REPORT

ON CAPACITY NEED ASSESSMENT

GENDER INTEGRATION IN CLIMATE CHANGE

POLICIES AND PROGRAMS OF CAMBODIA

EmPower: Women for Climate-Resilient Societies Phase II Project

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PREFACE

Climate change presents growing challenges to Cambodia's sustainable development, affecting livelihoods, ecosystems, and socio-economic resilience. These impacts are not gender-neutral; women, men, and vulnerable groups often experience climate risks differently. Integrating gender equality and social inclusion (GESI) into climate change policies and programs is essential to ensuring that responses are equitable, effective, and sustainable. The Capacity-Needs Assessment on Gender Integration in Climate Change Policies and Programs in Cambodia was undertaken to evaluate individual and institutional capacities for mainstreaming gender into climate action and to identify priority areas for strengthening these efforts.

The assessment applied a mixed-methods approach, combining a comprehensive desk review, key informant interviews with principal coordinating government institutions, and individual questionnaire surveys administered to climate change and gender focal points (members of the CCTWG and GMAG) from key ministries and agencies, including the Ministry of Environment (MoE), Ministry of Women's Affairs (MoWA), Ministry of Interior (MoI), National Committee for Sub-National Democratic Development Secretariat (NCDD-S), Ministry of Agriculture, Forestry and Fisheries (MAFF), Ministry of Water Resources and Meteorology (MOWRAM), Ministry of Industry, Science, Technology and Innovation (MISTI), Ministry of Rural Development (MRD), National Committee for Disaster Management (NCDM), and the Tonle Sap Authority (TSA).

This assessment report intends to inform strategic planning, strengthen institutional development, and guide targeted capacity-building initiatives that advance gender-responsive climate action across sectors. It also serves as a practical reference for policymakers, technical officials, and development practitioners committed to promoting gender-responsive climate policies and programs in Cambodia. By supporting evidence-based decision-making and fostering cross-sector collaboration, it contributes to building a more inclusive, resilient, and sustainable future.

The report examines five key capacity areas: knowledge and understanding of gender and climate change; policy integration and coordination mechanisms; the availability and use of sex-disaggregated and gender-responsive data; the implementation of gender-responsive climate actions; and the adequacy of financial, human, and technical resources. It further explores critical dimensions such as institutional collaboration, technical expertise, and monitoring and reporting systems for gender indicators within climate frameworks. Together, these insights provide a robust evidence base for strengthening inclusive climate governance at both national and subnational levels.

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EXECUTIVE SUMMARY

This Capacity Needs Assessment was conducted to evaluate individual and institutional capacities for integrating gender equality and social inclusion (GESI) into Cambodia's climate change policies and actions. The survey applied a mixed-method approach, combining a desk review of national climate and gender policies, structured questionnaires administered to more than 80 targeted climate change actors, and key informant interviews with climate change and gender staff of relevant government institutions (MoE, MoWA, MoI, NCDDS, GMAG, MAFF, MOWRAM, MISTI, MRD, TSA), Climate Change Technical Working Groups, Gender Working Groups, and development partners. These complementary methods provided a comprehensive understanding of existing strengths, gaps, and opportunities related to gender-responsive climate governance.

A total of 74 respondents (92.5% of the target number) participated in the assessment, representing ministries, national agencies, sub-national administrations, and NGOs. Slightly more than half of the respondents were women, and most possessed advanced academic qualifications and substantial professional experience in environment, climate change, gender, or climate-sensitive sectors. Their roles ranged from technical staff to senior management, offering diverse perspectives on institutional capacity and operational challenges.

The assessment indicated respondents (national and sub-national climate and gender actors) demonstrate a foundational understanding of GESI and recognize the differentiated impacts of climate change on women and marginalized groups, but practical application of gender-responsive approaches remains limited. Awareness of national climate policies is relatively high, but familiarity with gender frameworks, guidelines, and tools is inconsistent. Critical gaps persist in gender analysis, gender-responsive budgeting, monitoring and evaluation, and the collection and use of gender-disaggregated data. Weak institutional coordination, insufficient technical expertise, limited financial resources, and fragmented data systems further constrain effective gender mainstreaming in climate policy and program implementation.

Overall, the findings highlight the need for sustained capacity development, clearer guidance, stronger coordination mechanisms, and improved data systems to enhance gender-responsive and inclusive climate responses in Cambodia. To address these gaps, the assessment proposes a comprehensive capacity-building and training program focused on strengthening technical competencies and support more effective implementation across relevant institutions. Priority areas include training on gender and climate linkages, GESI concept and frameworks, gender analysis tools, gender-responsive budgeting, M&E with gender indicators, and methodologies for collecting and utilizing sex- and gender-disaggregated data. Additional support is needed for climate-finance proposal development, gender-responsive risk assessments, and sub-national planning. Practical, hands-on exercises using national climate strategies and real case studies are recommended to ensure consistent and systematic gender integration across institutions.

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List of Abbreviation

CCCSP	the Cambodia Climate Change Strategic Plan
CCTWGs	Climate Change Technical Working Groups
DCC	Department of Climate Change
GCCSP	Gender and Climate Change Strategic Plan
GDPS	General Directorate of Policy and Strategy
GESI	gender equality and social inclusion
GEDSI	Gender Equality, Disability, and Social Inclusion
GESEI	Social Equity and Inclusiveness Mainstreaming Strategies
GMAG	Gender Mainstreaming Action Group
GHGs	Greenhouse Gases
KIIs	Key Informant Interviews
LTS4CN	Long-Term Strategy for Carbon Neutrality
MoE	Ministry of Environment
MAFF	Ministry of Agriculture, forest, and fishery
MoI	Ministry of Interior
MPGCC	Master Plan on Gender and Climate Change
MRD	Ministry of Rural Development
MOWRAM	Ministry of Water Resource and Meteorology
MISTI	Ministry of Industry, Science, Technologies and Innovation
MoWA	Ministry of Women Affair
NCCAs	National Climate Change Actors
NCDDS	National Committee for Sub-National Democratic Development
NDC	Nationally Determined Contributions
NP2	National Program Phase 2
REDD	Reduction Emissions from Deforestation and Forest Degradation
SCCSP	Sector Climate Change Strategic Plan
TSA	Tonle Sap Authority

UNFCCC	United Nations Framework Convention on Climate Change
VRA	Vulnerability and Risk Assessments

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I. INTRODUCTION

1.1 Background

Climate change is one of the most critical challenges of the present and the future world mainly for developing country like Cambodia. In responses to climate change, Cambodia has developed and implemented a range of climate change policies, strategies, and programs that are increasingly integrated into national development frameworks. The Pentagonal Development Strategy Phase I as emphasized in Pentagon priority #4 on fostering resilient, sustainable, inclusive development through environmental sustainability, climate change readiness, and the promotion of a green economy. In alignment with this, the Cambodia Climate Change Strategic Plan (CCCSP) phase II (2024-33) provides the national framework and strategic direction for climate change mitigation and adaptation. Other significant national commitment includes Cambodia's National Determinant Contribution (NDC 3.0), the National REDD+ Strategy and Program, successive National Communications to the UNFCCC, and the Long-Term Strategy for Carbon Neutrality by 2050.

With these efforts in addressing climate change of Cambodia, it is recognizing that climate change affects women and men differently and the Royal Government acknowledges the necessity of integrating gender equality and social inclusion into climate change policies and programs. Climate change often amplified pre-existing social inequalities, with women and marginalized groups facing heightened vulnerability and limited representation in decision making processes. Promoting gender equality and inclusion within climate policies ensures that actions are equitable, resilient, and effective empowering all communities to participate in and benefit from climate adaptation and mitigation efforts.

The Ministry of Women Affair (MoWA) has been a key driver of this agenda, developing the Gender and Climate Change Strategic Plan (GCCSP) 2013-23 and the Master Plan on Gender and Climate Change 2018-2030. These frameworks aim to ensure that gender and climate change considerations are mainstreamed across sectors policies and programs, so that both women and men benefit equality form climate actions, and that women's knowledge, roles, and capacities are fully recognized in national climate responses.

Despite these policy efforts and institutional commitments, gaps remain in translating gender responsive climate policies into practices. Several challenges have been identified including (i) **capacity gap**: within national and sub-national climate change mechanism to effectively integrate gender consideration into the designed and implementation of climate change policies and strategies; (ii) **institution limitation**: in coordination gender responsive climate actions among sector ministries and agencies; (iii) **insufficient policy guidance**: on gender integration, particularly regarding, clear direction, approaches, and areas of action.

These caps highlight the importance of conducting a comprehensive Capacity Needs Assessment to better understanding existing institution and individual capacities, coordination mechanisms, data and resource availability, and training needs. The assessment aims to inform targeted capacity development and strengthening the effectiveness of gender responsive climate change governance Cambodia.

1.2 Objectives

This capacity need assessment survey is conducted with three main objectives as mentioned below:

A. To assess institutional and individual capacities for integrating gender equity and social inclusion in climate change policies and actions:

   Assessment the strengths and challenges of climate change and gender actors of within MoE, NCDDS, and other relevant line ministries in coordinating the integrating gender equality and social inclusion in the development, implementation, and monitoring of climate change related policies, strategies, programs.

B. To identify existing gaps and challenges in resources, coordination, data, monitoring systems for implementing gender-responsive climate action.

   Identification the existing capacities, including knowledge, resources, and data systems of climate change and gender actors and to identify capacity gaps that hinder the effective integration and implementation of gender and social inclusion into climate change policies and actions.

C. To determine priority capacity development needs and opportunities for strengthening gender-responsive climate policies and actions at national and sub-national levels

   Identification of specific training and capacity development needs required to strengthen the technical and institutional capacity of relevant stakeholders for the effective mainstreaming of gender and social inclusion in climate change policy formulation, programming and implementation.

II. METHODOLOGIES OF THE SURVEY

2.1 Approaches

To ensure effective gender integration and inclusion within climate change policies and implementation of gender-responsive climate actions, it is essential that the capacities of National Climate Change Actors (NCCAs) are strengthened. This include enhancing their ability to recognize, respond, and address gender specific needs, priorities, and vulnerabilities in climate change planning and action. The assessment identified existing strength, gaps, and opportunities related to gender mainstream climate policy and actions by reflecting five key capacity indicators for gender integration in climate change policies and strategies such as: (a) Knowledge and understanding: awareness of gender issues in climate change, gender mainstreaming, knowledge of gender-responsive climate policies and practices, understanding of gender responsive indicators; (b) Policy integration capacity**:** availability of gender policies and guidelines, integration of gender in climate policies and plans**,** coordination and collaboration among relevant actors; (c) **data and information:**

gender and sex-disaggregated data, gender responsive climate action data, gender mainstreaming data, data collection and analysis capacity; (d) **gender responsive climate action:** climate change actions and projects directly mainstreamed gender, policy commitment and actual actions on gender and inclusion, policy driven implementation; (e) **Resources:** financial resources allocated to gender-responsive climate action**,** human resources with gender expertise, technical support and tools. Key capacity dimensions to be assessed include:

- Knowledge and Awareness on gender and climate change: understanding of gender and climate change including policies, guidelines, and frameworks for mainstreaming gender into climate change planning and actions.
- Policy integration: ability to integrate gender consideration into existing and new climate policies, strategies and action plans.
- Institutional Coordination and mechanism for coordination, collaboration, and information sharing among relevant ministries, agencies, and development partners.
- Resource allocation and resource availability and use of financial resources for gender-responsive climate initiatives.
- Technical resources include trained personnel, technical expertise, and analytical tools for gender and climate integration.
- Monitoring and reporting cover capacity to collect, analyze, and report sex-disaggregation data and gender indicators in climate action monitoring frameworks.

The capacity need assessment has been carried out using a mixed-method approach in ensure comprehensive and evidence-based findings.

- Structure surveys: a standardized questionnaire has been prepared and distribute to identified 80 NCCAs to gather quantitative data on capacities, awareness levels, and existing practices.
- Key Informant Interview (KIIs): target interview with relevant key governmental institutional officials and gender focal points of national and sub-national institutions including General Directorate of Policy and Strategy (GDPS) of MoE, Department of Climate Change of GDPS, Ministry of Women Affair (MoWA), Gender Mainstreaming Action Group (GMAG) of MoE, NCDDS Climate Change Group, NCDDS Gender group, Policy Division of NCDDS, Program Support and Implementation of NCDDS, and UN-Women to obtain quantitative insights into institutional challenges and opportunities. .
- Document review: analysis if relevant national policies, climate strategies, gender action plans, and training materials to map current integration efforts.

The results of the assessment will inform the design of a capacity development and training program aimed at enhancing institutional and individual capacities for gender-responsive climate change policy formulation and implementation in Cambodia.

2.2 Survey Tools and Data Collection

The capacity needs assessment survey utilized a combination of qualitative and quantitative data collection methods to ensure comprehensive, reliable, and evidence-based results. Three primary tools and methods was employed.

2.2.1 Desk Review

A systematic review of relevant national and sectoral document was conducted to establish a baseline understanding of Cambodia's existing framework on gender and climate change. The desk review includes national climate change policies, strategies and action plans; gender equality and social inclusion policies, gender mainstreaming guidelines, and national action plan; reports and studies prepared by government institutions, NGOs, and development Partners on gender and climate change integration; and existing capacity assessments or evaluations related to climate governance and gender mainstreaming. This review help to identify current institutional arrangement, policy linkages, and potential gaps in integrating gender across climate actions.

2.2.2 Key Formant Interview (KIIs)

Key Formant Interviews carried out with senior management officials and technical experts from key government institutions, ministries and technical working groups responsible for gender mainstreaming and climate change policy coordination. The purpose of these interviews is to gather in-depth qualitative information on institutional perspectives, strategies, and future plans to enhance gender integration and inclusion within Cambodia's climate change response framework. The interviews have been guided by guided questions to ensure consistency while allowing flexibility for deeper exploration of emerging themes. The interview conducted with representative from key governmental ministries/agencies and groups including (i) General Directorate of Policy and Strategy (GDPS) of Ministry of Environment, (ii) Department of Climate Change (DCC) of Ministry of Environment, (iii) Ministry of Women Affair (MoWA), (iv) Climate Change group of NCDDS, (v) Policy Division and Program Support and Implementation Division of NCDDS, (vi) Gender Mainstream Action Group (GMAG) of MoE, and (vii) UN Women.

Finding from the KIIs will complement the result of the desk review and questionnaire survey to ensure a comprehensive assessment of capacity needs for gender integration in climate change policy and actions in Cambodia.

2.2.3 Questionnaire Survey

The structure questionnaire form has been administered to more than 80 respondents from National Climate Change Actors (NCCAs), including CCTWG members, GMAG for line ministries/agencies, officials from government institutions and subnational level including NCDDS and NGOs. Online survey form (google survey form) was developed and distributed to targeted respondents as listed. This questionnaire survey aims to assess individual capacities related to gender-responsive climate policy development and implementation. The survey collected quantitative and qualitative information on: (i) Awareness and

understanding of gender and climate change policies; (ii) institutional capacity for gender mainstreaming; (iii) existing coordination mechanisms; (1v) availability of financial, human, and technical resources; and (v) training and support needs related to gender-responsive climate action. Data from the survey has been statistically analyzed to identify capacity strengths, gaps, and priority areas for intervention.

The survey has been administered through an online platform through Google Survey Forms. Respondents was individually contacted and briefed on the purpose and content of the questionnaire. Respondents were provided for about one-month timeframe to complete and submit their responses with regular reminders and followed up for the Capacity Building Consultant and EmPower Coordinator of NCDDS.

2.2.4 Data Use and Analysis

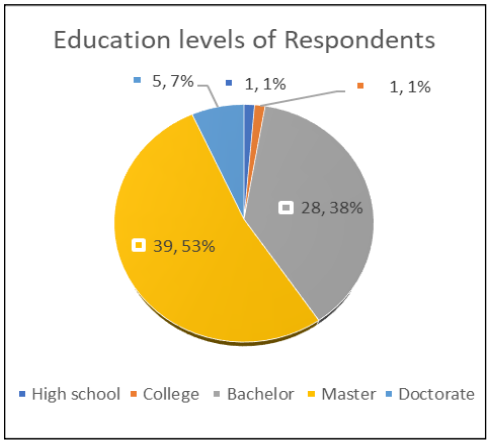
Data collected from Desk Review, Key Informant Interview, and Questionnaire Survey are used to analyze for training need and capacity development program by using simple statistical analysis including coding, descriptive statistic (frequency, mean, mode, median). Information gathered from questionnaire will analyze to: (i) assess current knowledge, skill, and institutional capacity of NCCAs, (ii) identify specific capacity gaps and training needs, and (3) establish as baseline for monitoring future improvement resulting from capacity development and training interventions.

The results of the questionnaire survey will complement the findings from the **Key Informant Interviews (KIIs)** and **Desk Review**, providing a comprehensive evidence base to inform the design of targeted capacity-building programs on gender integration in climate change policies and actions in Cambodia.

III. RESPONDENT PROFILE

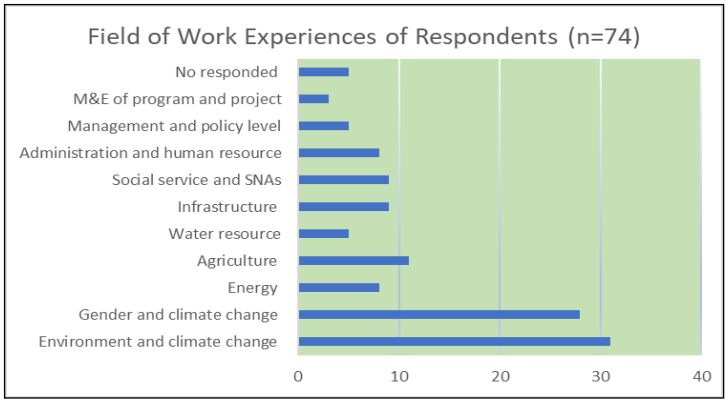
A total 74 respondents participated in the assessment, representing 92.5% of the targeted 80 climate change actors. Appendix 2 provides a list of respondents who completed and returned this questionnaire survey form. Among them, 39 were female, accounting for 52.7% of the total respondents, while 35 were male (47.3%). This indicates a slightly higher participation rate among female respondents. The respondents were drawn from various institutions, including National Committee for Sub-National Democratic Development Secretariat (NCDD-S), Ministry of Interior (MoI), Ministry of Environment (MoE), Ministry of Industry, Science, Technology, and Innovation (MISTI), Ministry Agriculture, Forest, and Fishery (MAFF), Ministry of Women Affair (MoWA), Ministry of Water Resource and Meteorology (MoWRAM), Ministry of Rural Development (MRD), (Tonle Sap Authority (TSA), Non-Government Organization (NGOs). Twelve respondents did not specify their institutional affiliation.

In terms of professional roles, participants included technical staff and management staff and advisors engaged in climate change and gender integration work. The group also comprised members of the Climate Change Technical Working Group (CCTWG), vice chief and chief of office, deputy directors and directors of relevant departments, as well as deputy director generals, director generals and under-secretaries and secretaries of state. In total, 56 respondents reported their position, while other 18 did provide this information.



Regarding the educational background, the majority of respondents (91%) are well-educated professionals Specifically, 38% hold a bachelor's degree, 53% a master's degree, and 7% a doctorate degree. **Figure 1**: Levels of education of respondents.

In terms of work experience, most respondents have been working involved environment, climate change, and gender-related fields. Approximately 60 respondents reported their work directly involves these areas. The remaining respondents indicated experience in climate-sensitive sectors, such as agriculture, water resources, infrastructure, and energy. Some respondents also reported experience in management, policy, as well as monitoring and evaluation (M&E) of programs and projects. On average, respondents have 8.3 years of work experience in their respective fields. **Figure 2**: Field of work experience of respondents.



IV. FINDINGS and RESULTS

This Findings and Results section presents the evidence and insights generated through three data collection methods. These include a review of relevant literature (climate and gender related materials), key informant interviews (KIIs) with key stakeholders from relevant institutions, and capacity need assessment conducted through structured questionnaire survey. The section highlights key findings from the literature review and the KIIs and provides detailed result from the capacity needs assessment to inform subsequent analysis and recommendations.

4.1 KEY FINDING FROM LITERATURE REVIEW

Cambodia has been a member of the United Nations Framework Convention on Climate Change UNFCCC since 1995. As a party to the UNFCCC, Cambodia has actively engaged in international climate change agenda through a series of international memberships, treaties, and strategic commitments. At the national level, Cambodia has developed and implemented climate related policies, strategies, and country programs to ensure that climate considerations are integrated into national and sub-national development planning.

Alongside these climate commitments, Cambodia has been recognized for its effort for improvement of gender equality and social inclusion in its climate change responses. It is acknowledged that women, marginalized groups, and vulnerable communities are disproportionately affected due to structural, social, and economic inequalities. National frameworks such as the Cambodia Climate Change Strategic Plan (CCCSP 2024–2033), Nationally Determined Contributions NDC 3.0, National Green Growth Strategy (2014–2030), National Program 2 (NP2) and Gender Equality And Social Equity Inclusiveness (GESEI), Long-Term Strategy for Carbon Neutrality (LTS4CN), and the Master Plan on Gender and Climate Change (MPGCC 2018–2030) emphasize inclusive governance, participatory decision-making, and mainstreaming Gender Equality, Disability, and Social Inclusion (GEDSI) considerations across sectors like agriculture, forestry, water, health, and energy.

These policies promote women's leadership, equitable access to resources and climate finance, climate-resilient livelihoods, and economic empowerment through mechanisms such as micro-finance, skill-building programs, and targeted interventions for marginalized groups. Institutional collaboration across the Ministry of Environment, Ministry of Women's Affairs, sub-national authorities, NGOs, and development partners supports the operationalization of gender-responsive climate policies.

The Despite the availing and increasing awareness on climate related policies, country programs and gender, significant gaps remain including capacities, data availability, accessibility, and utilization. While policies advocate for the collection and analysis of gender-disaggregated data to inform climate planning, monitoring, and evaluation, implementation at national and sub-national levels remains uneven. Weak data collection systems, limited analytical capacity, and insufficient use of evidence hinder the identification of differentiated climate vulnerabilities and the development of targeted interventions. This gap constrains effective planning, budgeting, and monitoring of gender-responsive climate actions, limiting accountability and the ability to measure progress toward inclusive climate outcomes.

Capacity limitations and resource constraints further challenge effective gender-responsive implementation. Institutional technical expertise is often limited, with women underrepresented in leadership and decision-making roles at national and local levels, restricting meaningful participation in climate governance. Sub-national administrations face constraints in climate planning, disaster risk management, and service delivery, while financial and technical resources remain unevenly distributed. These capacity gaps affect the operationalization of gender-responsive policies across sectors and local communities, slowing the translation of policies into practical, equitable actions.

To address these challenges, Cambodian climate strategies emphasize targeted capacity-building, technical support, and resource mobilization. Recommended measures include training for government officials, local authorities, and community leaders on gender-responsive climate planning, inclusive data systems, monitoring and evaluation, gender budgeting, and participatory decision-making. Strengthening institutional coordination, enhancing access to financial and technical resources, and promoting women's leadership are essential to ensure that climate policies are socially equitable, inclusive, and resilient. By systematically integrating gender and social inclusion, the aims to empower women and marginalized groups, reduce climate vulnerabilities, and achieve sustainable, enhance equitable development outcomes that benefit all social groups of government efforts will be achieved.

4.2 KEY FINDING FROM KIIs

As described in Section 2.2.2 of this report, key informants from various institutions and agencies involved in climate change and gender integration were interviewed. These institutions play an important role in policy development, implementation, and coordination related to climate action and social inclusion. The key findings from these interviews are summarized below.

Cambodia has made significant strides in integrating gender and social inclusion (GESI) into climate change policies and programs, with the Department of Climate Change (DCC) under the Ministry of Environment (MoE) serving as the central coordinating body in collaboration with 14 ministries and the National Committee for Sub-National Democratic Development (NCDDS). Key frameworks, including the Cambodia Climate Change Strategic Plan (CCCSP 2024–2033) and NDC 3.0, explicitly incorporate gender considerations, aiming to empower women, indigenous peoples, and marginalized groups through participatory planning, inclusive decision-making, and targeted project interventions. The Gender Mainstreaming Action Group (GMAG) and technical working groups at both national and sub-national levels provide critical coordination, technical support, and capacity-building, linking gender perspectives to adaptation, mitigation, and disaster risk reduction initiatives. UN Women and the Ministry of Women's Affairs (MoWA) further support these efforts by developing gender guidelines, promoting women's leadership, and facilitating coordination across ministries and local authorities.

However, these advances, substantial challenges remain in operationalizing gender-responsive climate action. Across institutions, access to gender-disaggregated quantitative data is limited, monitoring and evaluation systems are underdeveloped, and gender indicators are often qualitative or outdated, constraining evidence-based planning and

accountability. Technical capacity gaps exist at both national and sub-national levels, including insufficient knowledge of gender and climate intersections, weak coordination between climate and gender focal points, and limited experience in developing and managing gender-sensitive projects. Financial constraints and lack of dedicated resources further impede the implementation of inclusive climate initiatives. At the sub-national level, NCDDS reports low coordination of gender groups, heavy reliance on consultants, and insufficient integration of GESI considerations into Annual Work Plans, project development, and Green Climate Fund proposals.

To address these gaps, key informants have recommended some capacity-building initiatives, including technical training on gender and climate change, data collection and analysis, climate finance, and policy development. Targeted workshops, field-based learning, e-learning programs, and leadership development for Climate Change Technical Working Groups (CCTWGs), Gender Mainstreaming Action Groups (GMAGs), NCDD Climate Change and Gender Groups, and sub-national officials are essential to enhance understanding and skills. Strengthening institutional systems, such as real-time monitoring databases and clear gender checklists for projects, is also critical to track progress, ensure accountability, and guide evidence-based decision-making. Strengthening gender-responsive and utilizing supported data sources such as the National Institute of Statistics (NIS) and Commune Data Based (CDB) can improve the availability and accessibility of gender-disaggregated data, enabling more effective planning and evaluation of climate initiatives.

Overall, advancing gender-responsive climate action in Cambodia requires a multi-level approach that strengthens institutional coordination, enhances technical and leadership capacity, ensures access to data and resources, and fosters genuine participation of women and marginalized groups. By integrating gender and social inclusion into climate policies, planning, and project implementation, Cambodia can create more equitable and effective climate change interventions, ensuring that all social groups particularly women and vulnerable populations are empowered to participate in and benefit from climate resilience and adaptation efforts.

4.3 FINDING FROM THE QUESTIONNAIRE SURVEY

The Capacity Need Assessment Survey conducted through individual questionnaire survey and insight key information interview provides a comprehensive overview of the current status of gender integration into climate policies and strategies in Cambodia. This section presents overall findings and results of the assessment survey reflecting over the five key capacity indicators of gender integration into climate policies including knowledge and understanding on gender and climate change, policy integration, data and information, gender responsive climate action, and resources allocations of gender integration into climate policies and programs.

The results of the survey are organized and presented in eight key areas: (1) Understanding of GESI Principles in Climate Action; (2) Awareness and Understanding on Gender Integration into Climate Policy; (3) Knowledge and Understanding of Climate Change Policy and Institutions; (4) Accessing and Availability of Data and Analysis; (5) Current Practices and

Implementation of Gender-Responsive Climate Actions; (6) Availability of Financial, Technical, and Institutional Resources; (7) Identification of Capacity Gaps; and (8) Training and Resources Needs. These findings highlight progress made and persistent challenges in strengthening individual and institutional capacities to effectively integrated gender consideration across climate-related planning and implementation processes in Cambodia.

4.3.1 Understanding of GESI Principles in Climate Responses

This section presents findings on respondents' knowledge and understanding of Gender Equality and Social Inclusion (GESI) in the context of climate change responses in Cambodia. Based on responded from 74 respondents in Capacity Needs Assessment Survey on Gender Integration into Climate Policies, the result indicates a good foundational understanding of gender equality and its relevance to climate responses by highlighting areas that require further capacity development and institutional strengthening.

In overall, the assessment shows a positive baseline understanding of GESI principles among respondents. A majority 64.5% of respondents defined GESI as ensuring equal rights, responsibilities, and opportunities of all genders and groups in climate change responses. Similarly, more than half (56.8%) emphasized equal participation in decision making, opportunities, and access to resources; while 39.2% define GESI primarily with equal right and opportunities between men and women. These results indicate that respondents have a good based understanding of GESI and inclusion in climate responses. However, further capacity building still required to deepen understanding of the gender-responsive approaches that move toward addressing power dynamics and promote inclusive climate decision-making in Cambodia.

Table 1: Perception of gender equality in climate responses (n=74)

	Gender equality in climate responses	Percentage
A	Individuals of all genders and groups have equal rights, responsibilities, and opportunities in considered response to climate change	64.5
B	Equal participation in decision making, opportunities, and access to resources in considered response to climate change	56.8
C	Ensuring that everyone, regardless of gender, has the same rights and opportunities in considered response to climate change	39.2

In regarding to awareness of climate change impacts and vulnerable groups, the findings indicate a relatively high level of awareness among respondents of the social differentiated vulnerabilities to climate change impacts. The majority of respondents (78.2%) recognized women, female-headed households, girls, children, elderly, and disability people as particularly vulnerable groups. Similarly, 65% pointed to remote communities, low-income households, and indigenous people, while 60.8% identified poor and smallholder farmers and migrants, and 35.1% for those dependent on agriculture and natural resources and urban poor as at-risk groups.

These results indicate a strong recognition of gender and social dimensions of climate vulnerabilities among respondents. However, they also highlighted gaps in understanding the full range of marginalized groups, particularly those in remote and resource-dependent

areas that require highly attention in climate policies and programs. Strengthening this awareness is crucial to ensure that Cambodia's climate actions are inclusive, equitable, and effective to diverse social realities.

Table 2: Climate change impacts and vulnerable groups (n=74)

Recognized vulnerable group	Percentage
Women, girls, family head women, children, elderly, and disability people	78.2
Remote communities, low-income community, and indigenous people	64.9
Poor and smallholder farmers and migrants	60.8
Agriculture and natural resources communities and urban poor	35.1
All above	2.7

In respond to awareness on gender dynamics in climate responses, the survey results show respondents in varying levels of awareness of how gender influences climate change adaptation and mitigation. The larger proportion of respondents (77.2%) recognized that men and women experience climate impacts differently due to disparities in social roles, economic status, and access to resources. Similarly, 70.8% recognized that gender influences risks perception and management. Women and men often have different priorities and ways of interacting with their environment. 62.3% understood that integrating gender considerations help address inequalities that impede effective climate action. However, only 51.6% recognized that the ignoring gender considerations can reinforce inequalities and reducing resilience, and just 38.3% acknowledged the influence of social norms and power relations in in determining who benefit from climate interventions. These results recognize basic awareness of gender relevance is relatively strong, but understanding of deeper structural and systemic gender dynamics remain limited. This requires for continued capacity development and practical guidance are therefore essential to strengthen gender integration in climate policies and strategies in Cambodia.

In reflecting the understanding of connection between gender inequality and climate vulnerability, the results find a varying perception of how gender inequalities shape vulnerability to climate change. A majority of respondents (69%) recognized that unequal participation of women and men in climate decision-making increases vulnerability and reduces policy effectiveness. Half of the respondents (50.0%) recognized that economic inequalities constrain adaptive capacity, particularly among women and marginalized groups. Additionally, 45.9% acknowledged limited access to information and early warning systems affects women's ability to prepare response to climate risks, while 47.3% highlighted that women's traditional knowledge remains undervalued in climate adaptation planning.

These indicate a strong awareness of gender disparities in participation and economic opportunity, but a weaker understanding of the importance of women's knowledge, access to information, and decision-making power in strengthening resilience. Enhancing knowledge in these areas is crucial to ensure that gender-responsive and socially inclusive approaches are fully integrated into climate change policies and strategies.

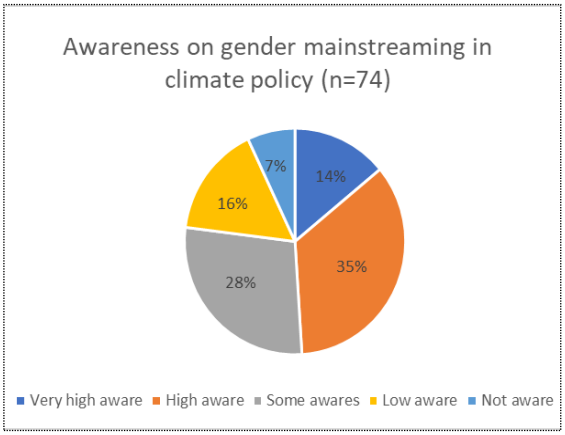
Table 3: Perception on gender inequality and climate vulnerability

	Understanding connection between gender inequality and climate vulnerability	**Percentage**
A	Unequal participation in climate policy and decision-making	68.9
B	Economic inequalities limit adaptive capacity	50.0
C	Women's traditional knowledge is undervalued	47.3
D	Limited access to information and early warning systems	45.9
E	Women's roles in natural resource management increase vulnerability	33.8
F	Disproportionate impact on women due to socioeconomic inequalities	31.1
G	Social norms restrict mobility and emergency response	12.6

The finding related to understanding of GESI principles and climate responses indicate that climate related actors possess a generally strong foundational understanding of GESI and the differentiated climate vulnerabilities faced by women, marginal communities, and resource-dependent groups. Most respondents recognize the importance of equal participation, access to information, and the differing climate impacts experienced by men and women. The result also shows remarkable gaps in understanding deeper gender dynamics such as social norm, power relations, and gaps in the ability of policymakers to translate this awareness into actionable, gender-responsive climate policies and programs.

Awareness of intersectoral and systematic inequalities is critical for designing gender-responsive climate policies that it is limited among many respondents. These gaps suggest that respondents still require strengthened technical knowledge and practical skills to fully apply GESI in climate planning and implementation. To address these, targeted capacity training is needed to deepen understanding of structural gender inequalities, enhance analytical skills for identifying diverse vulnerable groups, and build practical competencies in applying GESI approaches.

4.3.2 Awareness on Gender Integration

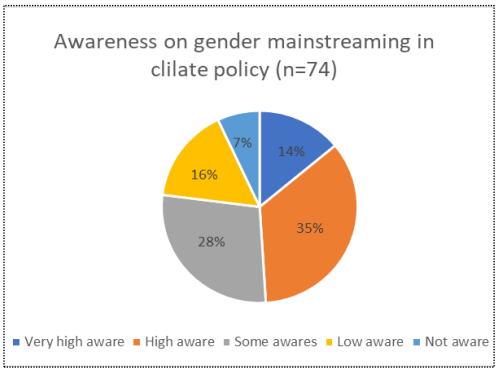


This section presents findings on respondents' awareness and understanding of gender mainstreaming within climate change policies in Cambodia. In overall, the findings indicate varied levels of knowledge and capacity among policymakers and practitioners, reflecting both progress and persistent gaps in integrating gender considerations into climate actions and institutional frameworks.

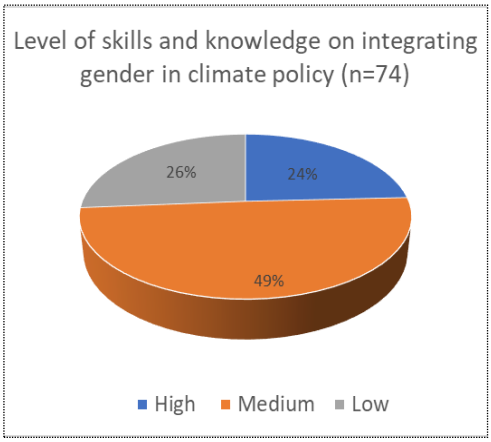
The survey indicates different levels of awareness and understanding on mainstreaming gender in climate change policy. A small proportion (14%) recognized very good aware, while other 35% as good aware, 28% as some aware, and 23% as limited aware. These results suggest that while nearly half of respondents possess a moderate to strong understanding, significant gaps remain among key stakeholders. Strengthening both institutional and individual capacities on gender mainstreaming is therefore essential to ensure that climate policies effectively address gender inequalities and promote inclusive,

equitable, and sustainable climate action. **Figure 3**: Awareness on gender mainstreaming in climate policiy

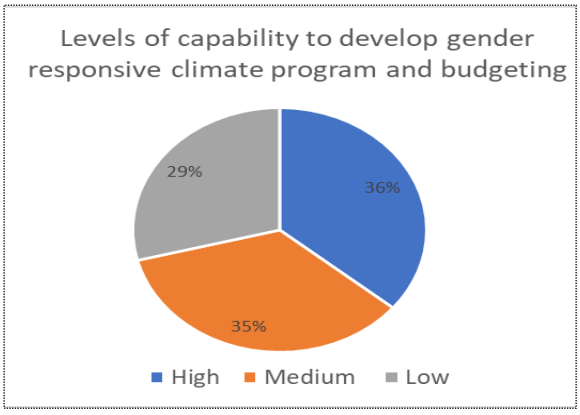
It is recognized that members of the Climate Change Technical Working Group (CCTWG) have a general understanding of gender mainstreaming. However, the specific gender and social issues that need to be integrated into climate policies remain unclear, as most CCTWG members have a gap background in gender and social inclusion. Another group, Gender Mainstreaming Action Group (GMAG) of respective line ministries/agencies/SNAs, is primarily female staff, many of whom have limited skill and knowledge gap in gender and climate change. **Fugure 4**: Awareness on gender mainstreaming in climate policy (n=74).



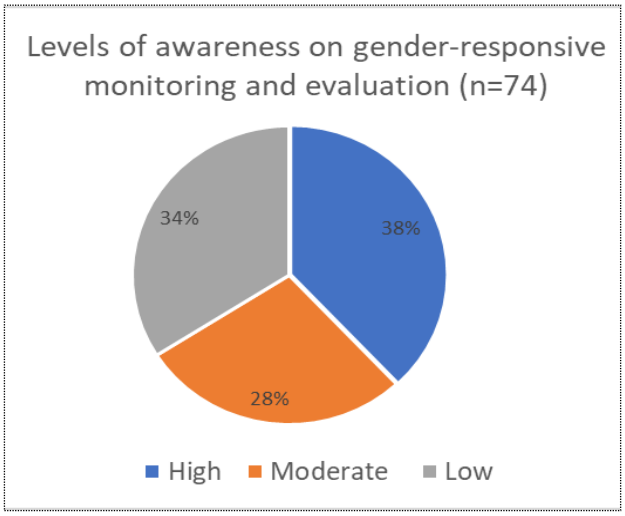
Regarding respondents' self-assessed skills and knowledge of integrating gender implication in climate change policy, 24% of respondents rated their knowledge as high, 49% as medium, and 24% as low. These findings indicate that although a majority of stakeholders have a basic or intermediate understanding of gender integration, there remains a substantial need for capacity development, practical training, and technical guidance. Strengthening technical knowledge and institutional mechanisms for gender integration will be crucial to ensuring that Cambodia's climate policies and actions effectively address the differentiated needs and vulnerabilities of women and men. **Figure 5**: Skills and knowledge on gender integration into climate policy (n=74)



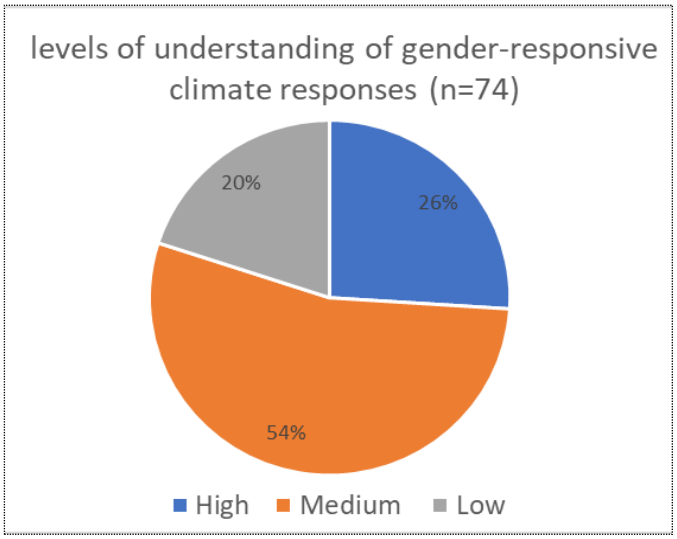
When asked about capability to develop gender-responsive climate program and budgets, only 36% believed their capability, while 35% reported having some capability, and 29% limited ability in this area. Gender-responsive budget is not clearly identified or allocated for the implementation of gender-related activities within climate change projects and programs. These results implied that, although a fair proportion of respondents recognize the importance of gender-responsive approaches and possess some relevant capacity, technical expertise and practical experience remain modest. Strengthening institutional and individual competencies through targeted training, technical guidance, and adequate resource allocation is therefore essential to ensure that climate change programs and budgets are effectively gender-responsive and contribute to equitable climate outcomes. **Figure 6**: Ability to develop gender responsive-climate program and budget.



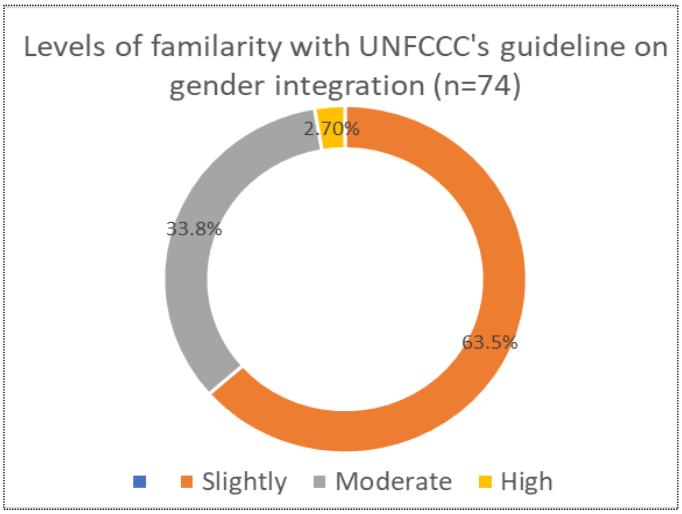
In terms of gender-responsive monitoring and evaluation (M&E), the survey finds varied levels of gender-responsive monitoring and evaluation (M&E) framework. About 38% of respondents report being highly aware, 28% moderate, and 34% low aware and understanding. While more than half of respondents recognize the importance of integrating gender-sensitive M&E into climate change policies, significantly knowledge and capacity gaps remain. Strengthening awareness and technical skills in gender-responsive M&E is essential to ensuring that climate actions are equitable, inclusive and effectiveness address the differentiated impacts of the climate change on women and men in Cambodia. **Figure 7**: Awareness on gender-responsive monitoring and evaluation.



In responded to the understanding on gender-responsive climate responses, 26% of respondents reported as high-level understanding of the concept on gender-responsive climate responses, while other 54% rated as medium level, and 27% as low level. This indicates that while most stakeholders are aware of the relevance of gender-responsive approaches in climate action, their practical comprehensive and application remain limited. Enhancing capacity and applied knowledge in this area is necessary to ensure that climate policies and programs effectively address gender inequalities and enhance resilience, particularly among vulnerable groups. **Figure 8**: Understanding of gender-responsive climate response



Regarding the familiarity with the UNFCCC's guidance on gender integration, especially in relation to the Nationally Determined Contributions (NDCs), only very few of respondents believed high familiarity, while about one-third of respondents (33.8%) reported a moderate level of familiarity, and the rest 63.5% indicated low level of familiarity. This reflects a significant gap in understanding of international frameworks and guidance that support gender-responsive climate action. Strengthening awareness and



technical capacity on the UNFCCC's gender integration guidance is therefore essential to ensure that Cambodia's climate policies and NDC implementation are effectively aligned with global gender and climate commitment. **Figure 9**: Levels of familarity with UNFCCC's guideline on gender integration.

As overall, respondents demonstrate moderate to high awareness of gender integration in climate policies and country programs. Substantial gaps remain across multiple areas including gender-responsive budgeting, monitoring and evaluation, and familiarity with international guidance. The awareness among members of CCTWG and GMAG highlight differences in both gender knowledge and practical skills. Many respondents are lacking the expertise to effectively apply gender considerations in policy and program design. These results indicate the need for capacity building, capacity training for climate policy actors and practitioners. By providing target training, technical guidance and resource supports, can enhance stakeholders' ability to integrate gender consideration across climate policies, program, and budget aligning with national and international frameworks. Strengthening both individual and institutional capacity is essential to ensure that climate interventions are inclusive, equitable, and responsive to differentiate climate impacts.

4.3.3 Awareness of Climate Change Policy and Institutions

The Capacity Needs Assessment conducted with climate change policymakers and implementers in Cambodia shows varying levels of knowledge and understanding regarding national climate policies, institutional frameworks, and gender integration mechanisms. While understanding of gender-responsive and sector-specific frameworks remains limited highlighting the need for enhanced communication, dissemination, and capacity-building efforts.

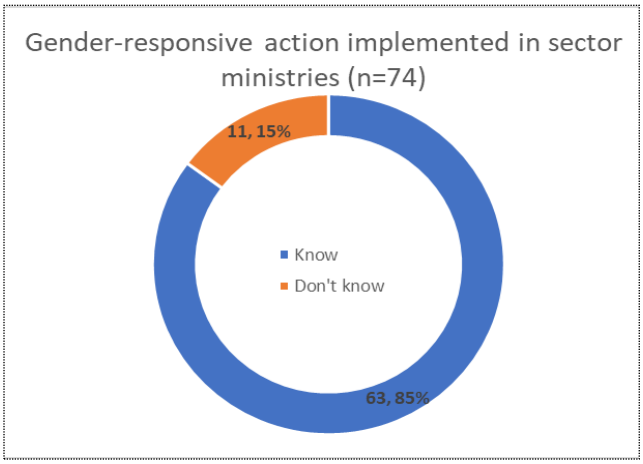
In responded to national climate policies and strategies, the respondents described various climate-related policies and strategies which they are familiar. The majority (66%) identified the Cambodia Climate Change Strategic Plan (CCCSP) and Climate Change Action Plans (CCAP) as key frameworks, followed by 62% who mentioned the Nationally Determined Contribution (NDC 3.0) and the Long-Term Strategy for Carbon Neutrality (LTS4CN). About 34% referred to broader national development frameworks such as the Pentagon Strategy, Rectangular Strategy, and National Program Phase 2 (NP2) and gender policy of NCDD (NP2 Gender Equality and Social Equity and Inclusiveness Mainstreaming Strategies, GESEI strategy). Meanwhile, 31% recognized strategies related to sustainable development, climate impact management, greenhouse gas (GHG) reduction, and climate resilience, and 23% cited environmental laws and policies, including Environmental Impact Assessment (EIA) and waste management.

Notably, only 26% mentioned gender-focused frameworks, such as the Women and Climate Resilient Strategy, Gender and Climate Change Framework, Neary Ratanak Strategy, and Master Plan on Gender and Climate Change 2018-2030 of MoWA, while 28% reported being unaware of any relevant policy or strategy. These results indicate that while general awareness of Cambodia's climate policies is relatively high, understanding of gender-responsive approaches remains low, showing the need for greater dissemination and capacity-building on gender integration within national climate framework.

Table 4: Participants' Awareness on Existing Cambodia Climate Related Policies/Strategies (n=74)

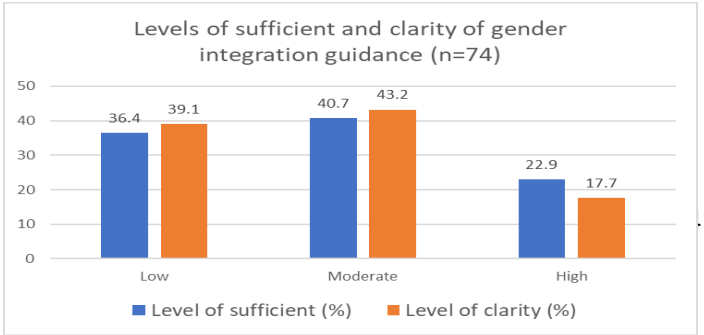
No.	Name of policy and strategy	%
1	CCCSP and CCAP	66
2	NDC3.0 and LTSCN	62
3	Pentagon strategy, rectangular strategy, NP2	54
4	Women and Climate Resilient Strategy, Gender and climate change, Neary Ratanak strategy	26
5	Sustainable development and impact management, GHG reduction and climate resilient	31
6	Environmental law and policies, EIA, Waste management and GHG	23

In terms of gender-responsive actions within line agencies, the survey finds a majority of respondent awareness about gender responsive action with their respective line agencies. The majority of respondents, 85% reported their awareness on implementation of gender-responsive actions within line ministries/agencies. And the rest 15% reported not aware. This result indicates a strong foundation for advancing gender integration in climate policies. However, ensuring that awareness is translated into consistent practice and institutionalized implementation remains a crucial challenge that requires continued support through training and coordination mechanisms. **Figure 10**: Gender responve action implemented in sector minstries.



Regarding the availability of gender integration guidelines, the Ministry of Women's Affair (MoWA) has developed and put implemented several key strategies and frameworks, including Women and Climate Resilient Strategy, the Gender and Climate Change Framework, the Neary Ratanak Strategy VI: Five-Year Strategic Plan for Promoting Gender Equality and Empowering Women and Girls, 2024-2028, and Master Plan on Gender and Climate Change 2018-2030. Cambodia's recent National Determinant Contribution (NDC 3.0) also serves as a strong framework for enhancing gender integration in climate change initiatives. In addition, the National Committee for Sub-National Democratic Development (NCDD) has established the NP2 Gender Equality and Social Equity and Inclusiveness Mainstreaming Strategies (GESEI) mainstreaming strategy.

As responded to this availability of gender integration guidelines, about 67% of respondents reported that such guidelines or procedures exist, whereas 33% expressed uncertainty about their existence. Regarding the sufficiency of guidelines, only 22.9% rated as high while other 40.7% rated as moderate and 36.4% as low. Similarly, in terms of clarity of existing guidelines, only 17.7% rated them as high and 43.2%



as moderate with 39% perceiving them as low.

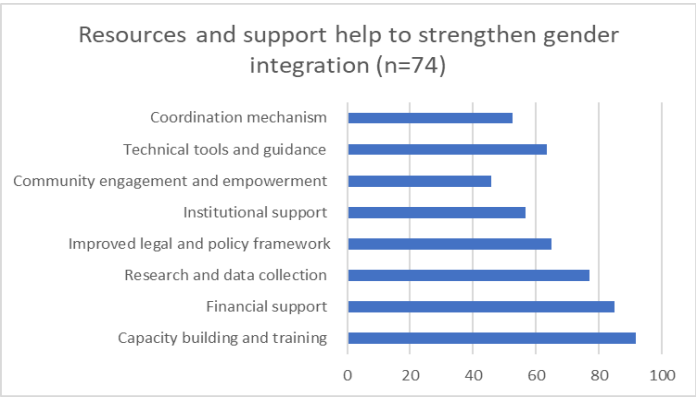
These finding indicate that although several guidance frameworks are in place, their awareness, accessibility, and practical application remain inconsistent and gap. The NP2-GESEI framework primarily focuses on general gender mainstreaming within sub-national development planning and development activities. However, it still present notable gaps in providing specific guidance for mainstreaming gender and social inclusion within sub-national climate change and environmental initiatives. Thus, strengthening the clarity, dissemination, and practical application of gender integration guidelines will be essential to ensure that Cambodia's climate policies systematically address gender-differentiated vulnerabilities and impacts. **Figure 11**: Level of sufficient and clarity of gender integration guidance.

In identification of barriers hindering effective integrating gender into climate change polices and strategies, respondents identified several key barriers/challenges. The most frequent challenges were insufficient funding and limited technical capacity and human resources (37%) indicating that both financial and institutional constraints remain major obstacles to mainstreaming gender in climate action. Additionally, 14% responded a lack of coordination and collaboration on gender and climate policy implementation. Another 8% reported not found barrier because of having the Neary Ratanak Strategy and other related gender equality initiatives. And 19% were uncertain or unaware of the existing challenges. Overall, these findings emphasize the need for capacity development, targeted funding, and strengthened knowledge sharing mechanisms to enhance gender-responsive climate policymaking in Cambodia.

Table 5: Barriers of gender integration (n=74)

	Type of barriers	%
A	Limitation in data analysis and funding	37%
B	Lack of capacity and skilled human resource	37%
C	Lack of effective coordination and collaboration	14%
D	No problem, having Neary Ratanak strategy and related gender equality initiatives	8%
E	Not sure	19%

To overcome these barriers, respondents emphasized the need for a multifaced capacity development approach. The most frequently identified needs include capacity building, budgeting, and training (91.9%) and financial support (85.1%), highlighting the importance of strengthening both human and financial resources for gender-responsive climate action. Further, 77% highlight the need for research and data collection, 64.6% called for the development of technical tools and guidance, and another 52% emphasized improving legal and policy frameworks to provide structured, evidence-based approaches to gender integration. Institutional support and community engagement (45.9%) were also seen as critical for ensuring that polices translate into practical, inclusive



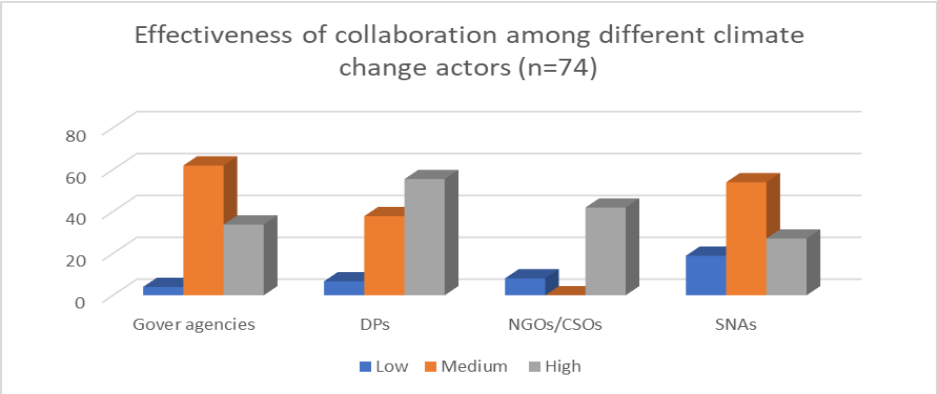
action on the ground. 52.7% of respondents identified coordination mechanisms as a need, while coordination is important, strengthening financial, data, technical, and institutional capacities remain the most urgent priority. **Figure 12**: Resources and support help to strengthen gender integration.

In terms of practical gender assessment for climate change projects within section ministries, the survey found that gender assessments is uneven and resource-dependent. About 57% of respondents reported involvement in gender screening, scoping, data collection, and analysis. 48% indicated involvement through direction surveys at sub-national administrations (SNAs) particularly during planning updates aligned with the Neary Ratanak Strategy. However, a large proportion (37%) expressed no clear of whether gender assessments were conducted, reflecting significant communication and coordination gaps with line agencies. Furthermore, 26% noted that such assessments depend heavily on external funding and technical assistance, further emphasizing resources constrains. These findings suggest that efforts remain fragmented and unsystematic, highlighting the need for stronger institutional coordination, sustained financial and technical support across line agencies.

Table 6: Practical gender assessment for climate change projects

	Practical gender assessment	**Percentage**
A	Participate in gender, screening scoping, data collection and analysis	57%
B	Direction survey at SNAs before updated planning and Neary Ratanak strategy	48%
C	Depend on support funding, technical assistance	26%
D	No idea	37%

The survey results indicate varying levels of institutions cooperation on gender integration in climate initiatives. 33.8% of respondents rated cooperation/collaboration among government institutions as high, while 66.2% rated as medium to low. In contrast, development partners reported a higher level of cooperation, with 48% for high cooperation, 34% as moderate, and 18% as low. NGOs/CSOs demonstrated similarly high level of cooperation, which may be attributed to their funding from DPs and support from government institutions. **S**ub-national administrations (SNAs) showed a weaker cooperation, with only 27.1% rated as high and 18.9% as low. These findings show that coordination between national agencies and development partners is relatively strong, linkages with subnational actors remain limited**,** necessitating the need for stronger vertical and horizontal coordination to achieve more inclusive, gender-responsive climate governance. Collaboration between respective gender-responsive climate groups within government institutions such as CCTWG members and GMAG members remains within unclear,



particularly with respect to their respective roles and responsibilities. **Figure 13**: Effectiveness of collaboration among different gender-responsive climate actors.

In terms of strengthening coordination and collaboration among involved climate agencies, respondents identified several opportunities to enhance institutional coordination and stakeholder collaboration. The most frequently cited opportunity **(**58.3%**)** was the development of a national gender–climate data portal and improved mechanisms for knowledge sharing, communication, and dissemination of lessons learned**.** Another 29.2% emphasized establishing a central Gender–Climate Coordination Platform**,** strengthening institutional arrangements, and investing in capacity development. Additionally, 25% highlighted the potential of aligning efforts with existing government policies and commitments**,** while 18.8% pointed to the importance of inclusive stakeholder coordination to promote gender-responsive climate actions. About 23% of respondents did not identify specific opportunities, reflecting ongoing gaps in awareness and engagement. Overall, the findings underscore that improved data systems, institutional mechanisms, and policy alignment are key pathways to strengthening collaboration and advancing effective gender integration in Cambodia's climate response.

Table 7: Opportunities to strengthen coordination and collaboration

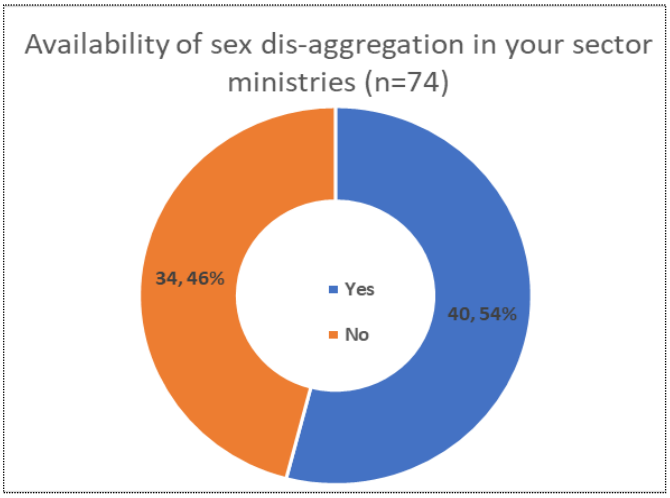
	Opportunities to strengthen coordination and collaboration	Percentage
A	Develop good gender data portal, lesson learned sharing, and communications	58.3%
B	Establish a central gender, climate coordination platform, and pool funding	29.2%
C	Meeting with existing policies, supports, and wills of the government	25.0%
D	Enhancing stakeholder coordination for more effective and inclusive climate policies	18.8%
E	No idea	23.0%

The survey findings indicate that awareness of Cambodia national climate policies and strategies is relatively high among respondents. However, the understanding and application of gender-responsive approaches remain limited. Only small proportion of respondents show familiarity with gender-responsive framework and guidelines. Levels sufficient, clarity, accessibility, and practical use of existing guidelines were rated low to moderate. Barriers were raised related to insufficient funding, limited technical capacity, and weak institutional coordination hinder the effective gender integration.

Collaboration among involved government institutions and practical gender assessment remain uneven and resource-dependent. These gaps highlight a need for capacity building initiatives, capacity development to strengthen gender integration in climate action. Targeted training, technical guidance, improved communication of gender frameworks, and sustained financial and institutional support will be essential to overcome existing barriers. In addition, enhancing collaboration across national agencies, sub-national administrations, and development partners, with a better data systems and coordination platforms, will enable more inclusive, equitable, and gender-responsive climate policies and actions in Cambodia.

4.4.4 Levels of Accessing and Availability of Data and Analysis

The survey found that there is a concerning picture regarding the availability and utilization of sex-disaggregation data to access the differentiated impact of climate change on men and women. About half of respondents (54%) indicated that sex-disaggregation data is available within their respective institutions, reflecting growing recognition of the importance of gender-differentiated information. However, nearly 46% reported that such data does not exist in their sectors. This significant gap reflects the challenges in data collection systems, technical capacity, and institutional mechanisms for gender-responsive monitoring and evaluation (M&E). The lack of comprehensive sex-disaggregated data constrains efforts to understand the distinct vulnerabilities, roles, and contributions of men and women in the context of climate change.



Although some sex-aggregation data are available, many of these datasets were generated by specific projects for the purpose of gender analysis and are not widely accessible. The National Institute of Statistic (NIS) has also generated some relevant data relevant data. However, challenges remain in terms accessibility and availability in climate responses. Similarly, additional data can be obtained from Commune Data Based (CDB), but access and usability continue to be limited. To address this, stronger data management systems, improved collaboration between gender and climate change focal points, and the integration of gender-sensitive indicators into sectoral monitoring frameworks are essential to promote inclusive, evidence-based climate policies and programs. **Figure 14**: Availability of sex-aggregation data.

In reporting the use of data for policy and decision making, the findings show that the use of data to inform climate change policies and programs across line-sectoral agencies remains limited and inconsistent. Only 14.8% reported that data is used for policy and strategy design, program implementation, resource allocation, and monitoring and evaluation (M&E). An additional 19% noted that data is used to support contextual analysis, strategic planning, advocacy, and capacity development. However, 27.5% stated that due to limited availability of gender-specific data, section agencies often rely on secondary sources such as national census data or project level studies, which are not systematically applied to climate policy development. A substantial 39% of respondents were unsure how data is used within their institutions, reflecting a lacking of awareness and weak institutional mechanisms for data-driven decision-making. The findings present the need to strengthen data systems, enhance staff capacity, and institutionalize evidence evidence-based approaches in Cambodia's climate governance framework.

Table 8: Statuses of data user for policy and decision making

	Statuses of data usage for policy and decision making	**Percentage**
A	Lacking of data, using data from national survey, project data; not used much climate policy	27.5%
B	Data is needed for analyzing context, short and long terms strategy; M&E system, capacity building	19.2%

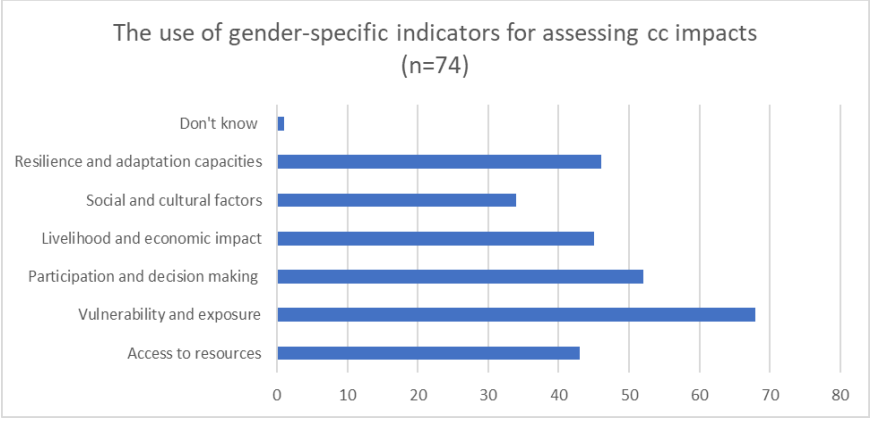
C	Data is important for GCF, 5 years development plan, inform policy and strategy design, program adjustment and implementation, resource and budget allocation	16.8%
D	No idea	39%

Result also identified several key limitations and challenges related to the collection, analysis, and use of gender-disaggregated and climate data. About one-third of respondents (32.4%) highlighted insufficient of funding, lack of standardized methodologies, and weak coordination between data suppliers and users, emphasizing the need for enhanced collaboration between the Ministry of Environment (MoE) and the Ministry of Women's Affairs (MoWA). Nearly 30% pointed to significant capacity gaps among staff in data collection, analysis, and utilization, while 19% reported limited data availability for deeper analytical work. Additionally, 24.3% of respondents were not sure about these challenges, stressing the need for improved technical capacity, institutional coordination, and resources allocation to enable effective gender-responsive climate data management.

Table 9: Limitation and challenges related to gender data

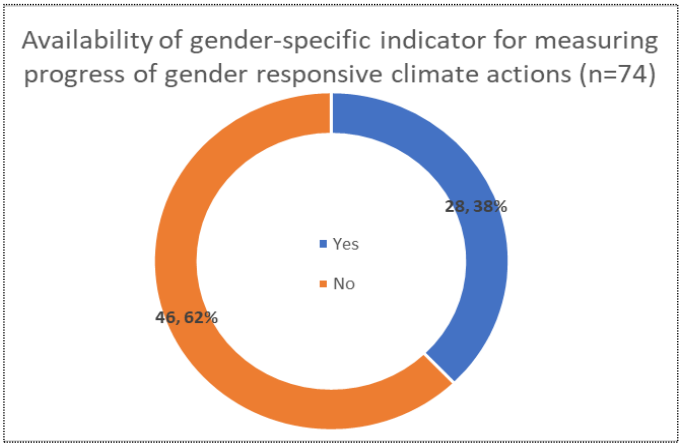
	Limitation and challenges related to gender data	**Percentage**
A	Lack of funding, methodology, standardize climate change information by sector; disconnection between data supplier and data users	32.4%
B	Limitation of staff capacity in data collection, data tool and storage, analysis and utilization	29.7%
C	Limitation of data for analysis and consumption	19.5%
D	No idea	24.3%

Application of gender-specific indicators to assess climate change impacts and progress toward gender-responsive outcomes is gradually gaining attention but remains uneven across thematic areas. The most commonly applied indicators related to vulnerability and exposure (68%)**,** followed by participation and decision making **(**52%), and resilience and adaptation capacities (47%) indicating increased recognition of empowerment dimensions within climate responses. Indicator addressing livelihood and economic impacts (45%) and access to resources (43%) are moderately used, indicating the need for greater integration of economic and resource-based gender perspectives. Meanwhile, social and cultural indicators essential for understanding gender norms that shape climate vulnerability (34%). These findings indicate progress in the use of gender-specific indicators, but also present a need for standardization and wider application to ensure consistent and comprehensive assessment of gender-related climate outcomes across all sectors. **Figure 15**: the use of gender-specific indicators for assessing climate change impacts.



These are broader gender indicators outlined in in Neary Rattanak VI consists of six key domains include: Women's Economic Empowerment, Wel-being of Women and Girls, Legal Protection, Women in Leadership and Governance, Women and Climate Change, Social Morality and Family Value. Complementing these, the Master Plan on Gender and Climate Change 2018-2030 identified more specific, measurable indicators, including Institutional Capacity and Governance, Gender-Inclusive Data and Monitoring, Vulnerability and Resilience, Economic Empowerment & Green Economy, Awareness & Advocacy, Policy Integration. In addition, for sub-national administration, the key gender-specific indicators in the NP2-GESEI strategy encompass six areas include: Polices and Regulation, Monitoring and Evaluation and Accountability, Staffing/Human Resources, Women Empowerment and Participation, Service Delivery and Local Development, and Public Awareness.

In responding to gender-specific monitoring indicators, despite emerging progress, the availability of gender-specific indicators for measuring gender-responsive climate actions remain limited. Only 38% of respondents reported having such indicators in place, while a majority 62% stated that no gender-specific indicators currently exist in their sectors. This suggests that some sector ministries have initiated efforts to integrate gender dimensions into their monitoring frameworks, the process remain fragmented and non-systematic. The absence of standardized gender indicators constrains the ability to track progress, evaluate outcomes, and ensure accountability in implementing gender-responsive climate policies and programs. Strengthening institutional capacity to develop and apply gender-sensitive monitoring and evaluation tools, aligned with national frameworks such as the Neary Ratanak Strategy, NCDD's gender policy, Cambodia's climate policy frameworks will be crucial for advancing inclusive, evidence-based, and measurable climate action across all sector agencies/ministries. **Figure 16**: Availability of gender-specific indicator for measuring progress.



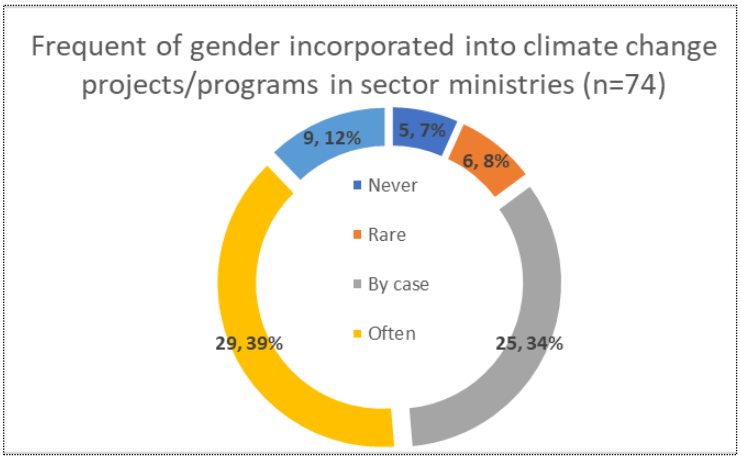
These finding indicate that the availability accessibility, and use of gender-aggregation data in climate policy and program development remains limited and inconsistent. Existing data is often project-specific, not systematically integrated, and difficult to access for broader planning and decision-making. Its use to inform policy formulation, resource allocation, and monitoring is uneven, with many respondents either uncertain about how the data is applied or relying on secondary sources. Key challenges include insufficient funding, the absence of standardized methodologies, weak coordination between data providers and users, and limited staff capacity in data collection, analysis, and utilization. This fragmented and unsystematic approach to gender data significantly constrains the design, implementation, and evaluation of gender-responsive climate policies.

These highlight an urgent need to strengthen the capacity of climate policymakers and institutions to collect, manage, and utilize gender-disaggregated data for evidence-based decision-making. Developing standardized methodologies, improving data accessibility, and

integrating gender-specific indicators into sectoral M&E frameworks are essential for advancing effective gender-responsive climate action. Institutionalizing systematic data use, combined with technical guidance and targeted capacity development, will enable more inclusive, equitable, and measurable climate policies and programs that address the differentiated impacts of climate change on women and men.

4.4.5 Practices and Implementation: Gender-Responsive Climate Action

The results show that the extent to which gender considerations are incorporated into climate change projects and programs across the line agencies considerably, reflecting uneven levels of institutional integration. In terms of gender integration, only 12% of respondents reported that gender is considered more often in their projects and programs, while 39% stated it is incorporated often. This indicates that nearly half of the ministries have made moderate progress toward mainstreaming gender in climate initiatives. However, 34% noted that gender is addressed on a case-by-case basis, implying that integration tends to depend on specific project requirements, donor priorities, or available expertise rather than established institutional practice. Meanwhile, 8% indicated that gender is rarely considered, and 7% reported that it is never included. **Figure 17**: Frequent of gender incorporated into climate change project.



These findings indicate the need to strengthen institutional mechanisms, build staff capacity, and develop clear operational guidelines to ensure that gender considerations are consistently and systematically integrated into all climate policies and programs, rather than being treated as ad hoc project-specific add-ons.

While awareness of gender issues in climate actions is increasing, their practical application, in project design and implementation remain inconsistent. Around 41.7% of respondents reported that gender is incorporated through mechanism such as consultations with gender focal groups in ministries which known as GMAGs, the use of gender indicators, adherence to established integration guidelines, and allocation of budgets for gender-related climate activities. Additionally, 48% noted that gender issues are addressed through training initiatives and mainstreamed in annual work plans and budgets, while 22.9% mentioned the use of gender assessments during project design.

Furthermore, 19% referred to effort to integrate gender perspectives into broader development planning processes, including the NCDD five-year plan and NDC 3.0. However, 25% of respondents expressed no clear understanding of how gender is incorporated in practice. These results indicating the need for further capacity building and institutional

support to ensure consistent and meaningful gender inclusion of gender considerations in climate actions.

Table 10: Practical application in project design and implementation

	Practical application in project design and implementation	**Perce.**
A	Identification of gender issues, training, and mainstream in annual workplan and budget	48%
B	Consultation with gender groups; applying gender indicators; incorporated systematically as guided; and availability of budget	41.7%
C	Conduct gender assessments during project design and gender indicators	22.9%
D	DP related projects; gender working group on mainstreaming climate change, development plan and investment plan and NDC3.0	19%
E	No idea	26%

In terms of experience in gender analysis, the respondents reveal limited experience in conducting gender analysis within climate change projects. Only 30% of respondents reported having undertaken gender analyses, while 70% indicated no prior experience. This significant gap points to the need for enhanced technical training, standardized analytical framework, capacity and institutional support to embed gender perspectives throughout the project cycle from planning and design to implementation and evaluation. The limited experience is likely due to a combination of factors, including insufficient training opportunities, lack of practical guidance and tools, and reliance on external expertise rather than in-house capabilities. Strengthening staff capacity through targeted training, development of standardizing gender analysis frameworks, and enhanced inter-minitrial collaboration will be essential to enhancing the quality, consistency, and sustainability of gender-responsive climate actions in Cambodia.

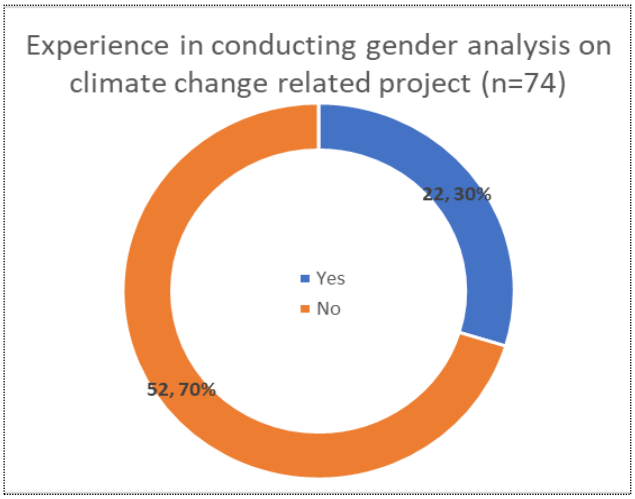


Figure 18: Experience in conducting gender analysis on climate related project.

Regarding implementation and monitoring of existing gender-responsive climate policies within Cambodia's is generally assessed as moderate. Over half of respondents rated performance as moderate. Only 24% reported that such policies are being implemented and monitored well, 54% as moderate, whereas 25% assessed it as poor and effective. These findings indicate persistent challenges in translating policy commitment into practice. These findings suggest a need for clearer implementation guidelines, stronger monitoring systems, adequate resources, and accountability mechanism, and dedicated resources to improve the effectiveness of gender integration in climate policies across sectors.

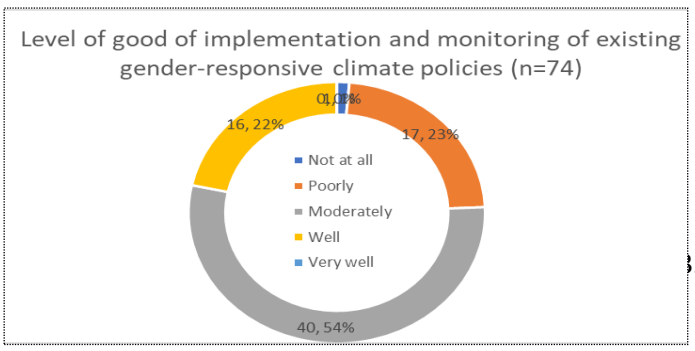


Figure 19: Levels of good implementation and monitoring of existing gender-responsive climate policies.

The results also indicated ector ministries have begun implementing specific actions to address gender-based barriers in climate change initiatives. About 16% of respondents reported that gender has been integrated into sectoral roadmaps and new project designs, ensuring that gender analysis informs climate planning and implementation. A further 24% have conducted training and awareness programs to enhance understanding of gender-climate linkages among staff and stakeholders.

Additionally, 16% reported that studies and policies have been developed to integrate Gender Equality, Disability, and Social Inclusion (GEDSI) considerations into climate change responses. However, 15% of respondents identified ongoing challenges such as lack of sex-disaggregated data, insufficient technical support, limited assessment studies, and weak institutional systems, which continue to constrain effective implementation. Notably, 27% of respondents expressed **no** clear knowledge of existing measures, reflecting gaps in coordination, communication, and institutional engagement.

Table 11: Specific actions to address gender-based barriers

	Specific actions to address gender-based barriers	**Percentage**
A	Provide training and awareness improvement on gender and climate change	37.5%
B	Integrated gender in road map of sector ministries and incorporate gender analysis in new project	25.7%
C	Conduct studies and develop policies and strategies on cc response and GEDSI	24.3%
D	Lack of sex-disaggregated data, assessment study, technical support from national actors, and system infrastructure are main barriers	22.9%
E	No idea	41.7%

Overall, the finding indicates that while awareness and partial integration of gender into climate change policies and programs are increasing, practical implementation remains fragmented and inconsistent**.** Strengthening institutional mechanisms, technical capacity, data systems, and inter-ministerial coordination will be essential to ensure that gender integration becomes a systematic and sustainable component of Cambodia's national climate change response. Monitoring and implementation of existing gender-responsive policies are uneven, and a notable portion of respondent lack clarity on ongoing initiatives. These findings emphasize the critical need for structured capacity-building interventions, including targeted training, standardized gender analysis frameworks, and strengthened institutional mechanisms, to ensure that gender is consistently mainstreamed across climate policies, programs, and projects.

4.4.6 Availability of Resources

The survey indicates that while various tools, guidelines, and institutional resources exist to support gender-responsive climate action in Cambodia, awareness and utilization of these resources remain limited across line agencies. Approximately, 37.5% of respondents identified existing guidelines promoting women's participation in project implementation and as beneficiaries, along with specific guidance on women and climate change. Around 25% noted that gender integration has been into Vulnerability and Risk Assessments (VRA), resilient infrastructure design, safeguards, early warning systems (EWS), and capacity-building modules for subnational actors.

Additionally, 16.7% referred to the gender mainstreaming tools and training manuals, such as the ADB's "Gender and Climate Change" manual, while 10.4% and 10.5% cited the *Neary Ratanak strategy* and other climate change guidelines supported by development partners, respectively. However, 38.5% of respondents indicated having no clear knowledge of these tools, suggesting a need for greater dissemination, training, and institutional support to strengthen gender-responsive climate planning and implementation.

Table 12: Availability of resources

	Availability of resources	**Perce.**
A	Incorporate VRA and resilient infrastructure, climate information and EWS, and capacity-building	25.0%
B	Neary Ratanak strategy but no M&E for implementation	10.4%
C	Guideline for women quota in implementation and beneficiary	37.5%
D	Mainstreaming gender in projects, training manual	16.7%
E	Climate change guidelines, DP and international cooperation, gender and climate change tools	10.5%
F	No idea	38.5%

In terms of financial resources and funding mechanisms, the survey indicates that funding for gender-responsive climate action in Cambodia largely depends on both government budgets and external support. A majority of respondents (75%) emphasized the need for government financial resources, complemented by fund from development partners and the private sector. However, 25% had no clear understanding of existing funding mechanisms. This reflects both recognition of financial support and essential but also the need for greater clarity, coordination, and resource mobilization to ensure sustainable financing for gender-responsive climate initiatives.

In terms of human and technical resources, finding show significant capacity gaps of line agencies. While 81.3% of respondents emphasized the need for technical assistance, experts, and training support from development partners, only 29.2% reported the existence of gender working groups, technical guidelines, or tools to integrate gender into climate initiatives. Half of the respondents noted the presence of gender and climate change focal points or strategies, though these are often not reflected in policy or program implementation. Furthermore, 31% expressed uncertainty or lack of awareness regarding available technical capacities. These finding point to the need for strengthened institutional capacity, improved technical expertise, and more effective coordination mechanisms to ensure meaningful integration of gender perspectives into climate policies and actions.

Table 13: Human and technical resources

	Human and technical resources	Per.
A	Required technical assistance, technical experts and trainers supported by DPs, training technical staff	81.3%
B	Dedicated gender and climate change focal points/working group, women leadership for climate change program/project, gender mainstreaming strategy for CCs.	50%
C	Poor human resource	31%
D	Gender working group of sector ministries, technical guidelines and tools, lack of gender and climate change experts for developing tools and assessment	29.2%
E	No idea	31%

With regard to data and information systems, about 36.5% of respondents reported access to research data, institutional documents, and basic gender-related information, while 35% noted that reliance on data from the National Institute of Statistics (NIS) and development partners is constrained by the limited availability sex-disaggregated data. Additionally, 24.3% indicated that gender-disaggregated data are not available at all, and 37.8% expressed no clear understanding of existing data systems. Only 16.2% mentioned access to financial or funding information related to climate actions. These findings highlight the urgent need to strengthen data collection, coordination, and management systems, particularly to ensure that gender-disaggregated information is systematically integrated into climate policy, planning, monitoring, and reporting.

Table 14: Data and information systems

	Data and information systems	Percentage
A	Data from research and documents, sex data of staff, financial data, human resources, and concept note and policy document	36.5%
B	Used of data from NIS, reports from DPs; gender data and sex dis-aggregation data still remain limitation	35%
C	Not available of gender dis-aggregate data	24.3%
D	Supported finance from national, international, and private sector, and other fund sources supporting mitigation and adaptation responses	16.2%
E	No idea	37.8%

In responding to financial commitment for gender-responsive climate actions, 66% of respondents identified funding sources such as government budgets, development partners, global climate funds, and the private sector. However, the scale and effectiveness of this support remain limited. Only 8.2% reported receiving small project-based financial assistance, which was insufficient to implement planned activities. Meanwhile, 27% of respondents indicated no access to financial resources. These results suggest the need for more consistent and adequately resourced financial commitments to ensure the effective implementation of gender-responsive climate initiatives.

In terms of learning and capacity-building resources, the findings reveal moderate but uneven level of support. Around 41.9% of respondents reported access to training materials, online courses, toolkits, workshops, and research publications provided by government and international partners. In addition, 35.1% highlighted financial and technical support from national budgets and NGO, which has contributed to improve awareness of gender-responsive climate actions, particularly for vulnerable groups.

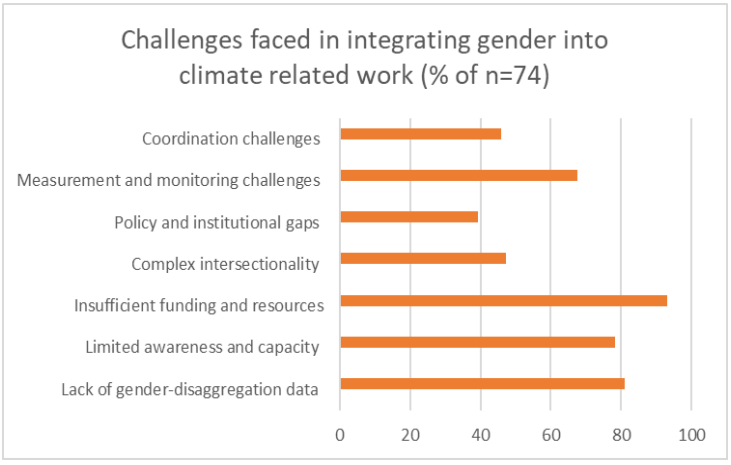
However, only 16% identified institutional experts from key agencies such as Ministry of Environment (MoE), Ministry of Women Affair (MoWA), National Committee for Sub-National Democratic Development (NCDDS), development partners, and Civil Society Organizations (CSOs) as key learning resources. Moreover, 27% of respondents expressed no knowledge of available learning opportunities. These findings show the need for expanded access to practical training and knowledge-sharing, as well enhanced coordination among institutions to build sustained capacity for integrating gender into climate change policies and program across sectors.

The survey results indicate that while a variety of tools, guidelines, and resources exist to support gender-responsive climate action in Cambodia, awareness, accessibility, and utilization of these resources remain limited. Many respondents reported limited knowledge of available gender mainstreaming guidelines, training manuals, and climate-related strategies, with a substantial proportion expressing no clear understanding of existing resources. Financial, human, and technical resources are similarly constrained, with most line agencies highlighting the need for technical assistance, dedicated experts, and structured training programs.

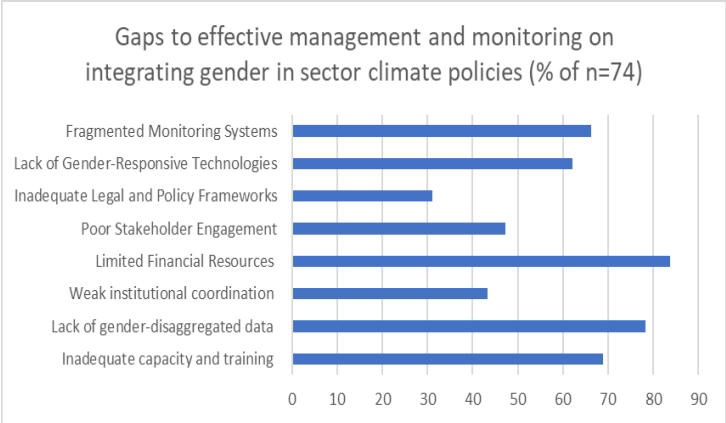
Data availability is another critical gap, as limited sex-disaggregated and gender-specific information hampers evidence-based planning and monitoring. Learning and capacity-building resources are unevenly accessed, and institutional knowledge is often fragmented across ministries and partners. These reveal a clear need to enhance the capacity of line agencies to utilize existing tools, guidelines, and resources for gender integration in climate policies and programs. Targeted training, improved awareness of available technical resources, strengthened data systems, and better coordination mechanisms are essential to ensure that financial, human, and institutional resources are effectively mobilized.

4.4.7 Capacity Gaps

Results of the survey highlight several gaps constraining the effective integration of gender considerations into climate change policies and actions across Cambodia's line agencies. The most concerning challenge is insufficient funding and resources (93.2%), which significantly limited the implementation, monitoring, and scaling of gender-responsive climate initiatives. The constraint mainly links to inadequate institutional capacity and awareness (78.3%) as well as a lack of gender-disaggregated data (81%) and lack of effective measurement and monitoring (67.5%). Coordination, intersectionality, and policy gaps are also challenging for effective integration of gender into climate works of climate actors in respective line agencies. These indicate the need for enhanced technical, analytical, and financial

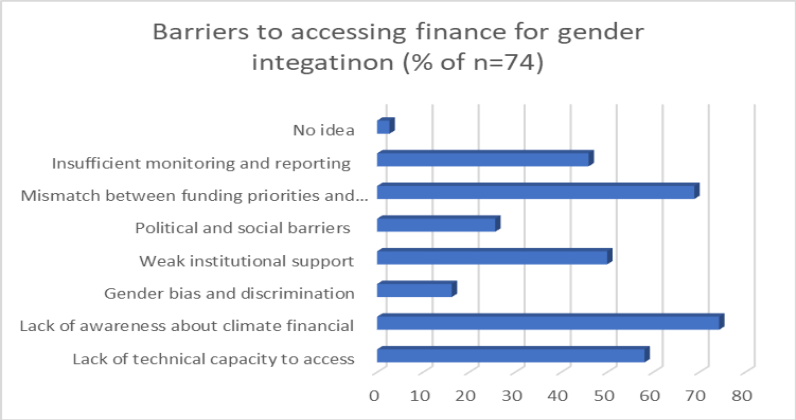


capabilities to support gender mainstreaming efforts. **Figure 20**: Challenges in integrating gender into climate related work



In terms of management and monitoring challenges further pressure these limitations, reflecting systemic weakness in tracking progress and assessing the effectiveness of gender-responsive interventions. 68.9% reported inadequate capacity and training is a challenge, while 62.2% find lack of use of gender-responsive technologies and 68.9% stated on poor available effective monitoring systems show evidence-based policy development. In addition, institutional and governance-related barriers such as weak policy and legal frameworks (31.1%), poor stakeholder engagement (47.3%), and limited financial resources (83.8%) also impede coherent and inclusive climate governance. Similarly, coordination challenge also reported as relatively high at 43.2%, the overall findings suggest that collaboration exists but is constrained by broader systemic and resource limitations. **Figure 21**: Gaps to effective management and monitoring on integrating gender in sector climate policies

For accessing climate finance, respondents highlighted substantial barriers that restrict access to and utilization of funds for gender-responsive actions. Key challenges include limited awareness of climate finance mechanisms (74.3%), limited technical capacity to design and prepare gender-inclusion funding proposal for funding (58.1%), a mismatch between available funding priorities and actual gender-responsive needs (68.9%), weak institutional support (50%), and insufficient monitoring and reporting system (46%) further limit the effectiveness of climate finance in advancing gender equality. Sociopolitical factors—including cultural norms, gender bias, and discrimination (16.2%) add another layer of complexity to achieving equitable outcomes. **Figure 22**: Barriers to accessing finance for gender integration



The overall finding progress toward gender-responsive climate action is constrained by financial, institutional, technical, and sociocultural challenges. Key barriers include insufficient funding and resources, limited institutional capacity, inadequate technical expertise, and a lack of gender-disaggregated data, all of which are exacerbated by ineffective monitoring and evaluation systems and limited use of gender-responsive technologies. Accessing and utilizing climate finance remains difficult due to low awareness of funding mechanisms, weak proposal development capacity, and misalignment between

funding priorities and gender needs. Addressing these gaps requires strengthening technical, financial, and institutional capacity, improving governance and coordination mechanisms, and enhancing data and monitoring systems.

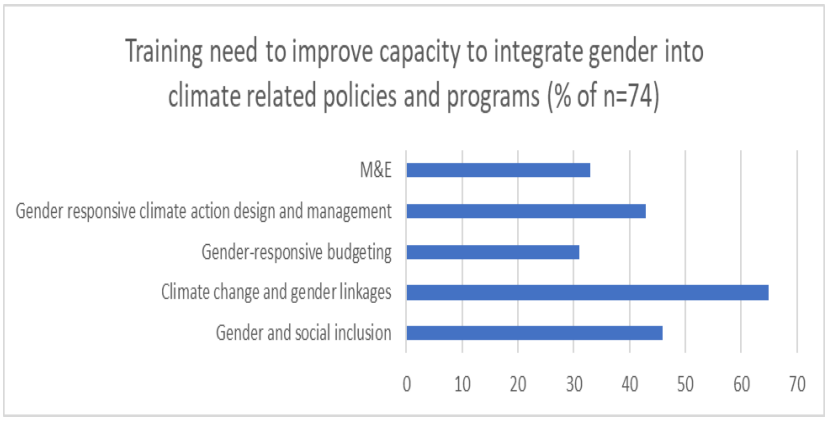
Targeted capacity-building initiatives including training, technical assistance, data system enhancements, and improved access to climate finance are critical to empowering line agencies to mainstream gender effectively. Strengthening governance, monitoring, and coordination mechanisms, alongside addressing sociocultural barriers, will ensure that gender considerations are systematically integrated, leading to more equitable, evidence-based, and sustainable climate policies and programs. Targeted capacity-building initiatives—including training, technical assistance, data system enhancements, and improved access to climate finance—are critical to empowering line agencies to mainstream gender effectively.

4.4.8 Training Needs and Resources

The survey finding revealed several critical areas requiring targeted training and resource support to strengthen the integration of gender considerations into climate-related policies and program across line agencies.

Survey results show a strong demand for capacity building on climate change and gender linkages (65%), underscoring the need to deepen understanding of how gender inequalities and climate impacts intersect. This was followed by training needs related to gender and social inclusion (46%) and gender-responsive climate action design and management (43%), reflecting a growing recognition of the importance of inclusive planning and implementation. Gender-responsive budgeting (31%) also emerged as a key area for development to ensure financial allocations effectively promote gender equality.

In terms of M&E, 44.6% of respondents identified training needs in monitoring and evaluation (M&E), suggesting limited awareness of its role in tracking progress and accountability for gender-responsive climate actions. The findings highlight the importance of comprehensive and continuous training programs that integrate both technical climate knowledge and gender mainstreaming skills to enhance the inclusiveness and effectiveness of Cambodia's climate policies. **Figure 23**: Training needed to improve capacity to integrate gender



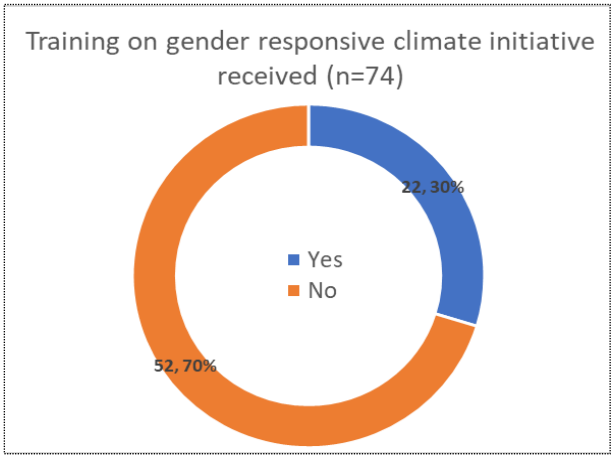
In terms of priority capacity building, respondents identified several areas for strengthening institutional and technical capacities. The most frequently requested the need (61%) was for training on gender, social inclusion and climate change vulnerability and adaptation/resilient, gender responsive climate indicators and actions and their integration into annual workplan and budget (AWPB), development planning and investment. Similarly,

58.1% of respondents found an important of training on gender-responsive climate data, methodologies, and analysis, and gender-responsive climate risk assessment as to support evidence-based planning and the development of gender-responsive indicators. This was followed by training on gender concepts, climate adaptation and resilience and climate policy development (25%) emphasizing the link between gender equality and resilience strategies.

Other recommendations included Training of Trainers (ToT) programs focused on integrating gender-responsive climate actions into Annual Work Plans and Budgets (AWPBs) and medium-term development plans, as well as capacity development in proposal writing, M&E, research, and digital learning tools (22.9%). These findings point to the need for multi-level capacity development initiatives to enhance analytical, technical, and institutional competencies for effective gender-responsive climate policy formulation and implementation.

In addition to training in area of resource and tool requirements, respondents emphasized the importance of access to practical resources and tools. Approximately 47% highlighted the need for guidelines on data collection, analysis, monitoring, evaluation, and data sharing, while 36.7% called for comprehensive manuals and tools for integrating gender into climate change policies and actions. Another 25% stressed the need for proposal development and planning, and tools linking gender and climate change, and 23% pointed to the importance of documentation and training materials on human and financial resource management. A smaller share (13.5%) noted the need for awareness-raising and community participation in social and environmental initiatives. These results underscore the need for standardized tools, data systems, and practical guidance to operationalize gender-responsive climate policies and ensure consistency across ministries and programs.

Despite the identified the needs, the survey revealed a relatively low in gender integration related training received**,** with only 30% of respondents explicitly reported them receive such trainings. The majority of respondents 70% report no receive. Among those who had receive, 12% had attended training on gender concepts and mainstreaming guidelines, 10% on gender analysis of projects, and 23% on gender integration and gender-responsive budgeting. These findings indicate that while some efforts have been made, training opportunities remain limited and fragmented**.** Strengthening continuous professional development through targeted, practical, and cross-sectoral training is essential to ensure consistent and effective implementation of gender-responsive climate actions. **Figure 24**: Training received on gender-responsive climate initiative



Respondents also provided insights on improving institutional capacity. The majority **(**72%**)** emphasized the need for training on gender mainstreaming in climate change and the development of clear institutional guidelines on coordination, roles, and responsibilities**.**

About 33% recommended establishing inter-ministerial working groups, holding regular coordination meetings, and improving the use of scientific data and evidence for planning and reporting; and 7% highlighted the need for stronger support from development partners to integrate gender tools and methodologies. While 25% had no clear suggestions indicating remaining gaps in awareness and engagement. These findings underscore the importance of institutional coordination, evidence-based decision-making, and enhanced financial and technical support to effectively advance gender-responsive climate action in Cambodia.

Overall, the survey findings reflect that while awareness of gender integration is emerging, more comprehensive capacity-building, institutional guidance, and awareness-raising are needed to ensure gender considerations are meaningfully and systematically embedded in Cambodia's climate change policies and strategies.

Areas of training need include understanding climate-gender linkages, gender and social inclusion, gender-responsive climate action design, gender-responsive budgeting, and monitoring and evaluation. These findings indicate that while awareness of gender considerations is emerging, practical skills to operationalize gender integration remain limited. Respondents emphasized the importance of multi-level capacity development initiatives, including technical training on gender-responsive data collection, analysis, risk assessments, and evidence-based planning. Access to practical tools, guidelines, and manuals for integrating gender into climate policies was also identified as a critical need to ensure standardized and consistent application across ministries. Targeted capacity-building programs, practical tools and guidelines, strengthened institutional coordination, and enhanced technical support are essential to equip policymakers and practitioners with the skills and resources needed for systematic gender integration.

V. CONCLUSIONS AND TRAINING NEEDS IDENTIFICATION

5.1 Conclusions

Across climate-related institutions, respondents show a basic understanding of GESI principles and acknowledge that women and marginalized groups face distinct climate vulnerabilities. However, deeper gender dynamics such as social norms, power relations, and structural inequalities remain limited understood, limiting the ability of policy actors to translate awareness into practical, gender-responsive climate action. Although awareness of gender integration in climate policy is moderate to high, significant gaps persist in gender-responsive budgeting, monitoring and evaluation, and knowledge of international frameworks. Differences in gender-related knowledge and skills between CCCTWG, GMAG members, and gender groups of agencies highlight gaps and inconsistent institutional capacity. These findings align with broader coordination issues, where roles between CCCTWG, GMAG, gender groups remain unclear**,** leading to ineffective support for gender integration.

Understanding of national climate policies is relatively strong, but the application of gender-responsive approaches remains limited**.** Many respondents lack familiarity with existing guidelines, including those from MoWA and NCDDS, which are widely perceived as unclear,

insufficiently practical, and inconsistently applied**.** Limited funding, weak institutional coordination, and low technical capacity further constrain gender integration across climate actions. Availability, accessibility, and use of gender-disaggregated data are inconsistent and unsystematic. Data is often project-specific and unclear integrated into national planning or policy processes. This weak data foundation undermines evidence-based policymaking, resource allocation, and monitoring.

Gender integration in climate action remains fragmented, inconsistent, and insufficiently institutionalized**.** Monitoring of gender-responsive policies is weak, and many respondents are unaware of ongoing initiatives or frameworks. Gender assessments are often limited from climate programs and projects. While tools, guidelines, and resources for gender mainstreaming exist, awareness and utilization are low**.** Financial, human, and technical limitations constrain ministries' ability to apply these resources effectively. Capacity gaps remain substantial across technical, financial, and governance areas. Limited climate finance access, inadequate proposal development skills, weak M&E systems, and sociocultural barriers all hinder progress. Respondents consistently emphasized the need for structured capacity-building**,** improved coordination, stronger data systems, and better access to tools and guidelines. Training needs are extensive, spanning foundational gender climate linkages, GESI principles, gender-responsive budgeting, data collection and analysis, risk assessment, and evidence-based planning.

Overall, while awareness of gender issues in climate change is emerging, practical implementation remains challenge due to structural, institutional, and technical barriers**.** Coordination between gender and climate mechanisms particularly CCCTWG and GMAG lacks clarity, and GMAG's limited technical expertise restricts their ability to guide mainstreaming efforts. MoWA's gender mainstreaming guidelines require clearer instruction, stronger follow-up, and more supportive implementation mechanisms. A major barrier is the lack of reliable gender-disaggregated data**,** which restricts evidence-based policymaking, M&E, and the development of gender-responsive interventions. Budget allocation for gender-responsive climate actions is inconsistently applied, often merged into sub-budget lines and overshadowed by broader activities. Gender analysis and assessment are frequently missing from climate projects, weakening their relevance and impact.

To address these challenges, national and sub-national levels include CCTWGs and GMAGs of line ministries/agencies, Technical Team of Solar Energy, Climate Change Group and Gender Working Group of NCDD needs comprehensive and sustained capacity development including training, technical assistance, improved data systems, and enhanced institutional collaboration. Clearer guidelines, stronger coordination platforms, and more predictable gender-responsive financing are essential. By strengthening both individual and institutional capacity, improving governance and data systems, and ensuring consistent use of gender tools and assessments, Cambodia can move toward more inclusive, equitable, and evidence-based climate policies and programs that address the differentiated impacts of climate change on women, men, and vulnerable groups.

5.2 Recommended Capacity Building and Training Program

To strengthen gender-responsive climate policies and actions, a comprehensive and systematic capacity-building program is essential to address the major gaps identified across

institutions and practitioners. Capacity development should begin with strengthening foundational understanding of gender concepts, gender analysis, and their relevance to climate change responses**,** ensuring that climate actors can recognize differentiated vulnerabilities, power relations, and social norms that shape climate impacts.

Building on this foundation, training should clarify the gender integration process why it is needed, when it should occur, where it applies within the policy cycle, and how it can be operationalized across climate policies, programs, and projects. This includes enhancing understanding of the various gender perspectives that must be embedded in climate adaptation and policy development, ensuring that climate responses are inclusive and equitable. Practical competencies are equally critical. Capacity building should equip stakeholders with methodologies for integrating gender**,** including the use of appropriate indicators, types of sex- and gender-disaggregated data, gender assessment tools, and analytical frameworks. These skills are necessary for conducting systematic gender analyses, informing planning processes, and generating evidence-based decisions.

Given persistent challenges with resource planning, targeted training on gender-responsive budgeting and M&E is needed to help institutions allocate clear and realistic budget amounts for gender activities and track progress meaningfully. This should include practical guidance on designing, costing, monitoring, and reporting gender-responsive climate actions. In addition, sub-national administrations require specialized support on gender-responsive climate planning**,** enabling them to mainstream gender considerations into local adaptation plans and implementation in national and sub-national administration.

Finally, training programs should include practical exercises on gender integration using the previous or existing climate strategies and country programs as cases**,** allowing participants to apply concepts and tools in real policy contexts, reflect on lessons learned, and build confidence in mainstreaming gender in future climate strategies. This capacity-building program should be effectively implemented through institutions role in coordinating climate and gender mainstreaming such as the Ministry of Environment (MoE), the Ministry of Women Affair (MoWA), and the National Committee for Sub-National Democratic Development (NCDD). These capacity-building interventions will provide climate actors with the knowledge, skills, and tools necessary to systematically integrate gender into climate policies, strategies, and adaptation actions leading to more inclusive, equitable, and effective climate responses across Cambodia.

ANNEXES

APPENDIX 1: QUESTIONNAIRE FORM

This survey is conducted under an assignment on capacity building on gender integration and social inclusion into climate change policies and country programs of the project on "Women for Climate-Resilient Societies Phase II (EmPower Phase II)". This survey is coordinating by the National Committee for Sub-National Democratic Development Secretariat (NCDDS) in collaboration with the General Directorate of Policy and Strategy (GDPS) of the Ministry of Environment. You are targeted as a key climate change actor/contributor at national and sub-national levels for this survey. You are invited to participate in this survey. Your contribution is key inputs for improving gender responsive capacity in climate policies and actions in Cambodia. Your information provided will be kept confidential and used solely for the purpose of improving capacities on gender responsive climate change initiatives in Cambodia. By continuing with this survey, you acknowledge that you have understood the purpose of the assessment and consent to participate. If you have any questions, please feel free to ask before proceeding.

I. PERSONAL INFORMATION

Organization (optional):

- Ministry/Agency/National committee:
  …….....
- Position:
  …….....

Gender: ☐ Male ☐ Female ☐ Other (.....)

Education (highest level): ☐ Doctorate ☐ Master ☐ Bachelor ☐ College ☐ High School

Field and period of working experience (multiple selection for your applied field of experience):

No.	Field of Experience	No. of year of experience
1	Climate change and environment	
2	Gender and climate change	
3	Energy	
4	Agriculture	
5	Water resources	
6	Infrastructure	
7	Other (please specify):	

II. INTEGRATING GENDER AND SOCIAL INCLUSION INTO CLIMATE CHANGE POLICIES

2.1 Knowledge and Understanding of Gender, Social Inclusion, and Climate Change

1. Concepts of gender equality and its relevance to climate change in Cambodia, please select two most appropriate answers below

☐ Gender equality means treating men and women equally in considered response to climate change.
☐ Gender equality refers to the state in which individuals of all genders have equal rights, responsibilities, and opportunities in considered response to climate change.
☐ Gender equality is about ensuring that everyone, regardless of gender, has the same rights and opportunities considered response to climate change.
☐ Gender equality means equal access to resources, decision-making, and opportunities for all genders in considered response to climate change.
☐ Other (please specify: .....)

2. Specific vulnerable group experience due to climate change, please select as many as from giving groups below that you recognized they are vulnerable to climate change
   ☐ Low income communities
   ☐ Women, family head women, girls, children, and elderly
   ☐ Agriculture and natural resource communities
   ☐ Remote communities
   ☐ Migrants
   ☐ Indigenous peoples
   ☐ Poor farmers, smallholder farmers,
   ☐ Disable people
   ☐ Urban poor
   ☐ Other (please specify: .....)

3. How do gender considerations influence climate change adaptation and mitigation efforts? Please select three most appropriate answers below that applied to you
   ☐ Gender considerations are crucial because men and women experience climate change impacts differently due to social roles, economic status, and access to resources.
   ☐ Incorporating gender considerations into climate change efforts helps to identify and reduce inequalities that can hinder adaptation and mitigation.
   ☐ Gender influences climate change adaptation and mitigation because social norms and power dynamics affect who has the ability to act and benefit from interventions.
   ☐ Ignoring gender can undermine climate change policies by perpetuating inequalities and reducing overall resilience.
   ☐ Gender considerations influence climate efforts by shaping how risks are perceived and managed. Women and men often have different priorities and ways of interacting with their environment.
   ☐ Other (please specify: .....)

4. How do gender inequalities affect vulnerability to climate change? Please select three most applicable answers below that applied to you
   ☐ Women's roles in natural resource management increase vulnerability
   ☐ Unequal participation in climate policy and decision-making
   ☐ Disproportionate impact on women due to socioeconomic inequalities
   ☐ Economic inequalities limit adaptive capacity
   ☐ Social norms restrict mobility and emergency response
   ☐ Limited access to information and early warning systems
   ☐ Women's traditional knowledge is undervalued
   ☐ Other (please specify: .....)

5. To what extent do you agree with this statement "I am aware well on mainstreaming gender in climate change policy?"
   ☐ Strongly Disagree ☐ Dis-agree ☐ Neutral ☐ Agree ☐ Strongly Agree

6. What is your answer to this statement "I have full skills and knowledge to integrate gender implications in climate change policies?"

☐ Strongly Disagree ☐ Dis-agree ☐ Neutral ☐ Agree ☐ Strongly Agree

7. What is your answer to this statement "I have a good ability to develop and implement gender-responsive programming and budgeting?"
☐ Strongly Disagree ☐ Dis-agree ☐ Neutral ☐ Agree ☐ Strongly Agree

8. What is your answer to this statement "I am aware well on importance of monitoring and evaluation with a gender perspective?"
☐ Strongly Disagree ☐ Dis-agree ☐ Neutral ☐ Agree ☐ Strongly Agree

9. Who are key stakeholders involved integrating gender in climate change policy and action development, please list them in Table below:

No.	Key stakeholders
1.	
2.	
3.	
4.	

10. What is level of understanding on gender-responsive climate response among decision maker, policymakers and practitioners?
☐ Low ☐ Somewhat low ☐ Moderate ☐ Fairly high ☐ High

11. What is level of familiarity with the UNFCCC's guidance on integrating gender into Nationally Determined Contributions (NDCs)?
☐ Not at all familiar ☐ Slightly familiar ☐ Moderately familiar ☐ Very familiar ☐ Extremely familiar

2.2 Policy and Institution

12. What are the current national climate policies/strategies in place in Cambodia

No.	Name of policy and strategy

13. What are the existing sectoral climate related policies/strategies in your sector ministries/agencies have been integrated gender and social inclusion in?

No.	Name of policy and strategy

14. What are gender-responsive climate actions being implementing in your sector ministries/agencies?

	Existing climate responsive action
1	
2	
3	
4	

15. Are there guidance/procedures in place on integrate gender into climate change initiatives?

☐ Yes ☐ No

No.	Name of guidance and procedure

16. Levels of sufficient and clarity of guidance/procedures on integrating gender into climate change initiatives?

Level of sufficient	☐ Low ☐ Somewhat low ☐ Moderate ☐ Fairly high ☐ High
Level of clarity	☐ Low ☐ Somewhat low ☐ Moderate ☐ Fairly high ☐ High
Comment:	

17. Any specific barriers on integrating gender into climate policy? Please provide as many as barriers that applied to you

.....
.....
.....

18. What types of support or resources would be most helpful in overcoming these barriers? Please select as many as that you think as potential supports or resources below that applied to you
    - ☐ Capacity building and training
    - ☐ Financial resources
    - ☐ Research and data collection
    - ☐ Legal and policy frameworks
    - ☐ Institutional support
    - ☐ Community engagement and empowerment
    - ☐ Technical tools and guidance
    - ☐ Other (please specify: .....)

19. How gender assessments being conducted for climate policies and projects in your sector ministries/agencies?

……
……
……

20. How effectively do different actors (e.g., government agencies, NGOs, civil society organizations) collaborate in gender-responsive climate action?

Actors	Level of collaboration
Government agencies	☐ Low ☐ Somewhat low ☐ Moderate ☐ Fairly high ☐ High
Development partners	☐ Low ☐ Somewhat low ☐ Moderate ☐ Fairly high ☐ High
NGOs/CSO	☐ Low ☐ Somewhat low ☐ Moderate ☐ Fairly high ☐ High
Local administration	☐ Low ☐ Somewhat low ☐ Moderate ☐ Fairly high ☐ High

21. What opportunities are there to strengthen coordination and collaboration among stakeholders?

……
……
……

2.3 Data Collection and Analysis

22. Is sex-disaggregated data available to assess the impacts of climate change on men and women in your sector ministries/agencies? ☐ Yes ☐ No

23. How are these data used to inform climate change policies and programs in your sector ministries/agencies?
.....
.....
.....

24. What are the limitations and challenges related to collecting, analyzing, and using gender-disaggregated data on climate change?
.....
.....
.....

25. How are gender-specific indicators being used to assess the impacts of climate change? Please select as many as indicators below that applied to you:
☐ Access to resources ☐ Vulnerability and exposure ☐ Participation and decision making ☐ Livelihood and economic impact ☐ Social and cultural factors ☐ Resilience and adaptation capacities ☐ Other .....

26. Are there specific indicators for measuring progress of gender-responsive climate action within your sector ministries/agencies? ☐ Yes ☐ No
If yes, please specify: .....

2.4 Practices and Implementation: Gender Responsive Climate Action

27. How often do you incorporate gender considerations into climate change projects or programs in your sector ministry/agency/area? ☐ Never ☐ Rare ☐ By case ☐ Often ☐ All cases

28. How is gender incorporated into the design and implementation of climate projects and programs?
.....
.....
.....

29. Have you ever conducted a gender analysis of a climate change project? ☐ Yes ☐ No

30. How well are existing gender-responsive climate policies being implemented and monitored? ☐ Not at all ☐ Poorly ☐ Moderately ☐ Well ☐ Very well

31. Any specific solutions done in responding gender-based barriers to climate action in your sector ministries/agencies?
.....
.....
.....

2.5 Resources

32. What tools and guidelines are available to support gender-responsive climate action in your sector ministries/agencies/area? .....

33. What resources (e.g., funding, personnel, data) are available for implementing gender-responsive climate policies/actions?
    - Funding: .....
    - Human resource/technical support: .....
    - Database/information: .....

34. What financial resources being committed for gender responsive climate actions?
    .....
    .....
    .....

35. What resources are available for learning and capacity building on gender and climate change?
    .....
    .....
    .....

III. CAPACITY GAP ASSESSMENT

36. What are the main challenges you are facing in integrating/implementing gender into your climate change responses/works? (please select as many as from given answers below that applied to you)
    ☐ Lack of gender-disaggregation data,
    ☐ Limited awareness and capacity,
    ☐ Insufficient funding and resources,
    ☐ Complex intersectionality,
    ☐ Policy and institutional gaps,
    ☐ Measurement and monitoring challenges
    ☐ Other (please specify: .....)

37. What are gaps to effective implementation and monitoring on existing gender-responsive climate policies/actions in your sector ministries/agencies/SNAs?
    ☐ Inadequate capacity and training
    ☐ Lack of gender-disaggregated data
    ☐ Weak institutional coordination
    ☐ Limited Financial Resources
    ☐ Poor Stakeholder Engagement
    ☐ Sociocultural Barriers
    ☐ Inadequate Legal and Policy Frameworks
    ☐ Limited Use of Gender-Responsive Technologies
    ☐ Fragmented Monitoring Systems
    ☐ Other (specify: .....)

38. What are the main barriers to accessing financial resources for women integration?
    ☐ Lack of awareness and capacity
    ☐ Gender bias and discrimination
    ☐ Weak institutional support
    ☐ Political and social barriers

☐ Mismatch between funding priorities and needs
☐ Insufficient monitoring and reporting
☐ Lack of awareness about climate financial
☐ Other (specify: .....)

IV. TRAINING NEEDS AND RESOURCES

39. What training would be most helpful to improve capacity to integrate gender into climate related policies and program in your sector ministries/agencies? Please select from the given topics below that applied to you
    ☐ Gender and social inclusion
    ☐ Climate change and gender linkages
    ☐ Gender-responsive budgeting
    ☐ Gender responsive climate action design and management
    ☐ Other (please specify: .....)

40. What specific training or capacity-building initiatives are needed to strengthen understanding of gender and climate change?
    .....
    .....
    .....

41. What additional resources or tools would you find helpful for improving gender integration and gender responsive-climate policies and actions?
    a. .....
    .....
    b. .....
    .....

42. Have you received any training on integrating gender into climate change policies or projects? ☐ Yes ☐ No
    If yes, please indicate training you have received:
    a. .....
    .....
    b. .....
    .....

V. COMMENTS AND RECOMMENDATION

43. What is your suggestions to improve capacity of national climate change actors in integrating and implementing gender-responsive climate policies and actions?
    .....
    .....
    .....

Thank you for your Participation!

APPENDIX 2: LIST OF RESPONDENTS RESPONDED QUESTIONNAIRE SURVEY FORM

No.	Institution	Sex	Postition	Email
1	MoE	M	Deputy Director	
2	NCDDS	M	Deputy head of Division of NCDDS and member Gender working Group	
3	NCDDS	F	Head of Division of NCDDS	
4	MAFF	F		
5	NCDDS	F	Head of office	
6	NCDDS	M	Head of office	
7	NCDDS	F	Deputy head of Division of NCDDS and member Gender working Group	
8	MRD	F	Deputy director general	
9	MAFF	F	Under Secretary of State	
10	MISTI	F	Secretary of State and Head of GMAG of MISTI	
11	NCDDS	M	Deputy head of Division	
12	MRD	M	Deputy director general	
13	Solar Energy/MoE	F		
14	MoWRAM	F	GMAG	
15	MLMUP	M		
16	MoWA	F		
17	MOE	M		
18	MAFF	F	GMAG	
19	Solar Energy/MoE	M		
20	MOEYS	M		
21	MISTI	F		
22	MoE	M		
23	MOE	F		
24	MoWA	M		
25	MRD	F		
26	MRD	M		
27	MISTI	F	Deputy director general	
28	Solar Energy/MoE	M		
29	MoWA	F	Gender working group of NCDD	
30	NCDDS	F	Climate change group of NCDDS	
31	MPWT	M	GMAG	
32	NCDDS	F	Gender working group of NCDD	
33	NCDDS	F	Gender working group of NCDD	
34	MoWA	F	Gender working group of NCDD	
35	MPWT	M	GMAG	
36	MoE	F	GMAG	
37	MRD	M	GMAG	
38	MAFF	M	GMAG	

39	NCDDS	M	Deputy Head of NCDDS	vatanak@gmail.com
40	NCDDS	M	Deputy head of Division	vannakmi!gmail.com
No.	**Institution**	**Sex**	**Postition**	**Email**
41	MoI	F	Internal Audit Officer	tysophanin@gmail.com
42	NCDDS	M	Chief of ME	thonoung@ncdd.gov.kh
43	NCDDS	M	Vice Chief of Office	thaysopheng@gmail.com
44	MoWA	F	Head of office	sreytouch0782@yahoo.com
45	MoE	F	Chief of Office	sreynut.thol@gmail.com
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48		F		sophialun168@gmail.com
49		F		sophana.sophum@ncdd.gov.kh
50	NCDDS	F	Senior officer of M&E and Climate Change	sokunthearyvorn@gmail.com
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60	MRD	M		pichmrd@yahoo.com
61	MAFF	F		phallav@gmail.com
62	MAFF	M	Chief of Office	ouch.monirith7@gmail.com
63	NCDDS	M		nuthlyda@gmail.com
64	MoWA	M	Deputy Director	mcbiwut@gmail.com
65	NCDDS	M	MOI Advisor	manycheng@gmail.com
66	NCDDS	M		makaraty.ncdd@gmail.com
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70	NCDDS	M	Vice Chief of Office	choumchomnan@yahoo.com
71		M		choeunsok@ncdd.gov.kh
72	NCDDS	F	Vice Chief of Office	chimlyza@gmail.com
73		F		chanpomakara456@gmail.com
74	MOI	F	Chief of Procurement	arunnavythaung@gmail.com

Note: Due to inform consent and confidentiality consideration, some respondents chose to hide their identities and contact information. Thus, some respondents' information in the list are not complete.

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