



MAINSTREAMING GENDER INTO ADAPTATION INVESTMENTS

Guidelines for Policy Makers and Practitioners

Final Draft

Gender and Climate Change Committee
Ministry of Women's Affairs

Phnom Penh
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By Akhteruzzaman Sano and Saphon Somolireasmey

**Gender and Climate Change Committee
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FOREWORD

The global climate is clearly and rapidly changing as shown in numerous reports by the United Nations Framework Convention on Climate Change (UNFCCC). All over the world, the negative impacts of climate change have been experiencing through various big and small scale disasters and extreme weather events. Loss of human lives, damages of assets and properties have been increasing rapidly. In Cambodia, the typhoon Ketsana in 2009 affected 7 provinces and the flood in 2011 affected 19 provinces. These disasters counted for direct losses and damages worth USD 800 million (SPCR Cambodia 2010). It was recognized that the low adaptive capacity of institutions and individuals in Cambodia caused such higher extent of losses and damages.

The impacts on women, men, children, elderly people and persons with disabilities from same disaster is different (MOWA, 2016). Particularly, pregnant women, elderly people, people with disabilities and children are more likely to be vulnerable to climate change.

Not only in Cambodia, but also globally, governments have been commissioning all possible measures to reduce the negative impacts of climate change. The Ministry of Women Affairs (MOWA) has been undertaking several institutional and programmatic initiatives to reduce the risks caused by climate change. The Neary Rattanak, the MOWA's strategic document on gender concerns, the Master Plan on Gender and Climate Change, a roadmap for mainstreaming gender & climate change in sectoral ministries planning, budgeting and implementation, and gender mainstreaming in sectoral 'Climate Change Action Plans' (CCAP) etc. are some of the key initiatives. The establishment of the MAG and GCCC bears the RGC's commitment for considering gender concerns in its development initiatives.

In that considerations, I am grateful that the ADB TA 8179 'Mainstreaming Climate Change in Development Planning' focuses on institutional capacity building at national, sub-national and civil society levels to strengthen the gender mainstreaming processes.

The technical guide for gender mainstreaming in adaptation investments is a milestone for enhancing the institutional adaptation capacity to addressing gender concerns in future investments.

I am looking forward that this technical guide will benefit the government's sector ministries, the civil society and the private sectors providing advice on how gender mainstreaming in their respective investment initiatives can be carried out effectively.

With sincerity I do call upon all institutions and agencies in Cambodia to consider gender mainstreaming as a consistent development approach in all forms of future investment.

H.E. Ing Kantha Phavi

Minister

Ministry of Women's Affairs, Cambodia

ACKNOWLEDGEMENT

I, on behalf of Gender and Climate Change Committee (GCCC), sincerely acknowledge the cooperation, supports and contributions made by the officials from MOE, MOWA, line sector ministries, development partners, civil society organizations and other stakeholders that resulted to develop this gender mainstreaming guide for adaptation investments.

I am grateful to Mr. Ancha Srinivasan, Ph.D., Principal Climate Change Specialist of ADB and the Officer in Charge for this project, for his gracious supports and attention that helped to mobilize additional resources for MOWA to make this project happen. I sincerely thank the technical experts of the TA team Akhteruzzaman Sano, Khorn Dinravy and Saphon Somolireasmy who facilitated in developing this technical guide. I would also like to thank my GCCC team members for facilitating activities in developing this knowledge product.

My outmost respect goes to H.E. Ing Kantha Phavi, the Minister of MOWA, for her overall leadership, contribution and guidance that led us to produce this guidance manual. Without her proper direction and supervision, it would have been difficult for the team to accomplish what has been achieved.

H.E. Sivann Botum

Secretary of State, and
Head of Gender and Climate Change Committee
Ministry of Women's Affairs

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LIST OF ACRONYMS

ADB	Asian Development Bank
CBDRM	Community Based Disaster Reduction and Management
CCA	Climate Change Adaptation
CCCA	Cambodia Climate Change Alliance
CCCSP	Cambodia Climate Change Strategic Plan
DCC	Department Climate Change (of MoE)
CCAP	Climate Change Action Plan
CDP	Commune Development Plan
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CIP	Commune Investment Program
CSO	Civil Society Organizations
DMF	Design and Monitoring Framework
DRR	Disaster Risk Reduction
GCCAP	Gender and Climate Change Action Plan
GCCC	Gender and Climate Change Committee
ICEM	International Centre for Environmental Management
MAFF	Ministry of Agriculture, Forestry and Fisheries
MDG	Millennium Development Goals
MEF	Ministry of Economy and Finance
MEYS	Ministry of Education, Youth and Sports
MOE	Ministry of Environment
MOH	Ministry of Health
MOI	Ministry of Interior
MOP	Ministry of Planning
MOWRAM	Ministry of Water Resources and Meteorology
MPGCC	Master Plan on Gender and Climate Change
MPWT	Ministry of Public Works and Transport
MRCDP	Mainstreaming Climate Resilience in Development Planning

MRD	Ministry of Rural Development
NCDD-S	National Committee for Sub-National Democratic Development - Secretariat
NCDM	National Committee for Disaster Management
NCSD	National Council for Sustainable Development
NGO	Non-Governmental Organization
NP-SNDD	National Program for Sub-National Democratic Development
NSDP	National Strategic Development Plan
PPCR	Pilot Program on Climate Resilience
RGC	Royal Government of Cambodia
SNA	Sub-National Administration
SPCR	Strategic Program for Climate Resilience
STEC	Save the Earth Cambodia
TA	Technical Assistance
TOR	Terms of Reference
ToT	Training of Trainers
UN Habitat	UN Human Settlements Programme
USAID	United States Agency for International Development
WB	World Bank

1.0 EXECUTIVE SUMMARY

1. An increasing number of evidences in recent years have clearly established the fact that anthropogenic climate change is reality. According to latest findings of the International Panel on Climate Change (IPCC) and other concerned organizations/agencies, developing countries are expected to suffer the most from the negative impacts of climate change. Since the climate sensitive sectors such as agriculture, water, health, transportation and fisheries are more vulnerable to climate change impacts. The sectors providing basic livelihood services to the poor are not able to cope even with today's climate variability and stresses. This is particularly true for Cambodia.
2. Further, the impacts of Every Day Disasters (GNDR 2013) and the regularly facing agricultural drought cause huge impacts on women, children, elderly people and people with disabilities. The young workforces migrate temporarily to the cities and to Thailand while elderly people and children stay back home under shortage of water, food and with different diseases. The entire western, central-western and north-western regions of Cambodia experience almost similar the climate risks. On the other, most of the migrated young women face sexual harassments and sometimes infected by HIV-AIDs and the young men also can get affected by HIV-AIDS and/or other difficulties that can put the total family members at higher risks. In such circumstances, the elderly people dies under extreme poverty and unattended health care and children are left or thrown to the orphanage before they become true orphan. Such everyday disaster risks are not reported always.
3. In that consideration, gender mainstreaming in climate change adaptation has been recognized by the governments and international organizations as the essential needs for social, economic and environmental sustainability. The gender mainstreaming commitments made by the international agencies accepted by the RGC is a milestone for addressing gender concerns at all levels. The long journey started from the Beijing Platform of Action 1995 and further reflects in the SDG 5 of the 2030 Development Agendas as an on-going and increasing attention on gender concerns globally. Translating those international and national commitments into local actions through gender mainstreaming adaptation investments can be considered as a key mechanism for achieving of the SDG Goal 5. Gender mainstreaming in adaptation investments can directly contribute to the SDG 5 on Gender Equality and SDG 13 on Climate Action while it can add value to the SDG 1 on No Poverty, SDG 2 on Zero Hunger, SDG 3 on Good Health and Well-being, SDG 6 on Clean Water and Sanitation, SDG 8 Direct Work and Economic Growth, SDG 10 on Reduced Inequalities.
4. In this perspective, gender mainstreaming in adaptation initiatives can serve as a vehicle for women's economic empowerment as the backbone of Cambodian economy reducing their climate and disaster risks. It can enrich fairness, equitable rights and opportunities, enjoy personal and physical safety, meaningful engagement in household and community decision making processes with guaranteed social, environmental and economic transformations that can add value to the overall sustainable developments for building climate resilient communities in Cambodia.
5. The gender mainstreaming guidance manual for climate change adaptation investments aims to serve as the key manual. It considers the Agriculture, Health, Transportation (MPWT & MRD) and Water sectoral gender mainstreaming way forward as a unique manual. However, considering the diversity of the sectors and the nature of operations, the GCCC developed Gender Mainstreaming Guidance Sheet for each sector to complement this main guidance manual.

2.0 GUIDANCE MANUAL DEVELOPMENT METHODOLOGY

2.1 Desk Review

6. The team reviewed the reports and project documents of SPCR and Technical Assistance (TA) project papers, ADB published knowledge products particularly (i) Gender Mainstreaming Guidance Manual in Climate Change Mitigation, (ii) Country Driven Gender and Climate Change, (iii) Gender Equality and Women's Empowerment Operational Plan 2013-2020: Moving the Agenda Forward in Asia and the Pacific; (iv) Pacific Case Study Series on Climate Proofing – A Risk-based Approaches to Adaption, ADB Vision 2020 etc.; Cambodian gender policy document Neary Rattanak IV 2014-18, NSDP 2014-18 (gender section), Gender Mainstreaming Action Plan of MOWA, Gender Mainstreaming Strategic Plans from sector ministries etc.

7. Cambodian Climate Change Strategic Plan 2013-23, Climate Change Action Plan of Agriculture, Health, Transportation and Water sector along with different gender related documents and reports that helped to structure the gender mainstreaming guidance manual in adaptation for sectoral levels.

2.2 Consultations with Stakeholders

8. There were three levels of consultations organized. First, informal meetings and discussions with GCCC, GMAG, civil society representatives and groups, different officials and consultants; secondly, focus group discussions with the group of professionals from GCCC, TCD (Technical Coordination Desk at MOWA), Sectors, provincial, districts and commune levels along with civil society groups; and third, formal workshops, technical consultations and meetings with representatives from national sectoral ministries, provincial levels, districts and commune levels along with civil society organization representatives.

Inputs to the Draft Guidance Manual

9. The drafted guidance manual was consulted with Gender and Climate Change Committee, TCD, technical representatives from sector ministries, development partners, civil society representatives (held on 15th June 2017) and further validated the updated version of the guidance manual during SPCR Coordination Workshop (held on 27-28 June 2017).

Inputs from ADB

10. The draft was submitted to ADB for their further comments. The guidance manual was finalized incorporating the comments from ADB. MOWA endorsed the guidance manual and then published it for dissemination to all stakeholders.

3.0 INTRODUCTION

Gender mainstreaming in climate change adaptation in Cambodia – linkages between gender and adaptation

11. The social and cultural norms in Cambodia made women in a better position even to lead in some areas of their household levels. After marriage, men used to go to live with wives house that give a strong ground for women to take lead in household management systems. Further, most of the cases women hold the family money in their hands. An informal study conducted on 20 households (randomly selected) in the rural areas and 20 households in the urban areas on the role of women and men. The key questions were, who hold family money and who can take key family decisions? In rural households, women hold family money. Even the monthly salary of the government staff, police and military officials come under the management of their wives. In urban households, 80% of the Cambodian households, wives hold money while one Cambodian household hold money in a balanced way while a Cambodian wife and foreigner husband is differently manage their family money.

12. Further, women in Cambodia are mainly self-driven. They are used to use bicycle, motor cycle, car etc. and lead family business. They are key decision makers for their utilization of money for the family and related family related activities.

Box- 1: UN Resolution on Gender Mainstreaming

There is a very clear mandate for incorporating gender perspectives into national budget processes.

"65. The realization and the achievement of the goals of gender equality, development and peace need to be supported by the allocation of necessary human, financial and material resources for specific and targeted activities to ensure gender equality at the local, national, regional and international levels as well as by enhanced and increased international cooperation. Explicit attention to these goals in the budgetary processes at the national, regional and international levels is essential."

"73 (b). Incorporate a gender perspective into the design, development, adoption and execution of all budgetary processes, as appropriate, in order to promote equitable, effective and appropriate resource allocation and establish adequate budgetary allocations to support gender equality and development programmes that enhance women's empowerment and develop the necessary analytical and methodological tools and mechanisms for monitoring and evaluation; "the outcome document of the twenty-third special session of the General Assembly to follow-up implementation of the Platform for Action in June 2000 (A/S-23/10/Rev.1).

13. However, still women in Cambodia are not in a good position for key decision making at household and institutional levels. Low education, access to adequate information, and capacity to translate the technical information to workable knowledge are the key barriers. There is also invisible gender discriminations that keep women behind from men. The reality is, when around 60% Women University graduates in the EU countries cannot access to even equal key decision making positions (Ref. Table-1), then it is very impossible to predict the extent of women’s role as the decision makers in developing countries like Cambodia. Recognizing that reality, the RGC took a groundbreaking decision by securing

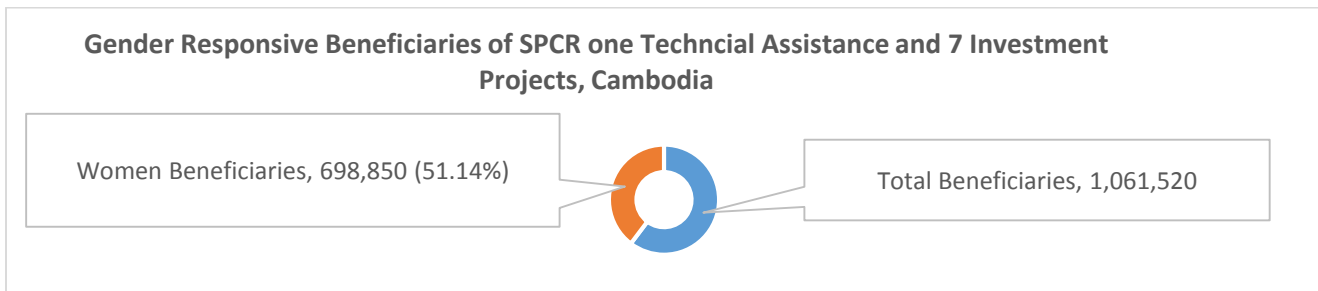
Table-1: Women and men in power decision positions in EU countries.

Power and decision making positions	Women	Men
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In National Parliaments	27%	73%
Central Bank	18%	82%
Judges in Supreme Court	32%	68%
Labour confederations	23%	77%
While, there are 60% women graduates are coming annually		
Ref: Women in Power and Decision Making, EIGE, 2014)		
European Institute of Gender Equality (EIGE)		

women's position in the government institutions as the Deputy Prime Minister, Minister, Provincial Deputy Governor, District Deputy Governor and Commune Councils. The development partners have been supporting Cambodia in policy, programme and project levels for making the targets of the RGC happen. The gender responsive climate change technical and investment projects of SPCR Cambodia has been an example to demonstrate how the climate change adaptation investments can contribute at national, subnational and community levels for enhancing climate resilient Cambodia (Figure-1). There are three Technical Assistance and seven investment projects under the SPCR Cambodia where 51.14% women beneficiaries have been benefiting different ways.

FIGURE 1: GENDER RESPONSIVE SPCR BENEFICIARIES



Even though, comparatively Cambodian women practice significant autonomy and independence that include ownership of asset, lead in household finances and household decision making processes with men. But the unwritten disparity is, women get lower status than that of man (Cambodia Country Gender Analysis, ADB 2012). Women's economic empowerment can be a key way forward for achieving that targets.

14. Women are unable to gain substantial technical knowledge due to their limited education (Ref.Table-2), capability and opportunity. It keeps women far from the key decision making levels.

TABLE 2: WOMEN'S EDUCATION IN CAMBODIA

	Enrollments			Repeaters			Teaching Staff			Non-Teaching Staff			Total Staff		
	Total	Girls	%	Total	Girls	%	Total	Female	%	Total	Female	%	Total	Female	%
Grade X-XII, Cambodia	512,079	15,586	3.00%	15,586	5,309	34.06%	24,454	9,847	40%	3797	990	26%	29,251	10,837	37%
Ref. Cambodia Education Statistics 2015-2016															

Despite having huge barriers, the efforts of RGC to transform the country's women empowerment could make commendable progress (Table-3) in achieving the CMDGs goals.

TABLE 3 CAMBODIA MILLENNIUM DEVELOPMENT GOAL 3 INDICATORS

Indicator	Baseline Value (%)	Baseline Year	Current Value (%)	Current Year	2015 target (%)	Current Linear Target	Status
CMDG3: Promote gender equality and empower women							
Ratio of girls to boys in upper secondary education	48	2001	72.9	2008	100	74.0	On track
Ratio of females to males in literature education	38	2001	57.5	2008	85	61.5	Slow
Ration of literature females to males 15-24 years old	87	1998	95.7	2008	100	94.6	On track
Ration of literate females to males 25-44 years old	78	1998	85.9	2008	50	53.8	On track
Female share in wage employment in agriculture (primary sector)	35	1998	44.0	2008	50	43.8	On track
Female share in wage employment services in industry (secondary sector)	44	1998	56.0	2008	50	47.5	On tract
Female share in wage employment services in industry (tertiary sector)	21	1998	30.0	2008	50	38.1	Slow
Promotion of seats held by women in National Assembly	12	2003	22.0	2008	30	19.5	On track
Promotion of seats held by women in Senate	13	2003	14.8	2007	30	18.7	Slow
Promotion of female ministers	8	2003	7.7	2008	15	10.9	Off track
Promotion of female secretaries of state	6	2003	8.0	2008	18	11.0	Off track
Promotion of female under secretaries of state	5	2003	0.0	2008	20	11.3	On track
Promotion of female secretaries of provincial governors	0	2003	0.0	2008	10	4.2	Off track
Proportion of seats held by women in commune councils	8	2003	14.6	2009	25	16.5	Slow

REF. CMDG REPORT 2015

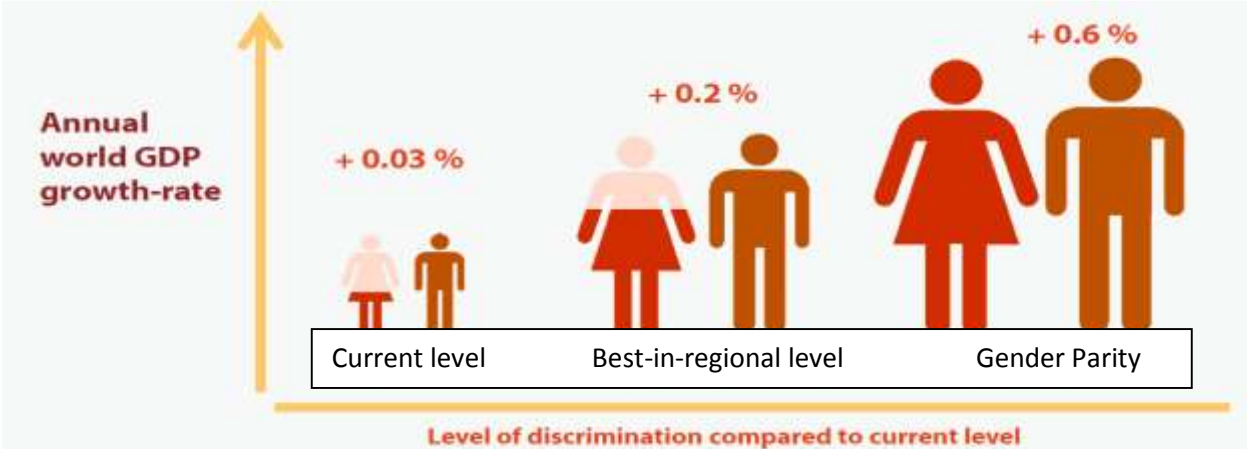
3.1 Why gender matters for climate change adaptation investment projects

15. Gender equality is explicitly recognized as a human right and a prerequisite for human development (Ref. Beijing Conference of 1995). Gender mainstreaming matters in per capita and total GDP growth rate, labor productivity, life expectancy/family and child health, investment, additional taxes and social security contributions, social capital development fields. The gender gap in education has a negative effect on income growth (Baliamoune, 2008), significant negative impact of the gender gap in education on growth (Brummet, 2008), total combined effect (direct and indirect) in South Asia, sub-Saharan Africa and the MENA region was estimated respectively at a 1 %, 0.8 % and 0.7 % annual

loss in per capita growth; higher GDP growth (+ 1.3 %) with improvement in equality of opportunities (measured by the following indicators: fertility rate, secondary enrolment gap and literacy rate gap) and higher GDP growth (+ 1.19 %) with improvement in equality of outcomes (measured by share of women in parliament and gender gap in labor force participation) (Mitra et al., 2015); higher women’s labor market participation increases bargaining power in the household with positive effects on children’s human capital (Klasen and Lamanna, 2009; Kabeer and Natali, 2013); women have a stronger preference than men for spending on goods and services that contribute to the human capital of their children (Stotsky, 2006); top women managers are positively associated with firm profits, value added and revenues (study on 2,500 largest Danish firms for the 1993- 2001 period, Smith et al., 2006); women-owned firms are associated with a reduction in the gender wage gap by 1.5 % (study on Portugal covering the 1987-2000 period, Cardoso and Winter-Ebmer, 2010); women leaders are more gender-sensitive than men leaders (study on the US, Tate and Yang, 2015) etc.

16. Therefore, it is conclusively acknowledged that the gender mainstreaming matters for the women’s empowerment and income generation that can lead to gender equality and to achieve the RGC’s commitments made to the people of Cambodia. Gender mainstreaming and gender parity in social institutions can add high values for producing long-term positive results eliminating all forms of gender-based discrimination in social institutions. Such approaches towards parity would have substantial macroeconomic improvements attaining the world GDP growth rate from 0.03 percentage points to 0.2 percentage points (Figure 2).

FIGURE 2. INCOME PER CAPITA GAINS ASSOCIATED WITH REDUCED LEVELS OF GENDER-BASED DISCRIMINATION IN SOCIAL INSTITUTIONS



Notes: This figure presents the annual increase of global GDP growth rate under three scenarios using a world with no change in levels of gender-based discrimination in social institutions between 2015 and 2030 as a benchmark (Ferrant and Kolev, 2016).

17. Bridging to the greater targets, the SPCR technical assistance and 7 investment projects appear as the gender responsive climate change investment projects where 51.14% women beneficiaries are directly benefited. The projects contribute in beneficiaries’ income generation, reduce vulnerability to the climate variability and risks particularly for women. The SPCR confirms gender equality and women’s empowerment as the drivers of change and promote gender equality for ensuring gender mainstreaming in projects across sectors, regions, and other thematic areas i.e. governance, climate change, disaster risk management, and social

development and increasing projects targeting women and girls and direct investments in women and girls compliments the commitments (ADB’s two-track Approach). Transforming gender policy into programme and project for practice (ADB gender policy and SPCR Cambodia) is critical for the quantifiable as the examples of success (Table-4).

Gender Responsive SPCR Investment and TA projects

TABLE 4: SPCR INVESTMENT PROJECTS AND BENEFICIARIES

Climate Change Investment Projects	Abbreviation	Total Beneficiaries	Women Beneficiaries
1) Climate Proofing of Agricultural Infrastructure and Business-Focused Adaptation	1) CPAIBFA	105,800	54,000
2) Promoting Climate-Resilient Agriculture in Koh Kong and Monduliri Provinces	2) PCRAKKMP	20,000	160,000
3) Enhancement of Flood and Drought Management in Pursat Province	3) EFDMP	9,900	5940
4) Climate Proofing of Roads in Prey Veng, Svay Rieng, Kampong Chhnang, and Kampong Speu Provinces	4) CPRP	200,000	110,000
5) Climate-Resilient Rural Infrastructure in Kampong Cham Province	5) CRRRI	100,000	51,000
6) Climate-Proofing of Infrastructure in the Southern Economic Corridor Towns of Battambang, Bavet, Neak Leung, and Poipet	6) CPISSECT	185,820	92, 910
7) Flood-Resilient Infrastructure Development in Pursat and Kampong Chhnang Towns	7) FRIDP	90,000	46,000
8) Mainstreaming Climate Resilience into Development Planning , ADB TA 8179	8) MCRDP	350,000	179,000

18. However, due to invisible gender disparity (Table-2) that applies to both developed and developing countries; limited education, technical knowledge, access to proper information, capacity of using the available information for decision etc. work as the key barriers for achieving the goals of the country. Gender mainstreaming in climate change investments can be considered as the bridge between gender and adaptation, key vehicle for women’s economic empowerment as it opens the door for achieving gender equality (SDG-5: gender equality).

19. To achieve the SDGs targets, there is a need to present a systematic approaches to mainstreaming gender at sectoral, CSOs and private sector levels. Gender Mainstreaming Guidance Manual (GMGM), the exclusive gender mainstreaming tool for sectoral levels, can be used for mainstreaming gender in water, agriculture, health, rural development and transportation sectors. This GMGM covers the key sectors for effectively mainstreaming gender in their respective institutional, programme and project levels. One of the key objectives of developing all-in-one GMGM is to facilitate a unique and harmonized approach for gender mainstreaming in sectors. However, due to the nature of the activities of different sectors, gender mainstreaming approaches vary from sector to sector. In that considerations, a separate guidance sheet has been developed for each sector to ensure that the

sector driven gender mainstreaming efforts in climate change adaptation investment remains unique and progressive.

4.0 GENDER SPECIFIC ADAPTATION ISSUES IN CAMBODIA

4.1 Gender Mainstreaming in Policy and Institutional level

20. In Cambodian context, the RGC supports the gender concerns significantly through its policies and strategies. The current Rectangular Strategy and NSDP 2014-2018, Neary Rattanak IV 2014-18 fully instruct sector ministries and civil society organizations to address gender concerns.

21. Ministry of Women’s Affairs (MoWA), set up in 1993, advocates and promotes women’s issues through national policies, strategies and programmes. The MOWA’s national strategic plan is the *Neary Rattanak* that seeks to empower women in the economy, education, attitude change and public leadership, to combat gender-based violence, trafficking and sexual exploitation, and to further mainstream gender in policies and programs across all sectors of government. *Neary Rattanak* is in line with the overall national *Rectangular Strategy* and thereby able to mainstream gender issues across all sectors and goals. According to a MoWA policy brief (2015), Cambodia was one of the few countries that expanded the generic global MDGs to include a number of additional gender-related indicators and targets, and was the first country to include indicators on the elimination of violence against women in its country-level CMDGs. As ADB is one of prominent development partners of the RGC, so the promotion and supports on gender equity by designing gender-inclusive projects and paying close attention to gender issues across the range of ADB operations adds significant values to achieve the RGC’s goals. Bilateral cooperation and supports have been serving as transforming agents of the RGC’s gender related policy environments. The Table-5 presents the overall gender mainstreaming policy environments of the RGC.

TABLE 5: GENDER MAINSTREAMING INSTITUTIONAL ENVIRONMENTS IN CAMBODIA

Gender Mainstreaming in Policy and Institutional level	Supported institutions	Added value in gender mainstreaming efforts
NSDP 2014-2018	Royal Government of Cambodia	Sector ministries and institutions developed their gender mainstreaming policy and strategy
Neary Rattanak IV 2014-18	Ministry of Women’s Affairs (MOWA)	Ministry of Women’s Affairs policy document, support sector ministries and institutions in gender mainstreaming and related issues
CCCSP 2013-2022	Ministry of Environment	Ministry of Environment’s policy document, support sector ministries and institutions in mainstreaming climate change related issues
Climate Change Action Plan	Sector ministries and institutions	Following the CCCSP 2013-2022, sector ministries and institutions develop their climate change mainstreaming policy and action plans
Master Plan on Gender and Climate Change 2017-2023	MOWA, line sector ministries and CSOs	MOWA’s policy document on mainstreaming in gender in climate change adaptation, mitigation and

		disaster risk reduction investments to support sector ministries and institutions.
Gender mainstreaming policy and strategy	Respective institutions	Sector ministries and institutions develop their gender mainstreaming policy, programme and project documents following the Neary Rattanak and MPGCC
NSDP – National Strategic Development Plan, CCCSP – Cambodia Climate Change Strategic Plan		

4.2 Gender Mainstreaming in climate change at Civil society levels

22. The civil society organizations in Cambodia have been contributing significantly in the climate change adaptation, mitigation and disaster risk reduction fields. In recent years, the development partners have been paying more attention to the civil society levels recognizing the substantial contributions. The Asian Development Bank has been supporting civil society groups in Cambodia under ‘civil society support mechanisms’ for enhancing climate resilience at community levels. Package-B on Civil Society Support Mechanism of Mainstreaming (CSSM) of Climate Resilience into Development Planning (MCRDP) project has been implemented by Plan International Cambodia mainly through grants to 19 Cambodian CSOs in 17 different provinces of Cambodia.

23. The goal of the project is to build safe and resilient communities in which women, men, boys, and girls are active participants in managing the risk of a changing climate. The specific objective of the Civil Society Support Mechanism is to strengthen the capacity of CSOs especially in the most climate vulnerable areas of Cambodia to implement community-based CCA and DRR activities and to mainstream climate change adaptation and disaster risk reduction into their operations.

24. Out of the ADB grantees of package-B, there are significant number of civil societies have been working in the climate change adaptation projects. Mainstreaming gender in climate change adaptation, mitigation and disaster risk reduction investments led by civil societies in Cambodia could make visible contributions in achieving the goals of the RGC in poverty reduction and gender equality. Gender responsive adaptation investments through community owned Micro Insurance Facility, ‘community revolving fund’ to empower women and men for developing climate change and disaster risk reduction action plan development, collaborate with Commune Councils to integrate the action plan into Commune Investment Plans (CIP), empower women at household and community climate friendly investment decision making levels, lead livelihoods related household initiatives and own at least 3 alternative income generations for economic vulnerability reduction.

25. Community led, community owned and community managed Micro Insurance Facility (MIF) serves as the *powerhouse* of the households’ economic empowerment. Women’s role in the MIF for rural women’s economic empowerment become as the drivers of transformation to drought resilient communities. The capital of the MIF increased 276% since 2009 to 2013 where women played significant roles (Annex-A).

Gender mainstreaming in institutional and community levels, Cambodia experienced several progress and challenges (Table-1)

4.6 Gender Mainstreaming in CCA investments - Progress and Challenges

Table 1: Specific progress and challenges of gender mainstreaming into adaptation investments

Topics	Progress	Challenges
Awareness on gender, gender mainstreaming issues	Government agencies, development partners and civil society organizations have been supporting for awareness raising, gender empowerment initiatives through their development initiatives for last two decades. Such awareness raising and capacity building become a common component of most of the activities.	Gender mainstreaming in adaptation investments is new to the sector ministries, civil society organizations and other sectors.
Institutional capacity and cross-sectoral coordination with a focus on women's role in climate change adaptation and mitigation	NSDP and Rectangular Strategy national levels; Neary Rattanaks, Gender Master Plan on Gender and Climate Change, Cambodia Climate Change Strategic Plan (CCCSP) Climate Change Action Plan are sector and theme specific policy documents; PPCR Coordination Team, TWGs etc. are in strengthening institutional capacity and cross-sectoral coordination have been in place; The RGC established the Gender and Climate Change Committee (GCCC) in 2012 to facilitate gender mainstreaming issues in climate change investment initiatives.	Limited technical and financial resources slow the implementation processes; As gender mainstreaming in climate change investment initiative very new, so it should be given the opportunity as an important subject in PPCR Coordination Team meetings and related multi-sectoral consultations. Gender and Climate Change Committee necessitates to play more vigorous roles to facilitate the processes but the reality is, GCCC is still so far from the level of leading capable entity.
Gender mainstreaming in climate change as a regular agenda	The RGC recognized that gender concerns should be part and parcel of the development initiatives. The NSDP 2014-18 focused on gender mainstreaming issues and also proposed budget for it. One of the strategic objectives of Neary Rattanak IV 2014-2018 focuses on climate change and gender issues.	Considering the gender mainstreaming issues in the NSDP 2014-2018 and focusing on climate change issues in the Neary Rattanak IV opened the opportunity but it did not concentrate its focus as the transforming mechanism of gender mainstreaming in climate change initiatives.

5.0 INSTITUTIONAL ROLES FOR GENDER MAINSTREAMING IN ADAPTATION INVESTMENTS

5.1 Roles of GCCC and line Sectors

26. MOWA established the Gender and Climate Change Committee (GCCC) in 2012 to facilitate gender mainstreaming concerns in climate change initiatives for MOWA, sector ministries, sub national levels along with civil society and private sectors levels. The GCCC is formed with the representatives from all departments of MOWA. Currently there are 39 members in this committee. GCCC works with line sectors. On GCCC's request, sector ministries appointed Focal Points and Alternate Focal Points to facilitate gender mainstreaming concerns into their respective climate change investment initiatives. There are total 15 sector ministries appointed Focal Points and Alternate Focal Points to work with the GCCC. One of the key tasks of GCCC is to build capacity of the Focal Points and Alternate Focal Points to facilitate gender mainstreaming in adaptation of their respective sectors.

5.2 Roles of Development Partners, Civil Society and Private Sectors

27. The development partners like Asian Development Bank and others have been working very closely respecting the policies of the RGC and providing technical and financial resources to implement the commitments and goals of the RGC. Considering the RGC's commitments on climate change and gender concerns, there are several development initiatives have been undertaking in Cambodia. The PPCR/ SPCR has made huge supports to Cambodia supporting in the technical and investments for climate proof developments. SPCR can be considered as an example of climate change adaptation and resilience building initiative as it assists national governments in integrating climate resilience into development planning across sectors and stakeholders groups along with additional funding to put the plan into action and pilot innovative public and private sector solutions to pressing climate-related risks.

28. The civil society groups in Cambodia serves effectively to add value in translating the RGC's commitments into actions from their development points of views. The civil society representatives used to actively participate in all development activities including workshops and consultations. They have been given equal opportunity to take part in all forms of development processes based on their capacity.

29. Due to long civil war that destroyed overall country social, cultural and economic infrastructure, the slow growing private sectors are following mainly learning and doing approaches. The PPCR Phase 1 initiated private sectors engagement processes but they need more supports to engage in the gender and climate change processes.

5.3 Programmatic Approach – Mainstreaming Gender as the Institutional Agenda

30. Gender-specific patterns are deeply rooted in social and cultural realities and especially in patriarchal societies, where they are often regarded as part of the “natural order”. So, there is a need to transform the current practices to improved amicable programmatic approach where all forms of communications on gender mainstreaming issues are regarded as a normal way of doing the things.

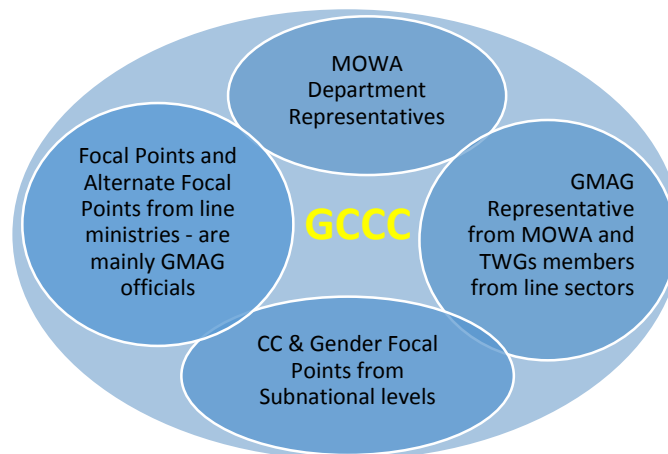
31. Methodologies for creating positive programmatic approach for gender mainstreaming is given follow:

- a) **Agreed approach:** Government and Development Partner (DP) Community agree on the concept of gender mainstreaming in climate change adaptation investments.
- b) **Defined gender mainstreaming issues:** They define and decide the extent of gender mainstreaming issues would be incorporated into their short-term, medium term and long term development and investment policy, plans and programmes,
- c) **Gender mainstreaming –a common agenda:** The Government, Development Partners and civil society organizations ensure **gender mainstreaming rooted in each project with at least one clear objectives and supported activities,**
- d) **Monitoring & Evaluation:** M&E indicators reflect the gender concerns at all levels
- e) **Awareness Raising, Capacity Building and Outreach activities:** to conduct awareness raising, capacity building and outreach activities to ensure the government ministries, civil society and private sectors follow the gender mainstreaming concerns in their respective programmes and projects strategy.

5.4 Synergies between GCCC and line agencies

32. The Gender and Climate Change Committee (GCCC) is vested with the responsibility of mainstreaming gender into climate change investments through information coordination, research and capacity development across national and sub-national, and other relevant institutions. The MOWA developed the Gender and Climate Change Strategic Plan that was launched in early 2013 that focuses on targeting pilot interventions and gender mainstreaming (MoWA Policy Brief 2014) and developed the Master Plan on Gender and Climate Change (2017-30). The MPGCC covers certain level of strategic approach for gender mainstreaming into climate change adaptation and mitigation along with sharper focus on short-term, medium-term and long-term strategies. The MPGCC also focuses to demonstrate the gender mainstreaming pilots, to demonstrate how a gender mainstreamed adaptation initiative looks-like. Further, MOE has been organizing the SPCR coordination meetings annually, around May/June,

Figure 1: Virtual Diagram - synergy of GCCC with line agencies/sectors/actors



brings all key policy makers of the line ministries and sectors. MOP has been assigned to organize and facilitate the monitoring and reporting of the progress of the contribution made by climate change and related projects by line ministries. GCCC aims to work as the co-organizer to facilitate the gender mainstreaming issues with the SPCR coordination team. GCCC as the co-organizer, plans to present the current progress of gender mainstreaming initiatives, experienced challenges and recommendations for enhancement of gender mainstreaming issues in Cambodia. The Figure-5 shows the gender mainstreaming entry points at different levels and stages of the development processes.

33. The structure of the GCCC and GMAG ensures the coordination approach in gender mainstreaming initiatives. GMAG focuses on gender mainstreaming in general policy and planning areas while GCCC focuses on the gender mainstreaming in climate change investments programmes and projects.

6.0 FIVE STEPS FOR MAINSTREAMING GENDER INTO ADAPTATION INVESTMENTS

34. Based on the desk review, capacity needs assessments, inputs from different consultations and workshops, the GCCC set five steps for gender mainstreaming in climate change investments. The Step-

1 refers to the scoping of gender mainstreaming initiatives that contributes the concept note on gender mainstreaming, ensures that there is no overlapping or duplication of the activities, synergy with current policy, strategy and institutional priorities followed by comprehensive SWOT and Stakeholder Engagement Analysis. The Step-2 refers to the institutional recognition and endorsement by the respective sector ministry/agency. The Step-3 stands for gender-mainstreaming framework development activities based on the existing policy and strategy, sex-disaggregated baseline data and information. Step-4 deals with gender finance and budget related issues. The Step-5 demonstrates how to mainstream gender in adaptation initiatives at sectoral levels particularly in water, agriculture, health, transportation and rural development sectors.

Step-1: Scoping

37. The scoping focuses on:

- Prevention of duplications
- Synergize with existing government policy, strategy and sectoral action plans
- SOWT analysis at respective sectoral levels
- Stakeholder engagement analysis at respective sectoral levels
- Recommend the clear scope of mainstreaming gender into policy, programme and projects

Develop the full concept note on gender mainstreaming based on the identified scope.

Step-2: Institutional Recognition and Endorsement

35. Institution endorses and supports gender mainstreaming issues following the identified gender mainstreaming scope. For Cambodian perspectives, endorsement from ministry is the key entry point for gender mainstreaming in adaptation investment initiatives.

Step-3: develop the gender mainstreaming framework

36. The gender mainstreaming framework considers the following structure (but not limited to) to embed with the sectoral investment plans:

- Project title
- Goal
- General objectives
- Specific objectives
- Key activities to support the objectives and to ensure outputs
- Sex-disaggregated baseline report on gender mainstreaming in adaptation investments
- M&E Indicators with defined gender responsive roles & responsibilities
- Post-project sex-disaggregated output and impact analysis
- Recommendation on lessons and learned and way forward

Step-4: Budgeting and Financial Considerations

37. The gender budgeting and financial allocations shall follow the gender mainstreaming framework (step-3). Based on the sex-disaggregated baseline report, additional supports may need to ensure women and men to contribute significantly. Additional resources may be recognized as the cost of gender mainstreaming in the initiative.

Step-5: Gender Mainstreaming in Sectoral Adaptation Investments

7.0 GENDER MAINSTREAMING IN AGRICULTURE SECTORAL ADAPTATION INVESTMENTS

38. The step-5 demonstrates where and how to consider mainstreaming gender into respective sectoral investment initiatives.

- 1) **Institutional and policy levels**
 - o Responsibilities and Accountability
- 2) **Programme level**
 - o Access to resources
 - o Defined roles & responsibilities for effective implementation
- 3) **Project level**
 - o Climate vulnerability, situation analysis and needs assessment
 - o Gender budgeting
 - o Service Delivery issues
 - o Strengthening of capacity building efforts
 - o Recruitment, placement and working environment

TABLE 2: GENDER MAINSTREAMING IN AGRICULTURE INVESTMENTS

Responsibilities and Accountability	
Pre-condition	<ul style="list-style-type: none"> 1) Defined role for women, girls, boys and men and institutions 2) Recognize unpaid work for women and men 3) Make available capacity and skills, further training needs 4) Equitable works for women and men
Gender Mainstreaming Entry Points	<ul style="list-style-type: none"> 1) Invest on women and men to contribute meaningfully (gender mainstreaming cost considered) 2) Traditional and non-traditional skills 3) Annual work plan and its implementation 4) Labor, adaptation options and technologies to benefit mainly women
Access to Resources	
Pre-condition	<ul style="list-style-type: none"> 1) Approved gender mainstreaming framework 2) Ensured security and working environment for women and girls 3) Assessed and reduced barriers that prevent women enjoying equal access to resources (based on the baseline report)
Gender Mainstreaming Entry Points	<ul style="list-style-type: none"> 1) Implementation plan 2) Resource plan and allocations based on the gender mainstreaming framework 3) Safe means of transportation. 4) Tolerable livelihood activities for women that do not face new or higher risks.
Defined roles & responsibilities for effective participation	

Pre-condition	<ol style="list-style-type: none"> 1) Gender responsive consultations 2) Active and meaningful participation 3) Respectful and joint decision 4) Justified and fair payments for women and men
Gender Mainstreaming Entry Points	<ol style="list-style-type: none"> 1) Time, venue, training materials and methods 2) Raise awareness, provide necessary information and related opportunities. 3) Allocate sensible opportunities for women, elderly people and people with disabilities as require 4) Committees or groups 5) Monitoring and reporting
Climate vulnerability, situation analysis and needs assessment	
Pre-condition	<ol style="list-style-type: none"> 1) Set safety measures of pregnant women and their work/livelihood options 2) Consider the women headed and child- headed households' conditions 3) Ensure discrimination free environments 4) Enable respectful, safe environment for both women and men
Gender Mainstreaming Entry Points	<ol style="list-style-type: none"> 1) Sex-disaggregated information and data 2) Unaccompanied children, elderly, disabled, pregnant and lactating women in the community
Gender budgeting	
Pre-condition	<ol style="list-style-type: none"> 1) Budgeting systems follows gender mainstreaming framework 2) Investment initiatives consider gender mainstreaming costs 3) Women able to benefit equally and meaningfully from the initiatives
Gender Mainstreaming Entry Points	Gender mainstreaming framework and work plan
Service Delivery issues	
Pre-condition	<ol style="list-style-type: none"> 1) Equal access to public services 2) Available sex disaggregated data on livelihoods, education, housing, health and transport at sectors levels. 3) Established mechanisms to ensure balanced benefits for both women and men from service delivery opportunities. 4) Consultations with both women and men beneficiaries
Gender Mainstreaming Entry Points	Gender analysis and justify women, men, boys and girls have needful access to resources to engage meaningfully in the systems

Strengthening of capacity building efforts	
Concerns	<ol style="list-style-type: none"> 1) Record of gender training for both women and men at sectoral levels 2) Gaps and needs on skills and ensure for both women and men are able to participate equally. 3) Taken initiatives that address the needs of women who lack confidence to participate in policy formulation dialogues. 4) Adequate efforts to address the attitudes to familiarize of women's participation in the decision making processes
Pre-condition	<ol style="list-style-type: none"> 1) Established the dates, crime statistics disaggregated by sex 2) Identified and well-informed city/town/ safe place for women. 3) Developed action plans for gender mainstreaming concerns
Gender Mainstreaming Entry Points	Promote strategic approaches for enabling environment against rape and other forms of gender specific violence.
Recruitment, placement and working environment	
Pre-condition	<ol style="list-style-type: none"> 1) Sex-disaggregated data of employees. 2) Dignified arrangements of remunerations work areas. 3) Policy to encourage women to apply for jobs 4) Gender balanced participation in the recruitment panel 5) Balanced access to both women and men to training, capacity building and promotion at the jobs 6) Adequate security systems for female government officials if there needs to work at night 7) Child care facilities at institutional levels and children are protected from any forms of harassments.
Gender Mainstreaming Entry Points	Gender responsive and gender sensitive facilities, training manuals, trainers and arrangement in all forms of staff capacity building facilities

8.0 GENDER MAINSTREAMING IN HEALTH SECTORAL ADAPTATION INVESTMENTS

39.

1) Institutional and policy levels

- Responsibilities and Accountability

2) Programme level

- Access to resources
- Defined roles & responsibilities for effective implementation

3) Project level

- Climate vulnerability, situation analysis and needs assessment

- Gender budgeting
- Service Delivery issues
- Strengthening of capacity building efforts
- Recruitment, placement and working environment

TABLE 3: GENDER MAINSTREAMING IN HEALTH ADAPTATION INVESTMENTS

Gender mainstreaming in Health facility in Cambodia	
Key gender concerns in health sector in Cambodia	
	<ol style="list-style-type: none"> 1. Equal access to health services, financial resources, transportation, and health care etc. 2. Highly limited maternal services in the rural areas 3. Reproductive health and maternal, child health, and family planning services usually are not separated. 4. Sexual violence are common. 5. Karaoke, night clubs etc. play high volume loud speakers that affect women, men, children, elderly people and people with disabilities.
Overall Health Conditions at the rural areas	
Concerns	<ol style="list-style-type: none"> 1) Identified different needs and demands of women and men at the project site. 2) Women and men have different priorities 3) Factors that contribute to gender differences in the cases of disease. 4) Extent of women’s workloads, patterns of sickness among women clarified at their occupational context. 5) Information on mental health of women and men.
Gender Mainstreaming Entry Points	<p>Facilitate participatory community assessments on health status of women, girls, boys and men and identify physical and mental health needs and</p> <ol style="list-style-type: none"> 1) women and men are consulted 2) Female assessors are included in the team 3) Collect, analyze and disaggregate by sex of the following data: <ul style="list-style-type: none"> • cause-specific mortality rates – by age and sex • case fatality rates – by age and sex <p>households – headed by women, men, elderly people, child and people with disabilities</p>
Cultural Attitudes and Practices	
Pre-condition	<ol style="list-style-type: none"> 1) Defined roles of women and men play in health care facilities 2) Participatory family decision making on family health-care for treatment. 3) Explain women’s and men’s diseases and health problems 4) Awareness on the provision of health services related to gender relations. 5) Cultural and social attitudes toward unmarried mothers. 6) Local beliefs and practices relating male and female health care workers.

Gender Mainstreaming Entry Points	1) Equal and needs based access to health centers for all people equally.
Role of advocacy, health information and education for better health	
Pre-condition	1) Cultural sensitivity and gender responsiveness of health services and messages acceptable to women and men considering cultural-responsiveness. 2) Understandable of the health message to low- literacy population.
Gender Mainstreaming Entry Points	1) Develop gender-responsive communication plan for women and men 2) Consider cultural diversity and sensitivity of health messages for both men and women. 3) Recognize how communities and existing networks can be encouraged to assist women in learning about health issues and supporting one another.
Options to Access to Healthcare Services	
Pre-condition	1) Differences in access to health-care services for women and men, girls and boys. 2) Safety at the facility for both women and men
Gender Mainstreaming Entry Points	1) Announce working hours equal for all 2) Accessible health facilities for women and men. 3) Protection to health facilities – safe ways to health center, transportation etc. 4) Open hours for women, girls, boys, men, elderly people and people with disabilities 5) Consider privacy for health consultations, examinations and care.
Health services for all	
Pre-condition	The project 1) targets women and men 2) Ensures reproductive and sexual health concerns 3) Prioritizes women’s and girl’s health in terms of their role as mothers?
Gender Mainstreaming Entry Points	1) The project objectives clearly consider different health needs of males and females. 2) Meaningful engagement of civil society groups to promote reproductive health. 3) Facilitate and promote the concept of sharing responsibility between men and women relating to health facilities. 4) Training and empower both women and men on reproductive health, employment skills, rights etc. to increase women’s capacity to make decisions about their health.
Health Sector Reform and Improvement	

Pre-condition	<ol style="list-style-type: none"> 1) Sufficient number of female and male care providers 2) Constraints that reduce women to participate from training or to reach to health services providers. 3) Expenses on health care for women and men.
Gender Mainstreaming Entry Points	<p>Maintain sex-disaggregated health profession for:</p> <ol style="list-style-type: none"> 1) Management personnel 2) Doctors and nurses 3) Specialists – nurses 4) number of health workers 5) facilities including time, location and logistics 6) Provide child care or family support to enable their participation. 7) Include a gender awareness component in training 8) Ensured equal pay and opportunities for women and men in the health sector.
Budgets and budgeting	
Pre-condition	<ol style="list-style-type: none"> 1. Budgeting systems support gender mainstreaming budget lines 2. Investment initiatives budgets necessary resources for women and men's capacity building to engage meaningfully. 3. Ensure women able to benefit equally and meaningfully from the resources allocated to mainstream projects.
Gender Mainstreaming Entry Points	Identify, plan and invest in the capacity development fields including gender responsive budgeting
Service Delivery issues	
Pre-condition	<ol style="list-style-type: none"> 1. Equal access to related public services 2. Available sex disaggregated data on livelihoods, education, housing, health and transport at sectors levels. 3. Established mechanisms to ensure balanced benefits for both women and men from service delivery opportunities. 4. Established sector monitoring facility for the usage pattern of public services. 5. Consultations with both women and men of all departments
Gender Mainstreaming Entry Points	Gender analysis and justify women, men, boys and girls have needful access and control over resources to engage meaningfully in the systems
Strengthening of capacity building efforts	
Concerns	<ol style="list-style-type: none"> 1. Record on gender training for both women and men at sectoral levels 2. Gaps and needs on skills and ensure for both women and men are able to participate equally.

	<ol style="list-style-type: none"> 3. Taken initiatives that address the needs of women who lack confidence to participate in policy formulation dialogues. 4. Adequate efforts to address the attitudes to familiarize of women's participation in the decision making processes
Safety and Security concerns of women, men, children and people with disabilities	
Pre-condition	<ol style="list-style-type: none"> 1. Established the dates, crime statistics disaggregated by sex 2. Identified and well-informed city/town/ safe place for women. 3. Developed action plans for ending GBV in the gender mainstreamed climate change investment initiatives
Gender Mainstreaming Entry Points	Promote strategic approaches for enabling environment against rape and other forms of gender specific violence.
Recruitment, placement and working environment	
Pre-condition	<ol style="list-style-type: none"> 1. Sex-disaggregated data of employees. 2. Dignified arrangements of remunerations work areas. 3. Policy to encourage women to apply for jobs 4. Gender balanced participation in the recruitment panel 5. Balanced access to both women and men to training, capacity building and promotion at the jobs 6. Adequate security systems for female government officials if there needs to work at night 7. Child care facilities at institutional levels and children are protected from any forms of harassments.
Gender Mainstreaming Entry Points	1) Gender responsive and gender sensitive facilities, training manuals, trainers and arrangement in all forms of staff capacity building facilities

9.0 GENDER MAINSTREAMING IN MPWT & MRD SECTORAL ADAPTATION INVESTMENTS

40.

1) Institutional and policy levels

- Responsibilities and Accountability

2) Programme level

- Access to resources
- Defined roles & responsibilities for effective implementation

3) Project level

- Climate vulnerability, situation analysis and needs assessment
- Gender budgeting

- Service Delivery issues
- Strengthening of capacity building efforts
- Recruitment, placement and working environment

TABLE-4: GENDER MAINSTREAMING IN MPWT & MRD ADAPTATION INVESTMENTS

Key Gender related Issues	
The mainstreaming of gender in transportation ensures the balanced participation of men and women, gender issues are integrated into decision- making, implementation, monitoring, and evaluation of all forms of climate change investment initiatives.	
Legal Framework	
Pre-condition	<ol style="list-style-type: none"> 1) Institution is aware of international, regional and national legal and regulatory frameworks 2) gender policy/regulatory issues are framed in the sector
Gender Mainstreaming Approaches	<ol style="list-style-type: none"> 1) Increase awareness and strengthen technical capacity at institutional levels 2) Provide needs based assistances to government agencies to ensure that policies, procedures respond to women/men needs.
Planning	
Pre-condition	<ol style="list-style-type: none"> 1) Sex-disaggregated information collected and highlighted existing constraints, opportunities, priorities and needs? 2) Strategic objectives explicitly mention gender 3) The transportation sector recorded detailed profile of sex-disaggregated 4) Departments included gender equity considerations in their policy and plans
Gender Mainstreaming Approaches	<ol style="list-style-type: none"> 1) Gender component established based on needs assessments 2) Institutional capacity development strategy developed by analyzing issues from a gender perspective areas
Budgets and budgeting	
Pre-condition	<ol style="list-style-type: none"> 1. Budgeting systems support gender mainstreaming budget lines 2. Investment initiatives budgets necessary resources for women and men's capacity building to engage meaningfully. 3. Ensure women able to benefit equally and meaningfully from the resources allocated to mainstream projects.
Gender Mainstreaming Approaches	Identify, plan and invest in the capacity development fields including gender responsive budgeting
Service Delivery issues	

Pre-condition	<ol style="list-style-type: none"> 1. Equal access to related public services 2. Available sex disaggregated data on livelihoods, education, housing, health and transport at sectors levels. 3. Established mechanisms to ensure balanced benefits for both women and men from service delivery opportunities. 4. Established sector monitoring facility for the usage pattern of public services. 5. Consultations with both women and men of all departments
Gender Mainstreaming Approaches	Gender analysis and justify women, men, boys and girls have needful access and control over resources to engage meaningfully in the systems
Strengthening of capacity building efforts	
Concerns	<ol style="list-style-type: none"> 1. Record on gender training for both women and men at sectoral levels 2. Gaps and needs on skills and ensure for both women and men are able to participate equally. 3. Taken initiatives that address the needs of women who lack confidence to participate in policy formulation dialogues. 4. Adequate efforts to address the attitudes to familiarize of women's participation in the decision making processes
Safety and Security concerns of women, men, children and people with disabilities	
Pre-condition	<p>The transportation sectors</p> <ol style="list-style-type: none"> 1. Established the dates, crime statistics disaggregated by sex 2. Identified and well-informed city/town/ safe place for women. 3. Developed action plans for ending GBV in the gender mainstreamed climate change investment initiatives
Gender Mainstreaming Approaches	Promote strategic approaches for enabling environment against rape and other forms of gender specific violence.
Recruitment, placement and working environment	
Pre-condition	<ol style="list-style-type: none"> 1. Sex-disaggregated data of employees. 2. Dignified arrangements of remunerations work areas. 3. Policy to encourage women to apply for jobs 4. Gender balanced participation in the recruitment panel 5. Balanced access to both women and men to training, capacity building and promotion at the jobs 6. Adequate security systems for female government officials if there needs to work at night 7. Child care facilities at institutional levels and children are protected from any forms of harassments.

Gender Mainstreaming Approaches	Gender responsive and gender sensitive facilities, training manuals, trainers and arrangement in all forms of staff capacity building facilities
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11.0 GENDER MAINSTREAMING IN WATER SECTORAL ADAPTATION INVESTMENTS

41.

- 1) **Institutional and policy levels**
 - Responsibilities and Accountability
- 2) **Programme level**
 - Access to resources
 - Defined roles & responsibilities for effective implementation
- 3) **Project level**
 - Climate vulnerability, situation analysis and needs assessment
 - Gender budgeting
 - Service Delivery issues
 - Strengthening of capacity building efforts
 - Recruitment, placement and working environment

TABLE 5: GENDER MAINSTREAMING IN WATER SECTORAL ADAPTATION INVESTMENTS

Gender Mainstreaming in Water Sector (mainly on WASH)	
Key Gender Issues to consider in WASH	
<ul style="list-style-type: none"> • Women and girls play crucial roles in provision of safe drinking water. They are the direct users of water facilities. Acknowledge the current contributions of women and girls and facilitate improvements of existing facilities; • Facilitate common and separate consultations with both men and women for learning from their experiences and opportunity for this provision improvements. 	
Easy Access and Safety to safe water facilities	
Pre-conditions	<ol style="list-style-type: none"> 1) Water points, toilets and bathing facilities are safe and ensure privacy 2) Considerable distance of water points, toilets and bathing facilities located
Gender Mainstreaming Approaches	<ol style="list-style-type: none"> 1) men and women use separate latrine facilities 2) Water points are safe and accessible walking distance. 3) Discuss and decide jointly of any issue 4) Harassment free working environments
Identical and Meaningful Participation	

Pre-condition	<ol style="list-style-type: none"> 1) Defined roles of women and men 2) Women actively take part with men in water management decision- making bodies 3) Men and women involved in hygiene promotional activities
Gender Mainstreaming Approaches	<ol style="list-style-type: none"> 1) Enable active participation of both women and men at all levels. 2) Gender responsive trainings content, timing and language 3) Consider hygiene projects not only to mothers, but also for others.
Use, Attitudes and Practices	
Pre-condition	<ol style="list-style-type: none"> 1) Different uses and responsibilities for water by women, girls, boys and men for household levels 2) Women's and men's support to storage of water 3) Existing practices and facilities are women, children, the elderly and the people with disability friendly
Gender Mainstreaming Approaches	<ol style="list-style-type: none"> 1) Empowered women facilitate the consultations with men 2) Safer and better working environment for both women and men related to water, sanitation and hygiene practices. 3) Arrange separate latrines for women and men. 4) Make sure disposal units with incinerators concerning women's toilets 5) Prepare washing facility convenient for women, including hangers to dry them.
Maintenance of Facilities	
Pre-condition	<ol style="list-style-type: none"> 1) Maintenance of toilets/water points and payment of associate costs. 2) Awareness and capacity building training for community members for operation and maintenance, including management
Gender Mainstreaming Approaches	Facilitate balanced and active participation of women and men in trainings, water service maintenance and water management facilities.
Budgets and budgeting	
Pre-condition	<ol style="list-style-type: none"> 1. Budgeting systems support gender mainstreaming budget lines 2. Investment initiatives budgets necessary resources for women and men's capacity building to engage meaningfully. 3. Ensure women able to benefit equally and meaningfully from the resources allocated to mainstream projects.
Gender Mainstreaming Approaches	Identify, plan and invest in the capacity development fields including gender responsive budgeting

Service Delivery issues	
Pre-condition	<ol style="list-style-type: none"> 1. Equal access to related public services 2. Available sex disaggregated data on livelihoods, education, housing, health and transport at sectors levels. 3. Established mechanisms to ensure balanced benefits for both women and men from service delivery opportunities. 4. Established sector monitoring facility for the usage pattern of public services. 5. Consultations with both women and men of all departments
Gender Mainstreaming Approaches	Gender analysis and justify women, men, boys and girls have needful access and control over resources to engage meaningfully in the systems
Strengthening of capacity building efforts	
Concerns	<ol style="list-style-type: none"> 1. Record on gender training for both women and men at sectoral levels 2. Gaps and needs on skills and ensure for both women and men are able to participate equally. 3. Taken initiatives that address the needs of women who lack confidence to participate in policy formulation dialogues. 4. Adequate efforts to address the attitudes to familiarize of women's participation in the decision making processes
Safety and Security concerns of women, men, children and people with disabilities	
Pre-condition	<ol style="list-style-type: none"> 1. The transportation sectors 2. Established the dates, crime statistics disaggregated by sex 3. Identified and well-informed city/town/ safe place for women. 4. Developed action plans for ending GBV in the gender mainstreamed climate change investment initiatives
Gender Mainstreaming Approaches	Promote strategic approaches for enabling environment against rape and other forms of gender specific violence.
Recruitment, placement and working environment	
Pre-condition	<ol style="list-style-type: none"> 1. Sex-disaggregated data of employees. 2. Dignified arrangements of remunerations work areas. 3. Policy to encourage women to apply for jobs 4. Gender balanced participation in the recruitment panel 5. Balanced access to both women and men to training, capacity building and promotion at the jobs 6. Adequate security systems for female government officials if there needs to work at night

	7. Child care facilities at institutional levels and children are protected from any forms of harassments.
Gender Mainstreaming Approaches	Gender responsive and gender sensitive facilities, training manuals, trainers and arrangement in all forms of staff capacity building facilities

12.0 GENDER MAINSTREAMING ACTION PLANS

12.1 Gender mainstreaming action plan development

42. The key aim of the gender action plan is to balance the participation of female and male in the adaptation activities – planning, implementation, monitoring & evaluations and post project reflections and further improved processes. Following are the pre-considerations that shall require for gender action plan development:

- Collect detailed sex-disaggregated data on project beneficiaries as the full project commences
- Ensure that balanced and empowered women and men’s representation on project management decision making steps and positions
- Establish separate project decision making bodies for both men and women in target project sites
- Ensure adequate access to information for both women and men and conduct gender sensitive communication activities in the project
- Consider gender as an important element during the negotiation and design of Conservation Agreements

12.2 Monitoring and evaluation of gender mainstreaming action plan

43. Gender responsive indicators are in monitoring, reporting and evaluation framework. Following are some example of gender responsive indicators that should be considered for the adaptation investment projects:

TABLE 6: GENDER MAINSTREAMING INDICATORS

Gender Responsive	Indicator	Logic
Indicator #1:	Number/percentage of women/men <i>meaningfully attending</i> activities, trainings & meetings.	Reflects male/ female access to meetings linked with the project, training resources etc. will also be subjected to the local gender and interest group demographics.
Indicator #2:	Number/percentage of women/men could utilize their lessons learned in their daily	An indicator for the relative involvement and interest of men and women in the context of the exercise at hand.

	activities from the trainings & meetings.	
Indicator #3:	Number of men/women benefitting from the project.	An indication of equal opportunities and access to benefits (excepting any activities specifically designed with stakeholders to redress a gender equitability issue).
Indicator #4:	Number of men/women demonstrating leadership at the project implementation.	An indication of how gender influences decision making processes.

Recommendations for climate change adaptation investment initiatives:

44. To enhance the climate resilience at institutional and community levels, the following recommendation may be considered:

Situation-1: The communities are living with multi-hazards. Flood, drought, food insecurity, domination, authoritarian behaviors etc. are around to them. They need to be empowered to deal with it supporting their climate friendly livelihoods. So the challenge remains if the initiative is not inclusive with adaptation, mitigation, disaster risk reduction; gender issues are mainstreamed, livelihoods options are considered and stronger collaborations with local government, civil society and community levels.

Recommendation-1: gender responsive, community managed and sustainable livelihood centered climate change adaptation, mitigation and disaster risk reduction initiatives should be supported for enhancing climate resilience communities in Cambodia. It CMDRM may be considered and replicated as the good practices.

Situation-2: Institutional capacity strengthening for climate change resilience covers too wide areas. There is a need to scope out what, where and how the resilience related issues should be focused for enhancing institutional resilience. The defined 7-S (staff, strategy, structure, system, style, skill, support) or something like which are quantifiable and qualifiable should be focused for strengthening institutional resilience.

Recommendation-2: The climate resilience at institutional level should be strengthened focusing on the quantifiable advancement on 7-S for multiplying public services and opportunity for enhancing sustainable development agendas.

Situation-3: Gender mainstreaming in sectors and planning is not very new. There have been a lot of works doing for gender mainstreaming related issues particularly a lot have been done in paper in the developing countries. Most of the cases, the distinction of gender mainstreaming could not benefit the humanity as it did not define the extent of gender mainstreaming, clearly defined roles & responsibilities, economics of gender mainstreaming in climate change initiatives etc. As a result, many people and institutions keep the gender mainstreaming concept as a discussion agenda rather than virtuously implementation agenda.

Recommendation-3: gender mainstreaming in climate change investments should clearly define gender responsive scopes and roles to ensure accountability, comparative economic benefits of gender mainstreaming and its further way forward.

13.0 CONCLUSION

45. This Gender Mainstreaming Guidance Manual for Adaptation Investments demonstrates ways forward for GCCC and line ministries how the gender issues should be mainstreamed in the adaptation investment initiatives for the RGC. It identifies the entry points for gender mainstreaming in adaptation investments, guides how to mainstream gender concerns in adaptation investments particularly for the water, agriculture, health and transportation sectors.

46. It links with the Gender impact monitoring guidance manual titled Royal Government of Cambodia Guideline for Equity Focused and Gender Responsive Evaluation (EFGRE) of Policies and Programmes produced by MOP and established synergy with the climate change mainstreaming at subnational level guidance manual developed by NCDD-S. on the other, the gender mainstreaming guidance manual was developed in consultations and considering the capacity needs assessment and capacity building strategy developed for the GCCC staff, GCCC focal points and alternate focal points in line ministries and sectors along with subnational levels.

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APPENDIX A: Glossary

Gender

United Nations Social and Economic Council ECOSOC) defines gender mainstreaming as “...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality” (ECOSOC, 2012).

Gender refers to the social interpretations and values assigned to being a woman, a man, a boy or a girl. Genders are learned, changeable over time and have wide variations both within and between cultures. “Gender” determines the roles, power and resources for females and males in any culture (UN Women).

Promoting **Gender Equality** means ensuring that similar opportunities are available to both women and men. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male (UN Women).

Working towards gender equality does not necessarily imply treating women and men in the same way. This is where **Gender Equity** comes in. Gender equity means fairness of treatment for women and men, according to their respective needs. Gender equity recognizes that different measures might be needed for women and men where they reflect different needs and priorities; or where their existing situation means that some groups of women or men need special or additional supportive measures.

Gender mainstreaming is a strategy used for making women’s as well as men’s concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies

and programs in all political, economic and social spheres. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, in any area and at all levels.

Gender mainstreaming means

- Identifying and anticipating potential gender issues and concerns in the stages of the project cycles.
- Identifying the consequences of the proposed project on women and men.
- Addressing the gender issues and concerns by formulating the necessary strategies.
- Putting adequate resources and the necessary expertise into place.
- Giving defined roles & responsibilities to individuals and institutions and holding them accountable for results through systematic approaches in processes management.

Disaggregation by Sex (or Gender) refers to data or statistics that are divided to show the respective results for women and men separately.

APPENDIX B: Gender Mainstreaming SWOT Analysis

Strengths, weaknesses, opportunities and threats (SWOT) analysis can be a useful tool for enhancing the gender mainstreaming in climate change investments. The SWOT shall be applied for as follows:

Strengths: internal features of the investment initiative that have proved effective in addressing gender issues (e.g. project components, methods and techniques for implementation, monitoring and evaluation techniques, project staff and management);

Weaknesses: internal features of a project that have not proved effective in addressing gender issues;

Opportunities: external factors that may assist in overcoming the weaknesses and building on the strengths; and

Threats: external constraints that restrict the range of opportunities for change.

TABLE7: GENDER MAINSTREAMING SWOT ANALYSIS

SWOT Analysis:	
Master Plan on Gender and Climate Change, Cambodia (2016)	
Strength	Weakness
<ul style="list-style-type: none"> • Gender balanced participation in the consultative workshop • More women leaders took part in the consultations • Identified most climate impacted provinces • Identified highly affected sectors in Cambodia • Focused on short term, medium term and long term strategies 	<ul style="list-style-type: none"> • Sex-disaggregated baseline information and data could not be collected and analyzed to learn the extent of the gender vulnerability • There was no pre-workshop that enhances the capacity women female participants that could better help them understand the contents of gender mainstreaming perspectives and way forward • There was no benchmark was set during the consultations to overcome the ‘Cambodian

<ul style="list-style-type: none"> • Bring together priority sectors namely water, agriculture, health and transportation representatives both decision makers and technical levels • Focused on pilots to demonstrate gender mainstreaming initiatives in priority sectors – how does it look like 	<p>women make less question or comment than those of male participants’.</p> <ul style="list-style-type: none"> • The proposed consultation time for gender master plan development was limited, it was only one day (reflection though evaluation)
Opportunities	Threats
<ul style="list-style-type: none"> • Institutional mandate of GCCC for facilitating of the gender mainstreaming processes in Cambodia • Supported by the line sectors and Development Partners particularly ADB for enhancing the issues • Line sectors facilitated to mainstream gender into their respective sector ministries particularly their Climate Change Action Plans (CCAPs) • Civil society organizations, representatives from provincial, district and commune levels took part in the consultations processes 	<ul style="list-style-type: none"> • Women comparatively are with low capacities • Limited options for improving additional capacity building initiatives for the female participants • Continuation and sustainability of female leaders in their respective positions, someone can be transferred and a new staff may come with even less capacity to carry out the huge activities

APPENDIX C: EXPERIENCES AT CSO LEVELS

Lessons and recommendations on adaptation investments from a gender responsive CMDRM in Cambodia (a case study)

“Mainstreaming Gender in Climate Change for Sustainable Livelihoods Development” implemented by Save the Earth Cambodia is one of the best practices. The initiative focused on key four intents (i) gender responsive risk assessment caused by climate change (ii) collaboration with government authorities and line civil society organizations (iii) develop gender responsive climate change risk reduction action plan (iv) implement action plan led by the community beneficiaries and (v) introducing community based and community managed micro insurance (community revolving fund) facility for enhancing sustainable livelihoods.

The project commenced in 2006-2007 with the supports from Oxfam. Oxfam mainly focused on community based disaster risk reduction where concept of saving and risk reduction embedded in the drought risk reduction processes. The project of Oxfam phased out in May 2007. GEF SGP UNDP Cambodia supported to continue the started activities with the five objective areas. The project supported by SGP for almost two years from August 2007 to September 2009. The main approaches of risk reduction processes were the community took full ownership in risk assessment, developed the risk reduction action plan where local authority guided the processes and copied the risk reduction action plan into Commune Investment Plan and Commune Development Plan. At each activities; women, girls, boys, elderly people, people with disabilities, Save the Earth and Commune Council performed defined roles and responsibilities. Each of the individuals and institutions were accountable for their given responsibilities. The processes helped to establish local dialogue platform for addressing all forms of risks. The gaps between local authority and community reduced where Save the Earth served as the process as the technical agency.

The community saving group upgraded with the concept of Micro Insurance Facility (MIF), a new paradigm in climate risk financing for the community people. The proposed mechanism brought the full trust and confidence from the local community and local authority to own it, facilitate and management. As a result, the MIF was launched under the caring of the local community where save the earth keep supporting as the technical agency that ensured the proper management of the MIF systems.

Table- 8: Financing risk reduction in Cambodia for enhancing climate resilience (quantitative data)			
Sub-component	2007 baseline	2009 (project phased out)	2013 (cont. progress)
Beneficiaries	60 WHH	78 HH	86 HH
Pig Raising at household levels	1-2	5-20	10-38
Duck Raising	0	20-50	30-155
Cow Raising	0	5-8	5-12
Home Gardening (land size)	10m x 20m	20x100	Hectares
Food Security (rice stock)	0	8 MT	10 MT
Income beside rice production of HH	10%	45%	88%
At least 2-3 Alternative Source of Income	0	55%	79%
Youth Employment	0	2 groups	3 groups
Elderly people Employment	0	5 persons	21 persons
Temporary Migration Reduction	0	12 Persons	29 Persons
Access to Safe Drinking Water	Not defined	66%	88%
Improved Cook Stoves users	0	45%	89%
Micro Insurance Facility Capital	100%	135%	254% with

Table- 9: Financing risk reduction in Cambodia for enhancing climate resilience (Qualitative)			
Particulars	2007 baseline	2009 status	2013 status

Women at HH and community decision making	Not defined	78%	100%
Reduction of Domestic Violence	Not defined	38%	67%
Reduction of School Children Dropping Out rates	Not defined	43%	87%
Alcohol caused violence reduced	Not defined	44%	58%
Increased Family Consultation	Not defined	71%	86%
Enhanced Rights based Approaches	Not defined	34%	67%
Improved Democratic Rights	Not defined	Visible	More visible
Access to 3-meals/day	39%	55%	100%
Reduced HIV/AIDS risk (assumed)	Not defined	Some ext.	Significantly
Reduced Social Crime (robbery/stealing)	Not defined	some	Significantly
Enhanced Social Cohesion	Not defined		

Table 8 demonstrates the quantitative data and progress while Table 9 demonstrates some qualitative values.

The Table 8 and Table 9 demonstrate an example of climate resilient community. The number of Women Headed Household (WHH) and Poor Household beneficiaries increased from 60 to 78 and reached to 86 in the community. Many other data also increased similarly. Further, a study was conducted by Global Network of Civil Society Organization for Disaster Reduction (GNDR) in 2013 to document the case as an example of successful climate resilience community to present in the UNISDR Global Platform Disaster Risk Reduction Conference. They produced several video clips and presented in side events. The video clip was developed collecting information from Asia, Africa, Caribbean and South America regions but each and every video clip demonstrates basic message on resilience is from Cambodia. The link is <https://www.youtube.com/watch?v=Aq567jPfoz0&index=11&list=PLZfj9PzyCPi8rbfqEkLiRXtSzBoLYs3eW>.

The data demonstrates that the community member have been enjoying benefits from the project as the contributions from the Micro Insurance Facility (MIF) kept growing. There were several opportunities created later causing from existing opportunities. As for example, there was no plan for making rice bank for the community as a part of their food security. But the increased capital of the MIF created the opportunity to develop that rice bank. Similarly the duck raising, youth empowerment and employment, elderly people's employment etc. become the driving forces for community's economic empowerment. Increased chicken raising, pig raising, duck raising, home gardening etc. created alternate source of income that led some households with 2-4 alternate sources of income. As a result, the dependency on rice production reduced that contributed the community vulnerability reduction.

Lessons from a gender responsive CMDRM in Cambodia

Gender mainstreaming in CMDRM and MIF was done following:

- Minimum 50% women must be elected, follow a non-competitive and unbiased election process to form the community dialogue platform
- Defined roles & responsibilities for local authority, Save the Earth, elected members of the platform
- Defined six sets of training modules for the newly elected committee members for their empowerments
- Set accountability and performance indicators for each member
- Set monthly meeting time
- Followed self-driven M&E system
- Empowered on CMDRM systems and MIF system management
- Invite commune council in monthly meetings, reporting to commune and Save the Earth
- Rotating meeting chair, treasurer, facilitators etc.

The MIF study shows, the MIF kept growing and there were 0% bad debt during its operations from 2018 to 2013.

Such initiative may be replicated for achieving the SDG 1 on poverty reduction directly and to other SDGs as well.