

# KINGDOM OF CAMBODIA

NATION RELIGION KING



## MAINSTREAMING GENDER INTO SUB-NATIONAL PUBLIC INFRASTRUCTURE AND ENGINEERING SECTORAL CCA INVESTMENTS

### Guidance Manual for Policy Makers and Practitioners

## FINAL DRAFT

April 2018

**Gender and Climate Change Committee**  
Ministry of Women's Affairs

**Department of Subnational Public  
Infrastructure and Engineering Sector (SPIE)**

Ministry of Public Works and Transportation



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## Foreword

This Guidance Manual for Mainstreaming Gender into Adaptation Investments (here and after 'Manual') demonstrates how to mainstream gender concerns into the climate change adaptation investment programs for the SPIE. This Manual has been synergized with the national and international policy frameworks on gender and climate change, such as the 1992 Rio Declaration on Environment and Development; Rio+20; the Beijing Declaration; the 2014 Lima Work Program on Gender at the COP21; the Gender Action Plan adopted at the COP23, Cambodia's National Strategic Development Plan (NSDP) 2014-2018, NSDP 2019-2023, the Ministry of Women's Affairs' policy document Neary Rattanak-IV 2014-2018, and the Cambodian Climate Change Strategic Plan (CCCSP 2014-2023) along with the gender components and sub-components of the Sustainable Development Goals (SDGs).

There are several challenges<sup>1</sup> to successfully implementing the Cambodian SDGs. This Manual recognizes those challenges. Mainstreaming gender into climate change adaptation investments is one of the ways to reduce those challenges. Women's economic empowerment through institutional capacity building on gender mainstreaming's strategy, system, style, structure, staff capacity building etc. are important. A formal Gender Mainstreaming Coordination Mechanism strengthens the institutional technical ability between the MoWA and the key sector line ministries, development partners and civil society groups for mainstreaming gender into their climate change adaptation investment policies, programs and projects.

The Strategic Program for Climate Resilience (SPCR), an example of a successful gender mainstreaming program, translates policy into program and projects, which directly benefit 1,061,520 people in Cambodia of whom 698,850 are women and girls (51.14%).

Therefore, to enhance gender responsive policies, programs and projects, I would call upon government sector ministries, development partners, civil society organizations and private sector enterprises for developing/improving their gender responsive policies and strategies to deliver gender responsive programs and projects that facilitate gender mainstreaming into climate change adaptation investments as one of their regular development tools. I am confident that this Manual can be used to translate policy into programs and projects for accomplishing equitable and sustainable development and to add value to accomplishing the RGC's commitments.

**H.E. Dr. Ing Kantha Phavi**  
Minister of Women's Affairs, Cambodia  
Phnom Penh, February 28, 2018

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<sup>1</sup>[Analysis of Cambodia's Preparedness for the implementation of SDGs, 2015](#)

## Appreciation

I respectfully express my appreciation to the Ministry of the Environment as the Executing Agency of this Technical Assistance (TA). At the same time, I would like show appreciation for the efforts of the Gender and Climate Change Committee (GCCC) of the MoWA for leading the development of this comprehensive Gender Mainstreaming Guidance Manual for the SPIE and related civil society organizations.

I am honored to thank the Ministry of Women's Affairs' cabinet officials and gender and climate change committee officials, particularly HE Joy Nita, Mr. Mey Hul, Ms. Chhan Ratha, Ms. Sav Kimseoun, Mr. Rim Chanra and other officers for their contributions in finalizing this Manual.

I sincerely appreciate the support of the Asian Development Bank for mobilizing adequate resources from different agencies, notably the Climate Investment Fund and the Nordic Development Fund for their generous commitments and support to Cambodia. I am grateful to Dr. Ancha Srinivasan, Principal Climate Change Specialist of the Asian Development Bank, for his outstanding support to Cambodia, including the support to the Ministry of Women's Affairs for enhancing gender mainstreaming into climate change investment initiatives.

This Manual has been developed for the Department of the SPIE to mainstream gender into their climate change adaptation investment policy, program and projects. My sincere appreciation to the Focal Points and Alternate Focal Points of the SPIE, who made great efforts to develop this Manual with technical assistance from the MoWA team, the consortium led by UN Habitat and facilitated by Save the Earth Cambodia.

Finally, I offer my sincere respect to HE Dr. Ing Kantha Phavi, the Minister of Women's Affairs for her consistent, dynamic leadership and support that guided us to realizing this Manual for the Subnational Public Infrastructure and Engineering Department.

### **H.E. Sivann Botum**

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

Phnom Penh, February 28, 2018

## **Acknowledgement**

On behalf of the Ministry of Rural Development (MRD), I sincerely acknowledge the support from the Ministry of the Environment and the Ministry of Women's Affairs in developing this valuable Manual for mainstreaming gender into the climate change adaptation investments for the SPIE.

My earnest respect to HE Dr. Ing Kantha Phavi, the Minister of Women's Affairs, for her gracious support in developing this Manual for the decision-makers and practitioners to mainstream gender into the climate change adaptation investments for the policy, program and projects of the SPIE.

I am honored to acknowledge HE Sivann Botum for her tireless efforts in facilitating the development of this meaningful Manual for the SPIE. I would also thank the MoWA officials and other contributors for their support in finalizing this Manual. I acknowledge the support of Dr. Ancha Srinivasan, Principal Climate Change Specialist at the Asian Development Bank, for his great support to the people of Cambodia. I acknowledge the technical support made by the consortium led by UN-Habitat and facilitated by Save the Earth Cambodia and their experts Mr. Akhteruzzaman Sano, the international gender mainstreaming expert, the lead author of this manual and national capacity building and knowledge management expert Ms. Saphon Somolireasmey and gender mainstreaming expert Mr. Chap Sapanha for their valuable efforts to this manual development.

My sincere gratitude to H.E. Sun Chanthol, the Minister of Public Works and Transportation, for his inclusive, collaborative support that inspired our technical team to engage with the processes to develop this unique Manual for the climate change adaptation investment initiatives of the SPIE.

Finally, I would further thank all who added value directly or indirectly to succeed in this great effort.

**H.E. Min Manavy**

Secretary of State,  
Ministry of Public Works and Transportation

Phnom Penh, February 28, 2018

## Acronyms and Abbreviations

ADB	: Asian Development Bank
CBDRM	: Community-Based Disaster Risk Management
CC	: Climate Change
CCA	: Climate Change Adaptation
CCAP	: Climate Change Action Plan
CCC	: Cooperation Committee of Cambodia
CCCA	: Cambodia Climate Change Alliance
CCCSP	: Cambodia Climate Change Strategic Plan
CDP	: Commune development plan
CEDAW	: Convention on the Elimination of All Forms of Discrimination Against Women
CIP	: Commune Investment Program
CMDRM	: Community-Based and Community Managed Disaster Risk Management
CSO	: Civil Society Organization
DCC	: Department of Climate Change (MoE)
DMF	: Design and Monitoring Framework
DRR	: Disaster Risk Reduction
EFGRE	: Equity Focused and Gender Responsive Evaluation
GCCAP	: Gender and Climate Change Action Plan
GCCC	: Gender and Climate Change Committee
GMAG	: Gender Mainstreaming Action Group
HH	: Household
ICEM	: International Centre for Environmental Management
IPCC	: Intergovernmental Panel on Climate Change
LDP	: Local Dialogue Platform
MAFF	: Ministry of SPIE, Forestry and Fisheries
MDG	: Millennium Development Goals
MEF	: Ministry of Economy and Finance
MIF	: Micro-Insurance Facility
MoE	: Ministry of Environment
MoEYS	: Ministry of Education, Youth and Sports
MoH	: Ministry of Health
Mol	: Ministry of Interior
MoP	: Ministry of Planning

MoWA	: Ministry of Women's Affairs
MoWRAM	: Ministry of Water Resources and Meteorology
MPGCC	: Master Plan on Gender and Climate Change
MPWT	: Ministry of Public Works and Transport
MRCDP	: Mainstreaming Climate Resilience into Development Planning
MRD	: Ministry of Rural Development
NCDD-S	: National Committee for Sub-National Democratic Development Secretariat
NCDM	: National Committee for Disaster Management
NCSD	: National Council for Sustainable Development
NP-SNDD	: National Program for Sub-National Democratic Development
NSDP	: National Strategic Development Plan
PPCR	: Pilot Program on Climate Resilience
RGC	: Royal Government of Cambodia
SNA	: Sub-National Administration
SPCR	: Strategic Program for Climate Resilience
STEC	: Save The Earth Cambodia
SWOT	: Strengths, Weaknesses, Opportunities, Threats
TA	: Technical Assistance
TOR	: Terms of Reference
Tot	: Training of Trainers
USAID	: United States Agency for International Development
WASH	: Water and Sanitation for Health
WB	: The World Bank
WHH	: Women-Headed Households

## Executive Summary

Studies show that gender issues are essential to poverty reduction, improved living standards, and sustainable economic growth. This requires improved access for females to enjoy education, health services, clean water, better sanitation, and basic infrastructure, which enables women and men to maximize their efforts in strengthening environmentally friendly livelihoods for safer families and community living. This Manual is one of the efforts making progress toward those goals.

This Manual has been developed by the Gender and Climate Change Committee (GCCC) of the Ministry of Women's Affairs (MoWA) under ADB TA 8179. The project is executed by the Ministry of Environment (MoE) and implemented by the Ministry of Planning (MoP), the Ministry of Women's Affairs (MoWA) and the National Committee for Sub-National Democratic Development Secretariat (NCDD-S), with a TA team in each Implementing Agency with technical assistance from the consortium of UN Habitat, ForumSyd and Save the Earth Cambodia.

Gender mainstreaming into education curriculums, disaster risk reduction etc. is not new to Cambodia. However, mainstreaming gender into climate change adaptation investment initiatives is as this considers gender responsive climate change adaptation policy, programs, projects, beneficiaries, and monitoring and evaluation activities. It quantifies and measures the level of gender mainstreaming capacity development at the institutional levels and the direct economic benefits. Therefore, gender mainstreaming into climate change adaptation investments directly contributes to women's economic empowerment, access to adequate resources for enhancing dignified lives, and achieving the country's overall poverty reduction efforts. Hence, it is something new not only in Cambodia but also in many other countries.

With that in mind, to quantify the social, environmental and economic benefits, this Manual is considered an important tool for mainstreaming the development of gender responsive policies, programs and projects. It accomplishes this by defining how to mainstream gender into the climate change adaptation investment policy, programs, projects and M&E framework for the Sub-National Public Infrastructure and Engineering (SPIE) sectoral policy, program and project levels.

A comprehensive desk review of activities; a series of consultations with the MoWA, sectoral levels and civil society organizations; meetings with the Gender Mainstreaming Action Group (GMAG) representatives in the sector ministries and the formal consultative workshops contributed to this Manual reaching its finalized form. ADB has been supporting efforts with technical guidance to develop the Manual to a publishable level. The Manual is synergized with the MoWA's policy document Neary Rattanak-IV 2014-2018, the Cambodia Climate Change Strategic Plan 2013-2023, related gender documents from the SPIE, Health, Rural Development, Agriculture and Water Resources Sector along with the global policy documents particularly with line gender components and sub-components of the SDGs and the global policy documents, particularly the gender components and sub-components of the SDGs. To comprehensively harmonize the topics in this Manual, the GCCC invited Gender Focal Points and Alternate Focal Points from line sector ministries in the MoWA and presented the Manual for their inputs in a consultative manner. The MoWA also sent the hard copy accompanied with a formal letter to the sectors for their input and endorsements. In addition, the project team attended informal consultations in each sector's ministry with technical and senior (Secretary of State) level management to clarify how the Manual would serve them as a gender mainstreaming knowledge product for their respective gender responsive policy, programs and projects.

The Manual highlights the national and global policy and strategic frameworks and the key gender responsive SDG indicators and sub-indicators. The proposed gender mainstreaming mechanism



serves as a vehicle for reducing the identified challenges for the Cambodian SDGs implementation. The Cooperation Committee for Cambodia (CCC) in September 2015 consulted with NGO groups, UN agencies and government line sectors and conducted a comprehensive analysis, called Cambodia's Preparedness for the Implementation of the Sustainable Development Goals that focused on the challenges, opportunities and financing. The analysis identified six key challenges where this Manual is well positioned to provide support in addressing these challenges to some degree. Therefore, the meaningful engagement and quantifiable contribution of women and girls at the national and local levels are critical for successful implementation and sustainable outcomes of the Cambodian SDGs for which this Manual can be used as a supporting tool. Therefore, this Manual may be considered as a 'yardstick' for women and girls' engagement and empowerment, allowing them to contribute significantly to achieving the national goals that directly add value to the international commitments.

This Manual is presented in four modules with a toolbox of annexes attached. The introductory module outlines the objectives of the ToT, its outputs, methodology and approaches, key action points, and the evaluative pre-test. Module two discusses the rationale for mainstreaming gender into CCA investments, and outlines the entry points for mainstreaming gender. The third module presents the baseline and targets for gender mainstreaming, gender mainstreaming considerations at the institutional level, including government and nongovernment entities, the necessary budgeting and financing arrangements, and how gender is mainstreamed into climate change adaptation investments from the policy to the project level. The final module outlines how gender is mainstreamed into specific climate change adaptation investments supporting the health system, the required monitoring, evaluation and reporting framework, and the evaluative post-test for the ToT. Supplementing the conclusion of the ToT, are a range of suggestions for actions to be taken as 'next steps' to further build upon the outcomes of this ToT.

## **MODULE-I: INTRODUCTION**

### **Introduction to the Manual**

The Manual is with five Modules. The Module-I presents the introductory messages that provides clear information about the TOT objectives, baseline capacity assessment along with the importance of gender mainstreaming into climate change adaptation investments, synergy between gender and climate change, gender mainstreaming entry points, gender mainstreaming into different institutional levels, gender budgeting etc.

The Royal Government of Cambodia (RGC) is one the signatory countries of the global commitments including the Paris Declaration. Paragraph 42 of the Paris Declaration commits donors and partner countries to harmonize their approaches to gender equality. The links between aid effectiveness and gender equality, however, go far beyond that: broad based, democratic ownership requires participation by all stakeholders – women as well as men. Alignment includes a commitment to strengthen and support the capacities and systems of developing countries. In this context, both donors and development partners can make greater use of global agreements and conventions, including the Millennium Development Goals (MDGs), and national gender equality policies as the basis for policy dialogues. The rationale for harmonization is that joint donor actions and common procedures will reduce transaction costs and enhance the effectiveness of aid. As a part of the RGC's commitments, all development partners, private sectors and civil society organizations necessitates

abiding by the commitments of the RGC. This Manual may be considered as one of the tools to address the commitments of the RGC for facilitating the gender equality by mainstreaming gender into the climate change adaptation investments in Cambodia.

### **Key Objectives of this Manual**

The key objectives of this Manual are to empower the practitioners and decision makers to facilitate gender equality schemas how gender issues could be mainstreamed into the climate change adaptation investments of SPIE sectoral policy, program and projects. This Manual is recommended for use as the main guiding document for conducting Training of Trainers (ToT) to facilitate gender mainstreaming issues into policy, program and projects. In addition, this Manual includes a pre-testing and post testing questionnaire for the participants. The pre-testing questions aim to be used with the participants at the beginning of the ToT and the same questions are to be used as the post testing questions to assess the progress made by the ToT. The comparative analysis of the pre and post testing questions will demonstrate the progress made and opportunities for further improvements.

### **Objectives of the TOT**

The objective of the TOT trainings are:

- 1) To strengthen institutional capacity for mainstreaming gender into policy, program and projects of climate change investment initiatives;
- 2) To demonstrate how to mainstream gender into SPIE levels;
- 3) To guide how the trained representatives can use the lessons learned to facilitate gender mainstreaming into their climate change adaptation policy, program and project levels.

### **Expected outputs of the TOT**

The expected outputs of the training are as follows:

- 1) Strengthened institutional capacity on gender mainstreaming into climate change investments policy, program and projects;
- 2) Demonstrated and empowered the (i) GCCC members (ii) key line sectors (ii) Provincial government officials (iii) CSOs on gender integration into climate change investment policy and operational levels;
- 3) Improved knowledge and capacity to facilitate gender mainstreaming concerns into respective climate change investment at policy and operational levels;

### **Methodology and Approaches**

This training uses a participatory approach to ensure the participation and quality trainings are delivered through the expected results of the participants.

The following steps are as follows:

- Pre-assessment - current capacity on mainstreaming gender into climate change investments;
- Presentations, group discussions, plenary sessions and self-reflections during the training activities;

- Question and Answer – Q&A will be an on-going learning mechanism. Additionally, invited participants will be encouraged to participate in discussions, explore their ideas/experiences and answer to the queries of other participants. Using this method, trainers will play a facilitator's role to coordinate and create a cross-learning/sharing environment to clarify questions and queries.
- Sectoral Group Discussion for inputs: This section will encourage participants to discuss and identify common solutions for gender mainstreaming issues.
- Post-assessment –to assess improved capacity for mainstreaming gender into climate change investments
- Participants will develop a training plan for mainstreaming gender into climate change investments and conduct that training at sectoral levels led by the trained officials assisted by GCCC.

#### Box-1: Gender mainstreaming in CCA Investments - preconditions

##### Key Action Points to consider

- Recognize gender responsive participation;
- Gender responsive/sex-disaggregated roles & responsibilities;
- Conduct gender analysis;
- Assess gender mainstreaming costs;
- Examine gender-capacity gaps and gender mainstreaming costs on 7-S;
- Identify government agencies and nongovernment organizations (NGOs), community-based organizations (CBOs), and women's groups that can be used during the project implementation and assess their capacity;
- Involve men and women in project design;
- Monitor gender-disaggregated benefit indicators, modify the project design, as required.

### Pre-Test

The pre-testing activities determine the levels of capacity of participants on gender mainstreaming into the CCA investments issues including but not limited to their capacity on sectoral policy, strategy, program and projects. The pre-testing pays special attention to gender mainstreaming into climate change investments: strategy, system, style, structure, staff, skills and supports (known as '7-S'). The trainer shall also recommend the next steps for future capacity improvement based on the analysis report along with different similar issues for enhancing their capacity to mainstream gender into their respective policy, program and project level. Please follow the Pre-Testing Questionnaire Annex B

### Key Terminology and Definitions

When the terminologies are clearly defined, accepted by all parties and used unanimously across the users' levels, then a harmonized understanding, balanced knowledge and recognized information flow widely take place. With defined terminology, we can reduce all forms of risks and misunderstandings.

So, using the harmonized terminology ensures consistency and that messages are accurately translated.

In this regard, the participants are advised to use the terminologies used in the Manual. For detail, please see Annex A.

### Participants should learn after the TOT session:

- 1) Improved knowledge and capacity to provide technical support for policy, program and project development or related activities;
- 2) Capacity to monitor and evaluate the successful implementation, follow-up and appraise the processes and challenges; recommend what, when, who and how to address the issues;
- 3) Gender mainstreaming the technical ability to provide inputs in the new climate change investment related policy, program and projects.

**Table 1: Specific Progress and Challenges of Gender Mainstreaming into Adaptation Investments**

Topic	Progress	Challenges
Awareness of gender, gender mainstreaming issues	Government agencies, development partners and civil society organizations have been supporting awareness raising, gender empowerment initiatives through their development initiatives for last two decades. Such awareness raising, and capacity building become a common component of most of the activities.	Gender mainstreaming in adaptation investments is new to the sector ministries, civil society organizations and other sectors.
Institutional capacity and cross-sectoral coordination with a focus on women's role in climate change adaptation and mitigation	<ul style="list-style-type: none"> <li>• NSDP and Rectangular Strategy national levels; Neary Rattanak, Gender Master Plan on Gender and Climate Change, Cambodia Climate Change Strategic Plan (CCCSP) Climate Change Action Plan are sector and theme specific policy documents;</li> <li>• Pilot Program for Climate Resilience (PPCR) Coordination Team, Technical Working Groups (TWG) etc. are in strengthening institutional capacity and cross-sectoral coordination have been in place;</li> <li>• MoWA established the Gender and Climate Change Committee (GCCC) in 2011 to facilitate gender mainstreaming issues in climate change investment initiatives.</li> </ul>	<p>Limited technical and financial resources slow the implementation processes.</p> <ul style="list-style-type: none"> <li>• Gender mainstreaming in climate change investment initiatives is very new, so it should be given the opportunity as an important subject in PPCR Coordination Team meetings and related multi-sectoral consultations. Gender and Climate Change Committee necessitates playing more vigorous roles to facilitate the processes, but the reality is, GCCC is still so far from the level of leading capable entity.</li> </ul>

Topic	Progress	Challenges
Gender mainstreaming in climate change as a regular agenda item	The RGC recognized that gender concerns should be integral to the development initiatives. The NSDP 2014-18 focused on gender mainstreaming issues and proposed a budget. One of the strategic objectives of Neary Rattanak IV 2014-2018 focuses on climate change and gender issues.	Considering that the gender mainstreaming issues in the NSDP 2014-2018 and focusing on climate change issues in the Neary Rattanak IV provided the opportunity, yet it did not become the primary transforming mechanism for gender mainstreaming in climate change initiatives.

Source: *MoWA Capacity Needs Assessment Report, Inception Report, Package C, 2016*

## MODULE II: MAINSTREAMING GENDER INTO SPIE CCA INVESTMENTS

### Why should gender be mainstreamed into CCA Investments?

The concept of gender mainstreaming was first proposed in the 1985 Third World Conference on Women in Nairobi, Kenya. The idea has been promoted in the United Nations development community and was formally featured in 1995 at the Fourth World Conference on Women in Beijing, China, as cited in the document that resulted from the conference, the Beijing Platform for Action (UN 2002). The Paris Declaration made the global position clearer by defining who (institutions) should do what (program and projects) and how (way forward). Cambodia is one of the signatories of all the global initiatives. Therefore, the concept of gender mainstreaming into climate change adaptation investments is fully aligned with the global and Cambodian national policy and strategic documents.

The Development Partners, like the Asian Development Bank and others, have incorporated the global commitments into their policy, program and projects. The ADB Vision 2020 recognizes gender equality and women's empowerment as the drivers of change. UN Women (2012) recognizes 'gender' as 'the social attributes and opportunities associated with being male and female and the relationships between them; gender determines what is expected, allowed and valued in a woman or a man in a given context'. Climate change frequently affects women and men differently (IPCC 2007). The imperative for gender mainstreaming into climate action 'exists for reasons of efficiency, effectiveness, and ultimately for the goals of equity and inclusion (CIF Gender Action Plan, 2014).

#### Box-2: Gender-based vulnerability to climate change: Facts

*Women are not well represented in decision-making processes, which constrains their ability to meaningfully participate in decisions on adaptation and mitigation. Only 17 percent of cabinet and 19 percent of parliament members are women; out of eleven Pacific island developing economies that were studied, five had no women members in parliament at all. A global gender gap in earnings and productivity persists across all forms of economic activity; women make between 30 percent and 80 percent of male annual income. Restricting job opportunities for women has been costing the region approximately \$44 billion a year. A study by the Organisation for Economic Co-operation and Development (OECD) classified women's access to land as "very limited" in a number of countries within the Asia-Pacific region. For those developing countries globally for which data was available, only between 10 and 20 percent of all landholders are women. Burning biomass fuel indoors leads to 2 million deaths per year (mainly women and children). In 2007, the estimated number of women and girl children who were "missing"—the number of excess female deaths—was 484,000 in Asia (excluding central Asia). ..... (Source: UNDP Asia-Pacific Human Development Report 2015).*

Box-2 validates the proofs of the importance gender mainstreaming issues and its economic impacts in the Asia-Pacific regions. Box-2 describes the overall scenario and the impacts on women, girls and children caused by climate change related events and their costs. Hence, the importance of gender mainstreaming in climate change adaptation investments conveys a worthy cause, yet why should the decision makers and practitioners be required to recognize gender mainstreaming into climate change adaptation investment as a regular development agenda item?

The RGC initiated several efforts for mainstreaming gender in policy, strategy and programs. The Neary Rattanak IV 2014-2018, the National Strategic Development Plan (NSDP) 2014-2018, and the Master Plan on Gender and Climate Change (MPGCC) 2018-2030, and sectoral gender related policy and guidelines are some examples. In fact, the gender mainstreaming efforts remain limited in almost all planning levels. They do not quantify the costs and economic benefits of gender mainstreaming into the programs, projects and beneficiaries' levels. Therefore, gender mainstreaming in climate

change adaptation investments matters exceedingly to safeguarding the sex-disaggregated benefits at the project beneficiary levels.

The importance of gender mainstreaming in climate change adaptation investments are reflected in several technical knowledge products. Those knowledge products recognize that the gender gap in education has negative effects on income growth as higher women's labor market participation increases bargaining power in the household with positive effects on children's human capital (Klasen and Lamanna, 2009; Kabeer and Natali, 2013). Women have a stronger preference than men for spending on goods and services that contribute to the human capital of their children (Stotsky, 2006). Top women managers are positively associated with a firm's profits, added value and revenues (study on 2,500 largest Danish firms for the 1993- 2001 period, Smith et al., 2006). Women-owned firms are associated with a reduction in the gender wage gap by 1.5 % (studies on Portugal covering the 1987-2000 period, Cardoso and Winter-Ebmer, 2010). Female leaders are more gender-responsive than male leaders (studies on the US, Tate and Yang, 2015), and women's engagement in community based climate change adaptation initiatives drives the community to be resilient against climate change (STEC, 2015/Annex-C).

#### Box-3: Cambodian CSO Experience

Experiences from Cambodia: Annex C shows that how gender responsive climate change adaptation initiative harmonized, recognized and facilitated equitable participation in climate change risk assessment, risk planning, risk financing, and risk reduction efforts. The Micro Insurance Facility (MIF) integrates gender concerns into the climate change adaptation, mitigation and disaster risks reduction initiatives at community levels. They transformed the community monthly meetings to Local Dialogue Platform for consulting all forms of risks, challenges and way forward for reducing all forms of risks caused climate change. For more information, please see the Annex C.

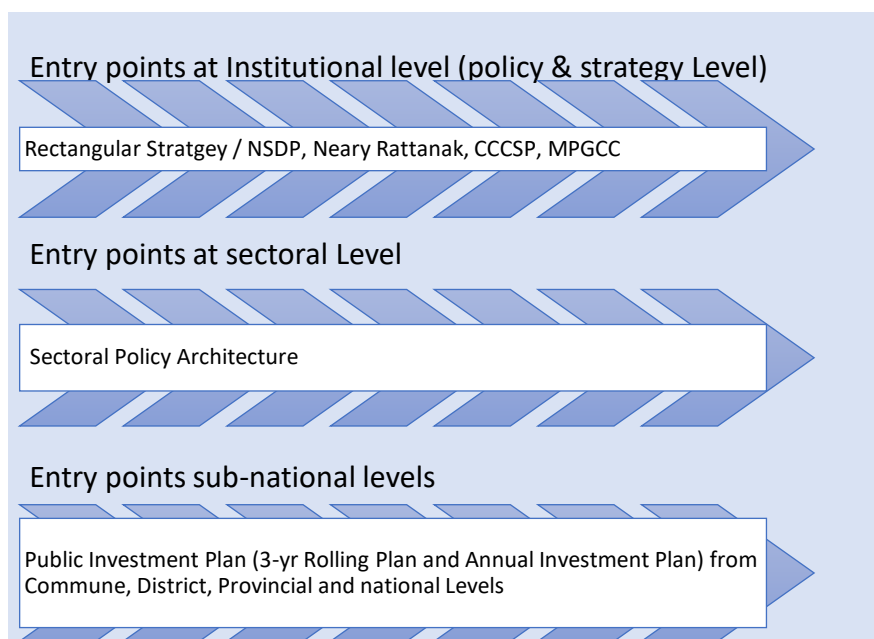
From Cambodian perspectives, the experiences show (Box-3) that the community risk mapping, planning, financing and risk reduction processes require intense contribution from women, men, children, elderly people, government line departments, local authorities and other actors with their defined roles and responsibilities. The Micro Insurance Facility (MIF) integrates gender concerns into the climate change adaptation, mitigation and disaster risks reduction investment initiatives at community levels. They established the Local Dialogue Platform for consulting on all forms of risks and the gaps for the community. Such monitored and inclusive efforts resulted in the MIF increasing its capital 277% from 2008 to 2017 under their community MIF management (Annex-C). There are several successful such experiences at the community levels in Cambodia, and these successful cases from Cambodia demonstrate that the RGC is in a good position to fulfill its commitments made at global levels and national levels.

### Gender Mainstreaming Entry Points

Considering gender mainstreaming into climate change adaptation investment decisions from the perspective of donor and partner countries, the key entry-points for gender mainstreaming are (i) institutional level, (ii) policy & strategy level, (iii) program and project level (iv) beneficiaries level, and (v) monitoring, reporting and outcome analysis level. From Cambodian perspectives, the most important entry points are at the institutional level where the policies and strategies are developed

(Rectangular Strategy, NSDP) that governs the RGC's cross sectoral and sectoral policy framework, program, projects and everyday activities.

Figure 1: Gender Mainstreaming Entry Points (Cambodia Perspectives)



The sectoral policy strategy, strategic plan and annual action plans are guided by the Institutional policy (Cambodian NSDPs), cross-sectoral policy documents (Cambodia Climate Change Strategic Plan), Neary Rattanak and Master Plan on Gender and Climate Change (figure-1). The civil society groups and private sector need to customize their policy, strategic plans and annual operational plans based on the RGC's policy documents. National policy frameworks are governed by the global commitments.

**Box-4: A bilateral agency strategic approach**

The Netherlands Ministry of Foreign Affairs supports increased attention to the so-called "cross cutting" issues in the implementation of the Paris Declaration. The Departments in the Ministry concerned with Human Rights, Environmental Sustainability and Health, Gender and Civil Society, therefore, prepared a joint memorandum prior to the workshop on Development Effectiveness in Practice– Applying the Paris Declaration to Advancing Gender Equality, Environmental Sustainability and Human Rights in Dublin in April 2007. This was approved and signed by directors and sent to the Director General.

The Ministry of Foreign Affairs in the Netherlands implements the Paris Declaration through its respective line departments (box-4).



The GEF Gender Equality Policy governs almost 183 GEF Member countries. It focuses on harmonizing the equality of women and men through its programs and projects.

The Asian Development Bank (ADB) aims to take stock of data availability

and comparability across the region for gender-related SDGs and targets, assess/forecast achievement of the gender-related targets at the outset of the 15 years; and provide clear policy directions for achieving gender equality and the empowerment of women and girls in the region by 2030 with commitment to not leave any women and girls behind from the new paradigm of the development initiatives governed by the SDG (Tracking Progress on Gender Equality by 2030, ADB 2016). ADB identifies four key pillars underpinning Gender Equality and Empowerment of Women and Girls: Equality of Human Capital, Women's Economic Empowerment; Voice, Participation and Leadership; and Safety. Emerging risks/opportunities are a common agenda linked with climate change, disaster risks, urbanizations, demographic changes, migration and increased connectivity (Figure-2).

#### Box-5: A bilateral agency strategic approach

ADB's Policy on Gender and Development will adopt mainstreaming as a key strategy in promoting gender equity. Gender considerations will be mainstreamed into all ADB activities, including macroeconomic and sector work, and lending and technical assistance (TA) operations. The key elements of ADB's policy will include gender sensitivity, gender analysis, gender planning, mainstreaming, and agenda setting.

#### Box-6: The GEF Gender Policy that Governs Globally

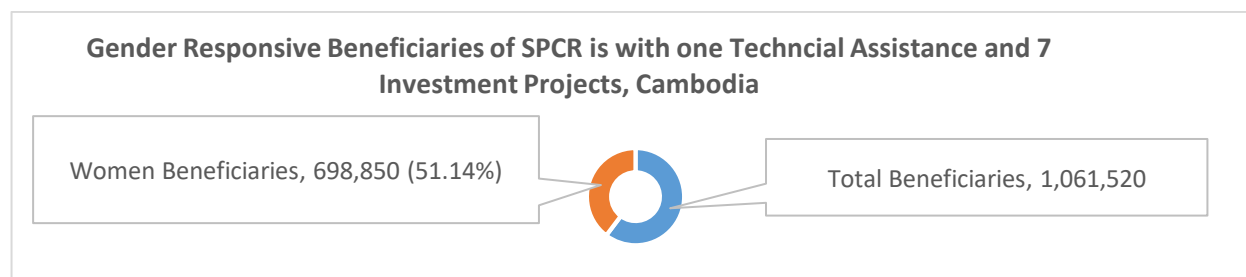
The GEF Experiences in CSO engagement and gender considerations: Equality for women and girls is a strategic and operational imperative for the GEF. Men and women use natural resources differently and, as a result, they are affected differently by changes to these resources. Gender inequality and social exclusion increase the negative effects of environmental degradation on women and girls. Despite recent promising policy and legal reforms, persistent gender-discriminatory social and cultural norms, unequal access to land, water and productive assets, and unequal decision making continue to constrain women and men from equally participating in, contributing to, and benefitting from environmental projects and programs. Source: GEF Gender Policy 2017

Figure 2: ADB Conceptual Framework on Gender Equality and Empowerment to Attend the SDGs



The ADB Country support programs are governed by its conceptual framework on gender equality and empowerment. In Cambodia, the Strategic Program for Climate Resilience (SPCR) indicates the ADB commitments for addressing gender concerns (Figure-3).

Figure 3: Gender Responsive SPCR in Cambodia



The SPCR Cambodia consists with seven investment programs and one Technical Assistance with three packages.

#### *Box 7: Gender Mainstreaming in Zambia*

**Zambia Experience:** In Zambia, gender equality is incorporated into the Performance Assessment Framework related to budget support, and it has been agreed to undertake a gender audit every two years in priority sectors.

Globally, the countries have been following their commitments to the SDGs. Based on the country contexts, government institutions leading gender mainstreaming are different. In Zambia, the government of Zambia incorporated the gender concerns in its respective government ministries and conduct gender audits in each two years in prioritized sectors (Box-7). In Uganda, the gender mainstreaming entry points are different. The Justice Law and Order Development Partner Group identified that a joined-up and coordinated approach to encouraging gender mainstreaming worked

better than bilateral and ad hoc donor initiatives. The initiatives were carried out in a transparent manner, in partnership with the government and depended on existing sector financing and processes.




In Cambodia, PIP is another line of action for mainstreaming gender into the government's operational plans (Annual Investment Plan and 3-Year

#### Box-8: Gender mainstreaming in Uganda

The Justice Law and Order sector in Uganda: In Uganda, the Justice Law and Order Development Partner Group found that a joined-up and coordinated approach to encouraging gender mainstreaming worked better than bilateral and ad hoc donor initiatives. This was carried out in a transparent manner, in partnership with the government and depended on existing sector financing and processes.

Development Plan/ Rolling Plan). The Table-2 determines the specific time frame of the PIP preparation processes where empowered policy makers have the opportunity to mainstream gender from the root of the PIP processes (Table-2).

Table 2. Gender Mainstreaming in Public Investment Plans (PIP) in Cambodia			
Time	Process	Main Output and Ministry Responsible	Entry Points
Jan-Mar	Review of previous planning and implementation period.	Public expenditure review: Responsible agencies: MoP, MEF, line ministries and others	← Gender Mainstreaming
Mar-May	Line ministries update sectoral policy matrixes and formulate new projects. Size of PIP and sectoral ceiling set for each ministry according to macroeconomic framework and policy priorities.	Sectoral ceilings - Tentative sectoral ceilings set - Responsible agency: PIP steering committee	← Gender Mainstreaming
Jun-Jul	Line ministries prioritize and select project proposals for submission to MoP.	Proposal submission - Completed project info sheet - Responsible agency: MoP	← Gender Mainstreaming
Jul-Aug	MoP collates and enters all project data into PIP database and assesses.	Data input and appraisal - Project info sheet - Responsible agency: MoP	← Gender Mainstreaming
Aug	MoP prioritizes project in line with policy.	Prioritization of projects - Selection criteria, sectoral ceilings - Responsible agency: MoP	← Gender Mainstreaming
Sep	Draft PIP produced and presented to inter-ministerial meeting.	Draft PIP - Select for next year's budget, MoP	← Gender Mainstreaming

Sep-Oct	Draft PIP amended and PIP for next year's budget submitted to MEF.	Budget inclusion (1 year PIP) - Draft PIP submitted to MEF - Responsible agency: MoP	
Nov	Council of Ministers approves budget and PIP.	PIP approval Next year's PIP and budget approved  -Responsible agency: Council of Ministers	
Dec	NA approves PIP together with next year's budget document.	Final PIP  -NA approval	
Source: Department of Public Investment, MOPNA- National Authority, PIP- Public Investment Plan			

## MODULE III: GENDER MAINSTREAMING BASELINE AND TARGETS

### Gender Mainstreaming baseline and Targets

The status of gender mainstreaming into climate change investments is different. Based on the policy and strategy, identified gaps & needs, and challenges, and recommended the next steps for making/improving the gender responsive CCA Investment policy and strategy.

**Table 3: Gender Mainstreaming Entry Points, Baseline and Targets at different level after successful implementation of this Manual**

Gender Mainstreaming Entry Points	approaches	Rationale	Baseline vs. Targets <sup>2</sup> (average)				
			2016	2018/19	2023	2028	2030
For Policy Level							
Sectoral Policy level	Policy analysis	Policy and strategy analysis identify gaps & needs and challenges, and recommended next steps for making/improving the gender responsive CCA Investment policy and strategy.	55%	70%	80%	85%	90%
Institutional Capacity Building	7-S analysis	Strategy, System, Style, Structure, Staff, Supports and Skills (7-S) of CCA Investment decisions	45%	65%	75%	85%	90%
For Program Level							

<sup>2</sup> The targets are set based on the project, NSDP and SDG milestones i.e. 2016, represents baseline, 18-2019 study represents the interim progress during the project, 2023 indicates the progress at the end of upcoming NSDP period, 2028 and 2033 similarly follows the NSDP while 2030 follows the SDGs targets.

Program and Project level	Needs assessment and baseline	Gender responsive/balanced and technically sound team members in program and project development	40%	60%	73%	80%	90%
		Gender responsive, quantifiable operation plans (participation, capacity strengthening, implementation, monitoring & reporting, end project evaluation and outcome review)	45%	60%	73%	85%	90%
Institutional Capacity Building	7-S analysis	Strategy, System, Style, Structure, Staff, Supports and Skills (7-S) of CCA Investment decisions	45%	65%	75%	85%	90%
For Beneficiaries Level							
Implementation (Implementation progress and beneficiaries)	Progress analysis (scorecard)	Gender balanced and gender responsive technically sound implementation team members	50%	65%	75%	85%	90%
		Checklist/scorecard to monitor the gender responsiveness	55%	65%	75%	85%	95%
		Analyze and recommend for further improvements	55%	65%	75%	85%	90%
Monitoring and Evaluation, outcome review	Achievement/ Impact analysis (scorecard)	Gender balanced and gender responsive technically sound team members	45%	65%	75%	85%	90%
		Checklist/scorecard to monitor the performance	55%	70%	85%	90%	95%
		Analyze and recommend for further improvements	55%	70%	80%	85%	90%
Capacity Building	7-S analysis	Strategy, System, Style, Structure, Staff, Supports and Skills (7-S) of CCA Investment decisions	45%	65%	75%	85%	90%
<p>Note:</p> <ul style="list-style-type: none"> <li>• 2016 – bears the data from Capacity Needs Assessment Report</li> <li>• 2018/19 – data will reflect the status at the end of the TA</li> <li>• 2023 and 2028, – will bear the progress data following the progress of the upcoming NSDP</li> <li>• 2030 will reflect the data based on the progress of the Master Plan on Gender and Climate Change, sectoral line policy and plans, SDGs etc.</li> </ul>							

## Gender Mainstreaming at Institutional levels

### Gender Mainstreaming in Government Institutions

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

The Ministry of Women's Affairs (MoWA), set up in 1993, advocates and promotes women's issues through national policies, strategies and programs. The MoWA's national strategic plan is the Neary Rattanak that seeks to empower women in the economy, education, attitudinal change and public leadership to combat gender-based violence, trafficking and sexual exploitation, and to further mainstream gender in policies and programs across all sectors of government. Neary Rattanak is in line with the overall national Rectangular Strategy and thereby able to mainstream gender issues across all sectors and goals. According to a MoWA policy brief (2015), Cambodia was one of the few countries that expanded the generic global Millennium Development Goals (MDG) to include several additional gender-related indicators and targets and was the first country to include indicators on the elimination of violence against women in its country-level Cambodian MDGs.

The Neary Rattanak V (2019-2023) flags up the gender concerns from the SDGs' key components and 54 subcomponents.

### Gender Mainstreaming in Civil Society Organizations (CSOs)

*Figure 4: Gender Mainstreaming Key entry points in CSOs*

The civil society organizations in Cambodia have been contributing significantly in the climate change adaptation, mitigation and disaster risk reduction fields. Both international and local CSOs play significant roles in supporting CC adaptation skill transformation in different climate vulnerable fields. There are many successful cases in Cambodia<sup>3</sup> that could make visible success demonstrating the enabled working environments, abiding by the government regulations and supporting the large number of beneficiaries in rural Cambodia.



#### Box-9: Community Resilience Case in Cambodia

**A CSO Experience in Cambodia** on “Mainstreaming Gender in Climate Change for Sustainable Livelihoods Development” focused on five key areas: (i) gender responsive climate change and disaster risk assessment; (ii) collaboration with government authorities and civil society organizations; (iii) development of a gender-responsive climate change and disaster risk reduction action plan; (iv) implementation of the action plan led by the community beneficiaries; and (v) introducing a community based and community managed micro insurance (community revolving fund) facility for enhancing sustainable livelihoods. The initiative serves as a driver of change for poverty reduction, collaboration and enhanced community resilience. Ref. Annex C)

<sup>3</sup> The “Civil Society Support Mechanisms” Package B of the ADB TA 8179 is one of the successful cases in Cambodia that supported 18 civil society organizations and the outputs reached to a significant level as the drivers of change on Gender Equity and Mainstreaming Governance and capacity development knowledge solutions partnerships.

## Gender Mainstreaming Budgeting and Financing

The Government, Development Partners, Civil Society Organizations and Private Sector can bridge roles in gender mainstreaming financing<sup>4</sup> for enhancing community resilience. Financing is considered the “life-blood” of programs and initiatives necessary for survival.

### Box- 10: Women in Decision Making Positions in Cambodia

The Cambodian Prime Minister pledged to appoint more women into key positions in the government. Currently, the government has appointed women for the positions of deputy prime minister, minister, secretary of state and undersecretary of state, as well as deputy governors of all 25 provinces and municipalities. "We hope that our women will play a bigger role," Ref. International Women's Day in Phnom Penh, Cambodia, on March 8, 2017 celebration.

## Gender Mainstreaming - the Roles of Government Ministries

Establishment of the GCCC and GMAG in MoWA are commendable examples of the RGC supporting the gender mainstreaming concepts. The RGC's policy strategy supports gender mainstreaming issues (Ref. Box 10). GCCC facilitates gender mainstreaming issues to the policy, program and projects in the line sector ministries through the Focal Points and Alternate Focal Points. To make the gender mainstreaming issues the common agenda for GCCC and line sector ministries, government's regular budget and financing system should support the initiatives.

## Gender Mainstreaming - the Roles of Development Partners (DP)

The policy architecture of the Development Partners should support mainstreaming gender issues to integrate comprehensively gender concerns into their programs and projects and advise their counterpart government ministries to facilitate the gender mainstreaming processes. DPs should allocate adequate resources and mechanisms to ensure smooth integration.

## Gender Mainstreaming - the Roles of CSOs

The civil society groups in Cambodia serve effectively to add value in complementing the RGC's commitments into actions from their development perspectives. The civil society representatives used to actively participate in all development activities including workshops and consultations. The gender responsive board, management team, program, projects, beneficiaries and overall investments should be the examples and drivers of change for mainstreaming gender into their climate change adaptation investments.

## Gender Mainstreaming into CCAI - from Policy to Projects

The Cambodian Government's support of women with increasing their role in public decision-making reflects the Rectangular Strategy for Growth, Employment, Equity and Efficiency II and III, and line policy architecture. In that respect, the DPs have been supporting the government initiatives for mainstreaming gender into the climate change adaptation investments (CCAI) that complements the commitments of the RGC. There is need to set agreed methodology to translate the policy into projects as it provides an *agreed* concept of gender mainstreaming in CCAI; *clearly defined gender mainstreaming* issues incorporated into short-term, medium term and long-term development investment plans and programs that transform gender mainstreaming into climate change investments as the common agenda for government, DPs and provide technical supports to all parties.

<sup>4</sup> Gender mainstreaming financing refers to a specialized funding structure from the respective institution's core budget that promotes smooth cash flow maintain its planed workflow and achieve the expected outputs.

**Table 4: Transforming Commitments into Actions - from Program to Project in Cambodia**

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

The Table-4 above shows how the program translated into gender responsive investment projects. It bears witness to how the projects have been driving comprehensive approaches for improvements in the lives of people who live in the areas most affected by climate variability and change. The program helps with increased resilience to climate change, including extreme weather events and variability.

## **MODULE-IV: Gender Mainstreaming into SPIE CCAI**

Based on comprehensive consultations with Focal Point and Alternate Focal Points from SPIE, meetings organized with senior SPIE officials, and consultations during the workshops and meetings, there are five steps identified for mainstreaming gender into the Climate Change Adaptation Investments (CCAI) of SPIE. Step-1 defines the scope. It ensures that the initiative does not overlap with any activities, synergizes with current policy, strategy and institutional priorities followed by comprehensive SWOT and Stakeholder Engagement Analysis. Step 2 refers to the institutional recognition by the respective sector ministry. Step 3 stands for gender-mainstreaming framework development activities based on the existing policy and strategy, sex-disaggregated baseline data and information. Step 4 deals with finance and budget related issues, and Step 5 demonstrates how to mainstream gender in CCA SPIE Investment related policy, program and project levels.



Table 5: 5 Steps for mainstreaming gender into SPIE CCA Investment

Step	Key Area	Key Options and Activities	Key Considerations
Step1	Scoping	<ul style="list-style-type: none"> <li>• SWOT analysis of gender mainstreaming and its recommendations</li> <li>• Stakeholder engagement analysis and recommendations</li> <li>• 7-S analysis to set baseline and targets</li> </ul> <p>Sex-disaggregated baseline analysis</p>	<ul style="list-style-type: none"> <li>• Avoid any duplications</li> <li>• Synergize with existing policy, strategy and institutional action plans</li> </ul>
Step 2	Institutional Recognition and Endorsement	<ul style="list-style-type: none"> <li>• Mainstream gender into SPIE<sup>5</sup>;</li> <li>• Assess the cost (if there is any) of gender mainstreaming issues into SPIE;</li> <li>• Facilitate engagement of technical and key decision makers in the gender responsive policy framework development;</li> <li>• SPIE supports the processes.</li> </ul>	<ul style="list-style-type: none"> <li>• SPIE institutionally supports taking ownership of the initiatives;</li> <li>• Ensure there is at least one gender component/sub-component in each CCA initiative.</li> </ul>
Step 3	Develop the Gender Mainstreaming Framework	<ul style="list-style-type: none"> <li>• Draft the gender mainstreaming CCA investment framework based on the progress made in Step-2;</li> <li>• Conduct a formal consultation with key stakeholders on the framework;</li> <li>• Finalize the framework incorporating the inputs from stakeholders;</li> <li>• Widely share to key stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• Allocate resources, define gender balanced responsibilities to monitor the progress and make accountable individual and specific group/team representatives.</li> </ul>
Step 4	Resource considerations	<ul style="list-style-type: none"> <li>• Strengthen the planning and budgeting team to be gender responsive;</li> <li>• Allocate resources for making the initiative gender responsive i.e. sex-disaggregated baseline, cost of gender mainstreaming, meaningful engagement with defined roles and responsibilities based on the policy, program and project plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Gender responsive policy supports to allocate adequate resources;</li> <li>• Responsible planning and budgeting team members are empowered to consider cost of gender mainstreaming, gender responsive budget development</li> </ul>

<sup>5</sup> Gender mainstreaming into SPIE refers to gender mainstreaming into the policy, program, project of SPIE, along with monitoring, evaluating, outcome reviewing and reporting of the implementation progress of the climate change adaptation investment initiatives.

			and resources allocation etc.
Step 5	Review and improve the processes	<ul style="list-style-type: none"> <li>• Monitor, evaluate, outcome review and report on the initiative;</li> <li>• Assess the extent of gender responsiveness of the initiatives and recommend for their further improvements.</li> </ul>	<ul style="list-style-type: none"> <li>• Gender responsive monitoring and reporting framework aligned with the national M&amp;E system.</li> </ul>

#### Box-11: The UN Resolution on Gender Mainstreaming

This resolution provides a very clear mandate for incorporating gender perspectives into national budget processes:

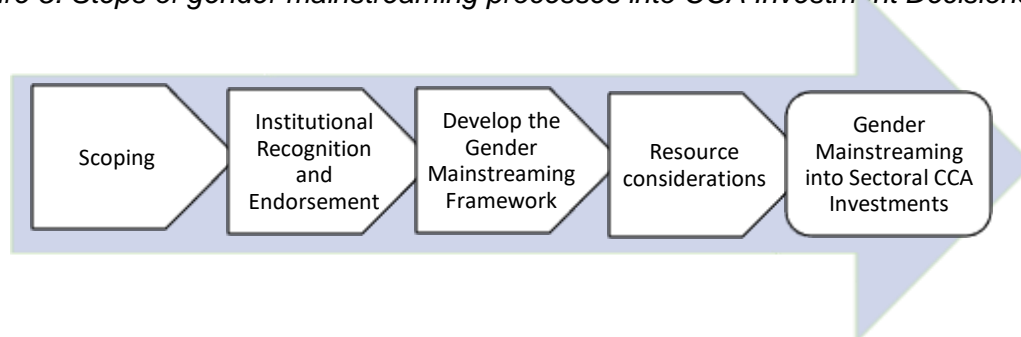
"65. The realization and the achievement of the goals of gender equality, development and peace need to be supported by the allocation of necessary human, financial and material resources for specific and targeted activities to ensure gender equality at the local, national, regional and international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

"73 (b). Incorporate a gender perspective into the design, development, adoption and execution of all budgetary processes, as appropriate, in order to promote equitable, effective and appropriate resource allocation and establish adequate budgetary allocations to support gender equality and development programs that enhance women's empowerment and develop the necessary analytical and methodological tools and mechanisms for monitoring and evaluation."

*The outcome document of the twenty-third special session of the General Assembly to follow-up implementation of the Platform for Action in June 2000 (A/S-23/10/Rev.1).*

### SPIE Sectoral Gender Mainstreaming Action Plan

Figure 5: Steps of gender mainstreaming processes into CCA Investment Decisions



The aim of the gender action plan is to demonstrate how women, men, children, elderly people and people with disabilities including indigenous people can pool their efforts to work together for a common goal in the form of climate change adaptation investment policy, program, project, beneficiaries and its impact/outcome levels for the SPIE sector. The action plan considers the gender mainstreaming indicators, particularly it assesses the cost of gender mainstreaming into the CCA initiatives, quantifies the economic benefits and quantify the reduced losses (potential) in the event of

an extreme weather event occurring. The action plan follows the Template in Annex F for SPIE Gender Responsive Action Plan development and gender responsive indicators in Table 5.

## Monitoring, Evaluation and Reporting

Gender-responsive indicators are applied in the monitoring, reporting and evaluation framework. The table below lists the indicators for CCA investment projects.

**Table 5: Gender Mainstreaming Indicators**

<b>Indicator</b>	<b>Logic</b>
<b>#1:</b> Number and percentage of women and men meaningfully attended in the activities, trainings & meetings	Reflects male and female access to meetings, seminars and any decision-making discussions.
<b>#2:</b> Number and percentage of women and men could utilize their lessons learned in their daily activities from the trainings & meetings	Reflects the number of women and men could utilize the lessons learned from the training in their daily activities.
<b>#3:</b> Number of women and men benefitting from the project	Reflects the number of benefited women and men from the project
<b>#4:</b> Number of women and men demonstrate leadership at the project implementation	Reflects the number of leaderships grew from the initiatives
<b>#5:</b> Number and percentage of women with increased incomes	Reflects how the climate change investment project increased income
<b>#6:</b> Number of jobs created for women and men	Reflects on created new jobs for women and men
<b>#7:</b> Changes in income disparities between women and men (wages gaps)	Reflects on the reduction of income gaps
<b># 8:</b> Sector ministries, CSOs and private sector allocated annual budget for implementation of the gender mainstreaming in CCIs.	Institutionalizing the gender mainstreaming in CCIs as the regular development agenda.
<b>#9:</b> Coordination initiatives with sectors, CSOs and private sectors conducted regularly	Coordination initiatives at least once a year maintains the vibrant approaches for gender mainstreaming issues into CCIs.
CCI – Climate Change Investments, CSO – civil society organizations	

## Post-test on the TOT

The post-test is conducted as a part of the evaluation of the TOT as an event as well as evaluating the broader understanding of the different topics of the conducted TOT. It follows the same questionnaire used in the Pre-test to justify and rationalize the progress.

## Conclusion

The Gender and Climate Change Committee (GCCC), along with its network of institutional stakeholders and resource persons, represents a rich source of knowledge about gender mainstreaming needs, opportunities, benefits and practicalities as clearly demonstrated during the consultations conducted during the preparation of the present document.

The consultations confirmed the needs and the attractive benefits of climate change adaptation and disaster risk reduction, interacting positively with the development of sustainable rural livelihoods, poverty alleviation and public health, with gender mainstreaming as a helpful catalyst adding substantial benefits.

Furthermore, the consultations indicated that many of these benefits can be achieved at a moderate cost.

## **Next Steps**

The next steps towards gender mainstreaming into adaptation investments may include the following:

- Continue training, capacity-building and support for institutional interaction on gender mainstreaming issues.;
- Implementation of supportive case studies, surveys and pilot projects;
- Include surveys for improved documentation of gender mainstreaming costs and benefits in the context of today's Cambodia (including social and environmental costs and benefits);
- Identify and report of '*success stories*'; and
- Support to dissemination and knowledge-sharing, facilitated by the GCCC.

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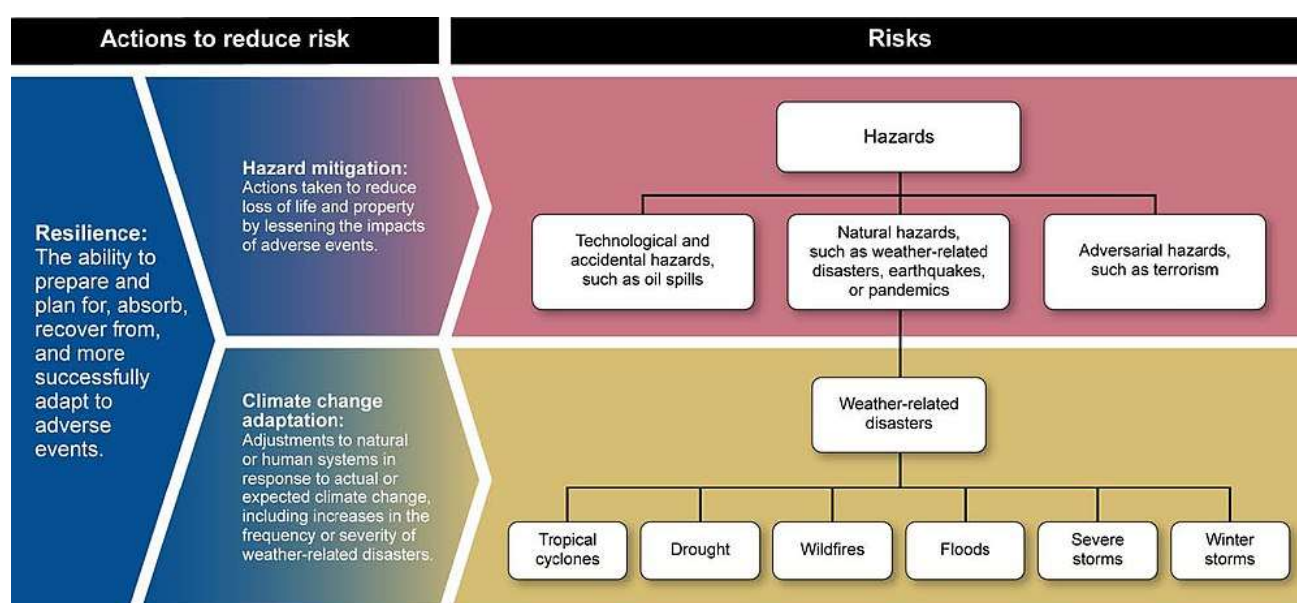
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## Annex A: Terminology

**Climate change adaptation**<sup>6</sup> is a response to global warming and climate change, that seeks to reduce the vulnerability of social and biological systems to relatively sudden change and thus offset the effects of global warming. Even if emissions are stabilized relatively soon, global warming and its effects should last many years, and adaptation would be necessary to the resulting changes in climate. Adaptation is especially important in developing countries since those countries are predicted to bear the brunt of the effects of global warming. That is, the capacity and potential for humans to adapt (called adaptive capacity) is unevenly distributed across different regions and populations, and developing countries generally have less capacity to adapt. Furthermore, the degree of adaptation correlates to the situational focus on environmental issues. Therefore, adaptation requires the situational assessment of sensitivity and vulnerability to environmental impacts.



Source: GAO analysis of Presidential Policy Directive 8, previous GAO work, and National Oceanic and Atmospheric Administration data. | GAO-16-454

Figure 6: Relationships between risk, hazard mitigation, resilience, and adaptation

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

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

<sup>6</sup>[https://en.wikipedia.org/wiki/Climate\\_change\\_adaptation#cite\\_note-1](https://en.wikipedia.org/wiki/Climate_change_adaptation#cite_note-1)

**Gender mainstreaming** is a strategy used for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, in any area and at all levels.

Gender mainstreaming means:

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

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

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

### **What is gender?**

Gender refers to the *social differences* between women and men - their roles, rights, relationships, and responsibilities ascribed in a specific society and cultural context. What it means to be a man or a woman is (re)created and learned in everyday life in our families and societies. These gender roles and responsibilities of men and women are not fixed, but are *changeable* over time. (UN Women)

### **What are gender relations?**

Gender relations define the way in which roles, responsibilities, and access to and control of resources are allocated between men and women. Gender relations refer to the distribution of power between women and men. This distribution of power can be uneven, which makes relations between men and women unequal.

### **Why should we consider gender?**

**Practical:** The differences in women's and men's roles, needs, and interests demand different policy and project approaches.

**Smart economics:** Women still face inequality in access to resources, opportunities, participation, and decision making that constrains them from reaching their full potential. If inequalities are not

addressed, half of the population's potential to contribute to social, economic, and environmental development is lost to a society.

**Sustainable:** Long-term development is only possible if all women and men are empowered to improve their livelihoods. Women are central to socialization — that is, they teach future generations the importance of protecting their environment and play an important role in their education for a better future. Gender equality is central to sustainable development (also recognized in the Sustainable Development Goals 5).

**Just cause:** Equality for all social groups independent of their gender, age, or wealth is a development goal and is a prerequisite for a flourishing and happy society.

### **What is gender analysis?**

Gender analysis is the sex-disaggregated study of differences in women's and men's needs, interests, participation rates, access to resources and development benefits, control of assets, decision-making powers, etc. The primary aim of a gender analysis is to identify, understand, and redress inequalities based on gender status, roles, responsibilities, and relations. Gender analysis needs to take place as a first step of gender mainstreaming to identify gender roles, needs, interests, and inequalities and then to design measures in a manner that reduces inequalities and empowers both men and women to participate and ensure the measure is sustainable and effective.

### **Why gender and climate change?**

#### **Why should gender be an issue for climate change policy and projects?**

Gender is a factor that cuts across many sectors, such as age and economic wealth. As with other crosscutting factors, gender must be considered when planning and implementing policy measures. Such measures can only be effective if they identify the appropriate target groups, men and women, and their needs and interests.

#### **What are the links between gender and climate change?**

The inter-linkages between gender roles and climate change, and respective action, can be summarized as follows:

- 1) Climate change affects women and men differently;
- 2) Women and men exhibit different ways of responding to climate change;
- 3) Climate policies and measures affect women and men differently.

Mitigation measures aim mainly to reduce harmful emissions caused by burning fossil fuels for energy or transport or produced in SPIE. Adaptation refers to the process of adjustment to actual or expected climate changes and their effects.

### **Why should we integrate/mainstream gender?**

Climate action that recognizes women's knowledge of resource management and their potential to effect long-term change is not only more just, but also more successful and sustainable. Gender inclusive mitigation is recognized as because it targets women as essential stakeholders, harness their knowledge and potential, and empower them to contribute to poverty reduction, sustainable development, and effective climate change responses (Figure 1).

Inclusive climate action is



- More effective because it identifies all relevant target groups and stakeholders;
- More efficient because it achieves greater outputs with the allocated resources;
- More equitable because it identifies and reduces inequalities;
- More sustainable because it leads to long-term social and economic development.

### **What is a climate change adaptation investment project?**

A climate change adaption investment project follows the principles below:

- Conducting analyses of the likelihood of associated biophysical and socio-economic implications of long-term climate change risks;
- Preparing development strategies and plans to include consideration of climate change risks and opportunities
- Reviewing/revising/designing national and sub-national policies (including accompanying legislative adjustments) to take into account climate change risks and opportunities
- Developing partnerships, tools, and practices to incorporate climate resilience into investment decision-making processes
- Testing and demonstrating discrete interventions to manage climate risks

## Annex B: Pre-and-Post TOT Questionnaire

### TRAINING OF TRAINERS On Gender Mainstreaming into Adaptation Investments

The entry and completion questionnaires should be identical (so that they can be compared)

Your name (in Khmer):	M/F:	Day/ month/ year:	Sector
Your name (in English):			

#### Final Rating

1 2 3 4 5 

#### Explanation of Ratings

1. Limited understanding but cannot use into daily activities;
2. Understands in some extent but inadequate to assist others;
3. Improved understanding, can support others at limited scale and but need support;
4. Understand, can do on needs based, assist others at some extents;
5. Understand, can lead and facilitate and support.

Read the instructions below and decide on the most suitable answer for the following questions.

Put the tick mark  next to the correct answer.

1

No	Details	Pre-TOT Assessment	Post-TOT Assessment
<b>Technical Knowledge applies for SPIE Sector</b>			
1	Level of <b>gender responsive participation in decision making</b> levels	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
2.1	Level of <b>women's technical capacity</b> in adaption project formulation	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
2.2	Level of <b>men's technical capacity</b> in adaption project formulation	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
3.1	Level of <b>women's</b> technical knowledge on <b>the impacts of climate change on gender (sex-disaggregated)</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
3.2	Level of <b>men's</b> technical knowledge on <b>the impacts of climate change on gender (sex-disaggregated)</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
4.1	Level of <b>women's</b> knowledge to <b>distinguish and develop the adaptation, mitigation and Disaster Risk Reduction projects</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
4.2	Level of <b>men's</b> knowledge to <b>distinguish and develop the adaptation, mitigation and Disaster Risk Reduction projects</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
5.1	Level of <b>women's</b> knowledge of mainstreaming gender into CCA investments – <b>understanding and sharing others</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5

5.2	Level of <b>men's</b> knowledge on mainstreaming gender into CCA investments – <b>understanding and sharing others</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
6.1	Level of <b>women's</b> capacity for <b>developing a gender mainstreamed CCA investment project</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
6.2	Level of <b>men's</b> capacity for <b>developing a gender mainstreamed CCA investment project</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
7.1	Level of <b>women's</b> knowledge on mainstreaming gender into CCA investments <b>Strategy</b> (ability to facilitate gender mainstreaming strategy in an event)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
7.2	Level of <b>men's</b> knowledge on mainstreaming gender into CCA investments <b>Strategy</b> (ability to facilitate gender mainstreaming strategy in an event).	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
8.1	Level of <b>women's</b> knowledge on mainstreaming gender into CCA investments <b>System</b> (ability to facilitate gender mainstreaming system in an event).	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
8.2	Level of <b>men's</b> knowledge on mainstreaming gender into CCA investments <b>System</b> (ability to facilitate gender mainstreaming system in an event).	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
9.1	Level of <b>women's</b> knowledge on mainstreaming gender into CCA investments <b>Style</b> (ability to facilitate gender mainstreaming style in a meeting/discussion)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5

9.2	Level of <b>men's</b> knowledge on mainstreaming gender into CCA investments <b>Style</b> (ability to facilitate gender mainstreaming style in a meeting/discussion)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
10.1	Level of <b>women's</b> gender mainstreaming capability under the current <b>structure</b> of the institutions	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
10.2	Level of <b>men's</b> gender mainstreaming capability under the current <b>structure</b> of SPIE Sector	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
11.1	Level of <b>women's</b> gender mainstreaming knowledge on CCA investments with the existing <b>staff</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
11.2	Level of <b>men's</b> gender mainstreaming knowledge on CCA investments with the existing <b>staff</b>	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
12	Level of <b>supports</b> from SPIE Sector available for mainstreaming gender into CCA investments	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
13.1	Current level of <b>women's skills</b> available in your sector to facilitate mainstreaming gender issues into CCA investments	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
13.2	Current level of <b>men's skills</b> available in your sector to facilitate mainstreaming gender issues into CCA investments	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
14.1	Current level of <b>women's capacity to monitor the gender responsive project</b> (technical ability to facilitate the monitoring activities)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5

14.2	Current level of <b>men's capacity to monitor the gender responsive project</b> (technical ability to facilitate the monitoring activities)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
15.1	Current level of <b>women's capacity to evaluate the gender responsive project</b> (technical ability to lead the evaluation activities)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
15.2	Current level of <b>men's capacity to evaluate the gender responsive project</b> (technical ability to lead the evaluation activities)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
16.1	Current level of <b>women's capacity to produce the M&amp;E report project</b> (technical ability to produce an acceptable M&E report)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
16.2	Current level of <b>men's capacity to produce the M&amp;E report project</b> (technical ability to produce an acceptable M&E report)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
17.1	Current level of <b>women's capacity to analyze the challenges and make concrete recommendation</b> (ability to make clearer recommendation accepted by sector and partners)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5
17.2	Current level of <b>men's capacity to analyze the challenges and make concrete recommendation</b> (ability to make clearer recommendation accepted by sector and partners)	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5

## Annex C: Conducting a Gender Mainstreaming SWOT Analysis

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

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

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

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

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

An example of a SWOT analysis is provided below.

**Table 6: Gender Mainstreaming SWOT Analysis**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Gender balanced participation in the consultative workshop;</li> <li>• More women leaders took part in the consultations;</li> <li>• Identified most climate impacted provinces;</li> <li>• Identified highly affected sectors in Cambodia;</li> <li>• Focused on short term, medium term and long-term strategies;</li> <li>• Bring together priority sectors namely water, SPIE, health and transportation representatives for both decision makers and technical levels;</li> <li>• Focused on pilots to demonstrate gender mainstreaming initiatives in priority sectors – what does it look like?</li> </ul>	<ul style="list-style-type: none"> <li>• Sex-disaggregated baseline information and data could not be collected and analyzed to learn the extent of the gender vulnerability;</li> <li>• There was no pre-assessment to quantify the cost of gender mainstreaming in the climate change investments;</li> <li>• No benchmark was set during the consultations to overcome the ‘Cambodian women make less question or comment than those of male participants’;</li> <li>• The participants from civil society organizations are limited while there is very limited presence of the private sector representatives.</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Institutional mandate of GCCC for facilitating the gender mainstreaming processes in Cambodia;</li> <li>• Available support by the line sectors and Development Partners particularly ADB for enhancing the issues;</li> <li>• Line sectors facilitated mainstreaming gender into their respective sector ministries particularly their Climate Change Action Plans (CCAPs);</li> <li>• Civil society organizations, representatives from provincial, district and commune levels took part in the consultations processes.</li> </ul>	<ul style="list-style-type: none"> <li>• Rationally, women contribute less due to limited capacity;</li> <li>• No defined mechanism for defining cost of gender mainstreaming that slow down the success of the initiatives;</li> <li>• Continuation and sustainability of women leaders in their respective positions - someone may take maternity leave, reduce active role due to external or family pressure etc.</li> </ul>

## Annex D: Experience from CSO Initiatives

*Lessons from a gender responsive CMDRM in Cambodia (a case study)*

*“Mainstreaming Gender in Climate Change for Sustainable Livelihoods Development”* was implemented by Save the Earth Cambodia, with five aims: (i) Gender responsive risk assessment caused by climate change; (ii) collaboration with government authorities and civil society organizations; (iii) development of a gender-responsive climate change risk reduction action plan; (iv) implement the action plan led by the community beneficiaries; and (v) introduce a community based and community managed micro insurance (community revolving fund) facility for enhancing sustainable livelihoods.

The project commenced in 2006-2007 with the support from Oxfam. Oxfam mainly focused on community-based disaster risk reduction, where the concept of saving and risk reduction embedded in the drought risk reduction processes. The project of Oxfam phased out in May 2007, and GEF SGP UNDP Cambodia supported the continuation of the activities.

The main approaches of the risk reduction process were that the community took full ownership of the risk assessment, developed the risk reduction action plan where local authorities guided the processes and copied the risk reduction action plan into the Commune Investment Program and the Commune Development Plan. For each activity, women, girls, boys, elderly people, people with disabilities, Save the Earth and the Commune Council performed defined roles and responsibilities. Each of the individuals and institutions were accountable for their given responsibilities. The process helped to establish a local dialogue platform for addressing all forms of risks, and a reduction in the gaps between the local authority and community.

The community saving group upgraded with the concept of Micro Insurance Facility (MIF), a new paradigm in climate risk financing for the community. The proposed mechanism brought the full trust and confidence from the local community and local authority to own, facilitate and management it. As a result, the MIF was launched under the care of the local community with technical coaching and backstopping from Save the Earth Cambodia.

The tables demonstrate an example of a climate resilient community. The number of Women Headed Household (WHH) and Poor Household beneficiaries increased from 60 to 78 and reached to 86 in the community. Many other data also increased similarly.

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



**Table 7: Financing Risk Reduction in Cambodia for Enhancing Climate Resilience (quantitative data)**

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

**Table 8: Financing Risk Reduction in Cambodia for Enhancing Climate Resilience (qualitative)**

<b>Particulars</b>	<b>2007 baseline</b>	<b>2009 status</b>	<b>2013 status</b>
Women at HH and community decision making	Not defined	78%	100%
Reduction of Domestic Violence	Not defined	38%	67%
Reduction of School Children Dropping Out rates	Not defined	43%	87%
Alcohol caused violence, reduced	Not defined	44%	58%

<b>Particulars</b>	<b>2007 baseline</b>	<b>2009 status</b>	<b>2013 status</b>
Increased Family Consultation	Not defined	71%	86%
Enhanced Rights based Approaches	Not defined	34%	67%
Improved Democratic Rights	Not defined	Visible	More visible
Access to 3-meals/day	39%	55%	100%
Reduced HIV/AIDS risk (assumed)	Not defined	Some ext.	Significantly
Reduced Social Crime (robbery/stealing)	Not defined	some	Significantly
Enhanced Social Cohesion	Not defined		

Lessons learned may be summarized as follows:

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

The MIF study shows that the MIF kept growing and there were 0% bad debts during its operations from 2008 to 2013.

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

## Annex E: Gender-related SDG indicators

*Annex extracted from IAEG-SDGs (March 2017).*

*Note: The list below, compiled by UN Women, SDG indicators that explicitly refer to sex, gender, women and girls and/or are specifically or largely targeted at women and girls.*

Goal 1: End poverty in all its forms everywhere

- 1.1.1. Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)
- 1.2.1 Proportion of population living below the national poverty line, by sex and age
- 1.2.2 Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions
- 1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable
- 1.4.2 Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by sex and by type of tenure
- 1.b.1 Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups

Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable SPIE

- 2.3.2 Average income of small-scale food producers, by sex and indigenous status

Goal 3: Ensure healthy lives and promote well-being for all at all ages

- 3.1.1 Maternal mortality ratio
- 3.1.2 Proportion of births attended by skilled health personnel
- 3.3.1 Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations
- 3.7.1 Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods
- 3.7.2 Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group
- 3.8.1 Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population)

Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- 4.1.1 Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex
- 4.2.1 Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial wellbeing, by sex

- 4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex
- 4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex
- 4.5.1 Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated
- 4.6.1 Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex
- 4.7.1 Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment
- 4.a.1 Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic handwashing facilities (as per the WASH indicator definitions)

Goal 5: Achieve gender equality and empower all women and girls

- 5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
- 5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
- 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
- 5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18
- 5.3.2 Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age
- 5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
- 5.5.1 Proportion of seats held by women in national parliaments and local governments
- 5.5.2 Proportion of women in managerial positions
- 5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care
- 5.6.2 Number of countries with laws and regulations that guarantee women aged 15- 49 years access to sexual and reproductive health care, information and education
- 5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure
- 5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control
- 5.b.1 Proportion of individuals who own a mobile telephone, by sex

- 5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment
- Goal 6: Ensure availability and sustainable management of water and sanitation for all
- Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all
- Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
  - 8.3.1 Proportion of informal employment in non-SPIE employment, by sex
  - 8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
  - 8.5.2 Unemployment rate, by sex, age and persons with disabilities
  - 8.7.1 Proportion and number of children aged 5-17 years engaged in child labor, by sex and age
  - 8.8.1 Frequency rates of fatal and nonfatal occupational injuries, by sex and migrant status
  - 8.8.2 Increase in national compliance of labor rights (freedom of association and collective bargaining) based on International Labor Organization (ILO) textual sources and national legislation, by sex and migrant status
  - 8.9.2 Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex
- Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- Goal 10: Reduce inequality within and among countries
  - 10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities
- Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable
  - 11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities
  - 11.7.1 Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities
  - 11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months
- Goal 12: Ensure sustainable consumption and production patterns
- Goal 13: Take urgent action to combat climate change and its impacts
  - 13.b.1 Number of least developed countries and small island developing states that are receiving specialized support, and amount of support, including finance, technology and capacity-building, for mechanisms for raising capacities for effective climate change-related planning and management, including focusing on women, youth and local and marginalized communities
- Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age

16.1.2 Conflict-related deaths per 100,000 population, by sex, age and cause

16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation

16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18

16.7.1 Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions

16.7.2 Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group

Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development