

**KINGDOM OF CAMBODIA
NATION RELIGION KING**



**SUSTAINABLE ASSETS FOR AGRICULTURE MARKETS, BUSINESS
AND TRADE (SAAMBAT) PROJECT**

IFAD LOAN No. 2000003102, IFAD GRANT No. 2000003101 and
EIB Contract Number (FI N) 91277 & 93067

GENDER ACTION PLAN

**Gender, youth and other target groups toward
social inclusion and diversity**

September 2023

Foreword

The Sustainable Assets for Agriculture Markets, Business and Trade (SAAMBAT) is a project financed by Government of Kingdom of Cambodia (GoKC), International Fund for Agriculture Development (IFAD), European Investment Bank (EIB), and the European Union (EU). The project was approved in September 2019 with a duration until 2025. The Objective of SAAMBAT is to “Sustainably increase productivity of youth, enterprises and the rural economy” which in turn contributes to the Goal of “Reduce Poverty and Enhance Food Security.” SAAMBAT is implemented through two Components: (1) Value Chain Infrastructure; and (2) Skills, Technology and Enterprise. These components are designed to deliver two key Outcomes: (1) Poor rural people’s benefits from market participation increased; and (2) Poor rural people’s productive capacities increased.

SAAMBAT, as a Gender Transformative Project, will ensure that all project supported activities will mainstream gender equality and promote economic empowerment of women which will be measured using the Abbreviated Women Empowerment in Agriculture (A-WEIA) index. The present Gender Action Plan (GAP) will guide the implementation of SAAMBAT to attain the gender transformative outcome. It was developed through a participatory and consultative process with an active participation of all SAAMBAT key staff and consultants from its Components 1 and 2, and all relevant Sub-Components. The SAAMBAT-PMU Gender and Community Development Unit (PMU-GCDU) facilitated the GAP development process with the technical supports from IFAD gender experts from the IFAD from the Regional Office and Rome in order to ensure that it responds well to GoKC, IFAD and EIB’s gender strategic objectives.

The project Executing Agency (i.e., the Ministry of Rural Development) and the project implementing agencies (Ministry of Economy and Finance together with its Skills Development Unit, Techo Start-Up Center and the Centre for Policy Studies) are accountable for GAP’s implementation. GAP activities are included in the SAAMBAT Annual Work Plan and Budget (AWPB). For cost efficiency, some gender actions may be integrated with other relevant project activities implemented by service providers, especially for those under Component 2. The GAP monitoring plan to track and capture the outputs, outcomes, and budget allocation with regards to gender is prepared and implemented.

The GAP is a living document and will be updated annually. There will be an annual reflection workshop to access the results, draw learn learned, and agree on adjustment or improvement. The report on the progress of GAP will be included in the annual progress reports of SAAMBAT project and the project’s joint supervision missions reports.

The success of the GAP implementation requires a strong support from senior management, collaboration among SAAMBAT staff, consultants and service providers (SP). In collaboration with MEF-PIU, the GCDU of the MRD-PMU will coordinate the implementation, report the progress, and assist in organising and facilitating the capacity development, and annual reflection and update of GAP.

SAAMBAT-PMU management would like to acknowledge contribution of all SAAMBAT staff and consultants in the GAP development process, and also give a special “thank you” to Mr. Jonckheere Steven, IFAD Senior Technical Specialist for Gender and Social Inclusion, and Ms. Rachele Arcese, IFAD Programme Officer (for Vietnam, Thailand, Cambodia, Lao PDR, Philippines and Myanmar) for training, and support to SAAMBAT team. I personally appreciate their assistance, and all SAAMBAT team’s active participation. We look forward to IFAD and EIB’s continued support.

Phnom Penh, on 04 December...../ 2023



H.E Chrey Pom,
Director General
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ABBREVIATIONS

AIF	Asia Investment Facility
AIMS	Accelerating Improved Markets for Smallholders
ASPIRE – AT	Agriculture Services Programme for an Inclusive Rural Economy and Agriculture Trade
AWPB	Annual Work Plan and Budget
AY2_BL	Annual Year 2 Baseline Survey
CEC	Consultant Evaluation Committee
CF	Challenge Fund
C1	Component 1
C2	Component 2
C3	Component 3
CPS	Centre for Policy Studies
DA	Designated Account
DP	Development Partner
EIB	European Investment Bank
EGEP	Indigenous Group Engagement Plan
EoI	Expression of Interest
EP	Economic Pole
ESCRA	Environmental, Social and Climate Risk Assessment
ESMF	Environmental and Social Management Framework
ESMP	Environmental and Social Management Plan of sub-project
EU	European Union
EUD	Delegation of the European Union
EUR	Euro/€
FY	Fiscal Year
GAP	Gender Action Plan
GIS	<i>Geographic information system</i>
GoKC	Government of the Kingdom of Cambodia
HHs	Households
ICS	Individual Consultant Selection
IFAD	International Fund for Agricultural Development
IOC	Incremental Operating Cost
IPs	Indigenous Peoples
IPAP	Indigenous People's Action Plan
KAS	Khmer Agriculture Suite
KAS-SP	Khmer Agriculture Suite Service Provider
KM	Knowledge Management
KMSP	Knowledge Management Strategic Plan
MAFF	Ministry of Agriculture, Forestry and Fisheries
M&E	Monitoring and Evaluation
MEF	Ministry of Economy and Finance
MoC	Ministry of Commerce
MoU	Memorandum of Understanding
MoWA	Ministry of Women's Affairs
MRD	Ministry of Rural Development
MSP	Multi-Stakeholders Platform
NBC	National Bank of Cambodia
NGO	Non-Governmental Organization
NOL	No Objection Letter
NSDP	National Strategic Development Plan

PDRD PIU	Provincial Department of Rural Development Provincial Implementation Unit
PIM	Project Implementation Manual
PIU	Project Implementation Unit (MEF-PIU)
PMU	Project Management Unit (MRD-PMU)
PRC	Procurement Review Committee
REoI	Request for Expression of Interest
RFP	Request for Proposal
SAAMBAT	Sustainable Assets for Agriculture Markets, Business and Trade
SEO	Social and Environmental Officers
SC	Sub-Component
SECAP	Social, Environmental and Climate Assessment Procedure
SDU	Skills Development Unit
SDF	Skills Development Fund
SH/SEA	IFAD Sexual Harassment, Sexual Exploitation and Abuse Policy
SOP	Standard Operating Procedures
SP	Service Provider
TCM	Technical Coordination Meeting of SAAMBAT, AIMS and ASPIRE - AT
ToR	Terms of Reference
TSC	Techo Startup Center
US\$	United States Dollar
VFM	Value for Money
WP	Work Package

A. Project Background	
Name:	<ul style="list-style-type: none"> ▪ Sustainable Assets for Agriculture Markets, Business and Trade Project (SAAMBAT)
Entry into force	<ul style="list-style-type: none"> ▪ 12/09/2019
Completion Date	<ul style="list-style-type: none"> ▪ 30/09/2025
Type	<ul style="list-style-type: none"> ▪ Rural connectivity, productivity and access to value chains
Mainstreaming themes	<ul style="list-style-type: none"> ▪ Gender and social transformation; gender equality and women empowerment, Indigenous Peoples, youth and rural productivity, and environment and climate change
Target Area	<ul style="list-style-type: none"> ▪ 32 EPs in 12 provinces, and potentially other geographical areas.
Target Groups	<ul style="list-style-type: none"> ▪ Smallholder farmers and producers with potential to strengthen market-led production. ▪ Unemployed/underemployed youth (ages from 15 to 30 years old) from poor rural households. ▪ Women and youth networks or associations; and ▪ Private enterprises and cooperatives.
PDR/PIM Gender Strategy	<ul style="list-style-type: none"> ▪ All project supported activities must mainstream gender and promote economic empowerment of women through a Gender Action Plan (GAP). ▪ GAP is prepared during the project start-up phase by PMU in MRD with the involvement of MEF PIU. The Gender Focal Point in MRD supported the preparation of the Gender Action Plan. Ministry of Women's Affairs (MoWA) was invited to review and comment on the SAAMBAT GAP. ▪ Building on the Government of Kingdom of Cambodia's (GoKC) Gender Mainstreaming and Women's Empowerment strategy and policy and relevant IFAD and EIB gender and women economic empowerment strategies, SAAMBAT GAP will follow the following gender principles in all SAAMBAT implementation activities: <ul style="list-style-type: none"> ○ SAAMBAT is aimed at developing economics and wellness in rural areas of Cambodian where the majority of poor women and girls live, so the project must prioritise rural poor women and girls as the primary beneficiaries. Their needs must be assessed and addressed by the project. ○ SAAMBAT adheres to the guiding principle of leaving no one behind (LNOB), whereby the focus must be on women at the base of the economic pyramid, regardless of their characteristics or circumstances. Leaving no one behind is a key principle of the <u>2030 Agenda and Cambodia SDGs</u>. ○ SAAMBAT applies Gender Transformative Approaches (GTAs) that create opportunities to actively challenge the root causes of inequalities between women and men; promote positions of social and political influence for women in communities; and address power inequities between women and men. ○ SAAMBAT must be gender transformative, and that transformative approaches are included in the design documents, implemented and monitored. ○ Gender Action Plan is developed for that purpose. <p>The GAP highlights actions needed to ensure gender equity as follows:</p> <ul style="list-style-type: none"> • Gender equality and Women's Economic Empowerment (WEE) shall be incorporated in all activities: • MSP should ensure adequate representation of women stakeholders, and that women stakeholders are encouraged to advocate for women's needs.

	<ul style="list-style-type: none"> • Design of rural infrastructure activities should take women's needs into account, based on stakeholder consultations, to increase benefits to women. • Gender awareness raising among stakeholders. • Implement Strategy and Action Plan to ensure gender targets specified in the Log-frame and SAAMBAT M&E system allowing verification of gender targets. • Liaise and cooperate with MRD and MEF Gender Focal Point and with MoWA; • Apply guidelines for preparing TOR and other recruitment procedures to promote and encourage employment of women in SAAMBAT, particularly in areas where women are under-represented. ▪ In SC2.1, the needs assessment should take full consideration of (1) types of training that are likely to be preferred by women trainees; and (2) ensure that women have full access to training, including consideration of how location and timing of trainings may affect women differently from men. ▪ In SC2.1, women entrepreneurs, and business ideas that meet the needs of women, will be particularly encouraged in the Rural Business Incubator. ▪ in SC2.2, women's access to and use of digital technology will be enhanced, including identifying uses of existing digital technology or innovative digital applications that meet women's needs. ▪ SC2.2, women digital developers and entrepreneurs will be encouraged. ▪ SC 2.2, digital technologies or apps that could contribute to reduced/ more equitable workloads for women (develop efficient tools for women's activities) will be encouraged. ▪ In SC2.3, gender issues will be integrated in strategic and policy studies ▪ SC 2.3, the gender mainstreaming support will include gender transformative activities such as functional literacy, and gender action learning systems to address sensitive issues such as gender-based violence and workload balance, and representation and voice for women in decision-making forums across the program. ▪ The Gender and Targeting Specialist and relevant gender focal points in PMU and PIU are responsible for implementing, monitoring and adapting the Gender Action Plan in coordination with other stakeholders including technical teams from all sub-components. ▪ GAP is reviewed by IFAD during project supervision and updated as needed during project implementation. ▪ GAP ensures contributions to the three IFAD Gender Policy objectives (promote economic empowerment; enable women and men to have equal voice and influence; achieve a more equitable balance in workloads and in the sharing of economic and social benefits). ▪ SAAMBAT Gender Action Plan also refers to Environmental and Social Standards (see in particular Section 7, Rights and Interests of Vulnerable Groups); and Strategy on Gender Equality and Women's Economic Empowerment.
<p>PDR: Key Gender Aspects</p>	<ul style="list-style-type: none"> • Women dominate the labour force in garment manufacturing (85%) and in agriculture (75%) but earn 30% less than men for equivalent work. • Women's economic participation is (79%) lower than for men • Women are prominent in low paid sectors, informal business activities and small enterprises, creating an opportunity for them to benefit from appropriate support including enterprise development and access to ICT. • There is high malnutrition and anaemia amongst women • There is high incidence of domestic violence.

	<ul style="list-style-type: none"> • In the Rectangular Strategy for Growth, Employment, Equity and Efficiency Phase IV, the National Strategic Development Plan 2019-2023 and the Cambodian Sustainable Development Goals (CSDGs), the Government situates gender equality and the empowerment of women and girls as both stand alone and cross-cutting national priorities. • The current and still valid Neary Rattanak V – Five Year Strategic Plan for Strengthening Gender Mainstreaming and Women’s Empowerment (2019-23) aimed at improving women’s access to finance, promoting opportunities for technical training and skills, greater access to public services and social protection, as well as increasing women’s public service employment.
Key actors	<ul style="list-style-type: none"> • Ministry of Women’s Affairs (MoWA) • Cambodia Women Entrepreneurs’ Association (CWEA) • Ministry of Education, Youth and Sports (MEYS) • WE Act: Women Entrepreneurs Act in Cambodia <ul style="list-style-type: none"> ▪ Union Youth Federations of Cambodia (UYFC) ▪ Young Entrepreneurs Association of Cambodia (YEAC) • Women’ Farmers Network
Gender Performance rating and main achievements:	▪ Year 1: no activity initiated
	▪ Year 2: Draft GAP; Recruitment of a Gender and Targeting Specialist within the PMU, Finalisation of GAP, Training on GTAs
	▪ Year 3: Implement GAP, monitoring and update GAP, and refresher training on GTAs
	▪ Year 4:
	▪ Year 5:
	▪ Year 6:
Cambodia Gender Development Index (GDI)¹	▪ 0.922 Group 4 (medium to low equality in HDI achievements between women and men) ²

¹ The GDI measures gender gaps in human development achievements by accounting for disparities between women and men in three basic dimensions of human development, i.e., health, knowledge and living standards. The GDI shows how much women are lagging behind their male counterparts and how much women need to catch up within each dimension of human development. It is useful for understanding the real gender gap in human development achievements and is informative to design policy tools to close the gap.

² Countries are divided into 5 groups by absolute deviation from gender parity in HDI values. Group 1 comprises countries with high equality in HDI achievements between women and men (absolute deviation of less than 2.5 percent), group 2 comprises countries with medium to high equality in HDI achievements between women and men (absolute deviation of 2.5–5 percent), group 3 comprises countries with medium equality in HDI achievements between women and men (absolute deviation of 5–7.5 percent), group 4 comprises countries with medium to low equality in HDI achievements between women and men (absolute deviation of 7.5–10 percent) and group 5 comprises countries with low equality in HDI achievements between women and men (absolute deviation from gender parity of more than 10 percent).

PROJECT COMPONENT	Project sub-component	GENDER-RELATED ACTIVITY	INDICATOR	CONTRIBUTION TO IFAD GENDER OBJECTIVE:	CONTRIBUTION TO UN SDG:	Responsibility	Timeline
Project management	1	Hold gender sensitization/awareness sessions, including Gender-Based Violence (GBV), with SAAMBAT staff and service providers (SPs) along with other relevant stakeholders as needed.	#Gender awareness sessions held	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	SAAMBAT Targeting and gender specialist	Q4 of every year
	2	Systematically include safeguards against sexual harassment and sexual exploitation and abuse in project-related contracts	% Staff contract with safeguards included	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	PMU and PIU management	Every new contract
	3	Assign responsibilities for GAP implementation and monitoring for all PMU and PIU staff and consultants, SCs, implementing partners and service providers. - Overall responsibility is with project director	# Gender and Targeting specialist appointed	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	PMU and PIU management	Newly recruitment
			% TORs of specialists, project coordinator, experts, service providers specify their respective responsibilities with regard to the implementation of SAAMBAT targeting and gender action plan.	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	PMU and PIU management	Every new contract

	4	Promote gender parity amongst PMU and PIU staff, SCs, and implementing partners	% of female staff amongst PMU, PIU staff, SCs and implementing partners	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	PMU and PIU management	Every new contract
	5	Establish SAAMBAT M&E System to record data needed to verify gender targets in the log frame; measure Women's Empowerment in Agriculture Index or IFAD's empowerment Indicator at least at baseline and end line, collect and analyze sex-disaggregated data used for steering and correction of measures aiming to hold all partners accountable to gender equality and women empowerment.	% GAP indicators integrated into the M&E System and reviewed regularly	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	PMU and PIU M&E officers	Jan-Dec 2023
			% Monitoring reports analyze and interpret data from a gender perspective.	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	PMU and PIU M&E officers	Every report
			Women's Empowerment in Agriculture Index or IFAD's Empowerment Indicator integrated in the log frame	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	Design team	

	6	Involve partners to implement the gender action plan (e.g., with the Women' Farmers Network, Cambodian Women Entrepreneurs Association, MoWA, AIMS, ASPIRE and other concerned agencies)	# of partners involved in the implementation of the GAP	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	SAAMBAT Targeting and gender specialist	Dec-23
			#Meeting organized with MoWA, ASPIRE-AT and AIMS on gender-related issues	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)		PMU and PIU management SAAMBAT Targeting and gender specialist	Quarterly
	7	Develop gender sensitive COM materials	# COM products	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	SAAMBAT Targeting and gender specialist KM specialist	
	8	Ensure budget is allocated to implement the GAP	% of budget going to gender-related activities	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	SAAMBAT Targeting and gender specialist	
Component 1: Value Chain Infrastructure	9	Hold focus groups discussions with women during infrastructure feasibility studies to capture their demands and priorities on road/markets use and employment opportunities in road/markets construction/rehabilitation	% Community consultations on infrastructure planning and implementation with women-only focus groups discussions	2. Women's voice and decision-making	SDG5 - Gender equality	SAAMBAT Targeting and gender specialist SP1 social inclusion specialist	Jan-Dec 2023

	10	Include questions in the SP4 completion survey on the impact that rural roads and other infrastructure have on women (e.g., access to markets, schools, and economic, financial and social facilities; workload; etc.)	# of surveys including gender related questions related to C1	n/a		SDG5 - Gender equality	SP4	Dec-24
	11	Encourage adequate representation of women stakeholders to attend the MSPs in all EPs, advocating for their needs by holding awareness campaigns at community and MSP-level, promoting minimum quota, provide female leadership training, etc.	% of female participants of MSPs	2. Women's voice and decision-making		SDG5 - Gender equality	PMU management	Aug-Dec 2023
	13	Raise awareness on GBV, SH/S EA and communicate the procedure of handling complaints to the target communities through social media, radio, leaflets, and newspapers.	% of community representatives informed about procedure on submitting complaints	2. Women's voice and decision-making		SDG5 - Gender equality	SAAMBAT Targeting and gender specialist SP1 social inclusion specialist	2023-2024
	14	Include a specific gender assessment in the foreseen Environment, Social and Climate Risk Assessments and incorporate gender issues the Environmental and social management Plan	% of Environment, Social and Climate Risk Assessments (ESCRA) that include a specific gender assessment and integrating gender issues in ESMP	n/a		SDG5 - Gender equality	SP1	Dec-23

Component 2: Skills, Technology and Enterprise	SC2.1	15	Carryout needs assessment to understand women's needs in terms of trainings, including in terms of digital technology development (type, location, time).	% of training needs assessment reports that specifically include women's needs	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	SP2, SP3	Jun-23
		16	Encourage enrolment of female trainees (awareness raising campaigns, working with female mentors, giving priority to female applicants, tailoring trainings to women's specific needs, etc.)	% of women attended skill trainings	1. Women's economic empowerment	SDG5 - Gender equality	SP2	Jun-23
		17	Include gender awareness courses in the soft-skill curricula of all skill training courses as of Batch 2	% of soft-skill curricula including gender awareness	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	SP2	Jun-23
	SC2.2	18	Promote women's participation in digital literacy training through specific awareness campaigns, using quota, give priority to female applicants, etc.	# of women attended digital literacy training	1. Women's economic empowerment	SDG5 - Gender equality	SP3	Jun-23
		19	Encourage women applicants to apply for challenge fund (sensitization campaigns, give priority to female applicants, etc.)	% of women applicants applying for challenge fund	1. Women's economic empowerment	SDG5 - Gender equality	SP5	Jun-23

	SC2.3	20	Ensure all policy briefs include specific focus on gender issues	% of policy research studies include specific focus on gender issues	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	CPS	Dec-23
21		Develop a compendium of SAAMBAT best practises on gender-related issues in the sustainable agriculture and markets	# of compendium developed and disseminated through social media and hard copies	n/a	SDG5 - Gender equality	CPS PMU KM		
22		Identify gender policy gaps within existing policies on rural infrastructure (C1) and on education and training for rural youth (C2) and, through lessons learned from SAAMBAT impl., develop policy brief	#Policy brief on	All 3 objectives (economic empowerment, increased voice and decision making, equitable workload and cc)	SDG5 - Gender equality	CPS		