Gender Scoping to Enhance Development in Responsible Agricultural Investment in Cambodia

Submitted to CamboDHRRA
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Gender Scoping to Enhance Development in Responsible Agricultural Investment in Cambodia

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<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AFTA</td>
<td>ASEAN Free Trade Area</td>
</tr>
<tr>
<td>AsiaDHRRA</td>
<td>Asian Partnership for the Development of Human Resources in Rural Asia</td>
</tr>
<tr>
<td>CamboDHRRA</td>
<td>Cambodian Partnership for the Development of Human Resources in Rural Areas Association</td>
</tr>
<tr>
<td>DCA</td>
<td>DanChurch Aid</td>
</tr>
<tr>
<td>EBA</td>
<td>Everything But Arms</td>
</tr>
<tr>
<td>ELC</td>
<td>Economic Land Concessions</td>
</tr>
<tr>
<td>FNN</td>
<td>Farmer Network and Net</td>
</tr>
<tr>
<td>FAO</td>
<td>Food and Agriculture Organization of the United Nations</td>
</tr>
<tr>
<td>FDI</td>
<td>Foreign Direct Investment</td>
</tr>
<tr>
<td>GIZ</td>
<td>Deutsche Gesellschaft für Internationale Zusammenarbeit</td>
</tr>
<tr>
<td>GSP</td>
<td>Generalized System of Preference</td>
</tr>
<tr>
<td>LWD</td>
<td>Life with Dignity</td>
</tr>
<tr>
<td>MAFF</td>
<td>Ministry of Agriculture, Forestry and Fisheries</td>
</tr>
<tr>
<td>MoWA</td>
<td>Ministry of Women Affairs</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Government Organization</td>
</tr>
<tr>
<td>RAI</td>
<td>Responsible Agricultural Investment</td>
</tr>
<tr>
<td>RGC</td>
<td>The Royal Government of Cambodia</td>
</tr>
<tr>
<td>WFP</td>
<td>World Food Program</td>
</tr>
<tr>
<td>CEDAW</td>
<td>The Convention on the Elimination of all Forms of Discrimination against Women</td>
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Executive Summary

This report on Gender Scoping to Enhance Development in Responsible Agriculture Investment is funded by FAO and AsiaDHRRA through CamboDHRRA. The study aims to contribute in strengthening innovations, identifying strategic policy options and program actions, and improving understanding the development narratives of gender and youth in the context of smallholder farmers and communities and rural agriculture investments.

This study project intends to do:

1. Generate an understanding of gender and youth policies, programs and services in Cambodia, their successes and shortcomings and how have these interact or promote inclusive rural development;
2. Establish knowledge and examine CamboDHRRA’s gender and youth actions, initiatives and skills; and
3. Identify strategies and concrete recommendations on CamboDHRRA’s gender and youth mainstreaming work and actions in RAI.

The study is qualitative in nature. One FGD and two in-depth interview were done with partner NGOs and FOs working on gender related agricultural projects. Secondary literature review was applied to get the comprehensive understanding of the gender issues in Cambodia.

The study found women are more active than men counterpart in agricultural sector. Even children care is their main tasks, agriculture and income generation from agribusinesses were observed to have the present of women. However, women get lower paid or non – paid from their house work. They also have lower education and skills in using machine technology in their farms compared to men. This creates bias among men and women in agriculture and leads women to use primitive tools for their agriculture work.

The Royal Government of Cambodia (RGC) has developed gender mainstreaming policy in agriculture sector in the hope to alleviate gap between men and women in agriculture, but some challenges are found regarding to the less of budget to allocate for the implementation of the policy, strategic plan, action plan, program and projects at the grass-root level. Moreover, there is no clear tool to measure the progress of gender equality and gender empowerment to be used commonly in agriculture sector.

The study found women in rural areas has limited capital for doing agribusiness. They have limited ability and knowledge compared to men. This challenges them in leadership and management position while they are having low self-confident and courage to be in ACs. Additionally, motivation of women and men to join saving group is one key to help them receive loan for their own agribusiness and collective selling would save them the cost of transportation. This requires the coordination from NGOs and FOs. Also, the willingness of women and external motivation enables women to have self-confident and be a good AC leader.

Thus, the study could see many gaps on RAI and gender in agriculture in Cambodia context that can provide opportunities for CamboDHRRA and AsiaDHRRA to design programs to intervene.
Recommendation

Based on the findings of this study, CamboDHRRA is recommended that:

For Policy Advocacy with Government Ministry

1. CamboDHRRA and other partner NGOs and FOs should engage with the government to revise reasonable budget for the implementation of the policy/strategic plan of gender mainstreaming in agriculture. Also, the budget plan for gender mainstreaming in agriculture should put in separate budget line from disable people and children.

2. CamboDHRRA and other partner NGOs and FOs should engage with the government on the development of policy specifically on Gender in Enhancing RAI with main focus on crop production value chain rather than Gender Mainstreaming Policy in Agriculture which is broad to achieve.

3. CamboDHRRA and other partner NGOs and FOs should engage with the government on the development of Tools to measure the gender in RAI that can be applied in all NGOs and FOs’ programs related to Gender in agriculture. The tools “Gender Action Learning System” and “Gender Road Map” are highly recommended to use in all NGOs on Gender to enhance RAI.

For Network Building among NGOs and FOs Working on Gender

4. CamboDHRRA should build strong network with all NGOs working on Gender sector so that it can learn and share the model about Gender in RAI.

For Programme of CamboDHRRA

5. CamboDHRRA should work with its partner NGOs and ACs to select volunteer women to be AC’s committee member or leader rather than AC’s committee point to some women for the position in the AC. The women notified by AC’s interest to be committee member or leader would not perform well as women who have strong commitment to serve their AC and community.

6. CamboDHRRA should develop specific policy for market linkage, collective selling of the producer groups in order to help release the burden of women farmers to bring their agriproducts to market with low income.

7. CamboDHRRA should pilot project on agriproducts value chain i.e on vegetables, crops or fruits with the engagement of men and women. In so doing, women from small householder farmers would have opportunity to benefit the income and to have better chance to express their ability in decision making and leadership. Once women become economic active persons, their value is increased.

8. CamboDHRRA should strengthen the ability of partner NGOs on how to engage women in decision making or how to increase women participation.

9. Due to the flow of migration for industrial or service jobs increased, CamboDHRRA should organize debates or contests on gender in agriculture as
part of its program to university and high school students in order to attract them to participate in agriculture after they graduate from university or high school.
1 Introduction

1.1 General information of Cambodian Responsible Agricultural Investment

Located in South-East Asia, Cambodia has an area of 181,035km (GSSD 2015) of which about 10,400km (EuroCham Cambodia 2018) is occupied by Tonle Sap Lake at the northwest. The country is bordered with Thailand on the west, Lao People’s Democratic Republic on the north, and Vietnam on the east and south. This country is found to be one of the fastest developing countries in Asia that is considered by the World Bank as a lower-middle income country for its estimated GDP growth for a four year high of 7.5 per cent in 2018 compared to 7 per cent in 2017 (World Bank Group 2019).

Agriculture is considered to be one of the main sectors that helps reduce poverty, improve the livelihood of people and guarantees food security (IFAD, 2019) and it offers jobs to 46.3 per cent of rural population (World Bank, 2019). Ministry of Agriculture, Forestry and Fisheries in its gender mainstreaming policy and strategic framework in agriculture 2016-2020 stated that agriculture offered a large employment to men and women which among them while women have 70 per cent engaging mainly in subsistence production with their small farms. In 2017, agriculture shares of 24.9 percent in contributing to the economic growth of the country (FAO, 2020). GIZ (2020) reported 60% of crop production contributes to GDP (GIZ, 2020). The report also confirmed that the production of crops has not fulfilled the export potential. In 2016, the Ministry of Agriculture, Forestry and Fisheries (MAFF) reports that 4,709,453 tonnes of agricultural products were exported but it has reduced in recent years (Ibid p.1). The agricultural investment, which is confirmed a good business, has raised concerns on its effects to community livelihoods, the environment and national food security (Chan Hang, Socheat, & Chandara nay, 2012). Most problematic constraints to agricultural production challenging farmers are regarding to land access, farming skills and knowledge, lack of water or irrigation, followed by access to high yielding seeds, changing climate patterns (ADB 2014, p.10), labor shortage and technology disruption (IFAD, 2019).

The Royal Government of Cambodia in collaboration with local and International Non-Government Organizations are addressing strategies, policies, programs and projects on agriculture investment to ensure development sustainability and poverty reduction especially promoting gender participation in the sector. As an Association registered with ministry of interior (MoI), CamboDHRRA is working to support the development of agriculture in Cambodia. It plays role as one of the national network platforms based in Cambodia that mobilizes agriculture-related institutions and people to work together to improve agriculture production and market linkages that benefit farmers and their communities. Moreover, CamboDHRRA is engaging in the RAI projects to enhance gender equality and women’s empowerment and youth engagement in Cambodia.

1.2 Brief Overview RAI and Gender

Responsible agricultural investment and food systems (RAI) was initiated and enacted on 5th October 2014 by the United Nation’s Committee on World Food Security. RAI was stipulated with 10 principles that links to value chain (AsiaDHRRA, n/d).
Gender equality and women’s empowerment is stated in principle 3 of RAI’s. Giroud & Salguero Huaman (2019) noticed that women’s role in agriculture is widely documented and the needs to strengthen women’s roles in agriculture would create the possibility of increasing agricultural products and reducing food insecurity as well as to boost income and bridging the gap toward gender equality in RAI. In this respect, Gioud, et al. (2019) also claimed in an unclear written on whether the investors in agriculture sector developed their strategies and policies engaging in the gender equality in the developing countries. Building on this, the study on RAI and Gender in Cambodia is necessary to seek understanding about policies, strategies and programs supportive for gender engagement in RAI.

1.3 Objectives

General:

This initiative aims to contribute in strengthening innovations, identifying strategic policy options and program actions, and improving understanding the development narratives of gender in the context of smallholder farmers and communities and rural agriculture investments.

Specifics: this study project intends to do the following:

4. Generate an understanding of gender policies, programs and services in Cambodia, their successes and shortcomings and how have these interact or promote inclusive rural development;
5. Establish knowledge and examine CamboDHRRA’s gender actions, initiatives and skills; and
6. Identify strategies and concrete recommendations on CamboDHRRA’s gender mainstreaming work and actions in RAI.

1.4 Methodology

To achieve the above three objectives, the study was conducted on 10 November – 10 December 2020. The study provides an overview of agricultural policies, programs and services related to gender and youth, and agricultural investment in Cambodia. The findings of the study are basically received based on the following inputs:

a. Desk and literature review from the existing related researches.

b. Secondary data gathering from government and stakeholder’s reports

c. Qualitative interviews with relevant NGOs and FOs, Ministry official who are working closely with gender and youth in agriculture sector and agricultural investment in Cambodia.

d. Key Respondent Interviews (KRI) and Focus Group Discussion (FGD) were used for qualitative interviews. These were done on virtual communication through Zoom. This could not be done on physical face to face interaction of the interview with
respondents for the researcher finds it challenging to meet respondents in time of COVID 19 pandemic during the time of the study.

Selection Criteria for Respondents: The study respondents were selected based on two aspects:

1. They are the network members NGOs and FOs of CamboDHRRA.

2. The respondents from NGOs and FOs that are the members working related to gender mainstreaming, especially gender in agriculture and climate change.

Limitation of the study: Gender and youth in responsible agricultural investment is an important topic in the present context of Cambodia. The data collection period was fast in 10 days (10-19 November 2020) make it hard for a comprehensive understanding of the topic. Moreover, there is only one focus group discussion within the CamboDHRRA’s network NGOs. The FOs and 5 key respondent interviews from other stakeholders and government official that are expected to participate in the in-depth interview did not answer their emails. For government official they have a letter confirming about the study signed by the minister. This may take month to process for interviewing that government official working in Ministry of Women Affairs. Only one NGO was allowed to have in-depth interview.

Ethical Consideration: Respondents were strictly respected their right in decision making to provide and share their information and to stop involving in responding to the interviews. Participants were requested to record their voices during the FGD and KIs for transcribing and preparing for report. The informed consent is applied for any information that the respondents were not agreed to reveal and the principle of confidentiality is followed.

Data Analysis: The study of Gender Scoping to Enhance Development in Responsible Agricultural Investment in Cambodia is conducted by applying principles 3 of the principles for responsible investment in agriculture and food systems. This principle fosters gender equality and women’s empowerment by:

a). Ensuring that all people are treated fairly, recognizing their respective situations, needs, constraints, and the vital role played by women;

b). Eliminating all measures and practices that discriminate or violate rights on the basis of gender;

c). Advancing women’s equal tenure rights, and their equal access to and control over productive land, natural resources, inputs, productive tools; and promoting access to extension, advisory, and financial services, education, training, markets, and information;

d). Adopting innovative and/or proactive approaches, measures, and processes to enhance women’s meaningful participation in partnerships, decision-making, leadership roles, and the equitable sharing of benefits.

The qualitative data from literature reviews, FGD and KRs are analyzed using the systematic coding and categorizing information and data from textual information to
determine trends and patterns of words used, their frequency and relationships, and the structures and discourses of communication. The collating data is continued to code into potential themes and gathering all data relevant to each potential themes (Vaismoradi, Turunen, & Bondas 2013).

2 Review of the Literature

2.1 Country and Local Context

Cambodia is a lowland country surrounded by hills and highlands. The country is separated into four natural regions. The high agricultural region, which has fertile soil and flooding by seasons is Central Plain region, has the most highly population, comprising 7,477,444 persons which constitute 48.9% of the total population followed by Tonle Sap which is the second most populated region with 4,801,260 persons or 31.4% (NIS, 2019). Most agricultural activity is concentrated around the Tonle Sap Lake and the attached Mekong River because of seasonal floods that deposit nutrient-rich sediments and raise soil quality in the area (McNamara, Thapa & Ludgate, 2016). NIS (2018) noticed that Tonle Sap zone has the largest share of agricultural land, followed by Plain zone. Also, Phnom Penh has the share of agricultural land which is now the smallest as most of Phnom Penh is designated as industrial, commercial or service areas.

Table 1. Total Population by region and sex, 2019

<table>
<thead>
<tr>
<th>Region</th>
<th>Males</th>
<th>Females</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Plain</td>
<td>3,608,448</td>
<td>3,868,996</td>
<td>7,477,444</td>
</tr>
<tr>
<td>Tonle Sap</td>
<td>2,336,375</td>
<td>2,474,885</td>
<td>4,811,260</td>
</tr>
<tr>
<td>Coastal and Sea</td>
<td>516,711</td>
<td>544,437</td>
<td>1,061,148</td>
</tr>
<tr>
<td>Plateau and Mountains</td>
<td>967,043</td>
<td>981,594</td>
<td>1,948,637</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>7,418,577</strong></td>
<td><strong>7,869,912</strong></td>
<td><strong>15,288,489</strong></td>
</tr>
</tbody>
</table>


Resource: General population census 2019 by National Institute of Statistics

Agriculture employs 42% of Cambodian total workforce in 2017 despite representing 26.7% of GDP growth (EuroCham Cambodia, 2018). The Royal Government of Cambodia has prioritized agriculture in the development agenda. Ministry of Agriculture, Forestry and Fisheries (MAFF), in its agricultural sector strategic development plan 2014-2018, acknowledged that agriculture is the foundation of Cambodian economy for it provides food for daily living, raw materials for agroindustry and GDP growth from its production and export (MAFF, 2015) such as rice, rubber,
cassava and other tropical fruits (EuroCham Cambodia, 2018). Through open investment environment from the RGC, more foreign direct investment in agriculture has recorded increased substantially. 267 economic land concessions (ELCs) has been formed for agriculture sector (Oxfam, 2019) to grow crops such as rubber, sugar case, cassava, palm oil, cashews, and acacia wood etc (MAFF, 2015). The government also strongly supports the rehabilitation of agricultural cooperative (AC) system established during 1950s and 1960s and based on that created new model, but funded by non-government organizations and various stakeholders (Reach & Lee, 2018).

Figure 1. Provinces around Tonle Sap and the Mekong Basin account for the bulk of production

Source: Feed the Future_Cambodia agriculture competitive opportunity assessment 2019

Although Cambodia is part of the ASEAN Free Trade Area (AFTA) and also benefits from the Everything But Arms (EBA) initiative from the European Union and the Generalized System of Preference (GSP) from the US for Cambodian commodities to western markets, a number of challenges for Cambodia to achieve its agricultural production potential in regard to investment, training, and quality standard even crop diversification, mechanization, irrigation of land, use of selected input, commercialization and development of processing industries (EuroCham Cambodia 2018, p.1).

Along with EuroCham Cambodia 2018, Poliveth (2019) found the slowdown of agricultural sector for over the last five years (2014-2018) with the annual rate of 1 % mainly due to the negative impact of extreme weather condition such as flood and drought, drop of agriculture commodity prices, and decelerating of agriculture productivity such as land productivity, labor productivity and total factor productivity of
agriculture. He also noticed that the reduction in agricultural sector are caused by many factors ranging from shortage of Research and Development in good quality seeds, limited access to water despite remarkable increase of investment in irrigation scheme, limited farming technique, inefficient agriculture input utilization, inefficient mechanization, lower human capital, lack of diversification and other critical related factors (Ibid, 2019). Also smallholder farming systems, sectoral information at national level and lack of information on related changes in farm versus non-farm incomes has limited the ability to have an informed agricultural policymaking process and has hampered efforts to compare and contrast the impacts and effectiveness of alternative policies and programs for long term agricultural development (The World Bank 2015, p. 1).

2.2 Agriculture Investment in Cambodia

Traditionally, agriculture has been one of the main contributors to economic growth. For several years consecutively, agriculture is decelerating noticeably (See figure 2 below). This growth has been slower than industries and services. Agricultural labor is becoming scarcer since the production cost is much more expensive while farmers could harvest and selling low-quality ordinary rice on domestic and foreign markets gain less and less profitable. The low incomes, underemployment and high vulnerability due to climate risks and market prices fluctuations of agricultural products brings about a high rates of labor migration from rural areas to find work in Phnom Penh (nearly 60% of rural migrant women) with most of them working in the garment industry and self-employed business owners and a large amount working in the services and entertainment sectors or as domestic workers (ADB, 2015). Women migrants have lower average earnings and send more money home than their male counterparts which means that women migrants receive less benefit from their work both in terms of direct earnings and in terms of what remains after remittances (Ibid).

Figure 2. Agricultural GDP Growth has slowed since 2012, and the share in employment and GDP has declined

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In Cambodia, there are 41.50% of people engaging in agriculture sector while 32.90% working in service sector and 25.50% participating in industry (Feed the Future, 2019). This sector offers job to 39 percent of men and 44 percent of women. Most farmers (56 percent) are smallholders with less than one hectare of land. 88 percent of agricultural land is owned by households headed by men (WFP, 2019). Despite very high levels of participation in the labor force, the share of women’s vulnerable employment remain high at 70% in 2013 (ADB, 2015, p. x). There are some obstacles to women’s economic empowerment to be mentioned by ADB (2015, p. x) regarding (a) the amount of time required to fulfill responsibilities in unpaid domestic and care work; (b) women’s low levels of literacy, education, and skills; and (iii) a lack of access to resources necessary for economic empowerment.

The RGC has promoted the investment in agriculture not only to the local population but also the foreign direct investment (FDI). Some projects of FDI created significant employment for local communities (Ibid). Through FDI, Cambodia becomes the country that has the main industrial crop. So, to enhance the improvement in agricultural sector and its production, MAFF (2016) has developed and prioritized crop production master plan in Cambodia to 2030. The vision is Cambodia crop agriculture is a reliable source of high quality, safe, and competitive crops in the global economy while ensuring sufficient volumes of safe food to meet food and nutrition security of its own citizens in a sustainable and climate resilient way. There were eight value chains identified from a list of 28 value chains. Each of these, there are strategies for investments, institutional reforms as well as policy and regulatory support. Table 1

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Source: Cambodian economic diversification study: Fostering diversification, value chain participation, and updating, June 2019

2 Ibid, p. 2.

below explains the types of crop selected for the value chain among the 28 in the list of MAFF.

Table 2. Vision for the Prioritized Value Chains in the Crop Master Plan to 2030

<table>
<thead>
<tr>
<th>Crop</th>
<th>Vision 2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rice</td>
<td>Cambodia is in the top 3 exporters of fragrant rice globally</td>
</tr>
<tr>
<td>Maize</td>
<td>Cambodia is a reliable supplier of feed grains (maize and pulses) to the Asian Economic Community (AEC)</td>
</tr>
<tr>
<td>Cassava</td>
<td>Cambodia is a sustainable and major supplier of cassava starch and cassava chips to Asia</td>
</tr>
<tr>
<td>Mungbean</td>
<td>Mungbean is an important source of improved soil fertility and crop rotation in addition to fulfil market demand</td>
</tr>
<tr>
<td>Mango</td>
<td>Cambodia is one of the five major exporters of quality fresh mango in the world</td>
</tr>
<tr>
<td>Cashew</td>
<td>Cambodia is the world leader in organic cashews</td>
</tr>
<tr>
<td>Pepper</td>
<td>Cambodia is a leading exporter of quality pepper including the globally recognized Kampot pepper</td>
</tr>
<tr>
<td>Vegetables</td>
<td>Cambodia is a largely self-sufficient in safe vegetables</td>
</tr>
</tbody>
</table>

Source: Feed the Future_Cambodia agriculture competitive opportunity assessment 2019

2.3 Gender and RAI in Cambodia

Even there is a trend in employment to industry and service, agriculture employment is still significant for rural population of Cambodia. literature informed that more women than men have participated in agriculture. However, men are recorded to be valued higher in status than women in the cultural context. Based on definition of gender defined that the division of labor between male and female farmers have different extension of needs (Galilina, 2010) in agriculture and empowering women is necessary to ensure that men and women are equal partners in development (MAFF, 2000). Based on this, the Government of Cambodia has strong determination in its rectangular strategy 4 and national strategic development plan 2019-2023 on strengthening gender equality at all levels and all sectors as well as to strengthen the roles of women who are the backbone of Cambodian Society and Economy development (Neary Rothanak V, 2019-2023).

The RGC has also set 3 main objectives in Gender Mainstreaming Policy and Strategic Framework 2016-2020 in order to promote and enhance gender equality between men and women in agriculture:

1. To promote women’s economic empowerment through women’s access to goods and services for agricultural development and markets.
2. To strengthen capacities, resources, and commitment within MAFF to ensure effective mainstreaming of gender perspectives into agriculture sector.

3. To increase women’s and men’s equal representation and participation in agriculture sector.

However, MAFF (2015) noticed that even the RGC has strived to scale up extension services for men and women, male dominant still exists and they tend to serve other men farmers than women in which gender disparity continue to be a challenge (MAFF 2015). Rany (2016) noticed that men lead 80 per cent of agricultural household and they are legitimately powerful compared to women headed household. The disadvantaged women from farming families are left behind and their works are less important as well as limited them from accessing farming resources and services. She argued that the commitment to supporting women in farming by diversifying and commercializing farming, it required to look beyond the number of women in agriculture but to take into account the needs of women and their interests in rural development policies and programs.

Thus, the gender balance between male and female in RAI is still a concern which is difficult for male and female to be equal and to be the true partners of development at their families, community and nation level.

2.3.1 Gender and RAI at Family Level

In Cambodia, family farm is known as a core agricultural production group. The population close to 71 per cent are engaging in agriculture for their livelihoods. Among them men and women are almost equal in number in the agricultural population while a number of men are in a leading position in agricultural households and farming. Unlike women who have many roles to play in household choirs, taking care of their children, making a living to support the family and responsible for family financial management. The previous finding revealed that women spend 91% of their total time in household tasks and childcare, compared with 9% for men. The working paper by FAO (2011) reported that:

“Rural women often manage complex households and pursue multiple livelihood strategies. Their activities typically include producing agricultural crops, tending animals, processing and preparing food, working for wages in agricultural or other rural enterprises, collecting fuel and water, engaging in trade and marketing, caring for family members and maintaining their homes. Many of these activities are not defined as “economically active employment” in national accounts but they are essential to the well-being of rural households”.

Truly, beside household works, women can manage and use land and control business like her husbands. They can access market and contact buyers to buy their agriproducts (ADB 2018).

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4 UNDP_KH_Rany_Blog.jpg | UNDP in Cambodia
5 Ibid
6 Ibid
Tanyag & True (n/d) argued that agriculture in Cambodia is so feminized\(^7\). Women work in farms more and for longer periods even in context of labor migration compared to men counterpart. There are 70 per cent of females employed in agriculture engaging mainly in subsistence production with their small farms (MAFF 2015). They continue to use primitive technology for their farming since there is limited effort to be made to train women to use machinery and new technology as men (MAFF, 2015). While men operate machinery, there creates social bias among men and women. Women acknowledge themselves regarding to the lack of technical abilities and they wished to learn new techniques, but they have less opportunities than men (ABD, 2018). Some of them who have been supported to attend trainings required visual training aids to help them learn since many of them have low level of literacy. The gender gap in education showed that women has considerably lower literacy rate (73.2% of women are literate compared to 86.9% of men), university acceptance, waged employment (Velasco, 2004; ADB, 2015; in Feed the Future, 2016). Moreover, shortage of water, labor forces in agricultural field, finance and information on market are the challenges women are facing. In this respect, most female farmers turn toward engaging in agribusiness and agro-enterprise to gain additional income for their household. They the key persons in the value chains – producers, collectors, millers – and they run their own businesses(Ibid).

In rural areas female-headed households tend to be poorer and their families’ situations going worse when they have more household members. Poverty rates are at 100% for female headed households having no adult male with larger family size of 8 members. Additionally, girls in female-headed households with no male adult are more likely to be working than girls in other types of households.

2.3.2 Gender and RAI at the Institutional Level

In Cambodia, women represent 60% of agricultural cooperative members in the country and they run 65% of all enterprises while over a third of all fruits and vegetable processing enterprises. Women almost half of all wholesale agricultural raw materials enterprises are in small scale with a few workers (ADB 2018). Even so, cultural aspect bears women the ideas that attach them to the oppression on the lower status than men. Decision making at their household level and community level requires the agreement and permission from their husbands\(^8\). The experiences from various projects show that women are not able to take leadership position for having a burden of responsibilities on them. There is a notice that the perception that men make better leaders than women persists, even among women (Leang, Somolireasmey and Serey 2019). Promoting women’s empowerment and gender equality is not just a matter of inviting men to change, but also about changing women’s self-perceptions of their worth and role in society. Women are not only oppressed by men, but also by their internalized oppression as a subordinate group.

On the other hand, the long term challenges of RGC to scale up extension services for men and women are still predominantly staffed by men, who tend to offer their service delivery only to their male farmer counterparts (MAFF, 2015). Some policy

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\(^8\) Ibid
also revealed the significance differences between female and male farmers in using agricultural tools and farming equipment in Cambodia. There are seven times for male headed agriculture households to have access hand tractors and more than twice to have access to a water pump compared to female headed agricultural households. In all areas of the country, women own smaller plots of land than men. Additionally, women and girls have higher rates of illiteracy and achieve lower education (McNamara, Thapa, & Ludgate 2016).

This literature discussion reveals the achievement of RGC and NGOs as well as other stakeholders in promoting Gender in agricultural investment and empowerment. Women are found to be more aware of through their equal opportunities as men and as partner of development with their men counterparts. Even some women have the capacity to access to land, equipment for their agricultural production and involving in agricultural investment, but there are found not many across the agricultural sector. Moreover, the literature identifies many other areas that women should have additional support to use their potentials and abilities as men in agriculture on using machinery and new technologies and increasing their involvement in agricultural investment.

2.3.3 Women and Men’s Education

Based on the Cambodian Socio-Economic Survey 2017 by the MoP claimed that population aged 6 and above who have never attended school, women are found to have higher number or per cent compared to men in all three domains of Cambodia. In Phnom Penh, women have 6 per cent and men 2 per cent, while in rural areas women have highest rate to above 17 per cent and men about 10 percent (MoP 2018). While those who attend education among women and men also revealed that women are less than men going to school. The data showed that among persons aged 25 and above who attended school women have 23.8 per cent and 12.3 per cent for none or only some education in time that those who do not complete primary school, women have 38.7 per cent and men 32.1 per cent. Women who completed lower secondary school has 9.6 per cent while men have 14.4 per cent (Ibid). Through this literature, it can be assumed that women with lower education or no education could have challenges for women in the engagement in RAI and in getting better job or having opportunities to be leaders of the AC or producer groups.

2.4 Country Policies on RAI and Gender

The Government of Cambodia is the signatory of the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) on 15 October 1992. Through this, RGC has demonstrated its commitment to addressing gender equality in all sectors within the country. Some progresses have been made in closing the gender gap in terms of political, economic, health and education measures. More women are now holding political positions and leading civil society organizations and movements. The gender gap in enrollment at primary and lower secondary levels of education has essentially eliminated (USAID, 2016, p.vi).

In agriculture sector, the equality of men and women is also one of the attention that the Government of Cambodia is focusing on. Gender responsive policies, strategic direction and programs have been set by the government and its stakeholders.
Table 3. Policy and Strategic Plan by Government’s Institutions Related to Gender Mainstreaming

<table>
<thead>
<tr>
<th>Government’s Institutions</th>
<th>Policy/Strategic Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministry of Women Affairs (MoWA)</td>
<td>Neary Rothanak V (2019-2023)</td>
</tr>
<tr>
<td>Ministry of Agriculture, Forestry and Fisheries (MAFF)</td>
<td>Gender Mainstreaming Policy and Strategic Framework in Agriculture 2016-2020</td>
</tr>
<tr>
<td>MoWA &amp; Department of Agriculture</td>
<td>Mainstreaming Gender into agriculture CCA Investments: Guideline Manual for Policy Makers and Practitioners (2018)</td>
</tr>
<tr>
<td>MoWA</td>
<td>Gender and Climate Change Action Plan 2014-2018</td>
</tr>
<tr>
<td>National Climate Change Committee</td>
<td>Cambodian Climate Change Strategic Plan 2014-2023</td>
</tr>
</tbody>
</table>

Throughout the implementation of these policy, action plan and strategic plan, gender mainstreaming on agriculture and climate change adaptation in agriculture gain more public awareness both local and national level. NGOs and other stakeholders, in collaboration with government’s institutions as part of the contribution to the development of gender awareness, create their own programs or projects to implement with the smallholder farmers in their respective locations.

2.4.1 Policies or Programs Implementation and Challenges

IFAD (2019) noticed that many strategic and policy documents introduced over the last decade to guide the development of agriculture has contributed to structural transformation of agriculture. Many key stakeholders so far including government agencies, development partners and others have put tremendous efforts in promoting the agriculture development as reflected in the documents. However, challenges remain (Ibid).

The report of Factsheet – UPR 2018 – Cambodia 3rd cycle universal periodic review has revealed as well the challenges in accomplishing the gender mainstreaming. First, it regards to gender responsive budgeting that even the RGC has a willingness to work toward gender mainstreaming, the reality is that very little of the national and local budgets are dedicated to this goal. Second, women leadership is still challenging. They are underrepresented at all levels of leadership in both the government and the private sectors. There is no budgetary support for women’s representation at local or national level in Cambodia which this brings about the unmet targets for women representation by the RGC. Also, the negative gender stereotypes and norms have contributed to the discrimination in selection of leadership position. Male dominant is still an issue for them. Third, women are employed at almost the same rate as men, but are more likely to be in the informal economy or in lower paid positions. The majority of them are employed at the lower end of the value chain. The early progress in agricultural employment that meet target values in 2005 and 2010 had been found regressed back by 2015 (CSDGs Framework 2016-2030).
Similarly, the report of NGO-CEDAW (2019) claimed that policies of Neary Rathanak have not resulted in significant change due to the focus on short term activities, limited in financial and geographic scope based on outside funding. The target districts and target groups of women included in the newly drafted action plans are based on the activities directly funded by UN agencies and foreign governments directly funding the creation of the action plans. The report also assured that without dedicated long term funding out of the national budget the implementation of gender policies will remain inconsistent and will not extend to all districts of all provinces in the country.

2.5 Policy/Strategy Designed on Gender in Agriculture

The MAFF has set strategic framework for gender in agriculture sector in its Agricultural Sector Strategic Development Plan (ASDP) 2019-2023 to contribute to the implementation of rectangular strategy of RGC. This strategic framework has set fives (5) missions:

1. Updating policy and strategic plan for gender mainstreaming in agricultural sector.
2. Enhancing gender awareness to government officials of the MAFF.
4. Increasing empowerment, capability, and quantity of qualified women to the leadership roles at all levels of the MAFF.
5. Increasing capability to access and control resources and agriculture extension services, as well as strengthening economic effectiveness for women in rural area in order to promote household livelihood and economic development (ASDP, 2019-2023).

In sub-program 5.7 MAFF is planning to Strengthening Administration Affairs, Gender Mainstreaming, Disables and Childhood Development Objective: “Strengthen administration’ capacity for MAFF staff to execute timely and effectively and promote gender mainstreaming, disables and childhood development in agricultural sector”. With the indicator set:

<table>
<thead>
<tr>
<th>Name of sub-program</th>
<th>Indicator</th>
<th>Unit</th>
<th>Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sub program 5.7</td>
<td>Understanding sub-program 5.7 %</td>
<td>%</td>
<td>2019</td>
</tr>
<tr>
<td>1. Activities</td>
<td>Number of staff received training on general administrative affair.</td>
<td>Person</td>
<td>50</td>
</tr>
<tr>
<td></td>
<td>Number of staff, farmers, received</td>
<td>Person</td>
<td>320</td>
</tr>
</tbody>
</table>
training on gender mainstreaming, child protection and disable persons in agricultural production.

<table>
<thead>
<tr>
<th>Budget for implementation</th>
<th>Million Riels</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5,200.0</td>
</tr>
<tr>
<td></td>
<td>5,720.0</td>
</tr>
<tr>
<td></td>
<td>6,292.0</td>
</tr>
<tr>
<td></td>
<td>6,921.2</td>
</tr>
<tr>
<td></td>
<td>7,613.3</td>
</tr>
</tbody>
</table>

From this design of the ASDP 2019-2023, It is not gender mainstreaming alone to be done but with child protection, and disable persons in agriculture. Also, there is no clear defined strategy to handle gender in agriculture is stated.

3 Key Findings from FGD and KII

3.1 Current Initiatives of NGOs and FOs on RAI and Gender in Agriculture

The results from focus group discussion and in-depth interview shows that all representatives from each NGOs claimed to have gender policy within their internal organization that put to practice to all NGO staff and in the projects they are implementing. Each NGO has engaged gender in their agricultural program or project (see table 4). The NGO representative engaging in the FGD and in-depth interview have their projects/programs focus on the engagement of women in production, market linkage, leadership management and business management.

Table 4. NGOs and Gender Related Program

<table>
<thead>
<tr>
<th>Non-Government Organization</th>
<th>Program/ Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>CamboDHARRA</td>
<td>Youth Empowerment on Responsible Investment on Agriculture and Food Systems</td>
</tr>
<tr>
<td>Heifer International Cambodia</td>
<td>Women Empowerment through Personal Advancement and Career Enhancement (P.A.C.E)</td>
</tr>
<tr>
<td>LWD</td>
<td>Women Economic Development (CWED)</td>
</tr>
<tr>
<td>NGO Forum on Cambodia</td>
<td>Gender Transformative and responsible business investment in South East Asia</td>
</tr>
<tr>
<td>FWN</td>
<td>Agriculture and Water</td>
</tr>
<tr>
<td>FNN</td>
<td>Promoting Gender Equality</td>
</tr>
<tr>
<td>Action for the Development (AFD)</td>
<td>Leadership and Gender</td>
</tr>
</tbody>
</table>

At the NGOs and FOs level, all respondents are sure to have gender-related policy and implement it within their internal organizations. They informed that the practice of gender equality in their NGOs and FOs is also seen at the community where their projects are implementing. Some NGOs have their own focal points from head of
program to managers while some NGOs trained some staff to be focal point persons and assigned them as gender trainers for the NGOs. Some NGOs like NGO Forum as a member of Technical Working Group of Gender (TWGG) needs to join meeting every three months or a semester to discuss on gender related issues and propose possible action plan or gender policy reform.

These initiatives have gained partnership and funding support from different stakeholders and government establishment such as MAFF, Ministry of Water Resources and Meteorology (MWRM), IFAD, EU and so on.

3.1.1 NGOs and FOs Programs/Projects on RAI and Gender in Agriculture

Throughout their project implementation, all respondents confirmed there are more women beneficiaries participated in agriculture as their targets. NGOs like Heifer international Cambodia have beneficiaries as all women as it targets. They are smallholder farmers. However, other NGOs observed they have about 30 per cent or 40 per cent of women who participated in agriculture cooperative (AC)’ as committee members or leaders. NGOs encouraged women to engage in the committee as they hope to see all of them the opportunities to express, join decision making and leadership. Women are also reported to participate in savings group. They could get loan from group for their business related to agriculture work with low interest rate compared to getting loan from other private individual or the bank. NGOs are seen as the contributor for some amount of budget support to women group and NGOs observed that women are active persons in managing their own agribusiness. Even the roles of men are important but in AC without women engagement, success would be limited. Every task they need women participation.

At the community level, women are encouraged to engage within AC and stand for leadership position under support from NGOs or FOs to learn how to lead and manage their AC or their producer groups or saving groups. Moreover, women are trained in business management, agriculture, business planning, financial management, leadership and innovation of food productions. Through project implementation, women are supported to some budget as capital for investment in agriculture by the coordination of AC with Rural Development Bank (RDB). Similar to other NGOs, some of FNN projects supported women to innovate agriproducts and prepare market linkage for them such as cashew nut, dried crispy banana, potato, pine apple and so on. For packaging and bringing agriproducts to markets, women are mostly the leaders. In regarding to the farm practice, NGO participated in the discussion agreed that men do heavy job on bringing compose fertilizer to the rice field for plantation while women are working in the farms.

To help increase more benefit for gender in their project, among the FGD respondents, AFD sees the importance of using two tools that help break the gender gap and create gender equality between men and women and increase their awareness on the roles of men and women, their knowledge and economic and what their concerns are in family. One tool is for enhancing women empowerment in agriculture “Gender
Active Learning System (GALS)” and the other is a tool for family “Gender Road Map”.

**Gender Active Learning System Tool**

The tool “Gender Active Learning System” in value chain development was developed as part of Oxfam Novib’s Women’s Empowerment Mainstreaming and Networking (WEMAN) programme which aims at innovation, learning, and advocacy for gender justice in economic interventions and institutions (Oxfam Novib 2014). GALS is believed to be the best practice to learn from women and men in communities practicing and innovating with the methodology to improve their lives and in organizations (Ibid). In Cambodia, GALS is not yet used as general in promoting gender equality and women empowerment, especially in agricultural sector. Very few NGOs see its benefits and use this tool in their programs to enhance the gender equality and women empowerment. Thus, this tool is important and need to promote the use of it in Cambodian context universally to upholding gender equality and women empowerment in Cambodia on the agricultural sector.

**Gender Road Map Model**

The Model Gender Road Map was created by Oxfam and GADC on the Gender Road Map project in 2014. The tool is to tackle the issue of gender inequality and has been evaluated as one of the successful models for promoting gender equality at household level, improving material relationships, reducing domestic violence and creating a safe environment for respectful communication between couples with positive impact the next generation in the family (Oxfam 2014).

### 3.1.2 Challenges of NGOs and FOs on RAI and Gender in Agriculture

Although NGOs and FOs are working hard to promote gender in agriculture, there are some challenges at their organizational level and project implementation level. At the organizational level, women participation for some NGOs are limited in numbers for the reasons of competitive ability between men and women to be selected for job. On the other hand, in implementation of the project, some partner NGOs concerns just about number of men and women participation in their project rather than concerning about the motivation and encouragement factors behind that push them to participate. The number of gender participation in the project is seen as a good point to start but not guarantee the quality of engagement of the gender.

There are many other challenges in implementing gender in agriculture:

1. Women have limited capital for their agribusiness
2. There is no transportation for women to bring their agriproducts to market
3. There is a lacking of irrigation for agricultural farms.
4. Farmers, especially women are still lacking ability to adapt themselves to technology for doing their production.

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5. The existing policy of gender mainstreaming is not fully supportive to the women producer groups. For there is a lack of implementing women policy at the sub national level. The policy that is existing is not yet applicable in implementation due to the allocation of national budget is very little which small amount of budget could not afford the implementation at sub national level.

6. Women are not able to go out at night to get the money from selling agriproducts.

7. Some projects there is still a lacking of women representation in the committee or leadership position from one mandate to other. The education of women is still a concern for their roles in the committee even they are given opportunities but they are not able to do.

8. Women in leadership and management position have limited ability and knowledge compared to men. Also, their financial management requires to be strengthened.

9. The low self-confidence of women and their lack of internal courage is a barrier for them to engage well within the AC.

10. Some NGOs or FOs have projects to support gender in agriculture but they do not have connection. The individual organization has only connection to their own donor. This create obstacles for supporting system in promoting gender work in agriculture of the organization.

With the findings regarding to the current initiative of NGOs and FOs on RAI and Gender in Agriculture, many positive results emerged in terms of the implementation of the programs or projects. Gender concept is noticed to be widespread from national level to grass-root level. However, some challenges are being confronted regarding the full accomplishment of the programs or projects on gender.

3.1.3 Position of CamboDHRRA on RAI

CamboDHRRA is a newly formed and registered organization on 28 May 2020 in Cambodia. Even though this organization has 21 multi-sector institutions as its networks, CamboDHRRA is still very young related to leadership and operational framework. The limitation of its capacity makes it hard for CamboDHRRA to build additional network with other NGOs that have its specialization in gender issues such as GADC, Cambodian Women Crisis Center (CWCC) or Banteay Srey organization. The success of program implementation on RAI is important and relies on the support and assistance from those experience NGOs, FOs and its partner NGOs working in the field of Gender. Thus, linking CamboDHRRA with NGOs specializing in gender issues would be helpful to assist this network to gather new information better for its decision making in the implementation of RAI project as well as helpful for knowledge management on gender issues.
4 Policy/Strategic Plan Implementation

The RGC has remarkably acknowledged and strive hard to push the implementation of Gender in all sectors. The MoWA, MAFF and MRD have developed their policies, and strategic plan to support the empowerment of women across sectors.

The respondents in FGD and in-depth interview said that Gender is still being mainstreamed in inter-ministry. Ministries has not yet put it in concrete action plan for their responsibilities. A respondent in FGD said:

“As I see in our country it is not about capacity, but it is about concrete action and policy and guidance specifically as well as the use of money from national to sub national level on that priority”.

On the other hand, in agriculture there is no specific tool being put in the plan. The respondents assured that normally gender is discussed about number of men and women participation, but not consider about the quality of engagement between men and women in agriculture such as decision making ability. Most importantly, they confirmed that there is guideline about what roles and responsibilities of men and women at different level both at NGOs and government.

5 Discussion of the Findings

It is nearly 20 years that the government of Cambodia has strived hard to promote gender in the country. Neary Rattanak has been developed from 1 to 5 as a five year-strategic-plan. All ministries, Local and International NGOs and other stakeholders have engaged tremendously to achieve the goals to enhance women and men equality and equal economic empowerment of both sexes. Through this hard effort, the government with other relevant stakeholders have done many awareness raising and training to all the ministry members and to general public to understand about gender issues. Following up the success of the implementation, MoWA has done series of reports on gender situations and its enhancement on women participation in economic activities, women empowerment and the equality of male and female. The effort brings about the structural transformation in engagement of gender policy in each and every government ministry and stakeholer, including agriculture sector.

MAFF, as a ministry of RGC, has developed the gender mainstreaming policy in agriculture sector and put forward the implementation of the programs and projects in collaboration with private and Non-profit organizations in agriculture. This gender mainstreaming policy in agriculture sector is good in supporting gender equality and economic empowerment between men and women in agriculture. Many NGOs and FOs expressed their applauses to the policy and contributing their resources as an investment on gender in agriculture.

Based on the policy, NGOs and FOs have encouraged the participation of women in their projects. Women producer groups – chicken producer groups, rice producer groups, vegetable producer groups or cricket producer groups – have been supported and established along with other men producer groups based on their
projects’ objectives. The lives of community people are believed to improve after they have engaged themselves within the projects.

Even though, there is a good preparation and designed of the gender mainstreaming policy in agriculture sector, still there are some key obstacles to its implementation. At national level, MAFF have increased plan to promote more women participation in agricultural work to break the gap between men and women. However, there is a notice that women in agriculture at the community level are still having challenges in breaking the gap in which participants of the FGD noticed that there is a limited budget from MAFF to the local community.

Finding also noticed that there are a lot of work on genders by NGOs and FOs, but what is focused is only on the gender mainstreaming activities, but there is no specific action or specific platform that is robust on gender issues in agriculture sector. Additionally, ministry has specific action plan on the use of budget for gender mainstreaming from national to sub national level. However, the allocation of budget for gender investment in agriculture is still not enough which can go against the assumption that budget is a part of the success for the gender promotion. So, the less of budget is the obstacle and suggest the need to revise. For instance, the budget plan for ASDP 2019-2023 shows the need to re-allocate from the government for long term investment in the sub-program of ASDP to support the gender mainstreaming work. The unclear amount of budget combine with children and disable people in agriculture would make it reduce potential on the gender work. There should exist budget of different line for only gender mainstreaming. Second, the government policy and strategic framework or action plan on agriculture to uphold gender in agriculture do not introduce suitable tools that would enable the gender mainstreaming in agriculture to all its stakeholders and NGOs or FOs. Similarly, NGOs and FOs that implement programs or projects on gender related agriculture do not have common tools to follow up the gender enhancement. This finding suggest the revision of the gender mainstreaming in agriculture or its framework and action plan to develop a robust common tool on gender to use for countrywide.

Some NGOs and FOs that are implementing gender related projects or programs but their alignments to share knowledge and experiences on gender situations in agriculture are rare. Different NGOs or FOs seem to have good communication with their donors than their peer NGOs and FOs implementers. The separation of work on gender would not be able to have appropriate knowledge management about gender in agriculture. Each NGO and FOs would not be able to share knowledge and experience from one another and they would create overlapping project in the same community and could not copy the model other locations.

At community level, women are found to be the main actor in agriculture – farming, doing agribusiness, and participated in AC – compared to the men counterpart. Lower education cannot determine them from taking part with AC, even they also have to take care of their family and kids. Opportunities given, training and coaching, build up women to be AC’s committee members or leaders. The culture that said men have higher social status and value higher would be changed once women are able to gain economic income security. Evans (2019) found that 1) shifts in perceived interests; 2)
exposure to women demonstrating equal competence in socially valued domains; 3) association, mutual learning, and collective critiques could be a disruptive to gender inequalities for rural women as cities women in Cambodia. Hence, empowering women to get income would increase their confident to interact with other in agriculture sector.

On the other hand, the finding that there is limited capital for agribusiness and transportation to bring their agriproducts to market among women is not a new story. NGOs and FOs have always supported in coordinating farmers especially women groups to create saving group that would create possibility for the women members to borrow with low interest rates to do business. But the weakness of NGOs and FOs coordination would let individual farmers to sell their own agriproducts to market individually which it goes against the principles of group selling within the group.

The nurturing of motivation and encouragement to women would be able to reduce the low self-confident of women in engaging well within the AC and taking leadership and management position. This is significantly related to the willingness of individual women as well as other factors around the push them to the group. On the other hand, the selection of women previously to join the AC or group without their own motivational consent would reduce their potential to lead and manage the group. Moreover, the weakness of women in leadership and management position as well as the financial management in the AC is mainly not really related to women and men alone. The clear guidance and introduction to prepare the system and structure of the AC is one of the main factor contributing weakness of women in leadership and management. NGOs and FOs does acknowledge the situation i.e. financial system and the flow of work that create it complexity for women to engage.

Thus, gender engagement in RAI could be increased once the barriers found in the discussion are handled appropriately.

6 Conclusion and Recommendations
6.1 Conclusion
Cambodian economic continues to grow by 7% about 4 years consecutively. Agriculture is one of the main contributor to this economic growth. MAFF has set its crop production master plan 2030 on 8 value chains. However, the agriculture sector is becoming scarcer since the production cost is much more expensive while farmers could harvest and selling low-quality ordinary rice on domestic and foreign markets gain less and less profitable. Gender aspect of women are seen as main workers in agriculture sector while having their roles as caregiver of children and family. They are also found to work on low paid or no paid at the family level. To support the gender equality and economic empowerment in agriculture among men and women, government, NGOs, FOs and other stakeholders have developed and implemented policy, strategic framework, action plan and programs or projects.

The discussion of this study found that the lack of budget barred (hindered) the implementation of the policy, strategic plan, action plan, program and projects. Also, the measurement tools available for nationwide use on gender mainstreaming needs to be considered by the government, partner NGOs and other stakeholders. Moreover, networking among NGOs working on gender mainstreaming, especially in agriculture
would help build knowledge management and sharing of knowledge and experience between partners. On the other hand, women are potential as men once they are given opportunities to be AC’s committee members, or leaders even they are lower in education. They can perform well at home and community as they know it is from their interests, competence as they can learn along with others.

Additionally, motivation of women and men to join saving group is one key to help them receive loan for their own agribusiness and collective selling would save them the cost of transportation. This requires the coordination from NGOs and FOs. Also, the willingness of women and external motivation enables women to have self-confident and be a good AC leader. The weakness of their leadership is not due to gender basis alone but the environmental support of the AC.

The study could see many gaps on RAI and gender in agriculture in Cambodia context that can provide opportunities for CamboDHRRA and AsiaDHRRA to design programs to intervene.

6.2 **Recommendation**

Based on the findings of this study, CamboDHRRA is recommended that:

**For Policy Advocacy with Government Ministry**

1. CamboDHRRA and other partner NGOs and FOs should engage with the government to revise reasonable budget for the implementation of the policy/strategic plan of gender mainstreaming in agriculture. Also, the budget plan for gender mainstreaming in agriculture should put in separate budget line from disable people and children.

2. CamboDHRRA and other partner NGOs and FOs should engage with the government on the development of policy specifically on Gender in Enhancing RAI with main focus on crop production value chain rather than Gender Mainstreaming Policy in Agriculture which is broad to achieve.

3. CamboDHRRA and other partner NGOs and FOs should engage with the government on the development of Tools to measure the gender in RAI that can be applied in all NGOs and FOs’ programs related to Gender in agriculture. The tools “Gender Action Learning System” and “Gender Road Map” are highly recommended to use in all NGOs on Gender to enhance RAI.

**For Network Building among NGOs and FOs Working on Gender**

4. CamboDHRRA should build strong network with all NGOs working on Gender sector so that it can learn and share the model about Gender in RAI.

**For Programme of CamboDHRRA**

5. CamboDHRRA should work with its partner NGOs and ACs to select volunteer women to be AC’s committee member or leader rather than AC’s committee point to some women for the position in the AC. The women notified by AC’s interest to
be committee member or leader would not perform well as women who have strong commitment to serve their AC and community.

6. CamboDHRRA should develop specific policy for market linkage, collective selling of the producer groups in order to help release the burden of women farmers to bring their agriproducts to market with low income.

7. CamboDHRRA should pilot project on agriproducts value chain i.e. on vegetables, crops or fruits with the engagement of men and women. In so doing, women from small householder farmers would have opportunity to benefit the income and to have better chance to express their ability in decision making and leadership. Once women become economic active persons, their value is increased.

8. CamboDHRRA should strengthen the ability of partner NGOs on how to engage women in decision making or how to increase women participation.

9. Due to the flow of migration for industrial or service jobs increased, CamboDHRRA should organize debates or contests on gender in agriculture as part of its program to university and high school students in order to attract them to participate in agriculture after they graduate from university or high school.
Annex A:

1. Design for Data Gathering

<table>
<thead>
<tr>
<th>Focus</th>
<th>Key Questions</th>
<th>Method/Respondent</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country and Local Context</td>
<td>✓ What is the overall context of agriculture, RAI and gender at the country and local level? ✓</td>
<td>Secondary Literature Review and Key Respondent Interview (KRI) - Ministry of Agriculture - Women's Commission - CSO publications (e.g. Oxfam) - FAO documents</td>
<td></td>
</tr>
<tr>
<td></td>
<td>✗ Provide a general description on how women and men (disaggregated) are engaged in agriculture in the country; what are the helpful policies and programs, hindrances, challenges, etc.</td>
<td>FGD</td>
<td></td>
</tr>
<tr>
<td>Country Policies on RAI and Gender</td>
<td>✓ What are the existing national policies and programs of government regarding RAI and gender in agriculture? ✓</td>
<td>Secondary Literature Review and Key Respondent Interview (KRI) - Ministry of Agriculture - Women's Commission - CSO publications (e.g. Oxfam) - FAO documents</td>
<td></td>
</tr>
<tr>
<td></td>
<td>✗ Provide short assessment/ critique on these policies and programs – comprehensivesness of policies and programs and the type of implementation. Who are involved in these policies and programs? ✓</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>✗ Provide a general description on how women and men (disaggregated) are engaged in agriculture in the country; what are the helpful policies and programs, hindrances, challenges, etc.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Initiatives of</td>
<td>a. What are the current</td>
<td>FocusGroup</td>
<td></td>
</tr>
</tbody>
</table>
2. Tools

Tool 1: Key Informant Interview

Name of Respondent: __________________________  Time and Date of Interview: __________

Designation: ____________________________  Organization/
Institution: ____________________________

(protocol)

1. What is the overall context of agriculture, RAI and gender at the country and local level?

2. What are the existing national policies and programs of government regarding RAI and gender in agriculture?

3. Provide short assessment/critique on these policies and programs – comprehensiveness of policies and programs and the type of implementation. Who are involved in these policies and programs?

4. Provide a general description on how women and men (disaggregated) are engaged in agriculture in the country; what are the helpful policies and programs, hindrances, challenges, etc.

Key Respondent Interview

<table>
<thead>
<tr>
<th>Name</th>
<th>Gender</th>
<th>Contact Details</th>
<th>Designation/Organization</th>
<th>Date of Interview</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chum Rithy</td>
<td>Male</td>
<td>+855 12967558</td>
<td>Deputy Director/ Heifer Cambodia</td>
<td>26 Nov 2020</td>
</tr>
</tbody>
</table>
**Tool 2: Focus Group Discussion with CSOs and POs**

Respondents : CSO or PO  
Date and Time of Interview: __14 November 2020__

Respondents' Profile:

<table>
<thead>
<tr>
<th>Name</th>
<th>Age</th>
<th>Gender</th>
<th>Contact Details (phone/email)</th>
<th>Designation/ Organization</th>
<th>Org’l Mandate/ Mission</th>
</tr>
</thead>
<tbody>
<tr>
<td>Him Noeun</td>
<td></td>
<td>Male</td>
<td>+855 17451564</td>
<td>Secretary General/ CamboDHRR A</td>
<td>supports technical, agri-business, and organizational capacity development; mobilizes resources; facilitates an enabling environment for farmer organizations; strengthens the agriculture value chain, and sustainably increases farmers’ incomes.</td>
</tr>
<tr>
<td>Chhong Sophal</td>
<td>42</td>
<td>Male</td>
<td>+855 12810101</td>
<td>Program Coordinator/ FNN</td>
<td>FNN is high committed to strengthening the farmer organization through promoting innovation on ecological agriculture, community business market, saving-credit, and increase social cooperation.</td>
</tr>
<tr>
<td>Horn</td>
<td></td>
<td>Male</td>
<td>+855</td>
<td>Program</td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Age</td>
<td>Gender</td>
<td>Title</td>
<td>Organization</td>
<td></td>
</tr>
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<td>------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Kimhong</td>
<td>92939890</td>
<td>Coordinator/DCA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heang Bona</td>
<td>27</td>
<td>Male</td>
<td>+855 77 561 992</td>
<td>Project Coordinator/H</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Heifer International is a global development organization on a mission to end hunger and poverty in a sustainable way. Heifer International-Cambodia is dedicated to working with communities to end hunger and poverty and care for the earth by providing livestock, education, and other resources to help poor families become self-reliant.</td>
<td></td>
</tr>
<tr>
<td>Hok Menghoin</td>
<td>Male</td>
<td>NGOForum/Program Director</td>
<td>The NGO Forum on Cambodia's mission is to coordinate and equip network/members and other civil society organizations in actively engaging in policy dialogues, debates and advocacy for poor and vulnerable people in Cambodia.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rath Sarath</td>
<td>Male</td>
<td>OREDA Director</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Gender</td>
<td>Position</td>
<td>Organization</td>
<td>Role</td>
<td></td>
</tr>
<tr>
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<td>----------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>Khon Sophin</td>
<td>Male</td>
<td>HR Officer/LWD</td>
<td>Life With Dignity (LWD)</td>
<td>facilitate the empowerment of vulnerable rural people to claim their universal rights.</td>
<td></td>
</tr>
<tr>
<td>Som Sopheak</td>
<td>Male</td>
<td>Executive Director, AFD</td>
<td>To work in partnership with communities to strengthen knowledge on natural resource management, biodiversity and improve livelihoods.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sok Socheat</td>
<td>Male</td>
<td>Executive Secretary</td>
<td>To mobilize Farmer Water User Communities of rehabilitated or constructed irrigation systems at the local, regional and national level in order to strengthen their capacity through learning and sharing experience with each other; to facilitate good collaboration among members; and to advocate for more policy support from government and other stakeholders.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. What are the current initiatives of NGOs and FOs related to RAI and gender in agriculture?
b. Who are the NGOs and FOs involved. Provide a short assessment/critique of these initiatives.

c. Identify opportunities by which NGOs (DHRRA) can promote the RAI and the engagement of the women in agriculture in your country.
References


AsiaDHRRA (n/d). Engaging ASEAN Youth on responsible Agriculture Investment: Monograph on the United Nations Committee on World Food Security’s Principles of Responsible Investment in Agriculture and Food Systems (CFS-RAI) and the ASEAN Guidelines for Responsible Investment in Food, Agriculture and Forestry (AGRAI)


McNamara, K. Thapa, B. & Ludgate, N. (2016). Integrating Gender and Nutrition within Agricultural Extension Services: Cambodia Landscape Analysis. USAID

MAFF (2016). Development of master plan for crop production in Cambodia by 2030.


NGO-CEDAW (2019) the review of the Royal Government of Cambodia (RGC)'s Compliance with the Convention on the Elimination of All Forms of Discrimination Against Women.


Oxfam (2014). The gender road map guidebook: A couple based gender transformative model to address unequal power relations.


