

GENDER ACTION PLAN

A. Gender Context

1. **Gender relations.** In Cambodia, women exercise considerable autonomy and independence. They can own assets, manage financial transactions, and contribute to household decision making. Both men and women can inherit property, and the gender division of labor can be complementary and flexible, with men and women performing a range of productive and household tasks. In practice, however, traditional norms and low levels of education and literacy still limit girls' and women's choices and options. Cambodia remains a hierarchical society with strong ideas about power and status. Women are considered to be of lower status than men, although status is also determined by age and other socioeconomic characteristics, especially wealth. For women, marriage and children additionally determine status. In general, attitudes toward gender roles still emphasize the woman as household manager and the man as provider. Women are also severely underrepresented in decision-making processes outside the household. Gender disparities in employment remain extensive, primarily because of traditional attitudes about "appropriate" occupations for women and men. The low literacy and education levels of women in the workforce greatly limit their livelihood alternatives and bar them from higher level occupations and decision-making positions.¹

2. **Renewable energy sector.** The policy environment on both renewable energy and gender equality is in place in Cambodia, however they remain separate and siloed with men dominating the renewable energy sector. Although women are being increasingly employed, men still overwhelmingly occupy executive and management level positions with women usually concentrated in the financial, administrative, human resources, and promotional aspects of energy organizations. Perceptions that 'energy work' involves heavy labor and is not 'suitable' for women persist. This is in large part due to the field-based aspects of installation and repair of power grids that are commonly associated with masculine labor, and that traveling afar for this purpose pose risks to women and pull them away from their families. A number of women are leading renewable energy businesses (e.g., solar energy, biomass, and clean energy cookstoves), although their opportunities for expansion are circumscribed by persistent gender norms including domestic obligations and barriers to financing.²

3. **Procurement.** Globally, women-owned businesses earn less than 1% of the money spent on products and services by large corporations and governments.³ A company which seeks to increase its proportion of women-owned suppliers increases its ability to tap into local networks and knowledge opening the door to more innovation, greater competitiveness, and possible cost reductions.⁴

4. **Prime Road Alternative (Cambodia) Company Limited.** **CONFIDENTIAL INFORMATION DELETED.**

B. Gender Action Plan for Prime Road Alternative (Cambodia) Co. Ltd.

¹ Asian Development Bank. 2012. *Cambodia: Country Gender Analysis*. Manila.

² USAID Clean Power Asia. 2017. *Gender Equality in Renewable Energy in the Lower Mekong: Assessment and Opportunities*. Bangkok.

³ Vazquez, E. A., and B. Frankel. 2017. *The Business Case for Global Supplier Diversity and Inclusion: The Critical Contributions of Women and Other Underutilized Suppliers to Corporate Value Chains*. Washington DC.

⁴ E. Vazquez, et al. 2013. *Buying for Impact: How to Buy from Women and Change Our World*. Advantage Media Group.

5. The investment is categorized as Effective Gender Mainstreaming (EGM). The gender measures are presented in the gender action plan.

Table 1: Gender Action Plan

Results Chain	Performance Indicators with Targets and Baselines	Data Sources and Reporting
Outcome Energy generated from renewable sources increased	By 2023 CONFIDENTIAL INFORMATION DELETED.	Annual development effectiveness monitoring reports by the borrower
Outputs 2. Local employment with enhanced gender equality generated 3. Gender equality of employment strengthened 4. Gender equality in the community increased	By 2023 CONFIDENTIAL INFORMATION DELETED. CONFIDENTIAL INFORMATION DELETED. CONFIDENTIAL INFORMATION DELETED.	2-4 Annual development effectiveness monitoring reports by the borrower

Source: Asian Development Bank.