OVERVIEW AND LITERATURE REVIEW

ON GENDER INTEGRATION IN CLIMATE CHANGE POLICIES AND PROGRAMS OF CAMBODIA

EmPower: Women for Climate-Resilient Societies Phase II Project

Prepared by:

National Committee for Sub-national Democratic Development Secretariat

Supported By:

UN environment programme

UN WOMEN

December 2025

PREFACE

Climate change continues to pose significant challenges to Cambodia's sustainable development, affecting livelihoods, natural resources, and socio-economic resilience. These impacts are not gender-neutral; women, men, and vulnerable groups often experience climate risks differently due to existing inequalities in access to resources, decision-making, and adaptive capacity. Integrating gender and social inclusion into climate change policies and programs is therefore critical to ensuring that responses are equitable, effective, and sustainable. The report, *"Overview and Literature Review on Gender Integration in Climate Change Policies and Programs in Cambodia"* has been prepared to examine the extent to which gender considerations have been incorporated into existing climate policies and country programs, and to assess the availability of guidance for line ministries and government agencies to implement gender-responsive climate actions.

This document provides a concise review of selected climate-related policies, strategies, frameworks, and plans, with a focus on their approaches to gender integration and the implementation of gender-responsive measures. It reflects Cambodia's international and national commitments to addressing climate change and advancing gender equality, coordinated through the Ministry of Environment, the Ministry of Women's Affairs (MoWA), the National Committee for Sub-National Democratic Development Secretariat (NCDD-S), sector ministries, and other relevant agencies. By consolidating these efforts, the report offers a clearer understanding of the policy landscape guiding inclusive climate governance in Cambodia.

The review encompasses key national frameworks, including the Cambodia Climate Change Strategic Plan (CCCSP), the Mid-Term Review of the CCCSP 2014–2023, Nationally Determined Contributions (NDC 3.0), the Long-Term Strategy for Carbon Neutrality, the Master Plan on Gender and Climate Change (MPGCC) 2018–2030, National Program Phase 2 (NP2), the National Green Growth Strategy 2014–2030, and related gender frameworks such as GEDSI, GESI, and GESEI. Through this analysis, the report identifies notable progress in mainstreaming gender within climate policies while also highlighting gaps, challenges, and opportunities for strengthening gender and social inclusion in future policy development and implementation. As part of the broader capacity-needs assessment, the report establishes an important baseline for understanding current practices and supports evidence-based planning, institutional coordination, and targeted capacity-building initiatives.

This overview on gender integration into climate policies and country program report is prepared under the EmPower Project Phase II of the United Nations Environment Programme (UNEP) and implemented by the NCDD-S. This report can serve as a practical reference for government institutions, development partners, and civil society organizations seeking to enhance gender-responsive climate governance. It aims to inform strategic actions that promote inclusive, resilient, and sustainable climate responses across Cambodia.

This overview report was made possible through the generous support of the United Nations Environment Programme (UNEP) under the EmPower Project Phase II. Special thanks are extended to the NCDD-S management team for their strategic guidance and coordination throughout the development of these training modules. Sincere gratitude is extended to the United Nation Environmental Programme (UNEP) for its generous support through the EmPower Project Phase II.

Sincere appreciation is conveyed to H.E Chheng Vatanak, Undersecretary of State and Director of EmPower Project II and the project staff members of NCDD-S for their invaluable direction and support. Special recognition is also given to Dr. Lay Chanthy, Ms. Sun Symeat, and Ms. Chim Lyza for their dedication and technical expertise in reviewing and preparing this overview report.

It is hoped that this overview and literature review will contribute meaningfully to strengthening institutional capacity and advancing the integration of gender equality and social inclusion into Cambodia's climate change policies and programs, ultimately supporting a more inclusive and resilient future for all.

Contents

I. INTRODUCTION 4
1.1 Background Information 4
1.2 International Memberships and Commitments on Climate Change 4
1.3 National Commitments on Climate Change 5
1.4 Climate Change Mechanisms and Coordination 7
II. CAMBODIA CLIMATE CHANGE STRATEGIC PLAN, 2024-2033 8
2.1 Introduction 8
2.2 Gender-Responsive Climate Frameworks and Initiatives 9
3.1 Background Information 11
3.2 Overall Finding of the MTR 11
3.3 Strategic Directions for Next CCCSP 12
3.4 Social Inclusion and Gender Responsive Climate Actions 12
3.5 Recommended for Improving Gender Responsive Climate Policy 13
IV. NATIONALLY DETERMINED CONTRIBUTIONS NDC 3.0 14
4.1 Introduction 14
4.2 Gender Responsive Climate Actions Incorporated in NDC 3.0 14
4.3 Sectoral Actions with Gender Focus 15
V. NDC STOCKTAKE ASSESSMENT 16
5.1 Introduction 16
5.2 Gender Integration and Social Inclusion 16
5.3 Recognition of Vulnerabilities 17
5.4 Gender Responsive Climate Action 17
5.5 Capacity Building 17
5.6 Policy alignment 17
5.7 Monitoring and Reporting 18
VI. LONG-TERM STRATEGY FOR CARBON NEUTRALITY 18
6.1 Background 18
6.2 Gender Integration in LTS4CN 19
6.3 Implementation and Institutional Challenges 20

6.4 Recommendations 20
VII. GENDER EQUALITY, DISABILITY, AND SOCIAL INCLUSION (GEDSI) PLAN 21
7.1 Background Information 21
7.2 Efforts Against GEDSI 22
7.3 Cambodia's GEDSI with Climate Responses 22
7.4 Challenges and Opportunities 22
VIII. GENDER EQUALITY AND SOCIAL INCLUSION (GESI) 23
8.1 Background Information 23
8.2 Policy and Current Focus of GESI 23
8.3 Cambodia's GESI and Climate Change 24
8.4 Social Inclusion for Effective Adaptation 24
IX. NATIONAL PROGRAM 2 (NP2) of NCDD 25
9.1 Background Information 25
9.2 Gender-Responsive Climate Strategies in NP2 25
9.3 Gender-Responsive Climate Actions for NP2 26
9.4 Projects Implemented on Gender Climate Actions 28
X. GENDER EQUALITY AND SOCIAL EQUITY INCLUSIVENESS (GESEI) 28
10.1 Background 28
10.2 GESEI Strategies and Outputs 29
10.3 GESEI and Climate Change 31
10.4 Key Dimensions of GESEI in Climate Change 31
XI. NATIONAL GREEN GROWTH STRATEGY, 2014-2030 32
11.1 Background 32
11.2 Gender Responsive Climate Action in NGGS 32
XII. MASTER PLAN ON GENDER AND CLIMATE CHANGE (MPGCC) 2018–2030 33
12.1 Background 33
12.2 Strategic Objectives of the MPGCC 33
12.3 Implementation Challenges and Progress 34
XIII. CONCLUSIONS 35
REFERENCES 39

I. INTRODUCTION

1.1 Background Information

Cambodia has actively engaged in the global climate change agenda through a series of international memberships, treaties, and strategic commitments. Since ratifying the United Nations Framework Convention on Climate Change (UNFCCC) in 1995, the Royal Government of Cambodia (RGC) has worked to align national policies and actions with evolving international standards. Cambodia's efforts encompass submitting key reports, developing adaptation and mitigation strategies, and integrating climate goals with broader sustainable development objectives. These commitments reflect Cambodia's dedication to addressing climate vulnerabilities, reducing greenhouse gas emissions, and promoting inclusive and gender-responsive climate actions.

1.2 International Memberships and Commitments on Climate Change

The following summarizes Cambodia's key international memberships and commitments that guide its ongoing response to the global climate.

- **Ratified member of UNFCCC in 1995**: the RGC has worked to submit reports and align national adaptation strategies to respond to international treaties and commitments.
- **Work and reporting against international treaties**: still limited resources and increasing changes to reporting styles and program at the Convention, the RGC has worked to submit reports and align national adaptation strategies to respond to international treaties and commitments.
- **NAPA submitted to UNFCCC in 2006**: A list of identified priority adaptation activities for Cambodia.
- **National Communication Report submitted**: three phases-report commitment submitted to the UNFCCC including: First National Communication in 2002, Second National Communication in 2015, and Third National Communication 2022. National Communication is to identify the major sources of greenhouse gas emissions and sinks, the vulnerability and adaptation options for the country as well as mitigation measures that Cambodia commits to implement.
- **Nationally Determined Contribution (NDC)**: was submitted to the UNFCCC ahead of the Paris Climate Summit in 2015. The updated NDC 2.0 in 2020, current updated NDC 3.0 2025. This submission outlines the intended greenhouse gas emissions for the country and highlights national mitigation and adaptation efforts. Other than presenting the strategies of

the CCCSP, NDC presents commitment on gender responsive and reducing gender vulnerability features.

- **Ratified the Convention on the Elimination of Discrimination against Women** (**CEDAW) in 1992 and ratified option protocols in 2010**: Article 31 of the Constitution guarantees the Convention, alongside the other international human rights treaties.
- **Endorse Sustainable Development Goal in 2015:** Cambodia has adopted the United Nations' 17 Sustainable Development Goals (SDGs), which are a global call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity. Cambodia has also added a 18th goal, "End the negative impact of mines/ERW and promote victim assistance".
- **Long-Term Strategy for Carbon Neutrality (LTS4CN) in 2021**: A long-term strategy for carbon neutrality that Cambodia adopt in reducing emissions, promoting economic growth, ensuring social justice, enhancing climate resilience, and focusing on sustainable forestry, land use, power sector decarbonization, energy efficiency, and low-carbon agriculture.

1.3 National Commitments on Climate Change

Cambodia has developed a comprehensive series of national commitments and strategic frameworks to address climate change, emphasizing adaptation, mitigation, and inclusive development. These initiatives range from community-based adaptation efforts and sector-specific strategies to long-term visions for carbon neutrality and gender-responsive climate actions. Together, they demonstrate Cambodia's dedication to building climate resilience, reducing greenhouse gas emissions, and ensuring that vulnerable groups, especially women, are actively engaged in climate response efforts. This is a list of National Commitments on Climate Change Responses:

- **National Adaptation Program of Action to Climate Change (Napa) In 2006**: coping strategies implemented by local communities in order to enhance their adaptation capacity.
- **Cambodia Climate Change Strategic Plan (CCCSP)**: The CCCSP, developed in 2014-2023, provides the overall framework for Cambodia's climate change responses.
- **Cambodia Climate Change Strategic Plan (CCCSP), 2024-2033**: The current plan (2024-2033) focuses on achieving carbon neutrality and climate resilience for inclusive and sustainable development, with 19 strategic interventions.
- **Sector Climate Change Strategic Plans, 2014-2023**: sector climate change strategic plan is developed by sector ministries to strategize implementation of CCCSP by sectors to respond climate change and sectors' resilience to climate change impacts.

- **National Climate Change Action Plan**, 2014-2018: outlines climate actions to be done to achieve SCCSP and higher level CCCSP.
- **Cambodia's Long-Term Strategy for Carbon Neutrality (LTS4CN)**, finalized in December 2021: outlines a roadmap to achieve carbon neutrality by 2050.
- National legislative and policy frameworks on gender equality and climate change
  - The **Neary Rattanak VI Strategic Plan (2024–2028)** is Cambodia's national framework for advancing gender equality and empowering women and girls focusing on enhancing women's participation in decision-making processes and increasing their representation in civil service and elected positions. It is a five-year initiative aligned with the Royal Government's Pentagonal Strategy and the Sustainable Development Goals.
  - **Master Plan on Gender and Climate Change, 2018–2030**: this cross-sectoral policy document developed by MoWA with aims to mainstream gender in climate change adaptation, mitigation, and DRR initiatives. It emphasizes strengthening gender-responsive policies, enhancing institutional capacities, and promoting women's economic empowerment in climate-vulnerable areas.
  - **The Gender and Climate Change Strategic Plan (GCCSP)**: is a responsive climate strategy of CCCSP developed by the MoWA to integrate gender considerations into climate change adaptation and mitigation efforts, ensuring that women and marginalized groups are actively involved in climate action.
  - **Climate Change Action Plans (CCAPs) in Gender**: are part of the implementation of the Cambodia Climate Change Strategic Plan (CCCSP) clearly describes the links between gender inequalities and vulnerabilities and sets out action areas to address them.
  - **Gender Equality and Social Equity Inclusiveness (GESEI)**: strategic design to integrate gender equality, social equity, and inclusiveness into the National Program on Sub-National Democratic Development (NP2) for 2021-2030.
  - **Gender Equality and Social Inclusion (GESI)**: refers to efforts and principles aimed at ensuring that all people, regardless of their gender, social background, ethnicity, disability, or other social categories, have equal rights, opportunities, and access to resources and services in Cambodian society.
  - **Gender Equality, Disability, and Social Inclusion (GEDSI)**: a framework or approach aimed at ensuring equal opportunities, rights, and participation for all people, especially those from marginalized groups, including women, persons with disabilities, and socially excluded communities.

1.4 Climate Change Mechanisms and Coordination

This outlines the existing mechanisms and institutional frameworks responsible for coordinating and advancing climate change responses in Cambodia. Various institutions and working groups play a critical role in shaping a cohesive national approach, each contributing specialized knowledge and support toward the development, implementation, and monitoring of climate policies and actions. Collectively, these entities form an integrated network that addresses the technical, policy, and social dimensions of climate change including gender considerations to effectively mitigate its impacts and foster sustainable adaptation.

- **General Department of Policy and Strategy (SDPS):** of MoE is responsible for developing and implementing national policies and strategies related to environmental protection and climate adaptation and mitigation, particularly focusing on the National Adaptation Plan (NAP) process.
- **Department of Climate Change:** of SDPS of MoE plays a crucial role in coordinating and implementing the country's climate change policies and actions. As the focal point for the United Nations Framework Convention on Climate Change (UNFCCC), the DCC leads national efforts to mitigate and adapt to climate impacts.
- **Climate Change Technical Working Group** (CCTWG): was established in May 2017 to facilitate inputs and provide technical support in addressing and responding climate change issues in the Kingdom of Cambodia. The CCTWG comprises 39 members representing relevant national line ministries and agencies. CCTWG is mandated to support the National Council for Sustainable Development (NCSD) in responding to climate change issues and in developing climate-related initiatives, including climate policies and strategies.
- **NCDD's Climate Change Group:** a focus technical group of NCDD to address climate change challenges at the sub-national level. This group works to integrate climate resilience and sustainable development into local governance structures, ensuring that provinces, districts, and communes are equipped to respond effectively to environmental and climate changes and their impacts on communities. The group is an acting Cambodia's first Green Climate Fund Direct Access Entity, and mainstreaming climate change resilience into local government planning, budgeting, and local infrastructure initiatives.
- **Gender Mainstreaming Action Group (GMAG):** a working group, typically established within the line ministries and agencies, focuses on integrating gender equality into the design, implementation, and monitoring of development initiatives including climate related policies, programs, and projects in their respective line ministries and agencies.

II. CAMBODIA CLIMATE CHANGE STRATEGIC PLAN, 2024-2033

2.1 Introduction

The CCCSP 2024–2033 plays a critical role as **a** ten-year climate change roadmap for Cambodia. The strategic plan was developed as its vision to guide Cambodia toward a greener, climate-resilient, carbon-neutral, and sustainable future with inclusive development. Its mission to strengthen and align efforts across mitigation, adaptation, and governance—bridging gaps in the Nationally Determined Contribution (NDC 3.0) and Long-Term Strategy for Carbon Neutrality (LTS4CN) with special attention to vulnerable groups, including women and children. This strategic plan is structured into three pillar of climate responses include; (i) **Mitigation** of GHG emission (control mission in key sectors: energy, industry, agriculture, forestry, and waste); (ii) **Adaptation**: enhance climate resilience in agriculture, fisheries, water resource, coastal and urban areas, responses flood risks and heat exposure, and mainstream climate smart practices in natural resource management; and (iii) **Governance**: enhance institutional capacity, data systems, monitoring, and transparency, promote gender equality, social inclusion, and participatory decision-making (GEDSI), coordinate across ministries and embed climate action into national development frameworks. The strategy is designed to implement in short-term (2024-2028) focus on Establish foundational governance—capacity building, inclusive engagement, public awareness, data collection, and policy refinement and medium-term (2029-2033) mainly on scaling up sectoral programs, green growth initiatives, public health resilience, and GEDSI mainstreaming.

In terms of gender and climate change, this strategic plan recognized that women in Cambodia, making up over half the population and a significant portion of the agricultural and garment workforce, are disproportionately impacted by climate change due to their roles in these sectors and household responsibilities. The government has developed strategic plans (GCCSP 2014-2023) and Master Plan (2018-2030) to address gender-specific vulnerabilities, such as health risks, workplace violence, and resource dependence. Women face challenges like limited access to climate information and fewer financial safety nets, increasing their disaster risk. As responded, government has efforts mainstreaming gender equality into national policies and program and enhancing gender-responsive climate actions.

Cambodia is actively combating climate change through multiple strategies and policies, including the Long-Term Strategy for Carbon Neutrality (LTS4CN), updated Nationally Determined Contributions (NDC), and the Cambodia Sustainable Development Goals (CSDGs). These frameworks focus on reducing emissions, enhancing carbon sinks, and integrating climate action into national development plans like the National Strategic Development Plan (NSDP) and the Pentagonal

Strategy. Additional initiatives such as the National Green Growth Strategy (NCGG) and National Cooling Action Plan promote sustainable economic growth and environmental protection. Despite efforts to build resilience in vulnerable sectors such as agriculture and coastal areas are unavoidable.

The CCCSP 2024–2033 integrates the inclusion of gender considerations in climate change adaptation, mitigation, and disaster risk reduction efforts and promotes gender-responsive climate action across various sectors. It mainstreams gender as this approach aligns with the Royal Government of Cambodia's broader commitment to gender equality, as articulated in the Neary Rattanak VI Strategic Plan (2024–2028), the Master Plan on Gender and Climate Change (2018–2030), and Gender Equality and Social Inclusion (GESI), aiming to enhance women's participation and leadership in climate resilience efforts. The plan advocates for the development of gender-responsive policies, strategies, and action plans across various sectors, ensuring that the needs and contributions of women are recognized and addressed in climate initiatives. Key aspects include strengthening the capacity of ministries and local authorities to implement gender-responsive climate policies, utilizing sex-disaggregated data to assess the differential impacts of climate change on women and men, ensuring that policies address specific needs, and encouraging women's active participation in climate decision-making processes at all levels.

2.2 Gender-Responsive Climate Frameworks and Initiatives

In supporting gender-responsive climate frameworks and initiatives, there are **s**everal complementary frameworks and initiatives reinforce the gender-responsive climate approach and actions of the CCCSP Phase 2 such as:

- **Neary Rattanak VI Strategic Plan (2024–2028):** This plan outlines 41 measures focusing on gender mainstreaming through a gender-transformative approach, with a dedicated program on Women and Climate Change. It aims to empower women and girls by promoting their participation in climate-related decision-making processes and enhancing their resilience to climate impacts. This plan outlines six priority programs, that one focuses on "Women and Climate Change," aiming to empower women through economic opportunities, legal protection, and leadership roles in climate action.
- **Master Plan on Gender and Climate Change (2018–2030):** This policy document provides a cross-sectoral framework for integrating gender into climate change adaptation, mitigation, and disaster risk reduction efforts. It emphasizes strengthening institutional capacities, enhancing women's economic empowerment, and ensuring gender-responsive climate investments.

- **SCALA Program**: In collaboration with the Ministry of Agriculture, Forestry and Fisheries, SCALA has updated the Climate Change Priorities Action Plan (CCPAP) for the agriculture sector. This update incorporates gender-responsive measures, such as enhancing women's access to climate adaptation resources and promoting female entrepreneurship in climate-resilient agricultural practices.
- **National Action Plan for Disaster Risk Reduction (NAP-DRR) 2024–2027**: Developed by the National Committee for Disaster Management, this plan integrates gender considerations to ensure that disaster risk reduction efforts address the specific needs of women and other vulnerable groups.
- **Education Sector Initiatives:** Projects in provinces like Kampong Chhnang, Kampot, Stung Treng, and Svay Rieng aim to mainstream gender into school curricula and management. These initiatives focus on increasing the adaptive capacities of women-headed households and girls, promoting their participation in sub-national planning and decision-making processes.

The strategies also focus on addressing challenges on underrepresented in high-level decision-making bodies and in translating gender-responsive policies into practice through:

(i) Enhancing the participation of women in climate-related decision-making processes at all levels;
(ii) Strengthening institutional capacities to implement gender-responsive climate policies;
(iii) Ensuring the allocation of resources for gender-specific climate initiatives; and
(iv) Monitoring and evaluating the gender impacts of climate actions to inform future strategies.

By addressing these challenges, Cambodia can ensure that its climate change strategies are inclusive and equitable, effectively empowering women and girls to contribute to and benefit from climate resilience efforts through implementing policies that promote the appointment of women to leadership positions in climate-related sectors; ensuring that gender considerations are systematically integrated into all climate policies and programs; and providing training and resources to empower women in climate resilience initiatives.

III. MID-TERM REVIEW ON CCCSP 2014-23

3.1 Background Information

The Cambodia Climate Change Strategic Plan (CCCSP) 2014-2023 was developed to integrate climate change mitigation and adaptation into national development. In order to monitor its track and progress of implementation, Mid-Term Review (MTR) of CCCSP was conducted in 2018 to assess the progress towards the achievement of strategic objectives and goals, and to assess early signs of success or challenges/failures, with the purpose of identifying the necessary measures to be taken in order to set the implementation of the national climate change response on track to achieve its planned milestones and other emerging priorities. The review highlighted several achievement and area gaps for improving and providing valuable insights for the development of the subsequent CCCSP 2024–2033.

3.2 Overall Finding of the MTR

As overall findings of the MTR found that the CCCSP 2014-2023 has made progress in climate adaptation and mitigation efforts through key achievements and challenges as described below:

1. **Institutional Strengthening**: The establishment of the National Council for Sustainable Development (NCSD) and the Climate Change Technical Team (CCTT) enhanced coordination and policy integration across ministries. Fourteen line-ministries including MoWA developed and began implementing their respective Climate Change Action Plans (CCAPs).
2. **Policy Integration**: Climate change considerations were incorporated into national frameworks, including the National Strategic Development Plan (NSDP) and the Rectangular Strategy Phase IV, aligning with the country's broader development goals.
3. **Monitoring and Evaluation (M&E)**: A national M&E framework was developed to track the effectiveness of climate actions, integrating climate change indicators into the NSDP and promoting participatory learning.
4. **International Commitments**: Cambodia ratified the Paris Agreement and updated its Nationally Determined Contributions (NDCs), aiming for a 42% reduction in greenhouse gas emissions by 2030, with significant contributions from the Forestry, Land Use, and Agriculture (FOLU) sector.

Challenges Identified

1. **Capacity constraints**: Limited technical expertise and resources hindered the effective implementation of climate actions, particularly at sub-national levels.
2. **Data and information gaps**: Insufficient climate data and monitoring systems impeded accurate assessment and planning for climate resilience.

3. **Financial needs**: The estimated funding requirement of approximately $8 billion by 2030 for comprehensive climate action posed a significant challenge in resource mobilization.
4. **Sectoral coordination**: While climate change was mainstreamed into various sectors, effective cross-sectoral coordination remained a challenge, affecting the coherence of climate policies and actions.

3.3 Strategic Directions for Next CCCSP

The insights from the mid-term review have been instrumental in shaping the CCCSP 2024–2033, which aims to achieve carbon neutrality and climate resilience through inclusive and sustainable development, building upon the foundations laid by the previous plan. The MTR also identified strategic directions for next phase of CCCSP through building on the lessons learned**,** the review recommended several strategic directions for the next phase.

- **Enhanced capacity building**: strengthening technical and institutional capacities at all levels to ensure effective implementation and monitoring of climate actions.
- **Improved data systems**: developing robust climate data collection and analysis systems to inform decision-making and track progress.
- **Mobilization of climate finance**: exploring innovative financing mechanisms and partnerships to meet the substantial funding requirements.
- **Strengthened coordination mechanisms**: Enhancing inter-ministerial and multi-stakeholder coordination to ensure integrated and coherent climate policies.

3.4 Social Inclusion and Gender Responsive Climate Actions

In relation to gender responsive-climate actions, the MTR also found that its approach to gender-responsive climate action remains underdeveloped. **G**ender-differentiated impacts were recognized**.** The review explicitly acknowledges that climate change affects women and men differently due to social, economic, and cultural roles. Women, especially in rural, are more vulnerable to climate change impacts because of their dependence on climate-sensitive livelihoods: natural resources and limited access to resources, decision-making, and information.

The MTR highlights the need for more systematic integration of gender considerations, improved data, stronger institutional capacities, and increased funding to ensure climate actions benefit all segments of society equitably included:

- Gender-responsive adaptation strategies for climate adaptation interventions, ensuring that women's specific needs, knowledge, and capacities are incorporated.

- Promoting women's participation in community-based climate resilience activities, such as sustainable agriculture, water management, and disaster risk reduction are also recommended.
- Integrating gender in climate change policies and program through incorporating gender analysis in planning and implementation phases to ensure equitable participation and benefit-sharing. Increasing efforts to mainstream gender consideration across climate action.

3.5 Recommended for Improving Gender Responsive Climate Policy

- **Capacity Building and Empowerment:** It recommends strengthening capacity-building programs to empower women with skills, knowledge, and leadership opportunities related to climate change adaptation and mitigation. Gender equality is identified as critical for effective climate action, encouraging women's inclusion in planning and implementation processes.
- **Gender-Disaggregated Data and Monitoring:** collecting gender-disaggregated data to better track progress and understand differential vulnerabilities and impacts. This data can be used to inform policy adjustments and program design.
- **Institutional and Policy Support:** mainstreaming gender considerations into climate change policies, plans, and institutional frameworks at all levels. It underscores the importance of gender-disaggregated data collection and gender analysis to inform policy and program design.
- **Gender-Sensitive Climate Financing:** Encouraging climate finance mechanisms to prioritize gender equality and women's empowerment. Ensuring women have access to resources and support to implement climate-resilient livelihoods. Promoting community-level projects that are gender-sensitive, supporting women's roles in natural resource management, agriculture, and disaster risk reduction.
- **Partnerships and Collaboration:** Encourages collaboration between government, NGOs, and community groups to integrate gender perspectives in climate change initiatives. Highlights the role of women's organizations and networks in climate change governance and advocacy.
- **Monitoring and Evaluation:** Suggests incorporating gender indicators into monitoring and evaluation systems to track progress on gender integration within climate change activities.

IV. NATIONALLY DETERMINED CONTRIBUTIONS NDC 3.0

4.1 Introduction

Cambodia's Nationally Determined Contribution (NDC) 3.0 is the country's third generation of climate action commitments under the Paris Agreement on Climate Change. It outlines Cambodia's targets and strategies for reducing greenhouse gas emissions and enhancing resilience to climate change from 2025 to 2030. NDC 3.0 is in process of development lead by the Ministry of Environment in collaboration with the United Nations Development Program (UNDP) with plans to finalize in July 2025. NDC 3.0 development process was started through an inception workshop organized in January 2025. The process emphasizes inclusivity, aiming to engage youth, indigenous groups, and marginalized communities in climate decision-making. This NDC 3.0 articulates a strong commitment to gender equality and inclusivity in its climate action plans. It aligns with Cambodia's broader climate strategies, including the Climate Change Strategic Plan (CCCSP) 2024–2033 and the Long-Term Strategy for Carbon Neutrality (LTS4CN).

In reflection to gender-responsive climate actions in NDC 3.0 targets female participation goals, capacity-building programs, and integration of gender analysis, the country strives to address gender gaps and promote equitable involvement in climate decision-making.

4.2 Gender Responsive Climate Actions Incorporated in NDC 3.0

Gender responsive climate actions highlighted in drafted Cambodia's NDC 3.0 include:

- **Integration of gender in climate planning**: The Ministry of Women's Affairs (MoWA) has been actively involved in the climate action planning process, ensuring that gender considerations are embedded in all priority actions. This includes identifying gender gaps and implementing targeted interventions to address them.
- **Gender-targeted participation**: The NDC specifies that priority actions should have female participation targets ranging from 15% to 70%. These targets are designed to enhance women's involvement in climate-related decision-making and activities.
- **Capacity building initiatives**: Programs have been established to enhance the capacity of government officials and sectoral ministries on gender analysis and gender-responsive climate action. These initiatives aim to mainstream gender considerations into climate policies and programs.
- **Capacity development for gender analysis**: The NDC includes actions to build the capacity of the General Secretariat of the National Council for Climate Change (GCCC) and sectoral ministries in gender analysis and gender-responsive climate planning. This initiative aims to enhance the integration of gender considerations into climate policies and actions.

- **Gender-responsive disaster risk reduction**: In alignment with the Sendai Framework, Cambodia is working to localize the Sendai Gender Action Plan. This effort focuses on integrating gender considerations into disaster risk reduction strategies to ensure that women and vulnerable groups are adequately supported in disaster preparedness and response.
- **Gender-Disaggregated Data and Monitoring**
  - **Data collection**: The NDC emphasizes the importance of collecting gender-disaggregated data to measure the success of climate actions. This data is crucial for understanding women's participation, access to skills and technology, and involvement in decision-making processes. Recognizing the importance of data, the NDC emphasizes the need for gender and age-disaggregated data to monitor and evaluate the differential impacts of climate change.
  - **Monitoring and Evaluation Systems**: Efforts are underway to strengthen monitoring and evaluation systems to track the differential gender outcomes of climate change initiatives. This includes the development of tools to assess the impact of climate actions on women and other marginalized groups.

4.3 Sectoral Actions with Gender Focus

- **Agriculture sector**: In the agriculture sector, actions have been taken to increase women's participation in training and capacity development programs. For instance, 27% of participants in a capacity development program were women, and 47% of women participated in gender awareness training.
- **Disaster risk reduction**: The National Action Plan for Disaster Risk Reduction (NAP-DRR) for 2024-2027 incorporates gender considerations to ensure that the needs and priorities of all women are addressed in disaster management strategies.
- **Inclusive stakeholder engagement**: The development of NDC 3.0 has involved consultations with various stakeholders, including women, youth, and vulnerable communities. This approach ensures that the climate action plans are inclusive and consider the diverse needs of all sectors of society. Cambodia's NDC 3.0 demonstrates a comprehensive approach to integrating gender considerations into climate action, aiming to create an inclusive and equitable path towards sustainable development.

V. NDC STOCKTAKE ASSESSMENT

5.1 Introduction

The NDC Stock take Assessment is a comprehensive evaluation process to assess implementation and achievement of NCD 2.0 of Cambodia's climate commitments under the Paris Agreement. This assessment is integral to the development of Cambodia's updated Nationally Determined Contribution (NDC) 3.0 and its Long-Term Strategy for Carbon Neutrality (LTS4CN). Following summaries finding of assessment findings in relation to gender integration and social inclusion implemented in climate change commitments of Cambodia.

5.2 Gender Integration and Social Inclusion

Cambodia's NDC implementation recognizes the importance of mainstreaming gender equality across climate action plans. The assessment highlights efforts to ensure that women and girls, who are often disproportionately affected by climate change, are actively included in climate decision-making processes. Gender-sensitive approaches are integrated in climate adaptation and mitigation strategies, aiming to empower women through access to resources, knowledge, and leadership opportunities. The Roadmap Towards NDC 3.0 emphasizes the need to strengthen gender-responsive budgeting and monitoring mechanisms to ensure accountability and progress in achieving gender equity in climate actions.

Social inclusion is a core principle in Cambodia's climate strategy to engage vulnerable and marginalized groups, including indigenous peoples, ethnic minorities, and low-income communities. The NDC Stock take notes the importance of addressing the differential impacts of climate change on various social groups, ensuring their voices and needs are reflected in adaptation and mitigation efforts. Strategies include promoting inclusive stakeholder consultations, improving access to climate finance, and target interventions to the specific contexts of marginalized communities. It stresses building capacity and resilience of socially excluded populations, thereby enhancing their participation in climate governance and benefits from climate investments.

Furthermore, the NDC promotes inclusive stakeholder engagement, involving local communities, indigenous groups, youth, and persons with disabilities in climate planning and implementation. It encourages participatory approaches that ensure marginalized voices are heard and their knowledge is incorporated into climate adaptation and mitigation strategies. Social protection measures are integrated into climate resilience frameworks to safeguard the poorest and most vulnerable populations. The assessment stresses social inclusion by advocating for stakeholder

engagement mechanisms that involve marginalized populations, ensuring that NDC measures are equitable and responsive to diverse community needs.

5.3 Recognition of Vulnerabilities

Cambodia's NDC 2.0 explicitly recognizes that climate change affects highly on vulnerable groups, including women, indigenous peoples, ethnic minorities, and marginalized communities. The assessment emphasizes the need to enhance climate actions to address these specific vulnerabilities. The assessment acknowledges that climate change impacts affect much on vulnerable and marginalized groups, including women, indigenous communities, and people living in poverty. Effective NDC implementation requires inclusive approaches that address these inequalities.

5.4 Gender Responsive Climate Action

The NDC emphasizes integrating gender considerations into climate policies and programs, ensuring that women's roles and needs are adequately addressed. It supports the empowerment of women through capacity building, participation in decision-making, and access to resources and technology. The document highlights the importance of enhancing women's leadership in climate governance at all levels. The Stocktake emphasizes the need to integrate gender considerations into climate policies and projects. Women's roles in agriculture, natural resource management, and household resilience are highlighted for their active participation in decision-making and implementation processes.

5.5 Capacity Building

The NDC 2.0 Stocktake assessment also identified the necessity of building capacities of women and socially excluded groups to enhance their access to climate finance, technologies, and knowledge, thereby enabling them to contribute meaningfully to climate mitigation and adaptation. The assessment calls for strengthening institutional frameworks to mainstream gender and social inclusion into national climate strategies. It aligns climate goals with Cambodia's broader social development and poverty reduction policies, ensuring a holistic approach to sustainable development.

5.6 Policy alignment

According to the Updated NDC, Cambodia's submits periodic reports to the Convention on Ending all Forms of Discrimination Against Women (CEDAW). The Cambodia National Council for Women (CNCW), a high-level mechanism of which MoWA. Cambodia has made progress in Gender

Equality and Social Inclusions (GESI) integration in climate action policies, for examples: (i) Master Plan on Gender and Climate Change 2018-2030, (ii) Policy on Promotion of Gender Equality for Sub-national Democratic Development (2019-2023) by the National Council for Democratic Development (NCDD), (iii) Neary Rattanak VI Strategic Plan 2024-2028 to promote gender equality and empower women and girls, (iv) Gender and Climate Change Action Plan (GCCAP) 2014-2028, (v) Sectoral GESI policies by sectors for such as agriculture, infrastructure, education, health, rural development, energy with specific targets on women's participation in jobs, livelihood and capacity building opportunities.

5.7 Monitoring and Reporting

Gender and social inclusion indicators are proposed to be incorporated into the monitoring and evaluation system of NDC implementation, to track progress and ensure accountability. Data disaggregation by gender and social groups is prioritized for better policy targeting. The report highlights gaps in data collection related to gender and social inclusion, urging improvements in monitoring frameworks to better track how NDC actions affect different social groups and to ensure accountability.

VI. LONG-TERM STRATEGY FOR CARBON NEUTRALITY

6.1 Background

Cambodia's Long-Term Strategy for Carbon Neutrality (LTS4CN) finalized in December 2021 by Ministry of Environment and the National Council for Sustainable Development. This climate policy document outlines a roadmap to achieve carbon neutrality by 2050. These actions are designed to align with Cambodia's Updated Nationally Determined Contribution (NDC) under the Paris Agreement, ensuring a coherent approach to climate action. While the strategy primarily focuses on emissions reduction and economic transformation, social justice, and climate resilience in key sectors targeted include forestry and land use, energy, agriculture, industry, and waste management.

Strategic actions of the LTSCN focuses on: (i) Implementing the REDD+ Investment Plan to reduce deforestation and enhance afforestation and reforestation efforts, (ii) Decarbonizing the power and transport sectors, alongside improving energy efficiency, (iii) Promoting low-carbon agricultural practices and sustainable industrial processes, and (iv) Enhancing waste management systems to reduce emissions.

6.2 Gender Integration in LTS4CN

The LTSCN also acknowledges the importance of gender integration and social inclusion in its implementation. The integration of gender considerations into climate action is evident, ongoing efforts are needed to enhance women's representation and participation in decision-making processes to ensure that climate policies are inclusive and equitable.

The LTS4CN recognizes the differential impacts of climate actions on men and women. For instance, actions like reduced deforestation may disproportionately affect women due to their significant role in agriculture, where they account for 53% of the labor force. Conversely, initiatives such as energy efficiency improvements in manufacturing, where women constitute 67.5% of the workforce, are expected to create better-paying jobs for women.

The strategy estimates that by 2050, these combined actions could increase women's income and create more new jobs for women, with benefiting from 77% of the income increase and 86% of the job creation. However, the strategy also highlights challenges in assessing the full impact on gender equality due to limited data on incomes in specific subsectors and the need for targeted actions to promote gender equality.

Furthermore, the strategy recognizes the disproportionate vulnerability of women and marginalized groups to climate change impacts. It emphasizes the need for targeted adaptation measures in sectors such as education, health, social protection, and water, sanitation, and hygiene (WASH) to address these disparities.

- **Policy Integration Efforts**
  - Cambodia has adopted a rigorous approach to integrating gender considerations into climate action planning. The Ministry of Women's Affairs (MoWA) has been actively involved in the development of the Partnership Plan, with gender equality identified as a priority sector. Specific actions within the plan focus on addressing gender disparities and have been allocated budgets accordingly.
  - The MoWA and the Ministry of Environment collaborated to develop the Master Plan on Gender and Climate Change (2018–2030), aiming to promote gender equality and empower women in climate change mitigation and adaptation efforts
- **Social Inclusion Considerations**

  The LTS4CN emphasizes the importance of balancing mitigation actions with adaptation efforts, particularly in sectors critical to vulnerable groups such as education, health, and social protection. It acknowledges that climate change affects the most on vulnerable populations, including children, women, the elderly, and socially marginalized groups. Additionally, the strategy underscores the necessity of collaboration across sectors to

ensure that climate actions are inclusive and equitable, ensuring that no one is left behind in the transition to a carbon-neutral economy.

6.3 Implementation and Institutional Challenges

Despite the strategic emphasis on gender integration, challenges persist in translating these commitments into practice. Women remain low in senior leadership and management positions across various sectors involved in climate action. For example, in the forestry sector, which is crucial for carbon neutrality, women are often excluded from decision-making processes due to cultural norms and institutional barriers. Furthermore, the integration of gender considerations into sectoral development plans has been limited, with gender mainstreaming actions often lacking sufficient budget allocation and institutional support.

Cambodia has established institutional mechanisms to promote gender inclusivity in climate action. The REDD+ Gender Group, formed in 2014, plays a pivotal role in integrating gender considerations into forest management and climate policies. This group has influenced the development of gender-responsive strategies and guidelines, leading to increased participation of women in forestry activities and decision-making processes.

Additionally, Cambodia's Partnership Plan for climate action explicitly incorporates gender equality as a priority, with specific actions and budget allocations aimed at addressing gender gaps and promoting women's participation in climate-related initiatives. Despite these efforts, challenges remain in achieving gender equality in climate policy. Women represented low in decision-making positions, particularly in senior management roles across various sectors.

6.4 Recommendations

To address these gaps, experts recommend increasing women's participation in political and decision-making processes, ensuring that climate policies are inclusive and reflective of the needs of all community members. To enhance gender integration and social inclusion in the LTS4CN, it is recommended:

- **Strengthen data collection**: develop comprehensive data systems to assess gender-differentiated impacts of climate actions.
- **Enhance institutional capacity**: build the capacity of institutions to mainstream gender considerations into climate policies and actions.
- **Promote women's leadership**: implement policies that encourage the participation of women in decision-making processes related to climate action.
- **Allocate resources**: ensure adequate budget allocation for gender-responsive climate actions.

By addressing these areas, Cambodia can ensure that its path to carbon neutrality is both environmentally sustainable and socially inclusive, benefiting all segments of society.

VII. GENDER EQUALITY, DISABILITY, AND SOCIAL INCLUSION (GEDSI) PLAN

7.1 Background Information

Cambodia faces significant challenges related to gender equality, disability rights, and social inclusion. Women and girls often experience disparities in education, employment, health, and political participation. Persons with disabilities face social stigma, limited access to education, healthcare, employment, and infrastructure. Marginalized groups, including ethnic minorities and the poor, experience exclusion from social, economic, and political opportunities. Gender-based violence remains prevalent. Women remain low representation in leadership and decision-making roles. Persons with disabilities lack adequate access to public services and face discrimination. Social exclusion deepens vulnerability to poverty and limits resilience to shocks like climate change.

Concept of Gender Equality, Disability, and Social Inclusion (GEDSI) in Cambodia focus on creating a fair society where everyone—regardless of gender, ability, or background—has equal opportunities and is included in all aspects of life. Despite challenges rooted in culture, poverty, and infrastructure, ongoing efforts by the government and NGOs are working toward greater equality and inclusion.

GEDSI Plan is a framework used to ensure that all individuals, regardless of gender, disability, or social background, can fully participate in and benefit from programs, services, and initiatives. It purposes is to create inclusive environments and policies that address inequalities and promote equitable outcomes for all. Within the Civil Society Support (CSS), GEDSI Plan is developed to ensure GEDSI priorities are mainstreamed into all CSS's work, including grantees' scopes of work (both design and implementation) that advance the GEDSI priorities of each CSS project outcome (FHI 360, 2021).

In relation of GEDSI integration in climate change initiatives and responses, Cambodia is highly vulnerable to climate change impacts such as floods, droughts, and extreme weather events. Vulnerable groups—including women, people with disabilities, and marginalized communities—face high risks due to social, economic, and cultural barriers. Cambodia acknowledges that achieving gender equality, disability rights, and social inclusion is critical for building resilience to climate change. While challenges remain, progress is being made through inclusive policies, community participation, and targeted climate adaptation initiatives that consider the specific vulnerabilities of marginalized groups. A focus on GEDSI in climate response is vital to ensure equitable, sustainable development, and effective climate adaptation and mitigation efforts.

7.2 Efforts Against GEDSI

- The Cambodian government and NGOs promote inclusive policies focusing on women's empowerment, disability rights, and social protection.
- Collaboration between government, NGOs, and international partners strengthens GEDSI-responsive climate initiatives.
- National action plans align with international frameworks like the UN Convention on the Rights of Persons with Disabilities (CRPD) and Sustainable Development Goals (SDGs).
- Programs aim to improve access to education, healthcare, and employment opportunities for marginalized groups.

7.3 Cambodia's GEDSI with Climate Responses

- **Climate vulnerability**
  - Cambodia is highly vulnerable to climate change impacts such as floods, droughts, and erratic rainfall, affecting agriculture, livelihoods, health, and water resources.
  - Vulnerable groups (women, children, disabled, ethnic minorities) are high impacted due to limited resources and adaptive capacity.
- **Gender and social inclusion in climate action**
  - Climate adaptation and disaster risk reduction strategies increasingly incorporate gender and social inclusion considerations.
  - Women and marginalized groups are involved in community-based climate resilience projects to ensure their specific needs and knowledge shape responses.
  - Programs focus on strengthening capacity, access to climate-resilient agriculture, alternative livelihoods, and social safety nets.
- **Policy and institutional framework:**
  - Cambodia's Climate Change Strategic Plan and National Adaptation Plan integrate GEDSI principles.
  - Partnerships between government, civil society, and international organizations support inclusive climate action.
  - Efforts include improving data collection on vulnerability and targeting interventions to marginalized communities.

7.4 Challenges and Opportunities

- Challenges include limited resources, social norms restricting women's leadership, and gaps in disability-inclusive infrastructure.

- Opportunities lie in leveraging traditional knowledge, youth engagement, and fostering multi-sector partnerships to build resilience. Technology and innovation provide new avenues for inclusive climate information dissemination and livelihood diversification.

VIII. GENDER EQUALITY AND SOCIAL INCLUSION (GESI)

8.1 Background Information

Gender Equality and Social Inclusion (GESI) in Cambodia refers to efforts and policies aimed at promoting equal rights, opportunities, and access to resources for all genders and marginalized groups, including women, ethnic minorities, persons with disabilities, and other vulnerable populations. Women in Cambodia, especially those in rural areas, are vulnerable to climate change. They often rely heavily on natural resource and agriculture for their livelihoods that highly sensitive to climate variability. They are often responsible for water collection, agriculture, and household management tasks. Their roles in households and communities also mean climate-induced hardships affect them differently and often more severely. Moreover, women in the informal sector, who constitute a significant portion of the workforce, lack access to social protection. Their jobs are more susceptible to income loss during climate shocks that reduce income and increase unpaid care work for women. Climate change exacerbates gender inequalities, leading to increased domestic violence and economic hardships for women.

Cambodia has made progress in improving gender equality, especially in education and political participation. Women's participation in labor force and political representation has increased but still faces challenges such as wage gaps, occupational segregation, and underrepresentation in leadership roles. Traditional gender norms and cultural attitudes continue to limit full gender equality. Marginalized groups, including ethnic minorities, persons with disabilities, and individuals, often experience social exclusion, discrimination, and limited access to education, healthcare, and economic opportunities. Rural and indigenous communities face additional barriers related to poverty, limited infrastructure, and lack of tailored social services.

8.2 Policy and Current Focus of GESI

In terms policy framework, Cambodia has adopted several policies and legal frameworks to promote GESI, such as the National Strategic Development Plan, the Law on the Prevention of Domestic Violence and Protection of Victims, and gender mainstreaming initiatives. The Ministry of Women's Affairs plays a central role in advocating for gender equality and coordinating related programs. International organizations and NGOs actively support GESI through projects focused on education, health, economic empowerment, and legal rights. Programs often emphasize capacity

building, awareness campaigns, and community engagement to shift social norms. These are current focus of GESI:

- Reducing violence against women and children
- Enhancing women's economic participation and entrepreneurship
- Improving access to quality education and healthcare for marginalized groups
- Strengthening inclusive governance and representation

Cambodia to effectively address the intersection of gender inequality and climate change, these steps are crucial including: (i) increasing the representation of women in decision-making roles within climate-related sectors, (ii) ensuring that gender considerations are embedded in all climate action plans and strategies, (iii) conducting comprehensive research on the gendered impacts of climate change to inform policy and program development, and (iv) encouraging the private sector to adopt gender-responsive environmental, social, and governance frameworks.

8.3 Cambodia's GESI and Climate Change

Cambodia has initiated several policies to integrate gender considerations into climate action. The Ministry of Women's Affairs (MoWA) developed the Gender and Climate Change Action Plan (GCCAP) for 2014–2018 and the Master Plan on Gender and Climate Change 2018–2030 to empower women in climate adaptation and mitigation efforts. Additionally, the Neary Rattanak VI (2024–2028) plan focuses on increasing women's participation in decision-making processes across various sectors, including climate policy.

8.4 Social Inclusion for Effective Adaptation

Cambodia's climate policies increasingly recognize the need for GESI integration to: (i) empower women and marginalized groups through capacity building, (ii) ensure equitable access to climate finance and resources, (iii) promote gender-responsive climate adaptation and disaster risk reduction. Cambodia's climate policies are increasingly recognizing the importance of GESI by promoting gender-responsive adaptation and resilience-building. Efforts include integrating GESI in national climate strategies, disaster risk reduction, and community-based resource management. In addition, there are some barriers including structural barriers such as limited education, cultural norms, lack of access to information, and economic constraints, reduce the ability of marginalized groups to participate in climate resilience initiatives, and reinforcing cycles of vulnerability.

IX. NATIONAL PROGRAM 2 (NP2) of NCDD

9.1 Background Information

The National Program 2 (NP2) of the National Committee for Sub-National Democratic Development (NCDD) is a comprehensive strategic framework for decentralized local governance within 10-years (2021–2030) with aim to at modernize sub-national administrations (SNAs) including sub-national governance and development to be more autonomous, effective, transparent, and accountable in delivering public services and promoting local development. Key objectives of NP2 are institutional reform through redefine SNAs structures and functions, capacity building: enhancing human resource management and integrate digital tools, fiscal decentralization: ensuring SNAs to have good plan and adequate budgets and improving them to address local needs, service delivery: developing mechanisms for effective, transparent, and inclusive public services, and climate and health resilience: equipping SNAs to assess and respond to climate change, natural disasters, and public health threats. One of key integration focuses of NP2 focuses on gender equality and climate resilience, ensuring that local administrations are equipped to address climate change impacts in an inclusive and equitable manner.

9.2 Gender-Responsive Climate Strategies in NP2

NP2 incorporates gender equality and climate resilience as cross-cutting priorities:

- **Gender Equality and Social Inclusion**: SNAs are mandated to deliver services without discrimination, proactively supporting women and disadvantaged groups to overcome barriers in accessing public services and participating in development.
- **Climate Change and Disaster Risk Management**: SNAs are tasked with assessing and managing climate vulnerabilities, implementing disaster risk reduction measures, and responding effectively to public health emergencies.

These gender climate responses have been integrated in the NP2 through five core components:

1. **SNA administrative structures and systems**: local administrations are restructured to enhance effectiveness, with a focus on inclusivity and gender sensitivity in governance.
2. **Human resources management and development**: recruitment and training emphasize gender balance and the development of skills necessary to address climate challenges.
3. **Fiscal decentralization and planning**: budgeting processes are designed to be transparent and inclusive, ensuring that gender considerations are integrated into local development plans.

4. **Service delivery and local development**: public services are delivered in a manner that is equitable and responsive to the needs of all citizens, with particular attention to women and marginalized groups.
5. **Climate change vulnerability and disaster risk management**: local administrations are empowered to assess and respond to climate vulnerabilities, with strategies that are gender-responsive and inclusive.

9.3 Gender-Responsive Climate Actions for NP2

- **Inclusive Climate Planning and Decision-Making:** women, men, and marginalized groups actively influence climate-related policies and resource allocation through ensuring gender-balanced representation in sub-national climate committees, planning groups, and decision-making bodies through:
  - Ensure equal representation of women and marginalized groups in climate-related planning and governance structures at sub-national levels.
  - Build capacity of local women leaders and groups on climate change and adaptation strategies.
  - Promote participatory approaches that gather inputs from diverse gender groups during planning processes.
- **Gender-Responsive Climate Risk Assessments:** Identification of differentiated climate risks and needs of women, men, and marginalized groups to inform targeted adaptation interventions through incorporating sex-disaggregated data and gender analysis into climate vulnerability and risk assessments at the sub-national level through:
  - Conducting community-level climate vulnerability and risk assessments with a focus on gender differences,
  - Identifying how climate impacts (floods, droughts, heatwaves) affect women, men, girls, and boys differently, and
  - Using this data to inform sub-national development and climate adaptation plans.
- **Gender-Responsive Climate Adaptation Strategies**
  - Design and implement climate adaptation projects that address the specific needs of women, such as water access, agriculture support, and health services.
  - Support livelihood diversification programs tailored for women, including climate-resilient agriculture, small-scale enterprises, and sustainable natural resource management.
  - Develop climate-smart infrastructure (e.g., flood-resilient housing, clean energy access) considering women's safety and mobility.

- **Capacity Building and Awareness Raising:** Enhanced understanding of gender dynamics in climate change impacts and strengthened capacity to implement inclusive climate strategies through training local government officials and community leaders on gender-responsive climate action and intersectionality through:
  - Providing gender-sensitive climate education and training at the community and sub-national government levels.
  - Promoting awareness campaigns on the intersection of gender equality and climate resilience.
  - Equipping local officials and community leaders with tools and knowledge to mainstream gender in climate actions.
- **Climate-Resilient Livelihoods with Gender Focus**: Improved economic empowerment and resilience of vulnerable populations against climate shocks through promoting and supporting climate-resilient livelihood opportunities that are accessible to women and marginalized groups (e.g., sustainable agriculture, renewable energy jobs).
- **Gender-Sensitive Climate Financing and Resource Allocation:** Equitable distribution of climate funds benefiting women and marginalized groups through development and implementation of guidelines to ensure climate adaptation and mitigation budgets at sub-national level consider gender priorities through:
  - Allocating targeted funding to climate projects that promote gender equality.
  - Supporting women-led climate initiatives and enterprises through grants, microfinance, and technical assistance.
  - Establishing monitoring systems to track gender equity outcomes in climate adaptation investments.
- **Integration of Gender in Climate-Resilient Infrastructure**: Infrastructure that enhances resilience and meets diverse community needs through ensuring infrastructure projects (water, sanitation, roads) consider gender-specific needs (e.g., safe water access, lighting for security).
- **Gender-Responsive Climate Communication:** Improved access to climate information and disaster preparedness across all genders through designing climate information and early warning systems in gender-sensitive ways (language, channels accessible to women and marginalized groups).
- **Strengthen Partnerships and Networks**
  - Facilitate collaboration between local government, women's organizations, climate experts, and civil society to foster gender-responsive climate solutions.

- Engage youth and marginalized groups in climate resilience initiatives.
- Share best practices and lessons learned across sub-national entities.

❖ **Monitoring and Evaluation with Gender Indicators:** Data-driven understanding of progress and gaps in gender-responsive climate adaptation through **e**stablishing gender-specific indicators to track climate action outcomes and impacts at sub-national levels through:

- Develop gender-sensitive indicators for climate resilience projects within NCDD Program 2;
- Regular collecting and analyzing sex- and age-disaggregated data; and
- Using monitoring, evaluation, and learning results to improve programming and scale successful gender-responsive climate actions.

9.4 Projects Implemented on Gender Climate Actions

❖ **Women for Climate-Resilient Societies:** The "EmPower: Women for Climate-Resilient Societies" project implemented by NCDD focuses on integrating gender equality into climate change and disaster risk reduction efforts through:

- **Capacity building**: Training women and local leaders to lead and participate in climate action and decision-making processes.
- **Policy integration**: Enhancing the responsiveness of national and sub-national policies to gender equality commitments.
- **Economic empowerment**: Providing women with access to renewable energy technologies and financial resources to build resilient livelihoods.
- **Regional collaboration**: Developing knowledge products and platforms that integrate gender equality and human rights into climate change and disaster risk reduction strategies.

❖ **Scaling Up Gender-Responsive Climate Action:** In October 2024, NCDD, in collaboration with the World Bank Cambodia, organized an event to discuss scaling up locally led and gender-responsive climate action in Cambodia. The event highlighted the importance of integrating gender-responsive approaches in climate action and featured presentations from key stakeholders, including the Ministry of Environment and civil society organizations.

X. GENDER EQUALITY AND SOCIAL EQUITY INCLUSIVENESS (GESEI)

10.1 Background

The Gender Equality and Social Equity Inclusiveness (GESEI) is strategic design to integrate gender equality, social equity, and inclusiveness into the National Program on Sub-National

Democratic Development (NP2) for 2021-2030. It expands upon the previous phase (2010-2020) to address the needs of women and vulnerable groups (WVGs), including the poor, ethnic minorities, disabled individuals, youth, and elderly. The existing GESEI provide strategies to mainstream gender and social inclusiveness in sub-national development and services provision. Existing GESEI is in process to update to incorporate climate change and environment in.

10.2 GESEI Strategies and Outputs

GESEI is designed into 15 outputs and strategies as summarized below

1. **Policy and Regulation Review & Revision** through building on existing gender mainstreaming and social equity policies from NP1, broadening focus from women-only to all WVGs; reviewing, revising, and developing new policies to promote GESEI, including strategies related to climate change; and monitoring and evaluating policy implementation for continuous improvement.
2. **Coordination, Monitoring, and Evaluation of GESEI Implementation** through Strengthening Women and Children Consultative Committees (WCCCs) and Commune Committees for Women and Children (CCWCs) to actively monitor and address GESEI issues, embedding GESEI considerations in meetings and coordination mechanisms at national and sub-national levels, involving stakeholders such as CSOs and development partners, and mobilizing resources for evaluation and support.
3. **Strengthening Institutional GESEI Mechanisms** through supporting Gender Mainstreaming Action Groups (GMAGs) in ministries and enhancing the role of WCCCs and CCWCs, increasing funding and capacity for these bodies to address WVGs' needs effectively, and providing monitoring and evaluation support to ensure policy and program success.
4. **Review and Revision of SNA Management Systems and Procedures** through updating technical manuals, regulations, and guidelines to incorporate GESEI principles across SNA operations; providing training and awareness to ensure practical implementation of inclusive management practices; and monitoring compliance and effectiveness of revised systems.
5. **Increase WVG Representation in SNA Staff** through expanding the 2017 Strategic Plan aimed at increasing women in management to also include women in professional roles, elected positions, and other structures; establishing clear guidelines, capacity-building, and databases to track and support WVG staff progression; and monitor progress and enforce regulations to boost participation of WVGs in SNA roles.
6. **Enhanced Capacity of SNA Staff (Men and Women)** through building skills in GESEI, leadership, empowerment, social services; capacity development (CD) activities align with national and NCDD strategies; training is mandatory and ongoing for SNA management and

staff, particularly women and vulnerable groups (WVGs); strategies include mainstreaming GESEI in all CD activities, developing targeted training materials, and regular evaluation and monitoring.

7. **Increased GESEI Awareness among Citizens** through enhancing citizen awareness campaigns, social media, radio, and partnerships with development partners (DPs) like UNICEF and UN-Women; and communicating strategy will mainstream GESEI, and resources will be mobilized for outreach.
8. **Strengthened SNA Human Resource Development** through **c**ontinuing and strengthening of CD programs focused on GESEI, emphasizing on leadership and empowerment for WVGs, using of exchange visits and other capacity-building activities, and monitoring and supporting ongoing CD efforts.
9. **Improved SNA Human Resource Management** through aligning personnel management with decentralization laws and GESEI principles, implementing guidelines and strategic plans to increase women in management roles, promoting equitable recruitment and career advancement for WVGs, and regular review of personnel processes to close GESEI gaps.
10. **Workplace Mechanisms for Accessibility and Inclusion** through implementing policies ensuring women and vulnerable groups have accessible, safe, and supportive work environments; promoting flexible schedules, eliminate harassment and discrimination; developing and enforce regulations supporting accessibility to SNA facilities and projects.
11. **GESEI-Responsive Planning** through reviewing and updating 2017 SNA planning guidelines to fully integrate GESEI, ensuring WVG participation in all planning stages, and mainstreaming GESEI in databases, M&E guidelines, and capacity development for SNAs.
12. **GESEI-Responsive Budgeting** through **r**evising guidelines for budget strategic plans and annual budgeting to mainstream GESEI, empowering WVG participation in budgeting decisions, and allocating funds specifically for social service activities addressing WVG needs.
13. **Transfer of GESEI-Responsive Functions and Resources** through **s**upporting ongoing and new transfers of social service functions to SNAs, including gender and vulnerable groups services; integrating GESEI into regulations, budget transfers, and monitoring standards related to transferred functions; and prioritizing budget allocations to critical GESEI areas.
14. **GESEI-Responsive Programs and Projects** through **s**trengthening local committees (CCWCs and WCCCs) responsible for social services and WVG issues, promoting social service projects and ensure guidelines for their preparation and funding are clear, mobilizing resources and develop GESEI-focused programs in collaboration with partners.

15. **Improved Accessibility of SNA Services for WVGs** through reviewing and updating technical manuals on project design and service delivery to reflect new structures and gender policies, establishing "friendly-user" facilities in all public service and local development projects to improve access for WVGs, and ensuring implementation of GESEI-sensitive policies and regulations at all SNA levels.

10.3 GESEI and Climate Change

Climate change is deeply intertwined with social structures, impacting different groups. Gender equality and social equity inclusiveness (GESEI) focus on ensuring fair treatment for all genders and social groups in sub-national development policies and actions. GESEI is important framework for gender-responsive climate actions at sub-national. However, existing GESEI does not directly reflect and respond climate change. It is in process to update to incorporate climate change and environment in.

Climate change greatly impacts on gender and social inclusion at sub-national levels through:

- **Disproportionate impact:** Climate change affects marginalized communities—especially women, girls, indigenous peoples, and low-income groups—more severely due to existing social, economic, and cultural inequalities.
- **Vulnerability:** women often depend on natural resources and agriculture for livelihoods and are more vulnerable to climate-related shocks (droughts, floods, etc.) because of limited access to resources, education, and decision-making.
- **Capability and role:** Women and marginalized groups are also key agents of change, with unique knowledge and capacities for climate adaptation and mitigation, especially in agriculture, water management, and community resilience.

10.4 Key Dimensions of GESEI in Climate Change

- **Gender-responsive climate policies:** Incorporate gender analyses in climate action to recognize specific needs and contributions of women and marginalized groups.
- **Inclusive participation:** Ensure equitable participation of all genders and social groups in climate decision-making at local, national, and global levels.
- **Access to resources and technology:** Provide equal access to climate finance, technology, education, and training.
- **Addressing social inequalities:** Tackle systemic inequalities that exacerbate climate vulnerability, such as poverty, discrimination, and lack of rights.

Climate Change and main sectors in GESEI

- **Agriculture:** Women farmers often have less access to land, credit, and extension services but are heavily dependent on agriculture. Climate change-induced droughts or floods disproportionately threaten their livelihoods.
- **Health:** Climate-related disasters increase women's health risks, including maternal health and exposure to violence.
- **Migration:** Climate change can force displacement, where women and marginalized groups face higher risks during migration and resettlement.

XI. NATIONAL GREEN GROWTH STRATEGY, 2014-2030

11.1 Background

The National Green Growth Strategy (NGGS) is a comprehensive framework for sustainable development by balancing economic growth with environmental protection and social inclusivity. This NGGS was developed with aims to transition towards a low-carbon, resource-efficient, and climate-resilient economy, focusing on sectors such as energy, transport, agriculture, and forestry. It aligns Cambodia's development path with global sustainable development goals, focusing on green growth as a way to reduce poverty, enhance natural resource management, and improve resilience to climate change. Its strategic focus areas are sustainable agriculture, renewable energy and energy efficiency, water resource management, forest conservation and sustainable forestry, waste management and pollution control, and climate change adaptation and mitigation. The NGGS does not explicitly focus on gender, it aligns with and supports gender-inclusive initiatives It aligns and integrates gender-responsive climate strategies and actions through various policies and frameworks such as the Master Plan on Gender and Climate Change (MPGCC) 2018–2030.

11.2 Gender Responsive Climate Action in NGGS

Women, especially in rural and vulnerable communities are often more affected by climate-related risks due to their roles in agriculture, natural resource, water collection, and family care. The strategy incorporates gender-responsive climate actions by recognizing high risks of climate change on gender and vulnerable groups. To address this, it promotes women's participation and leadership in green growth initiatives, ensures equitable access to resources and climate finance, and integrates gender considerations into policy planning and implementation including:

- Incorporation of gender equality in climate policies, climate adaptation and mitigation policies under the NGGS are designed to promote gender equality, targeted interventions to enhance women's participation in decision-making processes related to climate change.

- Capacity building through promoting capacity building for women and marginalized groups to engage in climate-resilient activities, and initiating training in sustainable agriculture, renewable energy technologies, and disaster risk management.
- Green growth initiatives through supporting programs that create green jobs and livelihoods accessible to women, and emphasizing on sustainable energy access, efficient resource use, and equitable benefit-sharing among genders.
- Data collection and monitoring through collecting and analyzing of sex-disaggregated data to inform policy decisions, and monitoring and evaluating gender-specific indicators to track progress on gender responsiveness.
- Stakeholder engagement through engaging women's groups, community-based organizations, and gender experts in the formulation and implementation of climate projects; and promoting partnerships with civil society to address gender issues in green growth.

XII. MASTER PLAN ON GENDER AND CLIMATE CHANGE (MPGCC) 2018–2030

12.1 Background

The Master Plan on Gender and Climate Change (MPGCC) 2018–2030 is a national policy framework developed by the Ministry of Women's Affairs (MoWA) to integrate gender considerations into climate change adaptation (CCA), mitigation, and disaster risk reduction (DRR) efforts. MPGCC was developed upon the 2014–2018 Gender and Climate Change Action Plan with aims to empower women and vulnerable groups, ensuring their active participation in climate-related decision-making and resilience-building. The plan emphasizes gender-responsive policies, capacity-building, and mainstreaming gender in climate action in sectors such as agriculture, water, forestry, and disaster risk management. By 2030, MPGCC seeks to reduce gender disparities caused by climate impacts and enhance social equity in climate resilience, contributing to Cambodia's sustainable development goals.

12.2 Strategic Objectives of the MPGCC

1. **Strengthen Gender-Responsive Policies and Coordination:** enhance collaboration between MoWA, sector ministries, civil society organizations, and the private sector to ensure gender considerations are integrated into climate change initiatives.
2. **Build Institutional Capacity:** develop the skills, structures, systems, and support mechanisms necessary for effective gender mainstreaming in climate investments, aligning with Sustainable Development Goals (SDGs).

3. **Demonstrate Gender-Related Impacts:** implement pilot projects to showcase the differential impacts of climate change on women and the benefits of gender-responsive climate actions.
4. **Enhance Emergency Preparedness and Healthcare:** improve emergency response systems and primary healthcare services, particularly for communities at higher risk due to climate change, with a focus on gender-sensitive approaches.
5. **Promote Economic Empowerment of Women:** introduce innovative financing schemes, such as micro-insurance and community revolving funds, to empower women vulnerable to climate and disaster risks.
6. **Facilitate Gender Mainstreaming in Sectoral Plans:** support sector ministries, civil society organizations, and private sector agencies in incorporating gender considerations into their climate action plans.
7. **Establish Monitoring and Advocacy Platforms:** develop a gender-inclusive results framework to monitor the impacts of climate change on women and share findings publicly to raise awareness and advocate for gender equality.
8. **Create Dialogue Platforms for Knowledge Sharing:** establish platforms to enhance the knowledge and capacity of government, civil society, and private sector agencies in gender-responsive climate action, linking with regional and global initiatives.

12.3 Implementation Challenges and Progress

Challenges remain in the implementation of the MPGCC. Women continue to be underrepresented in decision-making roles, particularly in climate policy development. For instance, the National Council for Sustainable Development (NCSD), which plays a crucial role in integrating climate action plans, has limited female representation, with no women among its 12 executive committee members and only two women among its 39 members. Women held only 16 out of 125 seats in the National Assembly, and a mere 15% of top ministry officials are women. This underrepresentation limits the effectiveness of gender mainstreaming efforts and underscores the need for institutional reforms to ensure women's active participation in climate governance.

To address these challenges, the MPGCC emphasizes the need for institutional changes that actively involve women in policymaking. By doing so, the plan aims to ensure that gender considerations are effectively integrated into climate actions, leading to more inclusive and sustainable outcomes.

XIII. CONCLUSIONS

Cambodia's climate change policies strongly commit to integrating gender equality and social inclusiveness. It recognized that climate vulnerability and resilience are closely linked to gender and social dynamics. Key frameworks such as the Master Plan on Gender and Climate Change (2018–2030), the Cambodia Climate Change Strategic Plan (CCCSP), and successive Nationally Determined Contributions (NDCs) embed gender-responsive and inclusive approaches throughout climate adaptation, mitigation, and disaster risk reduction efforts.

Despite progress, challenges remain, including limited coordination, insufficient gender-disaggregated data, social norms restricting women's participation, and underrepresentation of women in leadership roles. Institutional mechanisms like the Climate Change Technical Working Group and the Gender Mainstreaming Action Group work to address these gaps by promoting collaboration, capacity building, and technical support. The Mid-Term Review of CCCSP 2014-2023 highlights ongoing gaps in gender integration, stressing the need for systematic embedding of gender-responsive approaches, enhanced data collection, and prioritization of women's empowerment in climate finance. NDC Stocktake assessment found challenges and gaps remain especially in its implementation. Key gaps include limited capacity for consistent monitoring and data collection, insufficient accountability mechanisms, and the need for more effective integration of vulnerable groups in decision-making processes.

Addressing these challenges is essential to ensure that climate actions are truly inclusive, equitable, and capable of fostering resilience across all communities. Cambodia's Long-Term Strategy for Carbon Neutrality and National Green Growth Strategy similarly emphasize inclusive, gender-sensitive climate action as vital to sustainable development. Cambodia's Climate Change Strategic Plan (CCCSP), 2024-2033, demonstrates a strong commitment to gender integration and social inclusion by explicitly addressing the vulnerabilities and contributions of women in climate resilience. Through enhanced institutional capacity, increased participation of women in decision-making, and inclusive climate actions, the plan fosters equity and empowerment across all communities. This approach ensures that climate strategies are not only effective but also socially just, paving the way for a sustainable and inclusive future.

Cambodia's NDC 3.0 represents a progressive and inclusive approach to climate action by embedding gender integration and social inclusion at its core. Through active participation of the Ministry of Women's Affairs and targeted gender-responsive initiatives, the NDC prioritizes closing gender gaps, enhancing female participation in climate decision-making, and building institutional capacities for gender-sensitive planning. The emphasis on gender-disaggregated data and monitoring further ensures that the unique impacts of climate change on women and marginalized

groups are recognized and addressed. Overall, NDC 3.0 underscores Cambodia's dedication to gender equality and social inclusion as vital pillars for sustainable and effective climate action.

Programs like the National Program 2 (NP2) demonstrate decentralization of gender-responsive climate governance, promoting equitable participation and climate-resilient livelihoods at sub-national levels. The GESEI framework strategically advances gender equality and social equity at sub-national levels, recognizing the critical intersections between social inclusiveness and climate change impacts. Although the existing GESEI framework does not explicitly integrate climate change yet across all sub-national programs, it highlights the disproportionate vulnerabilities faced by women and marginalized groups due to climate-related shocks. The document presents the importance of gender-responsive climate policies, inclusive participation in climate decision-making, equitable access to resources, and addressing systemic social inequalities to strengthen resilience. The integration of GESEI principles into climate action at sub-national levels is vital to ensuring just, equitable, and effective responses to climate change impacts. Cambodia has made significant policy strides to integrate gender equality and social inclusion (GESI) into climate action through the Gender and Climate Change Action Plan and inclusive governance frameworks. The Gender Equality, Disability, and Social Inclusion (GEDSI) framework further strengthens the focus on marginalized groups' vulnerabilities and inclusion.

Strengthening gender-responsive climate policies, enhancing representation, and removing social and economic obstacles are essential to building inclusive, equitable, and sustainable climate adaptation and mitigation strategies that benefit all segments of Cambodian society. Cambodia's approach views gender equality and social inclusion not only as social justice imperatives but as strategic necessities for effective climate resilience. Continued efforts to strengthen institutional capacities, improve data systems, and dismantle social barriers are essential to advancing a climate agenda that empowers women and vulnerable communities, ensuring an equitable and sustainable transition toward climate resilience and carbon neutrality. Following summaries gaps and challenges to be considered to address in gender integration and social inclusiveness in climate change initiatives:

1. **Social norms and cultural barriers:** Entrenched social and cultural norms restrict women's full participation in decision-making processes and leadership roles. Marginalized groups, including ethnic minorities and persons with disabilities, face systemic exclusion from climate governance.
2. **Underrepresentation in leadership and decision-making:** Women remain underrepresented in leadership positions within climate policy and implementation bodies, limiting gender

perspectives in strategic climate actions. The Master Plan on Gender and Climate Change identifies this as a key barrier to achieving meaningful gender mainstreaming.

3. **Inadequate data collection and disaggregation:** Persistent lack of comprehensive, gender-disaggregated data and diversity-sensitive statistics hampers evidence-based planning and monitoring. Limited data on gender-specific climate impacts and marginalized groups reduces accountability and targeted action.
4. **Insufficient institutional capacity for gender mainstreaming:** Institutions often lack adequate skills, resources, and frameworks to systematically embed gender-responsive approaches at all levels of climate policy and programs. Capacity building efforts are needed to enhance gender analysis and inclusive planning capabilities.
5. **Limited access to climate finance and resources:** Climate finance mechanisms often do not prioritize gender equality sufficiently, restricting women's and marginalized communities' access to adaptation and mitigation resources. Inclusive and gender-sensitive financing remains a critical challenge.
6. **Limited coordination among stakeholders:** Despite institutional mechanisms like the Gender Mainstreaming Action Group, there remains insufficient coordination across agencies and actors, limiting the effectiveness of gender-responsive climate initiatives.
7. **Challenges in translating policy commitments into concrete actions:** Despite strong policy frameworks (e.g., CCCSP, NDCs, MPGCC), there is a gap in effectively implementing gender and social inclusion commitments on the ground. Bridging the gap between policy and practice requires sustained resource allocation and targeted programmatic efforts.
8. **Inadequate monitoring and evaluation:** Systems to track progress on gender and social inclusiveness are underdeveloped or inconsistently applied. This limits the ability to measure impact and improve interventions based on gender-sensitive indicators.
9. **Infrastructure and resource gaps:** Persons with disabilities and marginalized populations face infrastructural challenges that limit their ability to benefit from climate programs. Social exclusion is compounded by limited targeted programs addressing intersectional vulnerabilities.
10. **Insufficient engagement:** While women's empowerment is emphasized, inclusion of indigenous peoples, youth, ethnic minorities, and persons with disabilities is still not fully mainstreamed. More deliberate and meaningful participation of diverse marginalized groups in climate decision-making is needed.
11. **Gaps in private sector engagement on gender-responsive climate action:** The private sector's role in adopting gender-sensitive environmental and social governance is limited.

Partnerships to scale equitable climate solutions involving businesses remain underdeveloped.

12. **Challenges at the sub-national level:** Gender equality and social inclusion principles are not fully mainstreamed into local and sub-national climate governance and planning. Capacity constraints and resource limitations at decentralized levels impede inclusive climate resilience-building.

While Cambodia shows strong commitment through policies and frameworks, actualizing gender integration and social inclusiveness faces multifaceted challenges—cultural, institutional, data-related, financial, and participatory. Addressing these gaps requires strengthened institutional capacities, better data systems, dismantling social norms, increased leadership opportunities for women and marginalized groups, and enhanced resource allocation with robust accountability.

REFERENCES

1. EmPower (2019). Policy Brief: Review of Policy Commitments for Integrating Gender Issues into Climate Change Action and Disaster Risk Reduction in Cambodia. Phnom Penh 2019.
2. FHI 360 (2021). Civil Society Support Activities: Gender Equality, Disability and Social Inclusion Plan.
3. Family Health International (2021). Civil Society Support Activity (CSS): Gender Equity, Disability and Social Inclusion.
4. International Bank for Reconstruction/The World Bank (2024). Empowering Women for Climate Resilience in Cambodia
5. MOE (2025). The Cambodia Climate Change Strategic Plan (CCCSP), 2024-2033. Phnom Penh. Phnom Penh
6. MOE (2025). Draft Nationally DC 3.0 for Pre-reading before the National Consultative Workshop. Phnom Penh.
7. MoWA (2014a). Cambodia Gender Assessment of Policy Brief on Gender and Climate Change: Green Growth and Disaster Risk Management.
8. MoWA (2014b). Gender and Climate Change Action Plan (GCCAP), 2014-2018.
9. MoE (2024). NDC Stocktake: Assessment of Cambodia's Financial Landscape and Opportunities for NDC 3.0
10. MoWA (2017). Mainstream Gender into Adaptation Investments: Guidelines for Policy Makers and Practitioners.
11. MoWA (2024). Neary Rattanak VI: Five Year Strategic Plan for Promoting Gender Equality and Empowering Women and Girls, 2024-2028. Phnom Penh 2024.
12. MoWA (2013). Climate Change Strategic Plan for Gender and Climate Change (2013-2023). Phnom Penh 2013.
13. MoWA (2018). Master Plan on Gender and Climate Change 2018-2030. Phnom Penh 2018.
14. NCDD (2021). NP2 Gender Equality and Social Equity and Inclusiveness Mainstreaming Strategy.
15. NCSD (2019). Mid-term review of Cambodia Climate Changes Strategic Plan, 2014-2023. Phnom Penh.
16. NCDS (2021). Long Term Strategy for Carbon Neutrality. Phnom Penh
17. National Council on Green Growth (2013). National Strategic Plan on Green Growth, 2013-2030.

18. NCDD (2021). National Program on Sub-National Democratic Development Phase 2 (2021-2030). NCDDS, Phnom Penh 2021.
19. NCDDS (2024). Entity Work Program on Climate Change Phase 2 (2024-2028) for Green Climate Fund. NCDDS, Phnom Penh 2024.
20. Plan International (2018). Gender Mainstreaming into Community-Based Climate Change Adaptation in Cambodia.
21. Polin N, Ratha P, (2024). Ndc Stocktake: Assessment of Cambodia's NDC Implementation and Roadmap Toward NDC3.0.
22. UN Women and CDRI (2021). State of Gender Equality and Climate Change in Cambodia. Phnom Penh.
23. WB (2024). Cambodia Country Gender Action Plan 2025-2029.
24. WB (2024). Empowering Women for Climate Resilience in Cambodia. Phnom Penh 2024.

NCDD Secretariat

Located in Ministry of Interior (Building V)
Norodom Boulevard, Tonle Bassac Sangkat,
Chamkarmon Khan, Phnom Penh

Email: info@ncdd.gov.kh
Website: www.ncdd.gov.kh
Facebook: www.facebook.com/ncdds