

GENDER ACTION PLAN

Rice-SDP's Outputs	Actions and Targets	Responsible Agencies
Conducive Legal and Regulatory Environment Established to Facilitate Climate Resilient Rice Commercialization	<ul style="list-style-type: none"> • Ensure gender analyses and quantitative and qualitative data inform the development of all policies. • Ensure inclusion of gender expertise in each technical working group for policy development to address the needs of women farmers. • Ministry of Land Management, Urban Planning and Construction (MLMUPC) and Council for Land Policy (CLP) will issue the Land Policy “White Paper”, including a chapter on Land and Gender Policy, integrating gender issues in land administration, management and distribution. Gender issues will be subsequently mainstreamed into the Agricultural Land Policy and the Law on Management and Use of Agricultural Land. • The Guideline for Establishing Agricultural Land-use Zones will incorporate measures for involving women in planning and decision making. • All above laws and legal documents will be adequately disseminated amongst male and female farmers. 	Ministry of Economy and Finance (MEF), Ministry of Forestry and Fisheries (MAFF), MLMUPC, CLP, Ministry of Women’s Affairs (MOWA), Women beneficiaries
Agricultural Land Use Zoning Improved	<ul style="list-style-type: none"> • Ensure the participation of women and women heads of households, in the collection of data and information relating to land-use zoning through use of women farmer focal group discussion meetings. In particular, 90 groups of farmers consulted (with at least 40% female representation) during the preparation of commune land use plans by 2015. 	MLMUPC and its provincial departments, MAFF and its provincial departments, and PIOs
Climate Resilient Rice Value Chain Infrastructure Developed	<ul style="list-style-type: none"> • Women will comprise 50% of the community membership of construction sub-committees. • Separate women farmers’ meetings will be held to discuss women’s needs related to location, alignment and access to irrigation infrastructure. • Final designs on infrastructure investments will be signed off by construction sub-committees and the commune councils before submission to the government for approval. Further changes to the design must again be approved by the construction sub-committee. • In labor-based civil works, 40% of unskilled laborers will be women. Women will receive equal pay for equal work. Child labor will not be employed. These conditions are to be included in all construction contracts. • Employment opportunities targeted at men and women will be communicated to communities. • Target of at least 30% employment of women as unskilled laborers in rice drying and warehousing facilities. • Target 50% women’s employment as administrative staff in rice drying and storage facilities. • Target 50% women employed in seed production facilities as unskilled and semi-skilled laborers, e.g. seed and seed-bed preparation, weeding and seed grading and sorting, packaging, etc. • Occupational safety measures and training provided to all workers. • Farmer’s Water User Committees (FWUCs) will accept membership registrations from husband and wife - 50% target for each. • Target at least 30% women in management positions in FWUCs. Women will be provided training on leadership and management and will be remunerated for their roles. • FWUC advisory committee will be established to monitor FWUC activities will comprise 50% women. • Affected members dissatisfied with FWUC resolutions of disputes, have the right to appeal to the FWUC advisory committee. • Water provision where feasible, will include both irrigation and non-irrigation water needs of households. • AF: At least 40 percent of AC committee members, 50 percent of whom are female, are trained in business plan development, report writing, general concepts of financial management, and GBV awareness. 	Ministry of Water Resources and Meteorology (MOWRAM) and its provincial departments, MAFF and its provincial department, private sector mills, seed facility operators via policy influence, and PIOs

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	<ul style="list-style-type: none"> • AF: 500 days of training to raise agricultural productivity provided to farmers and community members (50% of participants are women)^a (2021 baseline: 0) (DMF 3e) 	
Rice Value Chain Support Services Enhanced to Improve Quality of Cambodian Rice	<ul style="list-style-type: none"> • Target at least 30% women in management positions in farmer cooperatives. • Women will be provided training on leadership and management. • Farmers' cooperatives will accept membership registrations from husband and wife. Membership targets are 50% for male and female. • Women will comprise 50% of participants in all project supported training in extension and water management. • Agricultural extension training materials and revision of "technology implementation procedures" will include specific training needs identified by women farmers on enhancing productivity, diversification of produce (including knowledge related to crops other than rice which require less water supply to increase crop returns for women farmers on marginal land), animal husbandry and safety procedures and new income generating activities. • Some 50% of farmers in pilot on-farm trials and demonstrations will be women. • Extension training schedules will ensure that location and timing of delivery are convenient for women. • Training materials will be designed to meet the needs of female and male farmers, including illiterate farmers. • Some 25% of agricultural extension workers trained shall be women (proportionate to actual numbers of female extension workers). • Mass media extension materials to be gender sensitive and designed to motivate smallholder women farmers to access certified seed, new production technologies, including land leveling, drying and storage facilities, pilot insurance scheme and potential new markets. • Some 50% of farmers under the pilot insurance scheme will be women and 10% of these to be female headed households. • Address lack of access to credit by women and poor farmers through (i) enhancing knowledge on requirements of microfinance institutions (MFIs) and banks; and (ii) innovative financial products to ease "traditional" collateral requirements. • AF: At least 40% of AC committee members, 50% of whom are female, received training on access to finance. • AF: Of the AC committee members that participate in paddy market facilitation activities and seed business forum, 50% are women. 	MAFF and its provincial departments, and PIOs
Weather-indexed Crop Insurance (WICI) Piloted	<ul style="list-style-type: none"> • Some 50% of farmers under the pilot insurance scheme will be women and 10% of these to be female headed households. • AF: 20,000 ha of rice producing areas covered by WICI by 2023 (50% of the policy holders are women) (2012 baseline: 0) (DMF 5c) 	MEF, PMO, PIOs
Efficient Program Management and Implementation	<ul style="list-style-type: none"> • One international and one national gender and community development specialist recruited to support the Program Management Office (PMO) and Provincial Implementation Offices (PIOs). • Ensure sex-disaggregated performance monitoring system is established and operational. • All PMO and PIO staff shall be provided gender training and roles and responsibility training on implementing the Gender Action Plan (GAP). • About 30% of administrative and technical positions shall be filled by women by QII-2013 in PMO and PIOs. • Ensure participatory evaluations are conducted with male and female farmer groups at mid-term and end of the project reviews. 	MEF, PMO, PIOs

^a All training and extension activities include COVID 19 health and safety measures.