



GENDER AND CLIMATE CHANGE ACTION PLAN (GCCAP)

2014-2018

Prepared by Gender and Climate Change Committee (GCCC)

Ministry of Women's Affairs (MoWA)

Phnom Penh, Cambodia

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ACKNOWLEDGEMENTS

Global warming and climate change pose real threats and risks to people's lives.

In Cambodia, the impacts of a changing global climate relate predominantly to extended droughts, flooding, rising temperatures and changing weather patterns, including unprecedented heavy storms; all of those are crucial for agriculture and the lives of mostly rural communities.

"Climate Change" has been emerging as an issue of national significance for future development in Cambodia in 2009. Many initiatives have been put in place by the Royal Government to address climate change by piloting projects and policy debates in the context of Vulnerability Reduction, Environmental Sustainability and Green Growth.

The severe impacts of a changing climate in Cambodia call for urgent action on a nationwide scale. Recently, the Royal Government has developed the Climate Change Strategic Plan (2014-2023) which includes different sectors such as education, agriculture, industry, water and others.

As women have a key role to play in adaptation and mitigation of climate change, the Gender and Climate Change Action Plan is an important building block in the overall national efforts.

Since the beginning, MoWA pro-actively participated in respective national planning, program formulation and implementation of pilot measures with a particular focus on gender aspects, i.e. the role of women in coping with a changing climate and natural environment.

The Climate Change Action Plan of MoWA is meant to address specifically vulnerable women and other groups such as children and elderly through capacity building in policy making, leadership development, livelihood- and green growth related activities.

The Plan was developed with guidance and support from the Cambodian Climate Change Alliance (CCCA) and the Ministry of Environment (MoE).

I would take this opportunity to express my sincere appreciation to MoWA's working group, experts and specialists from Government Ministries, development partners and organizations for all their support and contributions.



Phnom Penh, June 26, 2014

Minister of Women's Affairs

ABBREVIATIONS

ADB	Asian Development Bank
CC	Climate Change
CCCA	Cambodia Climate Change Alliance
CCAP	Climate Change Action Plan
CCD	Climate Change Department
CCCSP	Cambodia Climate Change Strategic Plan
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CMDGs	Cambodian Millennium Development Goals
CRS	Cambodia Rectangular Strategy
EU	European Union
GCCAP	Gender Climate Change Action Plan
GCCC	Gender and Climate Change Committee
GHG	Greenhouse Gas
GMAGs	Gender Mainstreaming Action Groups
INC	Initial National Communication
IPCC	Inter-governmental Panel for Climate Change
MAFF	Ministry of Agriculture, Forestry and Fisheries
MOE	Ministry of Environment
MEF	Ministry of Economy and Finance
MIH	Ministry of Industry and Handicrafts
MOME	Ministry of Mine and Energy
MoEYS	Ministry of Education, Youths and Sports
MOH	Ministry of Health
MOP	Ministry of Planning
MRD	Ministry of Rural Development
MoWA	Ministry of Women's Affairs
MOWRAM	Ministry of Water Resources and Meteorology
M&E	Monitoring and Evaluation
NAPA	National Adaptation Program of Action to Climate Change
NR-IV	Neary Rattanak IV
NCDM	National Committee for Disaster Management
NCCC	National Climate Change Committee
NCDD-S	National Committee for Sub-National Democratic Development Secretariat
NSDP	National Strategic Development Plan
PBA	Program Based Approach
PIP	Public Investment Plan
SCCSP	Sectoral Climate Change Strategic Plan
SNC	Second National Communication
SO	Strategic Objective
SPCR	Strategic Program for Climate Resilience
TNA	Training Need Assessment
TOT	Training of Trainer
UNDP	United Nations Development Program
UNFCCC	United Nations Framework Convention on Climate Change
NIS	National Institute of Statistics



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I. Background

The Gender and Climate Change Action Plan (GCCAP) is developed following the Cambodia Climate Change Strategic Plan (CCCSP) according to the guidelines of the Council of Ministers and consultation with all stakeholders. Gender is considered important for planning and formulation of climate change measures and actions. It is part of Neary Rattanak IV (NR-IV) 2014-2018, which is MOWA's Five Year Strategic Plan to achieve Gender Equality in Cambodia. The planning process of GCCAP is supported and guided by the Cambodia Climate Change Alliance (CCCA). The GCCAP will be integrated in the annual planning and budgeting procedures with possible funding contributions from International Development Partners.

a. Policy

The policies and activities related to gender equality and women in Cambodia are guided by NR-IV, the Ministry's Five Year Strategic Plan 2014-2018. NR-IV focuses on six strategic areas:

- 1) Economic empowerment of women;
- 2) Education of women and girls, attitudes and behavior change;
- 3) Legal protection of women and girls;
- 4) Health and nutrition of women and girls, HIV/AIDS;
- 5) Women in public decision-making and politics.
- 6) Climate Change and Green Growth.

Both, women and men in Cambodia are equally vulnerable to climate change impacts. They can equally be empowered to participate in climate change adaptation and mitigation, and participate in policy-making processes to transform economies into greener ones.

In 2011, MoWA became a member of the National Climate Change Committee (NCCC), which is headed by the Ministry of Environment (MoE) and supported by a number of multi-and bi-lateral donor agencies, including EU, UNDP, SIDA, DANIDA etc. Since then, MoWA contributed to the development of the national Cambodia Climate Change Strategic Plan (CCCSP), which includes gender assessments of Sectoral Climate Change Strategic Plans, for example, in agriculture, forestry and fishery etc.

Given Cambodia's large young population and the fact that youth will determine the outlook of Cambodia's future economy, consumption patterns and lifestyles, GCCC/MoWA ensures full participation of both female and male youth in consultation, decision-making and climate change adaptation and mitigation.

There are also specific concerns of vulnerabilities of ethnic and religious minorities in marginalized geographic locations including socio-cultural and linguistic barriers.



GCCC/MoWA advocates with relevant development partners for pro-poor growth measures. These include reducing economic inequalities in Cambodia's population, in terms of economic status, consumption patterns and lifestyles, and the higher costs that women bear as a result of climate change.

b. Situation

Climate change affects men and women differently, due to gender division of labor in households, communities and societies, and gender access to and control over resources and benefits. Climate change impacts are a greater burden on women as women are less endowed economically, less educated than men, and often excluded from political and household decision-making processes. In addition, women have fewer assets and depend more on natural resources for their livelihoods. Their health status can be much lower than that of men's due to specific conditions peculiar to women (e.g. pregnancy, anemia and ARI) or gender differences in physical strengths. All of these factors contribute to women's greater vulnerability to climate change impacts than that of men.

Women also shoulder care work disproportionately. Cambodian women contribute to the country's development by their active roles in the three domains of reproduction, production and community development. Women dominate the care work of family members; this is mostly unpaid, unrecognized and unaccounted for by the formal economic system.

Women do a majority of housework such as buying/shopping, cooking, washing, cleaning and care work. Pregnant women can be at a heightened risk of malaria and dengue infection arising from increased rainfall because of their anemic condition and decreased level of immunity. Women tend to prioritize others' survival over theirs in a crisis. So, they are less likely than others to survive extreme weather events and are at risk of reproductive health-related complications or sexual and gender-based violence during natural disasters.

Pregnant women can be at increased risk of premature delivery, miscarriage and other reproductive health complications during natural disasters¹. Overall, mortality and morbidity risks of women during natural disasters can be expected to be higher as a result of these effects.

Customarily, women in Cambodia have had equal rights as their male siblings to inherit land from parents. Yet, Cambodia's economy is diversifying, with a departure from a land-based economy, and mechanization of agriculture is becoming evident. Women have much lower access to crucial inputs to food production, such as livestock, tools and fertilizers. Climate change impacts, such as cyclones, floods (including those in urban areas after heavy rain), soil erosion and droughts, can add more burden to the already thinly stretched capacities of women who are providers of food, care-takers of family members and bearers of cultural values.

As adults, women have fewer opportunities for education and training, and less access to information. Women are therefore less able to understand and act on critical information as it relates to climate change and natural disasters, for example, meteorological information, early-warning system of natural disasters, and evacuation orders. Women are more likely to end up in financially challenging situations

¹World Health Organization, 2012



which place them in subordinate positions to men; they have less capacity to understand climate change impacts, adaptation and mitigation.

Women are more dependent on natural resources as sources of food, medicine and firewood. These are typically feminine tasks that men normally do not do. Women tend to rely on natural resources that are most at risk from climate change impacts.

In addition to emissions, Greenhouse Gases (GHGs) harm women's and children's respiratory health, due to their proximity to open fire. Women and children, and at times men, from very disadvantaged backgrounds depend on urban waste and recycling for their livelihood. This is another source of GHG emission and health hazard. Women have major roles to play in greening economies and must secure not only employment opportunities, but social and legal protection rights during the restructuring of Cambodia's economies into greener and cleaner ones.

Women engage in reproductive and economic activities which produce Greenhouse Gases (GHGs), predominantly low-cost wage labor in manufacturing, precarious occupations in the service industry, and self-employment in the informal sectors: there is a high proportion of women in 'brown Industries' such as manufacturing, especially garments and shoes. These are industries which not only contribute to GHG emissions, but also offer little social and legal protection to workers.

c. Priority Areas

During the next five years and within the framework of the CCCSP and CCAP, MoWA will actively address the following priority areas:

1. Strengthening institutional capacity and cross-sectoral coordination with a focus on women's role in climate change adaptation and mitigation.
2. Improving capacity, knowledge and awareness on women's role in climate change adaptation and mitigation.
3. Reducing vulnerabilities to climate change impacts of disadvantaged women and other groups.
4. Reducing GHG emissions by introducing climate friendly, low carbon economic activities for women.

These will contribute to NR-IV (2014-2018) and the National Strategic Development Plan (NSDP, 2014-2018) by reducing vulnerabilities and empower women in economic development.



II. Strategies

The objectives of GCCAP are supporting the Cambodia Climate Change Strategic Plan (CCCSP) as follows:

1. Women's participation in climate change policymaking will be increased.
2. The funding rules for gender and climate change initiatives will be established and made operational through gender-responsive budgeting in the current and upcoming projects/programs/policies (both external and national sources).
3. The level of awareness of public policymakers will be increased on the importance of gender equality in climate change adaptation and mitigation.
4. Women's climate change adaptation and mitigation needs will be met by strategic and catalytic initiatives on gender and climate change on a priority basis, following the development of criteria, based on the findings of vulnerability and adaptation analyses.
5. National capacities are enhanced to plan, implement and monitor gender-integrated climate change adaptation and mitigation initiatives.
6. Effective mechanisms for scaling up the proven experiences on gender and climate change are identified; lessons and best practices of gender and climate change are elicited and analyzed for sharing and learning in national, regional and global forums.



III. Action Plan

a. Summary of Scope of Planning

Action Plan Matrix

Strategy 1:

Strengthening institutional capacity and cross-sectoral coordination with a focus on women's role in climate change adaptation and mitigation.

1. Strengthening gender and climate change capacities at all levels, especially at the sub-national levels in partnership with all stakeholders.
2. Promoting integration of gender responsiveness in NSDP and sector plans to increase resilience capacity of women to cope with climate change impacts in cooperation with agencies concerned.
3. Promoting women's participation in decision making on climate change policy at all levels.

Strategy 2:

Improving capacity, knowledge and awareness on women's role in climate change adaptation and mitigation.

4. Conducting vulnerability assessments of women and girls to climate change impacts, including developing database and Monitoring and Evaluation Framework on climate change gender responsiveness with line ministries.
5. Promoting education and awareness building on climate change impacts and disaggregated role of men and women in coping with CC impacts.

Strategy 3:

To promote climate change adaptation and mitigation measures for disadvantage women and other groups (priority areas 3 and 4)

6. Developing and piloting gender-based climate change adaptation and mitigation projects or initiative in cooperation with sector ministries and other stakeholders.



Table 1. Scoring of Actions

	Effectiveness			Co-benefits			Feasibility		
MoWA's SCORING	Scale of climate risk	Cost per beneficiary	Mitigation cost effectiveness	Economic	Social	Environmental	Political commitment	Capacity	Ease to implement
	-1 - 3	0 - 3	-1 - 2	0 - 2	0 - 2	0 - 2	Green /Yellow/ Red		
Action									
Strategy 1: Strengthening institutional capacity and cross-sectoral coordination with a focus on women's role in climate change adaptation and mitigation.									
1. Strengthening gender and climate change capacities at all levels, especially at the sub-national levels in partnership with all stakeholders.	3	1	0	1	1	1	G	Y	Y
2. Promoting integration of gender responsiveness in NSDP and sector plans to increase resilience capacity of women to cope with climate change impacts in cooperation with agencies concerned.	2	1	1	1	1	1	G	Y	Y
3. Promoting women's participation in decision making on climate change policy at all levels.	2	1	1	1	1	1	G	Y	Y
Strategy 2: Improving capacity, knowledge and awareness on women's role in climate change adaptation and mitigation.									
4. Conducting vulnerability assessments of women and girls to climate change impacts, including developing database and Monitoring and Evaluation Framework on climate change gender responsiveness with line ministries.	1	2	1	1	1	1	G	Y	Y
5. Promoting education and awareness building on climate change impacts and disaggregated role of men and women in coping with CC impacts.	3	2	2	2	2	2	G	Y	Y
Strategy 3: To promote climate change adaptation and mitigation measures for disadvantage women and other groups (priority areas 3 and 4)									
6. Developing and piloting gender-based climate change adaptation and mitigation projects or initiative in cooperation with sector ministries and other stakeholders.	3	1	2	2	2	2	G	Y	Y

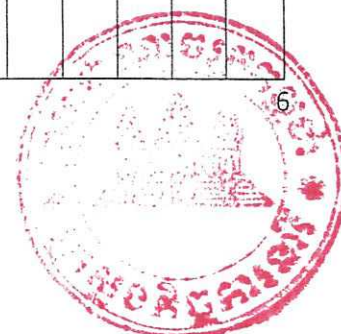


Table 2. Planning Matrix

Action number	MoWA Actions	Category of action	Responsible department(s)	Estimated budget (USD'000)					
				<i>(note: present costs to the nearest 1000 USD)</i>					
				2014	2015	2016	2017	2018	Total
	Strategy1: Strengthening institutional capacity and cross sectoral coordination with a focus on women's role in climate change adaptation and mitigation.								
1	Strengthening gender and climate change capacities at all levels, especially at the sub-national levels in partnership with all stakeholders.			50	200	200	100	130	680
2	Promoting integration of gender responsiveness in NSDP and sector plans to increase resilience capacity of women to cope with climate change impacts in cooperation with agencies concerned.			0	50	50	50	10	160
3	Promoting women's participation in decision making on climate change policy at all levels.			100	100	100	100	100	500
	Strategy2: Improving capacity, knowledge and awareness on women's role in climate change adaptation and mitigation.								
4	Conducting vulnerability assessment of women and girls to climate change impacts, including developing database and Monitoring and Evaluation Framework on climate change gender responsiveness with line ministries.			60	100	100	20	20	300



5	Promoting education and awareness building on climate change impacts and disaggregated role of men and women in coping with CC impacts.			50	200	200	100	130	680
	Strategy 3: To promote climate change adaptation and mitigation measures for disadvantage women and other groups (priority areas 3 and 4)								
6	Developing and piloting gender-based climate change adaptation and mitigation projects or initiative in cooperation with sector ministries and other stakeholders.			300	300	300	200	200	1,300
	Grand Total			560	950	950	570	590	3,620
	Ceiling			500	500	500	500	600	2,600

b. Implications for Expenditure in the Ministry

Total public expenditure under the Ministry's portfolio amounted to 67.6 billion riels in 2012 (approx. 16.9 million USD)². This included 29.6 billion riels (7.4 million USD) through the national budget, and 38 billion riels (9.5 million USD) through off-budget support. Significant portions of the off-budget support to gender issues were not directly managed by the ministry (direct implementation by donors or NGOs).

Of this total, 2.7 billion riels (approx. 675,000 USD) have been identified as directly climate related in 2012³. On average, the proposed annual budget for climate change actions would represent a 4.3% crease in total public expenditure for the sector, and a 108.4% increase on climate expenditure in the sector (based on expenditure in 2012).

² Source: 2012 Budget Law, DIC 2012 database on grants and loans managed by MEF, and CDC-CRDB ODA database.

³ Source: Draft Report on Climate Change Financing Framework, MoE, 2014



IV. Management and Financing Mechanism

Analysis of existing management and financing mechanisms

The Ministry of Women's Affairs (MoWA) is a pilot Ministry for Programme Budgeting, which covers approximately 35% of the total domestic budget. Domestic budget is entirely allocated to recurrent expenditures, while development activities are funded externally.

MoWA has an established Technical Working Group to coordinate International Development Partners support to NR-IV (2014-2018) which is currently being finalized). Main International Development Partners including Germany, ADB, UNDP, EU and Japan. International Development Partners support is provided exclusively through off-budget projects, aligned with the sector strategy.

It is planned to establish a full Program-Based Approach (PBA) under the NR-IV framework, but the exact management arrangements for this PBA are not yet defined. Climate Change is a cross-cutting element in this new strategy, particularly under the pillars related to Women Economic Empowerment (WEE), and Health. The Gender and Climate Change Committee (GCCC) has been established to lead climate change-related activities in MoWA. The Department of Planning and Statistics plays a key role to reflect NR-IV objectives in the Public Investment Programme (PIP) for resource mobilization purposes.

The exact institutional arrangements for climate change activities are not yet fully decided, but may include the creation of a dedicated unit or Department.

Analysis of potential sources and volume of finance for Climate Change actions

The proposed activities in the CCAP reflect MoWA's advisory mandate on gender issues within the Royal Government of Cambodia and include mostly capacity development, research and awareness and activities on gender and climate change for MoWA and line ministries.

In addition, support to pilot initiatives is planned, in order to generate lessons learnt and inform gender mainstreaming policies to RGC climate change projects. The total estimated cost over 5 years is 3.6 million USD. It is expected that a portion of these costs will be covered under the Strategic Programme for Climate Resilience (SPCR) initiative implemented by ADB, possibly up to 1.5 million USD. Specific activities could also be covered by existing donors, such as Germany and UNDP, in the areas where they operate.

MoWA's services to climate change projects in other sectors are likely to be "sub-contracted" through the gender component of sector projects (as is already the case for SPCR), rather than funded through stand-alone gender projects.

If the MoWA restructuring includes dedicated staff on climate change, this will be funded through the domestic budget.

Finally, some strategic interventions (e.g. related to M&E or research) could be funded through dedicated climate finance in country (e.g. CCCA).



Entry points for climate change mainstreaming in management and financing mechanisms

Once a decision is made on the entity responsible for climate change within MoWA, the recurrent needs of this unit (staff, operational costs etc.) shall be included in the budget strategic plan and budget request to the Ministry of Economy and Finance (MEF).

With regard to development activities, CCAP activities shall be reflected by the Department of Planning and Statistics in the annual Public Investment Plan (PIP) submission of MoWA. The GCCC will ensure that CCAP strategies and actions are adequately reflected in NR-IV; and will discuss at the level of the Technical Working Group, to explore possible commitment from International Development Partners.

MoWA will work closely with Ministry of Environment and line Ministries to identify new climate change initiatives in their respective sectors, and engage institutional donors on the gender elements of their proposed projects and potential support from MoWA.



V. Monitoring and Evaluation

Monitoring and evaluation of the CCAP will be conducted consistently with the national framework for M&E established by the CCCSP.

The Department of Planning and Statistics will have the responsibility to manage the monitoring, reporting and evaluation process with the technical support of the GCCC. It will carry out these tasks with the support and in coordination with the MoE and MoP.

Progress in the implementation of the CCAP will be reviewed on an annual basis in the framework of the Annual Progress Review of NR-IV; a specific chapter reviewing the CCAP progress will be included. The CCAP indicator framework consists of two levels:

- 1) Core indicators which measure the overall outcome of CCAP at the national level and
- 2) The result-based indicators which will monitor the success of each action or program. Since gender is a cross-cutting issue, the M&E framework indicators and related data collection must be coordinated or integrated with other ministries and National Institute of Statistics (NIS). Relevant core indicators for climate change and gender will be also included in the next National Strategic Development Plan (NSDP, 2014-2018). Below are two core indicators that can be used to evaluate policies and specific interventions which would require cooperation and contributions of other ministries:

- Percentage of CC programs targeting women, elderly and disadvantaged groups;
- Reduced gender disparity resulting from Climate Change impacts (injuries, death, malnutrition, health implication, education, decision making);

A mid-term evaluation will be organized in 2016 and a final evaluation in 2018. The evaluations will assess the progress in implementing the CCAP and CCSP, its relevance and contribution in addressing gender dimension of climate change response and achieving impacts foreseen in NR-IV and NSDP 2014-2018, and integration in planning and monitoring systems of MoWA. The evaluations will also assess the alignment and contribution towards achieving the objectives set in the CCCSP⁴, and will provide recommendations for future adjustment of the policy response. To this effect it will be important that evaluations identify lessons learned and, if needed, entry points for improving policies and actions. A precondition for organization of quality evaluations at program (CCAP) and action levels will be that sufficient resources for monitoring and evaluation are budgeted in the actions.

⁴ The national framework for M&E of climate change response foresees the establishment of a Long Term National Evaluation Program. Evaluations of the CCAP as a whole and of specific actions will be organized in coordination with the national evaluation program.



3. Results indicators	
<i>Actions⁵</i>	<i>Indicators</i>
1. Developing and implementing training program on gender and climate change	Percentage of officers in MoWA and line ministries with sufficient knowledge of gender dimension of climate change (to be measured by a survey at the start and end of the action) Percentage of national and sub-national development plans that clearly articulate the gender dimension.
2. Integrating gender responsiveness in NSDP and sector plans	Percentage of sector plans integrating gender and climate change. NSDP (2014-2018) mid-term review and NSDP (2019-2024) integrate gender and climate change. Sub-national planning guidelines integrate gender and climate change.
3. Increasing women's participation in public decision making on climate change response at all levels.	Proportion of women in leadership positions of climate change related committees and institutions.
4. Conducting vulnerability assessment of women and girls to climate change impacts	Number of national and sub-national policies and plans that are developed using the evidence generated by the vulnerability assessments. Number of national and sub-national plans that include gender disaggregated indicators for measuring effects of climate change actions.
5. Increasing education and awareness on gender specific roles in coping with impact related to climate change.	Change in knowledge on climate change impacts and options for adaptation by gender, age and disadvantaged group.
6. Developing and piloting gender-based climate change adaptation and mitigation projects	Number of viable and replicable gender based demonstration projects.



VI. Legal Requirement

Implementation of GCCAP does not require amendment of existing regulations or development of additional law since specific legal framework governing climate change is more relevant under the mandate of other line ministries. However, there is a possibility of developing a sub-decree to establish a new Department of Gender and Environment under MoWA, which can become a permanent structure for routine planning and budgeting of climate change actions.

VII. Conclusion

GCCAP is developed in response to the growing aggravating of climate change impacts on the Cambodian population, and especially the poor, women and children. Lack of capacity and skills of the population in coping with climate change impacts and risks, natural disasters and extreme weathers condition are considered key factors making Cambodian society vulnerable to climate change. GCCAP is designed to address knowledge and capacity gap by organizing trainings, promoting communication and knowledge dissemination at various levels ranging from decision makers, technical officers, communities and to the women, and demonstration of gender-based climate change adaptation and mitigation projects. Public participation, especially women, is crucial to ensure successful implementation of appropriate adaptation and mitigation plans and projects. This CCAP results will be reviewed and evaluated according to the M&E indicators and the lessons learned during the course of CCAP implementation will be used to improve the next planning cycle. It is critical also that MoWA needs to work closely with the Ministry of Environment and other line ministries to achieve effectively the goals and objectives of SCCSP and GCCAP.



VIII. Annex: Action Fiches

ACTION FICHE No 1

Action 1	Developing and implementing training program on gender and climate change at all levels, especially at the sub-national levels in partnership with all stakeholders.
CCCSP and Sectoral CCSP Strategic Objective	<p>This action will contribute to:</p> <ul style="list-style-type: none"> a. CCCSP Strategic Objective2: Reduce sectoral, regional and gender vulnerability to climate change impacts. b. SCCSP for MoWA <p>Strategic Objective5: National capacities are enhanced to plan, implement and monitor gender-integrated climate change adaptation and mitigation initiatives.</p>
Rationale	<p>This action has clear link to MoWA's NR-IV (2014-2018).</p> <p>Women and children are considered most vulnerable to climate change impacts, especially in developing countries like Cambodia due to their limited capacity compared to men. This action will improve capacity of relevant stakeholders to help reduce the climate change impacts on women and vulnerable groups, and increase participation of women in planning and implementation of -climate change policy.</p>
Category of climate change action	Category 2 – Modified
Type of action	Adaptation
Short description of the action and expected results and benefits	<p><i>Short description</i></p> <ul style="list-style-type: none"> a) Conducting TNA and develop training and learning materials on gender and climate change; b) TOT/echo/refresher trainings for relevant stakeholders in 5 target provinces and evaluation. <p><i>Expected results and benefits, including number of beneficiaries and type of impact on beneficiaries</i></p> <p>The end result would be enhanced capacity of relevant staff of MoWA in promoting concept of gender and climate change into planning and budgeting process to reduce the vulnerability of women and vulnerable groups to climate change impacts.</p> <p>The benefits would be (a) sector agencies/stakeholders integrate gender and climate change into their planning and budgeting process and (b) improve coordination between MoWA and line ministries.</p>



	Beneficiaries would be staff of MoWA and line ministries and a large proportion of vulnerable groups, especially women and children.
Cost effectiveness of the action	To be completed.
Preconditions needed for successful implementation	<ul style="list-style-type: none"> a. Commitment of line ministries/stakeholders in incorporation of gender and climate change in their sector planning. b. Coordination of the line ministries and stakeholders. c. Knowledge on gender and climate change of line ministries and MoWA.
Indicator(s) of success	<ul style="list-style-type: none"> a) Percentage of officers in MoWA and line ministries with sufficient knowledge of gender dimension of climate change (to be measured by a survey at the start and end of the action) b) Percentage of national and sub-national development plans that clearly articulate the gender dimension.
Implementation arrangements	<p><i>Responsible department(s)</i></p> <p>MoWA/GCCC</p> <p><i>Other Government and external stakeholders involved in implementation (if already identified, mention the name of the partners)</i></p> <p>MoE.</p>
Estimated total cost	USD 680, 000
Possible funding sources	<i>Major source of funding would come from government budget, bilateral donors, ADB, and Climate Adaptation Fund with possible contribution from CCCA.</i>
Timeframe	<p><i>Indicate the start and end year</i></p> <p>2014 – 2018</p>



	Beneficiaries would be staff of MoWA and line ministries and a large proportion of vulnerable groups, especially women and children.
Cost effectiveness of the action	To be completed.
Preconditions needed for successful implementation	<ul style="list-style-type: none"> a. Commitment of line ministries/stakeholders in incorporation of gender and climate change in their sector planning. b. Coordination of the line ministries and stakeholders. c. Knowledge on gender and climate change of line ministries and MoWA.
Indicator(s) of success	<ul style="list-style-type: none"> a) Percentage of officers in MoWA and line ministries with sufficient knowledge of gender dimension of climate change (to be measured by a survey at the start and end of the action) b) Percentage of national and sub-national development plans that clearly articulate the gender dimension.
Implementation arrangements	<p><i>Responsible department(s)</i></p> <p>MoWA/GCCC</p> <p><i>Other Government and external stakeholders involved in implementation (if already identified, mention the name of the partners)</i></p> <p>MoE.</p>
Estimated total cost	USD 680, 000
Possible funding sources	<i>Major source of funding would come from government budget, bilateral donors, ADB, and Climate Adaptation Fund with possible contribution from CCCA.</i>
Timeframe	<p><i>Indicate the start and end year</i></p> <p>2014 – 2018</p>



ACTION FICHE No 2

Action 2	Integrating gender responsiveness in NSDP and sector plans at national and sub-national levels to increase resilience capacity of women to cope with climate change impacts in cooperation with agencies concerned.
CCCSP and Sectoral CCSP Strategic Objective	<p>This action will contribute to:</p> <p>a. CCCSP Strategic Objective2: Reduce sectoral, regional and gender vulnerability to climate change impacts.</p> <p>b. SCCSP for MoWA Strategic Objective5: National capacities are enhanced to plan, implement and monitor gender-integrated climate change adaptation and mitigation initiatives.</p>
Rationale	<p>This action has clear link to MoWA's NR-IV (2014-2018) and NSDP (2014-2018).</p> <p>This action will improve planning capacity of sector ministries to help reduce the climate change impacts on women and vulnerable groups through gender-and-climate change-responsiveness planning.</p>
Category of climate change action	Category 2 – Modified
Type of action	Adaptation
Short description of the action and expected results and benefits	<p><i>Short description</i></p> <ul style="list-style-type: none"> a) Reviewing gender-based climate response and related indicators in NSDP and sector climate change strategies and action plans; b) developing gender and climate change responsiveness planning guidelines; c) organizing trainings for relevant stakeholders and concerned agencies for mainstreaming gender in climate change responses; and d) conducting training of trainers on gender and climate change to sub-national level. <p><i>Expected results and benefits, including number of beneficiaries and type of impact on beneficiaries</i></p> <p>The end result would be the incorporation of concept of gender and climate change into planning and budgeting process by relevant sectors to reduce the vulnerability of women and vulnerable groups to climate change impacts.</p> <p>The benefits would be (a) sector agencies/stakeholders</p>



	<p>integrate gender and climate change into their planning and budgeting process and (b) improve coordination between MoWA, line ministries and sub-national development agencies.</p> <p>Beneficiaries would be staff of MoWA and line ministries and a large proportion of vulnerable groups, especially women and children.</p>
Cost effectiveness of the action	To be completed.
Preconditions needed for successful implementation	<ul style="list-style-type: none"> a) Government's directive for relevant sectors to mainstream gender and climate change into sector planning. b) Commitment of line ministries/stakeholders in incorporation of gender and climate change in their sector planning. c) Coordination of the line ministries and stakeholders. d) Knowledge on gender and climate change of line ministries and MoWA.
Indicator(s) of success	<ul style="list-style-type: none"> a) Percentage of sector plans integrating gender and climate change. b) <i>NSDP (2014-2018) mid-term review and NSDP (2019-2024) integrate gender and climate change.</i> c) <i>Sub-national planning guidelines integrate gender and climate change</i>
Implementation arrangements	<p><i>Responsible department(s)</i></p> <p>MoWA, MoE and MoP.</p> <p><i>Other Government and external stakeholders involved in implementation (if already identified, mention the name of the partners)</i></p> <p>MoEYS, MOH, MAFF, MOWRAM, MRD, MIH, MOME, MPWT, MEF, NCDD-S</p>
Estimated total cost	USD200, 000
Possible funding sources	<i>Major source of funding would come from government budget with possible contribution from CCCA/ADB and multilateral donors.</i>
Timeframe	<p><i>Indicate the start and end year</i></p> <p>2017 – 2018</p>



ACTION FICHE No 3

Action 3	Increasing women's participation in public decision making on climate change response at all levels.
CCCSP and Sectoral CCSP Strategic Objective	<p>This action will contribute to:</p> <ul style="list-style-type: none"> a. CCCSP <ul style="list-style-type: none"> Strategic Objective2: Reduce sectoral, regional and gender vulnerability to climate change impacts. b. SCCSP for MoWA <p>Strategic Objective1: Women's participation in climate change policymaking is increased.</p> <p>Strategic Objective 3: The level of awareness of public policymakers is increased on the importance of gender equality in climate change adaptation and mitigation, to achieve sectoral goals in climate change.</p>
Rationale	<p>This action has clear link to MoWA's NR-IV (2014-2018).</p> <p>This action will improve women's capacity in policy discussion on climate change for the benefits of women and vulnerable groups.</p>
Category of climate change action	Category 2 – Modified
Type of action	Adaptation
Short description of the action and expected results and benefits	<p><i>Short description</i></p> <ul style="list-style-type: none"> a) Training and awareness raising for women in effective decision making; b) conducting research on women and climate change related decision making; and c) conducting orientation and participation of women in decision making at national and sub-national levels. <p><i>Expected results and benefits, including number of beneficiaries and type of impact on beneficiaries</i></p> <p>The end result would be more active participation of women in climate change discussion/initiatives, planning and budgeting process for the benefits of women and vulnerable groups to climate change impacts both at national and subnational levels.</p> <p>Beneficiaries would be MoWA (national and subnational), women, development agencies and vulnerable groups.</p>



	especially children.
Cost effectiveness of the action	To be completed.
Preconditions needed for successful implementation	Government's directive to promote women participation in policy discussion. Coordination of the line ministries, MoE and stakeholders. Knowledge on gender and climate change of line ministries and MoWA and public speaking skills.
Indicator(s) of success	Proportion of women in leadership positions of climate change related committees and institutions.
Implementation arrangements	<i>Responsible department(s)</i> MoWA/GCCC. <i>Other Government and external stakeholders involved in implementation (if already identified, mention the name of the partners)</i> MoE, Mol, NCDD.
Estimated total cost	USD 500, 000
Possible funding sources	<i>Major source of funding would come from government budget with possible contribution from CCCA, ADB and multilateral donors.</i>
Timeframe	<i>Indicate the start and end year</i> 2015 – 2018



ACTION FICHE No 4

Action 4	Conducting vulnerability assessment of women and girls to climate change impacts, including developing database and Monitoring and Evaluation Framework on climate change gender responsiveness with line ministries.
CCCSP and Sectoral CCSP Strategic Objective	<p>This action will contribute to:</p> <p>a. CCCSP Strategic Objective5: Improve capacities, knowledge and awareness for climate change responses.</p> <p>b. SCCSP for MoWA Strategic Objective3: The level of awareness of public policymakers is increased on the importance of gender equality in climate change adaptation and mitigation, to achieve sectoral goals in climate change.</p>
Rationale	<p>This action has clear link to MoWA's strategic plan and NSDP (2014-2018).</p> <p>Disaggregated data on CC impacts on women and men is not yet systematically structured in the database of MoWA and relevant ministries, which would provide baseline for monitoring and evaluation of climate change impacts and effective response to climate change using gender based approach. This action will help collect and analyse data on vulnerability of women and girls and design M&E framework for measuring success of gender integration in climate change response.</p>
Category of climate change action	Category 2 – Modified
Type of action	Adaptation
Short description of the action and expected results and benefits	<p><i>Short description</i></p> <ul style="list-style-type: none"> a) Developing questionnaires and guidelines for vulnerability assessment in cooperation with line ministries; b) Conducting vulnerability assessment; c) Developing disaggregated data system for collection and analysis of CC impacts on women and men, d) Developing gender indicators as part of national monitoring and evaluation framework on climate change. <p><i>Expected results and benefits, including number of beneficiaries</i></p>



	<p><i>and type of impact on beneficiaries</i></p> <p>The end result would be an up-to-date data on the vulnerability of women and girls and men to climate change impacts, role of women and men in coping with CC, public access to report on gender and climate change. .</p> <p>Beneficiaries would be MoWA (national and subnational), women, development agencies working for women and children.</p>
Cost effectiveness of the action	To be completed.
Preconditions needed for successful implementation	<ul style="list-style-type: none"> a) Commitments of MoWA and concerned ministries. b) Coordination of MoWA, MoE and stakeholders. c) Knowledge on gender and climate change of line ministries and MoWA.
Indicator(s) of success	<ul style="list-style-type: none"> a) Number of national and sub-national policies and plans that are developed using the evidence generated by the vulnerability assessments. b) Number of national and sub-national plans that include gender disaggregated indicators for measuring effects of climate change actions.
Implementation arrangements	<p><i>Responsible department(s)</i></p> <p>MoWA/GCCC.</p> <p><i>OtherGovernment and external stakeholders involved in implementation (if already identified, mention the name of the partners)</i></p> <p>MoE</p>
Estimated total cost	USD 300, 000
Possible funding sources	<i>Major source of funding would come from government budget, climate adaptation fund, ADB with possible contribution from CCCA.</i>
Timeframe	<p><i>Indicate the start and end year</i></p> <p>2014 – 2018</p>



ACTION FICHE No 5

Action 5	Increasing education and awareness on gender specific roles in coping with impact related to climate change.
CCCSP and Sectoral CCSP Strategic Objective	<p>This action will contribute to:</p> <p>a. CCCSP Strategic Objective 5: Improve capacities, knowledge and awareness for climate change responses.</p> <p>b. SCCSP for MoWA Strategic Objective3: The level of awareness of public policymakers is increased on the importance of gender equality in climate change adaptation and mitigation, to achieve sectoral goals in climate change.</p> <p>Strategic Objective 5: National capacities are enhanced to plan, implement and monitor gender-integrated climate change adaptation and mitigation initiatives.</p>
Rationale	<p>This action has clear link to MoWA's NR-IV (2014-2018) and NSDP (2014-2018).</p> <p>Improved knowledge and understanding on climate change implications for livelihoods and health and related climate change responses among women and men would contribute to the overall achievement of CCCSP and reduce climate risks and impacts. This action will help build capacity of women and men in carrying out development activities and decisions for coping with climate change impacts.</p>
Category of climate change action	Category 2 – Modified
Type of action	Adaptation
Short description of the action and expected results and benefits	<p><i>Short description</i></p> <p>a) Conducting public forums/trainings on gender and climate change impact in communities and development workers.</p> <p>b) Conducting media campaigns on the difference of men's and women's vulnerability to the impacts of climate change; and men and women's different needs and roles in dealing with climate change.</p> <p><i>Expected results and benefits, including number of beneficiaries and type of impact on beneficiaries</i></p> <p>The end result would be capacity and awareness on gender and climate change are enhanced among women who can play proactive role in implementation of climate change activities.</p>



	Beneficiaries would be MoWA (national and subnational), women, and development agencies.
Cost effectiveness of the action	To be completed.
Preconditions needed for successful implementation	<ul style="list-style-type: none"> a) Commitments and coordination of MoWA, MoE and concerned ministries and stakeholders. b) Knowledge on gender and climate change of line ministries and MoWA.
Indicator(s) of success	Change in knowledge on climate change impacts and options for adaptation by gender, age and disadvantaged group.
Implementation arrangements	<p><i>Responsible department(s)</i></p> <p>MoWA/GCCC.</p> <p><i>Other Government and external stakeholders involved in implementation (if already identified, mention the name of the partners)</i></p> <p>MoE, MoEYS and concerned ministries and agencies.</p>
Estimated total cost	USD 680, 000
Possible funding sources	<i>Major source of funding would come from government budget with possible contribution from CCCA and/or ADB.</i>
Timeframe	<p><i>Indicate the start and end year</i></p> <p>2014 – 2018</p>



ACTION FICHE No 6

Action 6	Developing and piloting gender-based climate change adaptation and mitigation projects or initiative in cooperation with sector ministries and other stakeholders.
CCCSP and Sectoral CCSP Strategic Objective	<p>This action will contribute to:</p> <p>a. CCCSP Strategic Objective2: Reduce sectoral, regional and gender vulnerability to climate change impacts.</p> <p>b. SCCSP for MoWA Strategic Objective4: Women's climate change adaptation and mitigation needs are met by strategic and catalytic initiatives on gender and climate change on a priority basis, following the development of criteria, based on the findings of vulnerability and adaptation analyses.</p>
Rationale	<p>This action has clear link to MoWA's NR-IV (2014-2018) and NSDP (2014-2018).</p> <p>Women are major actors and agents of change in several areas of mitigation and adaptation as men and women have different needs and roles in dealing with climate change. Areas in which women are traditionally engaged and which are closely tied to the availability of natural resources (such as food security, domestic energy and water) will be hit particularly hard by the consequences of climate change and require greater adaptation. Therefore demonstration of projects with combination of mitigation and adaptation such as energy saving/efficiency in cooking and home lighting, water supply and sanitation, and organic agriculture can benefit both climate change and livelihoods of the households in terms of cost saving, increased agricultural productivity, and improved health of the family.</p>
Category of climate change action	Category 3 – Dedicated
Type of action	Adaptation and mitigation
Short description of the action and expected results and benefits	<p><i>Short description</i></p> <p>a) Specific activities would include a review of best practice of gender-based climate change intervention (mitigation and adaptation) in Cambodia and elsewhere;</p> <p>b) identification and piloting gender based win-win solutions to climate change adaptation and mitigation that can benefit also livelihoods;</p>



	<p>c) engaging the private sector in promoting climate friendly technologies that can enhance food- energy- and water security based on gender considerations and;</p> <p>d) promoting public education and awareness on climate friendly technologies and lessons learned from the pilot project.</p> <p><i>Expected results and benefits, including number of beneficiaries and type of impact on beneficiaries</i></p> <p>The end result would be an increased participation of women in identification and implementation of pilot projects that benefit climate change mitigation and adaptation, and livelihoods.</p> <p>Beneficiaries would be MoWA (national and subnational), women, and development agencies.</p>
Cost effectiveness of the action	Women are expected to be the main beneficiaries through piloting mitigation technologies and adaptation solutions.
Preconditions needed for successful implementation	<p>a) Commitments and coordination of MoWA, MOE and concerned ministries and stakeholders.</p> <p>b) Knowledge on specific gender-based climate change projects of line ministries and MoWA.</p>
Indicator(s) of success	Number of viable and replicable gender based demonstration projects.
Implementation arrangements	<p><i>Responsible department(s)</i></p> <p>MoWA/GCCC.</p> <p><i>Other Government and external stakeholders involved in implementation (if already identified, mention the name of the partners)</i></p> <p>MoE, MAFF, MOWRAM, MIH, MOME, MOH and NCDM.</p>
Estimated total cost	USD 1, 300, 000
Possible funding sources	<i>Major source of funding would come from government budget with possible contribution from CCCA and/or ADB.</i>
Timeframe	<p><i>Indicate the start and end year</i></p> <p>2014 – 2018</p>

