
Employment and skills: female-headed households are 10.6 percentage points less likely to report an identified occupation (78.1% against 88.7%); women are 20.5% of MPWT's own workforce (2024), and their share of Cambodian construction employment is not established.	Demonstrated gap (occupation) + evidence gap (construction workforce)	A measured occupation gap exists between female- and male-headed households in the four cities, and women are under-represented in the executing agency's own workforce. The project construction workforce does not yet exist, so without outreach and monitoring, project jobs and training may accrue disproportionately to men.	Transparent recruitment; advertise suitable jobs to women; equal training access; establish the workforce and applicant baseline at mobilisation; obtain women's share of Cambodian construction employment from the NIS Labour Force Survey.	Applicants, workforce and training by sex and job category; ≥20% aggregate female employment, confirmed once at mid-term against the mobilisation baseline.
SEA/SH: construction introduces workers and contractor-community interaction; ESMPF requires labour, CoC, GRM and SEA/SH controls.	Differentiated project risk	Women and girls may face harassment/SEA/SH risks; no project-specific prevalence rate is available.	Mandatory CoC; SEA/SH induction/refresher; sanctions; confidential survivor-centred reporting/referral.	100% workers sign CoC and complete induction before deployment; confidential pathway operational.
Safety, mobility and accessibility: excavation, traffic diversion and temporary restrictions will occur in populated areas.	Differentiated project risk	Women, caregivers, older people and PWDs may face additional mobility/safety barriers.	Safe pedestrian routes/crossings; barriers, lighting/signage and accessible routes; design review and site inspection.	100% relevant design packages reviewed; relevant work fronts inspected; deficiencies tracked to closure.
Land acquisition and economic displacement: one treatment-plant site requires land acquisition, and works corridors affect informal street vendors; no sex-disaggregated screening of affected land users or vendors has been carried out.	Differentiated project risk + evidence gap	Farmers and sharecroppers cultivating the proposed government-owned site, and street vendors trading from affected sidewalks, can lose income without holding title. Women's use rights are less visible in ownership records, and compensation paid to a male household head may not reach the women who depend on the asset.	Screen the treatment-plant site and each works corridor for affected land users and informal traders, recording number and sex; consult affected women directly; apply the RPF where livelihood loss is established, with entitlements recorded in the name of the person who uses the asset.	Screening completed and recorded by sex before works begin at each location; women among affected persons consulted and their entitlements recorded.

Key finding / gender issue	Classification	Gender gap / risk statement	Project response / mitigation	Indicator
		Neither effect can be sized from preparation data.		
Wastewater access/affordability: no reliable female-male comparison of connection access, cost or affordability is available.	Evidence gap	A sex-specific affordability disadvantage cannot be demonstrated from preparation data.	Produce the sanitation, connection-cost and affordability baseline specified in Table 10 before detailed engineering design is finalised; then monitor connection offer and uptake, non-connection reasons and affordability by sex of household head and IDPoor status during roll-out.	Baseline completed before DED is finalised; sex- and vulnerability-disaggregated monitoring operational before the connection campaign; reasons for non-connection reviewed.
GRM access: community/worker GRMs are required; SEA/SH complaints require confidential handling.	Differentiated project risk	Women/vulnerable people may face access barriers; sensitive complaints cannot use ordinary public procedures.	Multiple accessible channels; disclosure before works; non-retaliation; separate confidential SEA/SH pathway/referral.	100% communities informed before works; 100% contractors maintain worker GRM; confidential SEA/SH pathway maintained.
Monitoring: preparation evidence lacks complete sex-disaggregated baselines for income, sanitation, affordability, technical employment, time use and decision-making.	Evidence gap	Several gender differences cannot be quantified at preparation stage.	Establish implementation baselines when observable; quarterly sex-disaggregated reporting; annual GAP review and corrective action.	100% required quarterly reports and annual review completed; corrective actions tracked to closure.
Youth: no age variable is reported in the consolidated baseline, so no youth share, target or disaggregation exists.	Evidence gap + opportunity risk	Young people, and young women in particular, may be excluded from project employment and training with no means of detecting it.	Record age band alongside sex in contractor applicant, workforce and training records; set a youth employment and training target once the mobilisation baseline exists; include young women explicitly in recruitment outreach.	Youth share of applicants, workforce and training participants reported monthly by sex and job category.
Ethnicity and Indigenous Peoples: no screening has been carried out for the four project cities.	Evidence gap	The report cannot state whether any ethnic-minority or Indigenous community falls within a service area, influence area or work front, and therefore cannot confirm that no Indigenous Peoples instrument is required.	Obtain a written screening statement from MPWT and the four municipalities; where a community is identified, confirm communication language, consultation format and whether an Indigenous Peoples instrument is triggered.	Screening statement on file before appraisal; consultation records show the language and format used where a community is identified.

4. GENDER ACTION AND SOCIAL INCLUSION

4.1 Key Barriers to Women's Participation and Benefit

The assessment identifies five practical barriers to women's participation and benefit in C-UIDP. Where a barrier cannot be sized from project data, national evidence is used and labelled as such: it interprets the risk or justifies the management response, and is never presented as a C-UIDP measurement.

Barrier 1 – Uneven representation in formal consultation spaces

Women were well represented in targeted FGDs but almost absent from provincial-level consultations. Without deliberate invitation and suitable formats, women's views can be heard in community discussions yet remain under-represented where institutional decisions are made.

Barrier 2 – Construction disruption to small businesses and daily mobility

Urban works can temporarily block access to shops, homes, schools and services. Because female household heads are economically active and many of them trade or run a business, access management is a livelihood question as much as a traffic one. National evidence indicates that women's micro-enterprises are also more exposed to short-term shocks: women customarily manage household expenditure and take primary responsibility for seeking local credit and repaying it, often at high interest rates and with limited access to formal finance, and women entrepreneurs report negative judgement from family (54%) and community (71%) when starting a business. A temporary loss of frontage or footfall therefore compounds where the business is a female household head's principal income and is financed by household debt.[36]

Barrier 3 – Entry barriers to infrastructure employment

Infrastructure employment is often organised through contractor recruitment networks and job categories in which women may be under-represented. C-UIDP has no mobilised workforce baseline yet. The national pattern is instructive: construction has been the principal destination for men leaving agriculture, while women moved into garment manufacturing and services, so the local labour pool from which contractors recruit is unlikely to contain many women with prior construction or plant experience. Lower adult literacy and limited vocational training among women are a further constraint on recruitment into technical categories. Transparent recruitment, suitable facilities, PPE and training are therefore necessary conditions for women to compete for the jobs the Project creates.

Barrier 4 – Safety, harassment and confidential reporting

Women may be less willing to report harassment or SEA/SH through public or male-dominated complaint channels. National evidence supports treating this as a material risk rather than a procedural formality. One in five Cambodian women aged 15–49 has experienced physical or sexual violence from an intimate partner, and more than a third of men report having perpetrated partner violence. There is no national prevalence dataset on sexual harassment, but smaller studies find public spaces and public transport to be common sites. In one study, 89% of respondents reported feeling unsafe working or studying at night and 24% felt unsafe using public spaces at any time, while ILO Better Factories Cambodia has recorded sexual harassment affecting 40 to 50% of workers in factory settings. Reported help-seeking is low, only about 24% of women who experienced violence sought help from a formal service provider, so confidentiality and referral, not complaint volume, are the correct tests of whether the pathway is working. Two features of this Project sharpen the risk. Works are dispersed along residential streets over several years rather than confined to a fenced site, so worker–resident contact is routine;

[36] United Nations, Gender Equality Deep-Dive for Cambodia - Common Country Analysis, 2022; Gavalyugova, D. and Cunningham, W., Gender Analysis of the Cambodian Labor Market, World Bank, 2020.

and household connection brings workers onto the house plot and to the household's own sanitation facility, often when a woman is at home alone. The Project therefore requires confidential, survivor-centred handling and referral, separate from public grievance registers, and applies the Code of Conduct specifically to conduct at the dwelling.[37]

Barrier 5 – Data gaps on service affordability and decision-making

The Project cannot currently demonstrate a sex-disaggregated wastewater affordability gap or quantify women's influence over service decisions. These gaps must be handled through implementation monitoring rather than unsupported claims.

4.2 Opportunities for Gender Mainstreaming

Table 15. Opportunities for gender mainstreaming

Opportunity	C-UIDP application
Safer and more reliable urban services	Use inclusive design and construction management to improve safe access, drainage, sanitation and public-space conditions
Employment and skills	Recruit women transparently; provide training for technical, environmental/social, laboratory, OHS, community liaison and operational roles
Meaningful participation	Move beyond attendance to documented issues, responses and decisions
Service uptake and affordability	Track connection uptake and affordability by sex of household head and vulnerability status during roll-out
Institutional capacity	Strengthen PMU/DPWT/CSC/contractor capacity to implement and monitor gender commitments
Accountable grievance management	Provide multiple accessible channels and confidential SEA/SH procedures

4.3 Priorities for Gender Mainstreaming

- Priority 1: Prevent gender-differentiated harm during construction/operations and land/livelihood management.
- Priority 2: Ensure women can participate meaningfully in project decisions and monitoring.
- Priority 3: Expand fair access to project employment and skills while enforcing equal workplace standards.
- Priority 4: Build gender-responsive service monitoring into wastewater, drainage and flood-protection operation.
- Priority 5: Institutionalise sex-disaggregated monitoring, confidential grievance handling and corrective action.
- Priority 6: Extend the plan's inclusion measures beyond sex to youth, ethnicity, disability and age, so that residents excluded on more than one axis are still reached.

For Priority 6, the project's employment, training, and consultation systems already generate the data needed to act on it: a contractor recording the sex of every applicant can record an age band on the same line, and a consultation record that captures sex can capture whether a targeted format was used for a community that general meetings do not reach. The cost is administrative rather than programmatic. Three measures give effect to it: add an age band to every people-based indicator in the monitoring framework; complete the ethnicity and Indigenous Peoples screening for the four project cities; and keep the accessible-format and accessible-route

[37] National Institute of Statistics, Ministry of Health and ICF, Cambodia Demographic and Health Survey; World Bank, Gender Based Violence Institutional Mapping Report - Cambodia, 2019; International Labour Organization, Better Factories Cambodia: workplace harassment findings.

requirements already in Table 16 attached explicitly to older people and persons with disabilities rather than folded into a general reference to vulnerable groups.

4.4 Anticipated Outcomes During Project Life and Beyond

If implemented as designed, the GAP is expected to deliver three outcomes: (i) reduced construction-related risks to women and vulnerable groups through access management, labour standards, Codes of Conduct, SEA/SH controls, and responsive GRMs; (ii) stronger opportunities for women to participate in project employment, training, consultation, and monitoring; and (iii) improved sex-disaggregated data for assessing whether project benefits and service uptake are equitable. These outcomes are credible because they are embedded in project systems that can be monitored and verified.

Reducing construction-related risk depends as much on design as on supervision. Evidence from UN Women safety audits consistently shows that women are more likely to use public spaces when routes are well lit, visible, unobstructed, and supported by continuous, well-maintained footpaths. Similarly, Welsh and Farrington's systematic review found that improved street lighting was associated with lower crime rates, including during daytime, suggesting that lighting works not only through visibility but also by signalling investment and encouraging greater use of public space[38]. The World Bank's *Handbook for Gender-Inclusive Urban Planning and Design* reflects these principles in its emphasis on safe crossings, clear sightlines, continuous footways, and pedestrian-oriented lighting. Accessibility measures such as level surfaces, dropped kerbs, adequate width, and handrails also benefit women carrying goods or accompanying children. Accordingly, trench reinstatement, temporary pedestrian access, crossings, and lighting are treated as gender-relevant design decisions and reviewed during detailed design rather than left to construction-stage discretion.

Beyond the project period, benefits are expected to continue through routine use of sex-disaggregated service data, retention of GAP tools and training materials within MPWT, and the long-term safety and mobility benefits of inclusive infrastructure. Sustainability depends on confirming institutional responsibility for gender reporting and annual GAP updates before project closure.

The assessment also recognises four potential adverse effects. First, wastewater connection charges and tariffs may affect poor and female-headed households before benefits are realised, requiring affordability monitoring. Second, land acquisition and construction activities may affect farmers, sharecroppers, and informal vendors, necessitating screening and entitlement measures. Third, improved infrastructure may increase property values while creating displacement risks for residents and informal traders. Fourth, construction activities may increase safety, privacy, traffic, and household burden concerns that disproportionately affect women. These risks do not outweigh project benefits but justify the mitigation and monitoring measures included in the GAP.

[38] Welsh, B. C., & Farrington, D. P. (2008). Effects of Improved Street Lighting on Crime. Campbell Systematic Reviews, 4(1), 1-51. DOI: 10.4073/csr.2008.13.

5. GENDER ACTION PLAN

5.1 Approach to Developing the GAP

The GAP converts the findings in Section 3.6 into implementation commitments. Actions are organised under a two-layer approach: Layer 1, “Do no harm”, covers what the Project must deliver to avoid creating or worsening disadvantage; Layer 2, “Do better”, covers the additional value the Project can create. Risk-management measures are mandatory where the project creates a relevant risk; value-addition measures are pursued through design, employment, participation, capacity building and service monitoring. Targets are stated only where they can be defended from the available baseline or as explicit project-management commitments.

5.2 Mainstreaming the GAP into Project Investment

GAP actions must appear in the documents that control implementation: DED review checklists, bidding documents, construction contracts, C-ESMPs, the SEP, LMP, RPF and any resettlement plan, GRM procedures, supervision checklists, the household connection procedure and its notification materials, monthly contractor reports, quarterly E&S reports and operation-and-maintenance arrangements. A GAP that sits only in this report would not be implementable.

These commitments also need to be visible against the investment they attach to. A thematic action table shows what the Project will do about gender; it does not show which investment each action modifies, or which project outputs carry no gender-responsive measure at all. Annex 7 therefore maps the actions onto the Project’s own component and output structure, with an indicator, a baseline, a mid-line and an end-line value, and a responsible institution for each. It cross-refers to the action numbers in Table 16 rather than restating them, so that the two are maintained as one set of commitments.

Menstrual hygiene provision is one of the requirements this mainstreaming has to carry, because it is settled in the design drawings and the bill of quantities rather than on site. What it means in practice is set out in Section 3.2.3: a cubicle that locks from the inside, water and soap inside the cubicle, a covered bin for disposal, adequate lighting, and a safe approach.

The available feasibility-stage information does not clearly confirm whether the Project will construct or rehabilitate public, market, school or other institutional toilets. This will be confirmed during detailed design.

Irrespective of the final investment scope, contractors will provide separate, safe and clean sanitation and changing facilities for female and male workers. Facilities for women will include privacy, internal locks, adequate lighting, reliable water and covered bins for the hygienic disposal of menstrual materials. These requirements will be included in the bidding documents, construction contracts and site-inspection checklists.

If public or institutional sanitation facilities are included in the final design, they will provide appropriate menstrual-hygiene facilities, privacy, water for washing, covered disposal bins, adequate lighting, accessible cubicles and safe access. The PMU and design consultant will verify these requirements during design review and before facility handover.

5.3 Core GAP Matrix

Table 16. Core Gender Action Plan matrix

#	Layer / issue	Action	Indicator / target	Baseline	Responsibility / timing	Budget	Verification
A. Construction: access, land and livelihoods							
1	Do No Harm – Temporary access / livelihood disruption	Maintain safe access to homes, shops, markets and services; give advance notice; where works interrupt an existing water or sanitation service, provide a temporary alternative for the duration of the interruption; document and resolve access complaints.	% active work fronts with safe temporary access; temporary water and sanitation provided where service is interrupted; access complaints resolved. Target: 100% work fronts; 100% complaints tracked	No implementation baseline	Contractor / CSC / PMU; Construction	Contract price / E&S budget	Site inspections; grievance log
2	Do No Harm — Livelihood continuity for affected micro-enterprises and street vendors	Screen work fronts for businesses and traders whose frontage, access or trading position will be materially affected, including informal street vendors operating on the sidewalk without title; agree practical continuity measures before works start (sequencing, off-peak or night working, temporary signage and access routes, temporary relocation of stalls, or compensation under the RPF where the effect meets the entitlement threshold); record measures agreed and delivered by sex of the business owner or trader.	Affected businesses and street traders screened and continuity measures agreed before works, disaggregated by sex of owner or trader. Target: 100% of work fronts screened before mobilisation; 100% of agreed measures delivered or escalated.	No screening carried out	PMU / CSC / Contractor / municipality; DED and pre-construction	Project E&S budget / RPF where applicable	Work-front screening record; continuity register; grievance log
3	Do No Harm — Land acquisition and economic displacement	Screen the treatment-plant site and every works corridor for affected land users and informal traders before works begin, farmers, sharecroppers, tenants and street vendors, recording the number affected and the sex composition. Consult affected women directly rather than through a household representative. Where livelihood loss is established, apply the RPF, record entitlements in the name of the person who uses the asset,	Sites and corridors screened and affected persons recorded by sex; women among affected persons consulted directly; entitlements and livelihood restoration delivered. Target: 100% of sites and corridors screened before works begin; 100% of established entitlements delivered before the loss takes effect.	No screening carried out	PMU / municipality / DPWT; DED and pre-commissioning	Project E&S budget / RPF where applicable	Screening report; consultation minutes; RPF entitlement records

		and deliver livelihood restoration before the loss takes effect.					
4	Do No Harm — Household connection works at the dwelling	Before connection works at any dwelling, give the household written and verbal notice stating the date, the expected duration and what will be opened or disturbed, and agree an appointment window. Workers entering a house plot must be identifiable, and must not enter the dwelling or work unaccompanied where the occupant is alone and asks otherwise. The household may request that works be scheduled when another adult is present, and may ask that a female liaison or supervisor attend. Where the household toilet is out of use for more than one working day, provide a temporary alternative. Apply the Code of Conduct to conduct at the dwelling, and give the community GRM contact at the point of notice. Record refusals to connect and the reason, distinguishing privacy or disturbance from cost.	Households notified in advance with an agreed appointment window; complaints about conduct or privacy at the dwelling resolved; temporary toilet provision where the household facility is out of use for more than one working day; reason for refusal recorded. Target: 100% of households notified in advance; 100% of complaints about conduct at the dwelling resolved to closure; a reason recorded for 100% of refusals.	Not recorded; connection campaign not yet begun	Contractor / CSC / PMU / operator; Connection campaign	Contract price	Notification records; connection database; grievance log
B. Labour, workplace and employment							
5	Do No Harm – Workplace equality	Use transparent, non-discriminatory recruitment; equal pay for work of equal value; suitable PPE; separate sanitation/changing facilities.	Sex-disaggregated workforce and wage records; compliant welfare facilities. Target: 100% contractors compliant	Workforce not mobilised	Contractor / CSC; Mobilisation onward	Contract price	Payroll; HR records; inspections
6	Do No Harm – GBV/SEA/SH	Code of Conduct for all workers; induction and refresher training; sanctions; confidential reporting and referral.	% workers signing CoC and trained; confidential pathway operational. Target: 100% workers before site deployment	0 before mobilisation	Contractor / CSC / PMU; Before and during construction	Contract price / awareness budget	Signed CoCs; training records; confidential records
7	Do No Harm – Worker	Maintain confidential worker GRM, non-retaliation and anonymous channels where permitted.	Worker GRM established; workers informed.	0 before mobilisation	Contractor / CSC;	Contract price	GRM records;

	grievance access		Target: 100% contractors		Mobilisation onward		worker induction
8	Do Better – Women's employment	Use transparent, non-discriminatory recruitment; advertise suitable skilled, semi-skilled, unskilled, technical and support jobs to women; provide equal access to training. Establish the workforce/applicant baseline at mobilisation and document corrective outreach where women are under-represented.	Women as % of applicants, aggregate workforce and training participants, reported by job category. Target: ≥20% women in aggregate project employment.	Established at mobilisation	Contractor / CSC / PMU; Construction	Contract price / training budget	Monthly labour reports
9	Do Better – Youth participation in employment and training	Record age band alongside sex in contractor applicant, workforce and training records; set a youth employment and training target once the mobilisation baseline exists; include young women explicitly in recruitment outreach.	Youth share of applicants, workforce and training participants, by sex and job category. Target: to be set against the mobilisation baseline at the first annual review, and reported by sex from mobilisation onward.	Not recorded	Contractor / CSC / PMU; Mobilisation onward	Contract price	Monthly labour and training reports
10	Do Better – Delivery partnership for women's skills	Establish a working arrangement with the Provincial Departments of Women's Affairs and MoWA's Women's Development Centres for delivery of training to women, covering site-suitable construction skills, operator and O&M roles, and small-business continuity; record referrals and completions by city.	Partnership arrangement in place in each of the four provinces; women referred and trained, by city. Target: arrangement in place before contractor mobilisation.	No arrangement in place	PMU / DoWA / MoWA Women's Development Centres; Year 1 onward	Training budget	Partnership record; training and referral records
C. Participation, voice and grievance							
11	Do No Harm – Community grievance access	Multiple channels via local authorities, PMU, contractor, phone/email/boxes; accessible information.	GRM information disclosed; grievances acknowledged, tracked and resolved. Target: 100% participating communities informed before works	Project mechanism under preparation	PMU / DPWT / Contractor; Pre-construction onward	Project E&S budget	Disclosure records; grievance database
12	Do Better – Women's participation	Schedule accessible consultations; targeted women-only/small-group sessions; invite women to decision-relevant meetings.	Female participation; issues and recommendations raised by women; project responses; design and implementation actions resulting from consultation.	39.1% overall; 1.4% provincial meetings	PMU / DPWT / DoWA; Throughout	Meeting/Engagement budget	Attendance; minutes; issue-response log

			Target: ≥40% female participation overall AND ≥15% female participation in provincial and other decision-level meetings by mid-term, rising to ≥25% by completion (baseline 1.4%).				
13	Do No Harm – Ethnicity and Indigenous Peoples screening	Obtain a written screening statement from MPWT and the four municipalities recording whether any ethnic-minority or Indigenous community, including the Cham Muslim communities in Kampong Cham, falls within a service area, influence area or work front, and the basis for that conclusion. Where one is identified, confirm the information language, the consultation format and timing, and whether an Indigenous Peoples instrument is triggered.	Screening statement completed and on file; where a community is identified, consultation records show the language and format used. Target: screening statement on file before appraisal; consultation format confirmed before works begin in the affected area	No screening carried out	PMU / MPWT / municipalities; Before appraisal and pre-construction	Project E&S budget	Signed screening statement; consultation records
D. Design and service delivery							
14	Do Better – Inclusive design and safety	Review DED for safe crossings, lighting, access, barriers, PWD access and safe routes around works. Where the final design includes public, market, school or institutional sanitation, verify menstrual hygiene management provision, privacy, internal locks, water for washing, covered disposal, lighting, accessible cubicles and safe access before approval and again before handover.	Gender and accessibility design review completed; corrective items closed; MHM provision verified in every relevant sanitation package. Target: 100% relevant design packages reviewed	FS-stage designs	PMU / DED Consultant / CSC; DED and construction	Design/supervision budget	Design checklist; site verification
15	Do Better – Service access / affordability evidence	Establish the household sanitation, connection-cost and affordability baseline set out in Table 10 from the survey workbooks or, where the variable was not captured, through a costed survey top-up. During wastewater service roll-out, record connection uptake, non-connection reasons and affordability concerns by sex of household head and IDPoor status.	Sex- and vulnerability-disaggregated baseline and service-uptake monitoring available. Target: baseline completed before detailed engineering design is finalised; monitoring operational before the household connection campaign	Not available in current baseline	PMU / operator / municipality; DED, commissioning and operation	USD 12,000 indicative (Table 21)	Baseline report; connection database; survey

16	Do Better – Beneficiary-level gender outcome	Report project beneficiaries reached by improved wastewater, drainage and flood-protection services, disaggregated by sex, by sex of household head and by IDPoor status. Track wastewater connections offered and completed for eligible female-headed and IDPoor households and compare uptake with male-headed and non-IDPoor households at mid-term and completion.	Beneficiaries reached by improved services, including women; eligible female-headed or IDPoor households receiving a new wastewater connection. Targets: 121,352 beneficiaries, including 62,254 women; at least 80% of eligible female-headed or IDPoor households receive a new wastewater connection by completion. Uptake gaps against comparator households are analysed and remedial action recorded.	0; reporting system not yet established	PMU / operator / municipality; Mid-term and completion	Project management / M&E	Connection and service database; mid-term and completion review
17	Do Better – User feedback and service governance	Run a short sex-disaggregated user survey in each city at mid-term and at completion, covering satisfaction with flooding, odour and wastewater exposure and with the safety and accessibility of project infrastructure; and secure women's representation in any user or service-oversight arrangement the operator establishes.	User survey completed in each city; women's satisfaction at or above men's, with reasons analysed where lower; women's representation in operator user or oversight arrangements. Target: ≥30% women in any such arrangement, or its absence recorded with reasons.	Not recorded; no arrangement established	PMU / operator / municipality; Mid-term and completion	Evaluation budget (Table 21)	User survey report; operator governance records
E. Institutional capacity and monitoring							
18	Do Better – Institutional capacity	Train PMU, DPWT, CSC, contractor and municipal operator personnel on GAP implementation, gender-responsive consultation, labour equality, SEA/SH, GRM, sewerage management systems, service delivery and sustainability practices; report participation by sex and institution.	Personnel trained and attendance reported by sex and institution. Target: 150 personnel trained in sewerage management systems, service delivery and sustainability practices by project completion; 100% of planned GAP induction sessions delivered and all relevant focal staff inducted.	No standardised project training completed	PMU / DoWA / CSC; Annual / mobilisation	USD 20,000 indicative	Training records; pre/post assessment

19	Do Better – Gender-responsive monitoring	Quarterly GAP reporting with sex-disaggregated employment, consultation, training and grievance indicators; annual review and corrective action. Before project closure, MPWT confirms in writing which institution assumes responsibility for gender-disaggregated service reporting and for maintaining the annual GAP template in Annex 1.	Quarterly reports; annual GAP review; corrective actions closed; post-closure reporting owner confirmed in writing before closure. Target: 100% reporting periods completed	Not yet operational	PMU / CSC; Quarterly / annual	USD 20,000 indicative	E&S reports; annual review

6. IMPLEMENTATION OF THE GAP

6.1 Implementation Arrangements

MPWT, through the PMU, holds overall accountability for GAP delivery. The PMU will ensure that GAP commitments are reflected in procurement and contract documents, coordinate with DPWTs and municipalities, consolidate monitoring information, and report progress to MPWT and AIIB. The CSC will verify contractor compliance and recommend corrective action. Contractors are directly responsible for labour standards, worker facilities, Codes of Conduct, training, site access and safety, worker GRM and monthly sex-disaggregated records. DoWA and local authorities support targeted outreach, women's participation and referral pathways for sensitive cases.

The terms of reference for the Gender and Social Inclusion Focal Officer named in Table 17 are set out below. The function is separated in two, because the work of establishing the plan and the work of running it call for different inputs. A gender specialist is engaged in the first year to update the plan against the final design, build the indicator set and its baselines, develop the data-collection and monitoring forms, prepare guidance for mainstreaming gender into awareness campaigns and training materials, and build the capacity of the permanent officer and of implementing partners. A full-time officer is engaged for the project life to run the plan day to day: consolidating sex-disaggregated monitoring from the contractors and the CSC; verifying the contractor monthly returns in Annex 4; maintaining the consultation issue-response record; coordinating with the DPWTs, the municipalities, DoWA and MPWT's Gender Committee; preparing the quarterly GAP section of the E&S report and the annual GAP review; and maintaining the corrective-action log. Both roles are costed in Table 21.

Table 17. Institutional responsibilities for GAP implementation

Institution	Core GAP responsibility
MPWT / PMU	Overall accountability; designate and resource a Gender and Social Inclusion Focal Officer; procurement integration; coordination; reporting; corrective action
DPWTs / municipalities	Local coordination, consultation, disclosure, service-interface monitoring
Construction Supervision Consultant (CSC)	Independent day-to-day verification of contractor compliance and records
Contractors	Implement labour, OHS, access, CoC, SEA/SH, worker GRM and employment measures
DoWA	Technical support for women's participation, awareness and referral pathways
Local authorities / communities	Information dissemination, local feedback, grievance access and monitoring
MoWA / DoWA Women's Development Centres	Delivery partner for skills and training provision to women; referral pathway for sensitive cases; technical advice on consultation format, outreach and social inclusion screening
Project beneficiaries, user groups and affected businesses	Participate in consultation and monitoring; raise issues through the GRM without retaliation; take part in training and employment outreach; provide feedback on service reliability, safety and affordability
AIIB	Review implementation performance through project supervision and E&S reporting

6.2 Grievance Redress and SEA/SH

The Project will operate separate community and worker grievance procedures. Community complaints can be submitted verbally or in writing through village and community representatives, commune or Sangkat administrations, provincial authorities, the PMU, contractor liaison officers, by telephone or email, through complaint boxes, or at consultation meetings. Worker complaints will be handled through a confidential worker mechanism. The ESMPF requires protection against retaliation and special procedures for complaints of gender-based violence and sexual exploitation, abuse and harassment. These procedures also operate against a national legal backdrop: harassment at work is prohibited under Article 172 of the Labour Law (1997) and is an offence under Article 250 of the Criminal Code (2010), while the Law on the Prevention of Domestic Violence and the

Protection of the Victims (2005) and the Law on the Suppression of Human Trafficking and Sexual Exploitation (2008) govern protection, prosecution and referral. Before works begin in each city, the PMU will map and record the available referral points in that province, including DoWA, health facilities, police and specialist organisations providing crisis, legal and psychosocial support, so that referral information is available without requiring a survivor to lodge a formal complaint.[39]

SEA/SH complaints will not be recorded in publicly accessible grievance registers. Handling will prioritise confidentiality, survivor consent, protection from retaliation and referral to available health, psychosocial, legal or protection services. Only non-identifying information required for E&S monitoring will be reported. The Project will not require a survivor to pursue a formal investigation in order to access referral information or support.

6.3 Capacity Building

The capacity-building programme builds on MPWT's Strategic Plan for Gender Equality in Public Works and Transport 2026–2028 and on the Ministry's existing Gender Committee and gender working groups. The Strategic Plan provides for women's leadership development, mentoring, gender equality and disability-inclusion training, gender-responsive human-resource management, integration of gender considerations into public works and transport projects, and annual collection of sex-disaggregated data on recruitment, training, promotion and leadership.

It covers: (i) orientation on the C-UIDP Gender Assessment and GAP; (ii) gender-responsive detailed design and construction supervision; (iii) collection and analysis of sex- and age-disaggregated data; (iv) gender-responsive consultation and accessible grievance management; (v) prevention and confidential management of SEA/SH risks; (vi) inclusive employment and contractor supervision; and (vii) leadership, mentoring and technical-development opportunities for female staff. Table 18 sets out the target groups, priority training, timing and evidence.

The PMU Gender and Social Inclusion Focal Officer coordinates these activities with MPWT's Gender Committee and gender working groups, the four DPWTs, the CSC, contractors and the Provincial Departments of Women's Affairs. Each participating DPWT will identify or appoint a gender focal person before implementation begins, if one has not already been formally designated. DoWA supports gender outreach, capacity building and referral coordination, but does not replace the PMU's responsibility for compliance, supervision, monitoring or reporting.

Table 18. Capacity-building plan

Target group	Priority training	Timing	Evidence
PMU / DPWT safeguards and M&E staff	GAP indicators, evidence standards, consultation quality, GRM, corrective action	Start-up project + annual refresher	Attendance; competency check; reports
Procurement / contract staff	Translate GAP commitments into bidding and contract clauses	Before procurement / contract amendments	Checklist; contract clauses
CSC / contractor management	Labour equality, facilities, CoC, SEA/SH, access, monitoring	Mobilisation + refresher	Training records; inspections
Workers	CoC, respectful behaviour, SEA/SH, worker GRM, OHS	Before deployment + toolbox refreshers	100% induction records
Local authorities / DoWA	Consultation, referral, GRM, service monitoring	Before major works / service roll-out	Meeting and training records
Municipal wastewater operator staff	Gender-responsive service delivery and customer interface; affordability and connection monitoring; recruitment into technical and O&M roles	Before commissioning + annually	Training records; operator workforce returns

39 MPWT, Draft C-UIDP Environmental and Social Management Planning Framework, 2026, Grievance Redress Mechanism and special procedures for GBV/SEA/SH complaints.

7. MONITORING, EVALUATION AND BUDGET

7.1 Monitoring Framework

Monitoring will distinguish output compliance from gender outcomes. Output compliance asks whether contractors provided facilities, training and grievance channels. Outcome monitoring asks whether women participated, obtained jobs and training, could access services, and whether issues they raised were addressed. Sex-disaggregated data will be collected wherever the indicator concerns people. Vulnerability status will be recorded separately where relevant so that female headship is not used as a substitute for poverty or disability.

Sex-disaggregated staffing information for the four municipal service operators was not available during preparation of this assessment. Each operator will therefore establish a staffing baseline before the relevant facilities become operational. The baseline will cover management, technical and engineering positions, operation and maintenance, laboratory work, customer service and administration.

The Project will monitor women's participation in these roles through annual GAP reporting. Where women are under-represented, operators will apply fair and transparent recruitment, targeted outreach, equal access to technical training and suitable workplace facilities. Employment targets may be refined after the operator baseline has been established.

AIIB's guidance asks for a small number of high-level indicators capable of capturing gender outcomes at project level, and the Bank's WASH Sector Gender Tipsheet advises selecting three to six, balanced across the two layers, and flagging those that correspond to AIIB standardised indicators. The six indicators below are proposed for adoption in the Project Results Monitoring Framework. They incorporate the agreed appraisal targets recorded in the Aide-Mémoire and retain complementary risk-management and opportunity indicators from the Gender Assessment, and each is generated by a system this plan establishes, so none creates a reporting requirement beyond Table 20.

Table 19. Proposed gender indicators for the Project Results Monitoring Framework

Proposed project-level indicator	Layer	Baseline and target	Correspondence with AIIB standardised indicators
Female participation in provincial and other decision-level project meetings (%)	Layer 1 — risk management	Baseline 1.4%. ≥15% at mid-term, ≥25% at completion.	Women reached and consulted (%) — inclusive consultation.
Women as a share of project employment, by job category (%)	Layer 2 — opportunity	Baseline established at contractor mobilisation; MPWT reference 20.5% (2024). Target ≥20%.	Standardised indicator: % female employees in construction, operations and technical roles.
Female-headed and IDPoor households offered and completing a wastewater connection (%), against male-headed and non-IDPoor households	Layer 2 — opportunity	Baseline 0. Target: at least 80% of eligible female-headed or IDPoor households in the project area receive a new wastewater connection by completion. Uptake is also compared with male-headed and non-IDPoor households; reasons and remedial measures are recorded where a material gap remains.	Standardised indicator: people benefiting from improved water and sanitation services, of which female or in female-headed households.
Workers signing the Code of Conduct and completing	Layer 1 — risk management	Baseline 0 before mobilisation. Target 100%.	SEA/SH training and inclusive consultation indicators under the Cross-Sector Guidance Note.

SEA/SH induction before deployment (%)			
Personnel trained in sewerage management systems, service delivery and sustainability practices (number, disaggregated by gender)	Layer 2 — opportunity	Baseline 0. Target: 150 personnel trained by project completion, with participation reported by sex and institution.	Agreed Project Results Monitoring Framework indicator on personnel trained, disaggregated by gender.
People provided with access to improved, climate-resilient sanitation infrastructure and services (number, disaggregated by gender)	Layer 2 — opportunity	Baseline 0. End target: 121,352 people, including 62,254 women.	Agreed Project Development Objective indicator on improved, climate-resilient sanitation access.

Table 20. GAP monitoring framework

Indicator	Baseline	Target	Frequency	Source
Female participation in project consultations, reported separately by consultation type [action 12]	39.1% overall; 1.4% provincial/decision level	≥40% overall AND ≥15% in provincial and other decision-level meetings by mid-term, rising to ≥25% by completion. The overall target is met only where the decision-level threshold is also met. Reported with documented issues raised by women, project responses and resulting decisions.	Quarterly	Attendance; minutes; issue-response log
Women in aggregate project employment, by job category [action 8]	MPWT 2024 workforce share 20.5%; project baseline established at contractor mobilisation	≥20% women in aggregate project employment. Confirmed once at mid-term against applicant and recruitment data, and only upward or with documented justification. Report reasons and corrective outreach where below target.	Monthly	Contractor payroll / HR
Workers signing CoC and completing SEA/SH induction [action 6]	0 before mobilisation	100% before deployment	Monthly	Signed CoCs; training
Contractors with separate appropriate sanitation and welfare facilities, including provision for menstrual hygiene [action 5]	0 before mobilisation	100% active contractors/sites	Monthly	CSC inspection
Worker grievance mechanism operational and workers informed, with non-retaliation and anonymous channels where permitted [action 7]	0 before mobilisation	100% of active contractors maintain a functioning worker GRM; 100% of workers informed at induction; grievances logged and resolved within the stated service standard	Monthly	Worker GRM register; induction records; CSC verification
Design packages reviewed for gender, safety and accessibility, and menstrual hygiene management provision verified in relevant sanitation packages [action 14]	FS-stage designs; no review completed	100% of relevant design packages reviewed before approval and corrective items closed to a documented decision; MHM, privacy, lighting and accessibility provision verified before approval and again before handover in every relevant sanitation package	At each design package; then before handover	Design and accessibility review checklist; site verification record
Communities informed of GRM before works [action 11]	Not yet implemented	100% participating communities	Before works + quarterly check	Disclosure records
GAP progress reports and annual review [action 19]	0	Quarterly reports + annual performance review	Quarterly / annual	PMU reports
Household sanitation, connection and affordability data by sex of HH head and IDPoor status [action 15]	Not available	Baseline completed before detailed engineering design is finalised; connection monitoring system operational before the household connection campaign	Once at baseline; then at commissioning and annually	Survey workbooks / top-up survey; operator and PMU database
Wastewater connection offered and completed, for female-headed against male-headed households	0; reporting system not yet established	At least 80% of eligible female-headed or IDPoor households receive a new wastewater	Mid-term and completion	Connection and service database; mid-term and

Indicator	Baseline	Target	Frequency	Source
and for IDPoor against non-IDPoor households [action 16]		connection by completion. Uptake is also compared with male-headed and non-IDPoor households; where a material gap remains, reasons for non-connection are analysed and a remedial measure recorded. Total beneficiaries reached are reported by sex against the end target of 121,352 people, including 62,254 women.		completion review
Youth (aged 18–29) share of project employment and training, by sex and job category [action 9]	Not recorded	Target set against the mobilisation baseline at the first annual review; youth share reported by sex and job category from mobilisation onward	Monthly	Contractor payroll / HR; training records
Women's share of the municipal operator workforce, by management, technical and engineering, O&M, laboratory, customer-service and administrative roles [action 10; Section 7.1]	To be established by each of the four operators before commissioning	Baseline established in all four cities; at least a 5 percentage-point increase on each operator's baseline by completion, or the baseline maintained where it already exceeds 25%	Before commissioning, then annually	Operator workforce returns
Personnel trained in sewerage management systems, service delivery and sustainability practices, disaggregated by gender [action 18]	0	150 personnel trained by project completion; participation reported by sex and institution; all relevant GAP focal staff inducted.	Quarterly / cumulative to completion	Training records
Temporary water and sanitation provision where works interrupt an existing service [action 1]	Not recorded	Recorded yes/no at every work front where service interruption exceeds 8 daylight hours or spans overnight, pending confirmation of the threshold in the approved C-ESMP	Monthly	CSC inspection; contractor returns
Women's participation among PMU and participating DPWT staff involved in C-UIDP [action 18; Table 3]	MPWT national level: 17.7%; provincial/municipal departments collectively: 23.4%. Project-specific baseline to be established	Sex-disaggregated staffing baseline established and women provided equal access to technical and leadership training	At project start and annually	MPWT, PMU and DPWTs
Work fronts with safe temporary access maintained, and access complaints resolved [action 1]	No implementation baseline	100% of active work fronts maintain safe access to homes, shops, markets and services; 100% of access complaints tracked to closure	Monthly	CSC site inspection; grievance log

Indicator	Baseline	Target	Frequency	Source
Businesses affected by work fronts screened and continuity measures agreed and delivered, by sex of owner [action 2]	193 of 383 female-headed households in trading/business; no screening carried out	100% of work fronts screened before mobilisation; 100% of agreed continuity measures delivered or escalated	Quarterly	Work-front screening record; continuity register
Treatment-plant site and works corridors screened for affected land users and informal traders, recorded by sex, with entitlements delivered [action 3]	No screening carried out	100% of sites and corridors screened before works begin; women among affected persons consulted directly; 100% of established entitlements delivered under the RPF before the loss takes effect	Quarterly to completion of works	Screening record; consultation minutes; RPF entitlement records
Households notified in advance of connection works with an agreed appointment window; complaints about conduct or privacy at the dwelling; reasons for refusal to connect recorded [action 4]	Not recorded; connection campaign not yet begun	100% of households notified in advance; temporary toilet provision wherever the household facility is out of use for more than one working day; 100% of complaints about conduct at the dwelling resolved to closure; a reason recorded for 100% of refusals, distinguishing privacy or disturbance from cost	Monthly during the connection campaign	Notification records; connection database; grievance log
Ethnicity and Indigenous Peoples screening statement obtained [action 13]	No screening carried out	Statement on file before appraisal; where a community is identified, communication language and consultation format confirmed before works begin in the affected area	Once before appraisal, then as scope changes	Signed screening statement; consultation records
Delivery partnership with DoWA and MoWA Women's Development Centres, with women referred and trained by city [action 10]	No arrangement in place	Arrangement in place in each of the four provinces before contractor mobilisation; referrals and completions reported by city	Annually	Partnership record; training and referral records
Women's satisfaction with reduced flooding, odour and wastewater exposure, and with the safety and accessibility of project infrastructure [action 17]	Not recorded	Reported from a short sex-disaggregated user survey in each city; satisfaction among women at or above that among men, with reasons analysed where it is lower	Mid-term and completion	User survey
Women's representation in any user, customer or service-oversight arrangement established by the municipal operator [action 17]	No arrangement established	≥30% from establishment. Where the operator establishes no such arrangement, the PMU records that and the reason.	Annually from commissioning	Operator governance records

7.2 Reporting and Corrective Action

Contractors will submit monthly labour, training, grievance and compliance information to the CSC. The CSC will verify those records through site inspection and through checks with workers and community members, and will consolidate its findings for the PMU. The PMU will include GAP progress in quarterly E&S monitoring reports and conduct an annual review against targets. Where an indicator is off track, the responsible party will record the cause, the corrective action, the responsible person and the completion date. Repeated non-compliance with contractual gender, labour or SEA/SH requirements will be managed through contract enforcement mechanisms.

Annual review is not on its own sufficient. The plan will also be evaluated at mid-term and at completion, and the mid-term evaluation is the point at which the plan itself is formally revised: targets confirmed or adjusted against performance to date, actions that have not worked replaced, and the outstanding evidence items in Section 2.3 either closed or written off with reasons. Two matters are reserved to the mid-term evaluation, confirmation of the aggregate female employment target against actual applicant and recruitment data, and confirmation of the beneficiary-level targets once service connection begins. The completion evaluation reports outcomes against the revised targets and records what should carry into MPWT's subsequent urban operations.

7.3 Indicative GAP Implementation Budget

The budget presented below provides an indicative allocation for implementing the actions in Table 16. It is intended for planning purposes and does not represent a separately approved budget. The final amounts will be confirmed during project appraisal and annual work planning based on approved unit rates, the final activity schedule and actual implementation requirements. Costs related to contractor labour management, occupational health and safety, worker welfare facilities, Codes of Conduct, SEA/SH prevention and the worker grievance mechanism will be included in the construction contracts.

The Gender and Social Inclusion Focal Officer is provisionally budgeted as a full-time project position at USD 1,200 per month over a six-year implementation period, equivalent to USD 86,400, using an indicative national-specialist rate. The grade, the exact duration and the percentage of time allocated to C-UIDP will be confirmed by MPWT against the approved implementation period when the PMU is established, and the line adjusted accordingly. A provisional allowance of USD 12,000 is also included for the wastewater access and affordability baseline required under the plan. The PMU will determine whether that activity is delivered as a top-up to the project household survey and monitoring system or procured as a separate specialised assignment.

Training, consultation and awareness activities will be costed using the number of events, cities, participants and delivery rounds, together with the applicable unit rates. Contractor obligations relating to recruitment, worker welfare, separate sanitation and changing facilities, PPE, Codes of Conduct, SEA/SH training and worker grievance mechanisms will be incorporated into construction contract costs and will not be financed as separate GAP activities. Table 21 will be updated and reconciled line by line once MPWT confirms the unit rates and annual implementation schedule.

Table 21. Indicative GAP implementation budget

Activity	Indicative cost (USD)	Funding source
Gender mainstreaming and capacity-building training (action 18)	20,000	Project management budget
Community consultation, engagement and disclosure (actions 11 and 12)	25,000	Project management budget
Gender / GBV / SEA/SH awareness and referral information (actions 6 and 11)	15,000	Project management / contractor as applicable
Gender-responsive monitoring, field supervision and reporting (action 19)	20,000	Project management / supervision

Activity	Indicative cost (USD)	Funding source
Sex-disaggregated data and monitoring database (action 19)	10,000	Project management budget
Gender and Social Inclusion Focal Officer, PMU (Section 6.1)	86,400 indicative — USD 1,200 per month over a six-year implementation period, at an indicative national-specialist rate. Grade, duration and time allocation to be confirmed by MPWT against the approved implementation period.	Project management budget
Household sanitation, wastewater access and affordability baseline (action 15; Table 10)	12,000 indicative (survey top-up, four cities)	Project preparation / technical assistance
Community awareness on safe infrastructure use, sanitation and climate resilience (actions 11 and 14)	15,000	Project management budget
External/final GAP evaluation and lessons learned (actions 17 and 19)	20,000	Project management budget
Gender specialist, Year 1 — update the plan against final design, build indicators, baselines, monitoring forms and guidance (Section 6.1)	10,000 indicative — USD 2,500 per month for four months	Project management budget
Mid-term GAP evaluation (Section 7.2; actions 17 and 19)	15,000 indicative	Project management budget
Social inclusion screening — age and ethnicity — and economic-displacement screening of affected land users and traders (actions 3, 9 and 13)	Included in E&S budget	Project management / E&S budget
Contractor CoC, OHS, facilities, PPE, worker GRM, SEA/SH and household-connection conduct obligations (actions 1, 4, 5, 6 and 7)	Included in contracts	Construction contracts
Total indicative planning allowance	**Approximately 248,400 USD**	Subject to MPWT/AIIB confirmation and annual work planning

Note: The amounts are provisional planning assumptions for appraisal and will be reviewed and replaced by MPWT-approved rates during annual work planning.

8. CONCLUSION

C-UIDP has a clear gender case, but it is narrower and more practical than a generic narrative about women's vulnerability. Women are 51.5% of the project-area population, 30.5% of surveyed households are female-headed, and many female household heads are economically active in trading and other activities that urban construction can interrupt. Women were 39.1% of consultation participants overall but 1.4% at provincial level, where decisions are taken, even though targeted focus group discussions reached them effectively. And the Project's central benefit, a sewerage connection, is delivered at the dwelling itself, which makes the conduct of connection works a determinant of who takes up the service. These findings support concrete actions on access, livelihoods, land, participation, employment and service uptake.

The Project also creates gender-relevant risks that require management regardless of whether a pre-project numerical gap can be calculated. Labour recruitment, workplace facilities, worker–community interaction, SEA/SH, temporary access, land acquisition and economic displacement at the treatment-plant site and along works corridors, conduct at the dwelling, community safety and grievance accessibility are implementation responsibilities under the environmental and social management system. The GAP therefore combines evidence-based value addition with mandatory risk controls.

The report is transparent about what the available evidence cannot demonstrate. It does not invent female-versus-male income, sanitation, affordability, time-use or decision-making statistics. Instead, it establishes monitoring at the point where those data become operationally relevant, particularly contractor mobilisation and household service connection. This provides AIIB and MPWT with an implementable instrument that can be verified, updated and corrected over the project life.

Four matters require confirmation for implementation of the GAP, each with a designated responsible party and target date. First, the household sanitation, wastewater access, and affordability baseline specified in Table 10 must be produced by the PMU using the survey workbooks or, if necessary, through the proposed survey top-up, in either case before detailed engineering design is finalized. Second, the PMU must obtain a written ethnicity and Indigenous Peoples screening statement for the four cities from the municipalities. The Project includes an Indigenous Peoples Planning Framework (IPPF) as a precaution for future subprojects, and the screening will determine whether any city-specific instrument is required. Third, MPWT and AIIB must confirm the aggregate female employment target against the contractor mobilization baseline, together with the indicative planning allowance of approximately USD 248,400, based on MPWT-approved unit rates and the approved implementation period. Fourth, the final city investment packages, including treatment plant sites, must be confirmed once detailed engineering design is complete, as the land acquisition, displacement, and connection measures in this plan are location-specific. None of these confirmations affects the overall structure of the GAP.

ANNEX 1 Annual GAP Template

Part A — Annual performance against GAP indicators

The annual update is designed to keep the GAP operational without rewriting the assessment. The PMU will complete the table using verified monitoring data and explain any variance from target.

Indicator	Baseline	Annual target	Actual result	Sex/vulnerability disaggregation	Variance / explanation	Corrective action	Responsible / due date
Female consultation participation, reported by consultation type	39.1% overall; 1.4% provincial/decision level	≥40% overall; ≥15% at provincial/decision level to mid-term, ≥25% thereafter		By sex; vulnerability where relevant			
Women in project employment	MPWT 2024 reference 20.5%; project baseline at mobilisation	≥20%, confirmed once at mid-term against applicant and recruitment data		By job category			
Workers completing CoC/SEA-SH induction	0	100%		By sex / contractor			
Sites with compliant welfare facilities	0	100%		By contractor/site			
Communities informed of GRM	0	100%		By city			
Wastewater connections for eligible female-headed or IDPoor households	Not available	At least 80% by completion; uptake compared with male-headed and non-IDPoor households		Sex of household head; IDPoor status			
Personnel trained in sewerage management, service delivery and sustainability	Not recorded	Cumulative progress toward 150 by completion		By sex and institution			
Ethnicity and Indigenous Peoples screening statement	Not carried out	On file before appraisal		By city			

Annual narrative questions: What changed for women and men during the year? Which complaints or consultation issues led to design or implementation changes? Which targets were missed and why? What corrective action is required in the next annual work plan?

Part B — Annual work plan and budget request

Part A above records performance against indicators. Part B is the annual work plan through which the coming year's GAP activities are scheduled and funded. The PMU completes it and submits it to MPWT before the start of each fiscal year, so that the budget allocation for GAP activities is requested together with the rest of the annual

work programme rather than sought after the year has begun. Each activity is stated against the Table 16 action it delivers, with its budget, the quarters in which it falls, the responsible PMU staff and the lead agency, and the other stakeholders whose participation is required.

GAP action (Table 16)	Activity	Budget (USD)	Q1	Q2	Q3	Q4	PMU staff / lead agency / other stakeholders

ANNEX 2 Consultation Participation Summary

Consultation type	Activities / record	Participants	Women	Women (%)	Assessment use
Provincial-level	Preparation consultations	74	1	1.4%	Evidence of weak female representation in higher-level meetings
Local-level	Community/local consultations	699	258	36.9%	Community priorities, access, flooding, sanitation, disruption
FGDs	Targeted focus groups	86	77	89.5%	Women's and targeted-group perspectives
Overall	Consolidated preparation record	859	336	39.1%	Baseline for implementation participation target

Stakeholder group	Consultation approach	Main findings and relevance
Provincial Departments of Women's Affairs in the four project provinces	Participated in provincial multi-stakeholder consultation meetings; participants already included in provincial meeting totals	Strengthen women's participation; provide accessible project information; protect women's livelihoods and mobility during construction; establish safe grievance channels; coordinate gender outreach and referral support

Note: findings from key informant interviews are used qualitatively where documented. Their participant counts are not added to the consolidated total in this annex, because doing so could double-count individuals already recorded in consultation activities.

The provincial consultation records will identify DoWA as a participating institution and summarise the main gender-related issues raised, including women's participation, information access, potential impacts on livelihoods and mobility, accessible grievance channels and coordination of referral services. During implementation, the PMU will continue to engage DoWA in the four provinces to validate GAP progress and support outreach to women and vulnerable groups.

Separate consultations with women's organisations, local NGOs and organisations of persons with disabilities were not documented during project preparation. Where such organisations operate in the project areas, they will be engaged during project start-up and implementation, particularly for inclusive consultation, accessible information, disability considerations and referral support.

ANNEX 3 Core KII and FGD Topics

The consultation instruments used for gender assessment covered the following core topics. This annex summarises the analytical content rather than reproducing long questionnaires.

Topic	Illustrative questions

Urban services	Who uses and manages wastewater and drainage services in the household? What problems affect women and men differently?
Flooding and sanitation	Who manages household cleaning and family health during floods? Which locations are unsafe or difficult to access?
Livelihoods	Which businesses or livelihood activities could be disrupted by works? What mitigation is practical?
Participation	Who attends meetings, who speaks, and what prevents women or vulnerable groups from participating?
Employment	Which project jobs are suitable for local women and men? What barriers affect recruitment or retention?
Safety / SEA/SH	What worker/community behaviour risks require prevention? Which confidential reporting/referral channels are trusted?
GRM	How can women, PWD, older people and low-literacy residents submit complaints safely and easily?
Design and operation	What design, access, lighting, crossing, sanitation or service features would improve safety and inclusion?

ANNEX 4 GAP Monitoring Forms

A4.1 Contractor Monthly Gender and Labour Monitoring Form

Item	Male	Female	Total	Notes / corrective action
Total workers				
Skilled workers				
Semi-skilled workers				
Unskilled workers				
Technical / engineering staff				
Supervisory staff				
Workers recruited locally				
Workers receiving training this month				
Workers signing Code of Conduct				
Worker grievances received				

The contractor will attach a short narrative explaining recruitment outreach to women, any material difference in pay for comparable job categories, availability and condition of separate sanitation/changing facilities, PPE suitability, SEA/SH induction status, and any corrective actions required by the CSC.

A4.2 Consultation Quality and Issue-Response Form

Date / city	Consultation purpose	Men	Women	Vulnerable participants	Key issue raised by women	Project response	Decision / follow-up / due date

This form is intended to address the limitation of attendance-only reporting. The PMU will record whether issues raised by women or vulnerable participants resulted in a design, sequencing, mitigation or communication change. Where no change is made, the reason will be documented.

A4.3 Gender-Responsive Site Inspection Checklist

Check	Yes/ No	Observation	Required action	Due date
Safe pedestrian access maintained to homes and businesses				
Temporary crossings are stable, lit and barrier-protected where needed				
Routes usable by older people and persons with disabilities where practicable				

Separate, clean worker sanitation/changing facilities available				
PPE available in suitable sizes for women and men				
Code of Conduct and GRM information displayed / communicated				
No observed discriminatory recruitment or workplace practice				
Community access complaints logged and addressed				
Sensitive complaint pathway known to designated focal staff				

A4.4 Service Uptake and Affordability Monitoring Fields

Before household wastewater connection campaigns begin, the PMU and operator will include the following minimum fields in the connection monitoring system: sex of household head; IDPoor status; connection offered (yes/no); connection completed (yes/no); advance notice given and appointment window agreed (yes/no); temporary toilet provided where the household facility was out of use for more than one working day (yes/no/not applicable); reason for non-connection, recorded against a fixed list that distinguishes cost of connection, recurring tariff, existing facility considered adequate, tenure or landlord consent, distance, and privacy or disturbance associated with the works; stated affordability concern (yes/no); connection assistance received, if any; and complaint or GRM reference where applicable. Results will be summarised by city without publishing personally identifiable information.

ANNEX 5 Supporting Evidence Register

Key evidence sources and their use in this assessment are summarised below.

Source	Year	Use in C-UIDP report	Qualification / limitation
C-UIDP Chapter 4 baseline tables	2026	Population, survey coverage, female-headed households, IDPoor, education and occupation	Descriptive baseline; several variables are not sex-cross-tabulated
Commune Database (CDB)	2024	Project-area population and sex composition	Contextual baseline; not a project impact dataset
C-UIDP household survey workbooks	2026	1,254 valid surveyed households and household-head characteristics	Used only for variables that could be consolidated consistently
C-UIDP consultation/FGD records	2026	Participation and qualitative themes	Attendance does not by itself measure influence
Draft C-UIDP ESMPF	2026	Project scope, E&S risks, labour, GRM, SEA/SH, monitoring	Draft project instrument; implementation requirements to follow approved version
C-UIDP feasibility studies	2026	City investment scope and technical context	Design details remain subject to final DED
AIIB Environmental and Social Framework	2024	E&S policy and risk-management framing	Applicable ESF version to be confirmed by AIIB project documentation
MoWA Neary Rattanak VI	2024–2028	National gender policy context	Used for policy framing, not as project baseline
MPWT Strategic Plan for Gender Equality in Public Works and Transport	2026–2028	Client institutional capacity; MPWT staffing by sex and grade (Table 3); basis for the capacity-building plan and the aggregate employment target	Ministry-wide; subnational figures cover all 25 provincial and municipal departments and are not specific to the four C-UIDP provinces
AIIB Cross-Sector Gender Guidance Note; AIIB WASH Sector Gender Tipsheet	2025	Two-layer approach; indicator menu; standardised indicator correspondence in Table 19; MHM, operator-workforce and user-satisfaction entry points	Bank guidance; indicative rather than prescriptive, applied to project scope and client capacity
Cambodia Socio-Economic Survey (NIS)	2023	National female-male employment benchmark	National contextual evidence; not C-UIDP workforce baseline
UN Women Cambodia Data Hub	2024	National unpaid care/time-use and decision-making context	National contextual evidence; not C-UIDP project-area baseline
AIIB Gender Action Plan	2024	Corporate gender approach and the two-layer framing applied in Sections 3.1.2 and 5.1	Corporate policy; project-specific targets remain subject to MPWT and AIIB confirmation
UN Gender Equality Deep-Dive for Cambodia (Common Country Analysis)	2022	National unpaid care and domestic work burden; social-norm context	National contextual evidence; not a C-UIDP project-area measurement
World Bank – Gender Analysis of the Cambodian Labor Market	2020	National labour force participation and sectoral movement into construction and garments	Pre-dates project; used to interpret employment risk, not as a baseline
World Bank – GBV Institutional Mapping Report; ILO Better Factories Cambodia	2019 / various	National GBV and sexual-harassment context supporting SEA/SH controls	No national sexual-harassment prevalence dataset; smaller studies only

C-UIDP Concept Project Document and Appraisal Mission Aide-Mémoire	2026	Concept-stage project scope, components and financing; agreed appraisal-stage beneficiary, training and household-connection targets	Concept-stage scope remains subject to final design; appraisal targets are aligned with the agreed Project Results Monitoring Framework.

ANNEX 6 Consultation Photographic Record

Consultation Meetings	
1. Province: Kampong Chhnang	
	
2. Province: Kampong Cham	
	
3. Province: Prey Veng	
	
4. Province: Don Kaev (Takeo)	
	

ANNEX 7 GAP Actions Mapped to C-UIDP Components and Outputs

This annex maps the actions in Table 16 onto the C-UIDP investment structure set out in the Concept Project Document, so that each component and output can be checked for the gender-responsive measures attached to it. The action numbers refer to Table 16. Every output identified at concept stage carries at least one gender-responsive action, and every action in Table 16 appears against at least one output. Two items are carried into appraisal: the output references below are indicative and are to be replaced with the numbering used in the C-UIDP results framework once it is final; and the mid-line and end-line values require MPWT and AIIB confirmation.

Component / output	Project activity	Gender-responsive action (Table 16)	Indicator	Baseline	Mid-line	End-line	Responsible
Component A — Drainage and wastewater management (Kampong Chhnang, Don Kaev, Prey Veng). Output: sewerage network and treatment plants constructed	Detailed design; land and route confirmation; civil works	1 Safe temporary access; 2 Livelihood continuity; 3 Land acquisition and economic displacement; 14 Inclusive design review	% of active work fronts with safe temporary access; relevant design packages reviewed; businesses, street traders and affected land users screened before works and recorded by sex	0; no screening carried out	100%	100%	PMU / CSC / Contractor
Component A. Output: household connections and service operation	Connection campaign; tariff and connection policy; operation and maintenance	4 Connection works at the dwelling; 15 Sanitation and affordability baseline and service-access monitoring; 16 Beneficiary-level outcome reporting	Sanitation, connection-cost and affordability baseline completed; sex- and vulnerability-disaggregated uptake monitoring operational; households notified in advance of connection works; at least 80% of eligible female-headed or IDPoor households receive a new wastewater connection by completion; beneficiaries reported against 121,352 total, including 62,254 women.	Not available	Baseline complete before DED is finalised; monitoring and advance notification operational before the connection campaign	At least 80% of eligible female-headed or IDPoor households receive a new wastewater connection; 121,352 beneficiaries reached, including 62,254 women; uptake gaps analysed and remedial	PMU / municipal operator / municipality

						measures recorded.	
Component A — Stormwater drainage and flood protection (three cities)	Drainage construction; embankments; pumping and outfalls	1 Safe temporary access; 14 Inclusive design review	Safe access maintained at work fronts; accessible routes, crossings and pedestrian lighting present in the approved design	0; FS-stage designs only	100% of relevant packages reviewed	100% maintained through construction	PMU / CSC / Contractor
Component B — Drainage and wastewater management in Kampong Cham (co-financed with ADFD)	Sewerage network, stormwater drainage, treatment plant and flood-control works in Kampong Cham	1, 2, 3, 4, 14, 15 and 16, applied as for Component A	The Component A indicator set applied in Kampong Cham and reported separately, so that the co-financed component is not obscured in project totals	As for Component A	As for Component A	As for Component A	PMU / CSC / Contractor / operator
Cross-cutting — Labour and workplace (all construction contracts)	Recruitment; workforce management; welfare facilities; Code of Conduct	5 Workplace equality; 6 GBV/SEA/SH; 7 Worker GRM; 8 Women's employment; 9 Youth; 10 Women's Development Centre partnership	Sex- and age-disaggregated applicant, workforce and training records; CoC signature and induction completion; compliant separate welfare facilities; referrals and completions from the training partnership	0 before mobilisation	Employment target confirmed at mid-term against applicant data; partnership operating in four provinces	Target met, or corrective outreach documented	Contractor / CSC / PMU / DoWA
Cross-cutting — Stakeholder engagement and grievance (all cities)	Consultation; information disclosure; community and worker grievance mechanisms	11 Community grievance access; 12 Women's participation; 13 Ethnicity and Indigenous Peoples screening	At least 40% female participation overall and the applicable decision-level threshold; communities informed before works; issue-response-decision record maintained; ethnicity screening statement on file	39.1% overall; 1.4% provincial; no ethnicity screening	At least 15% at decision level; screening statement on file before appraisal; participation reported separately by consultation type	Targets sustained at 25% or more at decision level; documented decisions traceable to issues raised by women	PMU / DPWT / DoWA
Component C — Capacity building and project management	PMU operation; capacity building; monitoring, reporting and evaluation	17 User feedback and service governance; 18 Institutional capacity; 19 Gender-	150 personnel trained in sewerage management systems, service delivery and sustainability	No standardised project training;	Training and reporting on schedule; mid-term user survey completed	150 personnel trained by completion with sex-	PMU / DoWA / MoWA WDC / CSC / operator

		responsive monitoring	practices, disaggregated by gender; quarterly and annual GAP reporting complete; sex-disaggregated user survey completed.	reporting not operational		disaggregated reporting; capacity and instruments retained in MPWT's Gender Committee; completion user survey reported.	
Output to be confirmed — any public, market, school or institutional sanitation constructed or rehabilitated	Design and construction of public or institutional sanitation	14 Inclusive design review, including menstrual hygiene management provision (Section 5.2)	Menstrual hygiene provision, privacy, lighting and accessibility included in the approved design	Not scoped; scope to be confirmed with the design consultant	To be confirmed	To be confirmed	PMU / DED consultant / CSC