

## GENDER ACTION PLAN

Gender Indicators from DMF indicators: 8 indicators

Among the 17 GAP's indicators, there are 11 target indicators and 6 action indicators

Gender objectives	Activities/Indicators / Targets	Responsibilities	Timeframe
<b>Outcome: New tourism opportunities developed and incomes increased in project villages.</b>			
	1. Average total gross annual household income increased by 20% in Techo Thamacheat village and by 25% in Prek Taphor village (2020 Baseline: \$1,570 in Techo Thamacheat village, \$1,721 in Prek Taphor village) (DMF a)	National Gender Expert Gender Focal Points from CSAF, NAPV and Angkor Borei District	2023–2025
<b>Output 1: Local capacity for community-based tourism development and promotion strengthened.</b>			
1.1 Women's position and leadership in management committees is achieved and promoted in community based eco and cultural tourism development, implementation and management.	1.1.1 At least 30% <sup>a</sup> of the members of each CBT group are women; on average (2020 Baseline: 0) (DMF 1c)	National Gender Expert Gender Focal Points from CSAF, NAPV and Angkor Borei District External Trainers	2021–2022
	1.1.2 At least 40% of the management committee <sup>b</sup> in CBT groups are women (2020 Baseline: 0) (DMF 1d)	National Gender Expert Gender Focal Points from CSAF, NAPV and Angkor Borei District External Trainers	
	1.1.3 At least 50% of female management committee members participated and report increased knowledge from training on CBT operations and promotion (2020 Baseline: 0) (DMF 1e)	National Gender Expert External Trainers	2021–2022
	1.1.4 Female management committee members are fully involved in inventory of local intangible cultural assets and traditional practices prepared by each CBT and shared with MCFA, MOT and CATA for record keeping, tourism product development and promotion <sup>c</sup>	Gender Focal Points from CSAF, NAPV and Angkor Borei District	2021–2025
	1.1.5 Female management committee members of CBT group are proactive and in communication, coordination and facilitation with local authorities, MCFA, MOT, CATA and others in promoting cultural and tourism services of the project sites <sup>d</sup>	Gender Focal Points from CSAF, NAPV and Angkor Borei District	2021–2025
	1.1.6 At least 50% of the trainers for capacity building for CBT groups are female	National Gender Expert Gender Focal Points from CSAF, NAPV and Angkor Borei District	2021–2022
	1.1.7 At least 20% of the CBT and high-value agriculture trainees are women (2020 Baseline: 0) (DMF 1f)	National Gender Expert Gender Focal Points from CSAF, NAPV and Angkor Borei District	2021–2022
	1.1.8 At least 80% of trainees report increased knowledge on CBT and high value agriculture	Gender Focal Points from CSAF, NAPV and Angkor Borei District	2021–2025
<b>Output 2: Community-based tourism and livelihood activities implemented.</b>			
2.1 FFH experience increased access	2.1.1 Tourism-related and high-value agriculture livelihoods supported to at least 200 individuals <sup>e</sup> (2020 Baseline: 0) (DMF 2a)	National Gender Expert Gender Focal Points from CSAF, NAPV and Angkor Borei District	2021–2022

Gender objectives	Activities/Indicators / Targets	Responsibilities	Timeframe
capacity building support for selected high-value agriculture and tourism services.		External Trainers e.g., AIT, NAV, KOC, PDAFF and Teuk Saat 1001	
	2.1.2 At least 10% of the individuals receiving tourism-related and high-value agriculture livelihoods are FHHs (2020 Baseline: 0) (DMF 2b)		
<b>Output 3: Community-based public facilities and services enhanced.</b>			
3.1 Ensuring better, more efficient and gender equitable community based public facilities in the Preah Vihear and Phnom Da sites.	3.1.1 At least 30% of attendees in consultation meetings on infrastructure design are women (2020 Baseline: 0%) (DMF 3b)	National Gender Expert Gender Focal Points from CSAF, NAPV and Angkor Borei District Architects and Constructors	2021–2022
	3.1.2 Gender sensitive and inclusive features <sup>f</sup> are incorporated in the infrastructure design to ensure equitable access to and benefits from newly built public facilities	National Gender Expert Gender Focal Points from CSAF, NAPV and Angkor Borei District Architects and Constructors	2021
	3.1.3 At least 20% of unskilled labor are women; and Contractors commit to ensuring equal pay for work of equal value for male and female workers <sup>g</sup> (2020 Baseline: 0%) (DMF 3c)	Gender Focal Points from CSAF, NAPV and Angkor Borei District Architects and Constructors	2021–2022
	3.1.4 At least 10% of female in the project villages to generate income from project facilities and activities, as CBT staff, tourism-related service providers (e.g., homestay and guiding), souvenir vendors, or farmers. <sup>h</sup>	National Gender Expert Gender Focal Points from CSAF, NAPV and Angkor Borei District	2022–2025

**Project Management and Gender-Specific Activities:**

- 4.1 Recruitment of a Social Development Expert (Gender) completed early to ensure participation in detailed design activities.
- 4.2 Training on GAP implementation and monitoring will be delivered to PMU, and key implementing partners.
- 4.3 Sex-disaggregated data will be collected by the Contractor in fulfillment of DMF and GAP reporting requirements.

AIT = Asian Institute of Technology, CATA = Cambodian Association of Travel Agents, CBT = community-based tourism, CSAF = Civil Society Alliance Forum, DMF = design and monitoring framework, GAP = gender action plan, KOC = Khmer Organic Cooperative, MCFA = Ministry of Culture and Fine Arts, MOT = Ministry of Tourism, NAPV = National Authority for Preah Vihear, NAV = Natural Agriculture Village, PDAFF = Provincial Department of Agriculture, Fisheries and Forestry, PMU = project managing unit.

<sup>a</sup> In line with national strategic plan of Ministry of Women's Affairs (Neary Ratanak V).

<sup>b</sup> CBT group leadership role include strategic management, coordination, and facilitation (not confined to administrative and secretarial duties).

<sup>c</sup> EA/IAs need to take records and minutes, to document female participants' inputs.

<sup>d</sup> EA/IAs need to take records and minutes, to document female participants' inputs.

<sup>e</sup> 196 households including 10% of female-headed households in the two project communities.

<sup>f</sup> Public infrastructure accessible to people with disabilities, and has features including, among others, effective lighting to ensure safety for women, separate toilets for men and women, wide enough pathways for parents with child carriages, and child friendly spaces.

<sup>g</sup> 20% of total working days of unskilled labor.

<sup>h</sup> Including women from both Female Headed Households and Male Headed Households.

Source: Asian Development Bank.