

Terms of Reference

STRENGTHENING WOMEN'S VOICE IN LAND POLICY AND LAW REFORM PROCESSES IN CAMBODIA WITH A FOCUS ON CONTRACT FARMING

1. Project Background

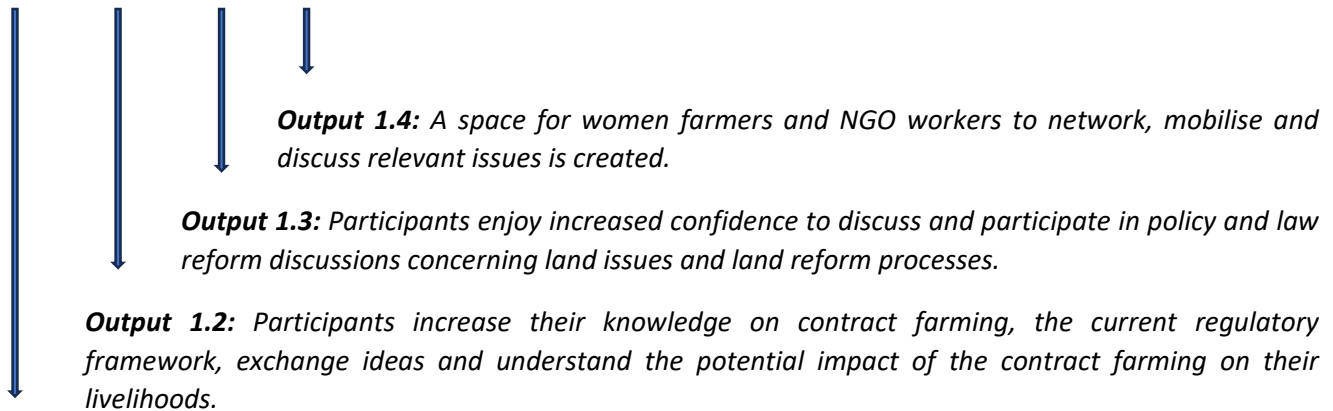
In 2022-2023 MRLG Phase II conducted research around the status of gender equitable law and policy processes in Vietnam, Cambodia and Laos, published in the Thematic Study [Towards Gender-Equitable Land Policy and Lawmaking in the Mekong Region](#). The results demonstrated that consultations around Cambodia's draft Contract Farming Law had rarely reached women's organisation and women farmers. Further policy consultations tended to be 'top down' meaning that there was little opportunity for women or men at the local level to influence the content of draft laws or policies – and that consultations tended more to constitute information sharing sessions on legal changes. The study revealed that language barriers, combined with low education and a lack of confidence, impede women farmer's engagement in the land policy process. This combined with a lack of know-how concerning the policy process itself and mechanisms for engagement, as well as stereotypes concerning 'women's issues' to exclude women from engaging in such processes.

Following the publication of this research, the MRLG Gender Advisor organised a meeting on 2 February 2024 with key RAI Cambodia Alliance members to discuss how to translate MRLG's research into concrete action, while also soliciting ideas to support the Alliance more generally in its gender mainstreaming objectives within the RAI national workstream. Whilst several ideas were put forward, the one that solicited general support was that of using allocated gender funds to improve women's capacity to participate in national policy discussions, partly focused on the contract farming law, but also more generally on the law-making process – given the significant land-based reform agenda at the national level (including the development of a new Land Law). This focus also ties in with the primary objective of the overall Cambodia RAI workstream *"legislation and government incentives on smallholder-inclusive agricultural investments enhance contract compliance and provide safeguards that allow more trustful and mutually beneficial relations between private companies and ACs."*

Given the Cambodian Partnership for the Development of Human Resources in Rural Areas Association (CamboDHRRA) existing relationship and role with women farmers and cooperative leaders under MRLG III but also through its work conducted with FAO in the past to develop a group of 'women and youth RAI champions', it was proposed that CamboDHRRA provide an additional service to its existing grant to engage with women smallholder leaders and NGO representatives to support their engagement in the policy reform process through a specific training and ongoing network. This work by CamboDHRRA in the policy space will compliment work undertaken by Oxfam Cambodia under MRLG III to support a more inclusive process in relation to the draft law on Contract Farming, particularly as it concerns the representation of smallholders, and particularly women, in the policy process, particularly the aspects of the draft law that concern conflict resolution.

2. Project Objectives and Outcomes

Outcome 1: *Women farmers and NGO workers in the land sector have increased ability to engage in policy dialogues around small holder investment models, as well as increased capacity to collectively mobilise*



Output 1.1: *Participants increase their knowledge of the policy process in Cambodia and how to participate in policy and law reform process and are able to apply this knowledge to their activities (NGO specific) and any forthcoming law consultation policy engagement processes.*

3. Duties / Tasks

Task 1: Undertake light touch capacity assessment

Description: The consultant shall develop 1-2 pages capacity assessment questionnaires. The questionnaires will be sent to identified participants via email or telegram to assess their capacity need/gaps to ensure the training targets the appropriate level and content.

Deliverables 1: (i) *Capacity assessment questionnaire;* (ii) *Capacity assessment short summary report.*

Task 2: Develop training material appropriate to the selected participants

Description: drawing on existing materials on contract farming, policy engagement processes and Cambodian legal reform processes, CamboDHRRA will develop training material to cover a 3-day interactive training. A provisional list of training modules is provided below:

- What is the role of women in contract farming (reflection)? What is the current legal framework (sub-decree)
- What are the barriers for full participation in contract farming and potential solutions – including challenges and root causes.
- What is the legal and policy process in Cambodia?
- What does the (Draft) law look like? What is the current status of the law?
- What are some of the issues for women with this law?
- Who are key actors and stakeholders involving in the contract farming? This could include a stakeholder analysis.
- How can the trainees contribute/engage in this process, if at all? This could include strategizing as groups on proposed solutions and recommendations – and understanding the roles of different people in the training and how to complement each other.
- Development of a common policy position

Critically this training material and manual should be developed in close consultation with Oxfam who is currently producing case studies on women’s role in contract farming.

The training material should be in Khmer but should also be summarised in English prior to submission and sent to CamboDHRRRA and MRLG.

Deliverable 2: *Finalised training material in Khmer with summary in English approved by CamboDHRRRA and MRLG; Approved training agenda*

Task 3: Deliver training and undertake a follow-up reflection session with MRLG and key RAI members

Description: Consultant under support by CamboDHRRRA will deliver a three-day interactive training in June 2024 with the selected participants. Potentially this could also include some interventions or guest speakers from the government. Ideally the final day should focus on ‘what next’ and strategize around how participants can apply their new knowledge.

Deliverable 3: (i) *Summary training report with participant commitments and proposed recommendations for moving forward on policy inputs on women engagement in AC;* (ii) *Reflection sessions notes*

4. Requirement

The expert should have the following experience:

- Providing interactive training sessions
- Knowledge of gender and land issues
- Knowledge of contract farming
- Knowledge of legal and policy processes
- Knowledge of public speaking / confidence strategies
- Building actions plans and supporting networking, particularly for women leaders

A background in law, agriculture or social sciences is key.