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## **Cambodia: National Restoration of Rural Productive Capacity Project - II**

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### **Gender Equality and Social Inclusion Assessment**

Prepared by the Ministry of Rural Development.

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## List of Acronyms

AIIB	-	Asian Infrastructure Investment Bank
CCWC	-	Commune Committee for Women and Children
CDHS	-	Cambodia Demographic and Health Survey
GBV	-	Gender Based Violence
GESI	-	Gender Equality and Social Inclusion
GMSP	-	Gender Mainstreaming Strategic Plan
MCS	-	Ministry of Civil Service
MoWA	-	Ministry of Women's Affairs
MRD	-	Ministry of Rural Development
NAPVAW	-	National Action to Prevent Violence Against Women
NRRPCP-II	-	National Restoration of Rural Productive Capacity Project - II
O&M	-	Operation and Maintenance
PDRD	-	Provincial Development of Rural Development
PIU	-	Project Implementation Unit
PMU	-	Project Management Unit
PPSF	-	Project Preparation Support Fund
PWD	-	Persons with Disabilities
SDG	-	Sustainable Development Goal
STEM	-	Science, Technology, Engineering, and Mathematics
UNDP	-	United Nations Development Program

## Executive Summary

Cambodia has been making progress towards the achievement of gender equality, with improved access to education and healthcare and a Global Gender Gap Index score of 0.685 in 2024. Yet, ranking 102<sup>nd</sup> out of 146 countries and 146<sup>th</sup> on the Gender Development Index highlights ongoing disparities. Women, girls, and marginalized groups, particularly those in rural areas or living with disabilities, continue to face systemic barriers to economic participation, decent employment, and income security.

Women's labor force participation remains slightly below men, with only 43.5% in wage or salaried work and 87.6% in the informal economy. A 19% gender wage gap persists, driven by education gaps, job segregation, and social norms. Women are overrepresented in unpaid or self-employment, especially in rural areas. While gender parity has been achieved in basic education, women remain underrepresented in tertiary and Science, Technology, Engineering and Mathematics (STEM) fields, and literacy rates are lower, limiting their access to decent work and economic opportunities.

However, social norms and unequal caregiving responsibilities limit women's access to formal employment and career growth, with women spending twice as much time on unpaid care work as men. Inadequate childcare forces many, especially in sectors like construction, to bring children to worksites. Gender-based job segregation and cultural biases further restrict women's participation in male-dominated fields like construction and transport. While initiatives like the MRD Gender Mainstreaming Plan promote inclusion, structural barriers persist.

Gender-based violence (GBV) remains a major concern, with 21% of women facing intimate partner violence and sexual harassment often underreported, particularly in sectors like garment manufacturing. Rural and indigenous women face greater barriers to support. The government is developing the 2025 - 2030 National Action Plan to strengthen prevention and response efforts. To address these challenges, Cambodia must strengthen inclusive policies, promote fair labor practices, improve access to education and childcare, and challenge discriminatory norms to ensure equal participation in development.

Construction activities may increase risks of GBV and safety hazards, especially for women, persons with disabilities, and ethnic minorities, while environmental impacts like dust and noise worsen health inequities. Safeguards will focus on preventing these risks and promoting inclusive safety. Although no involuntary land acquisition is planned, minor impacts from voluntary asset donations may affect vulnerable groups and will be carefully managed. Ongoing inclusive consultations will address potential social and cultural impacts to respect indigenous rights and prevent tensions.

### **GESI Achievements and Strategy in the NRRPCP**

The NRRPCP has improved employment and empowerment for rural women and disadvantaged groups, with women making up over 28% of the construction workforce and 88% of income-earning women involved in household decision-making. Women also participated actively in awareness campaigns on occupational health, safety, road use, and GBV prevention.

Inclusive consultations ensured that 38% of local participants were women, and gender-responsive infrastructure features, such as sealed road shoulders, safety and accessibility have been improved through speed bumps, pedestrian crossings near key facilities, traffic calming in populated areas, and clear signage. These measures aim to enhance daily mobility, reduce physical burdens, and increase safety for women, children, older persons, and persons with disabilities. Additionally, separate pedestrian and bicycle lanes are being considered to further support safe, convenient, and sustainable travel for women, youth, and persons with disabilities. A gender-diverse safeguards team and regular staff training supported gender equality and GBV prevention on worksites.

Building on this progress, the NRRPCP-II will further strengthen GESI through:

- **Stakeholder Engagement:** The NRRPCP-II will continue its strong commitment to GESI by ensuring meaningful participation of women and disadvantaged groups at all stages, using inclusive consultations to address social and environmental risks. It will set clear participation targets aligned with the updated MRD Gender Mainstreaming Strategic Plan and tackle barriers related to gender roles, disabilities, and cultural differences to enable full engagement.
- **Engineering Design:** The PMU will ensure gender perspectives guide rural road design to reduce time poverty and enhance access for women, girls, and disadvantaged groups, prioritizing safety and convenience through inclusive community consultations. Designs will incorporate features like sealed bituminous shoulders, speed bumps and pedestrian crossings to improve mobility and safety for all, including persons with disabilities. Additionally, a gender-responsive procurement process will be implemented to empower women-owned businesses and promote workplace equality throughout project contracting.
- **Construction Phase:** Increase women's employment, ensure equal pay, and foster safe, inclusive workplaces with strong GBV prevention and grievance systems.
- **Operation Phase:** Build capacity in provincial departments to include women and disadvantaged groups in O&M, ensuring fair pay and safe conditions.

## Introduction

This gender and social inclusion assessment (GESIA) report has been prepared to contribute to the formulation of the National Restoration of Rural Productive Capacity Project - II (NRRPCP-II). The aim of the assessment is to provide an overview of the gender and social inclusion situation in Cambodia and identify gender issues that are relevant to the project, and to examine potential gender mainstreaming opportunities. It also provides recommendations on how gender inequality and women's empowerment can be addressed and promoted through the project design and implementation.

The assessment was conducted through a consultation process within the scope of the project field work that was being conducted between May/June 2025, in cooperation with the Project Management Unit (PMU) of current NRRPCP project of Ministry of Rural Development (MRD), the Provincial Development of Rural Development (PDRD) in the targeted provinces, and the local authorities at district and commune levels, including Commune Committee for Women and Children (CCWC), and local communities, together with desk reviews of research and relevant key policies, including from the Ministry of Women Affairs (MoWA) and civil society and non-governmental organizations, and development partners. It also includes the key lessons learned of the current implementation of promoting gender equality and social inclusion (GESI) in the country, adopted the good practices from the implementation of Gender Action Plan (GAP) of the current NRRPCP project

The overall objective of the NRRPCP-II project is to provide continued support for sustaining the rural economy and improving livelihoods of rural populations while also contributing to employment generation. The project aims to enhance to income opportunities, increase employment benefits, and capacity development for vulnerable groups in rural areas by improving access to economic, social, and health services and facilities. It also seeks to strengthen the capacities of national contractors to deliver quality rural infrastructure and basic rural services.

## GESI Assessment in Transport and Infrastructure Sector in Cambodia

Gender equality in Cambodia has progressively improved in line with economic growth and rising living standards. However, significant challenges remain, particularly in relation to the economic participation of, and equitable access to opportunities for, women, girls, and other disadvantaged groups. Cambodia's Global Gender Gap Index score improved from 0.648 in 2010 to 0.685 in 2024, reflecting some progress in narrowing the gender gap. However, in 2024, Cambodia ranked 102 out

of 146 countries, remaining among the lower-ranked countries in the ASEAN region<sup>1</sup>. Moreover, according to UNDP's Human Development Report, Cambodia's Human Development Index (HDI) is 0.577 for women and 0.623 for men, indicating gender inequality in human development. The country ranks 146<sup>th</sup> out of 195 on the Gender Development Index (GDI).<sup>2</sup> In addition, women consist of 50.5% of Cambodia's total population<sup>3</sup> and 21.9% of households are female-headed<sup>4</sup>. Cambodia has a large rural population with 60.8% of the population living in rural areas<sup>5</sup>. Although the national poverty rate has declined from 22.8% in 2009 to 16.6% in 2021, the poverty remains high in rural areas and among low-income households, affecting around 21.3% of rural population<sup>6</sup>. About 24.4% of the population or 3.4 million people are living with disabilities in Cambodia, including 20.3% with mild or moderate degrees of disability and 4.1% with a severe disability.<sup>7</sup> The percentage of women living with disabilities (57%) is higher than that of men (43 %).<sup>8</sup>

According to Cambodia's Global Gender Gap Index 2024, the country scored 0.717 in economic participation and opportunity, considerably lower than its scores in other domains such as educational attainment (0.968), health survivor (0.978) and political empowerment (0.80)<sup>9</sup>. This indicates of persistent gender disparities within Cambodia's labour market. Although women's labor force participation remains relatively high at 81%, it is still slightly below that of men (90%). Similarly, the employment rate for women is 80.4% compared to 89.3% for men. However, only 43.5% of employed women are engaged in wage or salaried work, indicating their limited access to formal and secure jobs. In contrast, the larger proportion of women engaged in own-account or self-employment (37.5%) and as unpaid family worker (19%) which are notably higher than men's rates of 32.3% and 8.7%, respectively.<sup>10</sup> These point out that women are more likely than men to be engaged in precarious employment, which is often informal, insecure, and poorly paid with limited access to social protection, particularly in sectors such as construction. Additionally, the data from Labor Force Survey in 2019 showed that approximately 88.3% of the workforce in the country were engaged in the informal economy with women over-represented, accounting for 87.6% of informal workers.<sup>11</sup> The situation is even pronounced in rural areas for both women and men, but women are disproportionately affected.

Moreover, according to the study of United Nation in Cambodia, it found that women earn about 80% of men's wages while owning fewer assets and that they face more barriers that prevent their equitable access to better-paying work opportunities. The average gender wage gap in Cambodia is around 19%.<sup>12</sup> This is tied to gender disparities in education (a higher share of no primary education, and lower tertiary enrolment for employed women), as well as labor market discrimination, gender-segregated occupations, and social norms associated with women's primary domestic role.<sup>13</sup>

There has been significant progress in achieving gender parity in education, particularly in primary and secondary levels. However, the share of female students in tertiary education and technical vocational training remains lower than that of male students, especially in non-traditional areas of study, such as science, technology, engineering, and math (STEM). The figure shows that only 17% of female students studied a Bachelor's Degree in STEM-related subjects compared to 40% of male students.<sup>14</sup> Literacy has improved steadily for both women and men but remains higher for men at

<sup>1</sup> World Economic Forum, Global Gender Gap Index report, June 2024.

<sup>2</sup> UNDP (2024). Human Development Report 2023-2024.

<sup>3</sup> World Bank, Population, female (% of total population), Cambodia, 2024, <https://data.worldbank.org/indicator/SP.POP.TOTL.FE.ZS?locations=KH>

<sup>4</sup> MOP/NIS. Cambodia Social and Economic Survey 2023, 2024.

<sup>5</sup> Ibid

<sup>6</sup> Cambodia Poverty Assessment, Toward a More Inclusive and Resilient Cambodia, 2022.

<sup>7</sup> MoP/NIS, Cambodia Demographic and Health Survey (CDHS), 2021-2022.

<sup>8</sup> NIS, MoSAVY and DAC, Persons with disabilities in Cambodia: findings from the Cambodia Demographic and Health Survey, 2014, 2021-2022, 2022.

<sup>9</sup> World Economic Forum, Global Gender Gap Index report, June 2024.

<sup>10</sup> MoP & NIS, National socio-economic survey report 2023, 2024

<sup>11</sup> MoP & NIS, report on the Cambodia labor force survey 2019.

<sup>12</sup> UNDP Cambodia, The Gender Wage Gap in Cambodia, 2021.

<sup>13</sup> Ibid

<sup>14</sup> Ministry of Education Youth and Sports, Education Statistics 2021-2022, 2022.

89.9% compared with 81.4% for women in 2023.<sup>15</sup> Geographical differences also persist with literacy rates are lower in rural areas (81%) compared to urban (89.3%). These gaps affect both genders but disproportionately impact women in rural communities, including indigenous women and women with disabilities.<sup>16</sup> This gender gaps in education have hampered rural women's ability to make informed decisions, secure employment, understand laws and regulations, and access information about their employment's rights and decent working conditions, and other opportunities. For example, CARE's research on women in Cambodia's construction industry found that around 50% of women surveyed were not unaware whether their employment conditions covered under the labor law, 54% had not received any verbal information about working conditions and 92% had not received any written information.

Unequal caregiving and domestic loads which are associated with social norms and remaining gender biases, are major structural barriers for women to take and stay in formal and secure employment, undertake skills training, and pursue opportunities for career development.

Cambodian cultural practices and social norms continue to reinforce the unequal division of labor within household and communities. On average, women spend five hours per day on unpaid care and domestic work compared to only two hours for men.<sup>17</sup> This difference is closely connected with the limited access to available and affordable childcare services. Research conducted by CARE in Cambodia also found that women working in the construction sector are more likely to bring their children with them to the worksite.<sup>18</sup> To address these challenges, the Royal Government of Cambodia has prioritized the expansion of child-care services and the promotion of an inclusive and supportive work environment for all employees. These efforts are being implemented through various policies and programs led by the MoWA, the Ministry of Labor, and Vocational Training and the Ministry of Education, in collaboration with other relevant ministries, institutions, and development partners, including private sector.<sup>19</sup>

In Cambodia's current labor market, social norms and gender-based occupational segregation remain prevalent, particularly in the sectors such as construction, transport, and engineering, as well as in the occupations such as management and technical roles. According to Cambodia's Social and Economic Survey (CSES) 2024, the proportion of women employed as managers is half that of men. Women are also under-represented in technical and professional roles, with their participation only 2.0% and 1.4% lower than men (3.7% and 7.7%) categories of technician and professionals, plant and machine operators and assemblers, respectively. Data from the Ministry of Civil Service (MCS) in 2024 shows that women's representation in ministries and line departments related to construction, transport and infrastructure ranges between 21% - 28%, notably lower than their overall share in civil services workforce which consists of 42%. In the leadership positions within these sectors from Deputy Office Chiefs to Director Generals, women hold only 21 to 27% of the positions.<sup>20</sup> Moreover, the research from CARE in Cambodia found that many company's managers and supervisors, especially in the construction sector tend to prefer for male workers perceiving them as more capable in handling various types of construction work, and generally more skilled.<sup>21</sup> This preference is influenced by social norms and believes that associate men with greater physical strength and view construction work as unsuitable for women, who are often stereotyped as physically weak and lacking of the necessary skills and capacities. Without targeted inclusion efforts, women, ethnic minorities, persons with disabilities, and poor people risk exclusion from project-generated employment opportunities due to discriminatory hiring practices, limited access to training, and prevailing social norms. To address these barriers, the MRD Gender Mainstreaming Strategic

<sup>15</sup> MoP & NIS (2024). National socio-economic survey report, 2023.

<sup>16</sup> IWGIA indigenous global report, 2022

<sup>17</sup> Oxfam, policy brief on addressing unpaid care and domestic work (UCDW) in Cambodia, 2025. <https://cambodia.oxfam.org/km/node/815>.

<sup>18</sup> CARE International in Cambodia, Report on Women in Cambodia's construction industry, 2016.

<sup>19</sup> Ministry of Women's Affairs, Neary Ratanak VI: strategic plan to promote gender equality and empowerment of women and girls (2024-2028).

<sup>20</sup> Ministry of Civil Service (MCS), Report on Civil Service Official Statistics, 2024-2028.

<sup>21</sup> Ibid.

Plan (GMSP) 2019 - 2023 set a target for women and disadvantaged groups to make up at least 45% of the total participants involved in the construction and maintenance of rural infrastructure.<sup>22</sup> The GMSP is currently under review and will be updated for the next mandate covering 2025–2030.

Regarding health and safety, women and men experience different risks and challenges both at household level and in the workplace. Gender-based violence (GBV), including sexual harassment at workplace remains a serious concern in Cambodia, affecting individuals of all genders, particularly those from the most disadvantaged groups. According to national data, 21% of women aged 15-49 years have experienced physical violence, sexual or emotional from intimate partners in their lifetime. This prevalence, though dropped down from 29% in 2014, remains notably high. Although there is no national prevalence data on the extent of sexual harassment in Cambodia, the study report from CARE International (2017) found that in the garment sector, nearly 1 in 3 women experience sexual harassment in their workplaces.<sup>23</sup> Moreover, rural women face higher rates of intimate partner violence than women in urban areas, as do women in their late twenties to forties<sup>24</sup>. Based on national data from CDHS, it shows that victims or survivors of gender-based violence, including sexual violence hesitate to seek support and access to support services, particularly women and girls from indigenous groups.<sup>25</sup> With its continued efforts, the Government of Cambodia, through the MoWA, is currently developing the next phase of the National Action Plan on Violence Against Women (NAPVAW) 2025 - 2030. This phase aims to reduce violence against women through strengthened prevention measures, improved response mechanisms, and enhanced access to support services, including efforts to address sexual harassment in the workplace.

Moreover, increased construction activity and traffic can elevate risks of GBV, harassment, and exploitation near construction sites or upgraded roads, particularly affecting women and girls. Inadequate lighting and poor pedestrian infrastructure further increase safety hazards for persons with disabilities and ethnic minority women, especially during early morning and evening hours, along with lack of universal design features risks excluding persons with disabilities and older persons. Women, who frequently travel with caregiving responsibilities, require additional safety and convenience considerations to benefit fully. Dust, noise, and pollution generated by construction disproportionately impact women, children, elderly individuals, and persons with disabilities, who tend to spend more time near their homes and communal spaces. These environmental stressors worsen existing health inequities, contributing to respiratory and other illnesses. Social and environmental health safeguards should prioritize the protection of these vulnerable populations by implementing effective dust control and noise reduction measures, alongside robust prevention of GBV, harassment, and abuse. Additionally, 2021 road crash data show that men account for 75% of fatal and serious injury accidents, highlighting them as a high-risk group<sup>26</sup>. Therefore, road safety campaigns and awareness activities should specifically target men while also engaging different age groups and genders through broader community involvement. These measures must be integrated into the safeguarding policies, social and environmental management plans, and regular monitoring processes.

Based on consultations in targeted provinces and lessons learned from the original NRRPCP, rural road construction sub-projects may temporarily disrupt access to essential services, such as health centers, schools, and markets, resources vital to marginalized groups including women, ethnic minorities, persons with disabilities, and poor households, who face greater mobility constraints and livelihood risks. While the NRRPCP-II does not involve involuntary land acquisition or displacement, minor and reversible impacts from voluntary asset donations such as income-generating structures (e.g., roofs or walls of shops/kiosks relocated from the road's right-of-way) and affected fruit or timber

<sup>22</sup> Ministry of Rural Development, Gender Mainstreaming Strategic Plan 2019-2023.

<sup>23</sup> CARE International, I know I cannot quit. The Prevalence and Productivity Cost of Sexual Harassment to the Cambodian Garment Industry, 2017.

<sup>24</sup> MoP/NIS (2022). Cambodia demographic and health survey (2021-2022).

<sup>25</sup> Ministry of Women's Affairs, National action plan to prevent violence against women 2019-2023 (NAPVAWIII).

<sup>26</sup> Asian Transport Observatory: Cambodia Road Safety Profile 2025. <https://asiantransportobservatory.org/analytical-outputs/roadsafetyprofiles/cambodia-road-safety-profile-2025/>



trees, may occur. Though these impacts are minor, they must be carefully managed to avoid increasing vulnerabilities among disadvantaged groups. While community consultations generally express positive expectations about road improvements, the project must ensure inclusive and thorough consultations to identify and address risks related to culturally significant sites, traditional land uses, and social structures, particularly within ethnic minority communities, thereby preventing social tensions or cultural loss and respecting indigenous rights.

## **GESI Achievements and Good Practices from NRRPCP project**

The current NRRPCP project contributes to increase employment opportunities by creating more jobs, particularly for rural communities and disadvantaged groups, including women and the people living poverty. With specific targets set for women's employment in construction of rural road sub-projects and community ponds, over 28% of workforces employed for both skilled and unskilled are women, including those identified as poor and very poor. This has contributed to an increase in household incomes, particularly for women's economic independence. According to a report by MoWA, 88% of women, especially those who earned cash or income, were involved in making major household decisions either alone or jointly, including decisions about their own health care and major household expenses and visits to family or relatives.<sup>24</sup> Health service providers in areas where rural roads were constructed within one of the target provinces, reported that more women, especially pregnant women, regularly visited health centers to receive pre- and post-natal services, and child vaccination.

Moreover, nearly 40% of the 5,570 of the participants in community awareness activities on community and occupational health and safety were women, including those working at construction sites. These activities contributed to an increase in their awareness of workers' rights, decent working conditions, and the proper use of safety equipment. The sessions also raised awareness about the potential risks of GBV - including sexual harassment at construction sites - and informed participants about reporting mechanisms and available support services. Additionally, more than 51% of participants in road safety campaigns - comprising villagers, students, and local authorities - were women, many of whom played leading roles in promoting safe access to and use of the newly constructed rural roads.

During the design phase of rural road sub-projects and community ponds, the project applied targeted measures to ensure the active participation of women and disadvantaged groups. Safe and inclusive consultation processes enabled participants to voice concerns and share priorities. As a result, 38% of the 9,918 local stakeholders consulted, including women from marginalized communities, actively contributed to the planning process.

All rural road designs integrated gender-responsive and accessibility features. These include sealed bituminous road shoulders to accommodate wheeled carts, reducing the water-hauling burden on women and girls and improving mobility for persons with disabilities. Safety and accessibility have been further enhanced through the installation of speed bumps, pedestrian crossings near key service facilities, and traffic calming measures in densely populated areas, alongside clear traffic signs and signals. These design choices are expected to improve daily mobility, reduce physical burdens, and increase safety for women, children, older persons, and persons with disabilities.

The PMU safeguards team is gender-diverse and includes a designated focal person responsible for monitoring and acting as the main point of contact for receiving complaints, including reports of GBV and sexual harassment. Training sessions and refresher courses were conducted for all contractors and Project Implementation Unit (PIU) staff on gender safeguards, with a focus on promoting gender equality and addressing GBV, particularly in workplace settings related to construction and civil works.

## GESI Strategy and Indicators

With the initiatives outlined above, NRRPCP has achieved the status of a project that not only promotes women's participation in the workforce but also enhances their access to essential services. The NRRPCP-II will build upon this approach by mirroring the project's commitment to GESI, while also introducing additional measures aimed at reducing the identified GESI gaps. Gender-specific considerations will be integrated across four key areas:

- **Stakeholder Engagement:**

Through its PMU and the provincial Project Implementation Units (PIUs), the previous phase of the NRRPC project demonstrated a strong and sustained commitment to promoting gender equality and the empowerment of women and disadvantaged groups. This commitment should be continued and further strengthened under the NRRPCP-II project by ensuring the meaningful participation of women and disadvantaged groups at all stages of rural road construction, not only during consultation and design, but also throughout implementation and operation. Inclusive, consultative processes will be used to identify and address social and environmental risks and impacts affecting these groups. To further institutionalize this approach, clear participation targets for women and disadvantaged groups should be established within the NRRPCP-II project, in alignment with the updated GMSP of the MRD. Moreover, it is important to recognize the barriers arising from gender roles and expectations, such as women's disproportionate burden of caregiving and domestic work, as well as the challenges faced by persons with disabilities, and the cultural and language barriers experienced by ethnic and indigenous communities. The project will adopt a fully inclusive approach that enables women, men, and all disadvantaged groups to participate meaningfully and to express their concerns and needs.

- **Engineering Design:**

The PMU will continue to ensure that a gender perspective is integrated into the design of rural roads, with a focus on reducing time poverty for women, girls, and disadvantaged groups by enhancing their access to social and economic opportunities that improve livelihoods and well-being. The design will prioritize safety and convenience, recognizing that women are among the most frequent users of rural roads, frequently transporting children, accessing markets, and performing daily tasks. It will also address the specific needs of diverse disadvantaged groups, including persons with disabilities. The proposed design of each rural road sub-project will be developed through inclusive consultations with local communities, especially women and disadvantaged groups, to ensure their needs and concerns are fully addressed. This should include adopting established good practices by incorporating sealed bituminous shoulders to accommodate wheeled carts, enhance mobility for persons with disabilities, and reduce the water-hauling burden on women. Key safety features, such as speed bumps, pedestrian crossings near service facilities, traffic calming measures, and clear signage will be integrated.

During the design stage, the NRRPCP-II should ensure a gender-responsive procurement process that empowers women and promotes gender equality by introducing gender-sensitive eligibility criteria to increase the participation of women-owned businesses in tendering; requiring bidding firms or contractors to demonstrate a commitment to gender equality and women's empowerment - such as implementing policies to prevent sexual harassment and discrimination and to promote workplace diversity and inclusion; and widely advertising procurement opportunities through women's networks and diverse, non-traditional media channels.

- **Construction Phase:**

In addressing the barriers and challenges faced by women and disadvantaged groups, whose participation in construction work remains low compared to other sectors in Cambodia, the NRRPCP-II project will work to ensure that contractors increase employment opportunities for women and disadvantaged groups in both skilled and unskilled roles in the construction work. The project will also promote equal wages and foster a supportive, inclusive work environment for women and disadvantaged groups, aligned with labor laws and regulations. Additionally, NRRPCP-II will strengthen social and environmental safeguards by raising community awareness on occupational health and safety, improving working conditions, protecting workers' rights, and ensuring adequate safety equipment. A strong emphasis will be placed on preventing gender-based violence, including sexual harassment, by enhancing grievance mechanisms, ensuring

gender balance on grievance committees, and providing comprehensive training on gender equality and victim-centered approaches.

▪ **Operation Phase:**

Operation and maintenance (O&M) responsibilities will be taken over by the PDRD in each target province. The NRRPCP-II project will support these departments through capacity enhancement to ensure that women and disadvantaged groups are provided with meaningful opportunities to participate in O&M activities. This includes promoting equal pay, ensuring safe and inclusive working conditions, and considering the provision of basic skills training in operations and maintenance to strengthen their capacity and engagement.

Under the NRRPCP-II, a framework of practical GESI indicators is proposed that can be considered further during the formulation of the project design to develop a Gender and Social Inclusion Action Plan. The framework of GESI indicators and the indicators themselves have been consulted with the relevant agencies and stakeholders during the GESI assessment. During preparation of the Gender and Social Inclusion Plan, the indicators shall be reviewed and finalized.

What to track	Possible target/unit	Why it matters	Mean of Verification	Responsible Entities
<b>Inputs and processes</b>				
Contactors & supervision firms trained in gender, disability & ethnic minority inclusion.	100% of firms; refresher annually	Build institutional capacity	Training report, progress report	PMU and PIU, including gender consultant
Community consultations where women, youth, ethnic minorities or disabled participants ≥ 40% of attendees and engage in the discussion.	Event based	Ensures voice in design process	Community consultation reports, progress report	PMU and PIU, and contractors and supervision firms
Existence of GRM that logs sex-disaggregated uptake	Yes/No and # of cases resolved	Accountability & early issue detection	Safeguarding monitoring report, progress report	PMU and PIU, and contractors and supervision
<b>Outputs - inclusive roads &amp; jobs delivered</b>				
Road segments with universal access features (ramps, handrails, tactile paving, dropped kerbs, etc.,)	100% at sites of schools, health centers, markets	Disability & elder inclusion	progress report	PMU and PIU, and contractors and supervision
Sex- and vulnerability-disaggregated participation in road-safety-awareness campaigns	≥ 40% women & girls	Knowledge transfer	Contractor's report, progress report	Contractors and Supervision firms

The following practical tips can be applied to support the use of these indicators: Setting of baselines early during the project formulation and before any civil works commenced.

1. Disaggregate data wherever feasible - at minimum by sex, age, disability. Ethnic and wealth quintile (with use of Cambodia NIS data and commune data books)
2. Combine quantitative and qualitative tools - FGDs with women traders or PWD groups can be used to reveal barriers that number miss.
3. Alignment with national and AIB requirements - including MRD GMPS, SDGs 5 & 10, etc.