
Gender Action Plan

FP076: Climate-Friendly Agribusiness Value Chains Sector Project

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Gender Action Plan

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Cambodia: Climate-Friendly Agribusiness Value
Chains Sector Project

Gender Action Plan - CAM

Project outputs	Gender activities/actions	Performance indicators/targets	Responsible entities	Timeline	Cost estimates ¹
Output 1: Critical agribusiness value chain infrastructure improved and made climate resilient					
Gender Objectives					
1.1 Ensure critical agribusiness value chain infrastructure is responsive to the needs of women and men	<p>1.1.1 Involve women and Women Farmers Network (WFN) representatives actively and meaningfully in each individual event for all consultations and planning activities related to improvement and climate resiliency of critical infrastructure supported by the project.</p> <p><i>- This would mean paying attention to the following aspects: convenient time, adequate venue, information sharing with visual aids/illustrations, having female facilitators, child supervision arrangements, etc.</i></p>	<p>1.1.1 Women are 40% of participants– aggregate basis (point of reference: female population: 54% in subproject 1, 47% in subproject 2; and 48% in subproject 3; 30% female participation in similar activities currently)</p> <p>At least 50,000 females benefiting from rehabilitated climate resilient water management systems</p>	PMU MAFF (lead) and PPIUs; MOWRAM; MRD; WFN; design engineers	Q3 Y1 - Q4 Y4	Covered under PIC (other than civil works) budget
1.2 Enhance income generating opportunities for women	<p>1.2.1 Ensure women benefit from jobs created by the project related to infrastructure construction/rehabilitation as well as operation and maintenance.</p> <p><i>- This would mean that information about such employment opportunities will be communicated through adequate channels to reach out women in the communities.</i></p> <p><i>- Core labor standards will be complied with (equal pay for work of equal value, no child labor) for all civil works related to the project.</i></p> <p><i>- Other measures that are needed will be taken (e.g. child supervision arrangements even if informal) so that interested women can grasp such opportunities.</i></p> <p>1.2.2 Provide skills enhancement for women in infrastructure related construction/rehabilitation (e.g. masonry skills for bio-digesters construction), and operation and maintenance (e.g. small-scale irrigation schemes).</p>	<p>1.2.1 At least 25% of workdays created will be filled by women disaggregated by skilled/unskilled and type of work (point of reference: women's current involvement in similar infrastructure related work varying between 17% to 46%)</p> <p>1.2.2 At least 30% women FWUC members developed capacity to operate and maintain irrigation schemes.</p>	PMU MAFF (lead) and PPIUs; MOWRAM; MRD; contractors of civil works	Q4 Y1 - Q4 Y6	Covered under PIC civil works (irrigation, roads, warehouses, biogas, other infrastructure) budget.
1.3 Increase the uptake of bio-digesters	1.3.1 As part of the promotion campaigns about bio-digesters and other renewable energy solutions, raise awareness among women and men in the communities	1.3.1 At least 40,000 women (or 50% of beneficiaries) are beneficiaries of bio-digesters and	PMU MAFF (lead) and	Q4 Y1 – Q4 Y4	Covered under training and

¹ Whenever implementation of the gender activities/actions are part of implementation of the regular project activities, they will be covered under the corresponding budget for these project activities, of which up to 5% can be used to make special arrangements (e.g. trainings; different venue; child supervision) and/or develop targeted materials where and when needed to ensure women can fully participate in and benefit from the project activities, and more particularly to ensure gender targets included in this project gender action plan are met.

	about the benefits for value chain improvement/climate change but also for greater gender equality (time saving, drudgery reduction, improved health). 1.3.2 Involve women as active agents in the promotion campaigns on the use of renewable energy solutions.	compost huts installed (baseline: 5,721 women). 1.3.2 Number and percentage of women active agents.	PPIUs; GDAH	Q4 Y1 – Q4 Y4	promotion materials budget (for biogas)
Output 2: Climate smart agriculture and agribusiness promoted					
Gender Objectives 2.1 Strengthen women farmers' (individual and member of cooperatives) involvement along climate-friendly agribusiness value chains	2.1.1 Involve women farmers (and the WFN) actively in the selection and multiplication of climate resilient crops varieties and build on their local knowledge in this area. 2.1.2 Involve women farmers and WFN representatives actively and meaningfully in each individual event for all capacity-building activities (trainings, demonstrations, study tours) supported by the project: (1) agricultural extension and technical capacity-building activities including those related to climate change adaptation and mitigation; (2) trainings on how to operate and maintain a range of agricultural machinery; (3), management (incl. leadership, negotiation) and business skills trainings. <i>- This would mean paying special attention to the following aspects: adequate venue, timing, duration, way that invitation is being done (not to head of household as is currently being done), use of visual aids and other illustrated materials, use of female facilitators/demonstrators and extension agents, child care arrangements even if informal, etc.</i> 2.1.3 Strengthen linkages between women-led and/or owned farms/enterprises* and agribusiness industry For support provided to cooperatives: preferential support will be given to agricultural cooperatives with a majority of female members. 2.1.4 Work with the WFN to identify context-appropriate ways to address burden of household and care work for women farmers, especially female headed households, which prevents them to increasingly participate and move up along the value chains.	2.1.1 Number and % of women farmers involved For 2.1.2 (1) and (3): Women are 40% of participants (aggregate basis) or at least 16,000 women farmers are trained in CSA and agribusiness development skills (point of reference: female population: 54% in subproject 1, 47% in subproject 2; and 48% in subproject 3 with almost all of them farming; 30% female participation in similar activities currently). For (2): (i) Number and percentage of women farmers trained in each event; (ii) women represent 40% of increased labor pool of individuals who can operate agricultural machinery over the baseline (baseline: 0). 2.1.3 Number and type of activities conducted; at least 8,000 women farmers (or 50% of the women farmers trained) are SRP compliant with direct links to millers and exporters 2.1.4 Practical solutions identified and integrated in the project.	PMU MAFF (lead) and PPIUs; CARDI; WFN PMU MAFF (lead) and PPIUs; MOWRAM; WFN PMU MAFF (lead) and PPIUs PMU MAFF (lead) and PPIUs; WFN PMU MAFF (lead) and PPIUs	Q4 Y1 – Q4 Y6 Q1 Y2 – Q4 Y6 Q4 Y1 – Q4 Y5 Q1 Y2 – Q4 Y2 Q1 Y2 – Q4 Y6	Covered under resilient varieties budget Covered under training budget for production practices and technologies and PIC (other than civil works) budget Covered under training budget for production practices and technologies and PIC (other than civil works) budget Covered under PIC (other than civil works) budget Covered under training
2.2 Ensure female staff	2.2.1 Ensure relevant female staff participate in capacity-building activities that are targeted at government officials	2.2.1 25% at national level and 20% at local levels women participants (aggregate basis).			

benefit from capacity-building activities related to climate-friendly agribusiness value chains	at national and local levels with regard to climate-friendly agribusiness value chains. – <i>women staff should be prioritized for training.</i>				budget for production practices and technologies and PIC (other than civil works) budget
Output 3: Enabling environment for climate smart agribusiness enhanced					
Gender Objectives 3.1 Institutionalize gender mainstreaming in the climate-friendly agribusiness value chains sector	<p>3.1.1 At project inception, conduct a gender analysis for each of the 4 targeted value chains and develop a set of clear policy and program recommendations to strengthen women farmers' involvement along the different value chains. Ensure that capacity is built within MAFF/ Gender & Children Project Support Unit (GCPSU) for gender responsive value chain analysis and develop methodology/guidelines that can be used in future analysis.</p> <p>3.1.2 Integrate key recommendations from the above-mentioned gender analysis of value chains and key features of the MAFF Gender Policy into the Agribusiness policy and other related documents prepared under the project. <i>- This would also mean that gender stakeholders (MAFF GCPSU representatives, gender focal points, and WFN) participate in policy committees and meetings.</i></p> <p>3.1.3 Integrate a session on gender equality in climate-friendly agribusiness value chains (based on gender analysis report mentioned above) into the training and awareness raising activities for relevant project stakeholders (i.e. relevant departments in MAFF, agricultural extension agents, local leaders and government officials, GCPSU and Gender Focal Points, and WFN).</p> <p>3.1.4 Actively involve the MAFF GCPSU, the sub-national Gender Focal Points (Province, District, Commune), and the WFN and the Agricultural Cooperatives as key partners in project implementation and monitoring, especially for the GAP activities. <i>- This also entails partnering with the WFN as facilitators/resource persons for agricultural extension and technical capacity-building, awareness-raising and information sharing targeted at farmers including provision of market information.</i></p>	<p>3.1.1 Report prepared with clear recommendations based on gender analysis of the 4 value chains. (Baseline: 0)</p> <p>3.1.2 Key recommendations from gender analysis of 4 targeted value chains integrated in the draft Agribusiness Policy. (Baseline: NA)</p> <p>3.1.3 Number of sessions provided on gender equality in climate-friendly agribusiness value chains; target groups; number of people trained disaggregated by sex. (Baseline: 0)</p> <p>3.1.4 MAFF GCPSU, the sub-national Gender Focal Points (Province, District, Commune), the AC and the WFN are well aware of the GAP activities</p>	<p>International and national consultants under guidance of PMU MAFF</p> <p>PMU MAFF (lead); MOC</p> <p>PMU MAFF (lead) and PPIUs; MOWRAM; WFN</p> <p>PMU MAFF (lead) and PPIUs; MAFF GCPSU; sub-national Gender Focal Points; WFN</p>	<p>Q1 Y1 – Q3 Y1</p> <p>Q4 Y1 – Q2 Y3</p> <p>Q4 Y1 – Q4 Y6</p> <p>Q2 Y1 – Q4 Y7</p>	<p>\$ 64,000 under PIC (other than civil works) budget</p> <p>Covered under policy and standards budget</p> <p>Covered under PIC (other than civil works) budget</p> <p>Covered under PIC (other than civil works) budget</p>

<p>3.2 Enhance access to green finance for women involved in agribusiness value chains</p>	<p>- <i>WFN social media pages should be used as one of the ways to disseminate information to women farmers.</i></p> <p>3.2.1 Raise awareness among women farmers/ cooperative members, women-led and/or owned enterprises, and female staff in financial institutions using adequate channels about existing credit facilities, green financing including crop insurance and required formalities to access these</p>	<p>3.2.1 Number and type of activities conducted; types of communication channels and materials used; 15 female staff in financial institutions trained in CSA lending and green finance (or 30% of the staff trained are women); 10 (or 30% of the privately-owned enterprises trained) women-led and/or owned enterprises trained on green finance; 20,000 women provided with information on climate risk sharing instruments.</p>	<p>PMU MAFF (lead) and PPIUs</p>	<p>Q1 Y2 – Q4 Y6</p>	<p>Covered under training budget for green finance and PIC (other than civil works) budget</p>
<p>Project management gender related activities</p>					
<ul style="list-style-type: none"> • PMU to appoint safeguards officer to be also responsible and accountable for gender, who will closely liaise with representatives from the MAFF GCPSU at national level and from WFN, Agricultural Cooperatives and gender focal points at provincial levels. (Q2 Y1) • Prepare annual work plans to implement the activities of the GAP. (Q2 Y1 – Q4 Y6) • Gender consultants (national and international) to be recruited and build capacity of the GCPSU and gender focal points and PMU staff in gender analysis and mainstreaming, and support GAP implementation, monitoring and reporting. (Q2 Y1 – Q4 Y7) • Collect and analyze data disaggregated by sex where relevant and integrate gender sensitive indicators (from DMF and GAP) in the PPMS. (Q3 Y1 – Q4 Y7) • Ensure regular monitoring and reporting (at least semi-annually to ADB) on the progress of GAP implementation. (Q2 Y2 – Q4 Y7) 			<p>PMU MAFF</p> <p>PMU MAFF PMU MAFF and gender consultants</p> <p>PMU MAFF</p>	<p>See next to each activity</p>	<p>\$249,000 under PIC (other than civil works) budget covered under PIC (other than civil works) budget and government staff budget (M&E)</p>

GAP = Gender Action Plan; GCPSU = Gender & Children Project Support Unit; MAFF = Ministry of Agriculture, Forestry and Fisheries; PMU = Project Management Unit; PPMS = project performance monitoring system; PPMU = provincial project management unit; WFN = Women Farmers Network.

Note: Women-led and/or owned enterprises = enterprises with at least one of the following (i) at least 50% of senior managers are women, and/or (ii) at least 50% of enterprise ownership is controlled by women, and/or (iii) at least 50% staff are women.