



A Just World for Children
Equality for Girls

GENDER MAINSTREAMING INTO COMMUNITY-BASED CLIMATE CHANGE ADAPTATION IN CAMBODIA

Experiences and Lessons from Civil Society





Preparing bananas for drying. Cambodian women undertake diverse activities to secure adequate income.

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BK	Bandos Komar Association
CEPA	Culture and Environment Preservation Association
CMDP	Community Managed Development Partners
CRDT	Cambodia Rural Development Team
CRID	Community Resource Improvement for Development
CRF	Child Rights Foundation
CWDCC	Children and Women Development Centre in Cambodia
HURREDO	Human Resources and Rural Economic Development Organisation
KSCF	Kraing Serei Community Forestry
KWWA	Kampuchea Women's Welfare Action
LEC	Live and Learn Cambodia
LI	Learning Institute
LWD	Life with Dignity
MIPAD	Mondulk Kiri Indigenous People's Association for Development
OC	Ockenden Cambodia
SKO	Samatapheap Khnom Organisation
SP	Sovann Phoum Organisation
SSF	Song Saa Foundation
WOMEN	Women's Organisation for Modern Economy and Nursing

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ACRONYMS

ADB	Asian Development Bank
BK	Bandos Komar Association
CCA	climate change adaptation
CEPA	Culture and Environment Preservation Association
CMDP	Community Managed Development Partners
CRDT	Cambodia Rural Development Team
CRID	Community Resource Improvement for Development
CRF	Child Rights Foundation
CSO	civil society organization
CSSM	Civil Society Support Mechanism
CWDCC	Children and Women Development Centre in Cambodia
DRR	disaster risk reduction
HURREDO	Human Resources and Rural Economic Development Organisation
KSCF	Kraing Serei Community Forestry
KWWA	Kampuchea Women's Welfare Action
LEC	Live and Learn Cambodia
LI	Learning Institute
LWD	Life with Dignity
MIPAD	Mondulk Kiri Indigenous People's Association for Development
MCRDP	Mainstreaming Climate Resilience into Development Planning
MOWA	Ministry of Women's Affairs
OC	Ockenden Cambodia
SKO	Samatapheap Khnom Organisation
SP	Sovann Phoum Organisation
SSF	Song Saa Foundation
VRA	vulnerability reduction assessment
WOMEN	Women's Organisation for Modern Economy and Nursing

***Note:** In this report, \$ means United States dollar.

EXECUTIVE SUMMARY

Gender and climate change adaptation (CCA) are among the most pressing issues in Cambodia today. Agencies are seeking to empower women and confront climate change, through targeted initiatives to address these issues directly and through widespread efforts to mainstream them in and across development programming.

Plan International managed the Civil Society Support Mechanism of the Mainstreaming Climate Resilience into Development Planning program (MCRDP-CSSM) during 2016–2018 to extend grants to Cambodian civil society organizations (CSOs) to implement community-based adaptation projects in highly vulnerable communities. The objective of Plan's involvement in the program was to help Cambodian CSOs to mainstream CCA activities into their organizations and portfolios, and to shift from being in many cases gender unaware toward gender transformative.

The program was funded by the Climate Investment Funds through the Pilot Program for Climate Resilience (PPCR) and the Asian Development Bank (ADB), with joint supervision from the Cambodian Ministry of Environment (MOE). The Climate Change Department of the National Council for Sustainable Development and the MOE of Cambodia jointly oversaw the project alongside ADB.

Nineteen CSOs in 17 provinces of Cambodia were awarded grants of \$40,000–\$100,000 to implement community-based climate change adaptation (CCA) and disaster risk reduction (DRR) interventions and to mainstream CCA and DRR into their operations. The grants lasted 18 months, ending in January 2018. The 19 funded projects covered topics ranging from agriculture, water supply and sanitation, natural resources management, infrastructure, urban development, education, and economic development, to disaster preparedness and local development planning.

Throughout the program, ADB, Plan International, and their CSO partners closely engaged with national and subnational government agencies, community groups and leaders, and the private sector. Adaptation efforts targeted groups most vulnerable to climate change, such as farmers, fisher communities, indigenous people, children, and women. As determined from the outset, all CSO projects were intended to address gender concerns, and at least 30% were dedicated to directly improve the climate resilience of women.

This report is based on quantitative data collection that took place throughout the program as part of standard monitoring and evaluation processes, and extensive field-based data collection in November 2017, including key informant interviews, focus group discussions and workshops with implementing CSO partners, community leaders, women, girls, boys, and men in Phnom Penh, Kratie Province, and Stung Treng Province. Stories, quotes, and experiences are included to illustrate some of the impacts of climate change adaptation interventions and the impact of the program on the lives of Cambodian women, girls, boys, and men.

Using a project cycle management approach, the report draws on examples of how the program has contributed to the gender dimensions of community-based adaptation projects and CSOs in Cambodia. These illustrate how the gender mainstreaming definitions and recommendations have been applied to projects in the program.

The program has been successful in guiding the CSO partners toward gender transformation. Overall, gender design was included in 100% of the projects; 51% of the beneficiaries were women; and women's participation in leadership and key activity groups was 55%, far higher than typical Cambodian community groups, where women are often absent or only have one token representative.

Several recommendations are put forward based on the experiences of the CSOs in the projects. They include the need to find ways of addressing cultural barriers, lack of confidence among women, traditional roles of men and women, and differences in literacy levels; ensuring that all gender-related circumstances are reflected in the project design so adequate funding and human resources can be allocated to

gender aspects; careful crafting of objectives and outcome to enable appropriate design of the monitoring and evaluation framework; reinforcing gender concepts, and coaching and monitoring them on the ground throughout the project to build capacity; and exploring research opportunities to investigate the dimensions of gender transformative climate change programming and actions in order to improve the design of future projects.

These experiences and recommendations, as well as the challenges and lessons described herein, can provide entry points for other agencies to mainstream gender in climate change adaptation activities in Cambodia and elsewhere.



Visit by the Zambia Pilot Program for Climate Resilience delegation to Sre Sdouk commune to share experience and knowledge on small-scale irrigation and strengthening disaster management.

INTRODUCTION

Poverty alleviation is one of Cambodia's long-standing goals, as articulated by the National Strategic Development Plan 2014–2018¹ of the Royal Government of Cambodia. Progress toward this goal is threatened by climate change.

Climate change is expected to affect disproportionately the rural poor of Cambodia—the majority of whom are women—because some 80% of the population depend largely on subsistence agriculture and they lack the resources to effectively cope with crop losses from unpredictable or extreme weather. Other impacts include loss of access to proper water supply to maintain basic nutrition, health, and hygiene; access to schools; and transportation. Women and children tend to have less access to or control over assets, including the resources necessary to cope with and respond to hazardous events and climate change impacts, than do men. These include access to information, education, health, and financial assets. The vulnerability of women and children is therefore greater than that of men.

Climate change is already having significant impact through increased frequency and severity of natural disasters such as floods (especially in the central plains), storms, and drought, all of which are projected to further increase. Reduced growing periods for most agricultural areas are also expected,² while seasonal weather patterns will become increasingly unpredictable and varied, presenting a significant challenge for crop cycles, which are highly reliant on predictable weather. The International Rice Research Institute has predicted that rice grain yield will decline by 10% for each 1°C increase in the growing-season minimum (night) temperature in the dry season.³ The production of coffee and rubber in Cambodia is also likely to be affected.

Cambodia's 435 kilometer coastline is vulnerable to sea level rise and the impact of more intense ocean storms under climate change through inundation, flood and storm damage, loss of wetlands, erosion, saltwater intrusion, and rising water tables.

These are likely to cause coastal erosion and affect tourism potential, while strong winds could damage coastal settlements. The risk of malaria and dengue is also expected to rise, as changing rainfall and temperature patterns alter mosquito habitats.

Climate change adaptation (CCA)—the process of adjustment in human and natural systems to moderate harm or exploit beneficial opportunities of climate change—is urgently needed in Cambodia and nowhere is the need more pressing than among rural women, given their present lack of resources to adapt. Their situation is exacerbated by the migration of males to seek better livelihoods in towns and cities, itself a form of CCA but one that results in more and more women-headed rural households.

Many agencies are seeking to empower women to confront climate change, through targeted initiatives to address these issues directly and through widespread efforts to mainstream them in and across development programming. The Committee on the Elimination of Discrimination against Women (CEDAW) adopted in March 2018 a new general recommendation on the gender-related dimensions of disaster risk reduction in the context of climate change. The aim of such climate change projects involves a shift from being gender unaware to gender transformative, as illustrated in Table 1. Plan also uses a framework and rating scale for self-assessment of project design in terms of gender equality using the four categories of Table 1.

In Cambodia, the government has responded through the Cambodia Climate Change Strategic Plan (2014–2023), which identifies several key objectives that emphasize gender, including prioritizing women's needs and reducing regional gender vulnerabilities and health risks; the Strategic Plan for Gender and Climate Change (2013–2023), which expands on gender issues in the general strategic plan; and Neary Rattanak IV (2014–2018), the five-year plan for gender equality and the empowerment of women in Cambodia. The Ministry of Women's Affairs (MOWA) has a major role in gender mainstreaming of climate change.

The Ministry of Environment first issued a Guideline for Integrating Climate Change Considerations into Commune Development Planning. In 2016, the National Council for Subnational Democratic Development (NCDD) published a guidance note on Integrating Socially Inclusive Climate Change Adaptation Approaches in CIP (commune investment plan) Process, which presents a socially/gender inclusive CCA-based CIP development process. It prescribes the use of a participatory vulnerability reduction assessment tool to identify and analyze climate change impacts in the commune through participatory production of a climate risk map that includes impacts on the most vulnerable community groups.

Cambodia was selected as a pilot country in Southeast Asia to receive funding from the Pilot Program for Climate Resilience (PPCR), under the framework of the Climate Investment Funds. The PPCR is designed to demonstrate ways that developing countries can make climate risk and resilience part of their core development planning and build on their National Adaptation Programs of Action.

With support from ADB and the World Bank, the Government of Cambodia prepared the Strategic Program for Climate Resilience (SPCR), comprising seven investment projects and one technical assistance (TA). One of the outputs of the TA on Mainstreaming Climate Resilience into Development Planning is to establish a civil society support mechanism.

During 2016–2018, Plan International (Plan) implemented the Civil Society Support Mechanism (CSSM) under the Asian Development Bank (ADB)-funded Mainstreaming Climate Resilience into Development Planning (MCRDP) program through grants to Cambodian civil society organizations (CSOs) to implement community-based adaptation projects in highly vulnerable communities.



School children working in their school garden in the Soutr Nikum district.

¹http://www.cdc-crdp.gov.kh/cdc/documents/NSDP_2014-2018.pdf

²GSSD 2015. Cambodia's Second National Communication under the United Nations Framework Convention on Climate Change. General Secretariat, National Council for Sustainable Development/Ministry of Environment, Kingdom of Cambodia, Phnom Penh. <http://unfccc.int/resource/docs/natc/khmnc2.pdf>

³Cambodia Climate Change Strategic Plan 2014–2023.

Table 1: Descriptions, Examples, and Outcomes of Projects, ranging from Gender Unaware to Gender Transformative

	Gender Unaware	Gender Sensitive	Gender Specific	Gender Transformative
Description	Projects that create, exacerbate or ignore gender inequalities in pursuit of project goals	Projects that maintain existing gender dynamics and roles in pursuit of project goals	Projects that support and improve outcomes for a specific gender group in pursuit of project goals	Projects that actively reduce gender inequalities to enhance achievement of project goals
Example	A project that consults only with men about the potential impacts of climate change on agriculture (assumes men are the target group; women stay at home and have nothing to do with agricultural processes)	A project that provides training on climate-resilient farming practices to men, while women receive training in such tasks as cooking and processing of garden food to increase food security	A project that provides information, training, equipment and finance to women to improve their knowledge and capacity to undertake climate-resilient farming	A project that trains women and men in climate-resilient farming methods. Consultation activities support the full participation of women in decision-making responsibilities, and alternative livelihood opportunities are established
Outcome	The project is beneficial to men because they gain knowledge and information. This increases their control over technologies; women are excluded from using the technologies and have to find other sources of livelihood	The project recognizes the different roles men and women play in agriculture and food security. However, it maintains the existing gender norms and divisions of labor. The deeper inequalities between men and women are not examined or addressed	The project recognizes the disadvantages faced by women and focuses on delivering specific resources so they have the same opportunities as men	The project is effective in challenging gender norms about women's role in decision making and in transforming relationships between men and women so they can work together in adapting to climate change

Source: The Pacific Gender and Climate Change Toolkit: Tools for Practitioners
https://www.pacificclimatechange.net/sites/default/files/documents/Gender-CC-Toolkit_About-the-toolkit.pdf

The objective of Plan's involvement in the program was to help the Cambodian CSOs to mainstream CCA activities into their organizations and portfolios, and to shift from being in many cases gender unaware toward gender transformative. The program extended considerable capacity building to partner CSOs to better equip them to mainstream CCA activities.

The Climate Change Department of the National Council for Sustainable Development and the Ministry of Environment (MOE) of Cambodia jointly oversaw the project alongside ADB.

This report summarizes the results of the CSOs' activities in terms of the impacts of climate change and adaptation interventions, and the effect of the program on the lives of Cambodian women, girls, boys, and men. It is based on lessons, case studies, and experiences, while also providing advice, information, and links to other resources.

It complements the significant gender and climate change integration work undertaken at the national and policy level, including a parallel MCRDP program working with MOWA to develop a gender and climate change master plan for Cambodia, and provides potential entry points for other groups to mainstream gender within climate change adaptation activities.

The report is aimed at CSOs, gender experts, development practitioners, and decision makers, to assist them in developing organizational policies and structures, and ways of working at the grassroots level, especially in terms of the project cycle for adaptation interventions. The desired outcome is increased conversation and commitment toward gender transformative actions in climate change adaptation in Cambodia and globally among governments, donors, civil society, and communities.



A villager from Reul commune and her daughters, who are participating in climate-smart school gardens under the child-centered climate change adaptation initiative.

METHODOLOGY

Nineteen CSOs in 17 provinces of Cambodia were awarded grants of \$40,000–\$100,000 to implement community-based CCA and disaster risk reduction (DRR) interventions, and to mainstream CCA and DRR into their operations. The duration of the grants was 18 months, ending in January 2018.

From a pool of 160 expressions of interest from CSOs across Cambodia, Plan (with support from ADB and MOE) assembled a short list of 33 eligible CSOs, each of which received training and a small grant to conduct a participatory community vulnerability reduction assessments (VRAs), with support from NCDDES and the United Nations Development Programme (UNDP). The VRA aims to better understand risks, challenges, and opportunities associated with climate change in the communities in a participatory and inclusive manner, and thus directly inform project design.

In the VRA process, community participants make an initial hazard map. Stakeholder groups are then formed based on gender, age group, and possibly ethnicity. They are guided to produce climate hazard trends over the years and to respond to four indicator questions tailored to capture locally relevant issues such as climate change impacts, resources, and barriers to adaptation, that are at the heart of understanding their vulnerability.

The groups analyze their responses, assemble a master list, and vote to establish the priority recommendations for building climate change adaptation capacities aimed at reducing their vulnerability. Each CSO project was designed based on the VRA findings, in which women's voices were included. However, the CSOs did not always strictly follow this process and had to rank recommendations based on their technical and financial feasibility within the limited resources of each project.

The CSOs then proposed individual projects to address these issues and improve local understanding of climate change. The 19 funded projects were grouped into five general themes: agriculture, water supply and sanitation, coastal resilience, urban resilience and child-centered climate change adaptation, with many projects spanning two or more themes.

Throughout the project, ADB, Plan, and CSO partners worked closely with national and subnational government agencies, community groups and leaders, and the private sector. Adaptation efforts targeted groups most vulnerable to climate change—farmers, fisher communities, indigenous people, children, and women.

As determined from the outset, all CSO projects were intended to address gender concerns; at least 30% were dedicated to improving the climate resilience of women directly.

The results are based on quantitative data gathering that took place throughout the program as part of its standard monitoring and evaluation processes. Also, extensive field-based data collection was undertaken, including key informant interviews, focus group discussions and workshops with implementing CSO partners, community leaders, women, girls, boys, and men in Phnom Penh, Kratie Province, and Stung Treng Province in November 2017.

The report describes the processes in gender mainstreaming and how CSO partners adopted gender mainstreaming into their projects, following the steps of the project cycle—needs identification and analysis; design; implementation; and monitoring, evaluation, and learning—to illustrate the experiences of CSO partners in mainstreaming gender in their respective CCA projects.

Specifically, the report highlights:

- i) gender-sensitive organizational practices, structures, and ways of working;
- ii) successes and potential gaps in mainstreaming gender into projects and organizations themselves; and
- iii) impacts of CCA interventions on women, men, girls, and boys.

GENDER MAINSTREAMING

Gender mainstreaming is the process of considering the implications for males and females, and for people of other gender identities, of any action, including legislation, policies and projects, in all areas and at all levels. It is a strategy for making males' and females' concerns, strengths and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and projects so that men and women, and people of other gender identities, benefit equally and that inequality is not perpetuated.⁴ Gender mainstreaming can be implemented through different strategies, recognizing that gender equality needs to be addressed as both a specific stand-alone goal through targeted action and as an issue that cuts across all parts of the development agenda.

Mainstreaming involves a concurrent mix of

- gender-integrated interventions, which support the equitable integration of women's and men's interests, needs, and concerns in all operations, policies, projects, and activities; and
- gender-targeted interventions, which support specific activities aimed at empowering women.⁵



Women farmers using mechanical threshers - a labor and time-saving technique.

The main reasons CSOs need to mainstream gender in their projects are that

- women, girls, boys, and men are affected differently by climate change and adaptation interventions,
 - CSOs can capitalize on the full potential of the whole community,
 - inclusion avoids unintended negative impacts of adaptation activities and organizational operations,
 - CSOs can ensure more targeted projects,
- and
- any rights-based approach that neglects the rights of women and girls is incomplete and inadequate.

The ultimate goal of any mainstreaming effort is gender equality,⁶ in which all persons, regardless of their gender, enjoy the same status in society; have the same entitlements to all human rights; enjoy the same level of respect in the community; can take advantage of the same opportunities to make choices about their lives; and have the same amount of power to shape the outcomes of these choices. Promoting gender equality involves transforming the power relations between women and men, girls and boys, and individuals with different gender identities in order to create a more just society for all.

⁴Source: UN ECOSOC. 1997. Gender Mainstreaming. <http://www.un.org/womenwatch/daw/csw/GMS.PDF>

⁵Source: ADB. 2013. Tool Kit on Gender Equality Results and Indicators. <https://www.adb.org/documents/tool-kit-gender-equality-results-and-indicators>

⁶Adapted from Plan International's Global Gender and Inclusion Policy, 2017 – 2022, <https://plan-international.org/publications/policy-gender-equality-inclusion>

Civil Society Support Mechanism Program Results

All the CSO projects were gender sensitive, based on the process by which they were designed and activities were decided, in direct response to the result of gender-sensitive and participatory VRA processes, and reinforced with the gender-disaggregated nature of the consolidated beneficiary matrix on which they had to report.

None of the projects targeted women exclusively. Ten of the 18 final CSO projects had at least one or more activities that targeted 'especially women,' that is, where explicit target participant or beneficiary figures with meaningful women representation (and majority) were expected.

This was the case with livelihood diversification activities, certain training and capacity building services, and leadership and membership support in various committees. In other cases, activities targeted women implicitly, where activities were those of women's responsibilities and usage as observed in typical Cambodian households, such as in water supply and sanitation interventions, child-centered CCA, or home gardening.

Finally, there were some cases where CSOs recognized that even if women were not targeted, they became the major beneficiaries simply due to local demographics, such as in an urban drainage project in vulnerable neighborhoods of Battambang City, in partnership with the local municipality. The project was designed to benefit all citizens in the target communities; however, most were women and children because men had migrated to work elsewhere.

Several CSO partners had gender representation targets for various project committees in their results frameworks from the outset. Others achieved these gradually. Some groups were highly successful in achieving higher or exclusive women's participation; others had a balanced distribution, and some had a 20%–40% women representation. This is still higher than typical community groups, where women are often absent or only have one token representative. More detailed examples from CSO partners are provided in Table 2.



Young women identifying their needs and priorities for adaptation planning.

Table 2: Examples of Project Committee Demographics in the MCRDP- CSSM Program

Civil Society Organization and Province ^a	Nature of the Group	Men	Women	Total	% women
CEPA, Monduliri	Early warning system committees in 12 villages	41	20	61	33
	Water supply committee	8	2	10	20
CRDT, Stung Treng	Water supply committee	2	1	3	33
	4 Savings Groups, each with a 3 member leadership committee	2	10	12	83
CWDCC, Kampot	Community-based ecotourism committee	1	2	3	67
	Water supply committee	4	0	4	0
HURREDO, Siem Reap	Saving group (12) members	28	128	156	82
	Saving group leadership ^b	0	12	12	100
KSCF, Kampong Speu	Chicken, rice, and vegetable demonstration farmers	1	8	9	89
	Chicken farmers	32	28	60	47
	Community fish refuge committees	17	8	25	32
KWWA, Kratie	Irrigation management	14	3	17	18
	Committees overseeing CBO activities, 5 villages	15	5	20	25
LEC, Kampong Chnang	Water supply committee	7	7	14	50
	Biochar recipients	2	58	60	97
LI, Battambang	Irrigation management	4	0	4	0
	Irrigation management	57	21	78	27
LWD, Kampong Speu	Agricultural cooperative and contractors of crop insurance	17	12	29	41
	Youth debate on climate change	84	95	179	53
	Irrigation management	12	5	17	29
MIPAD, Monduliri	Water supply committee	9	3	12	25
	Weaving group	0	27	27	100
OC, Bantey Menchey	Water management committee	19	10	29	34
SP, Takeo	Demonstration farmers (chicken except for 1 vegetable farm)	15	6	21	29
SSF, Sihanouk	Water supply committee	5	1	6	17
WOMEN, Prey Veng	Agricultural enterprise	0	25	25	100
Total		396	485	881	55

CBO = community-based organization.

^aSee Acronyms section for names of CSOs, ^bSaving group leadership figures not counted into cumulative totals as individuals already counted under membership figures for the same.

GENDER MAINSTREAMING IN THE PROJECT CYCLE

To promote a transformation in climate change adaptation projects and CSO operations, so as not to leave the promotion of gender equality solely to stand-alone, women's empowerment initiatives, gender needs to be mainstreamed into all stages of the CCA project cycle, i.e., needs identification and analysis; design; implementation; and monitoring, evaluation and learning. A summary of how the CSOs took gender considerations into account in the four stages of the projects is shown in Annex C.

Needs Identification and Analysis

A gender analysis is a systematic way to identify issues and factors that contribute to gender inequalities. In CCA projects, it seeks to answer

Four key questions:

- What are the gender-based inequalities in a given context?
- How do these inequalities interplay with climate change-related vulnerabilities?
- How will gender relations affect the effectiveness and sustainability of the adaptation project?
- How will the proposed intervention affect the status of women, girls, boys and men—will it exacerbate or reduce inequalities?

Conduct a Gender-Sensitive Vulnerability and Capacity Assessment.

To assess vulnerability and capacity of a community, targeted efforts are needed to include the voices and experiences of all its members.

The MCRDP program adopted the VRA methodology promoted by the Government of Cambodia's local development planning guidelines, UNDP, and Plan, in which women, children, and other vulnerable groups have the opportunity to engage in meaningful consultation processes.

This can be achieved by ensuring representation from women, girls, boys, and men in separate groups to assess and discuss the impacts, barriers, resources, and responses to climate change. At least 19 VRAs were conducted as foundation for each of the partners' project design processes. A total of 1,304 women (1,240 men, and 720 children of whom about half were girls) participated in those processes across 18 provinces of Cambodia.

Design

The project design uses information collected during the needs identification and analysis by responding to the issues raised by women, girls, boys, and men during the gender analysis, gender sensitive vulnerabilities and capacities assessment (such as the VRA), and in at least one instance a gender analysis, and meaningful community consultations. The logical framework of the project should then specify gender-sensitive project goals and objectives in relation to women, girls, boys, and men. Project activities should respond in ways that promote gender equality and if possible, women's empowerment. For example, a WOMEN project manager stated: *We specifically designed project activities based on the feedback we got during the VRA. Women raised specific issues that they need addressed in order to deal with the impacts of climate change, for example how to produce animal feed in order to support their family. We integrated these issues into the project design.*

Establishing positions of leadership within project activities is an area where women can take on more responsibilities. For example, a Cambodia Rural Development Team (CDRT) project manager noted that 70% of the participants in the training sessions are women, but only men initially applied for leadership roles. By the end of the project however, CRDT had supported 6 committees overseeing water supply, community savings groups, and community-based ecotourism, in which women made up 80% of overall committee membership.

The benefits of women leaders are exemplified in the following observations by participants:

- *There is a woman in the saving group that participates in community development and leads her members well. She is very knowledgeable about bookkeeping, and always coordinates the monthly meetings. She is very disciplined in her work, and helps the members to work cooperatively. - Vong (male), Stung Treng, 79 years old.*
- *There are some women in leadership roles in this project, including the head of the water management system committee and the head of the savings group committee. The women are very proactive in their work and work within the community to educate people on how to use water efficiently. - Sokeun (female), Stung Treng, 55 years old*

Gender-targeted initiatives need to be adequately resourced when developing the project budget, including the gender training of staff, community leaders, and other key individuals.

Other considerations in the design process include partnering with other organizations such as women's groups with gender expertise, engaging local government counterparts with a specific mandate to work on gender issues, and building networks of influential organizations and individuals that can support women's empowerment interventions and the engagement of women and girls in climate change adaptation projects.

Project Experience: Project Design and Proposal Selection Process

The CSSM program took the following steps to support a gender-responsive design of the CSO partner projects.

• **Shortlisting stage:** The expression of interest evaluation criteria had a 20% scoring weight for the nature of general project direction (population target, innovation). The population target rating allocated higher points to proposals specifically targeting vulnerable groups such as women and girls.

• **Proposal development and evaluation:** Shortlisted CSOs received comprehensive training on the participatory and gender-sensitive VRA process, mandated by the project to guide individual project design. CSOs also received introductory guidance on gender mainstreaming as part of the guidance given for developing proposals. These points were repeated in the proposal template itself, which had guiding questions, and in the evaluation criteria for the proposal. As indicated to bidders beforehand, 20% of the point rating of the final proposals was allocated to how bidders presented and targeted their beneficiaries, including vulnerable groups. Specific instructions for the selection committee members regarding these specific 20% points were the following:

Yes/No Screening Questions:

- Is this project **at all** gender-sensitive? Does it adequately include women's participation and reflect gender considerations? (If a majority of scorers check no, the application is rejected regardless of other merits.)
- How much is the project gender sensitive? (1 point)
- Is the project clear about who the direct and indirect beneficiaries are? Well reflected in beneficiary matrix (1 point)
- How well does the project target a vulnerable population, such as youths, minorities, a particularly poor group, etc.? (1 point)
- Does the project actively target women/girls? (1 point)

Implementation

When planning for capacity building, structuring implementation mechanisms, and conducting meetings and consultations, the CSOs needed to ensure that project particulars and logistics took into account the needs and constraints of women, children, and other marginalized groups, such as in allocation of tasks according to capacity, timing of project activities, child care arrangements, suitability of training material, and venue selection. For example, in sanitation training, one project manager, recognizing women's lower literacy levels than the men, said: *"We used different techniques for the women's groups, such as including more pictures than text!"*

A gender-balanced project team should be encouraged, and equipped with the skills and commitment to promoting gender equality in their work. As a project officer pointed out, *women will reveal more sensitive information to female staff.*

Throughout the project, meaningful consultations and awareness raising with women, girls, boys, and men should be ensured by making sure all groups are represented and are able to safely and comfortably share their experiences and any concerns with the project team.

Whether in formal training or in one-on-one coaching and monitoring follow-up in the field, Plan constantly reinforced the importance of women's participation in various stages and aspects of project activities: training and awareness activities, women's representation in decision-making groups, applying adaptation initiatives as model farmers, or as private investors. If representation was not properly achieved, corrective action was taken. To accommodate possible gender constraints, CSOs were sensitive to scheduling and location of venues, and choice of communication media, using written, verbal, or visual material.

Project Experience: Gender and leadership

During implementation, efforts should be made to strengthen gender champions (women and men), leadership, and gender networks; and to select appropriate and labor-saving technologies best suited for women. Table 2 shows data on women's representation in various community leadership and activity implementation groups. Overall, women and girls made up 55% of participants in the various activities. Similarly, 67% of farmers undertaking various adaptive agriculture initiatives with support from the project were women.



Gender champions discussing how to integrate climate change adaptation and disaster risk reduction into the investment plans of a commune.

Project experience Initial Capacity Building to CSOs

Building on the first round of comprehensive capacity building (4 days) to partners for project design and proposal development, the program provided a second 4-day round for the 19 CSO finalists to guide partners on general project implementation. This second training program elaborated on concepts of CCA and DRR, covered administrative and financial topics, reporting and monitoring and evaluation, and explored further concepts of gender, child centered CCA, and local government development processes. A facilitator from the Ministry of Women's Affairs delivered presentations on the relevant national policies and on gender mainstreaming into the project cycle of CCA projects.

Gender Networks in Siem Reap

Gender networks and self-help groups can be a valuable strategy to help cope with and adapt to the impacts of climate change. An example of this is women's self-help groups supported by the local civil society organization Human Resource and Rural Economic Development (HURREDO) in Siem Reap, where 82% of the 156 various self-help groups are women.

Whether self-groups groups existed previously or evolved in the course of the project, members received training and capacity building, including financial literacy training and advice on how to better manage cash loans. Members were required to make small contributions to a group savings account until they have enough capital within the group to start lending. These funds were then used to help members borrow money for chicken raising, fishing, and buying fertilizers for their farms. While one group is still relatively new, members have said that the group has given them a sense of empowerment and mutual support, while providing a trusted alternative source of financial capital, in a cultural context where individuals are reluctant to walk into and take on the risk of loans from a bank.

Monitoring, Evaluation, and Learning

The monitoring, evaluation, and learning (MEL) framework should include indicators, formats, and tools that reflect gender-disaggregated data. Gender-responsive indicators should be disaggregated by gender, age, and where possible disability. For example, a parallel grant project under the MCRDP is working on Gender and Climate Change with the Cambodian Ministry of Women's Affairs (MOWA). It has put forward the following gender-responsive indicators (Table 3) for integration into climate change adaptation projects.⁷

⁷These indicators are aligned with National Gender Policy Neary Rattanak IV.



Introducing the savings group concept to women of a commune, to increase their resilience to climate change and natural disasters.

Table 3: Gender-responsive Indicators for Climate Change Adaptation Projects

	As prescribed by parallel MCRDP grant project under MOWA	Collected by MCRDP - CSSM
Indicator #1	Number/ percentage of women/ men meaningfully attending activities, training and meetings Logic: 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	Total number of beneficiaries: 51% of overall project beneficiaries are women
Indicator #2	Number/percentage of women/men who utilize lessons learned from training and meetings in their daily activities Logic: An indicator for the relative involvement and interest of men and women in the context of the exercise at hand	349 women farmers apply CSA versus 181 men
Indicator #3	Number of men/women benefiting from the project Or percentage of women having access to extensions, climate information and climate resilience livelihoods, and sanitation (adaptive capacity building) Logic: An indication of equal opportunities and access to benefits (excepting any activities specifically designed with stakeholders to redress a gender equitability issue)	51% of overall project beneficiaries are women
Indicator #4	Number of men/women demonstrating leadership at the project implementation Or proportion of women in the climate change governance body (empowerment) Logic: An indication of how gender influences decision-making processes Number of investments and adaptation plans integrating gender analysis into climate change project planning and decision making (empowerment)	485 women versus 396 men members of various activity and management committees (enterprise, water group, self-help group, etc.) 100% of CSSM-funded projects used gender sensitive VRA processes At least 5% used another form of gender analysis

CSSM = Civil Society Support Mechanism
MCRDP = Mainstreaming Climate Resilience into Development Planning
MOWA = Ministry of Women's Affairs
VRA = vulnerability reduction assessment.

Project Experience: Gender Monitoring

The project used various tools to track how the various CCA projects intersected with the theme of gender, beneficiary reporting, headline indicators, targeting women, reflection workshop, and end-of-project VRA. These are discussed below.

- **Beneficiary reporting** totals mandated by the project were disaggregated by men, women, girls and boys. In some cases, partners also reported on gender distribution by specific activity within the project, as illustrated by the example of CSO Kampuchea Women's Welfare Action (KWWA) in Table 4, and the consolidated beneficiaries' results across all partners in Table 5.

Table 4: Gender Distribution of Direct Beneficiaries of KWWA Project in Kratie Province

*Note: The list of activities is not exhaustive. Only a few were selected as an example.

Activity	Comment	Target	Achieved	%
1.1.1 Conduct one day meeting with PDOE on training design on CGSA for local partners, DCDM, CCDM, VDMG, school teachers	# events	1	1	100
	# beneficiaries	7	5	71% of target
	# women	5	2	40% women
1.1.2 Provide 3-day Training of Trainers to 20 local partners (CCA/DRR concepts, climate gender-sensitive adaptation, hygiene and sanitation, domestic violence, child protection, facilitation skills)	# events	1	1	
	# beneficiaries	20	19	95% of target
	# women	10	13	68% of target
1.2.1 Support trainers to develop climate gender-sensitive adaptation training curriculum for awareness raising to community groups	# events	2	2	
	# beneficiaries	12	19	
	# women	4	9	
1.2.2 Conduct awareness raising on CGSA to (4) small community groups in three villages by trained trainers. (15 persons each =180 participants, with 70% women)	# events	12	12	100
	# beneficiaries	180	181	100
	# women	126	136	75
1.3.2. Provided capacity building to children's club on CCA and DRR by primary school teacher	# events	9	9	100
	# beneficiaries	270	286	106% target
	# women	150	168	58% target
2.1.5 Conduct farmer field school training to selected participants based on training design	# events			
	# beneficiaries	60	50	83
	# women	42	35	70
2.1.7 Conduct field day of each farmer field school (FFS on different date. Beside FFS students, there is participation by authorities and other communities)	# events	2	2	100
	# beneficiaries	90	81	90
	# women	40	43	53% target
Additional activity: Meeting on water supply plan and sanitation awareness	# events	N/A	13	
	# beneficiaries	120	313	260
	# women	84	223	71
3.2.3 Construct water supply system, depending on bidding and contract with contractors, purchasing requirements	# household	150	139	92
	# beneficiaries	1,748	1,249	71
	# women + girls	938	698	74%
	# children	644	411	64

CCA = climate change adaptation
CCDM = Commune Committee for Disaster Management
CGSA = Climate Gender Sensitive Adaptation
DCDM = District Community for Disaster
DRR = disaster risk reduction

PDOE = Provincial Department of Environment
FFS = farmer field school
TOT = Training of Trainers
VDMG = Village Disaster Management Group.

Table 5: Gender Distribution of Direct Beneficiaries across all CSOs

Households	Households headed by Female/ Widow	2,980	
	Households Total	17,176	
Females total	Women + Girls	28,904	
Persons total	Adults + Children	56,612	
Adults	Men	17,285	
	Women	19,832	
	Total	37,117	
Children	Boys	10,423	
	Girls	9,072	
	Total	19,229	
Identified as Poor Household by Government (data from 7 of the CSOs only)	Men	2,113	
	Women	2,650	
	Boys	959	
	Girls	819	
	Total	6,541	
People With Disability or Special Condition (if known)	Men	510	
	Women	793	
	Boys	40	
	Girls	97	
	Total	1,440	
Minorities (Indigenous persons, Cham, Vietnamese, etc. 3 CSOs mainly)	Adults	Men	3,005
		Women	3,259
		Total	6,264
	Children	Boys	460
		Girls	577
		Total	1,037

CSO = civil society organization.

Headline indicators were set as standard for partners to report on in addition to their project-specific logframes. The first of those five indicators, which partners were requested to address from day one as part of the proposal initial statement, was whether the project was deemed gender-sensitive and justification for such.

This indicator is not a quantifiable indicator but requires a qualitative and descriptive response. Table 6 reflects the indicator statement as worded in the proposal template, followed by examples of how partners addressed this indicator as part of their proposal.

Table 6: Examples of Indicators and Responses on Gender Sensitivity of Projects

Standard indicators of achievement	Required information
Project is gender sensitive and addresses gender.	Y/N: short explanation (a few sentences or one paragraph) of how gender is being addressed. (<i>gender sensitive, and gender targeting if applies</i>).
Example of statement in proposal by partner CMDP in Battambang City	Most of the direct beneficiaries are women and girls who actively join the project design and decision making and develop community action plans. Moreover, they mostly stay in the communities to take care of their family members and generate income.
Example of statement in proposal by partner CEPA in Rattanakiri Province	Yes, Both men and women have selected to join the process of VRA, We gave the floor to them to raise vulnerability issues from climate change, their practical adaptation, and also requests for adaptation interventions. Training on gender, climate change and community-based adaptation will be conducted for target community and local authority. Women-headed households will be included as direct beneficiaries.

CEPA = Culture and Environment Preservation Association
CMDP = Community Managed Development Partners
VRA = vulnerability reduction assessment.

In addition to the initial headline indicator statement committed to in proposals, CSO partners were requested to report on the indicator above on a quarterly basis.

- Targeting Women.** A small majority of partners had at least one or more activities that were targeting 'especially women', i.e., where explicit target participant or beneficiary impact figures, or with meaningful women representation (and majority) were expected. This was the case, for example, around livelihood diversification activities, certain training and capacity building services, and around leadership and membership support in various committees. Those projects, however, did not all have gender reflected as part of their overall outcome measurement. A list and performance against selected indicators from projects by 10 CSOs are provided in Annex B.
- Reflection Workshop.** The project held a Gender and Climate Change Reflection workshop in November 2017, where concepts of gender and climate change

were first revisited, followed by sharing and exchange of lessons and experiences between CSOs on how they mainstreamed gender through their project cycles and through their organizations. The workshop was complemented by field research with two of the CSO partners and was useful in gathering information collected in this document.

- End-of-project VRA.** Seventeen of the 18⁸ partners conducted end-of-project VRAs. Close to 2,500 individuals participated in these VRAs, with a balanced representation of men and women. Participants had a chance to provide feedback on perceived changes in their level of vulnerability to climate change and capacity to adapt over the two years since the project began. There were no consistent differences in the perception patterns between men, women, and children. Men and women generally ranked hazards similarly, although in some cases, children ranked flood first where adults saw drought as the biggest issue.

⁸One partner's contract was terminated early on due to administrative reasons.

The graph below shows how different groups prioritized the various impacts from climate change in project target areas in Kampong Speu. Elderly and men (combined with elderly) saw lack of irrigation, lack of drinking water, and food insecurity as the primary effects of climate

change, whereas women mentioned health and hygiene first, followed by drinking water and irrigation systems. In at least two projects, community members, both men and women, perceived gender issues and even gender-based violence as an observed impact of climate change.

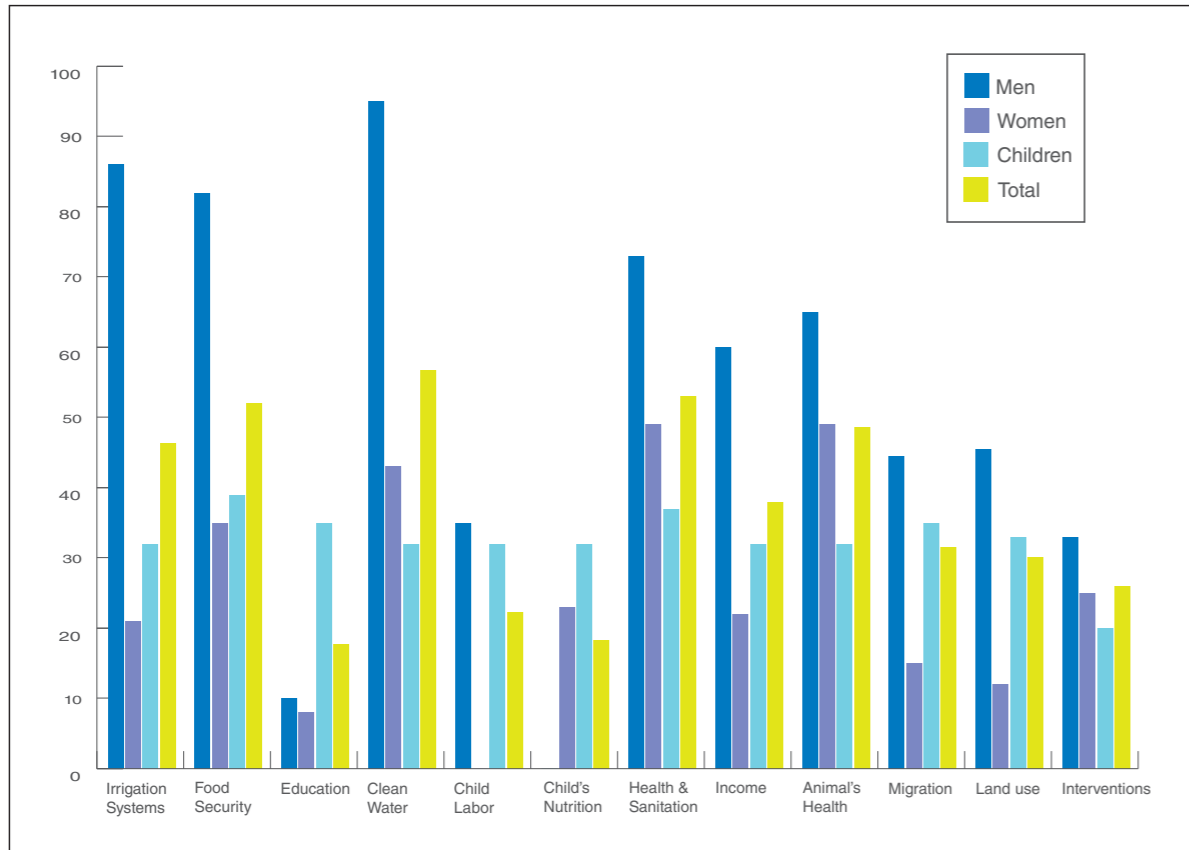


Figure 1: LWD Baseline Vulnerability Risk Assessment in Kampong Speu: Impact of Drought by sub-group

The top three sectors affected by drought were irrigation systems, drinking water and health/hygiene. The graph showed that both women and elderly people were impacted by the most by these areas.

Overall, the assessment showed that the elderly were the most affected group. Children were affected in all areas, being most vulnerable in terms of food security, education, health, and migration.

Figure 2 below shows answers to the questions described in Figure 1, asked again two years later. The VRA in the second round no longer had a separate children's group. At the project's end, both men and women agreed that reduction in income and yield losses were the greatest impacts from drought.

In the example of this particular CSO, it is, surprisingly, the men who brought more attention to issues like migration and water supply than the women. This could also be due to a difference in facilitation by the two groups as each group was facilitated by different individuals.

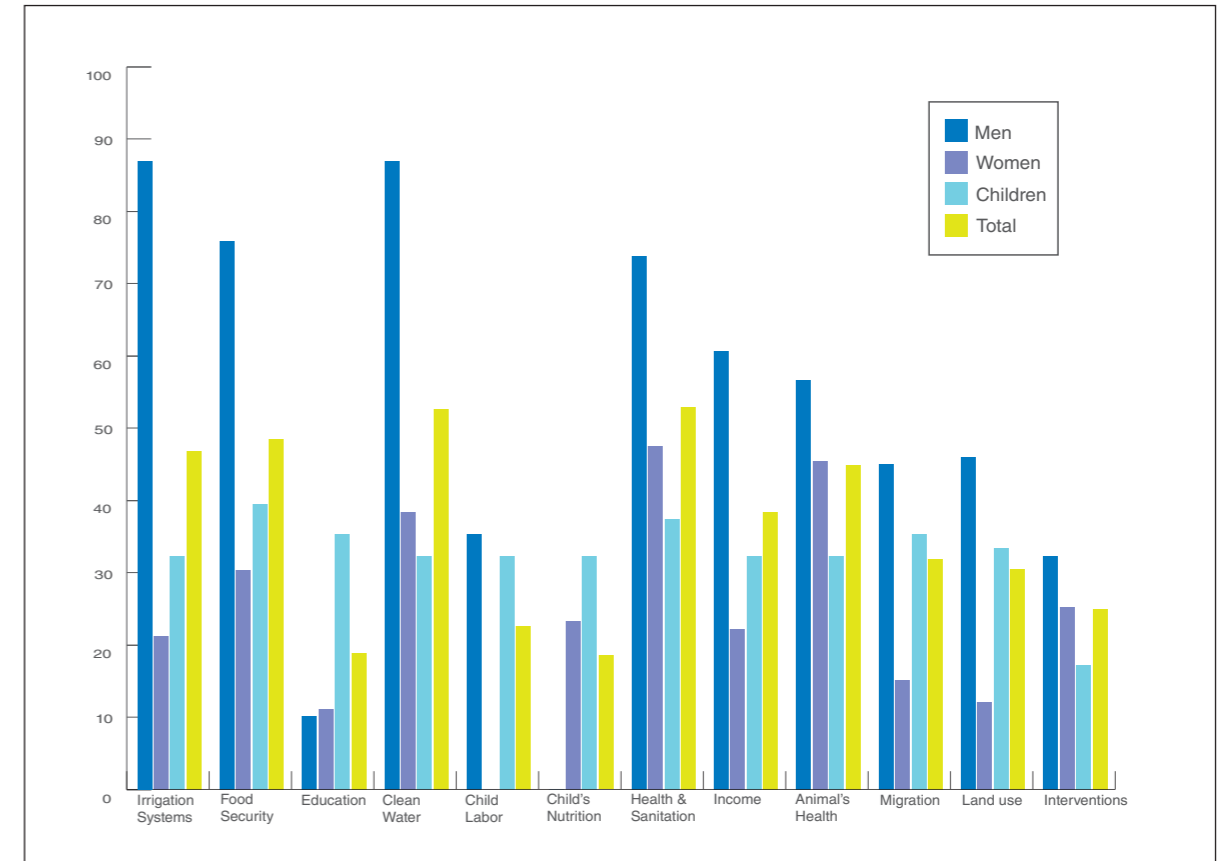


Figure 2: LWD Endline Vulnerability Risk Assessment in Kampong Speu: Impact of Drought by sub-group

The graph shows that at the end of the project, the major impact areas of climate change were thought to be on clean water, food security, health and hygiene, animal health, and irrigation systems. Women, elderly, and children had different views on the impact of drought.

The major impact area was thought by women to be hygiene and health, by elderly (men) to be clean water, and by children to be food security.

CLIMATE CHANGE ADAPTATION PROJECTS AND MCRDP CSO PARTNERS

The projects implemented by the CSOs were all designed based on priorities identified during initial community climate vulnerability risk assessments. The projects all sought to improve local understandings of climate change, in addition to piloting climate adaptation interventions across a broad range of sectors. Sample interventions listed below have all been implemented through the MCRDP-CSSM. These are grouped into five general themes: child-centered CCA, climate adaptive agriculture, coastal resilience, urban resilience, and water supply and sanitation (Figure 3).

Following are some examples of Cambodian CSOs that received grants under the MCRDP program, seeking to improve the climate resilience of their local communities.

Impact Stories from the Field: 1. Water Supply in Kratie Province

Kampuchea's Women's Welfare Action (KWWA) is a local nongovernment, nonprofit organization founded in 1993. Their mission is to improve the welfare and livelihoods of women, children, and vulnerable groups by promoting better health outcomes, improving the livelihoods of women, and promoting environmental sustainability and conservation.

KWWA received \$47,630 to implement the Empowering Communities to Adapt to Climate Change project in Kratie Province. The project directly affected about 1,249 persons (of 2,000 total direct and indirect beneficiaries), including 698 women and girls, and will increase the capacity of communities to integrate gender-sensitive climate adaptation in the agriculture and water sectors.

Key CCA issues for the communities in the project's targeted area included a lack of small-scale irrigation and water supply systems, lack of appropriate agricultural techniques and capital to buy equipment, and farmers' limited understanding of climate change and adaptation strategies.

KWWA supported communities with CCA in the following ways:

- Gender-sensitive training sessions to raise awareness of CCA
- Increasing the resilience of communities by training them in CCA and DDR
- Training of farmers in climate-smart agricultural techniques for coping with the impact of drought
- Constructing climate-resilient water supply systems to withstand the impact of drought
- Training the water management committee in effective water management techniques
- Developing a video to incorporate DRR and CCA into the school curriculum
- Documenting case studies on how to reduce women's vulnerability to climate change.

Some examples of how beneficiaries responded to the project are:

Before, people were not sure what climate change was. Now we know that climate change is when the weather patterns are disrupted, and there is rain during the dry season, and no rain during the wet season.

Through KWWA, we have learnt which crops adapt best to hot temperatures, and can be harvested quickly. - Pheak, (male) (village leader), Kratie Province, 61 years old.

KWWA has taught the community about how to grow vegetables and raise chickens, and respond better to natural disasters. - Chamnan, (male) Kratie Province, 10 years old.

I have learnt many new planting techniques, including soil preparation, raising chickens and observing soil quality that I did not know. Now, I know how to make a proper chicken coop, - Pheak, (male) Kratie Province, 61 years old.

Water Supply Climate Adaptation by KWWA

The local water supply company had not previously serviced Poas Kunlong and Praek Kov villages, as the closest main pipe was still too far from the village and the company could not afford to invest in the connection. Due to its remote location, other forms of water supply had also been a big issue for the village. Many households resorted to pumping water from the river, but the poor quality of the water meant that it could not be used for cooking or drinking. Drinking water had to be delivered from external suppliers at a cost of \$3.0/cubic meter, and had to be used very sparingly because of the high price. Some households used homemade water catchment techniques, by collecting rain water in concrete jars. This was only viable at the peak of the raining season, and the water collected could only be used for washing and cleaning.

Many children would get ill from playing around the river and drinking the water, and the lack of available water meant that many people resorted to open defecation. Further, the inconvenience of having to walk long distances to fetch water created tensions in households, with men becoming angry when they came home from work to find there was no water or food. The village leader commented that he was aware of at least five households that were experiencing domestic violence, exacerbated by water concerns.

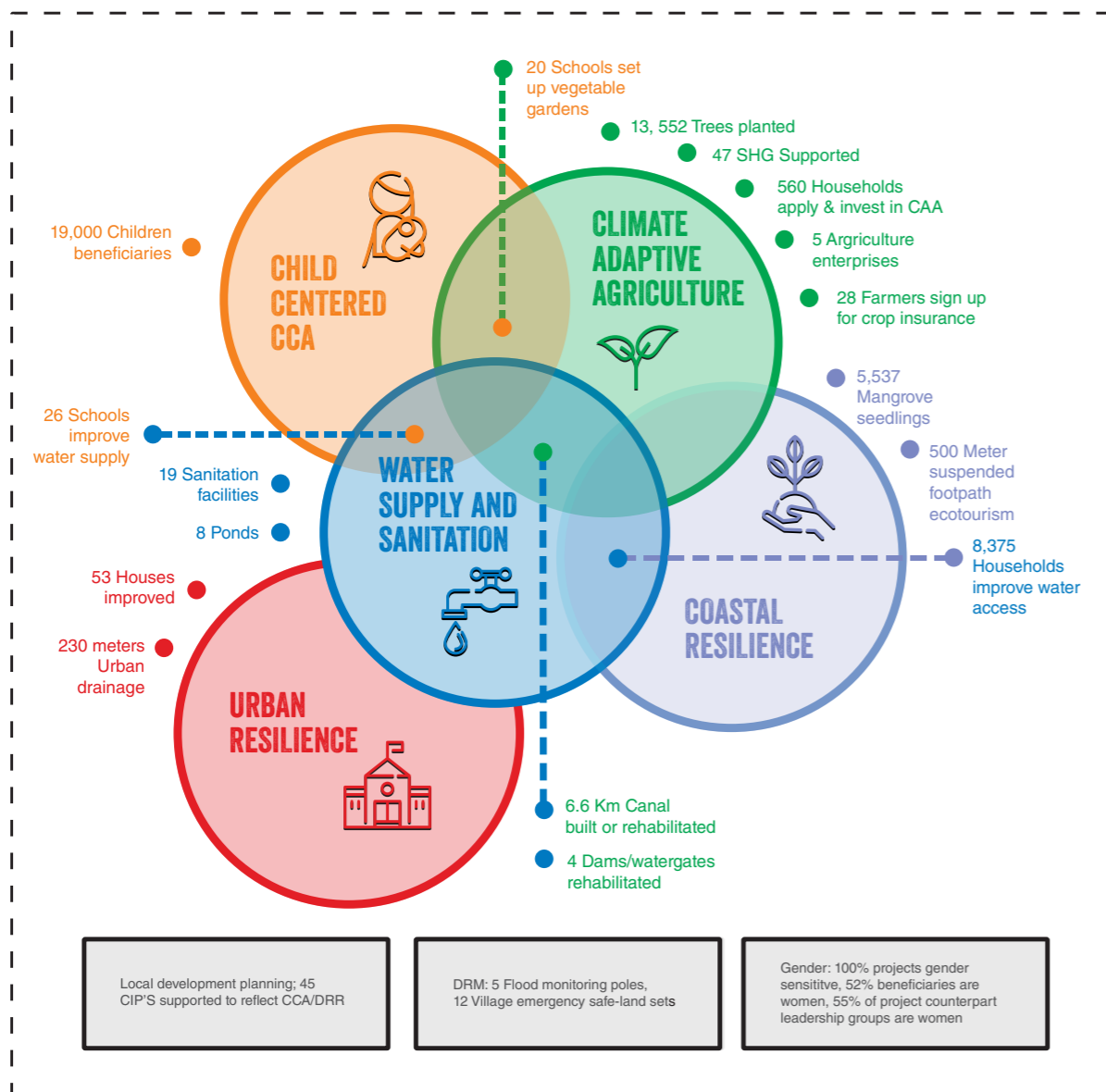


Figure 3: Project Interventions and Outputs by Theme

CAA = climate-adaptive agriculture
CCA = climate change adaptation
CIP = commune investment plan

DRM = disaster risk management
DRR = disaster risk reduction
SHG = self help group

Through the KWWA project subsidy and contributions from households to cover initial meter connections, the company was able to expand its network; water meters have been installed 123 households and two schools in the villages of Poas Kunlong and Praek Kov. This has reduced the cost of water supply to \$0.50/cubic meter, with monthly expenditure now for water down to \$1.50–\$2.50 per month (depending on the season).

While the volume, cost, and chlorine content of the water supply make it unsuitable for growing large crops or home gardens, there have been numerous benefits to the everyday lives of villagers. Health outcomes, particularly for children, have improved as a result of better hygiene practices, with the reported illnesses falling by nearly half.

It is now much easier for people to prepare and cook food, raise livestock, and run small food production businesses from home. The village leader observed that the prevalence of tension and violence within households in the community had decreased, as a result of fewer arguments about accessing clean water.

Impact Stories from the Field: 2. Promoting Climate Change Resilience among Smallholder Farmer Communities.

Cambodian Rural Development Team (CRDT) was founded originally as a voluntary university student initiative called Cambodia Volunteer Rural Development Team. Their mission is to improve food security, incomes, and living standards of poor rural communities in support of environmental conservation in Cambodia.

Under the Pilot Program for Climate Resilience (PPCR), CRDT was granted \$89,974 to implement the Promoting Climate Change Resilience among Smallholder Farmer Communities project in Stung Treng Province. The project benefited 948 individuals (including 565 women and girls). The outcome of this project was to enhance the adaptive capacity of smallholder farmer communities through climate-smart agriculture; water resource management; and improved access to finance, income, and information related to CCA and DRR.

The project's target area is susceptible to both drought and flood. The impact of these climate hazards is a decline in crop yields, food shortages, occurrence of vector-borne and waterborne diseases, loss of livestock, and reduced availability of water for home gardening. The key issues for these communities in adapting to these climate hazards is the high cost of renting water pumps, limited understanding of the climate change impacts, and vulnerabilities among smallholder farmer communities.

CRDT is supporting communities adapt to these climate hazards by implementing the following adaptation activities:

- Constructing a water system to pump river water to storage tanks and filter systems and distribute to village households
- Training farmers in climate-smart agriculture techniques and agricultural diversification
- Facilitating regular meetings among councils and village chiefs to discuss how vulnerabilities and interventions can be integrated into commune investment plans
- Training commune council members and village chiefs to conduct and mainstream VRAs
- Providing communities with access to financial services through saving groups
- Preparing and publishing guidelines for integrating CCA and DRR interventions into commune development and investment plans.

Anecdotes from CRDT beneficiaries and a case study follow:

My family and other people can earn more income from doing farm, such rice, vegetable, and animals because they have water.
- Phal, boy, Stung Treng, 15 years old.

The production of my vegetable crop increased after I used the different techniques, which improved my income. Even some people do not involve in the training they also apply the technique to their growing vegetable and rice and raise the animals.
- Reta, woman, Stung Treng, 18 years old.

For Ms. Khearn: before working in the project, she planted her crops traditionally, but after the project, she changed the way she plant her crops, and now she can plant every season. Recently, Ms. Khearn bought a new motorbike, with earnings from her planting and animal raising.
-Savlo, (male) CRDT staff Stung Treng, 29 years old.

Case study: Sokeun. Sokeun is a 55-year-old woman from Stung Treng who participated in CRDT's climate change adaptation and disaster risk reduction project. She says:

Participating in the CRDT training changed my life. Before, some of my family members had to look for extra work because our crops were not growing. After learning the new techniques for growing vegetables and raising chickens, I have increased my production significantly. Before, I could not afford to send all nine of my children to school. Now that I am producing more crops than ever before I am able to send all of them to school, and two of them are now in grade 12. I also had the opportunity to join the savings group offered by the CRDT project. Before, I was only able to read a little bit and I could not write. As I am the accountant for our savings group, CRDT provided me with training and helped me learn how to read and write the group reports. Now, I am able to read properly and I can write a little as well. I am very thankful to CRDT and the project donors.



CHALLENGES AND LESSONS

CSO partners highlighted the following challenges and lessons in mainstreaming gender that serve as guides for future project design.

- Cultural Barriers.** Arguably, the biggest challenge in mainstreaming gender is pre-existing cultural barriers that specifically inhibit women from openly and actively participating at the community level. In Cambodia, women tend to have less access to or control over assets and information. Although they are often present in large numbers in community activities or consultations, few are given the opportunity to meaningfully engage in decision making and take on leadership roles. Overcoming cultural barriers does not happen overnight, and the CSO partners reported various challenges for women's leadership, some of which are subtle and practical: for example, Khmer women can be painfully shy and are often too overwhelmed with housework and childcare to meaningfully engage in extra activities. Some CSOs developed the strategy of seeking out male champions who encouraged female participation. One CRDT officer, faced with losing an important female participant due to her husband's said that he, *tried to involve her husband in more of the activities by going to her house while they are both home, and teaching them together.*
- Lack of Confidence among Women.** CSO partners also found that lack of confidence of women themselves was often another major barrier to involving them in projects and within organizational operations. In societies where women are not traditionally encouraged to participate and be heard, they often lack the confidence to speak up. To address this, project CSOs developed strategies to promote women's participation and confidence, such as having female only spaces during community consultation processes.

- Division of Roles.** Traditional structures and division of roles between men and women in Cambodia, especially in rural areas, mean that often women have other priorities and chores at the household level, and cannot always fully participate in community activities. CSOs had to adopt different techniques in trying to ensure they did not increase the expectations of and burden on women, such as through targeted consultations and activities to better suit women's availability. For example, one KSCF Project Manager used a tool called 24 Hours that looks at women's workload and how they allocate time, noting that *This [tool] helps us design project activities so that women are better able to attend and participate.*

- Capacity Differences.** One of the biggest challenges for CSOs in the program having women in positions of leadership was that women tended to have a lower capacity than men due to lower literacy levels because, as one participant pointed out, *Men usually have more opportunity to go to school than women.*

Projects also exhibited shortfalls in fully achieving gender mainstreaming due to internal organizational and procedural issues, as follows.

- Tools.** Some standard tools, such as gender analysis and gender action plans, should have been applied to ensure that all gender-related circumstances of the project, beyond what impressed the VRA, could be more thoroughly reflected in project design. This would have brought the double benefit of revisiting gender issues in the presence of the final project field staff who may not have been employed and present during the VRAs, and would have given an opportunity to acquire more in-depth understanding of gender roles and pre-existing inequities in the communities.

- Staffing.** No dedicated human resources were mandated or allocated to handle gender aspects of the projects either at the umbrella project or at the subproject level. The umbrella project team was already stretched too thinly in handling five general intervention sectors across 70% of the country's provinces to be able to give gender the attention it deserved and support partners adequately on that aspect.

- Stakeholder consultations.** Stakeholder Consultations during initial project design and at project end were inclusive of various vulnerable groups including women. During the projects' lifetime, one community counterpart representative from each CSO subproject was invited to join the project's successive reflection and completion workshops (four in total) held at the umbrella level, alongside representatives from each implementing CSO. Their participation was critical in understanding the genuine perception and reactions to the project by counterpart communities. These representatives were male or female, depending on the nature and availability of the more active counterparts in each project.

- Capacity Building and Monitoring.** Although considerable capacity building was carried out at the projects' beginning, including setting partners in the right direction toward mainstreaming gender into various aspects of their project cycle, the concepts remained at the theoretical level and could have been more consistently reinforced, coached, and monitored on the ground throughout. It was only toward the end of the projects that efforts were put into assessing and reflecting on the differentiated impact on men and women, when they should have been done throughout.

The project capacity building program emphasized the mainstreaming of gender into CSO projects, consistent with the program overall design and monitoring framework. However, the objective of mainstreaming gender into CSO as organizations was not explicitly stated in the framework, nor funded and prioritized during implementation. Had it been the case, the project could have invested more effort into helping CSOs revisit their organizational strategies and policies, and upgrade their staffing skills and structure, systems, and tools, to better embrace gender issues across all aspects of the organization, in the same way that the CSSM supported them in mainstreaming CCA/DRR. Funds could have been earmarked both at the umbrella and at the subproject level to dedicate resources towards gender capacity building and gender analysis.

- Monitoring and Evaluation.** CSOs provided gender-disaggregated data through consolidated reports on a quarterly basis, but the disaggregated information was only given for project overall beneficiaries, not always by activity. Unless observations were made by Plan personnel during field visits, or a particular activity was described in more detail in narrative reports, it was difficult for Plan staff to systematically verify and reinforce gender balance and inclusion of every activity.

- Leadership.** The project and partners paid due attention to and successfully pushed the agenda for proper representation of women in influencing local development processes, and in various community leadership groups—existing or formed around project activities, reaching 55% women participation overall. These groups received significant capacity development and organizational support from the project. However, more efforts could have been made to influence those groups where women were most poorly represented, providing coaching and leadership skills development for leaders.

- Objectives at the Outset.** The design and monitoring framework was modest in formally setting expectations for gender mainstreaming at the project level and at the CSO level. Objectives and outcomes in this regard could have been stated more explicitly so that resources, tools, and actions could have been better dedicated to serve that objective.

CONCLUSIONS

The 18 final partner projects of the MCRDP-CSSM illustrate to some extent the principles and practices of gender sensitivity and gender mainstreaming toward gender equality in CSO projects dealing with climate change impacts and adaptation.

Despite the challenges and shortfalls faced by the various CSO partners, the program has been successful in guiding them in shifting from, in some cases, gender unaware toward gender transformation. Overall, gender design was included in 100% of the projects; 51% of the beneficiaries were women; and women's participation in leadership and key activity groups was 55%, far higher than typical Cambodian community groups, where women are often absent or only have one token representative.

All the projects adopted gender-sensitive processes (i) in the design of their projects by obtaining input equally and independently from men and women through the VRA process, and (ii) in monitoring the projects by obtaining overall disaggregated data and implementing similarly gender-sensitive project-completion VRAs. Six (33%) CSO partners had at least one of their project activities explicitly and successfully targeting women as per their design and monitoring frameworks (CRDT, Children and Women Development Centre in Cambodia [CWDCC], KWWA, Mondul Kiri Indigenous People's Association for Development [MIPAD], Samataphheap Khnom Organisation [SKO], and Women's Organisation for Modern Economy and Nursing [WOMEN]).

Another seven CSOs (38%) had a differentiated impact on women by the nature of their investments in (i) household water supply infrastructure, equipment, and services (Culture and Environment Preservation Association [CEPA], Kraing Serei Community Forestry [KCF], Ockenden Cambodia [OC], and Song Saa Foundation [SSF]); or (ii) in savings group and home-based farming activities typically led by women (HURREDO, Live and Learn Cambodia [LEC], and Sovann Phoum Organisation [SP]).

Although gender targeting in these 18 projects was not explicit in all aspects and activities, they all demonstrated an intention of and significant impact in reducing the vulnerability of women versus men in particular interventions.

At least two CSOs (KWWA, CEPA) have taken on gender as an agenda more explicitly at the organizational level, through organizational policies, staffing structure, and use of tools. Another four CSOs at least (CWDCC, CRDT, WOMEN, SP) have a gender policy.

These encouraging results show that interventions such as those of Plan International can increase conversation and commitment among CSOs toward gender transformative actions in climate change adaptation. From this modest beginning, we hope that the governments, donors, and other CSOs will derive lessons and inspiration to pursue gender mainstreaming in climate change adaptation in Cambodia and elsewhere.

Based on the challenges and lessons from the projects, some recommendations can be made:

- To obtain representative stakeholder consultation, there is a need to address cultural barriers in the communities, women's lack of confidence, the division of roles that means women are not always available to consult, and capacity differences due to often lower literacy levels in women.
- In planning and budgeting, gender analysis and gender action plans need to ensure that all gender-related circumstances are reflected in the project design so adequate funding and human resources can be allocated to gender aspects.
- For monitoring and evaluation, designing the framework requires that objectives and outcomes be carefully crafted so that it can be designed accordingly.
- In building capacity, gender concepts have to be reinforced, coached, and monitored on the ground throughout the project period.

Finally, Plan International recommends exploring research opportunities to investigate the dimensions of gender transformative climate change programming and actions as a follow-on to this project. Further analysis of the factors that enable and promote effective gender transformation in relation to climate change action would improve the design and implementation of future action plans, such that they will offer practical solutions to problems and gaps identified. The analysis would also determine the extent to which enablers of gender transformation can be replicated or scaled-up across Cambodia and similar developing countries.

Annex A: Links to Climate Change and Gender Mainstreaming Resources

Climate Change Resources

- For information about the difference between anthropogenic climate change and natural variations in climate see the IPCC. Human and Natural Drivers of Climate Change. https://www.ipcc.ch/publications_and_data/ar4/wg1/en/spmssp-human-and.html.

Climate Change in Cambodia Resources

- For information on disasters in Cambodia, refer to the Cambodia Disaster Management Reference Handbook, 2014, found at https://reliefweb.int/sites/reliefweb.int/files/resources/CambodiaHandbook_RevisedMar3_HiRes_Single.pdf
- Plan International (undated): Climate Change Adaptation in Cambodia: Perspectives on Opportunities for Civil Society. <http://www.spcrcambodia.org/en/publications.php>

Gender Mainstreaming Resources

- For information on the Multiple-Track Approach and in mainstreaming gender into development programs more broadly refer to UN Women, 2014, Gender Mainstreaming in Development Programs, found at <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2014/gendermainstreaming-issuesbrief-en%20pdf.pdf?la=en&vs=747>.
- For information on one of the most commonly recognized definitions for gender mainstreaming see the UN ECOSOC.1997. Gender Mainstreaming. <http://www.un.org/womenwatch/daw/csw/GMS.PDF>
- Pacific Gender and Climate Change Toolkit. <https://www.pacificclimatechange.net/document/pacific-gender-climate-change-toolkit-complete-toolkit>
- For development practitioners tool kit to ensure that gender perspectives are incorporated into development initiatives, and to monitor and evaluate gender equality results, refer to ADB-Australian Aid (2013) Tool Kit on Gender Equality Results and Indicators <https://www.adb.org/documents/tool-kit-gender-equality-results-and-indicators>

Needs Identification and Analysis Resources

- For information on how to conduct a gender analysis in climate change adaptation initiatives refer to Chapter – Gender, in CARE, 2015, Making it Count, Integrating Gender into Climate Change and Disaster Risk Reduction: A Practical How-To Guide, found at <http://careclimatechange.org/tool-kits/making-it-count-integrating-gender/>
- For information on how to conduct a rapid gender analysis, refer to CARE's Rapid Gender Analysis Toolkit, found at <http://gender.care2share.wikispaces.net/CARE+Rapid+Gender+Analysis+Toolkit>
- Or for Parker, Rani, Another Point of View: A Manual on Gender Analysis Training for Grassroots Workers UNIFEM Summary at <https://www.gdrc.org/gender/framework/matrix.html>
- For information on Plan's VRA methodology: http://www.gcca.eu/sites/default/files/catherine.paul/cambodia_implementing_vulnerability_reduction_assessment_undp_small_grants_programme_2012.pdf

Design Resources

- For information on gender responsive budgeting, refer to UNFPA's Gender Responsive Budgeting in Practice, A Training Manual, found at <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2010/grb-in-practice-training-manual-en.pdf?la=en&vs=1027>
- For examples promoting gender equality and women's voices in climate change adaptation and resilience activities, refer to CARE's Gender Equality, Women's Voices and Resilience, Guidance note for practitioners, found at <http://careclimatechange.org/wp-content/uploads/2016/08/Gender-Equality.pdf>. In particular refer to Chapter 3 on Strategies for Enhancing Resilience through Gender Equality and Women's Voices that looks at engaging men and boys, women's groups and alliances, and supporting government partners. Chapter 4 on Key Gender Actions to Consider in Resilience Related Projects is also particularly useful in thinking through specific gender actions that can be integrated into projects.

Implementation Resources

- For information around gender mainstreaming concepts and tools, see DFID's 2008 Gender Manual, A Practical Guide found at <http://webarchive.nationalarchives.gov.uk/+http://www.dfid.gov.uk/Documents/publications/dfid-gender-manual-2008.pdf>
- For an example on mainstreaming gender into climate change adaptation activities, though this time by sector, see CARE, 2015, Making it Count, Integrating Gender into Climate Change and Disaster Risk Reduction: A Practical How-To Guide, found at <http://careclimatechange.org/toolkits/making-it-count-integrating-gender/>
- For another example of mainstreaming gender into the project cycle for climate change adaptation activities, though this time in Bangladesh, see Centre for Global Change, Gender and Climate Change Adaptation, A Toolkit for Practitioners, found at http://comm.gendercc.net/pluginfile.php/485/mod_resource/content/6/GenderCC_%20Toolkit_Center%20for%20Global%20Change.pdf

Monitoring, Evaluation, and Learning Resources

- Examples of tools for community based adaptation monitoring, evaluation and reflection practices, see CARE, 2014, Participatory Monitoring, Evaluation, Reflection and Learning (PMERL) in Community Based Adaptation. A Manual for Practitioners, found at http://www.careclimatechange.org/files/2014_PMERL.pdf
- For information on gender responsive results and indicators, see ADB and DFAT's Tool Kit on Gender Equality Results and Indicators, found at <https://www.oecd.org/derec/adb/tool-kit-gender-equality-results-indicators.pdf>. Part B especially provides examples of gender responsive indicators broken down by sector
- For information on how to conduct a gender responsive evaluation, see UN Women's Gender-Responsive Evaluation, Evaluation Handbook, found at <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2015/un-women-evaluation-handbook-en.pdf>

Gender Mainstreaming Within Organizations Resources

- Mainstreaming Within Institutional Processes in UN Women, 2014, Guidance Note: Gender. For more information on gender mainstreaming within organizations, see Chapter V. Gender Mainstreaming in Development Programming found at <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2014/gendermainstreaming-issuesbrief-en%20pdf.pdf?la=en&vs=747>. *Note that this document is more targeted at government, UN and international organizations. However a lot of what is written is still relevant for CSOs working at the grass-roots level.
- For information on inclusion, and specifically inclusive organizations, see Chapter 4 Walk the Talk (Inclusive Organizations) in Barefoot Guide 5: Inclusion, found at http://www.barefootguide.org/uploads/1/1/1/6/111664/bfg-5-mission_inclusion-final.pdf
- For information on gender training, refer to UN Women's Compendium of Good Practices in Training for Gender Equality, found at <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/compendium-of-good-practices-in-training-for-gender-equality.pdf?la=en&vs=1218>
- For understanding of key concepts and approaches to gender-responsive mitigation measures, strategies, and policies, a training manual is provided to support country driven gender and climate change, policies, strategies and program development <https://www.adb.org/publications/training-manual-country-driven-gender-and-climate-change>

Gender and Climate Change Resources

- A Gender Climate Tracker Mobile App that provide experts, decision-makers, negotiators and advocates access to the latest information on research, decisions and actions related to Gender and Climate Change can be download from the App Store by searching Gender Climate Tracker or at <https://www.genderclimatetracker.org/app/overview.html>
- For information on the impacts of climate change on women and girls refer to UN Women's Gender, Climate Change and Disaster Risk Reduction and Recovery Strategy-Asia-Pacific, found at <http://www.unwomen.org/~media/headquarters/attachments/sections/news/stories/2015/gender-cc-drr%20asiapacific%20strategy-final%20unw%20%28002%29.pdf?v=1&d=20150911T140953>
- United Nations Framework Convention on Climate Change Gender and Climate Change Resources, http://unfccc.int/gender_and_climate_change/items/9397.php
- United Nations Development Program Resource Guide on Gender and Climate Change, <http://www.undp.org/content/undp/en/home/librarypage/womens-empowerment/resource-guide-on-gender-and-climate-change.html>
- Mainstreaming Gender in Green Climate Fund Projects https://www.greenclimate.fund/documents/20182/194568/Guidelines_-_GCF_Toolkit_Mainstreaming_Gender.pdf/860d1d03-877d-4c64-9a49-c0160c794ca7GCF Gender Action in Practice www.greenclimate.fund/how-we-work/mainstreaming-gender/gender-action-in-practice
- For better integration of adolescent girls' needs in climate change adaptation and disaster risk management policies and programs, refer to Plan International Weathering the Storm: Adolescent Girls and Climate Change <https://plan-international.org/publications/weathering-storm>

Annex B: Sample Indicators relevant to Women and Gender from CSO Project Logframes

CSO ^a name	Sample outcome/output/activity	Indicator	Baseline	Target	Achieved	Comment
	3.2.3. Support women group and child group representatives to participate in the CIP development processes, information for citizens on CC to advocate increased commune budget to respond to CCA and DRR	# of women and child representatives trained on CCA/DRR participate in CIP/CDP comprehensive processes	0	5 women	11	11 women representatives, 12 children (10 girls) participated; 4 activities integrated into CIP/CDP
WOMEN	Specific objective 2: To promote alternative livelihoods for women to reduce their dependence and economic activities that are climate sensitive, through improving and establishing women-led social enterprise, thus enhancing women's livelihood diversification and economic empowerment	# of women who diversify their economic activities by adding at least one income source or value adding activity as a result of the project	0	25	25	Established the women-led, group social enterprise with 25 members; the business capital increased to KHR9 million, and produced 4,200 kg of animal feeds to supply the market in the community, and regionally
	Result: 2.1. Women-led group received skills and knowledge on animal feed production and management of their social enterprise	# of women who increase, modify or start new activity as a result of the training	0	25	25	25 women-led enterprises members started new activities
	2.2.1. Form the women-led committee to manage a social enterprise	# of committees established	0	1	1	One animal feed production center established
		# of committee members	0	5	5	Met project target
	2.3.1. Provide training on the family business concept for CC/CCWC	# members of CCs received knowledge and skills on family business	0	14	14	14 members trained
	2.3.2. Provide capacity building on animal feed production for CC/CCWC	# members of CCs received knowledge and skills on an animal feed production and its specialization	0	14	25	Training provided on livestock and animal feed production for members of women-led groups
	2.3.3. Support CC/CCWC to promote one village-one product, and expand its supply in the market	% of CC budget budgeted for production specialization supports budgeted into the CIP	0	5%	1	Field visits made to 16 communities
	Result 3.1. Women and children representatives participated actively in CCWC monthly and quarterly meetings and successfully advocate CCA and DRR issues for inclusion in the commune investment plan (CIP)	# of issues raised by women and children during CCWC meetings during the project life, and which end up reflected in the CIP	0	6 issues specific to women and children	6	6 issues raised

		# men and # women attending project CCA/DRR training	0	60 men, 60 women; 80%	50 total	50 participants
	Result 3.2: CCs included CCA and DRR issues in the target communes in the CIP and commune development plan (CIP/CDP) 2018		0	6	6	6 issues raised
	Result 3.4: Children and youth actively participated in CCA and DRR and advocate including the issues into CIP	# children (boys and girls) participate in child club CCA/DRR training	0	75 (3 clubs of 25 members)	43 girls in child clubs; 50 (32 girls) youth council members =125 (93 girls) total	Youth council members were from junior high school, 65 from Theay and 60 from Prey Kandieng commune. Invited to join the training and also the program
			0	5 children	12 (10 girls)	12 children (10 girls) participated in Theay commune. Concerns were: (1) lack of irrigation, (2) children drowning, (3) drought. Drug issues, violence against children, and gambling also raised
KWWA	Overall Purpose: To strengthen capacity of most vulnerable communities on gender-sensitive CCA	a.% women who show increased awareness of their rights on CCA and DRR	0	70%	70%	Awareness raising on gender-sensitive CCA; 12 trainings, 181 participants (women 75%)
		b.% women are able to access to resources as a results of climate smart agriculture techniques, and water supply system	0	70%	86% (129 HH)	129 HH connect to water supply (28 farmers apply climate smart agriculture; 6 model farmers)
		c. # women take management roles in water supply committee, model farmers, bidding committee	3 member committee (one woman) for small solar water supply station (20 HH only)	60%	7	7 women take decision-making roles in water supply committee
		Specific Objectives: To increase capacity of communities, especially women, children and IP on climate-smart gender-sensitive adaptation, particularly agriculture and water supply practices	b.% women who report increase their knowledge on right of climate change adaptation involvement	1 village training on raising chickens (50% women), funded by Aspire	70%	68%

	Output 1: Target communities especially women, children, school students, IP and local authorities aware of climate gender-sensitive adaptation (CGSA)	b. # TOT (70% are women) reported are able to lead training confidently on CA/DRR concepts, climate gender-sensitive adaptation, hygiene and sanitation, domestic violence, child protection	0	20 (14 women)	13	13 women participated in TOT
	Output3: Vulnerable communities have better access to water supply	# HH vulnerable communities access water supply at all times	20	150	129	Some households do not yet have money for connection fee
		# women take decision-making roles in water supply committee	1	6	7	2 committee groups; and 1 group of 7 members
SKO	Community training: b2.1. Conduct basic community trainings for target villages in savings, emergency health concerns, and safe shelter (DRR and CCA) 3 trainings in 2 villages/quarter	b2.1. Community trainings have been conducted for participants	0	12 trainings for 144 participants	ND	
	b2.2. Conduct 2-day entrepreneurship training for most vulnerable families (specifically targeting women)	b2.2.1. Vulnerable people have received two days of entrepreneurship training	0	80	ND	
CRDT	Expected Outputs/Results: 3.1. Community Savings groups sustainably operating and managed (by majority women)	Saving and agricultural CBOs strengthened and operating sustainably	2 groups but not skilled; total 28 members (27 women)	4 CBO saving groups, 60 members	4 CBOs, 53 members	
			2 CBOs, 6 committee members, 5 women (83%)	60% women in management committee of 4 CBOs	4 CBOs, 8 women members (67%)	

	3.2. Strengthened capacity of community members of Koh Preah CBET (especially women) to host tourists	CBET members in Koh Preah successfully completed all 3 refresher training courses on tourism skills		At least 85% (30) CBET members (at least 60% female) completed all 3 refresher-training courses	10 women (83%)	1. One training on hospitality, 12 participants (10 women, or 83%) 2. Based on oral tests, most CBET members are not yet ready to host guests because due to language and knowledge concerns 3. Koh Preah CBET has no guest book for feedback by tourists
CWDCC	A. Women and children needs and alternatives in risk reduction and resilience reflected in community investment plan	% of disaster risk reduction and climate change adaptation interventions proposed through gender and child sensitive processes, integrated into commune investment plans	0	60% across 5 community fisheries	3	3 DRR/CCA activities integrated
	B. Food security of women, men, and children strengthened to reduce the impact of disaster and climate change	% of catch of fishers, especially women, increased per year	0%	10% per year	\$10–15/day	At least 500 fisher families increase fishing income
	D. Enhanced livelihood of small scale fishers, especially women through sustainable management and utilization of natural resources	At the end of the project, Number of women from fishers' HH who reported that their overall income across various economic activities increased by 10% or more	0	300 out of 500 women direct beneficiaries	500 fisher families	Results of project are implemented in coastal natural resource management and mangrove conservation, with weekly patrolling. Fisher families can earn \$10–15/day using project tools
	Activity 3. CCA campaign	Number of fishers and children were trained about DRR and CCA	0	600 total	749	749 people benefited from workshop, meeting, training, study visit, and through knowledge products
MIPAD	2. About 4,720 IP (2,101 women) and 368 children have practical awareness about CCA and DRR knowledge and strategy	2 - at least 90% of target IP and children participated in CCA/DRR awareness campaigns	0%	2 - at least 90% of 4,720 IP/2101 women and 368 children	80%	80% of IP remember the campaign on CCA/DRR; only 60% can remember specific messages
	3.4 Provide training and support fuelwood efficient cook stove to IP people, mainly women	# trainings	0	4 trainings	2 events, 44 IP total; 4 women	Training and stoves provided in Borkong and Putang villages
	3.10 Conduct study on product development and design for weaving for IP-women		0	1 study	2 case studies	

	3.11 Provide training to enhance handicraft skills of women			4 times	2 events, 24 women	MIPAD coordinated handicraft training for 24 women in 2 target communes
SSF	5.1.b Establishment of a water management committee including vulnerable groups, to establish the rules for allocation of the harvested water, and to oversee the maintenance of the infrastructure	WMC established and operational	No committee	Establishment of community rules for water allocation; b. Monthly committee meeting	6	1 WMC established with 6 members (1 woman)
		# women involved in WMC		25% membership women	1 (17%)	
	# children involved in WMC		20% membership children	0		
SSF	5.2.a Hydrologic Super Tunsai units distributed to all poor, level 1 & 2 HH in the villages of Daeum Thkov (DT) and Prek Svay (PS). Families receiving the units know how to use them	Hydrologic Super Tunsai units distributed to all poor, level 1 & 2 HH in the villages of DT and PS. Receiving HH know how to use the device	0	35 units to DT; 53 to PS	103 units to DT; 142 to PS	The project logframe estimate was 90 units; SSF was able to purchase 270 units cheaply; remainder for spares
		# or % HH regularly use the device properly (including storing, cleaning, maintenance)	0		ND	
OC	Expected outputs/results: Output 1.1: Vulnerable farmers in the communities engaged in agricultural businesses have enhanced adaptive farming skills and practices	# men farmers, and # women farmers successfully completed training course	0	360 farmers (70% Women)	ND	
		# farmers, men and women, apply at least one adaptive and resilient farming techniques learned from the training	0	80% of trainees	ND	
LI	Objective 2. To engage in participatory water management planning and corresponding capacity building – to assess potential solutions, identify and plan applicable activities (CCA practices/hard interventions) for strengthening the water management system and for implementing suitable CCA practices in the most vulnerable HH	Strengthened capacity of commune and village chiefs, WMCs, and WG members for assessment of climate change impact on water resources; targeted adaptation activities and planning of identified activities	52 persons	5 Villages	ND	
			0	5 WGs	ND	
			0	50% female members	ND	

CMDP	c- Apply a model based on public -people partnership promoting mutual understanding and sharing of responsibilities regarding main, secondary, and tertiary infrastructure and services ("component sharing") between authorities, NGOs, and local residents through inclusive, decentralized and de-concentrated approaches	% women typically participating in meetings between NGOs, target communities and local authorities exceeds 30%	Less than 30% of women participate in meeting and consultation	At least 20% increase of women participating in the meeting and consultation process	ND	
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CBET = community-based ecotourism
 CC = climate change
 CCA = climate change adaptation
 CCWC = commune committee for women and children
 CBO = community-based organization
 CIP = commune investment plan
 DRR = disaster risk reduction
 HH = households

IP = indigenous person
 NGO = nongovernmental organization
 ND = no data
 TOT = training of trainers
 VRA = vulnerability risk assessment
 WG = working group
 WMC = water management committee.
^aSee list of acronyms for CSO names.

Annex C: CSO' Application of Gender Entry Points in the Project Cycle

Entry points for gender in project cycle	CSO														Comments (Status)				
	BK	CEPA	CMDP	CRDT	CRF	CWDCC	HURREDO	KSCF	KWWA	LEC	LI	LWD	MIPAD	OC		SKO	SP	SSF	WOMEN
CSO has gender policy in place	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	(OK, although degree to which it is implemented varies.)
I. Needs Identification and Analysis																			
Gender-equitable stakeholder consultations in decision-making and priority setting	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Project design VRAs differentiated climate change impact on women and men and generated equitable priority setting between genders and adult vs. children. On examining roles, only KWWA did gender analysis at the beginning of the project. (Needs improvement)
Efforts were made to examine the roles, knowledge, capacity, and assets of women and men		✓		✓		✓	✓		✓			✓						✓	
Efforts were made to identify positive and negative impacts of climate change on women	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Collection and analysis of sex-disaggregated baseline data	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Four CSOs did full baseline/status studies or research with surveys and disaggregated data. (Needs improvement)
Recruitment of gender specialist (if applicable)	✓	✓					✓	✓			✓								KWWA and CEPA have a gender focal point. (Needs improvement)
II. Project Design																			
Gender-equitable stakeholder consultations	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	VRA for all. (OK)
Stakeholder analysis	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	(OK, although quality of analysis varies.)
Adaptation policy/measure has gender design features	✓			✓		✓	✓		✓	✓		✓	✓	✓					Through gender-oriented capacity building, investment planning, or livelihood oriented activity targeting mainly women. Excluded here are 5 CSOs (CEPA, KSCF, LWD, OC, SSF) that invested in household water supply, which also had a greater impact on women than on men. (Needs improvement)
Gender-sensitive indicators			✓		✓							✓	✓	✓	✓	✓	✓	✓	These were used by CSOs that had explicit gender objectives and targets in their logframes. (Needs improvement)
III. Implementation																			
Capacity building/training	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Capacity building to staff through meetings and sending staff to attend gender training/workshop. (OK)
Stakeholder consultations/meetings, particularly in decision-making processes				✓			✓		✓			✓							CSOs with over 30% women representation in decision-making committees and processes and/or influential roles: representation in water supply committees, irrigation management committees, youth debates, cooperative leadership, etc. At the CSO level however, 17 of the 18 organizations have an over 30% women representation in decision making roles. (Already good, but some gaps with certain CSOs.)
Ensuring that gender-sensitive approaches were carried out (other than the above)		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	KWWA through Climate Gender Sensitive Adaptation. (CGSA) (OK, although some answers are subjective.)
Operation and maintenance	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	At least half of the CSOs where women made up more than 60% of those supported in applications and/or put forward as demonstrators and models for agricultural activities. (OK)
IV. Monitoring & Evaluation																			
Gender-equitable stakeholder consultations		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	All but one CSO did an end-of-project gender-sensitive VRA. (OK)
Gender-sensitive data collection	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	All have disaggregated indicators. (OK)

CSO = civil society organization
VRA = vulnerability reduction assessment
*See Acronym list for names of CSOs.



Girls taking part in school gardening activity in Pursat.

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