



**National Committee for Sub-National Democratic Development**



# **TRAINING MODULES**

## **Gender Integration Into Climate Policy and Country Program**

**EmPower: Women for Climate-Resilient Societies Phase II Project**

**Support By:**



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## PREFACE

Climate change presents significant and growing challenges to Cambodia's sustainable development, affecting ecosystems, livelihoods, food security, and economic stability. These impacts are experienced differently across populations, often placing disproportionate burdens on women and vulnerable groups. Integrating gender and social inclusion into climate policy and country programming is essential to ensuring that climate responses are equitable, effective, and sustainable. The Training Modules on Gender Integration into Climate Policy and Country Program in Cambodia have been developed to support this objective by strengthening institutional capacity and promoting gender-responsive approaches in climate governance.

These training modules were prepared for capacity-building on gender and social inclusion integration into climate policy and country programs under the EmPower Project Phase II funded by the United Nations Environment Program (UNEP) and implemented by the National Committee for Sub-National Democratic Development Secretariat (NCDD-S). This initiative reflects a shared commitment to advancing gender equality while enhancing Cambodia's resilience to climate change at both national and subnational levels.


The designed modules target key stakeholders including the Climate Change Technical Working Group (CCTWG), the NCDD-S Climate Group, Gender Mainstreaming Action Groups (GMAG) of line ministries and agencies, the energy technical team of the Ministry of Environment, women's working groups, and relevant NCDD-S-involved divisions. By focusing on these institutions, the training aims to foster leadership, strengthen coordination, and encourage systematic gender integration throughout the climate policy cycle from formulation and planning to implementation and monitoring.

The training consists of nine modules delivered through an intensive 15-hour program with pre- and post-training assessments to support measurable learning outcomes. Tailored for government officials, policymakers, and development practitioners, the curriculum combines conceptual learning with practical tools and interactive exercises to enhance participants' ability to apply gender integration principles in their respective areas/sectors of work. Key topics include gender concepts and analytical frameworks, data and evidence-based approaches, gender-responsive budgeting and planning, monitoring and evaluation methods, and institutional coordination mechanisms. Group exercises and role-playing sessions further enable participants to analyze local contexts, address implementation challenges, and develop gender-responsive climate action plans for priority sectors.

Collectively, these modules serve as a practical resource for policymakers and decision-makers engaged in climate change responses and gender integration. The training is particularly effective when delivered through a concentrated, multi-day format at the province, allowing participants to fully engage in the learning process with minimal distraction from routine responsibilities. By the end of the training, participants are expected to gain both a solid conceptual foundation and practical skills to advance gender-responsive climate action across sectors in Cambodia.

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 Nations 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 developing and compiling these training modules.

It is hoped that this resource will contribute meaningfully to strengthening institutional capacity and advancing inclusive, resilient, and gender-responsive climate policies and programs for Cambodia's sustainable future.



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## **TRAINING MODULES**

### **GENDER INTEGRATION INTO CLIMATE POLICY AND COUNTRY PROGRAM**

#### **I. INTRODUCTION**

This document is a compilation of capacity building-training sessions materials focused on Integrating Gender and Gender Equality and Social Inclusion into Cambodia's climate policies and country programs. The overall purpose of this training modules on Gender and GESI integration into Climate Policy and Country Programs in Cambodia is to enhance overall capacity-building objective as to strengthening the technical knowledge, analytical skills, and practical capacities of policymakers, planners, and program contributors to systematically integrate gender and GESI into Cambodia's climate policies, strategies, and country programs at both national and sub-national levels.

The training modules is best suited for climate and gender, gender-responsive climate policies, strategies, and programs related actors, policy makers, contributors, developers, technical implementers, climate project designers and coordination focal points at national and sub-national levels ensuring that gender and GESI integrated as technical sound and practical achievement. The immediate trainees targeted are CCTWG members, Renewable Energy Team of GDPS, GMAG members of line ministries and agencies, Gender Working Group members of NCDD, Climate Change Group Members of NCDD, and Key Staff of Divisions of NCDD-S.

At the start of the training, the trainer may explain that effective integration of gender and GESI into climate policies and country programs requires policymakers and key contributors to understand a complete and connected set of concepts, tools, and practical approaches. This training module series is designed to guide participants step by step from building understanding of core gender concepts and gender differentiated climate vulnerabilities to applying gender integration frameworks in policy and program design. Participants will explore how gender-responsive idea, sex-disaggregation information, and appropriate analysis support evidence-based decision-making.

The modules will also address how resources can be allocated more equitably through gender-responsive budgeting and planning and how progress and impacts can be tracked through gender-responsive monitoring and evaluation systems, and how effective stakeholder engagement and coordination can strengthen implementation. These modules aim to equip participants with the knowledge and practical skills needs to translate gender commitments into concrete, inclusive and effective climate actions in Cambodia.

target policy makers, key contributors need to know a series of integration and gender-response in climate policy and country program as included gender concept, gender issues and climate vulnerability, gender integration framework, gender-sex-data and methodologies, gender responsive resource allocation, budgeting, and planning, gender responsive monitoring and evaluation, and stakeholder engagement and coordination.

## II. TRAINING MODULES

This training module has been developed to support national capacity building on the integration of gender into climate change policies and country programs in Cambodia. Recognizing that climate change impacts women and men differently, the training emphasizes the importance of gender-responsive approaches to ensure inclusive, equitable, and effective climate action across sectors.

The training consists of **nine modules**, delivered through an **intensive 15-hour training program**, including pre- and post-training assessments. It is designed for government officials, policy makers, and development practitioners involved in climate policy formulation, planning, implementation, and monitoring. The modules combine conceptual learning with practical tools and interactive exercises to strengthen participants' ability to apply gender integration principles throughout the climate policy cycle.

The training covers key concepts, analytical frameworks, data and budgeting approaches, monitoring and evaluation tools, and coordination mechanisms for gender integration. Practical group exercises and role-playing sessions are included to enable participants to analyze local contexts, address implementation challenges, and develop gender-responsive climate action plans for key sectors. Together, these modules aim to enhance institutional capacity to mainstream gender effectively into national and subnational climate policies and programs. By the end of the training, participants are expected to gain both a solid conceptual foundation and practical tools for advancing gender-responsive climate action across sectors in Cambodia.

The training modules are structured as follows:

- **Module 0** introduces key terminologies related to gender integration and climate change policy, ensuring a shared understanding among participants.
- **Module 1** provides an overview of gender, climate change linkages, and relevant gender integration frameworks.
- **Module 2** engages participants in a group exercise to analyze local realities and challenges for gender integration in Cambodia's climate action.
- **Module 3** focuses on gender data, data systems, and analytical approaches to inform evidence-based climate policies.
- **Module 4** covers resource allocation, gender-responsive budgeting, and planning in climate programs.
- **Module 5** addresses monitoring and evaluation approaches for gender-responsive climate actions.
- **Module 6** includes a group exercise on drafting gender-responsive climate action plans for key sectors.
- **Module 7** highlights stakeholder collaboration and coordination mechanisms for effective gender integration into climate policies and programs.
- **Module 8** concludes with a role-playing exercise to strengthen stakeholder engagement and communication skills



## MODULE 0:

### KEY-TERMINOLOGIES ON GENDER INTEGRATION AND CLIMATE CHANGE POLICY

To support trainee understanding and engagement throughout the training, it is recommended to introduce key technical terms before the main sessions begin, as these terms used frequently during the training.

**Time for this module 0:** this module 0 should be conducted within 20 to 30 minutes.

No.	Key terms	Terms meaning	Short examples in context of climate change issues
1	Gender equality	Equal rights, responsibilities, and opportunities for people of all genders	Gender equality in climate change ensures women and men have equal access to climate information, resources, and decision-making opportunities to build resilience.
2	Gender equity	Fair treatment that accounts for different needs, leading to equal outcomes.	Gender equity in climate change means providing women with targeted support, such as climate training and access to finance, to address existing disadvantages and ensure they can adapt as effectively as men.
3	Social inclusion	Ensuring marginalized groups participate fully in social, economic, and political life	Social inclusion in climate change means involving vulnerable groups such as women, youth, ethnic minorities, and people with disabilities in planning and decision-making so they can equally benefit from adaptation and resilience efforts.
4	Inclusive development	Development approach that ensures all individuals and groups, especially marginalized populations, can participate in, benefit from, and influence economic, social, and political progress	Inclusive development in climate change ensures that women, men, youth, ethnic minorities, and people with disabilities all have equal access to climate information, resources, and adaptation benefits.
5	Gender Dynamic	The way gender roles, power relations, and interactions between women, men, and other genders influence behaviors, decision-making, and access to resources.	Climate change affects gender dynamics, as women often take on additional unpaid care and livelihood responsibilities during droughts, while men migrate for work, shifting household roles and decision-making patterns.
6	Gender Dimension	A specific aspect of a situation, policy, or program	The gender dimension of climate change recognizes that women and men

		that relates to gender roles, needs, inequalities, or impacts.	experience climate impacts differently due to roles, responsibilities, and access to resources, which must be considered in adaptation planning.
7	Gender analysis	A process of identifying differences in roles, needs, and power between women and men to address gender inequalities.	Gender analysis in climate change examines how women and men are differently affected by climate risks and identifies their distinct needs, capacities, and access to resources to inform equitable adaptation planning.
8	Gender Assessment	A systematic analysis of gender roles, inequalities, needs, and opportunities to inform policies, programs, or project design	A gender assessment in climate change evaluates how women and men are impacted differently by climate hazards and identifies gaps in participation, resources, and decision-making to guide more equitable climate actions.
9	Women empowerment	Increasing women's control over decisions, resources, and leadership roles	Women's empowerment in climate change means strengthening women's skills, leadership, and access to resources so they can actively shape adaptation decisions and improve their resilience.
10	Gender budgeting	Allocating funds to address gender inequalities	Gender budgeting in climate change ensures financial resources are allocated to address women's and men's specific climate adaptation needs and promote equal benefits.
11	Gender-Specific Indicator	A measurement tool designed to track progress or outcomes related directly to gender equality or differences between genders.	A gender-specific indicator in climate change could measure the percentage of women farmers trained in climate-resilient practices to track equitable access and benefits.
12	Intersectionality	How overlapping identities (gender, age, ethnicity, disability, poverty) shape vulnerability	Intersectionality in climate change recognizes that women's climate risks may be intensified by other factors such as age, disability, ethnicity, or income level, leading to different adaptation needs within the same community.
13	Vulnerable and marginalized groups	Populations excluded due to gender, ethnicity, disability, age, or social status	Vulnerable and marginal groups—such as women-headed households, ethnic minorities, the elderly, and people with disabilities—face higher climate risks due to limited resources and reduced access to information and services.

14	Indigenous peoples' rights	Recognizing Indigenous knowledge, land rights, and participation in decision-making	Upholding Indigenous peoples' rights in climate change means respecting their land, knowledge, and decision-making authority while supporting climate actions that protect their cultural identity and livelihoods.
15	Social Norm	Shared rules or expectations that guide how people in a community are expected to behave	Social norms—such as expectations that women stay home during climate emergencies—can limit their access to information and decision-making, increasing vulnerability to climate risks.
16	Gender Budget Tagging	A system that labels and tracks budget allocations to see how much supports gender equality.	Gender Budget Tagging in climate change tracks how much of the adaptation budget directly benefits women and men, helping ensure resources support gender-responsive actions.
17	Gender Marker	A scoring tool used to rate how well a policy, program, or budget promotes gender equality	A Gender Marker in climate change planning rates how well a project integrates gender equality, helping ensure actions address the needs of both women and men.
18	Accountability mechanisms	Systems to ensure climate actions meet equity and inclusion standards	Accountability mechanisms in climate change include grievance systems and monitoring processes that ensure climate actions meet commitments to transparency, equity, and community needs.
19	Climate-resilient development	Development that reduces vulnerability to climate shocks	Climate-resilient development strengthens communities' ability to adapt to climate impacts while improving livelihoods, infrastructure, and natural resources for long-term sustainability.
20	Climate adaptation	Actions that help people and ecosystems adjust to climate impacts	Climate adaptation involves adjusting farming, infrastructure, and community practices to reduce vulnerability and build resilience to climate impacts such as floods and droughts.
21	Climate mitigation	Efforts to reduce greenhouse gas emissions	Climate mitigation focuses on reducing greenhouse gas emissions, such as by expanding renewable energy or improving forest protection, to slow global warming
22	Nationally Determined	A country's climate commitments under the	Nationally Determined Contributions outline each country's climate goals and



	Contributions	Paris Agreement	actions to reduce emissions and adapt to climate impacts under the Paris Agreement.
23	National Adaptation Plans	Government plans to manage climate risks across sectors	National Adaptation Plans guide countries in identifying priority climate risks and implementing long-term strategies to strengthen resilience across sectors and communities.
24	Climate-smart governance	Decision-making that integrates climate risks, promote sustainable and equitable, and resilience into policies, plans, and institutions	Climate-smart governance ensures that climate risks and resilience are integrated into policies, planning, and budgeting to guide fair and effective climate action.
25	Just transition	Shifting to a green economy in ways that protect workers and vulnerable groups.	A just transition supports workers and communities affected by the shift to low-carbon economies, ensuring that climate solutions create fair employment and shared benefits.
26	Climate policy mainstreaming	integrating climate change considerations into all relevant government policies, plans, and programs	Climate policy mainstreaming means integrating climate risks and resilience into national and local development plans, budgets, and sector policies to ensure coordinated and effective climate action.
27	Climate risk assessment	Evaluating climate hazards and who is most vulnerable	Climate risk assessment identifies who and what are most exposed to hazards like floods and droughts, helping guide targeted adaptation actions to reduce future impacts.
28	Gender-responsive climate policy	Climate policy designed to address gender-specific needs and roles	A gender-responsive climate policy ensures women and men have equal access to resources, information, and decision-making, and addresses their specific climate risks and capacities.
29	Inclusive climate governance	Ensuring women, youth, and marginalized groups participate in climate decision-making	Inclusive climate governance ensures women, youth, Indigenous peoples, and other vulnerable groups are actively involved in climate planning and decision-making.
30	Gender-responsive adaptation planning	Designing climate adaptation actions that address different needs, roles, and vulnerabilities of women and men	Gender-responsive adaptation planning identifies and addresses the different climate risks faced by women and men, ensuring equitable access to resources and resilience benefits.

31	Gender-sensitive vulnerability assessment	Analyzing climate risks by considering how vulnerabilities differ for women, men, and other groups	A gender-sensitive vulnerability assessment analyzes how women and men are differently exposed to climate hazards and identifies specific barriers to resilience
32	Rights-based approach	Ensuring climate actions respect human rights	A rights-based approach to climate change ensures that adaptation and mitigation actions protect and uphold people's fundamental rights, including participation, equality, and access to resources.
33	Inclusive climate financing	Climate funds that prioritize equitable access for marginalized groups	Inclusive climate financing ensures climate funds are accessible to women, youth, Indigenous peoples, and other vulnerable groups, enabling them to implement resilience and adaptation solutions.
34	Equitable resource allocation	Distributing climate resources fairly across different demographic groups	Equitable resource allocation in climate action ensures funding, technology, and support are fairly distributed so that vulnerable groups can adapt and benefit alongside others.
35	Women's leadership in climate decision-making	Promoting women's roles in climate governance, planning, and adaptation	Women's leadership in climate decision-making ensures women play active roles in shaping adaptation plans, policies, and community resilience actions.



## **MODULE 1:**

### **INTRODUCTION TO GENDER, CLIMATE CHANGE, AND INTEGRATION FRAMEWORKS**

This training module 1 (referring session 1 for training materials): Introduction to Gender, Climate Change, and Integration Frameworks sets the foundation for understanding why and how gender matters in climate action. Climate change does not affect women, men, and marginalized groups in the same way; existing social roles, access to resources, decision-making power, and vulnerabilities shape how different groups experience climate risks and benefit from climate policies and programs. This module introduces key gender concepts and highlights the linkages between gender inequality and climate vulnerability. It also explores how gender and Gender Equality and Social Inclusion (GESI) can be systematically integrated into climate policies, programs, and country strategies. Through the three sub-modules, participants will build a shared understanding of gender analysis, gender mainstreaming, and practical gender integration frameworks and processes that support more inclusive, effective, and sustainable climate action in Cambodia.

**Time for this module 1:** should be conducted within 80 - 90 minutes with a short break in between.

#### **Module Expectation:**

Expected Learning Outcome: participants will be able to:

- Understand key gender concepts and their relevance to climate policy and program in Cambodia
- Be able to explain gender analysis including how to identify gender roles, needs, gaps and power dynamics
- Be recognized climate vulnerability dimensions and identified linkage gender inequalities and climate impacts in key sectors
- Become familiar with major gender integration framework
- Apply concepts to assess where gender considerations should be integrated into national climate policies and country program.

## SUB-MODULE 1.1:

### GENDER, GENDER ANALYSIS AND MAINSTREAMING, AND CLIMATE VULNERABILITY

#### What is Gender?

- **Gender** = Not the same as **biological sex**, it is **socially constructed roles**, norms, behaviors, and expectations assigned to men, women, and diverse gender identities.
- Gender norms influence
  - ✓ Access to land and property
  - ✓ Control over income & natural resources
  - ✓ Decision-making in households & communities
  - ✓ Participation in governance and climate action
  - ✓ Education & livelihood opportunities
- These influence how climate change impacts individuals differently.

#### Why Gender Matters in Climate Action

- Women often rely more on climate-sensitive livelihoods (e.g., agriculture, water collection, fisheries)
- Limited access to resources (land, credit, technology) limits adaptive capacity
- Social norms may restrict mobility or participation in decision-making
- Women's knowledge traditional practices, resource management is essential for resilience.

#### Gendered Impacts of Climate Change

##### Disproportionate Effects in Key Areas:

- **Agriculture:** Reduced yields increase women's labor burden.
- **Water & Sanitation:** Scarcity heightens women's time and safety concerns.
- **Health:** Higher risks from heat stress, vector-borne diseases, and disasters.
- **Migration & Social Vulnerability:** Women may face violence, loss of income, and exclusion

#### Gender Mainstreaming

- A strategy to **integrate gender equality considerations** into all policies, programs, and decision-making processes
- Ensures equitable access, participation, benefits, and leadership
- Moves beyond "women as victims" to empowering women as agents of change in climate action.

#### Cambodia's Policy Framework Supporting Gender Mainstreaming

##### National mechanisms already in place:

- Gender and Climate Change Strategic Plan (GCCSP) by the Ministry of Women's Affairs

- Master Plan on Gender and Climate Change
- Gender Equality and Social Equity and Inclusiveness Mainstreaming Strategies (GESEI)
- National Adaptation Plan (NAP) – includes gender-sensitive adaptation priorities
- Nationally Determined Contribution (NDC) – integrates gender considerations
- Rectangular Strategy & National Strategic Development Plan – emphasizes inclusive development

### Gaps & Challenges for gender mainstreaming

- Limited gender-disaggregated data in climate sectors
- Funding gaps for gender-responsive programs
- Insufficient representation of women in climate negotiations and technical bodies
- Traditional norms restricting women's leadership roles
- Need for capacity building for ministries and local authorities

### Recommendations for Strengthening Gender Mainstreaming

#### Policy Level

- **Integrate gender analysis** across all climate strategies and budgets
- **Strengthen coordination** between Ministry of Environment & Ministry of Women's Affairs
- **Adopt gender-responsive budgeting** in climate programs

#### Program Level

- **Ensure women's participation** in climate project planning, implementation, and evaluation
- Use **gender-disaggregated data** and gender-sensitive indicators
- Provide **training on gender-responsive** climate solutions

#### Community Level

- Promote **women's leadership** in local climate committees
- **Enhance livelihood diversification for women**
- Support **social protection systems** for climate-vulnerable households

### Gender Analysis?

A process of identifying differences in roles, needs, and power between women and men to address gender inequalities.

- A systematic approach to examine:
  - ✓ Gender roles & responsibilities
  - ✓ Differences in needs, capacities, vulnerabilities
  - ✓ Access to and control over resources
  - ✓ Decision-making power
  - ✓ Institutional barriers & opportunities
- Gender analysis helps design **inclusive climate solutions**



## Purpose of Gender Analysis in Climate Programs

- Identify who is **most vulnerable** and why
- Ensure **equitable access** to climate resources
- Improve **effectiveness** of adaptation/mitigation actions
- Strengthen **participation** of women and marginalized groups
- Support **gender-responsive policy making**

## Gender Vulnerability in Climate Change

- Women often have less access to: land ownership, financial resources, technology, and formal information channels
- Mobility restrictions impact evacuation during disasters
- Increased **workload** during climate stresses (water collection, caregiving)
- Women-headed households are at higher risk of losing crops, livestock, or income

## Cambodia-Specific Climate Vulnerability

- Women dominates by rural women depend on climate-sensitive livelihoods (rice farming, fisheries)
- Women farmers disproportionately affects (flood-prone areas, ..)
- Indigenous minorities rely on forests vulnerable to degradation
- Young people face unstable climate-driven employment
- Disability remain limited inclusive preparedness and early warning systems

## Gender Analysis in Cambodia's Climate Policy Context

- National climate strategies mention gender but implementation varies
- Limited sex- and age-disaggregated data in climate sectors
- Women's leadership in climate decision-making remains low
- Social norms may restrict women's participation
- Increasing focus on Gender and Climate Change Action Plans (GCCAP) is a positive step

## Applying Gender Analysis in Climate Policies

- **Assess differential impacts:** Examine how climate hazards affect women and men differently (livelihoods, health, water, energy, mobility).
- **Identify gender gaps:** Access to information, finance, technology, land rights, and participation in climate-related decisions.
- **Analyze institutional frameworks:** Review national climate policies (NDC, NAP, NRDSP, sector plans) for gender integration.
- **Consult diverse groups:** Engage women's groups, indigenous communities, youth, and vulnerable households in policy processes.

- **Integrate gender-responsive measures:** Add actions that reduce gender inequalities and enhance resilience.

#### Applying Gender Analysis in Climate Program (To make country programs more effective)

- Conduct **gender-responsive climate vulnerability assessments**
- Identify differentiated capacities and barriers
- Ensure **inclusive consultation** processes
- Integrate gender indicators into MEL frameworks
- Allocate **gender-responsive budgets**
- Build institutional capacity at national & subnational levels

#### Key Messages

- Gender and climate change are deeply interconnected
- Gender analysis strengthens climate resilience and policy outcomes
- Women and marginalized groups must be central to Cambodia's climate agenda
- Climate programs work better when they are inclusive, participatory, and equitable.



## SUB-MODULE 1.2: GENDER AND GESI INTEGRATION IN CLIMATE POLICIES AND PROGRAMS

### Why GESI Matters in Climate Action

- Climate impacts are unequal across gender, age, ethnicity, disability status, and livelihood
- Women and marginalized groups often have less access to land, information, finance, and decision-making
- Integrating GESI leads to more effective, sustainable, and locally grounded climate solutions
- Climate justice requires that no one is left behind (LNOB)

### Key GESI Concepts

- Gender Equity & Equality
- Social Inclusion
- Intersectionality
- Human Rights–Based Approach (HRBA)
- Inclusive Participation & Representation
- Do No Harm & Safeguards
- Empowerment & Access to Opportunities

### Cambodia Climate & Social Context

- Strong national frameworks supporting gender equality
- Vulnerable populations in rural and flood-prone areas
- High dependency on climate-sensitive livelihoods (agriculture, fisheries)
- Limited participation of women, indigenous peoples, and persons with disabilities in climate planning
- Subnational institutions increasingly involved in climate adaptation planning

### Gendered Climate Impacts in Cambodia

#### Women & girls:

- Increased workload during climate shocks
- Reduced economic opportunities during drought/flood
- Limited access to land titles restricts adaptation decisions

#### Marginalized groups:

- Indigenous communities: loss of customary land, forest resources
- Youth: limited voice in climate policy
- People with disabilities, old people: inadequate access to early warning systems

**technologies, credit, and extension services.**

- Social norms may restrict women's participation in training or leadership roles

**Programs should ensure:**

- ✓ Women-targeted capacity building
- ✓ Gender-sensitive extension services
- ✓ Inclusive climate-smart agriculture

**Sector Reflections (Water, Energy, DRR)**

**Water & Sanitation:**

- Women bear the burden of water collection, affected by droughts and floods.
  - Gender-responsive water security and WASH

**Energy:**

- Women rely heavily on biomass for cooking;
  - Clean energy transitions reduce health risks.

**Disaster Risk Reduction:**

- Women often excluded from decision-making committees
- PwD and older people face mobility and evacuation challenges

**BARRIERS AND OPPORTUNITIES TO INTEGRATE GESI IN CLIMATE POLICY**

**Barriers**

- Social norms limiting leadership opportunities
- Limited gender-disaggregated data
- Climate policies may overlook vulnerable groups
- Weak coordination between climate and gender ministries
- Limited funding for gender-responsive climate action.

**Opportunities**

- Gender and Climate Change Action Plan (GCCAP) provides clear guidance
- Sub-national climate planning offers entry points for inclusion
- Growing youth groups active on climate issues
- Increased climate finance available for gender-responsive projects
- Integration of digital tools for inclusive early warning systems

**GESI Entry Points for Climate Policy**

- Embed and strengthened GESI in NDCs, CCCSP, SCCSP, SCCAP,
- Strengthen coordination and collaboration of MoE–MoWA-NCDD in climate planning
- Expand gender-focused components in climate resilience programs
- Support Commune Investment Plans (CIP) and Commune Development Plans (CDP) to include GESI

**Steps to Integrate GESI in Country Program**

- Conduct GESI Analysis (identify groups at risk)
- Engage marginalized groups in consultative processes
- Develop GESI-responsive strategies for each climate sector

- Build capacity of government and implementing partners
- Design gender-responsive budgets
- Monitor using sex, age, and disability-disaggregated data (SADDD)
- Ensure inclusive benefit-sharing

#### Key Messages

- Climate change reinforces existing gender and social inequalities
- Addressing GESI is not optional, it is essential for effective adaptation and resilience
- Cambodia has strong frameworks; implementation must be strengthened with inclusive participation, data, and investment.

#### Conclusions

- Gender mainstreaming is not optional, it is essential for effective climate policy
- Cambodia has made strong progress, but continued commitment is needed
- Empowering women strengthens climate resilience, economic development, and social equity
- A gender-responsive approach ensures no one is left behind in Cambodia's climate transition





## SUB-MODULE 1.3: GENDER INTEGRATION FRAMEWORKS AND PROCESS

### INTRODUCTION

- ✓ Climate change impacts are **disproportionately gendered**
- ✓ Effective climate policy requires **embedding gender equality** principles at all levels
- ✓ Cambodia has national, regional, and global frameworks **guiding gender integration**
- ✓ This presentation provides an overview of these frameworks and their relevance for country program design.

### Gender Integration frameworks

#### Gender integration

- Systematically incorporating gender considerations into:
  - Policy development
  - Program design and implementation
  - Budgeting
  - Monitoring & evaluation
- Ensures equitable participation, benefits, and outcomes for all genders

#### Gender integration frameworks

- Policies, strategies, and guidelines ensuring gender considerations are **systematically applied**
- **Provide tools** for analysis, planning, budgeting, implementation, and monitoring
- Support equitable, inclusive, and effective climate interventions

### Key Purposes of Gender Integration Frameworks

- Understand **gender-differentiated vulnerabilities and capacities**
- Ensure **equitable distribution** of climate benefits
- Promote **women's leadership** and participation
- Reduce **gender gaps** in climate-sensitive sectors
- Guide donor alignment and national program design

### Cambodia's Gender & Climate-Specific Frameworks

1. **Neary Rattanak IV: Five-year Strategic Plan For Promoting Gender Equality And Empowering Women And Girls 2024-2028**
2. **Master Plan on Gender and Climate Change (2018-30)-** to institutionalize gender in climate adaptation, mitigation, and disaster risk reduction
3. **Gender Equality and Social Equity and Inclusiveness Mainstreaming Strategy (GESEI) of NCDD**
4. **Gender & Climate Change Strategic Plan (GCCSP):** integrates gender into climate policy and programs across ministries.
5. **Gender Mainstreaming Action Plans (GMAPs):** earlier action plan to strengthen capacity, reduce vulnerabilities, and promote low-carbon economic opportunities for women
6. **Gender-Responsive Climate Change Budgeting Initiatives:** Pilot efforts for integrating gender into climate expenditure tracking
7. **Pentagonal Strategy Phase I (Growth, Employment, Equity, Efficiency & Sustainability):** includes gender equality as part of sustainable and resilient development

### Regional Frameworks Relevant to Cambodia

- ASEAN Gender Mainstreaming Strategic Framework
- ASEAN Climate Change Strategic Plan (gender considerations integrated)
- Mekong Region gender & climate resilience initiatives: *Promote harmonized gender-responsive approaches across Southeast Asia*

### Global Framework relevant to Cambodia

- UNFCCC Gender Action Plan (GAP)
- Paris Agreement – Gender-Responsive Adaptation & Capacity Building
- CEDAW General Recommendation 37 on Gender & Climate Change
- Sustainable Development Goals (SDG 5 & SDG 13)
- IPCC Social Dimensions Approach: *Sets global expectations for gender-responsive climate policy.*

### Key Gender Integration Principles in Cambodia's Climate Frameworks

- Equity & non-discrimination
- Inclusive participation of women & vulnerable groups
- Gender-responsive budgeting and climate finance
- Use of gender-disaggregated data
- Gender-sensitive monitoring & reporting
- Capacity development for ministries and subnational authorities

### Tools Used for Gender Integration into Climate Policy and program

- Gender analysis (national, subnational, sectoral)
- Gender action plans (GAPs)
- Gender-responsive climate finance assessments
- Social and environmental safeguards
- Gender-disaggregated M&E systems
- Community consultations with women and marginalized groups

### Gender Integration Entry Points in Cambodia's Climate Policy

#### Policy Level

- Include gender criteria in climate strategies and budgets
- Strengthen MoE-MoWA-NCDD coordination

#### Program Level

- Gender-sensitive project design and risk assessments
- Women's leadership in climate committees

#### Community Level

- Support women-led climate solutions
- Ensure accessibility to climate information and early warning systems

### Gaps & Challenges

- Limited gender-disaggregated data
- Skills gaps in gender-responsive climate planning
- Underrepresentation of women in decision-making bodies
- Insufficient funding and resources for gender-specific climate actions
- Technical capacity gaps in ministries and sub-national bodies
- Social norms restricting women's participation

### Process of Gender Integration

The process typically involves:

1. Gender Analysis
2. Stakeholder Engagement & Consultation
3. Planning & Design of Gender-Responsive Interventions
4. Gender-Responsive Budgeting
5. Implementation with Gender Considerations
6. Monitoring, Evaluation & Learning (MEL)
7. Institutional Strengthening & Capacity Building

### Step 1- Gender Analysis

Use national tools from MoWA and line ministries for conduct Gender Analysis:

- Assess gender roles, responsibilities, decision-making, and climate vulnerability.
- Identify barriers faced by women and marginalized groups.
- Collect **sex-disaggregated data** and intersectional data (age, ethnicity, disability).
- Align with the *Gender and Climate Change Strategic Plan (GCCSP)*.

### Step 2- Inclusive Stakeholder Engagement

- Conduct consultations with:
  - Women's groups
  - Community leaders
  - Indigenous and ethnic minority groups
  - Persons with disabilities
- Ensure women have equal voice and representation
- Facilitate safe spaces for women's participation

### Step 3- Gender-Responsive Planning & Design

Integrate gender considerations into:

- Adaptation strategies
- Mitigation plans
- Disaster risk reduction
- Climate-smart agriculture
- Renewable energy programming

#### Key Tasks:

- Set gender-responsive objectives
- Develop Gender Action Plans (GAPs)
- Apply safeguards and social inclusion standards

### Step 4: Gender-Responsive Budgeting (GRB)

- Allocate financial resources to gender-focused climate actions
- Track climate expenditures with gender markers
- Ensure funding reaches women-led and community-based initiatives
- Coordinate with Cambodia's pilots on gender-responsive climate finance

### Step 5: Implementation with Gender Considerations

- Ensure women's equal participation in program delivery
- Provide gender-sensitive training to implementers
- Address gender barriers (mobility, childcare, time burden)
- Support women's access to technology, land, and climate services.
- Promote women's leadership in local climate committees.

### Step 6: Gender-Sensitive Monitoring, Evaluation & Learning (MEL)

- Use **gender-disaggregated indicators**
- Monitor impacts on women, men, and marginalized groups
- Evaluate whether benefits are equitable
- Use feedback from women's groups for continuous improvement
- Integrate gender findings into national climate reporting (NAP, NDC, CCCSP)

### Step 7: Institutional Capacity & Coordination

- Strengthen capacity of:  
Ministry of Environment (MoE)  
Ministry of Women's Affairs (MoWA)  
National Committee for Sub-National Democratic Development Secretariat (NCDD) and Sub-national administrations
- Improve coordination across sectors
- Build long-term institutional capacity in gender-responsive climate planning

### Application to Climate Policy (Cambodia Context)

- Cambodia Climate Change Strategic Plan (CCCSP)
- Sector Climate Change Strategic Plan (SCCSP)
- Sector Climate Change Action Plans (CCAPs)
- National Adaptation Plan (NAP)
- Nationally Determined Contribution (NDC)
- Disaster risk management strategies
- Forestry, water, energy, and agriculture policies

### Application to Country Programs

Climate-related country programs should:

- Conduct gender analyses before design
- Integrate GAPs into project documents
- Use gender indicators and monitoring tools
- Ensure women's leadership in implementation
- Apply GRB and track gender-climate results
- Work with women's networks and CSOs
- Support gender-inclusive green jobs and climate finance

### Expected Outcomes of Effective Gender Integration

- Increased resilience among vulnerable populations
- Gender-equitable benefits from adaptation and mitigation
- Stronger climate governance and institutional ownership
- Improved environmental sustainability and social equity
- Better alignment with SDGs, NDCs, and national plans

### Conclusions

- Gender integration is essential for effective climate policy and country programs
- Cambodia has the frameworks, but consistent implementation is key
- A structured process from analysis to learning ensures equitable and impactful climate action
- Empowering women strengthens community resilience and national climate goals



## MODULE 2: GROUP EXERCISE 1

### GROUND REALITIES ANALYSIS: LOCAL CONTEXT & CHALLENGES FOR GENDER INTEGRATION IN CAMBODIA'S CLIMATE ACTION

This Group Exercise 1 moves from theory to practice by grounding gender and climate concepts in real sectoral contexts in Cambodia. In this exercise, participants will work in six sector groups agriculture, water resources, natural resources, disaster risk reduction, energy, and health to identify and prioritize key gender challenges affecting climate action. Guided by six thematic areas, including social and cultural norms, local governance and participation, access to resources, economic vulnerability and livelihoods, local climate information and capacity, and program implementation challenges, participants will analyze how gender inequalities shape climate risks, responses, and outcomes at the local level. The exercise encourages shared learning across sectors and supports participants in proposing practical policy and country program entry points to strengthen gender and GESI integration in Cambodia's climate policies and programs.

**Time for this exercise 1:** sector groups will have up to 80 minutes to complete and conclude their group results.

#### Guide for participant group division

Trainer and facilitators will divide participants into six groups, with each group representing for a given sector. Participants from sector ministries are encouraged to join group corresponding to their respective ministry or agency. Participants who do not belong to any of the six sectors will be asked to join the sector group of their interested, ensuring a balanced allocation of participants across related sectors.

Each group should prior assigned one member to take notes discussion outputs on standing clip-chart, and assigned one member for presenting group result to whole group.

#### Purpose of the Exercise

To help trainees analyze how local Cambodian realities including social norms, governance structures, community practices, and resource access shape the challenges of integrating gender into climate policy and programming over sectors:

- Agriculture
  - Water Resources
  - Energy
  - Disaster Risk Reduction (DRR)
  - Health
  - Natural Resources (Ecosystem)
- ❖ Groups will present their group results to whole group within 10 minutes each.

#### Warm-Up Brainstorm

"In your sector, what gender-specific climate challenges do you observe?"

For example:

- Women spending more time collecting water during droughts
- Female farmers having less access to climate-smart technologies
- Women lacking voice in local planning
- Migrant men leaving women to manage climate risks alone
- Flood impacts on female-headed households

Facilitator writes them on a board



## GROUP DISCUSSION TASK (80 MINUTES)

### Theme 1: Social & Cultural Norms

#### Discussion Questions:

- How do traditional gender roles in rural Cambodia influence who makes decisions on land, water, forests, or climate adaptation?
- What norms restrict women's participation in climate-related meetings, trainings, or committees?
- How do these norms differ by region (e.g., lowland vs. upland), ethnicity, or livelihood type?

**Output:** List 2–3 social norms that limit gender integration + suggestions for addressing them.

### Theme 2: Local Governance & Participation

#### Discussion Questions:

- What role do commune councils, District Climate Change Committees, and community groups play in climate planning?
- Are women equally represented or influential in these structures?
- What challenges do women face in participating meaningfully (time constraints, mobility, confidence, childcare, etc.)?

**Output:** Identify key participation barriers + propose strategies for improving local representation.

### Theme 3: Resources & Access Issues

#### Discussion Questions:

- Do women and men have equal access to land ownership, credit, irrigation water, climate information services, or extension training?
- How do resource gaps affect climate resilience at household and community levels?
- Which local groups (indigenous women, women with disabilities, youth) face the biggest access challenges?

**Output:** Identify resource gaps + propose actions for inclusive access.

### Theme 4: Economic Vulnerability & Livelihoods

#### Discussion Questions:

- How does climate change impact women's dominant livelihood sectors (rice farming, cassava, small livestock, fisheries, market trading)?
- How does migration (men leaving for work) shift climate risk responsibilities to women?
- Are women-led MSMEs or cooperatives supported in climate-smart agriculture or green jobs?

**Output:** List livelihood-related gender challenges + ways to strengthen economic resilience.

### Theme 5: Local Climate Information & Capacity

#### Discussion Questions:

- Do women receive timely and understandable climate information (early warnings, advisories)?
- How accessible are community trainings for women?
- Are local authorities trained on gender-responsive climate planning?

**Output:** Identify knowledge/capacity gaps + practical solutions (training, info channels, tools).

### Theme 6: Program Implementation Challenges

#### Discussion Questions:

- What gender barriers exist during project implementation (from NGOs, government, or donors)?
- Do local projects conduct gender analysis?
- Are gender activities adequately budgeted and monitored?

**Output:** Identify implementation constraints + feasible improvements for programming.

### Group Reporting

Each group prepares and presents:

1. Identified 2-3 priority challenges for each theme to be addressed
2. Provide short description for each identified challenge
3. Suggestions for overcoming these issues in climate policy or program level

### Facilitator Debrief Questions

To deepen reflection, ask trainees:

- Which challenges appear most consistently in your sector?
- Which challenges stem from societal norms vs. governance gaps vs. resource limitations?
- Which challenges can be addressed quickly (short term), and which need long-term systemic change?
- What role can local authorities, women's groups, and sector ministries play in solving these issues?



## MODULE 3:

### GENDER DATA, DATA SYSTEM, AND ANALYSIS

This module 3 focuses on strengthening the evidence base for effective gender integration in climate policies and country programs. Sound gender-responsive climate action depends on the availability, quality, and use of sex-disaggregated and gender-relevant data to understand differentiated climate risks, capacities, and impacts. This module introduces key types of gender data, analytical approaches, and methodologies used in climate and development contexts, and highlights how gender analysis informs policy design, implementation, and monitoring. It also explores how gender data systems are organized, managed, and coordinated across institutions, and how data can be translated into actionable insights to support gender-responsive planning, decision-making, and accountability in Cambodia's climate action.

**Time for this module 3:** should be conducted within 60 minutes with a short break in between.

#### SESSION LEARNING EXPECTATIONS

Expected Learning Outcome: participants will be able to:

- Understand the **importance of gender-disaggregated data** for informing climate policies and country programs.
- Identify key sources and types of gender data relevant to climate vulnerability, climate actions, and sectoral programs in Cambodia.
- Use practical gender data collection tools and differentiate qualitative and quantitative gender data and understand
- Understand how organized gender data systems support gender-responsive climate planning, monitoring, and decision-making.

## SUB-MODULE 3.1: GENDER DATA, ANALYSIS, AND METHODOLOGIES

### Why Gender Data Matters in Climate Policy

- Data reveals inequalities in access to resources, services, and decision-making
- Supports gender-responsive adaptation & mitigation planning
- Required for NDC, NAP, CCCSP, and climate finance reporting
- Helps target vulnerable groups (indigenous women, youth, PWDs)

### Types of Data Needed

1. Sex-disaggregated data (SDD)
2. Gender analysis data
3. Socioeconomic and vulnerability data
4. Livelihood and climate impact data
5. Participation & decision-making data
6. Access & control over resources data
7. Institutional and policy-level data

#### 1. Sex-Disaggregated Data (SDD)

SDD is data that is collected, analyzed, and reported separately for females and males, allowing differences between the two groups to be clearly identified.”

##### Examples:

- Number of female vs. male farmers affected by drought
- Women’s participation in water user groups
- Female vs. male access to solar energy technologies
- Women’s land ownership rates in climate-sensitive areas

##### Why important:

Baseline for gender-responsive planning and reporting

#### 2. Gender Analysis Data

- Gender roles and division of labor
- Time use (water collection, farming, unpaid care)
- Gender norms and decision-making power
- Differentiated climate vulnerabilities
- Barriers to accessing services

Use: Strengthens climate vulnerability assessments

#### 3. Socioeconomic & Vulnerability Data

This data is about people’s income, education, livelihoods, assets, social status, and factors that make them more or less able to cope with shocks or hazards.

##### Examples:

- Income levels of women-headed households
- Education, mobility, and health of women in rural areas
- Exposure to climate hazards (floods, droughts, storms)
- Intersectional vulnerabilities: indigenous women, PWDs, landless women

#### 4. Livelihood & Climate Impact Data

**This data** refers to information about how people make a living and how climate change affects those livelihoods

##### Examples:

- Women’s vs. men’s livelihood losses from disasters
- Shifts in agricultural labor burden due to climate change

- Impact on fisheries, NTFPs, and small-scale businesses
- Loss of income during seasonal climate stress periods

## 5. Participation & Decision-Making Data

This refers to information that shows who takes part in activities, planning, and leadership, and who has influence over decisions.

### Examples:

- Women's representation in commune councils
- Female participation in Community Forestry groups
- Women in Disaster Management Committees
- Attendance of women in climate adaptation trainings

## 6. Resource Access & Control Data

This is about data or information on who can access, use, own, and make decisions over key resources such as land, water, finances, technology, and services.”

### Examples:

- Access to land titles and irrigation water
- Control over household financial decisions
- Ownership of climate-resilient assets (pumps, seeds, livestock)
- Access to early warning systems and climate information

## 7. Institutional & Policy - Level Data

It refers to information about **how institutions, policies, and systems support or limit gender equality and climate action.**

### Examples:

- Gender integration level of CCAPs and sector plans
- Institutional capacity to apply gender tools
- Existence of gender budgets in climate programs
- Functionality of GMAGs in climate-related ministries

## DATA COLLECTION METHODOLOGIES

Methods for Collecting Gender-Climate Data

- A. Household surveys
- B. Key informant interviews (KIIs)
- C. Focus group discussions (FGDs)
- D. Participatory Rural Appraisal (PRA)
- E. Gender-sensitive vulnerability assessments
- F. Observation methods
- G. Secondary data review
- H. Geospatial & climate data integration

### A. Household Surveys

#### Purposes:

- Information collected from large sample, quantitative, generalizable

#### Used for collecting:

- Sex-Disaggregation Data
- Livelihood impacts
- Economic losses
- Household decision-making patterns
- Cambodia socio-economic survey (CSES)
- Baseline survey

## B. Key Informant Interviews (KIIs)

### Purpose:

- Gather deeper **insights into gender norms** and **institutional challenges**.

### Target groups:

- Commune chiefs
- Women leaders
- Extension workers
- Community forestry leaders
- DRR committee members

## C. Focus Group Discussions (FGDs)

### Useful for:

- Understanding social norms
- Identifying barriers to participation
- Validating survey findings
- Generating contextual insights

### Separate FGDs for:

- Women
- Men
- Youth
- Indigenous and minority groups

## D. Participatory Rural Appraisal (PRA)

### Purposes:

- Encourages participation, captures lived experiences
- Helps identify gender-specific climate risks

### Tools:

- Seasonal calendars
- Daily activity time logs
- Resource mapping
- Hazard maps
- Community ranking of vulnerabilities

## E. Gender-Sensitive Vulnerability Assessment

### Applied to:

- NAP vulnerability assessment
- Climate-proofing projects
- Commune and district planning processes

### It includes:

- Exposure, sensitivity, adaptive capacity
- Gender-differentiated climate impacts
- Intersectional risks (age, ethnicity, disability)

## F. Observation Methods

### Direct observation of:

- Women's workload changes during drought
- Crop loss impacts on women vs. men
- Women's access to extension services
- Participation in local meetings

Useful for verifying qualitative data

## G. Secondary Data Review

### Secondary sources include:

- National climate databases (MoE, NCDD)

- Gender statistics from MoWA
- Related gender information from Commune Database (CDB)
- Related gender information from National Institute of Statistic (NIS)
- Cambodia Socio-economic survey (CSES),
- Cambodia Demographic and Health Survey (CDHS)
- NGO project reports
- Donor studies (GCF, UNDP, ADB, USAID)

Use: Complements primary data and fills gaps.

## **H. Geospatial & Climate Data Integration**

### **Combines gender data with:**

- Hazard maps
- Flood inundation maps
- Drought monitoring
- Land-use change data

**Purpose:** Identify gendered vulnerability hotspots

### **Applying collected Data to Cambodia's Climate Policy**

Use collected data to inform:

- NDC updates (mitigation & adaptation)
- NAP implementation
- CCCSP monitoring
- SCCSP monitoring
- Climate Change Action Plans (CCAPs)
- Commune Development Plans (CDPs)/CIPs

## **Gender Data Use in Climate Country Programs**

### **Data informs and uses for:**

- Project design and baseline assessments
- Gender Action Plans (GAPs)
- Gender-responsive budgeting
- Climate finance proposals (GCF, GEF)
- Monitoring frameworks and reporting system

## **Cambodian Institutions Supporting Data Collection**

- Ministry of Women's Affairs (MoWA): gender statistics, gender mainstreaming action plans (GMAPs)
- Ministry of Environment (MoE): climate data, vulnerability mapping
- NCDD: commune-level data systems
- MAFF, MOWRAM, MRD: sector data
- NIS, MoP: national statistics systems

## **Data Challenges in Cambodia**

- Limited sex-disaggregated data in climate sectors
- Weak integration of gender in vulnerability assessments
- Underrepresentation of women in local consultations
- Capacity gaps in sub-national data collection
- Limited coordination between MoE, MoWA, NCDD, and line ministries

## **Strengthening Gender-Climate Data**

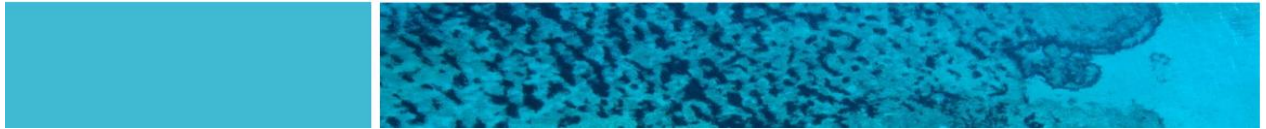
- Standardize SDD across climate sectors
- Strengthen data sharing between ministries
- Build capacity for gender-responsive M&E
- Improve gender indicators in climate measurement, report, and verification (MRV) systems



- Use digital tools for real-time data collection
- Partner with universities and CSOs for community-level data

### Key Takeaways

- Reliable gender data is the foundation of gender-responsive climate policy
- Mixed-method approaches yield richer insights
- Cambodia needs stronger data systems linking climate and gender
- Data supports evidence-based planning, budgeting, and monitoring
- Community-level data is critical for inclusive adaptation



## SUB-MODULE 3.2: GENDER DATA SYSTEM ORGANIZATION AND ANALYSIS

This module 3 focuses on strengthening the evidence base for effective gender integration in climate policies and country programs. Sound gender-responsive climate action depends on the availability, quality, and use of sex-disaggregated and gender-relevant data to understand differentiated climate risks, capacities, and impacts. This module introduces key types of gender data, analytical approaches, and methodologies used in climate and development contexts, and highlights how gender analysis informs policy design, implementation, and monitoring. It also explores how gender data systems are organized, managed, and coordinated across institutions, and how data can be translated into actionable insights to support gender-responsive planning, decision-making, and accountability in Cambodia's climate action.

### TOOLS FOR ORGANIZING GENDER DATA

**Common tools include:**

1. Gender-disaggregated databases
2. Gender data matrices
3. Gender analysis frameworks
4. Climate gender indicator systems
5. Digital data management tools
6. GIS and geospatial mapping tools

#### Tool 1: Gender-Disaggregated Databases

Databases that categorize climate data by:

- Sex (male/female)
- Age
- Disability status
- Ethnic group (e.g., indigenous communities)

Example applications:

- Tracking women's access to early-warning systems
- Monitoring participation in climate-related governance

#### Tool 2: Gender Data Matrix

**A matrix to organize:**

- Indicators
- Baseline values
- Data sources
- Measurement methods
- Responsible institutions

**Useful for:**

- NDC regular updates
- CCAP development
- Commune climate action planning

#### Tool 3: Gender Analysis Frameworks

**Common frameworks:**

- Harvard Analytical Framework
- Moser Gender Planning Framework
- MoWA Gender Mainstreaming Strategy
- UNDP/GCF Gender Analysis Guidelines

**These helps identify:**

- Division of labor
- Access & control over resources

- Gender needs
- Climate vulnerability differences

#### Tool 4: Climate-Gender Indicator Systems

Indicators used for:

- Monitoring gender outcomes in climate programs
- Evaluating gender-responsive adaptation and mitigation

Examples:

- % of women participating in climate committees
- Number of women accessing climate information
- % of female beneficiaries
- % of climate budget benefiting women-led enterprises

#### Tool 5: Digital Data Collection & Management

Includes:

- KOBO Toolbox
- ODK (Open Data Kit)
- CommCare
- Tableau, Power BI (for dashboards)

Benefits:

- Real-time data collection
- Easy disaggregation
- Suitable for remote areas in Cambodia

#### Tool 6: GIS & Geospatial Tools

Used to map:

- Climate vulnerability hotspots
- Population distributions
- Gendered exposure to climate risks
- Locations of women-headed households

Tools include:

- QGIS
- ArcGIS
- Google Earth Engine

#### Examples of Application gender data to Policy Development

- Use **gender gap analysis** results to update NDC adaptation targets
- Apply climate **gender indicators** in CCAP reporting
- Map **vulnerability hotspots** for women-headed households
- Use **digital tools to collect sex-disaggregated** data for NAP progress reports

#### Use of Tools in Climate Country Programs

Examples:

- GCF projects using gender analysis frameworks
- NGOs using KOBO for collecting baseline data
- MoE and MAFF integrating gender indicators into MRV systems
- Subnational councils using gender matrices for planning priorities

#### Recommendations for Improvement

- Establish national gender-climate data system under MoE, MoWA, NCDD
- Use standardized gender indicators for all climate programs
- Train subnational authorities in gender-responsive data collection
- Strengthen use of GIS and digital tools

- Institutionalize gender data reporting in CCAPs and NAP MRV

### Key Takeaways

- Organizing and analyzing gender data is essential for gender-responsive climate action
- A wide range of tools exist, from matrices to GIS to qualitative software
- Cambodia can strengthen gender integration by standardizing data and improving analysis capacity
- Effective data systems lead to better policy design, budgeting, and program impacts



## MODULE 4:

### RESOURCES ALLOCATION AND GENDER-RESPONSIVE BUDGETING AND PLANNING

This module 4 focuses on translating gender commitments into concrete actions through effective use of resources. Gender integration in climate policies and country programs cannot be achieved without deliberate allocation of financial, human, and institutional resources. This module explores how gender considerations can be embedded across the climate policy and program cycle from resource allocation and budgeting to planning and implementation. Through the sub-modules, participants will examine approaches to allocating resources for gender integration, applying gender-responsive budgeting in climate policies and programs, integrating gender into climate planning processes, and developing practical action plans. The module aims to strengthen participants' capacity to ensure that climate investments in Cambodia are inclusive, equitable, and responsive to the needs and priorities of women, men, and marginalized groups.

**Time for this module 4:** this module 4 should be conducted within 80-90 minutes with a short break in between.

#### SESSION LEARNING EXPECTATIONS

Expected Learning Outcome: participants will be able to:

- Understand key concepts, principles, and processes of GRB in climate policy and programs.
- Identify resource allocation gaps and opportunities to strengthen gender responsiveness in national and subnational climate programs.
- Analyze how **gender-responsive climate planning** supports equity, effectiveness, and sustainability of climate actions in Cambodia.
- Develop practical **action plans** for gender integration and approaches for integrating gender considerations in **budgeting, planning, and implementation** of climate policies.
- Strengthen capacity to support **institutional mechanisms** that enhance gender-responsive resource allocation in climate programs.

## SUB-MODULE 4.1:

# RESOURCES ALLOCATION FOR GENDER INTEGRATION INTO CLIMATE POLICIES & COUNTRY PROGRAMS

### INTRODUCTION

#### Purpose of This Presentation

- Explain why resource allocation is critical for gender-responsive climate action
- Present financial, institutional, and human resource strategies
- Provide Cambodia-specific approaches for budgeting and planning
- Strengthen country program implementation and accountability

### WHY RESOURCE ALLOCATION

#### Proper resource allocation ensures:

- Gender commitments are not just “on paper”
- Climate actions effectively reduce vulnerabilities for women & marginalized groups
- Climate finance proposals meet international gender requirements
- Subnational governments can implement gender-responsive adaptation
- Capacity is built across ministries and local levels

### TYPES OF RESOURCES NEEDED

- **Financial Resources**
- **Human Resources** (gender experts, trainers, focal points)
- **Technical Resources** (tools, data systems, guidelines)
- **Institutional Resources** (policies, coordination structures)
- **Partnership Resources** (DPs, NGOs, private sector, academia)

### POLICY CONTEXT FOR RESOURCE ALLOCATION

- National Mechanisms Supporting Gender Integration
- Gender Mainstreaming Action Groups (GMAGs)
- Gender Mainstreaming Strategic Plan (MoWA)
- Climate Change Action Plans (CCAPs)
- Subnational planning (CDP/CIP)
- Cambodia Climate Change Strategic Plan (CCCSP)
- NAP & NDC gender commitments

These frameworks guide budgeting, staffing, and capacity needs

### CHALLENGES OF RESOURCE ALLOCATION IN CAMBODIA

- Limited dedicated budget lines for gender in climate ministries
- Dependency on donor funding
- Weak gender expertise in sector ministries
- Limited use of gender-responsive budgeting at subnational level
- Inadequate gender-disaggregated climate data for budgeting decisions

### FINANCIAL RESOURCE ALLOCATION

- Gender-Responsive Budgeting (GRB)
- Gender Budget Tagging
- Mobilizing climate finance with gender components
- Allocate flexible planning for Community level action

### HUMAN RESOURCE ALLOCATION

#### Strengthening Gender Focal Points & GMAGs

#### Actions:

- Appoint trained gender focal persons in all climate-related ministries
- Ensure GMAGs participate in CCAP and NAP processes
- Provide incentives for gender focal points
- Establish gender-climate advisors at MoE and NCDD

### Build Capacity Across Sectors

Invest in capacity building for:

- Provincial and district climate planners
- Commune council members
- Extension workers (agriculture, water, energy)
- DRR committees
- University faculty and researchers

Focus on gender-responsive climate tools, budgeting, and da

### Partnering with Women's Organizations

Leverage local organizations for:

- Data collection
- Vulnerability assessments
- Community mobilization
- Women's leadership training
- Monitoring gender outcomes

Partnerships reduce implementation costs and improve impact.

## TECHNICAL RESOURCE ALLOCATION

### Invest in Gender-Climate Data Systems

Resources needed for:

- Sex-disaggregated data collection
- Digital tools (Kobo, ODK)
- Climate-gender vulnerability mapping
- Databases linking MoE & MoWA

GIS capacity (QGIS/ArcGIS)

Better data supports better budgeting.

### Tools & Guidelines for Implementation

Funds should support development of:

- Gender analysis tools
- Sector-specific gender integration guidelines
- Project-level Gender Action Plans (GAPs)
- Monitoring frameworks with gender indicators
- Training manuals & toolkits

## INSTITUTIONAL RESOURCE ALLOCATION

### Strengthen Coordination Mechanisms

Allocate resources for:

- Joint MoE–MoWA working groups
- Inter-ministerial taskforces on gender and climate
- Regular coordination meetings
- Knowledge exchange platforms
- Joint monitoring missions

Coordination reduces duplication.



### Integration into Subnational Planning

Resources for:

- Mainstreaming gender in CDP/CIP guidelines
- Training commune/sangkat planners
- Supporting gender-responsive DRR and adaptation plans
- Local monitoring and social accountability systems.

### Establish Accountability Mechanisms

Examples:

- Annual gender-climate budgeting reviews
- Public reporting on gender outcomes in climate programs
- Gender audits of climate ministries
- Social accountability forums with women's groups.



## SUB-MODULE 4.2:

# GENDER-RESPONSIVE BUDGETING FOR CLIMATE POLICY AND COUNTRY PROGRAMS

## INTRODUCTION

### Purpose of This Presentation

- Understand the **concept and purpose** of gender-responsive budgeting (GRB)
- Explore how **GRB supports gender-responsive** climate policies and programs
- **Identify practical steps**, tools, and indicators for applying GRB
- Strengthen **capacity to integrate GRB** into climate-related plans and budgets

### WHAT IS GENDER-RESPONSIVE BUDGETING?

- A budgeting approach that ensures **public resources address gender needs and inequalities**
- Integrates **gender analysis** into planning, financing, implementation, and monitoring
- Not separate budgets for women **but a method to make all budget lines gender-responsive**
- Enhances accountability and equitable climate outcomes

### WHY GRB IMPORTANT FOR CLIMATE POLICY

- Women and men face **different climate vulnerabilities**
- Climate impacts amplify existing inequalities in income, work, health, and safety
- GRB ensures climate funds target **actual needs and risks**
- Strengthens efficiency, equity, and sustainability of climate actions
- Supports alignment with Cambodia's **Gender Mainstreaming Policy & Strategic Plan**, NDC, NAP, and sectoral climate plans

### INCORPORATING GRB & CAMBODIA'S CLIMATE POLICY FRAMEWORK

- Compatible with:  
Cambodia NDC 3.0  
National Adaptation Plan (NAP)  
Sectoral Climate Change Action Plans (CCCAPs)  
Gender Mainstreaming Action Groups (GMAG) mandates  
Climate Change Financing Framework (CCFF)
- Ensures climate finance addresses gender-specific vulnerabilities and capacities

### KEY ELEMENTS OF GENDER-RESPONSIVE BUDGETING

1. Gender Analysis of climate risks, roles, and needs
2. Gender-responsive Budget Formulation
3. Gender-responsive Planning (objectives, targets, actions)
4. Tracking Gender-related Expenditures
5. Monitoring & Evaluation with Gender Indicators
6. Reporting & Accountability Mechanisms

### STEP 1: CONDUCT GENDER ANALYSIS IN CLIMATE SECTORS

- Assess gender differences in **exposure, vulnerability & adaptive capacity**
- Identify gender gaps in:  
Access to information, resources, finance, and technologies  
Decision-making and participation  
Economic opportunities and livelihoods
- Use tools such as:  
Gender Analysis Matrix  
Gender and Climate Risk Assessment  
Sex-disaggregated data review

## Step 2: Formulate GENDER-RESPONSIVE BUDGETS

- Allocate funds to gender-responsive climate actions
- Ensure budgets reflect identified gender needs and climate risks
- Use tools like:  
Gender Budget Statements (GBS)  
Gender-responsive activity-based budgeting  
Climate budget tagging with gender markers (e.g., UNDP Gender Marker)

## STEP 3: INTEGRATE GENDER INTO CLIMATE PLANNING

- Define gender-responsive **policy statements** and **priorities**
- **Align gender actions** with national climate strategies
- Ensure gender integration in:  
Adaptation measures  
Mitigation actions  
Disaster-risk reduction (DRR) planning
- Include gender-responsive targets in annual and multi-year plan

## STEP 4: TRACKING GENDER-RELATED CLIMATE EXPENDITURES

- Use **gender budget codes** or **tags** in financial systems
- Identify climate-related programs with gender relevance
- Track expenditures:  
Direct gender outcomes  
Partial gender integration  
Gender-neutral (for analysis and improvement)
- Facilitate reporting to ministries, donors, and the public

## STEP 5: GENDER-RESPONSIVE MONITORING & EVALUATION

- Develop M&E frameworks with gender-sensitive climate indicators
- Use sex-disaggregated data to measure outcomes
- Key areas:  
Participation in climate initiatives  
Access to climate services and technologies  
Reduction in gender-specific climate risks  
Improved livelihoods and resilience for women & vulnerable groups

## STEP 6: REPORTING AND ACCOUNTABILITY MECHANISMS

- **GRB Reporting Requirements:** Line ministries report gender-tagged climate budgets and expenditures.
- **Integrated Monitoring:** Gender indicators included in climate MRV, NAP, and NSDP tracking systems.
- **Oversight & Quality Assurance:** MEF validates gender markers; MoWA and MoE review gender results.
- **Transparency:** Publish gender-tagged climate budget performance in national public reports.
- **Continuous Improvement:** Annual reviews capture lessons and strengthen gender-responsive climate financing.

## SAMPLE GENDER-RESPONSIVE CLIMATE INDICATORS

- % of climate budget tagged as gender-responsive
- of women benefiting from climate adaptation/mitigation projects
- Increase in women's participation in climate decision-making bodies
- Reduction of gender-specific climate vulnerabilities (e.g., disaster risks, water scarcity, livelihood losses)

## EXAMPLES OF GENDER-RESPONSIVE CLIMATE BUDGETING

- Funding climate-smart agriculture targeting female farmers
- Budget allocations for women's leadership in community climate committees
- Support services for women in climate-induced migration zones
- Renewable energy programs accessible to women-headed households
- Training on climate technologies for women and youth

## INSTITUTIONAL ROLES & RESPONSIBILITIES

### Ministry of Environment / Department of Climate Change

- Mainstream gender & climate budgeting across sectors
- Provide technical guidance and monitoring

### Gender Mainstreaming Action Groups (GMAGs)

- Lead gender integration in line ministries
- Support gender analysis, planning, and tracking

### MEF (Ministry of Economy and Finance)

- Integrate gender and climate budget tagging
- Enforce gender-responsive budgeting guidelines

### Line Ministries & Sub-national Administrations

- Apply GRB in sectoral climate programs

Report gender-responsive expenditures

## FINANCIAL RESOURCE ALLOCATION STRATEGIES FOR GRB

### Strategy 1: Gender-Responsive Budgeting (GRB)

Actions:

- Integrate GRB into climate budgets at all levels
- Require gender-responsive budget notes in CCAPs and climate projects
- Use GRB tools during annual planning cycles
- Ensure budget lines for gender analyses, consultations, and monitoring

### Strategy 2: Gender Budget Tagging

- Climate adaptation projects
- Climate-smart agriculture
- DRR and early warning systems
- Water infrastructure benefiting women
- Clean energy for women-led enterprises
- Allows tracking of how climate resources benefit women and vulnerable groups

### Strategy 3: Mobilizing Climate Finance with Gender Components

Sources:

- Green Climate Fund (GCF)
- Global Environment Facility (GEF)
- ADB climate funds
- UNDP, GIZ, JICA, USAID climate programs

Requirements:

- Gender assessments
- Gender Action Plans (GAPs)
- Budget for gender-related activities
- Sex-disaggregated indicators

### Strategy 4: Allocate Flexible Funding for Community-Level Action

Resources should support:

- Women's climate adaptation groups
- Community-based disaster preparedness
- Women's cooperatives in climate-resilient agriculture
- Local research on gender-climate impacts

Strengthens grassroots implementation

## PRIORITIZATION, COSTING & IMPLEMENTATION

### Prioritizing Gender-Responsive Investments

Priority funding should go to:

- High-vulnerability provinces
- Women-headed households
- Indigenous communities
- Youth & elderly groups
- Climate-sensitive sectors (agriculture, water, DRR, energy)

## FINANCIAL RESOURCE MOBILIZATION PLAN

Sources:

- Government budget
- Climate finance
- Bilateral donors
- Private sector (CSR, green financing)
- NGOs and research partnerships

## CHALLENGES AND OPPORTUNITIES IN GRB

### Challenges in implementing GRB

- Limited sex-disaggregated climate data
- Limited institutional capacity & budgeting skills
- Low women's representation in climate decision-making
- Coordination gaps across ministries
- Insufficient gender considerations in project design

### Opportunities for strengthening GRB

- National commitment to gender equality & climate action
- Functioning GMAGs across ministries
- Increasing international climate finance requiring gender integration
- Existing climate budget tagging systems
- Growing recognition of gendered climate impacts in Cambodia

- Gender-responsive budgeting is essential for **effective, equitable, and impactful climate policy**
- GRB strengthens national commitments and ensures climate finance delivers inclusive benefits
- With strong institutions, tools, and capacity, Cambodia can accelerate gender-responsive climate action

## RECOMMENDATIONS

- Strengthen gender-climate capacity across implementing agencies
- Institutionalize gender-responsive budget tagging
- Enhance collaboration between GMAGs, MoE, and MEF
- Improve gender data collection in climate-sensitive sectors
- Ensure women's participation in all stages of climate policy and budgeting

### Reflection Questions

- How can gender-responsive budgeting improve the effectiveness of climate actions in your ministry or program?
- What challenges do you currently face in integrating gender considerations into planning and budgeting?
- Which areas of your climate program require better gender data or analysis?

- How can GMAGs, MoE, NCDD, MEF better support your team in applying gender-responsive budgeting?
- What is one practical step you can take to strengthen gender-responsive budgeting in your work?

### Key Takeaways

- GRB aligns financial resources with **gender needs, climate risks, and national commitments**.
- Effective GRB requires:

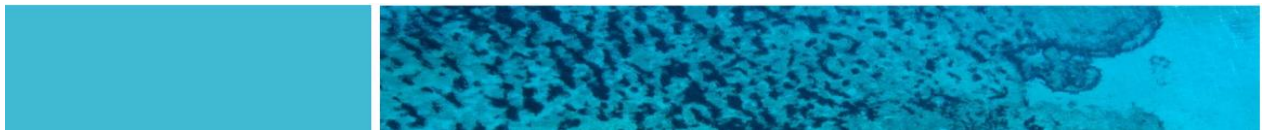
Gender analysis

Clear targets and actions

Budget tagging and expenditure tracking

Sex-disaggregated data and gender-sensitive indicators

- Strong collaboration among **MoE, MEF, GMAGs, line ministries, and subnational actors** is critical
- GRB enhances transparency, accountability, and the effectiveness of climate finance in Cambodia.



## SUB-MODULE 4.3: GENDER-RESPONSIVE CLIMATE PLANNING

### Purpose of the Presentation

- Explains the principles of gender-responsive climate planning
- Highlights Cambodia's policy framework for gender integration
- Presents tools, approaches, and steps for gender-responsive planning
- Provides examples and best practices
- Supports national and subnational climate planning processes

### What Is Gender-Responsive Climate Planning?

Gender-responsive climate planning ensures that:

- Climate actions address the different needs of women & men
- Policies reduce climate vulnerabilities for all groups
- Women and marginalized groups participate in decision-making
- Climate programs promote gender equality and social inclusion
- Benefits, resources, and opportunities are equitably shared

### Institutions Supporting Gender-Responsive Climate Planning

- MoE: Lead climate policy, integrate gender into CCAPs
- MoWA: Provide gender expertise, strengthen GMAGs
- MAFF, MOWRAM, MRD: Sector-level implementation
- NCDD: Subnational planning coordination
- GMAGs in all government ministries
- CSOs/NGOs: Community engagement, capacity building
- MEF and Development Partners: Technical and financial

### Principles of Gender-Responsive Climate Planning

Principle 1: Participation & Inclusion	Principle 2: Equity in Benefits & Burdens	Principle 3: Evidence-Based Planning	Principle 4: Accountability & Monitoring
<p>Ensure participation of:</p> <ul style="list-style-type: none"> <li>• Women</li> <li>• Youth</li> <li>• Indigenous communities</li> <li>• People with disabilities</li> <li>• Minority groups</li> <li>• Women-headed households</li> </ul> <p>Methods: FGDs, inclusive consultations, community mapping.</p>	<p>Climate policies must ensure:</p> <ul style="list-style-type: none"> <li>• Equal access to resources</li> <li>• Equal opportunity to benefit from climate programs</li> <li>• Fair distribution of labor and adaptation responsibilities</li> <li>• Avoiding increased burden on women</li> </ul>	<p>Use:</p> <ul style="list-style-type: none"> <li>• Sex-disaggregated data</li> <li>• Gender analysis findings</li> <li>• Climate vulnerability assessments</li> <li>• Community-level knowledge</li> </ul>	<p>Integrate gender into:</p> <ul style="list-style-type: none"> <li>• MRV (Monitoring, Reporting, Verification) systems</li> <li>• Climate program indicators</li> <li>• Budget tracking</li> <li>• Gender audits and evaluations</li> </ul>



## STEPS IN GENDER-RESPONSIVE CLIMATE PLANNING

<p><b>Step 1: Conduct a Gender-Sensitive Climate Vulnerability Assessment</b></p> <p><b>Must include:</b></p> <ul style="list-style-type: none"><li>• Differential impacts on women/men</li><li>• Roles &amp; responsibilities</li><li>• Resource access</li><li>• Exposure to hazards</li><li>• Adaptive capacity</li></ul> <p><b>Tools:</b></p> <ul style="list-style-type: none"><li>• Gender Analysis Matrix</li><li>• Climate Vulnerability Index</li><li>• Participatory Mapping</li></ul>	<p><b>Step 2: Collect Gender-Disaggregated Data</b></p> <p><b>Examples:</b></p> <ul style="list-style-type: none"><li>• Who collects water?</li><li>• Who receives climate information?</li><li>• Who owns land and equipment?</li><li>• Who participates in climate meetings?</li><li>• Livelihood impacts on women vs. men</li></ul> <p>Sources: surveys, KIIs, FGDs, PRA tools</p>	<p><b>Step 3: Identify Gender-Based Barriers &amp; Opportunities</b></p> <p><b>Barriers:</b></p> <ul style="list-style-type: none"><li>• Limited decision-making power</li><li>• Unequal land rights</li><li>• Lower access to climate services</li><li>• Time poverty</li><li>• Social norms limiting mobility</li></ul> <p><b>Opportunities:</b></p> <ul style="list-style-type: none"><li>• Women’s cooperatives</li><li>• Women entrepreneurs in green sectors</li><li>• Female leadership in DRR committees</li></ul>	
<p><b>Step 4: Prioritize Gender-Responsive Climate Actions</b></p> <p><b>Examples:</b></p> <ul style="list-style-type: none"><li>• Support women farmers with climate-smart agriculture</li><li>• Improve access to clean energy for women’s enterprises</li><li>• Strengthen women’s role in disaster management committees</li><li>• Gender-responsive early warning systems</li><li>• Water management programs targeting women’s needs</li></ul>	<p><b>Step 5: Develop Gender-Responsive Plans &amp; Budgets</b></p> <p><b>Includes:</b></p> <ul style="list-style-type: none"><li>• Gender-specific outputs and activities</li><li>• Budget allocations for gender and inclusion</li><li>• Training and capacity building</li><li>• Partnerships with women’s groups</li><li>• Gender Action Plans (GAPs) for climate projects</li></ul>	<p><b>Step 6: Strengthen Institutional Mechanisms</b></p> <p><b>Possible actions:</b></p> <ul style="list-style-type: none"><li>• Strengthen GMAGs in climate-related ministries</li><li>• Build capacity of subnational councils</li><li>• Establish coordination platforms between MoE &amp; MoWA</li><li>• Include gender focal persons in climate planning teams</li></ul>	<p><b>Step 7: Monitor, Report, Evaluate Gender Outcomes</b></p> <p><b>Tools:</b></p> <ul style="list-style-type: none"><li>• Gender-responsive indicators</li><li>• Sex-disaggregated reporting</li><li>• Gender audits</li><li>• Social inclusion scorecards</li><li>• Climate program evaluations</li></ul>

## APPLICATION TO CAMBODIA'S COUNTRY PROGRAMS

Gender-Responsive Planning in Sector CCAPs	Gender Integration at Subnational Level (CDP/CIP)	Gender Integration in Climate Finance Programs
<p>CCAPs should include:</p> <ul style="list-style-type: none"> <li>Gender data from local vulnerability assessments</li> <li>Gender-inclusive consultations</li> <li>Gender-responsive indicators</li> <li>Activities targeted to vulnerable groups</li> </ul> <p><b>Examples:</b></p> <ul style="list-style-type: none"> <li>Women's climate leadership training</li> <li>Support to women entrepreneurs in green technology</li> </ul>	<p>Communes should:</p> <ul style="list-style-type: none"> <li>Collect sex-disaggregated climate risk data</li> <li>Engage women in commune planning forums</li> <li>Prioritize water, DRR, and livelihood support for women's groups</li> <li>Partner with local NGOs, women's unions, youth groups</li> </ul>	<p>Climate finance (GCF, GEF, ADB) requires:</p> <ul style="list-style-type: none"> <li>Gender Action Plans</li> <li>Gender-sensitive impact assessments</li> <li>Gender-responsive budgeting</li> <li>Social and gender safeguards</li> <li>Monitoring of gender outcomes</li> </ul>

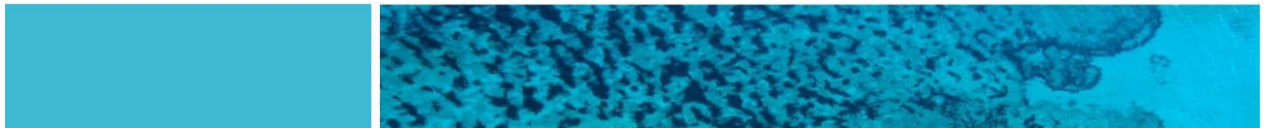
## CASE EXAMPLES & GOOD PRACTICES

### Good Practices from Cambodia

- Women's Climate Change Adaptation Groups (community-based)
- Gender-responsive early warning systems in rural provinces
- Women's cooperatives using solar irrigation
- Female-led disaster response committees
- NGOs training women on resilient agriculture tools

### Key Takeaways

- Gender-responsive climate planning increases resilience and equity
- Requires data, participation, and strong institutional mechanisms
- Cambodia has strong policy frameworks, but needs consistent implementation
- Gender-responsive planning leads to more effective and sustainable results



## **SUB-MODULE 4.4:**

### **ACTION PLANS FOR GENDER INTEGRATION INTO CLIMATE POLICY & PROGRAMS**

#### **Purpose of This Presentation**

- Outline key action areas for integrating gender into climate policy
- Highlight Cambodia-specific mechanisms for implementation
- Present actionable steps across national and subnational levels
- Provide tools and indicators to monitor progress

#### **Why Gender Integration Requires an Action Plan**

##### **A gender integration action plan helps to:**

- Translate policy commitments into practice
- Ensure long-term, sustainable climate resilience
- Improve climate governance through inclusive participation
- Meet national and international requirements (NDC, NAP, GCF)
- Strengthen livelihood resilience for women and vulnerable groups

### **CONCRETE GENDER-RESPONSIVE ACTION PLANS**

#### **Action plans help address these gaps**

- Limited sex-disaggregated data in climate sectors
- Underrepresentation of women in climate decision-making
- Lack of gender budgeting mechanisms
- Weak monitoring and reporting systems
- Insufficient capacity at subnational level

#### **Action Plan Framework, Action area plans include:**

1. Policy & institutional strengthening
2. Data and evidence generation
3. Gender-responsive planning & budgeting
4. Inclusive implementation at national/subnational levels
5. Capacity building
6. Monitoring, reporting, and evaluation
7. Partnerships and resource mobilization

### **ACTION AREAS**

#### **Action Area 1: Policy & Institutional Strengthening**

- Integrate gender provisions in NDC, NAP, CCCSP updates
- Institutionalize gender-responsive climate procedures
- Strengthen GMAGs in climate-related ministries (MoE, MAFF, MOWRAM)
- Develop national guidelines for gender-responsive climate planning
- Ensure MoE–MoWA–NCDD coordination platforms function regularly

#### **Action Area 2: Strengthen Gender-Climate Data Systems**

- Develop gender-sensitive indicators for adaptation & mitigation
- Standardize sex-disaggregated data collection for all climate sectors
- Conduct gender-responsive climate vulnerability assessments
- Expand digital data tools (Kobo, ODK) in rural areas
- Strengthen national climate-gender database (MoE, MoWA, NCDD collaboration)

### **Action Area 3: Gender-Responsive Climate Planning**

- Integrate gender analysis into all NAP and CCAP processes
- Conduct gender analysis before project or program design
- Prioritize women's needs in adaptation (water, agriculture, DRR)
- Gender considerations in mitigation (energy, transport, waste)
- Ensure gender considerations appear in CDP/CIP planning tools

### **Action Area 4: Gender-Responsive Budgeting**

- Introduce gender budget tagging in climate programs
- Allocate specific budgets for women-led climate activities
- Require gender-responsive budgets in GCF, GEF, ADB proposals
- Strengthen financial transparency and tracking
- Train ministry and subnational staff on gender budgeting tools

### **Action Area 5: Women's Participation & Leadership**

- Ensure minimum quotas for women in climate committees
- Support women's leadership training in DRR and climate governance
- Strengthen women's roles in community forestry & fishery groups
- Promote women's cooperatives in climate-smart agriculture
- Increase women's participation in climate technology demonstrations

### **Action Area 6: Capacity Development**

- Train government staff on gender-responsive climate planning
- Build capacity of commune councils on gender-sensitive adaptation
- Train extension workers to engage women equitably
- Develop tools and guidance on gender in climate finance mechanisms
- Integrate gender-climate modules into university and TVET curricula

### **Action Area 7: Community-Level Implementation**

- Establish women's climate adaptation groups
- Provide climate-resilient livelihood support to women
- Promote energy-efficient stoves and solar technologies
- Strengthen early-warning communication targeting women
- Implement community-based climate risk mapping with women's input

### **Action Area 8: Monitoring, Reporting & Evaluation**

- Develop gender-responsive MRV frameworks for NDC/NAP
- Track gender indicators in climate programs
- Conduct gender audits of climate ministries and projects
- Produce annual gender-climate reports
- Engage CSOs and women's organizations in monitoring

### **Action Area 9: Partnerships & Resource Mobilization**

- Leverage partnerships with NGOs, research institutes, private sector
- Mobilize climate finance with strong gender components
- Collaborate with international partners (UNDP, GCF, ADB, GIZ)
- Support women's groups in climate advocacy
- Promote public-private partnerships for women-led green enterprises

## **IMPLEMENTATION PLAN**

### **SUGGESTED IMPLEMENTATION TIMELINE**

#### **Short-Term (0–1 year)**

- Build coordination platforms

- Update guidelines and indicators
- Start gender-disaggregated data collection

#### Medium-Term (1–3 years)

- Mainstream gender into CCAPs and CDP/CIP
- Launch training programs
- Implement community-level adaptation activities

#### Long-Term (3–5 years)

- Institutionalize gender budgeting
- Expand gender-climate databases nationwide
- Conduct full evaluations and policy revisions

#### Resources Requirement for Gender-Responsive Action Plans

- Dedicated gender and climate experts
- Budget for training, data collection, and gender analyses
- Tools for monitoring gender outcomes
- ICT and digital data collection resources
- Funding for community-based activities

#### EXAMPLES AND GOOD PRACTICES

##### Cambodia examples:

- Women-led community forest groups managing drought resilience
- Solar-powered irrigation projects empowering women farmers
- Community-based early warning systems targeting women
- Women's cooperatives producing climate-resilient crops

##### Regional examples:

- Nepal: gender-responsive NAP
- Bangladesh: women flood wardens
- Fiji: gender-integrated relocation framework

#### DISCUSSION QUESTIONS

- Which action areas are most relevant to your institution?
- What challenges exist for gender integration in your sector?
- What support do you need to implement a gender-responsive action plan?

#### KEY TAKEAWAYS

- Action plans turn gender commitments into tangible results
- Cambodia has strong frameworks but needs coordinated implementation
- Gender integration strengthens climate resilience and equity
- Systematic data, budgeting, capacity building, and monitoring are essential
- Partnerships accelerate progress



## MODULE 5:

### MONITORING AND EVALUATION FOR GENDER-RESPONSIVE CLIMATE ACTIONS

This module 5 focuses on ensuring that gender integration in climate policies and programs delivers measurable and meaningful results. Effective monitoring and evaluation (M&E) systems are essential for tracking progress, assessing outcomes, and strengthening accountability for gender-responsive climate action. This module introduces key concepts and approaches for integrating gender into M&E frameworks for climate initiatives, including the development and use of gender-sensitive indicators and implementation mechanisms. It also presents practical tools for monitoring progress and evaluating impacts, enabling participants to assess how climate actions affect women, men, and marginalized groups differently and to use evidence for learning, policy improvement, and adaptive management in Cambodia's climate action.

**Time for this module 5:** should be conducted within 60 minutes.

#### SESSION LEARNING EXPECTATIONS

**Expected Learning Outcome:** participants will be able to:

- Explain the importance of M&E in tracking gender-responsive climate actions.
- Identify and apply gender-responsive indicators tailored to climate policies, adaptation actions, and sectoral programs in Cambodia.
- Use practical tools and methods (e.g., gender-responsive M&E matrix, scorecards, checklists) for monitoring progress and evaluating impacts.
- Assess data quality and reporting processes to ensure gender-disaggregated, inclusive, and actionable climate information.
- Develop basic M&E components for gender-responsive climate initiatives and interpret M&E findings to inform policy adjustments.

## SUB-MODULE 5.1:

### MONITORING & EVALUATION ON GENDER-RESPONSIVE CLIMATE ACTIONS

#### INTRODUCTION

##### Purpose of M&E in Gender-Responsive Climate Actions

- Track implementation of gender-integrated climate initiatives
- Ensure equitable benefits for women and marginalized groups
- Assess effectiveness and efficiency of resource allocation
- Inform future policy and program design

#### KEY COMPONENTS OF GENDER-RESPONSIVE M&E

##### Core Components

- **Gender-sensitive indicators**

Disaggregate by sex, age, and vulnerability

- **Baseline data**

Understand existing gender inequalities and climate risks

- **Data collection & analysis (monitoring)**

Use participatory and inclusive approaches

- **Reporting mechanisms**

Transparent, accessible, and actionable

- **Feedback loops**

Integrate lessons into planning and budgeting

#### TYPES OF INDICATORS

- **Input indicators:** Resources allocated for gender activities
- **Process indicators:** Participation of women in planning and implementation
- **Output indicators:** Number of women trained, women-led initiatives funded
- **Outcome indicators:** Improvement in women's climate resilience, income, or access to resources
- **Impact indicators:** Long-term changes in gender equality and climate adaptation

#### M&E FRAMEWORK FOR GENDER IN CLIMATE ACTIONS

##### Gender-Responsive M&E Framework

- Define objectives of gender integration in the climate program
- Identify key stakeholders and beneficiaries
- Select gender-sensitive indicators
- Establish baseline and targets
- Collect data using participatory methods
- Analyze data and report findings
- Use results to inform policy, planning, and budgeting

#### DATA COLLECTION METHODS

- Focus group discussions with women and marginalized groups
- Household surveys disaggregated by sex and age
- Key informant interviews with local leaders and community groups
- Participatory rural appraisal (PRA) techniques
- Digital tools for real-time data collection

#### M&E IN CAMBODIA: EXAMPLES

##### Example 1: Gender-Responsive DRR Projects

- Monitoring women's participation in flood preparedness committees
- Tracking allocation and use of resources for women-specific shelters
- Indicators: % of female-headed households receiving early warning alerts

##### Example 2: Climate-Smart Agriculture for Women Farmers

- Monitoring training participation by women
- Tracking adoption of climate-smart techniques by female farmers
- Indicators: Increase in income, crop yield, and resilience for women farmers.

##### Example 3: Clean Energy & Women Entrepreneurs

- Monitoring access to finance, training, and solar technology for women-led businesses
- Indicators: Number of women trained and businesses established, increase in income, community energy access.

## TOOLS FOR GENDER-RESPONSIVE M&E

- Gender scorecards and checklists
- Gender budget tracking tools
- Participatory M&E templates
- Digital dashboards for real-time reporting
- Community feedback mechanisms

## CHALLENGES AND STRATEGIES

Common Challenges	Strategies to Overcome Challenges
<ul style="list-style-type: none"><li>• Lack of sex- and age-disaggregated data</li><li>• Limited capacity of staff in gender-responsive M&amp;E</li><li>• Inconsistent reporting and follow-up</li><li>• Cultural barriers limiting women's participation.</li></ul>	<ul style="list-style-type: none"><li>• Build capacity of local government and project staff</li><li>• Institutionalize gender indicators into national climate M&amp;E systems</li><li>• Promote community-based participatory monitoring</li><li>• Use technology for data collection and reporting</li><li>• Ensure political and organizational support for gender equality.</li></ul>

## CONCLUSION & DISCUSSION

### Summary

- M&E is essential for tracking progress and impact of gender integration in climate actions
- Key: participatory methods, gender-sensitive indicators, and feedback loops
- Lessons from Cambodia show the importance of local engagement, disaggregated data, and linking M&E to budgeting





## SUB-MODULE 5.2: SETTING INDICATORS & IMPLEMENTATION FOR GENDER-RESPONSIVE CLIMATE INITIATIVES

### EXISTING SETTING INDICATORS

**Setting SMART** (Specific, Measurable, Achievable, Realistic, and Time-bound) **Indicators**

<b>Agriculture &amp; Livelihoods</b> <ul style="list-style-type: none"> <li>• % of women farmers trained in climate-smart agriculture</li> <li>• % adoption of climate-resilient farming techniques by women</li> <li>• Change in income and productivity of female-headed households</li> </ul>	<b>Disaster Risk Reduction (DRR)</b> <ul style="list-style-type: none"> <li>• % of women participating in DRR committees</li> <li>• # of women benefiting from early warning systems</li> <li>• Allocation of funds for women-specific shelters and preparedness</li> </ul>	<b>Renewable Energy &amp; Clean Technology</b> <ul style="list-style-type: none"> <li>• # of women trained in solar installation or energy management</li> <li>• % of women-led enterprises accessing climate finance</li> <li>• Household energy access improvements for women-headed households</li> </ul>	<b>Health &amp; WASH</b> <ul style="list-style-type: none"> <li>• % of women accessing climate-resilient water supply solutions</li> <li>• Reduction in time spent by women collecting water</li> <li>• Access to climate-resilient health services for women and girls</li> </ul>
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### IMPLEMENTATION STRATEGIES

#### Steps for Implementing Gender-Responsive Indicators

- Integrate gender objectives in climate policy and program planning
- Select relevant and SMART indicators for each sector and intervention
- Establish baseline data and set targets
- Assign roles and responsibilities for data collection and monitoring
- Apply participatory methods involving women and local communities
- Regularly analyze and report findings
- Use results to adjust policy, planning, and resource allocation

### M&E DATA COLLECTION METHODS AND APPROACHES

#### Data Collection

- Household surveys disaggregated by sex, age, and vulnerability
- Project and program reports with gender breakdowns
- Monitoring templates for outputs, outcomes, and impacts
- Community scorecards and participatory monitoring

### PARTICIPATORY APPROACHES

- Focus group discussions with women and marginalized groups
- Community mapping of climate risks and gender vulnerabilities
- Key informant interviews with local leaders and climate practitioners
- Digital tools for real-time monitoring and feedback

### MONITORING, REPORTING & FEEDBACK

#### Monitoring & Reporting

- Track performance using pre-defined gender indicators
- Include both quantitative and qualitative measures
- Report findings to stakeholders, policymakers, and communities
- Integrate M&E results into program planning and budget decisions

## FEEDBACK LOOPS

- Use lessons learned to improve program design and implementation
- Adjust resource allocation based on performance and impact
- Strengthen accountability to women and marginalized groups

## CONCLUSION

- Gender-responsive indicators are critical for tracking equity and impact
- Implementation requires participatory approaches, clear responsibilities, and continuous monitoring
- Integrating indicators into policy, planning, and budgeting strengthens gender outcomes in climate initiatives



## SUB-MODULE 5.3: TOOLS FOR MONITORING PROGRESS AND EVALUATING IMPACTS

### WHY MONITOR GENDER INTEGRATION?

- Ensures gender commitments in climate policy are implemented
- Tracks progress toward equitable participation and benefits
- Identifies gaps in women's resilience, adaptation capacity, and climate vulnerabilities
- Strengthens accountability to national and international frameworks (NDC, NAP, SDGs, CDRFI, etc.)

### CORE PRINCIPLES OF GENDER-RESPONSIVE M&E

- Inclusiveness and representation
- Disaggregation of data (sex, age, ability, geographical location)
- Equity-focused outcomes
- Participation of women and marginalized groups
- Transparency and accountability
- Evidence-based learning

### MONITORING INDICATORS

#### Quantitative Indicators:

- % of women participating in climate planning
- **of women trained in adaptation and DRR**
- % budget allocated to gender-responsive climate actions
- of climate projects with gender analysis conducted

#### Qualitative Indicators:

- Women's influence in decision-making
- Community perceptions of gender roles in climate resilience
- Degree of integration of gender in climate policies

### MONITORING TOOLS

- Gender analysis checklist
- Gender-responsive climate M&E matrix
- Gender marker system
- Gender-responsive scorecard
- Participatory monitoring (women's groups, youth groups)
- Climate vulnerability and capacity assessment (CVCA)
- Grievance redress mechanisms (gender-sensitive)

### GENDER MARKER (GM) FOR CLIMATE PROGRAMS (EXAMPLE)

- **GM0** – No gender elements
- **GM1** – Some gender elements, but not systematic
- **GM2** – Fully gender-responsive, actions directly promote gender equality

Used by donors, climate funds, and government programs

### SAMPLE GENDER M&E MATRIX

Results Level	Indicator	Data Source	Frequency	Responsible Agency
Output	# women trained in adaptation planning	Training record	Quarterly	
Outcome	Increased decision-making of women in climate planning	Interviews, FGDs	Annual	
Impact	Reduced gender vulnerability to climate risks	Survey, case studies	2–3 years	

## EVALUATION OF GENDER IMPACT

### Assess:

- Changes in women's adaptive capacity
- Improvement in women's access to climate finance
- Women's leadership in community resilience
- Reduction in exposure to climate hazards
- Equity in distribution of climate benefits

## TOOLS FOR EVALUATION

- Gender impact evaluation checklist
- Before/After comparison
- Case studies and story of change
- Outcome harvesting
- Most significant change (MSC) technique
- Mixed-method approaches (quantitative + qualitative)

## USING EVIDENCE FOR DECISION-MAKING

### Collected data can be used for:

- Updating climate policies and guidelines
- Informing future NDC and NAP updates
- Improving sub-national climate finance programs
- Allocating resources equitably
- Strengthening gender mainstreaming across ministries

## CAPACITY BUILDING NEEDS IN CAMBODIA

- Strengthening gender-responsive data collection
- Improving gender budgeting skills
- Enhancing sub-national M&E capacities
- Training on gender marker system
- Cross-ministry coordination (MoWA, MoE, NCDD)

## COMMON M&E CHALLENGES

- Lack of systematic gender-responsive climate M&E system
- Limited sex-disaggregated climate data
- Underreporting of gender outcomes
- Budget constraints

## CONCLUSIONS

Gender-responsive M&E helps ensure:

- Meaningful participation of women
- Equitable climate benefits
- Stronger resilience outcomes
- Evidence-based policy enhancement
- Improved accountability toward Cambodia's climate goals

## DISCUSSION EXERCISE

- Identify gender indicators that are most relevant for your sector or program in Cambodia?
- How can local women and communities actively participate in monitoring and implementation?
- How should results inform budgeting, planning, and policy decisions?
- Review a sample climate project in your respective sector and assess gender responsiveness by applying the gender marker scoring



## MODULE 6: GROUP EXERCISE 2

### DRAFTING GENDER-RESPONSIVE CLIMATE ACTION PLANS FOR KEY SECTORS

This group exercise 2 provides an opportunity for participants to apply the knowledge and tools gained throughout the training to practical sector-specific planning. Building on the priority gender climate challenges identified in Group Exercise 1, participants will continue working in their sector groups agriculture, water resources, natural resources, disaster risk reduction, energy, and health to propose and draft gender-responsive climate action plans. Using the provided action plan template, the exercise guides participants to translate identified challenges into concrete actions, roles, timelines, and indicators that can be integrated into climate policies and country programs. This exercise aims to strengthen participants' capacity to move from analysis to action and to develop realistic, implementable plans that advance inclusive and effective climate action in Cambodia.

**Time for this exercise 2:** sector groups will have up to 60 minutes to complete and conclude their group results.

#### OBJECTIVE OF THE EXERCISE

**Participants will:**

- Apply gender integration concepts to real sector contexts
- Draft sector-specific gender-responsive climate action plan components
- Identify priority actions, indicators, responsible institutions, and resources
- Strengthen collaboration and shared understanding among sectors

#### GROUP ASSIGNMENT INSTRUCTIONS

- ❖ Divide participants into **sector-specific groups**:
  - Agriculture
  - Water Resources
  - Energy
  - Disaster Risk Reduction (DRR)
  - Health
  - Natural Resources (Ecosystem)
- ❖ Each group will **draft a simple sector action plan** (45-60 min).
- ❖ Groups will **present their action plan** (5 - 10 min each).

Each group should prior assigned one member to take notes discussion outputs into a given template, and assigned one member to present group result to whole group.

#### KEY QUESTIONS FOR EACH GROUP

Each group discuss over these questions for answers:

- What gender-climate challenges exist in your sector?
- What are the priority groups affected? (women, girls, indigenous communities, PWDs, elderly, etc.)
- What gender-responsive actions can the sector take?
- What resources or partners are needed?
- What indicators will measure progress?

## ACTION PLAN TEMPLATE

Each group fills in this template for their sector action plan:

Component	Description
Sector	
Gender-Climate Challenges	
Target Groups	
Indicators	
Priority Actions	
Expected Outputs	
Responsible Institutions	
Resources Needed	
Timeline	

## TIPS FOR FACILITATORS

- Brainstorm over discussion work including questions and worksheet to be completed
- Assign clear roles of group members, note takers, group presenter
- Set clear rules for group discussion and time management
- Encourage sector group discussion to reflect real situation within sector over the discussing questions
- Take provide worksheets for action plans
- Make sure that group has completed worksheet for presentation.



## MODULE 7:

### STAKEHOLDER COLLABORATION AND COORDINATION FOR GENDER INTEGRATION INTO CLIMATE POLICY AND PROGRAMS

This module 7 highlights the critical role of inclusive engagement and coordination in advancing gender-responsive climate action. Effective gender integration requires coordinated efforts among a wide range of stakeholders, including government institutions at national and sub-national levels, development partners, civil society organizations, the private sector, academia, and community representatives. This module introduces stakeholder analysis approaches and applies a gender lens to identifying, categorizing, and prioritizing stakeholders involved in Cambodia's climate policy and programs. It also explores the roles and responsibilities of key actors, common challenges and opportunities for engagement and coordination, and practical strategies and mechanisms to strengthen gender-responsive collaboration. The module aims to enhance participants' capacity to foster inclusive, well-coordinated partnerships that support effective implementation and sustainability of gender-responsive climate initiatives in Cambodia.

**Time for this module 7:** should be conducted within 60 minutes.

#### SESSION LEARNING EXPECTATIONS

Expected Learning Outcome: participants will be able to:

- Understand key stakeholder groups involved in gender integration across climate policy and program cycles and their roles and responsibilities of stakeholders in promoting gender-responsive climate action.
- Analyze coordination challenges and gaps affecting effective gender integration within climate governance structures in Cambodia.
- Identify practical coordination mechanisms including working groups, inter-ministerial committees, multi-stakeholder platforms.
- Propose actions for sustaining stakeholder engagement in gender-responsive climate policy implementation and monitoring

#### STAKEHOLDER ANALYSIS

- A process to identify, analyze, and prioritize stakeholders who influence or are affected by policies
- Ensure inclusive participation, strengthen policy outcomes, and address gender equity
- **Key Steps:** Identification → Analysis → Prioritization → Engagement

#### STAKEHOLDER CATEGORIES FOR CLIMATE POLICY IN CAMBODIA

- **Government:** Ministry of Environment, Ministry of Women's Affairs, Ministry of Agriculture, Forestry and Fisheries
- **Local Authorities:** Commune councils, provincial climate committees
- **Civil Society:** Women's organizations, NGOs focused on climate and gender, youth groups
- **Private Sector:** Green energy companies, sustainable agriculture enterprises
- **International Partners:** UN agencies, donors, development partners
- **Academia & Research:** Universities, policy institutes, gender research centers



## KEY STAKEHOLDERS AND THEIR ROLES

Stakeholder Group	Key Roles in Gender Integration	Example in Cambodia
Government	Policy development, mainstreaming gender, resource allocation	Ministry of Environment integrating gender into climate adaptation strategies
Local Authorities	Implementation, monitoring, community outreach	Commune councils supporting women-led climate initiatives
NGOs/CSOs	Advocacy, capacity building, mobilizing communities	Women's NGO networks promoting climate-smart agriculture
Private Sector	Funding, technology, gender-sensitive business practices	Renewable energy firms supporting women entrepreneurs
Development Partners	Technical support, funding, policy guidance	UNDP providing gender mainstreaming toolkits
Academia	Research, monitoring & evaluation, knowledge sharing	Universities studying gender impacts of climate programs

## NATIONAL GOVERNMENT: STRATEGIC ROLES

- Set national priorities, policies, and enabling regulatory frameworks
- Integrate gender into climate strategies (NDC, NAP, LTS4CN)
- Provide central guidance on gender mainstreaming tools and standards
- Mobilize climate finance with gender-responsive criteria
- Coordinate inter-ministerial action and cross-sector collaboration

## KEY STAKEHOLDERS AND THEIR ROLES

MoE	MoWA	MEF	LINE MINISTRIES
<b>Lead roles:</b> <ul style="list-style-type: none"> <li>• Oversee implementation of climate policies and Country Program</li> <li>• Integrate gender considerations into climate mitigation/adaptation planning</li> <li>• Coordinate with GSSD and other ministries for climate MRV/M&amp;E</li> <li>• Support capacity building on gender-responsive climate planning</li> </ul>	<b>Gender-specific mandates:</b> <ul style="list-style-type: none"> <li>• Provide technical guidance on gender mainstreaming</li> <li>• Develop gender indicators and sex-disaggregated data standards</li> <li>• Build institutional capacity for gender-responsive planning and budgeting</li> <li>• Advocate for gender inclusion in climate finance mechanisms</li> <li>• Support consultation with women networks and vulnerable groups</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure gender-responsive budgeting for climate programs</li> <li>• Integrate gender-responsive requirements into public investment systems</li> <li>• Align climate finance flows with national gender equality objectives</li> </ul>	<ul style="list-style-type: none"> <li>• Integrate gender in sector-specific climate actions (agriculture, water, infrastructure, energy)</li> <li>• Ensure gender-responsive approaches in climate projects and investments</li> <li>• Collect sex-disaggregated data within sector programs</li> <li>• Engage women farmers, producer groups, and stakeholders in planning</li> </ul>

<b>SNAs</b> <ul style="list-style-type: none"> <li>• Implement gender-responsive climate actions at provincial and commune levels</li> <li>• Engage vulnerable groups in local climate planning and decision-making</li> <li>• Use gender-responsive tools (e.g., local M&amp;E, vulnerability assessments)</li> <li>• Ensure meaningful participation of women in sub-national planning committees</li> </ul>	<b>CIVIL SOCIETY &amp; NGOS</b> <ul style="list-style-type: none"> <li>• Mobilize women’s voices, local communities, and marginalized groups</li> <li>• Conduct gender analysis and generate evidence for policy improvement</li> <li>• Support capacity building for women leaders and community groups</li> <li>• Implement gender-responsive climate adaptation projects</li> </ul>	<b>COMMUNITY LEADERS &amp; LOCAL GROUPS</b> <ul style="list-style-type: none"> <li>• Identify climate risks and gender-specific challenges at the community level</li> <li>• Promote inclusive participation in village consultations</li> <li>• Monitor beneficiaries, gender roles, and local climate impacts</li> </ul>	<b>PRIVATE SECTOR &amp; FINANCIAL INSTITUTIONS</b> <ul style="list-style-type: none"> <li>• Offer inclusive and climate-resilient products and services</li> <li>• Apply gender-responsive criteria in private climate finance</li> <li>• Support women-owned enterprises and green technologies</li> </ul>
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<b>WOMEN’S ORGANIZATIONS &amp; GENDER NETWORKS</b> <ul style="list-style-type: none"> <li>• Advocate for inclusive climate decision-making</li> <li>• Ensure climate actions address gender-specific vulnerabilities</li> <li>• Provide community feedback and monitor gender impacts</li> <li>• Strengthen women’s leadership in climate initiatives</li> </ul>	<b>ACADEMIA &amp; RESEARCH INSTITUTIONS</b> <ul style="list-style-type: none"> <li>• Provide gender-sensitive data, climate research, and policy analysis</li> <li>• Develop tools and evidence for gender-responsive climate planning</li> <li>• Strengthen innovation and capacity-building programs</li> </ul>	<b>DEVELOPMENT PARTNERS &amp; DONORS</b> <ul style="list-style-type: none"> <li>• Support alignment with global gender and climate standards</li> <li>• Provide technical assistance and funding for gender-responsive projects</li> <li>• Strengthen institutional capacity and mutual accountability</li> </ul>
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## GENDER LENS IN STAKEHOLDER ANALYSIS

- Assess influence, interest, and gender awareness of each stakeholder
- Identify opportunities for women's leadership and participation
- Consider power dynamics, marginalized groups, and intersectionality

Example table:

Stakeholder	Influence	Interest	Gender Engagement Level	Notes
Ministry of Environment	High	High	Medium	Needs capacity building on gender policy
Women's NGO Network	Medium	High	High	Key for community engagement

## PRIORITIZING STAKEHOLDERS FOR ENGAGEMENT

- High Influence & High Interest → Key Partners (policy champions)
- High Influence & Low Interest → Engage strategically (awareness campaigns)
- Low Influence & High Interest → Support and empower (community groups)
- Low Influence & Low Interest → Monitor (information sharing only)

## ENSURING INCLUSIVE ENGAGEMENT

- Apply gender-sensitive consultation methods
- Address barriers to women's participation (time, travel, childcare, safety)
- Ensure representation from diverse social groups
- Provide accessible information in local languages
- Build trust and long-term community relationships

## CHALLENGES AND OPPORTUNITIES FOR ENGAGEMENT

Challenges	Opportunities
<ul style="list-style-type: none"> <li>• Limited capacity on gender-responsive climate planning</li> <li>• Inadequate sex-disaggregated data</li> <li>• Weak coordination between gender and climate actors</li> <li>• Limited funding for gender-focused climate initiatives</li> <li>• Cultural norms and unequal decision-making power</li> </ul>	<ul style="list-style-type: none"> <li>• Strong political will and policy frameworks</li> <li>• Existing gender networks and CSO engagement</li> <li>• Increasing climate finance for gender-responsive actions</li> <li>• New digital data systems to support gender-sensitive M&amp;E</li> </ul>

## STRATEGIES FOR GENDER-RESPONSIVE ENGAGEMENT

- Capacity building for government and NGOs on gender and climate
- Inclusive consultations with women and marginalized groups
- Gender-sensitive communication and outreach
- Monitoring and evaluation with gender indicators

## KEY COORDINATION STAKEHOLDER

- **Ministry of Environment (MoE) / NCSD** – Lead climate policy coordination
- **Ministry of Women's Affairs (MoWA)** – Lead agency for gender equality
- **Line Ministries** – MAFF, MoWRAM, MISTI, MME, MoH, MoP, MRD, etc.
- **GMAGs & Gender Focal Points** – Internal coordination structures
- **Sub-National Administrations** – Local implementation and data collection
- **Development Partners & UN Agencies** – Technical and financial support
- **Civil Society & Community Networks** – Grassroots inputs and accountability

## STAKEHOLDER COLLABORATION MECHANISMS

- Inter-ministerial coordination committees
- Technical working groups on gender and climate

- Community dialogue and multi-stakeholder platforms
- Joint monitoring and evaluation missions
- Knowledge-sharing platforms

## COORDINATION MECHANISMS

- Inter-Ministerial Climate Change Technical Working Groups
- Integrated MoE–MoWA Gender & Climate Coordination Team
- Ministry-level GMAG and technical climate teams
- Donor coordination platforms on climate and gender
- Multi-stakeholder participation forums
- Provincial Climate Change Committees

## CHALLENGES OF COORDINATION

- Fragmented coordination across sectors
- Capacity gaps within ministries and sub-national levels
- Lack of gender-disaggregated data for planning
- Limited understanding of gender-climate linkages
- Insufficient funding for gender mainstreaming
- Weak communication between ministries
- Limited engagement of women and vulnerable groups

## STRENGTHENING COLLABORATION AND COORDINATION

### Strengthening Coordination Platforms

- Reinforce MoE–MoWA–MEF coordination for policy, budgeting, and monitoring.
- Ensure gender focal points sit on climate policy committees and working groups.
- Establish/strengthen **sector-level** gender–climate coordination teams.
- Expand coordination to sub-national levels through NCDDs structures.

### Joint Gender-Responsive Climate Planning

- Conduct joint gender analysis for updates of NDC, NAP, and sector climate plans.
- Integrate gender priorities in sectoral roadmaps (agriculture, water, DRR, energy, etc.).
- Apply gender-sensitive vulnerability assessments as a standard planning input.
- Promote co-design of climate programs with MoWA and relevant sector ministries.

### Coordinated Gender-Responsive Budgeting (GRB)

- Apply gender markers to climate programs across ministries.
- Coordinate with MEF on GRB procedures for climate expenditures.
- Ensure national and sub-national budgets reflect gender-responsive climate needs.
- Conduct joint budget reviews and annual GRB performance assessments.

### Shared Data, Information & Tools

- Build a shared **gender–climate data repository** across ministries.
- Harmonize indicators within MRV and national M&E frameworks.
- Develop joint tools: gender checklists, templates, and climate-GRB guidelines.
- Promote research partnerships with universities and CSOs.

### Invest in Capacity Development

- Joint training for officials on gender-responsive climate planning and budgeting.
- Strengthen MoWA’s technical support to sector ministries.

### Climate Finance Coordination

- Build a shared **gender–climate data repository** across ministries.
- Gender-responsive climate budgeting
- Climate budget tagging with gender markers
- Harmonized funding proposals to GCF, GEF, and bilateral donors
- Tracking gender-climate expenditures
- Joint financial reporting for climate programs
- Developing gender-sensitive investment criteria

### Inclusive Multi-Stakeholder Engagement

- Structured participation of women’s groups, youth, indigenous communities, and CSOs.
- Use participatory approaches: FGDs, community consultations, gender-sensitive assessments.

### Joint Monitoring & Reporting

- Harmonized indicators across CCCSP, NDC, NAP, and GMAPs
- Joint MoE–MoWA monitoring missions
- Integrated digital systems for reporting
- Annual joint performance reviews
- Community-based monitoring tools
- Inclusion of gender results in national reporting systems (MRV)

## REFLECTION QUESTIONS

- What coordination challenges does your ministry currently face?
- Which partnerships or collaborations could be strengthened?
- What data, guidelines, or tools are needed to improve gender-responsive coordination?
- How can we enhance collaboration between national and sub-national levels?

## KEY MESSAGES

- Effective climate action requires strong, intentional coordination and collaboration.
- Gender-responsive climate policy is strengthened when ministries, partners, and communities work together.
- Shared planning, data, tools, and monitoring systems promote consistent and equitable implementation.
- Strengthening coordination ensures climate solutions benefit women, men, and vulnerable groups fairly.



## MODULE 8: GROUP EXERCISE 3

### ROLE-PLAYING FOR STAKEHOLDER ENGAGEMENT

This module 8, group exercise 3 provides participants with a practical and interactive opportunity to apply stakeholder collaboration concepts through simulated real-world scenarios. Effective gender integration in climate policies and programs depends not only on technical knowledge, but also on the ability to engage, negotiate, and collaborate with diverse stakeholders in inclusive and gender-responsive ways. In this exercise, participants will be divided into three groups to role-play different stakeholder engagement settings, including a gender-responsive policy advisory panel, a multi-stakeholder meeting for designing a climate adaptation program, and a community consultation process. Through these scenarios, participants will practice understanding stakeholder roles and responsibilities, advocating for gender integration, managing differing priorities, and ensuring that women's and marginalized groups' voices are meaningfully included in climate decision-making processes.

**Time for this exercise 3:** sector groups will have up to 50-60 minutes to complete and conclude their group results.

#### Instruction for participants division:

- Arrange participants into 3 Groups, labeling Group 1, Group 2, and Group 3.
- Facilitators facilitate each group to discuss over a given topic, objective, and scenario as mentioned in next slides
- Each roll-playing group will have 40-60 minutes to perform and negotiate under facilitator guidance, observation, and note taking.
- The group should prior assigned one group member to take role in reporting to whole group

#### GROUP 1: GENDER-RESPONSIVE POLICY ADVISORY PANEL

**Objective:** Understand **roles and responsibilities** of stakeholders in **advancing gender-responsive climate policies**.

**Scenario:** The **country program needs recommendations on how to integrate gender into a climate resilience project** in natural resource sector to be implemented at sub-national levels. Each participant must advocate for their stakeholder's responsibilities and suggest actionable steps.

**Setup:** Participants are assigned **specific roles**:

Minister of Environment  
Director of Women's Affairs Department  
NGO leader for women farmers  
Private sector: cooperate social responsibility (CSR) manager  
UNDP technical advisor  
Community leader representing local communities

**Instructions:**

- Each participant prepares a **2-minute statement** outlining **their role, priorities, and proposed actions** for a climate resilient project **to be implemented at sub-national administration level**.
- A moderated panel discussion takes place where participants **debate and align responsibilities**.
- Conclude with a **joint action plan**, highlighting which stakeholders are responsible for each action.

**Debrief Questions:**

- How clear were roles and responsibilities?
- Did any stakeholder dominate or get marginalized?
- How could coordination be improved in real-life scenarios?

## GROUP 2: STAKEHOLDER MEETING SIMULATION

**Objective:** Practice negotiation, collaboration, and understanding roles of different stakeholders in gender-responsive climate policy.

**Scenario:** The Cambodian government is designing a **new climate adaptation program** that must **integrate gender equity**. Each stakeholder group has different priorities, resources, and concerns.

**Setup:** Divide participants into **6 groups**, each representing a stakeholder category:

- Government Ministries (Environment, Women's Affairs, Agriculture)
- Local Authorities (Commune councils, provincial climate committees)
- NGOs & Civil Society (Women's groups, youth, climate NGOs)
- Private Sector (renewable energy or sustainable agriculture companies)
- Development Partners (UNDP, bilateral donors, international NGOs)
- Academia & Research Institutes

**Instructions:**

- Each group develops a **list of objectives and concerns** for their stakeholder perspective.
- A **facilitated "multi-stakeholder meeting"** takes place. Each group presents its position.
- Groups negotiate and try to reach **consensus on program design**, ensuring gender integration.

**Debrief Questions:**

- How did each stakeholder influence the discussion?
- What challenges arose in balancing gender priorities with other interests?
- Which strategies helped reach compromise and collaboration?

## GROUP 3: COMMUNITY CONSULTATION ROLE-PLAY

**Objective:** Practice gender-sensitive engagement with local communities

**Scenario:** Program staff must **collect input from the community** about **climate adaptation priorities**, ensuring women and marginalized voices are heard.

**Setup:** Divide participants into:

- Community representatives (women, men, youth, elderly)
- Program staff/stakeholders facilitating consultations

**Instructions:**

- Program staff conduct a **consultation session**.
- Community participants voice concerns, ideas, and challenges.
- Stakeholders record inputs and develop **gender-responsive recommendations**.

**Debrief Questions:**

- Were all voices equally heard?
- How did stakeholders ensure gender equity in decision-making?
- What tools or techniques helped facilitate inclusive participation?

## TIPS FOR FACILITATORS

- Assign clear roles and rules for time management.
- Encourage reflection and group discussion after each activity.
- Use real Cambodian examples to make scenarios relatable.
- Provide worksheets for action plans, stakeholder maps, or consultation notes.





## APPENDIX 1: PRE-TRAINING ASSESSMENT FORM

**Objective:** this pre-training assessment survey aims to understand baseline relevant capacity and knowledge of trainees related to gender mainstreaming into climate policy and program to help tailor the training effective. Your responses are confidential and use for measurement the outcomes of this training only.

1. **Awareness Level:** how would you rate your current familiarity with the core concepts of Gender and **Gender Equity and Social Inclusion (GESI)** in the context of development or climate policy?

1- Very Unfamiliar	2- Unfamiliar	3- Neutral/Somewhat Familiar	4- Familiar	5- Very Familiar

Please provide a sentence to support your answer for this question 1:

.....  
 .....

2. **How would you rate your awareness of climate change issues and climate change vulnerability?**

1- Very low awareness	2- Low awareness	3- Moderate awareness	4- High awareness	5- Very high awareness

Please provide a sentence to support your answer for this question 2:

.....  
 .....

3. How would you assess your knowledge of how gender inequality and poor social inclusion contribute to climate vulnerability?

1- No knowledge	2- Limited knowledge	3- Basic knowledge	4- Good knowledge	5- Comprehensive knowledge

Please provide a sentence to support your answer for this question 3:

.....  
 .....

4. How would you rate your awareness of integrating gender and GESI principles into climate policies and country programs?

1- Very low awareness	2- Low awareness	3- Moderate awareness	4- High awareness	5- Very high awareness

Please provide a sentence to support your answer for this question 4:

.....  
 .....

5. How would you rate your understanding of the types of gender data, and the availability and accessibility of such data?

1- Very low understanding	2- Low understanding	3- Moderate understanding	4- Good understanding	5- Excellent understanding

Please provide a sentence to support your answer for this question 5:

.....

.....

6. How would you assess your understanding of why gender data is important for gender mainstreaming in climate policies and programs?

1- No understanding	2- Limited understanding	3- Basic understanding	4- Good understanding	5- Comprehensive understanding

Please provide a sentence to support your answer for this question 6:

.....

.....

7. How would you rate your understanding of the resources and gender-responsive budgeting required for planning processes?

1- Very low understanding	2- Low understanding	3- Moderate understanding	4- Good understanding	5- Excellent understanding

Please provide a sentence to support your answer for this question 7:

.....

.....

8. How would you assess your understanding of how to formulate a climate action plan?

1- Very low understanding	2- Low understanding	3- Moderate understanding	4- Good understanding	5- Excellent understanding

Please provide a sentence to support your answer for this question 8:

.....

.....

9. How would you rate your understanding of the importance of monitoring and evaluation (M&E) in tracking gender-responsive climate actions?

1- Very low understanding	2- Low understanding	3- Moderate understanding	4- Good understanding	5- Excellent understanding

Please provide a sentence to support your answer for this question 9:

.....

.....

10. How would you assess your knowledge in developing M&E frameworks for gender-responsive climate initiatives and interpreting M&E findings to inform policy?

1- No knowledge	2- Limited knowledge	3- Basic knowledge	4- Good knowledge	5- Comprehensive knowledge

Please provide a sentence to support your answer for this question 10:

.....

.....

11. How would you rate your understanding of the roles and interactions of key stakeholder groups in integrating gender across climate policies and programs?

1- Very low	2- Low	3- Moderate	4- Good	5- Excellent
-------------	--------	-------------	---------	--------------

understanding	understanding	understanding	understanding	understanding

Please provide a sentence to support your answer for this question 11:

.....  
 .....

12. How would you assess your ability to analyze coordination challenges, identify gaps, and enhance stakeholder engagement for effective gender integration in climate policies and programs?

1- Very low ability	2- Low ability	3- Moderate ability	4- High ability	5- Very high ability

Please provide a sentence to support your answer for this question 12:

.....  
 .....

Thank you for your time and input. Your responses will directly contribute to making this training more relevant and effective.

## APPENDIX 2: POST-TRAINING ASSESSMENT FORM

### OBJECTIVE AND INFORMATION OF THE ASSESSMENT

This post-training assessment aims to measure changes in participants' knowledge, skills and confidence in integrating gender and GESI into climate policies and country programs following the training. Specifically, the assessment evaluates the extents to trainees' improvement their understanding on training sessions provided and discussed. The results will be used to assess training effectiveness, identify remaining capacity gaps, and inform follow up support or future capacity building intervention. All responses will remain confidential and will be used just for measuring the outcomes and impacts of this training only.

#### A. PART I: TRAINING OUTCOME ASSESSMENT

Please tick (✓) your answer in column answer (Answer: 1- No understanding, 2- Limited understanding, 3- Moderate understanding, 4- High understanding, 5- Very high understanding)

	Questions	Answer				
		1	2	3	4	5
1	<b>Awareness Level:</b> how would you rate your current familiarity with the core concepts of Gender and Gender Equity and Social Inclusion (GESI) in the context of development or climate policy?					
2	How would you rate your awareness of climate change issues and climate change vulnerability?					
3	How would you assess your knowledge of how gender inequality and poor social inclusion contribute to climate vulnerability?					
4	How would you rate your awareness of integrating gender and GESI principles into climate policies and country programs?					
5	How would you rate your understanding of the types of gender data, and the availability and accessibility of such data?					
6	How would you assess your understanding of why gender data is important for gender mainstreaming in climate policies and programs?					
7	How would you rate your understanding of the resources and gender-responsive budgeting required for planning processes?					
8	How would you assess your understanding of how to formulate a climate action plan?					
9	How would you rate your understanding of the importance of monitoring and evaluation (M&E) in tracking gender-responsive climate actions?					
10	How would you assess your knowledge in developing M&E frameworks for gender-responsive climate initiatives and interpreting M&E findings to inform policy?					
11	How would you rate your understanding of the roles and interactions of key stakeholder groups in integrating gender across climate policies and programs?					
12	How would you assess your ability to analyze coordination challenges, identify gaps, and enhance stakeholder engagement for effective gender integration in climate policies and programs?					

1

#### B. PART II: TRAINING ORGANIZATION

**Answer:** 1. Not satisfied, 2. Slightly satisfied, 3. Moderately satisfied, 4. Satisfied, 5. Very satisfied

Answer	1	2	3	4	5
Level of your satisfaction on training organization					
Level of your satisfaction on training materials					

Level of your satisfaction on presentations					
Level of your satisfaction on arrangement and facilitation of group exercises					
Level of your finding the importance of this training					
Level of knowledge obtained by the training					

**C.** How high this training responded your expectation ? ☐ None ☐ Little ☐ Moderate ☐ High ☐ Very high

**D.** Your comments to improve this training and for similar future trainings

.....

.....

.....

**THANKS FOR YOUR TIME AND PARTICIPATION!**



## NCDD Secretariat

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