Supplementary Document to Rural Infrastructure and Sustainable Investment for Growth Project (RISING)

Gender Assessment and Gender Action Plan

Project number: P001186
October 2026
DRAFT

Rural Infrastructure and Sustainable Investment for Growth Project

Prepared by CADTIS Consultants Ltd for the NCDDS

EXECUTIVE SUMMARY

Purpose and scope. This Gender Assessment and Gender Action Plan (GAP) provides a profile of gender equality and social inclusion in Cambodia and the seven target provinces, identifies the gender constraints and opportunities that bear on the Project's components, synthesizes the evidence from community consultations, and sets out a GAP that applies the Asian Infrastructure Investment Bank (AIIB) It adopts a Two-Layer Gender Integration Approach: Layer 1 risk-management measures, mandatory wherever a gender-related risk is identified, and Layer 2 value-addition measures where there is a clear rationale and client capacity. The GAP forms part of the Project's environmental and social instruments alongside the ESMPF, RPF, IPPF and SEP, and its Layer 1 measures are carried into the ESMP and ESCoP templates, the bidding documents and the Project grievance redress mechanism (GRM).

Chapter I - Introduction. RISING will be implemented from January 2027 to December 2031 in 117 communes of Pailin, Battambang, Banteay Meanchey, Oddar Meanchey, Preah Vihear, Siem Reap and Kandal, benefiting about one million rural residents, including households affected by the 2025 Cambodia–Thailand border conflict. It has three components: (1) rural infrastructure and facilities upgraded and expanded – about 477 km of rural roads, irrigation for about 10,000 ha and about 140 community facilities (US$146.5 million); (2) commune and district capacities strengthened through institutional digitization and governance enhancement; and (3) project management, coordination and knowledge systems strengthened. The chapter states the project development objective, expected results and beneficiaries, the purpose of the assessment, and its evidence base: participatory consultations with 251 people (35% women) in seven communes of Pailin, Oddar Meanchey, Preah Vihear and Kandal between 27 May and 15 June 2026, and secondary evidence for Battambang, Banteay Meanchey and Siem Reap drawn from the NRRPCP-II GESI assessment and the SREDSP Gender Assessment.

Chapter II - Comparative national and regional indicators. Cambodia's Gender Development Index (0.939) places it in the medium-equality group, but its Gender Inequality Index (0.506, ranked 136th) is well above the East Asia and Pacific average (0.315). Women's labor force participation is high (70.5%), yet women are far more likely than men to be unpaid family workers (35.4% versus 15.1%), only 16.4% of women aged 25 and over have some secondary education (29.0% of men), and women hold 14.4% of parliamentary seats. Six dimensions of inequality are identified as relevant to RISING: a 19% gender wage gap; lower female literacy, especially in rural areas; an unpaid-care burden of about five hours a day for women against two for men; women's 51% share of agricultural labor against 22% of landholders; intimate partner violence experienced by 21% of women aged 15–49; and the compounded disadvantage of women with disabilities.

Chapter III - Government strategy in gender equality. The chapter tabulates the national frameworks that anchor the GAP: Neary Rattanak VI (2024–2028), the Pentagonal Strategy Phase I, the 7th-term National Development Strategic Plan, the MAFF Gender Mainstreaming Policy, the NCDD-S Gender Mainstreaming Strategy (28–36% women in sub-national management positions by 2028), the Nationally Determined Contribution, the National Action Plan for Disaster Risk Reduction and the MRD Gender Mainstreaming Strategic Plan (at least 45% women and disadvantaged groups in rural infrastructure construction and maintenance). It also records the constitutional, labor, land and domestic-violence legislation and CEDAW that underpin the equal-pay, joint-compensation and GBV-referral provisions of the GAP.

Chapter IV - National and provincial social demographic profile. The seven provinces hold 4.68 million people (30.1% of the national population) in 1.04 million households, of whom 50.8% are women. They span three zones - the Tonle Sap plains, the Mekong plains and the northern border uplands - with men outnumbering women in the three border provinces. Nationally 25.6% of households are female-headed, implying around one in four households in the project area with less labor, land and capital than male-headed households. Lower female literacy, high male out-migration (most marked in Banteay Meanchey) and poverty (ID Poor 1 and 2 households at 14 - 24% of commune households, concentrated in upland and border communes) shape women's capacity to take up project benefits.

Chapter V – Agricultural livelihoods. Women are 51.5% of agricultural workers but 22% of landholders, and female-headed households cultivate 1.5 ha against 3.2 ha. A commodity-by-commodity table records the gender division of labor across rice, vegetables, poultry, cashew, longan, maize, cassava, organic rice, fisheries, livestock, weaving, agri-processing and community childcare. Women account for 69% of MSMEs, mostly in micro-scale home-based production, and form 60 - 80% of LIG and cooperative membership while holding about 34% of cooperative committee seats and under 25% of farmer water user committee positions.

Chapter VI - Key issues in promoting economic empowerment for women smallholder farmers. Six thematic constraints provide the analytical foundation of the GAP: (i) gender-differentiated impacts of climate shocks and of the 2025 border conflict, whose displacement peaked at 644,589 people including 336,302 women, with asset losses such as the Beng weaving group's reduction to five working looms; (ii) the gender division of unpaid care, with community kindergartens (4Cs) operating only two to three hours a morning and no provision for children under three; (iii) limited access to climate-resilient techniques and extension, with about one-third of extension participants women and female CAO ratios ranging from 20% in Pailin to 43% in Kandal; (iv) barriers to productive assets and finance, including lower formal credit access for female-headed households (52% versus 65%) and FLIA records showing one loan approved to women for every five to men; (v) market access dominated by collectors, set against opportunities in school-feeding contracts, organic rice premiums, longan services and the Siem Reap tourism market; and (vi) under-representation in local decision-making, with women holding 10% of commune chief and 22% of council positions, and PDAFF management meetings recording 0–17% women.

Chapter VII - Stakeholder consultations. The chapter summarizes the consultation program and distills six cross-cutting challenges common to all seven provinces: the unpaid care burden intensified by migration and conflict; dry-season water scarcity constraining women-led horticulture; weak bargaining power in markets; conflict-induced asset loss and employment vulnerability; inadequate and under-funded community childcare; and low participation in extension, cooperative leadership and decision-making. Findings are then set out by component. For Component 1, women consistently rank roads and irrigation as top priorities and express interest in civil-works employment, but are largely absent from commune infrastructure planning, 4C budgets are chronically under-funded, and no commune visited had an operational GBV grievance channel. For Component 2, all PDWAs are willing partners and digital connectivity is adequate in most communes, but PDWA lacks operational budgets, gender data capacity is weak, and women are scarce in senior line-department positions.

Chapter VIII - Gender mainstreaming strategies. The chapter translates the findings into a register of twelve gender-related risks – SEA/SH and GBV linked to labor influx, unequal pay, worker welfare, children at work sites, UXO, loss of women's land and assets, exclusion from consultation and grievance channels, Indigenous women, repayment pressure, agrochemical exposure, disrupted access to services and misuse of returnees' personal data - each matched to a mandatory Layer 1 measure, the instrument that carries it and the corresponding GAP action. Component 1 actions cover gender-responsive and universal-access design features agreed at detailed design; women-operable irrigation and at least 30% women on FWUC and other O&M bodies; 4Cs where prioritized in Commune Investment Plans and recurrent costs are secured; a staged target of 25% by mid-term and 30% by completion for women's share of unskilled civil-works person-days, with equal pay, welfare facilities, PPE, child-safety and UXO provisions written into every works contract; at least 30% women on commune subproject committees and women-only sessions wherever women are under 40% of participants; and a contractor Code of Conduct with a survivor-centered SEA/SH channel within the Project GRM. Component 2 actions cover sex-, age- and disability-disaggregated data in commune and district MIS, an ESMU Gender Specialist appointed within three months of effectiveness, PDWA gender focal points in all seven PWGs, CCWC capacity building, a dedicated PDWA budget line through Provincial Governors' Office work plans, gender-transformative training, and a Social Development and Gender Expert and a Community Preschool Expert within the PIC team.

Chapter IX - Implementation arrangements. GAP implementation is led by the PMU through its Environmental and Social Management Unit (ESMU), with the seven Provincial Governors' Offices as

implementing sub-agencies that budget GAP activities in their annual work plans, and oversight by the Project Steering Committee, of which the Ministry of Women's Affairs is a member. A responsibility table assigns roles to the ESMU Gender Specialist, provincial gender officers, CCWCs, PDWAs, contractors and the Design and Supervision Consultant, the General Department of Resettlement and the PIC experts.

Chapter X - Gender assessment summary and Gender Action Plan. The chapter condenses the key issues into a one-page summary and presents the GAP performance indicator matrix: PDO-level targets for women's share of supported farmers, reported income gains and committee leadership; Component 1 actions encompass civil-works employment and contract conditions, 4Cs, design features, GBV prevention, O&M representation and site compliance; and Components 2 and 3 actions cover staffing, focal points, CCWCs, training, sex-disaggregated data, the gender baseline survey and semi-annual reporting. It states the negative impacts that the Layer 1 measures avert, the monitoring and reporting regime (a GAP section in each semi-annual environmental and social monitoring report to AIIB), an indicative five-year GAP budget of about US$545,000, a table linking each gender measure to the instrument that manages it, and the arrangements for validating the GAP with MoWA, the PDWAs and women's organizations and disclosing it in English and Khmer.

សេចក្តីសង្ខេបប្រតិបត្តិ

គោលបំណង និងវិសាលភាព ការវាយតម្លៃយេនឌ័រ និងផែនការសកម្មភាពយេនឌ័រ (GAP) នេះ បង្ហាញពីស្ថានភាពសមភាពយេនឌ័រ និងបរិយាបន្នសង្គមនៅកម្ពុជា និងខេត្តគោលដៅទាំងប្រាំពីរ កំណត់ឧបសគ្គ និងឱកាសពាក់ព័ន្ធនឹងយេនឌ័រដែលមានឥទ្ធិពលលើសមាសភាគនានារបស់គម្រោង សំយោគភស្តុតាងពីការពិគ្រោះយោបល់ជាមួយសហគមន៍ និងរៀបចំ GAP ដោយអនុវត្តវិធីសាស្ត្របញ្ជាបយេនឌ័រពីរស្រទាប់របស់ធនាគារវិនិយោគហេដ្ឋារចនាសម្ព័ន្ធអាស៊ី (AIIB)។ ស្រទាប់ទី១ គឺវិធានការគ្រប់គ្រងហានិភ័យ ដែលត្រូវអនុវត្តជាកាតព្វកិច្ចនៅកន្លែងដែលបានកំណត់ឃើញហានិភ័យពាក់ព័ន្ធនឹងយេនឌ័រ ហើយស្រទាប់ទី២ គឺវិធានការបន្ថែមតម្លៃ នៅកន្លែងដែលមានមូលហេតុសមស្របច្បាស់លាស់ និងសមត្ថភាពអនុវត្តរបស់កាគីទទួលគម្រោង។

GAP គឺជាផ្នែកមួយនៃឧបករណ៍គ្រប់គ្រងបរិស្ថាន និងសង្គមរបស់គម្រោង រួមជាមួយ ESMPF, RPF, IPPF និង SEP។ វិធានការស្រទាប់ទី១ត្រូវបានបញ្ចូលទៅក្នុងគំរូ ESMP និង ESCoP ឯកសារ ដៃញ ថ្លៃ និងយន្តការដោះស្រាយបណ្តឹងតវ៉ារបស់គម្រោង (GRM)។

ជំពូកទី១៖ សេចក្តីផ្តើម

គម្រោង RISING នឹងអនុវត្តចាប់ពីខែមករា ឆ្នាំ២០២៧ ដល់ខែធ្នូ ឆ្នាំ២០៣១ នៅក្នុងឃុំចំនួន ១១៧ នៃខេត្តប៉ៃលិន បាត់ដំបង បន្ទាយមានជ័យ ឧត្តរមានជ័យ ព្រះវិហារ សៀមរាប និង កណ្តាល ដោយផ្តល់អត្ថប្រយោជន៍ដល់ប្រជាជនជនបទប្រមាណមួយលាននាក់ រួមទាំងគ្រួសារដែលរងផលប៉ះពាល់ពីជម្លោះព្រំដែនកម្ពុជា–ថៃ ឆ្នាំ២០២៥។ គម្រោងមានសមាសភាគបីៈ (១) កែលម្អ និងពង្រីក ហេដ្ឋារចនាសម្ព័ន្ធ និងមូលដ្ឋានសម្ភារៈជនបទ រួមមានផ្លូវជនបទប្រមាណ ៤៧៧ គីឡូម៉ែត្រ ប្រព័ន្ធស្រោចស្រពសម្រាប់ដីប្រមាណ ១០,០០០ ហិកតា និងមូលដ្ឋានសម្ភារៈសហគមន៍ប្រមាណ ១៤០ កន្លែង (ថវិកា ១៤៦.៥ លានដុល្លារអាមេរិក)។ (២) ពង្រឹងសមត្ថភាពថ្នាក់ឃុំ និងស្រុក តាមរយៈឌីជីថលការបូរនីយកម្មស្ថាប័ន និងការលើកកម្ពស់អភិបាលកិច្ច។ និង (៣) ពង្រឹងការគ្រប់គ្រងគម្រោង ការសម្របសម្រួល និងប្រព័ន្ធចំណេះដឹង។ ជំពូកនេះពណ៌នាអំពីគោលបំណងអភិវឌ្ឍន៍គម្រោង លទ្ធផលរំពឹងទុក អ្នកទទួលផល គោលបំណងនៃការវាយតម្លៃ និងមូលដ្ឋានភស្តុតាង ដែលរួមមានការពិគ្រោះយោបល់បែបចូលរួមជាមួយមនុស្ស ២៥១ នាក់(ស្ត្រី ៣៥%) នៅឃុំចំនួនប្រាំពីរ ក្នុងខេត្តប៉ៃលិន ឧត្តរមានជ័យ ព្រះវិហារ និងកណ្តាល ចន្លោះថ្ងៃទី២៧ ខែឧសភា ដល់ថ្ងៃទី១៥ ខែមិថុនា ឆ្នាំ២០២៦ ព្រមទាំងទិន្នន័យបន្ទាប់បន្សំសម្រាប់ខេត្តបាត់ដំបង បន្ទាយមានជ័យ និងសៀមរាប ពីការវាយតម្លៃ GESI របស់ NRRPCP-II និងការវាយតម្លៃ យេនឌ័ររបស់ SREDSP។

ជំពូកទី២៖ ការប្រៀបធៀបសូចនាករថ្នាក់ជាតិ និងតំបន់

សន្ទស្សន៍អភិវឌ្ឍន៍យេនឌ័រ (GDI) របស់កម្ពុជាមានតម្លៃ ០.៩៣៩ ដែលស្ថិតក្នុងក្រុមសមភាពកម្រិតមធ្យម ប៉ុន្តែសន្ទស្សន៍វិសមភាពយេនឌ័រ (GII) មានតម្លៃ ០.៥០៦ (ចំណាត់ថ្នាក់ទី១៣៦) ខ្ពស់ជាងមធ្យមភាគតំបន់អាស៊ីបូព៌ា និងប៉ាស៊ីហ្វិក (០.៣១៥) យ៉ាងច្រើន។ អត្រាចូលរួមក្នុងកម្លាំងពលកម្មរបស់ស្ត្រីមានកម្រិតខ្ពស់ (៧០.៥%) ប៉ុន្តែស្ត្រីមានលទ្ធភាពធ្វើការជាកម្មករគ្រួសារដែលមិនទទួលប្រាក់ឈ្នួលច្រើនជាងបុរស (៣៥.៤% ធៀបនឹង ១៥.១%)។ មានស្ត្រីអាយុចាប់ពី ២៥ ឆ្នាំឡើងទៅតែ ១៦.៤% ប៉ុណ្ណោះដែលបានទទួលការអប់រំកម្រិតមធ្យមសិក្សាខ្ពះៗ (បុរស ២៩.០%) ហើយស្ត្រីកាន់កាប់អាសនៈក្នុងសភា ១៤.៤%។ វិសមភាពប្រាំមួយផ្នែកដែលពាក់ព័ន្ធនឹង RISING រួមមាន៖ គម្លាតប្រាក់ឈ្នួលរវាងយេនឌ័រ ១៩%; អត្រាអក្ខរកម្មស្ត្រីទាបជាង ជាពិសេសនៅជនបទ; បន្ទុកការងារថែទាំដោយមិនទទួលប្រាក់ឈ្នួលប្រមាណប្រាំម៉ោងក្នុងមួយថ្ងៃសម្រាប់ស្ត្រី ធៀបនឹងពីរម៉ោងសម្រាប់បុរស; ស្ត្រីមានចំណែក ៥១% នៃកម្លាំងពលកម្មកសិកម្ម ប៉ុន្តែមានតែ ២២% នៃអ្នកកាន់កាប់ដីធ្លី; ស្ត្រីអាយុ ១៥–៤៩ ឆ្នាំចំនួន ២១% ធ្លាប់ទទួលរងអំពើហិង្សាពីដៃគូស្និទ្ធស្នាល; និងភាពលំបាកច្រើនជាន់របស់ស្ត្រីមានពិការភាព។

ជំពូកទី៣៖ យុទ្ធសាស្ត្ររបស់រាជរដ្ឋាភិបាលស្តីពីសមភាពយេនឌ័រ

ជំពូកនេះរៀបរាប់ក្របខ័ណ្ឌជាតិដែលជាមូលដ្ឋានសម្រាប់ GAP រួមមាន នាវីរតនៈទី៦ (២០២៤-២០២៨) យុទ្ធសាស្ត្របញ្ចកោណដំណាក់កាលទី១ ផែនការយុទ្ធសាស្ត្រអភិវឌ្ឍន៍ជាតិសម្រាប់អាណត្តិទី៧ គោលនយោបាយបញ្ជ្រាបយេនឌ័ររបស់ក្រសួងកសិកម្ម រុក្ខាប្រមាញ់ និងនេសាទ យុទ្ធសាស្ត្របញ្ជ្រាបយេនឌ័ររបស់ គ.ជ.អ.ប. (គោលដៅស្ត្រី ២៨–៣៦% ក្នុងមុខតំណែងគ្រប់គ្រងថ្នាក់ក្រោមជាតិដល់ឆ្នាំ២០២៨) ការរួមចំណែកដែលកំណត់ដោយជាតិ (NDC) ផែនការសកម្មភាពជាតិសម្រាប់ការកាត់បន្ថយហានិភ័យគ្រោះមហន្តរាយ និងផែនការយុទ្ធសាស្ត្របញ្ជ្រាបយេនឌ័ររបស់ក្រសួងអភិវឌ្ឍន៍ជនបទ (យ៉ាងហោចណាស់ ៤៥% ជាស្ត្រី និងក្រុមងាយរងគ្រោះក្នុងការសាងសង់ និងថែទាំហេដ្ឋារចនាសម្ព័ន្ធជនបទ)។ ជំពូកនេះក៏កត់ត្រាបទប្បញ្ញត្តិនៃរដ្ឋធម្មនុញ្ញ ច្បាប់ការងារ ច្បាប់ភូមិបាល ច្បាប់ស្តីពីអំពើហិង្សាក្នុងគ្រួសារ និងអនុសញ្ញា CEDAW ដែលគាំទ្រវិធានការប្រាក់ឈ្នួលស្មើគ្នា សំណងរួម និងការបញ្ជូនបន្តករណីអំពើហិង្សាផ្អែកលើយេនឌ័រ (GBV) ក្នុង GAP។

ជំពូកទី៤៖ អត្ថភាពប្រជាសាស្ត្រ និងសង្គមថ្នាក់ជាតិ និងខេត្ត

ខេត្តទាំងប្រាំពីរមានប្រជាជន ៤.៦៨ លាននាក់ (៣០.១% នៃប្រជាជនសរុបទូទាំងប្រទេស) ក្នុងគ្រួសារ ១.០៤ លានគ្រួសារ ហើយស្ត្រីមានចំនួន ៥០.៨%។ ខេត្តទាំងនេះស្ថិតក្នុងតំបន់ភូមិសាស្ត្របី

គឺវាលទំនាបទន្លេសាប វាលទំនាបទន្លេមេគង្គ និងតំបន់ខ្ពង់រាបតាមព្រំដែនភាគខាងជើង ដោយនៅខេត្តព្រំដែនបី បុរសមានចំនួនច្រើនជាងស្ត្រី។ នៅថ្នាក់ជាតិ គ្រួសារ ២៥.៦% មានស្ត្រីជាមេគ្រួសារ ដែលបង្ហាញថាប្រមាណមួយក្នុងចំណោមបួនគ្រួសារនៅតំបន់គម្រោងអាចមានកម្លាំងពលកម្ម ដីធ្លី និងដើមទុនតិចជាងគ្រួសារដែលមានបុរសជាមេគ្រួសារ។ អក្ខរកម្មស្ត្រីទាបជាង ការចំណាកស្រុករបស់បុរសក្នុងកម្រិតខ្ពស់ (លេចធ្លោជាងគេនៅបន្ទាយមានជ័យ) និងភាពក្រីក្រ (គ្រួសារ ID Poor 1 និង 2 ស្មើនឹង ១៤-២៤% នៃគ្រួសារតាមឃុំ ដោយប្រមូលផ្តុំច្រើននៅឃុំតំបន់ខ្ពង់រាប និងព្រំដែន) សុទ្ធតែជាកត្តាដែលកំណត់សមត្ថភាពស្ត្រីក្នុងការទទួលអត្ថប្រយោជន៍ពីគម្រោង។

ជំពូកទី៥៖ ជីវភាពរស់នៅពឹងផ្អែកលើកសិកម្ម ស្ត្រីមានចំនួន ៥១.៥% នៃអ្នកធ្វើការក្នុងវិស័យកសិកម្ម ប៉ុន្តែមានតែ ២២% នៃអ្នកកាន់កាប់ដីធ្លី។ គ្រួសារដែលមានស្ត្រីជាមេគ្រួសារដាំដុះលើផ្ទៃដីជាមធ្យម ១.៥ ហិកតា ធៀបនឹង ៣.២ ហិកតារបស់គ្រួសារដែលមានបុរសជាមេគ្រួសារ។ តារាងបែងចែកតាមប្រភេទផលិតផលបង្ហាញពីការបែងចែកការងារតាមយេនឌ័រក្នុងការផលិតស្រូវ បន្លែ បសុបក្សី ស្វាយចន្ទី មៀន ពោត ដំឡូងមី ស្រូវសរីរាង្គ ជលផល បសុសត្វ តម្បាញ កែច្នៃកសិផល និងសេវាថែទាំកុមារក្នុងសហគមន៍។ ស្ត្រីកាន់កាប់ ៦៩% នៃសហគ្រាសធុនមីក្រូ តូច និងមធ្យម (MSMEs) ដែលភាគច្រើនជាផលិតកម្មខ្នាតមីក្រូតាមផ្ទះ។ ស្ត្រីមានចំណែក ៦០–៨០% នៃសមាជិកក្រុមលើកកម្ពស់ជីវភាព (LIG) និងសហករណ៍ ប៉ុន្តែមានតែប្រមាណ ៣៤% នៃអាសនៈគណៈកម្មការសហករណ៍ និងតិចជាង ២៥% នៃតំណែងក្នុងគណៈកម្មការសហគមន៍ប្រើប្រាស់ទឹកកសិករ។

ជំពូកទី៦៖ បញ្ហាសំខាន់ៗក្នុងការលើកកម្ពស់តាពរង់អាចផ្លែកសេដ្ឋកិច្ចរបស់ស្ត្រីកសិករខ្នាតតូច

ឧបសគ្គតាមប្រធានបទប្រាំមួយបង្កើតជាមូលដ្ឋានវិភាគសម្រាប់ GAP៖ (១) ផលប៉ះពាល់ខុសគ្នាតាមយេនឌ័រពីគ្រោះមហន្តរាយអាកាសធាតុ និងជម្លោះព្រំដែនឆ្នាំ២០២៥ ដែលចំនួនអ្នកផ្លាស់ទីលំនៅបានឡើងដល់កំពូល ៦៤៤,៥៨៩ នាក់ ក្នុងនោះស្ត្រី ៣៣៦,៣០២ នាក់ ព្រមទាំងការបាត់បង់ទ្រព្យសម្បត្តិដូចជាក្រុមតម្បាញបេងដែលនៅសល់កីតម្បាញដំណើរការតែប្រាំគ្រឿង។ (២) ការបែងចែកការងារថែទាំមិនទទួលប្រាក់ឈ្នួលតាមយេនឌ័រ ខណៈមត្តេយ្យសិក្សាសហគមន៍ (4Cs) បើកតែពីរ–បីម៉ោងនៅពេលព្រឹក និងគ្មានសេវាសម្រាប់កុមារអាយុក្រោមបីឆ្នាំ។ (៣) ការទទួលបានបច្ចេកទេសធន់នឹងអាកាសធាតុ និងសេវាផ្សព្វផ្សាយកសិកម្មនៅមានកម្រិត ដោយស្ត្រីមានប្រមាណមួយភាគបីនៃអ្នកចូលរួមសកម្មភាពផ្សព្វផ្សាយ ហើយសមាមាត្រស្ត្រី CAO មានចន្លោះពី ២០% នៅប៉ៃលិន ដល់ ៤៣% នៅកណ្តាល។ (៤) ឧបសគ្គក្នុងការទទួលបានទ្រព្យសម្បត្តិសម្រាប់ផលិតកម្ម និងហិរញ្ញវត្ថុ រួមមានការទទួលបានឥណទានផ្លូវការទាបជាងសម្រាប់គ្រួសារមានស្ត្រីជាមេគ្រួសារ (៥២% ធៀបនឹង ៦៥%) និងកំណត់ត្រា FLIA បង្ហាញថា សម្រាប់ឥណទានដែលបានអនុម័តឱ្យស្ត្រីមួយករណី មានប្រាំករណី

ដែលបានអនុម័តឱ្យបុរស។ (៥) ការចូលទៅកាន់ទីផ្សារដែលពឹងផ្អែកជាចម្បងលើឈ្មួញប្រមូលទិញ ទន្ទឹមនឹងឱកាសពីកិច្ចសន្យាផ្គត់ផ្គង់អាហារតាមសាលារៀន តម្លៃបន្ថែមស្រូវសរីរាង្គ សេវាកម្មពាក់ព័ន្ធ នឹងមៀន និងទីផ្សារទេសចរណ៍សៀមរាប។ និង (៦) ការមានតំណាងស្ត្រីតិចក្នុងការសម្រេចចិត្តនៅ មូលដ្ឋាន ដោយស្ត្រីមានតែ ១០% នៃមេឃុំ និង ២២% នៃសមាជិកក្រុមប្រឹក្សា ហើយការប្រជុំថ្នាក់ គ្រប់គ្រងមន្ទីរកសិកម្ម រុក្ខាប្រមាញ់ និងនេសាទខេត្ត (PDAFF) មានស្ត្រីចូលរួម ០-១៧%។

ជំពូកទី៧៖ ការពិគ្រោះយោបល់ជាមួយតាគីពាក់ព័ន្ធ

ជំពូកនេះសង្ខេបកម្មវិធីពិគ្រោះយោបល់ និងកំណត់បញ្ហាប្រឈមឆ្លងកាត់វិស័យប្រាំមួយដែលរួមមាន នៅខេត្តទាំងប្រាំពីរ៖ បន្ទុកការងារថែទាំដោយមិនទទួលប្រាក់ឈ្នួលដែលកាន់តែធ្ងន់ដោយសារចំណាកស្រុក និងជម្លោះ; ការខ្វះខាតទឹកនៅរដូវប្រាំងដែលរារាំងការដាំបន្លែដឹកនាំដោយស្ត្រី; អំណាចចរចាក្នុងទីផ្សារខ្សោយ; ការបាត់បង់ទ្រព្យសម្បត្តិ និងភាពងាយរងគ្រោះផ្នែកការងារបង្កឡើងដោយជម្លោះ; សេវាថែទាំកុមារសហគមន៍មិនគ្រប់គ្រាន់ និងខ្វះថវិកា; និងការចូលរួមទាបក្នុងសេវាផ្សព្វផ្សាយកសិកម្ម ភាពជាអ្នកដឹកនាំសហករណ៍ និងការសម្រេចចិត្ត។ លទ្ធផលត្រូវបានបង្ហាញតាមសមាសភាគ។ ចំពោះសមាសភាគទី១ ស្ត្រីផ្តល់អាទិភាពខ្ពស់ជាប់លាប់ដល់ផ្លូវ និងប្រព័ន្ធស្រោចស្រព ព្រមទាំងចាប់អារម្មណ៍ការងារសំណង់ ប៉ុន្តែស្ត្រីភាគច្រើនមិនបានចូលរួមក្នុងការរៀបចំផែនការហេដ្ឋារចនាសម្ព័ន្ធឃុំទេ។ ថវិកាសម្រាប់ 4Cs ខ្វះខាតជាប្រចាំ ហើយគ្មានឃុំណាមួយដែលបានចុះពិនិត្យមានបណ្តាញទទួលបណ្តឹង GBV ដែលកំពុងដំណើរការឡើយ។ ចំពោះសមាសភាគទី២ មន្ទីរកិច្ចការនារីខេត្ត (PDWA) ទាំងអស់មានឆន្ទៈសហការ និងការតភ្ជាប់ឌីជីថលគ្រប់គ្រាន់នៅឃុំភាគច្រើន ប៉ុន្តែ PDWA ខ្វះថវិកាប្រតិបត្តិការ សមត្ថភាពទិន្នន័យយេនឌ័រនៅខ្សោយ និងស្ត្រីនៅមានចំនួនតិចក្នុងមុខតំណែងជាន់ខ្ពស់នៃមន្ទីរជំនាញ។

ជំពូកទី៨៖ យុទ្ធសាស្ត្របង្ការបញ្ហាយេនឌ័រ

ជំពូកនេះបម្លែងលទ្ធផលវាយតម្លៃទៅជាបញ្ជីហានិភ័យពាក់ព័ន្ធនឹងយេនឌ័រចំនួន ១២ រួមមាន ការកេងប្រវ័ញ្ច និងរំលោភបំពានផ្លូវភេទ/ការបៀតបៀនផ្លូវភេទ (SEA/SH) និង GBV ដែលទាក់ទងនឹងលំហូរពលករចូលមក; ប្រាក់ឈ្នួលមិនស្មើគ្នា; សុខុមាលភាពកម្មករ; កុមារនៅការដ្ឋាន; យុទ្ធភណ្ឌមិនទាន់ផ្ទុះ (UXO); ការបាត់បង់ដីធ្លី និងទ្រព្យសម្បត្តិរបស់ស្ត្រី; ការមិនរាប់បញ្ចូលស្ត្រីក្នុងការពិគ្រោះយោបល់ និងបណ្តាញបណ្តឹងតវ៉ា; ស្ត្រីជនជាតិដើមភាគតិច; សម្ពាធក្នុងការសងប្រាក់កម្ចី; ការប៉ះពាល់សារធាតុគីមីកសិកម្ម; ការរំខានដល់ការទទួលបានសេវាកម្ម; និងការប្រើប្រាស់ទិន្នន័យផ្ទាល់ខ្លួនរបស់អ្នកត្រឡប់មកវិញដោយមិនត្រឹមត្រូវ។ ហានិភ័យនីមួយៗត្រូវបានផ្គូផ្គងនឹងវិធានការស្រទាប់ទី១ដែលជាកាតព្វកិច្ច ឧបករណ៍អនុវត្ត និងសកម្មភាព GAP ពាក់ព័ន្ធ។ សកម្មភាពសមាសភាគទី១ រួមមានលក្ខណៈវិចនា ដែលឆ្លើយតបនឹងយេនឌ័រ និងអាចចូលប្រើបានសម្រាប់មនុស្សគ្រប់រូប ដែលត្រូវព្រមព្រៀងនៅ

ជំណាក់កាលរចនាលម្អិត; ប្រព័ន្ធស្រោចស្រពដែលស្ត្រីអាចប្រើប្រាស់បាន និងស្ត្រីយ៉ាងហោចណាស់ ៣០% ក្នុងគណៈកម្មការសហគមន៍ប្រើប្រាស់ទឹកកសិករ (FWUC) និងក្រុមប្រតិបត្តិការ និងថែទាំ (O&M) ផ្សេងៗ; 4Cs នៅកន្លែងដែលបានកំណត់អាទិភាពក្នុងផែនការវិនិយោគឃុំ និងធានាថវិកាចំណាយប្រចាំ; គោលដៅជាដំណាក់កាលសម្រាប់ស្ត្រីក្នុងចំណោមថ្លៃការងាររបស់កម្មករមិនទាមទារជំនាញក្នុងការដ្ឋានសំណង់ ២៥% នៅពាក់កណ្តាលអាណត្តិ និង ៣០% នៅពេលបញ្ចប់គម្រោង ព្រមទាំងបញ្ចូលលក្ខខណ្ឌប្រាក់ឈ្នួលស្មើគ្នា សម្ភារៈសុខុមាលភាព ឧបករណ៍ការពារផ្ទាល់ខ្លួន (PPE) សុវត្ថិភាពកុមារ និង UXO ទៅក្នុងកិច្ចសន្យាសំណង់ទាំងអស់; ស្ត្រីយ៉ាងហោចណាស់ ៣០% ក្នុងគណៈកម្មការគម្រោងរងថ្នាក់ឃុំ និងវគ្គពិគ្រោះយោបល់សម្រាប់ស្ត្រីតែប៉ុណ្ណោះ នៅកន្លែងដែលស្ត្រីមានតិចជាង ៤០% នៃអ្នកចូលរួម; និងក្រមសីលធម៌អ្នកម៉ៅការដែលមានបណ្តាញ SEA/SH ផ្តោតលើជនរងគ្រោះក្នុង GRM របស់គម្រោង។ សកម្មភាពសមាសភាគទី២ រួមមានការបញ្ចូលទិន្នន័យបែងចែកតាមភេទ អាយុ និងពិការភាពក្នុងប្រព័ន្ធព័ត៌មានគ្រប់គ្រង (MIS) របស់ឃុំ និងស្រុក; តែងតាំងអ្នកឯកទេសយេនឌ័រនៃអង្គភាពគ្រប់គ្រងបរិស្ថាន និងសង្គម (ESMU) ក្នុងរយៈពេលបីខែបន្ទាប់ពីគម្រោងមានប្រសិទ្ធភាព; មន្ត្រីបង្គោលយេនឌ័ររបស់ PDWA ក្នុងក្រុមការងារខេត្ត (PWG) ទាំងប្រាំពីរ; ការកសាងសមត្ថភាពគណៈកម្មាធិការទទួលបន្ទុកកិច្ចការនារី និងកុមារ (CCWC); ខ្ទង់ថវិកាដាច់ដោយឡែកសម្រាប់ PDWA តាមផែនការការងាររបស់សាលាខេត្ត; ការបណ្តុះបណ្តាលដើម្បីបម្លែងទំនាក់ទំនងយេនឌ័រ; និងអ្នកជំនាញអភិវឌ្ឍន៍សង្គម និងយេនឌ័រ ព្រមទាំងអ្នកជំនាញមត្តេយ្យសិក្សាសហគមន៍ នៅក្នុងក្រុមប្រឹក្សាយោបល់អនុវត្តគម្រោង (PIC)។

ជំពូកទី៨៖ ការរៀបចំសម្រាប់ការអនុវត្ត

ការអនុវត្ត GAP ដឹកនាំដោយអង្គភាពគ្រប់គ្រងគម្រោង (PMU) តាមរយៈអង្គភាពគ្រប់គ្រងបរិស្ថាន និងសង្គម (ESMU) ដោយមានសាលាខេត្តទាំងប្រាំពីរជាអនុក្នាក់ងារអនុវត្ត ដែលត្រូវបញ្ចូលថវិកាសកម្មភាព GAP ក្នុងផែនការការងារប្រចាំឆ្នាំរបស់ខ្លួន។ គណៈកម្មាធិការដឹកនាំគម្រោង ដែលមានក្រសួងកិច្ចការនារីជាសមាជិក ទទួលខុសត្រូវលើការត្រួតពិនិត្យ។ តារាងបែងចែកភារកិច្ចកំណត់តួនាទីរបស់អ្នកឯកទេសយេនឌ័រ ESMU មន្ត្រីយេនឌ័រខេត្ត CCWC មន្ទីរកិច្ចការនារីខេត្ត អ្នកម៉ៅការ អ្នកប្រឹក្សារចនា និងត្រួតពិនិត្យសំណង់ អគ្គនាយកដ្ឋានដោះស្រាយផលប៉ះពាល់ដោយសារគម្រោងអភិវឌ្ឍន៍ និងអ្នកជំនាញ PIC។

ជំពូកទី១០៖ សេចក្តីសន្និដ្ឋានការវាយតម្លៃយេនឌ័រ និងផែនការសកម្មភាពយេនឌ័រ

ជំពូកនេះសង្ខេបបញ្ហា សំខាន់ៗក្នុងមួយទំព័រ និងបង្ហាញម៉ាទ្រីសសូចនាករលទ្ធផលអនុវត្ត GAP។ គោលដៅកម្រិតគោលបំណងអភិវឌ្ឍន៍គម្រោង (PDO) រួមមានចំណែកស្ត្រីក្នុងចំណោមកសិករដែល

ទទួលការគាំទ្រ កំណើនប្រាក់ចំណូលដែលបានរាយការណ៍ និងតួនាទីដឹកនាំក្នុងគណៈកម្មការ។ សកម្មភាពសមាសភាគទី១ គ្របដណ្តប់ការងារសំណង់ និងលក្ខខណ្ឌកិច្ចសន្យា 4Cs លក្ខណៈវិនិច្ឆ័យ ការបង្ការ GBV តំណាងស្ត្រីក្នុង O&M និងការអនុវត្តតាមលក្ខខណ្ឌនៅការដ្ឋាន។ សកម្មភាពសមាសភាគទី២ និងទី៣ គ្របដណ្តប់បុគ្គលិក មន្ត្រីបង្គោល CCWC ការបណ្តុះបណ្តាល ទិន្នន័យបែងចែកតាមភេទ ការស្ទង់មតិមូលដ្ឋានគោលយេនឌ័រ និងការរាយការណ៍រៀងរាល់ប្រាំមួយខែ។ ជំពូកនេះបញ្ជាក់ពីផលប៉ះពាល់អវិជ្ជមានដែលវិធានការស្រទាប់ទី១អាចបង្ការបាន របបតាមដាន និងរាយការណ៍ (បញ្ចូលផ្នែក GAP ក្នុងរបាយការណ៍តាមដានបរិស្ថាន និងសង្គមប្រចាំឆមាសនីមួយៗផ្ញើជូន AIIB) ថវិកា GAP ប៉ាន់ស្មានសម្រាប់រយៈពេលប្រាំឆ្នាំប្រមាណ ៥៤៥,000 ដុល្លារអាមេរិក តារាងភ្ជាប់វិធានការយេនឌ័រនីមួយៗទៅនឹងឧបករណ៍គ្រប់គ្រងពាក់ព័ន្ធ និងការរៀបចំសម្រាប់ផ្ទៀងផ្ទាត់ GAP ជាមួយក្រសួងកិច្ចការនារី មន្ទីរកិច្ចការនារីខេត្ត និងអង្គការស្ត្រី ហើយផ្សព្វផ្សាយជាភាសាអង់គ្លេស និងខ្មែរ។

CURRENCY EQUIVALENTS

(as of 21 October 2026)

Currency unit	–	Cambodia Riel (KHR)
KHR 1.00	=	$ 0.00025
$ 1.00	=	KHR 4,008

ABBREVIATIONS		
4C	-	Community Childcare Center
AC	-	Agricultural Cooperative
AIIB	-	Asian Infrastructure Investment Bank
BAT	-	Battambang province
BMC	-	Banteay Meanchey Province
CAO	-	Commune Agricultural Officer
CC	-	Commune Council
CCWC	-	Commune Committee for Women and Children
CW	-	Civil Works
DSC	-	Design and Supervision Consultant
ESMP	-	Environmental and Social Management Plan
ESMU	-	Environmental and Social Management Unit
FFS	-	Farmer Field School
FLIA	-	Farmer and Livelihood Improvement Association
GAP	-	Gender Action Plan
GBV	-	Gender-Based Violence
GESI	-	Gender Equality and Social Inclusion
GMSP	-	Gender Mainstreaming Strategic Plan
GRF	-	Group Revolving Fund
GRM	-	Grievance Redress Mechanism
KAN	-	Kandal province
LIG	-	Livelihood Improvement Group
MoWA	-	Ministry of Women's Affairs
MRD	-	Ministry of Rural Development
NCDDS	-	National Committee for Sub-National Democratic Development
NRRPCP-II	-	National Restoration of Rural Productive Capacity Project - II
O&M	-	Operation and Maintenance
OMV	-	Oddar Meanchey province
PDAFF	-	Provincial Department of Agriculture, Forestry and Fisheries
PDWA	-	Provincial Department of Women's Affairs
PG	-	Producer Group
PIU	-	Project Implementation Unit
PMU	-	Project Management Unit
PVH	-	Preah Vihear province
PWD	-	Persons with Disabilities
PWG	-	Provincial Working Group
RISING	-	Rural Infrastructure and Sustainable Investment for Growth
SREDSP	-	Smallholder Resilient Economic Development Sector Project

SRP	-	Siem Reap province
STEM		Science, Technology, Engineering, and Mathematics
UNDP		United Nations Development Program.

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I. INTRODUCTION

A. Project context

1. The Rural Infrastructure and Sustainable Investment for Growth (RISING) project will deliver targeted investments to strengthen Cambodia's rural economy and improve the resilience of its communities. The project will focus on upgrading and climate-proofing rural infrastructure, including about 477 km of rural roads, irrigation for about 10,000 ha and about 140 community facilities to enhance connectivity and access to markets and public services. It will support smallholder farmers, particularly women, through improved access to agricultural inputs, technology, and extension services including the promotion of climate-smart, low-emission and nature-positive farming practices. In parallel, the project will seek to expand access to rural finance, digital solutions, and agri-enterprise development, enabling farmers and local entrepreneurs to diversify income sources and reduce vulnerability to shocks. At the institutional level, the project will strengthen commune and district capacities for planning, implementing, and monitoring of local economic development initiatives, enhancement of local governance systems through digitization whilst ensuring they are inclusive, transparent, and responsive to community priorities. By combining infrastructure development with livelihood support and institutional strengthening, the project aims to generate sustained improvements in rural productivity, food security, and climate resilience, directly benefiting the poorest households and empowering women to play a greater role in local economic transformation. The Project will be implemented over five years, from January 2027 to December 2031.

2. The project development objective (PDO) is to improve connectivity within rural communities across seven targeted provinces by enhancing rural infrastructure and strengthening its resilience This overarching objective reflects the contribution to national development priorities by linking infrastructure, livelihood diversification, and institutional empowerment. The expected beneficiaries are the rural communities residing within the seven provinces of Pailin (PLN), Battambang (BTB) , BMC (BMC), Oddar Meanchey (OMC), Preah Vihear (PVH), Siem Reap (SRP) and Kandal (KDL).

3. **Expected results**: The Project results framework targets 75,000 rural households benefiting from climate-resilient roads, irrigation and community facilities; and 450 sub-national officials trained in participatory planning, monitoring and evaluation, and digital tools. This GAP contributes directly to the indicators for women and proposes that the others be reported by sex.

4. **Expected beneficiaries**: The Project will benefit about 1,000,000 rural population residing within the targeted 117 communes maximizing benefits to the vulnerable groups (women and children), including households affected by the 2025 Cambodia–Thailand border conflict. Civil works and services under the Project are expected to be of low value and based on national competitive bidding prioritizing job opportunities and benefits for the local residents and returning migrants living in the Project target areas. Both local residents and national contractors will be trained under the Project to ensure quality rural infrastructure delivery and basic rural services provision; and capacity development and digitization as a strong foundation for learning and sharing among the various stakeholders (the various tiers of the governments, the local contractors, the rural communities and workers) to scale-up future programs by the government with the assistance of the Bank and the development partners.

5. The project has three components :

- **Component 1: Rural infrastructure and facilities upgraded and expanded** (USD 146.5 million) - about 477 km of rural roads; irrigation for about 10,000 ha, including rehabilitation of tertiary canals, small-scale reservoirs and solar-powered irrigation, with community-based operation and maintenance through Farmer Water User Communities (FWUCs); and about 140 community facilities.
- **Component 2: Commune and district capacities strengthened through institutional digitization and governance enhancement** – participatory planning, monitoring and evaluation, digital tools and management information systems for commune councils, district administrations and Commune Agricultural Officers (CAOs).
- **Component 3: Project management, coordination and knowledge systems strengthened** – project management structures, fiduciary, procurement and safeguard systems, and knowledge management.

6. The project aligns with Cambodia's Pentagonal Strategy Phase I (2023–2028), the Neary Rattanak VI Strategic Plan for Gender Equality (2024–2028), and the MAFF Gender Mainstreaming Policy and Strategic Framework in Agriculture (2022–2026). Under the AIIB Environmental and Social Framework (ESF), the Project identifies gender-specific risks and opportunities and manages them. This GAP applies AIIB's Two-Layer Gender Integration Approach: Layer 1 (risk management) measures are mandatory wherever this assessment identifies a gender-related risk; Layer 2 (value addition) measures are pursued where there is a clear rationale, opportunity and client capacity (AIIB Cross-Sector Gender Integration Guidance Note, 2026). RISING is proposed as a project with a Gender Equality Objective (GEN) classification under ADB's Gender Operational Plan.

7. **Environmental and social instruments:** This GAP forms part of the Project's Environmental and Social Management Planning Framework (ESMPF), together with the Resettlement Planning Framework (RPF), the Indigenous Peoples Planning Framework (IPPF) and the Stakeholder Engagement Plan (SEP). The Layer 1 measures identified in this GAP are carried into the ESMP and ESCoP templates, the bidding documents, the RPF, the IPPF and the Project grievance redress mechanism (GRM).

B. Purpose of the Gender Assessment

8. This Gender Assessment aims to: (i) provide a gender and social inclusion profile of Cambodia and of the seven target provinces; (ii) identify key gender constraints and opportunities relevant to the rural infrastructure and agricultural livelihood components; (iii) synthesize evidence from community consultations in the seven target provinces,; and (iv) develop a Gender Action and Assessment Plan (GA P) to guide project design and implementation.

9. The assessment draws on primary and secondary data. Primary evidence for four provinces was gathered through participatory community consultations conducted between 27 May and 15 June 2026, including meetings with commune councils (CCs), agricultural cooperatives (ACs) and producer groups (PGs), community kindergarten teachers, women's weaving groups, Provincial Working Groups (PWGs), Provincial Department of Women's Affairs (PDWA) and Provincial Department of Agriculture, Forestry and Fisheries (PDAFF) staff in PLN, OMC, PVH and KDL provinces. Seven communes were visited: Stung Trang (PLN), Samraong and Beng (OMC), Thmei and Rung Roeung (PVH), and Khpob Atiev and Chheu Khmao (KDL). The consultation program is recorded in Table A.

10. For B TB, BMC, and SRP provinces, secondary data were drawn from: (i) the National Restoration of Rural Productive Capacity project - II (NRRPCP-II) Gender Equality and Social Inclusion (GESI) assessment which documented findings from community consultations

conducted in 2024–2025 covering these three provinces;[1] and (ii) the Smallholder Resilient Economic Development Sector Project (SREDSP) Gender Assessment and the focus group discussions and key informant interviews that were conducted between October 2025 - January 2026 in BAT, BMC, and SRP provinces with PDAFF, PDWA, CCs, Commune Committee for Women and Children (CCWC), and Livelihood Improvement Group (LIG) members.[2]

Table 1: Consultation program for this assessment

Province	Commune(s)	Date(s)	Location	Convened by	No. of participant in meetings (% women)
PLN	Stung Trang	26-27 May 2026	PWG; PDWA; PDAFF; Commune Office (CC + AC/PG)	Invited by PWG	Provincial: 28 (25%) Community: 45 (30%)
OMC	Samraong; Beng	28-30 May 2026	PWG; PDWA; PDAFF; Commune Offices	Invited by PWG	Provincial: 14 (43%\ Communities: 51 (55%)
PVH	Thmei; Rung Roeung	02-04 Jun 2026	PWG; PDWA; PDAFF; Commune Offices	Invited by PWG	Provincial 15 (40%) Community: 25 (24%)
KDL	Khpob Atiev; Chheu Khmao	10-12 Jun 2026	PWG; PDWA; PDAFF; Commune Offices	Invited by PWG	Provincial 31 (42%); Community: 43 (21%)

11. Community consultations were conducted in the four target provinces that fall outside the SREDSP evidence base - PLN, OMC, PVH and KAN - to establish a value-chain and rural-infrastructure baseline to inform project design. Seven communes were visited across seven districts: Stung Trang (Salakrau, PLN); Samraong (Samraong) and Beng (Banteay Ampil) in OMC; Thmei (Kulen) and Rung Roeung (Rovieng) in PVH; and Khpob Atiev (Leuk Daek) and Chheu Khmao (Sampouv Poun) in KAN.

12. The consultation meetings were arrange by the provincial government authorities, by meetings initially at provincial level with the members of the project Provincial Working Groups (PWGs) and representatives from the provincial line departments including the Provincial Department of Agriculture, Forestry and Fisheries (PDAFF) and the Provincial Department of Women's Affairs (PDOWAs). The PWG also requested the Commune Chiefs in the selected communes to invite the participants to the community meetings in the selected communes. The participants comprised commune council representatives as well as the members of the Commune Committee for Women and Children (CWCC), village leaders, members of the Agricultural Cooperatives (ACs) and Producer Groups (PGs), and Commune Agricultural Officers (CAOs), including women-led producer and weaving groups, and community kindergarten teachers. Discussions centered on the main agricultural commodities of smallholder (ID Poor 2 and similar) households, irrigation water sources, market access, community facilities, and the employment situation of border-conflict-induced returnee migrants. The communes and ACs/PGs that were consulted were selected by the provincial authorities as representatives to provide a representative sample of the communes in each province. However, there were no official invitation letters issued to the participants, nor was it possible to target a minimum proportion of women in the meetings. The consultations at provincial level engaged with a total of 87 people (34% women) and at community level with a total of 164 people (35% women).

[1] August 2025, AIIB Project P 000849

[2] March 2026, ADB

II. COMPARATIVE NATIONAL AND REGIONAL INDICATORS ON GENDER EQUALITY IN HUMAN DEVELOPMENT

13. Cambodia has made progress towards gender equality, but significant gaps remain. In the Human Development Report 2025, Cambodia's Gender Development Index (GDI) for 2023 is 0.939, placing it in GDI Group 3 (medium equality), with an HDI rank of 151 out of 193 countries. Its Gender Inequality Index (GII) is 0.506, ranking 136th, well above the East Asia and Pacific average of 0.315 (Table 2). According to the 2019 General Population Census, women make up 51.3% of the population, 25.6% of households are headed by women, and 60.6% of the population lives in rural areas, where gender gaps are widest and where RISING will operate.

Table 2: Key Gender Equality indicators, Cambodia

Indicator (definition)	Female	Male	Gap (F – M)
A. Human development (UNDP HDR 2025, data year 2023)			
Human Development Index (HDI) value	0.586	0.625	-0.039
Life expectancy at birth (years)	73.2	68.0	+5.2
Expected years of schooling (years)	11.4	10.9	+0.5
Mean years of schooling, age 25+ (years)	4.4	6.2	-1.8
GNI per capita (2021 PPP $)	4,067	5,832	-1,765
Population with at least some secondary education, age 25+ (%)	16.4	29.0	-12.6
Labour force participation rate, age 15+ (%) (ILO modelled estimate)	70.5	83.8	-13.3
B. Employment and education (NIS General Population Census 2019)			
Paid employees, % of employed persons aged 5+	29.3	33.6	-4.3
Own-account workers, % of employed persons aged 5+	34.7	50.3	-15.6
Unpaid family workers, % of employed persons aged 5+	35.4	15.1	+20.3
Employed in primary sector (agriculture), % of employed persons	56.5	53.0	+3.5
Literacy rate, age 15+ (%)	84.8	90.9	-6.1
Rural literacy rate, age 15+ (%)	80.2	87.8	-7.6

Sources: Section A: UNDP, Human Development Report 2025, Statistical Annex Table 4 (Gender Development Index) and Table 5 (Gender Inequality Index), data for 2023. Section B: NIS, General Population Census of Cambodia 2019, Final Results, Table 5.4.1 (employment status), Figures at a Glance item 30 (industrial sector), Table PT 05 (literacy).

14. Key dimensions of gender inequality in Cambodia relevant to RISING:

- **Labor market and wages**: Only 43.5% of employed women are in wage or salaried work. The gender wage gap is 19%, driven by education gaps, occupational segregation, and social norms. Women are overrepresented as unpaid family workers (19% vs. 8.7% for men).
- **Education**: Gender parity has been achieved at primary level, but female literacy (81.4%) remains below male literacy (89.9%). Rural female literacy is 76.4%. Only 17% of women study STEM subjects at degree level, compared to 40% of men. Low literacy limits women's access to extension information, digital tools, and legal services.
- **Unpaid care**: Women spend on average five hours per day on unpaid care and domestic work versus two hours for men. This time poverty constrains women's economic participation, training attendance, and market access.
- **Agriculture**: Women comprise 51% of the agricultural labor force but represent only 22% of agricultural landholders. Female-headed agricultural households cultivate on average 1.5 ha versus 3.2 ha for male-headed households. Women are concentrated in lower-value subsistence activities.

- **Gender Based Violence (GBV)**: 21% of women aged 15 - 49 have experienced intimate partner violence in their lifetime (down from 29% in 2014). Rural and indigenous women face higher rates. GBV risks increase near construction sites and during displacement.
- **Persons with disabilities (PWDs)**: 24.4% of Cambodians (3.4 million people) live with disabilities. Women with disabilities comprise 57% of this group and face compounded barriers to economic participation and service access.

Table 3: Comparison of gender equality indices, 2023

Index / indicator (definition, year)	Cambodia	East Asia & Pacific	Medium human development countries
Gender Inequality Index (GII), 2023 (value; Cambodia ranks 136)	0.506	0.315	0.513
Maternal mortality ratio, 2020 (deaths per 100,000 live births)	218	78	291
Adolescent birth rate, 2023 (births per 1,000 women aged 15–19)	46.9	15.5	44.8
Share of seats in parliament held by women, 2023 (%)	14.4	21.7	22.5
Population with at least some secondary education, age 25+, 2023 (%) – female	16.4	64.6	41.1
Population with at least some secondary education, age 25+, 2023 (%) – male	29.0	73.2	56.5
Labor force participation rate, age 15+, 2023 (%) – female	70.5	55.0	43.4
Labor force participation rate, age 15+, 2023 (%) – male	83.8	76.4	76.6

Source: UNDP, Human Development Report 2025, Statistical Annex Table 5 (Gender Inequality Index). Data year 2023, except maternal mortality ratio (2020). Labor force participation rates are ILO modelled estimates.

15. Cambodia's GII of 0.506 is close to the average for medium human development countries (0.513) but much higher than the East Asia and Pacific average (0.315). The largest gaps are in education and political representation: only 16.4% of women aged 25 and over have at least some secondary educations, compared with 29.0% of men and 64.6% of women in the region, and women hold 14.4% of parliamentary seats. Although Cambodian women's labor force participation (70.5%) is high by regional standards, Table 1 shows that women are far more likely than men to work as unpaid family workers (35.4% vs 15.1%) and less likely to be own-account workers or paid employees. Women participate in the economy, but in lower-value and unpaid work, which RISING can address through access to markets, skills and paid employment.

III. GOVERNMENT STRATEGY IN GENDER EQUALITY

16. Cambodia has progressively integrated gender equality commitments into its national development frameworks. Table 3 summarizes the key strategies relevant to RISING's design.

Table 4: Key National Policies and Strategies relevant to RISING

Strategy / Policy	Key Gender Provisions Relevant to RISING
Neary Rattanak VI: Five-Year Strategic Plan for Promoting Gender Equality and Empowerment of Women and Girls (MoWA, 2024–2028)	Sets six strategic priorities: (i) women's economic empowerment; (ii) social, women and family values; (iii) well-being of women and girls; (iv) legal protection; (v) women's leadership and governance participation; (vi) women's engagement in climate change and resilience. Focuses on rural women's access to agricultural information, financial literacy, and business development.
Pentagonal Strategy Phase I: Growth, Employment, Equity, Efficiency and Sustainability (RGC, 2023–2028)	Promotes skills development and entrepreneurship for women; supports women in education, economy, health and leadership; addresses GBV; fosters women's participation in household decision-making.
7th Term National Development Strategic Plan (2025–2050)	Reaffirms gender equality as a stand-alone goal and cross-cutting priority; promotes women's participation in economy, leadership, and health; emphasizes GBV protections.
MAFF Gender Mainstreaming Policy and Strategic Framework in Agriculture (2022–2026)	Four objectives: (i) promote women's economic empowerment through equitable access to resources; (ii) strengthen MAFF's gender capacity; (iii) enhance equal participation and representation in agriculture; (iv) improve coordination across agriculture, climate change, and natural resources.
Gender Mainstreaming Strategy in the National Programmed on Sub-National Democratic Development (NCDD-S, 2021–2030)	Broadens gender strategy to GEDSI; targets women's representation of 28–36% in sub-national management positions by 2028; supports inclusive planning and budgeting tools at commune and district levels.
Cambodia Nationally Determined Contribution (NDC, 2021–2030)	Recognizes gender as cross-cutting in climate adaptation; sets women's participation targets (15–70%) in adaptation programmed; promotes sex-disaggregated data collection and women's collective groups.
National Action Plan for Disaster Risk Reduction (NAP-DRR, 2024–2028)	Promotes gender and social inclusion as core DRR principles; addresses heightened vulnerabilities of women, youth, children, older persons and PWDs; promotes gender-responsive emergency response teams.
MRD Gender Mainstreaming Strategic Plan (GMSP, updated 2025–2030)	Sets target for women and disadvantaged groups to constitute at least 45% of participants in construction and maintenance of rural infrastructure; provides framework for gender-responsive road design and O&M capacity.
Legal framework: Constitution (1993), Art. 36; Labour Law (1997), Art. 106; Law on the Prevention of Domestic Violence and the Protection of Victims (2005); Land Law (2001); Convention on the Elimination of All Forms of Discrimination against Women (ratified 1992)	Equal pay for equal work (basis for the equal-pay clause in works contracts); protection and referral of survivors of domestic and gender-based violence; equal land rights and joint titling (basis for paying compensation in both spouses' names); non-discrimination.

Source: MoWA, MAFF, GKC and MRD

IV. NATIONAL AND PROVINCIAL SOCIAL DEMOGRAPHIC PROFILE

According to the 2019 General Population Census, Cambodia had a population of 15,552,211, of whom 7,980,374 (51.3%) were women and 7,571,837 (48.7%) were men, giving a sex ratio of 94.9 men per 100 women. The country had 3,553,021 households, of which 910,309 (25.6%) were headed by women. The seven RISING target provinces (Battambang, BMC, SRP, KAN, OMC, PLN and PVH) are home to 4,680,844 people, or 30.1% of the national population, living

in 1,042,076 households. They span three geographic zones with distinct gender and livelihood profiles: the Tonle Sap plains (Battambang, BMC and SRP), the Mekong plains around Phnom Penh (KAN), and the northern border and upland areas (Oddar Meanchey, PLN and PVH). Women outnumber men in the Tonle Sap and Mekong provinces, while men outnumber women in the three northern border provinces, where sex ratios range from 101.6 to 102.9 (Table 4).

Table 5: Population and households of RISING target provinces by sex, 2019

Province	Total population	Male	Female	Female (%)	Sex ratio (males per 100 females)	No. of households
Pailin	75,112	38,100	37,012	49.3%	102.9	17,177
Battambang	997,169	490,424	506,745	50.8%	96.8	227,237
Banteay Meanchey	861,883	427,945	433,938	50.3%	98.6	189,588
Siem Reap	1,014,234	497,450	516,784	51.0%	96.3	224,672
Preah Vihear	254,827	128,436	126,391	50.8%	101.6	60,605
Kandal	1,201,581	581,563	620,018	51.6%	93.8	265,803
Oddar Meanchey	276,038	139,378	136,660	49.5%	102.0	60,886
Seven provinces	4,680,844	2,303,296	2,377,548	50.8%	96.9	1,045,958
Cambodia	**15,552,211**	**7,571,837**	**7,980,374**	**51.3%**	**94.9**	**3,553,021**

Source: NIS, Ministry of Planning. General Population Census of the Kingdom of Cambodia 2019: National Report on Final Census Results. Population: Table 2.1.1 (de facto population, excludes migrants working abroad); female % and sex ratio calculated from Table 2.1.1. Households: provincial Tables P-01, P-02, P-08, P-13, P-17, P-22 and P-24 (regular households); Cambodia: Table 10.2.4. The Census reports female-headed households only at national level: 910,309 households, or 25.6% of all households (Table 10.2.4; Figures at a Glance, item 14).

17. The seven RISING provinces have a combined population of 4,680,844, or 30.1% of Cambodia's population, living in 1,045,958 households. Women make up 50.8% of the population (2,377,548). The overall sex ratio of 96.9 men per 100 women is slightly higher than the national ratio of 94.9. Women outnumber men in BAT, BMC, SRP and KAN, with KAN showing the lowest sex ratio (93.8). In contrast, men outnumber women in the three northern border provinces of OMC (102.0), PLN (102.9) and PVH (101.6). Nationally, 25.6% of households (910,309) are headed by women; the Census does not publish this figure by province. If the national share applies in the project area, around one in four households in the seven provinces would be female-headed. Female-headed households typically have less labor, land and capital, so RISING will need to ensure they can access project benefits, including infrastructure jobs, training and membership of farmer organizations.

18. **Education and literacy**: Female literacy among women aged 15+ is 81.4%, compared with 89.9% for men. Rural female literacy is 76.4%, dropping to 63.4% for women aged 55–64 in rural areas. Gender disparities in literacy are more severe in upland and border provinces. Lower literacy limits women's access to extension information, market data, legal services, and digital tools.

19. **Migration**: Male migration is higher than female migration across all seven provinces. BMC shows the highest external migration rates (male: 27.3%; female: 16.9%), reflecting the province's border location and historical cross-border labor movement and in OMC, male internal migration

is significant Migration increases women's dual burden of farm management and unpaid care, as mothers and grandmothers remain to care for children.

20. **Poverty**: The RISING target areas are among Cambodia's highest-poverty zones. ID Poor 1 and 2 households in the project communes represent 14 - 24% of total households. Female-headed households are disproportionately represented among ID Poor households. Poverty is most acute in PVH, OMC, and PLN upland and border communes, where BCI displacement further erodes household assets.

V. AGRICULTURAL LIVELIHOODS

21. Agriculture employs 33.4% of Cambodia's labor force, with women representing 51.5% of total agricultural workers. Despite this central role, women represent only 22% of formal agricultural landholders nationally (16% in BMC, 22% in BAT and 26% in SRP; figures for PLN, OMC, PVH and KDL to be added). Female-headed agricultural households cultivate on average smaller plots (1.5 ha cultivated vs. 3.2 ha for male-headed households).

Table 6: Gender division of labor for key agricultural commodities

Value Chain/activity	Women's primary roles	Men's primary roles	Target provinces
Rice (WS and DS; organic and conventional)	Transplanting, weeding, harvesting, post-harvest threshing and cleaning; majority AC membership in organic rice groups; seed retention and selection	Land preparation, broadcasting, fertilizer/pesticide application, machine harvesting, bulk sale to collectors/millers	All 7 provinces
Vegetables (leafy, fruit, root; net house and open field)	Seeding, watering, harvesting, selling to collectors; majority of AC/PG membership and lead producers; post-harvest sorting	Land preparation, pesticide application, transport to distant markets	All 7 provinces; commercial scale in KDL, PLN, BAT, BMC
Native chicken / poultry	Lead role in chick care, feeding, vaccination, flock management; key income diversification source for women	Build and maintain pens; purchase chicks/feed in bulk; sell to collectors	All 7 provinces
Cashew nut	Nut picking, cleaning, sorting, grading; lead harvesting labor (majority of harvesting workers)	Land clearing, planting, pruning, fertilizer and stimulant application, bulk sale	PVH, OMC
PLN Longan (PLN)	Fruit picking and grading (60% of picking/grading labor); women-led family labor units brought in by buyers	Orchard management, pruning, chemical and $KClO_3$ application, market contracts	PLN
Red Maize	Seeding, weeding; women participate as AC members	Mechanized sowing, fertilizer application, mechanized harvesting, sale to silos	KDL, PLN, OMC

Value Chain/activity	Women's primary roles	Men's primary roles	Target provinces
Cassava	Post-harvest chipping and drying (women manage chip-making machines in PVH); some planting	Land preparation, stem planting, weedicide application, root harvesting, bulk sale to silos	PVH, PLN, OMC
Organic Rice (fragrant varieties; Amru/Ibis)	Transplanting, weeding, post-harvest processing; women majority in OR ACs; women in committee leadership roles	Land preparation, broadcasting, organic compost making, mechanical harvesting	PVH (Thmei, Rung Roeung), OMC
Fish / Aquaculture	Small-scale fish processing, preservation, and selling; pond maintenance for family ponds; women fish in smaller water bodies	Larger-river fishing; pond construction; bulk fish trading	BTB, SRP (Tonle Sap zone)
Livestock (cattle, pigs)	Cattle feeding, pig management; female-headed HHs hire labor for heavy tasks	Main herd management, veterinary decisions, bulk sale	BTB, SRP
Traditional weaving	Lead role; Women Weaving Groups produce mats, kramas, blankets, skirts	Limited direct involvement	OMC (Beng commune)
Agri-processing (banana chips, dried tomato, pickled vegetables)	Lead role in micro-processing enterprises (proposed by PDWA in all 4 new provinces)	Marketing and transport	PLN, OMC, KDL, PVH (proposed)
Community Kindergarten / 4C	All visited CK teachers are women; women as primary caregivers of 3–6-year-olds	Limited	All 7 provinces

Source: Field consultations, SREDSP Gender Assessment (June 2026), NRRPCP-II Gender Equality and Social Inclusion (2025)

22. Women-led agribusinesses: Women account for 69% of all micro, small, and medium-sized entrepreneurs (MSMEs) in Cambodia, including 53% in the manufacturing/processing category. However, women's entrepreneurship is concentrated in micro-scale, home-based production, with 54% of women-led businesses employing only one person. Market linkage, packaging standards, finance access, and digital marketing skills are key constraints to scaling up.

23. Farmer cooperatives and LIGs: Women form the majority of members in most LIGs (typically 60–80%) and in agricultural cooperatives in the RISING target areas (e.g., Samaki Khpob Atiev AC in KDL: 234 members, 135 female; Beng Samaki Aphiwat AC in OMC: 95 members, 75 female; Samaki Rung Roeung OR AC in PVH: 81 members, ~50% female; LIG in Chi Kreng, SRP: 27 members, 26 female). Despite majority membership, women hold only around 34% of cooperative management committee positions nationally, and less than 25% of farmer water user committee positions.

VI. KEY ISSUES IN PROMOTING ECONOMIC EMPOWERMENT FOR WOMEN SMALLHOLDER FARMERS

24. The following six thematic areas of gender constraint were identified across all seven RISING provinces, drawing on both primary consultations (KDL, OMC, PLN, PVH) and secondary documentation (BTB, BMC, SRP). They provide the analytical foundation for the Gender Action Plan.

A. Gender differentiated impacts of climate change and border conflict

25. Women smallholders in RISING target provinces face compound vulnerability from climate shocks and, in three provinces, from border conflict-induced displacement.

26. **Climate impacts:** A 2024 national study found 59% of women (vs. 44% of men) experienced crop damage or loss from flood and drought, and over 35% of women (vs. 26% of men) reported livestock losses from climate-linked animal diseases. Vegetable and poultry production—on which women depend—are among the commodities most sensitive to extreme heat. In OMC, approximately 10 households ceased vegetable production entirely during the dry season (February–May) due to water scarcity. In PVH, women organic rice farmers face weed management challenges without herbicides. In BAT and SRP (Tonle Sap zone), unpredictable rainfall has damaged net houses and reduced vegetable yields. Extreme heat reduces chick hatch rates in OMC and PLN, directly affecting women's poultry income. Flooding affects the Tonle Sap provinces (BTB, SRP), while drought and heat stress are more severe in upland and border provinces (OMC, PLN, PVH).

27. **Border conflict-induced displacement:** The 2025 Cambodia–Thailand border conflict displaced people across the border provinces. UNDP's socio-economic impact assessment (April 2026) surveyed displaced and returnee households in ten provinces, six of them RISING provinces (PVH, OMC, BMC, BAT, SRP and PLN), and reports that displacement peaked at 644,589 people, including 336,302 women and 204,992 children, on 25–27 December 2025. OMC, PLN and PVH were covered by the consultations for this assessment. Women weavers in Beng commune (WWG) in OMC province were forced to evacuate twice, losing looms, raw materials, and income networks. Only five looms remain operational out of the group's original capacity. The border conflict displacement has also disrupted market relationships, supply chains, and the PDWA buy-back program for woven goods. In Stung Trang commune in PLN province, women returnees over 40 years remain in villages without employment. In PVH, children of returned migrants have been left with grandmothers, increasing older women's care burden. All four PDWA teams in the new provinces maintain commune registers of border conflict returnees and requested project support for employment readiness. BMC (BMC) has a history of significant border displacement and has the highest female external migration rate (16.9%) in Cambodia. After conflicts, food insecurity rises, and women- as primary food managers - bear the greatest household adjustment burden.

B. Gender Division of unpaid care

28. Gender norms in all seven target provinces strongly assign childcare, cooking, water collection, and household management to women. On average, women spend five hours a day on unpaid care and domestic work, against two hours for men (Table 1). This time poverty is the primary constraint on women's participation in extension training, cooperative meetings, and commercial market activities. Consultations in all four new provinces and SREDSP documentation for BAT, BMC, and SRP confirm this consistently.

29. Community kindergartens (CKs/4Cs) exist in all visited communes but operate for only 2–3 hours per morning and do not serve children under three years of age. Formal daycare for children

under three is essentially absent in rural areas across all seven provinces. Key findings by province:

- **PLN**: Women agricultural laborers on PLN longan orchards bring young children to work sites during harvesting due to absent rural childcare services—a GBV and safety risk noted by PDWA.
- **Battambang**: SREDSP consultations in Bavel District confirmed that women expressed a strong need for community childcare services; while a few private facilities exist, they are unaffordable for smallholder families (FGD, April 2025).
- **BMC**: SREDSP consultations confirm that women's participation declines significantly at commune and district levels due to time constraints from unpaid care and domestic work (FGD, November 2025).
- **Oddar Meanchey**: Beng commune has 6 CKs funded by the commune budget, but remote villages lack facilities. Weaving group women cited childcare access as a key constraint on expanding production hours.
- **PVH**: Rung Roeung commune has one functional 4C (Srae Thom village) and one dilapidated facility occupied by border conflict returnees. A new facility is urgently needed in Trapaing Phcheuk village.
- **Siem Reap**: SREDSP consultations confirmed that LIG members in Chi Kreng District (predominantly women) report that childcare and household duties limit their ability to attend training and meetings (FGD, October 2025).
- **KAN**: CK teachers in Khpob Atiev and Chheu Khmao communes requested educational playgrounds, multi-sense materials, teacher training, and parent nutrition/child development education events.

30. The MEF-approved budget for in-primary-school kindergartens is not expected to be operational until 2027, confirming that investment in community 4Cs under RISING Component 1 is a critical and timely intervention.

C. Access to climate-resilient techniques and extension services

31. Approximately one-third of agricultural extension training participants in Cambodia are women nationally. Across all seven target provinces, women's participation in formal extension activities is constrained by: (i) time limitations from unpaid care; (ii) extension sessions scheduled at inconvenient times; (iii) default prioritization of male household heads as the lead farmer; and (iv) inadequate follow-up support for women's specific production issues.

32. Key technology access gaps identified across the seven provinces:

- **Net houses / greenhouses**: Cost (USD 2,500–3,500 per unit) is prohibitive for most smallholder women. In OMC and BAT, net houses damaged by storms have not been repaired. The SREDSP AC in BAT (Tasey Samaki) found that women strongly value net house technology for reducing labour and improving yields, but high upfront costs and uncertain returns prevent investment without subsidy or soft-loan access.
- **Drip irrigation systems**: Used by some commercial vegetable growers in KDL, PLN, and B TB, but not widely accessible to women smallholders due to cost and technical knowledge gaps. Solar-powered pumps are identified as a priority investment for women's dry-season production in PVH and OMC.
- **Organic production**: Women in PVH's organic rice ACs received Amru Rice and Ibis Rice technical training but face weed management challenges without herbicides during the 3-year organic transition period. Composting techniques (burned cow dung, biochar) are the primary fertility management tool but require labor investment.

- **Poultry vaccination and disease management**: Women's poultry is vulnerable to seasonal disease outbreaks. In SRP, LIG women (FGD, October 2025) reported losing all chickens to new diseases not covered by existing vaccines, with no regular follow-up support. In OMC, the PG deputy leader's entire poultry stock was culled by GDAH due to bird flu.
- **Seed selection**: Women smallholders in BAT (SREDSP) and OMC use saved, informally sourced seeds of lower quality. Knowledge of improved and climate-resilient seed varieties is limited. A promising practice from BAT's Tasey Samaki AC - testing seed varieties before distribution - provides a model for RISING.
- **CAO coverage and quality**: KDL has the highest female CAO ratio (49/114, 43%), providing a stronger platform for gender-responsive extension. PLN has the lowest (2/10, 20%), and CAOs in PLN and OMC have limited technical capacity beyond basic information dissemination (confirmed by both PDAFF and commune consultations). In BAT, BMC, and SRP (SREDSP), CAOs are newly recruited and require significant capacity building.

D. Access to Productive Assets and Finance

33. Persistent barriers limit women smallholders' access to land, productive equipment, and formal credit across all seven provinces.

34. **Land**: Despite the 2001 Land Law providing equal land rights, customary norms privilege men as household heads and primary land caretakers. Women represent 22% of agricultural landholders nationally (16% in BMC, 22% in BAT, 26% in SRP). Women's smaller landholdings limit their eligibility for formal credit and their ability to adopt large-scale technologies.

35. **Agricultural equipment**: Mechanized equipment (tractors, combine harvesters, seed drills, chip-making machines) is owned or contracted predominantly by men. Women in PVH reported difficulty with manual harvest and threshing of organic rice, increasing production costs. In OMC and B AT, women noted difficulty operating heavy irrigation equipment and hiring pump operators.

36. **Credit and finance**: Women AC members participate in AC internal lending (e.g., Samaki Khpob Atiev AC in KDL, max loan KHR 500,000 at 2% monthly; Beng Samaki Aphiwat AC in OMC with NPK loan program). The gender gap in formal credit is significant: 65% of male-headed households borrow from banks/MFIs, compared with 52% of female-headed households. The LIG records of lending programs, that are monitored by the Farmers Livelihood Improvement Association (FLIA), show that only one loan is approved for women for every five approved for men. LIG savings groups provide more accessible credit (R1–3 million per member), but loan sizes remain too small for technology investment. Women in PLN's Ponleu Samaki AC and SRP's LIGs expressed interest in ARDB agricultural loans but face barriers including lack of collateral, low literacy, and spousal consent requirements.

37. **Border conflict induced asset loss**: Women weavers in OMC (Beng commune WWG) lost looms and raw materials during two displacements. Women poultry producers in OMC had entire flocks culled due to bird flu. Rebuilding productive assets post-displacement requires accessible grants or soft loans that standard MFI criteria cannot provide.

E. Access to markets

38. Structural market access constraints for women smallholders are documented consistently across all seven provinces:

- **Price control by collectors**: Women vegetable and poultry producers in all provinces sell primarily to local collectors who dictate prices and pay 1 to 2 days after collection. Women lack bargaining power, storage, and transport to access higher-value markets.

- **Limited organized marketing**: Group marketing activities established under TSSD and FLIA were not sustained in BAT and SRP (SREDSP, 2026). In OMC, the FLIA-supported marketing improvement group is no longer active. In PLN, ASPIRE-AT proposed centralized afternoon collection at the AC hall to reduce price control by collectors—a promising model for replication.
- **School Feeding contracts**: In OMC, Beng Samaki Aphiwat AC holds a 2026 WFP School Feeding supply contract supplying 50 kg vegetables/day to 8 schools—demonstrating accessible market access for organized women's groups. In PVH, the Rung Roeung commune lacked confidence to bid for a similar SF contract. In BAT, SREDSP documents that vegetables from women's LIGs are supplied to school nutrition providers. Building women's ACs' capacity to access SF contracts across all seven provinces is a key RISING opportunity.
- **Organic rice premiums**: Women in PVH's Samaki Senmonorum AC sold - 300 tonnes of organic rice to Amru Rice in 2025 at KHR 1,000 - 1,060/kg wet paddy (PRD, NAS) - well above non-organic prices. Samaki Rung Roeung AC sold 118 tons of organic rice at KHR 1,050 - 1,200/kg dried paddy. Expanding women's participation in OR certification and marketing is a high-value opportunity.
- **Longan labor markets** (PLN): Women represent 60% of PLN longan fruit picking and grading labor but are engaged as family labor units organized by buyers, limiting their individual earnings capacity. MAC business plan development and skilled service provision represent a new market opportunity for women's groups.
- **BMC market constraints** (SREDSP, 2025): BMC farmers in Preah Neth Preah District report that agricultural prices are entirely determined by traders, and limited market information constrains bargaining power. The BMC border location provides potential access to Thai markets but requires quality standards compliance.
- **SRP tourism** market (SREDSP, 2026): SRP's proximity to the tourism sector offers a potential high-value market for safe vegetables and traditional produce from women's groups. Local authorities in SRP identified this as an opportunity to employ more women and increase value addition.

F. Representation in local government and decision making

39. Women's underrepresentation in local government limits the incorporation of gender-differentiated needs into CIPs, PWG planning, and PDAFF extension priorities. National data: women hold 10% of commune chief positions and 22% of commune council seats. Sex-disaggregated participation during field consultations in May - June 2026 confirms this pattern:

Table 7: Sex disaggregated data from provincial consultations

Meeting/Institution	Province	Total participants	No. of women	% women
PWG (PID, OWS, PDWA, PDAFF)	PLN	9	1	11%
PDWA Management	PLN	7	5	71%
PDAFF Management	PLN	11	1	9%
Community Meeting (Stung Trang CC + AC/PG)	PLN	45	15	33%
PWG (PG, PID, PDWA, PDAFF)	OMC	8	2	25%
PDWA Management	OMC	4	4	100%
PDAFF Management	OMC	2	0	0%
Community Meeting (Samraong CC + AC/PG)	OMC	15	5	33%

Meeting/Institution	Province	Total participants	No. of women	% women
Community Meeting (Beng CC + WWG + AC/PG)	OMC	36	23	64%
PWG (PID, PDWA, PDAFF)	PVH	6	3	50%
PDWA Management	PVH	3	2	67%
PDAFF Management	PVH	6	1	17%
Community Meeting (Thmei CC + AC/PG)	PVH	12	4	33%
Community Meeting (Rung Roeung CC + AC)	PVH	13	2	15%
PWG (PG, PID, PDWA, PDPW, PDAFF)	KDL	14	2	14%
PDWA Management	KDL	9	9	100%
PDAFF Management	KDL	8	0	0%
Community Meeting (Khpob Atiev CC + CK + AC/PG)	KDL	21	6	29%
Community Meeting (Chheu Khmao CC + CK + PG)	KDL	22	3	14%
Total, community meetings (seven communes)		**164**	**58**	**35%**
Total, all meetings		**251**	**88**	**35%**

40. Additional documented findings from BTB, BMC and SRP provinces:[3]

- **BMC:** Women account for 70–80% of village-level planning participants, but women's participation drops significantly at commune and district levels. At least 20% of commune infrastructure committee members are women, but many are hesitant to participate actively due to limited technical knowledge and low confidence.
- **Siem Reap**: Women's participation in FWUGs and CCDMs remains limited due to traditional gender norms, lack of confidence, and the physical demands of operating irrigation infrastructure at night.
- **Battambang**: AC leadership at Tasey Samaki Agricultural Cooperative is male-dominated despite significant female membership; gender norms and limited experience affect women's confidence and willingness to take leadership roles (SREDSP FGD, April 2025).

41. PDAFF gender representation in RISING's consultation province visits was particularly low (0–17% women across all four provinces), reflecting the systemic underrepresentation of women in agriculture line departments—a gap that needs targeted capacity building under RISING.

VII. STAKEHOLDER CONSULTATIONS FOR GENDER ASSESSMENT

A. Summary of findings

42. Consultations for this gender assessment were conducted over a period of 14 months between April 2025 and June 2026. For BAT , BMC, and SRP, gender-focused consultations were conducted under the NRRPCP-II and SREDSP projects between April 2025 and January

[3] SR EDSP TA team (2025)

2026. For PLN, OMC, PVH, and KAN participatory consultations were conducted between 27 May and 15 June 2026. The purpose of all consultations was to gather stakeholder perspectives on gender opportunities and constraints and to identify potential activities to address the needs of women smallholder farmers and rural women workers. Key findings are synthesised below by thematic area. Consultations in BAT, BMC and SRP were conducted for other projects; RISING consultations, including women-only sessions, will be held in at least one target commune in each of these three provinces before appraisal and recorded in Table A.

1. Key cross-cutting challenges across all seven provinces

1. Women's Heavy Unpaid Care Burden Intensified by Out-Migration and Conflict
Women in all communes manage household, childcare, and farming simultaneously as male household members out-migrate for income. In BMC and OMC (border provinces), Border conflict displacement has dramatically increased this burden. CKs operate for only 2–3 hours/morning and do not serve children under 3. In PLN, women bring young children to longan harvesting sites due to absent rural childcare. The four PDWA teams consulted confirm that lack of affordable childcare is the primary barrier to women's economic participation.
2. Water Scarcity Limiting Women-Led Vegetable and Horticulture Production
Water access for dry-season irrigation was the most frequently cited constraint by women vegetable producers across all provinces. In OMC, ~10 HHs ceased vegetable production entirely in the dry season. In PLN, groundwater is at 70–80m depth, requiring boreholes. In PVH, canals are needed to connect Stung Sen river to farms. In SRP and BAT (Tonle Sap), water scarcity during the dry season limits vegetable diversification despite proximity to irrigation systems. Community pond rehabilitation, PDN systems, and borehole/solar pump investments are priority interventions.
3. Limited Market Access and Weak Bargaining Power for Women Producers
Women producers in all provinces sell to local collectors who dictate prices. Women lack transportation, cool storage, and aggregation facilities to access better-paying distant markets. The school feeding program is an accessible and predictable market but requires capacity building for women's ACs. In SRP, the tourism economy offers a high-value market for safe vegetables. In PLN, organic longan quality certification (Cam-GAP) and MAC service capacity open new market opportunities for women's groups. Organic rice premiums in PVH represent the highest-value market opportunity for women organic rice farmers in RISING.
4. Border Conflict-Induced Asset Loss and Employment Vulnerability (OMC, PLN, PVH, BMC)
Women in border communes face compounded vulnerabilities: loss of looms, livestock, and income networks; reduced productive capacity; and difficulty finding employment on return. All four PDWA teams in new provinces maintain border conflict returnee registers and explicitly request RISING support for employment readiness training linked to civil works. PDWA in PLN proposes prioritizing women returnees for unskilled CW employment. BMC border context means displacement affects women's livelihoods periodically even without active conflict.
5. Inadequate and Underfunded Community Childcare Services in All Seven Provinces
Community kindergartens in all provinces operate 2–3 hours per morning and do not serve children under 3. No formal rural daycare exists. Upgrading 4Cs with better facilities (playgrounds, multi-sense materials), extending hours, and providing teacher training are requested consistently across all provinces. PDWA teams note that MEF-approved primary school-based kindergarten budgets will not commence until 2027. RISING's Component 1 community facility investment in 4Cs is a critical and timely intervention across all seven provinces.
6. Low Women's Participation in Extension, Cooperative Leadership, and Decision-Making

Extension training reaches women less effectively due to scheduling and care constraints. Women represent a majority of AC members but hold minority leadership positions. At commune and district levels, women's participation falls sharply relative to village level. PDAFF management meetings across all four new provinces had zero or minimal female participation. Building women's technical confidence, leadership capacity, and decision-making skills - and making extension systems more gender-responsive - are consistent priorities across all seven provinces.

B. Gender findings by Component :

1. Component 1: Rural infrastructure

43. **Opportunities**: Women across all seven provinces consistently identified rural roads and irrigation infrastructure as top community development priorities. Improved roads reduce women's time burden for market access, healthcare visits, and social services. Community 4C facilities are in CIPs across target communes. In NRRPCP-II, 38% of the 9,918 stakeholders consulted in infrastructure planning were women - demonstrating that inclusive consultations can achieve meaningful participation targets. NRRPCP-II's achievement of over 28% women in construction workforces demonstrates the feasibility of CW employment targets for RISING. Women in each province expressed strong interest in unskilled civil work employment if aware of opportunities and if childcare support is available.

44. **Challenges**: Women are systematically absent from commune infrastructure planning meetings. CIPs generally do not reflect women's specific mobility needs (paths to wells, health centers, and markets). Community 4C budgets are chronically under-funded by commune councils. GBV risks increase with construction workforce influx; no commune visited had an operational GBV grievance mechanism. It is noted that construction activities may temporarily disrupt access to essential services, disproportionately affecting women, ethnic minorities, PWDs, and poor households. For each subproject an Environmental and Social Management Plan (ESMP) will be prepared including the ESCoP in which mitigation measures will be defined to mitigate against these potential impacts.

2. Component 2: Digitization and improved governance

45. **Opportunities**: All seven PDWA teams are motivated to collaborate on RISING gender activities. Existing PDWA vocational training programs (sewing, weaving, salon, food processing) can be linked to RISING market development activities. Female CAO deployment in KAN (43%) and PVH (33%) provides a platform for gender-responsive extension. Digital connectivity in most communes (all in PLN, OMC, KAN; 2 PVH communes without grid) supports digital marketing and advisory services.

46. **Challenges**: PDWA has no operational budget for field-level livelihood activities in any of the seven provinces. Post-training capital support for vocational trainees is absent across all provinces, causing high drop-out from trained activities. Gender data collection capacity at PDWA is weak (Oddar Meanchey explicitly requested gender data training). PDAFF in all provinces has very few female senior staff, limiting gender-responsive institutional leadership.

VIII. GENDER MAINSTREAMING STRATEGIES

47. The RISING GAP is designed to address constraints on women's economic participation and to build institutional capacity for gender mainstreaming across all seven target provinces. Gender actions are organized by Component t and draw on lessons from NRRPCP-II's GESI implementation experience and SREDSP agricultural gender mainstreaming framework.

48. **Gender Risk Management (Layer 1).** Layer 1 measures are mandatory wherever this assessment identifies a gender-related risk (ESS 1 para 46–47). The risks in Table B arise from the findings in Sections IV–VII; each measure is carried into the instrument shown and monitored through the action plan in Section X.

Table 8: Gender risks and Layer 1 measures

Risk	Evidence in this assessment	Layer 1 measure	Instrument	GAP matrix action
SEA/SH and GBV linked to labour influx	Construction workforce in villages; no commune visited had a GBV grievance channel	Code of Conduct with SEA/SH provisions signed by all workers; induction before mobilization; confidential SEA/SH channel in the Project GRM; GBV service mapping and consent-based referral with PDWA and CCWCs in each province before the first works contract	Bidding documents; ESMP/ESCoP; Project GRM	1d
Unequal pay and working conditions for women workers	19% gender wage gap); target of 40% women among unskilled workers (1a)	Equal pay for work of equal value in all works contracts; sex-disaggregated payroll; written terms of employment; workers' grievance channel	Bidding documents; ESCoP	1a
Welfare and safety of women workers	No provision for sanitation, PPE or working hours	Separate sanitation and changing facilities; correctly sized PPE; drinking water; working hours agreed with women workers	ESCoP; bidding documents	1f
Children at work sites; child labour	Children brought to longan harvest sites	No children on active work sites; age verification; childcare arrangement where women are employed	ESCoP; bidding documents	1f
Landmines and UXO in border communes	Displacement and return in six RISING provinces	UXO risk screening of subproject sites; awareness for workers and returnee households	ESMP	1f
Loss of women's land, assets or income through land acquisition	Women hold 16–26% of agricultural land; informal uses of rights-of-way	Census recorded by sex; compensation for jointly held assets paid in both spouses' names; informal users recorded; no voluntary land donation.	RPF; land acquisition plans	3e
Exclusion from consultation and grievance channels	14–15% women at two commune meetings (Table 6)	Invitation lists recorded; women-only sessions where women are under 40% of participants; accessible grievance entry points	SEP; Project GRM	Outcome; 3e
Indigenous women	Kuy households in Rung Roeung (Table 4); 7,334 Indigenous households in the IPPF	Separate consultation with Indigenous women; their roles and land use recorded in IPPs	IPPF; IPPs	3e
Repayment pressure and loss of assets in LIGs and GRFs	AC loans at 2% a month; collateral and spousal-consent barriers	Repayment matched to seasonal income; loan caps; no land title as security; women's own membership; repayment difficulty monitored by sex	Project Implementation Manual; grant manual	2b
Agrochemical exposure	Women do much of the weeding and poultry care (Table 5)	Safe handling of pesticides and other agrochemicals taught to women and men	ESCoP (agricultural activities); extension curriculum	2a
Disrupted access to services; road safety	Construction may disrupt women's access to services	Temporary access to health centres, schools and markets; road-safety awareness with participation recorded by sex	ESMP/ESCoP	1c
Misuse of returnees' personal data	PDWA and commune returnee registers	Consent for use of returnee lists; restricted access	Project Implementation Manual	3e

Layer 2 (value addition) measures are set out by Component in A to C below. Each action is marked [Layer 1] or [Layer 2], or [Institutional] where it enables both.

A. Component 1: Gender responsive rural infrastructure

49. Rural infrastructure - roads, irrigation, community ponds, and community 4Cs - directly reduces women's time burdens, improves access to markets, health services, and economic opportunities, and reduces GBV risks. Key gender mainstreaming actions:

- **Layer 2: Gender-responsive road and infrastructure design**: Apply sealed road shoulders to reduce water-hauling burdens on women; install speed bumps and pedestrian crossings near health centers, markets, and schools; ensure adequate lighting to improve women's safety; incorporate universal accessibility features (ramps, handrails, tactile paving, dropped kerbs) at

schools, health centers, and markets—consistent with NRRPCP-II good practice. Features are agreed for each subproject in a gender and accessibility check of the detailed engineering design (DED).

- **Layer 2: Irrigation and water infrastructure**: Ensure irrigation canal and community pond designs incorporate gravity-fed, women-operable distribution systems (as demonstrated under TSSD-AF) . Support PDN systems with fee-based management by women's AC/PGs (replicating Phniet village PDN model). Promote solar water pump investment for women's dry-season vegetable production in OMC and PVH. Set a minimum of 30% women among the members of Farmer Water User Community (FWUC) committees and other operation and maintenance (O&M) bodies, with at least one woman in an executive position in each.
- **Layer 2: Community kindergarten/4C construction and upgrading**: Where communes prioritise 4Cs in their Commune Investment Plans (CIPs), and subject to confirmation that 4Cs are eligible community facilities, give priority to communes with high female agricultural labour participation and absent or inadequate childcare; approve a 4C only where the commune council and the provincial education office have agreed how its recurrent costs will be met. Upgraded 4Cs must include age-appropriate learning materials, educational playgrounds, and teacher training. Support extended hours of operation (beyond the current 2–3 hour morning model) to better support working mothers. In PLN, specifically address the safety and GBV risks to women and children at longan orchard work sites by providing 4C investment in proximity to major orchard areas.
- **Layer 1 and 2: Women's employment in civil works**: Set a target of at least 25% by mid-term and 30% by completion for women's share of unskilled civil-works person-days (basis: over 28% achieved under NRRPCP-II across skilled and unskilled work; MRD GMSP target of 45% for women and disadvantaged groups), with targeted outreach to women returning after the 2025 border conflict within open, local recruitment. Include in every works contract: equal pay for work of equal value, with sex-disaggregated payroll reporting; separate sanitation and changing facilities, correctly sized PPE and drinking water; working hours agreed with women workers; age verification and a prohibition on children on active work sites; and landmine and UXO awareness in border communes. Engage commune councils to prepare and maintain updated returnee labour lists disaggregated by sex and skills, used only with the consent of the people listed. . Provide pre-service orientation training for women before civil work commencement. Monitor contractor compliance monthly and include civil works employment data in project progress reports.
- **Layer 1: Inclusive infrastructure planning**: Require the commune committees that prioritise subprojects in the CIPs and take part in preliminary screening to include at least 30% women members. Deliver leadership and communication training to women LIG/AC members and CCWC members before sub-project planning commences. Ensure community consultations are held at times and locations accessible to women, with childcare provision if needed. Record the invitation list as well as attendance at every consultation and hold a separate women-only session wherever women are less than 40% of participants.
- **Layer 1: GBV prevention**: Require contractors to implement a Code of Conduct with GBV and SEA/SH prevention provisions as a contractual obligation. Within the Project GRM, establish a confidential, survivor-centred channel for SEA/SH complaints with a trained female focal point in each province; before the first works contract, map GBV service providers (health, psychosocial, legal and police) with PDWA and CCWCs so that survivors are referred only with their consent. Provide information in Khmer on AIIB's Project-affected People's Mechanism. Train all PMU, PIU, contractor, and supervision staff in gender equality and GBV prevention, building on NRRPCP-II's well-documented training approach.

B. Component 2: Digitization and capacity building

- **Layer 2: Gender data disaggregation in digitization**: Build capacity for sex-disaggregated data collection, analysis, and reporting in all seven provinces. Provide data management training and digital tools, with priority in OMC (which explicitly requested this) and PVH.

- **Institutional: PMU Gender Specialist**: Appoint a full-time Gender Specialist to the Environmental and Social Management Unit (ESMU) of the PMU within 3 months of project effectiveness and before the first subproject is screened. The Specialist will be responsible for G AP implementation and monitoring, coordination with provincial gender officers, semi-annual gender progress reports, gender-responsive training programs, and supervision of contractor compliance with gender commitments.
- **Institutional: Provincial Gender Focal Points**: Each of the seven provinces will appoint a provincial gender focal point (drawn from PDWA) within the PWG structure to coordinate G AP implementation, deliver women's leadership training, monitor CW employment, and report to the PMU.
- **Layer 1 and 2: CCWC capacity building**: Strengthen the CCWCs in all target communes as the primary community-level gender structure for childcare service planning, GBV awareness and referral, women's empowerment messaging, and engagement of women in sub-project planning. Deliver training and operational resources to CCWC members.
- **Institutional: PDWA engagement**: Ensure PDWA in all seven provinces has a dedicated budget line for gender activities under RISING. Link PDWA vocational training programs (sewing, weaving, agri-processing, food processing) to RISING's market development and LIG activities to address the post-training capital gap. The budget line is provided through the annual work plans and budgets of the Provincial Governors' Offices (Table C).
- **Layer 2: Gender-transformative training**: Support PDWA and CCWC to deliver training promoting equitable intrahousehold division of unpaid care and challenging social norms that restrict women's economic participation. Include gender-transformative modules in all civil work orientation, agricultural extension, and LIG training programmed.
- **Institutional:** Project Implementation Consultants (PIC): Include a Social Development and Gender Expert (SDGE) to provide technical assistance to the PMU gender specialist for G AP implementation and monitoring, gender-transformative training design, and gender mainstreaming in financial services and value chain interventions. Include a Community Preschool Expert to support PWGs and CCWCs in improving decentralized 4C services.

IX. IMPLEMENTATION ARRANGEMENTS

50. Gender mainstreaming under RISING will be anchored in the following institutional arrangements, building on the NRRPCP-II and SREDSP implementation models: The PMU, headed by a Deputy Secretary General of NCDDS, leads GAP implementation through its ESMU; the seven Provincial Governors' Offices, as implementing sub-agencies, include GAP activities in their annual work plans and budgets; and the Project Steering Committee, of which the Ministry of Women's Affairs is a member, reviews GAP progress.

Table 9: RISING GAAP implementation arrangements

Institution	Gender Role	Key Actions
ESMU Gender Specialist (full-time)	Overall G AP implementation and monitoring; coordination with all provincial gender officers; semi-annual progress reports; contractor compliance monitoring	Appoint within 3 months of effectiveness; design G AP monitoring system; baseline survey before CW; produce 6-monthly reports
Provincial Gender Officers (PDWA, 7 provinces)	Coordinate G AP at province and district level; deliver women's leadership training; monitor civil work employment data; report to PMU	Designate from PDWA; receive training in G AP monitoring tools; coordinate with CCWCs and CAOs

Institution	Gender Role	Key Actions
Commune Committees for Women and Children (CCWC)	Community-level gender structure for 4C service planning, GBV awareness, WEE messaging, and women's inclusion in sub-project planning	Training in childcare service planning, GBV referral, and WEE; provided operational resources
Provincial Departments of Women's Affairs (PDWA, 7 provinces)	Vocational training linkages; awareness raising on WEE, legal rights, and GBV; returnee employment list management; women's savings group and enterprise support	Dedicated RISING budget line; link vocational training to LIG market activities; quarterly reporting to PMU
Commune Agriculture Officers (CAOs)	Gender-responsive extension delivery; promote women as lead farmers; schedule training at women-accessible times; digital extension targeting women	Gender-responsive extension training; set 40% women target for all training sessions; monthly reporting on sex-disaggregated participation
FLIA / LIG system	Women's LIG leadership and financial management capacity; connect women to GRF and micro-enterprise support	Strengthen LIG management committees (≥50% women); rebuild marketing groups; financial literacy training
Project Implementation Consultant – SDGE	Technical assistance to PMU; gender-transformative training design; GA P monitoring tools; value chain gender mainstreaming	Close to full-time in year 1; intermittent thereafter; coordinate with WFP on healthy diets programmed
Project Implementation Consultant – Community Preschool Expert	Support PWGs and CCWCs in 4C service improvement; teacher training; parent engagement; healthy feeding pilots	Work with district gender officers and CCWCs; assess pilot 4Cs; develop service improvement plans
Contractors and design and construction supervision consultants (DSC)	Apply the Code of Conduct, equal pay, welfare facilities, PPE and child-safety provisions; report payroll by sex	Clauses in bidding documents; induction before mobilization; monthly reporting to the ESMU
General Department of Resettlement (GDR) and RPF implementers	Record affected persons by sex; pay compensation for jointly held assets in both spouses' names	Joint training with the ESMU Gender Specialist
Project Steering Committee (including the Ministry of Women's Affairs)	Oversight of GAP progress	Semi-annual review of the GAP section of the environmental and social monitoring report

X. GENDER ASSESSMENT SUMMARY AND GENDER ACTION PLAN

GENDER ASSESSMENT SUMMARY

Gender mainstreaming category: the Two-Layer Gender Integration Approach applies

Key issues:

- Women represent 51% of Cambodia's agricultural labor force but are concentrated in subsistence activities and lower value chain segments. The gender wage gap is 19%. Female-headed households cultivate on average smaller plots (1.5 ha vs. 3.2 ha for male-headed households).
- Women spend on average five hours per day on unpaid care and domestic work versus two hours for men. This time poverty is the primary barrier to women's participation in extension training, cooperative meetings, and commercial marketing. It is intensified by high rates of male out-migration in all seven provinces and by displacement from the 2025 border conflict, which affected six of the seven provinces .
- Community 4Cs operate only 2–3 hours/morning and do not serve children under three. No rural daycare exists for young children. MEF funding for school-based kindergartens will not commence until 2027. Investment in 4C construction, upgrading, and extended services under RISING Component 1 is urgent and timely across all seven provinces.
- Water scarcity in the dry season is the primary constraint on women's vegetable and horticulture production across all seven provinces. About ten households in OMC stopped vegetable production entirely in the dry season (February–May), and dry-season water scarcity limits diversification in SRP. Community pond rehabilitation, PDN systems, and solar pump investment are priority interventions.
- Extension training reaches women less effectively due to scheduling, care constraints, and prioritization of male household heads. Only ~one-third of extension participants are women nationally. CAO coverage and gender-responsiveness vary significantly across the seven provinces (female CAO ratio: 43% in KDL, 33% in PVH, 36% in OMC, 20% in PLN; BAT, BMC, SRP not specified but newly recruited CAOs have limited technical capacity).
- Women hold minority positions in AC and cooperative management committees (34% nationally) and in Farmer Water User Committees (<25%). Women's participation in local governance drops sharply above village level. PDAFF management meetings had 0–17% women participants across all four newly consulted provinces.
- Displacement from the 2025 border conflict has caused asset loss (looms, livestock, income networks), employment disruption, and increased childcare burden on older women. The four PDWA teams consulted maintain returnee registers and prioritize women returnees for CW employment.
- Persistent barriers to productive assets and finance: women represent only 16–26% of agricultural landholders in RISING provinces; formal credit access is lower for female-headed households (52% vs. 65% for male-headed households); MFI collateral requirements, low literacy, and spousal consent requirements restrict women's independent borrowing. Post-training capital support is absent across all provinces.
- Women's market access is structurally constrained: collectors dictate prices; women lack storage, transport, and aggregation capacity; group marketing activities established under TSSD are not sustained in BAT and SRP. The school feeding program, organic rice markets (PVH), tourism markets (Siem Reap), and longan MAC services (PLN) represent accessible high-value opportunities requiring capacity building.
- GBV risks: 21% of women aged 15–49 have experienced intimate partner violence. Rural construction workforces increase GBV risks. Women longan laborers in PLN bring young children to orchard harvest sites - combining GBV, safety, and childcare risks. No commune visited had an operational GBV grievance mechanism.

A. Gender Action Plan – Performance Indicator Matrix

Performance Indicators (Activities and Targets)	Responsibility	Timeline
. PROJECT DEVELOPMENT OBJECTIVE: To improve connectivity within rural communities across seven targeted provinces by enhancing rural infrastructure and strengthening its resilience – with women participating in and benefiting from the Project's infrastructure and livelihood investments.		
a. At least 40% of smallholder farmers supported by the project are women (2026 baseline: TBD from household survey). b. At least 40% of women smallholder farmers supported report increased income (2026 baseline: TBD). c. At least 50% of LIG management committee positions held by women (2026 baseline: TBD). d. Contributes to PDO indicator 3 – 2,500 women participating in and benefiting from livelihood, agribusiness and finance opportunities – and to 100 women-led enterprises supported. Baselines from the gender baseline survey (3f).	PMU Gender Specialist	Quarterly monitoring throughout project
COMPONENT 1: Rural infrastructure and facilities upgraded and expanded		
1a. At least 25% by mid-term and 30% by completion of unskilled civil-works person-days worked by women (baseline set at mobilization) [Layer 2]; equal pay for work of equal value in 100% of works contracts, verified through sex-disaggregated payroll [Layer 1].	PMU, PDoWA, contractors	Throughout CW implementation
1b. Community 4Cs constructed or upgraded where prioritized in Commune Investment Plans, with recurrent operation agreed before approval; number to be set after the first CIP round [Layer 2].	PMU, CCWC, PDWA, PDEYS	By Q4 2029
1c. All sub-projects include at least two gender-responsive design features (sealed road shoulders, speed bumps, pedestrian crossings, adequate lighting, universal accessibility features). 100% of community facilities with universal-access features [Layer 2].	PMU, Design and Supervision Consultant (DSC)	By Q4 2028
1d. GBV and SEA/SH prevention Code of Conduct in place for all contractors; survivor-centred SEA/SH channel within the Project GRM, GBV referral pathway mapped and trained female focal point designated in each province [Layer 1].	PMU, DSC, Contractors	Before CW commencement
1e. Women hold at least 30% of seats on O&M bodies (FWUC committees, road maintenance groups and facility management committees), with at least one woman in an executive position in each [Layer 2].	PMU, PWGs, FWUCs	By Q4 2030
1f. Monthly site checks confirm separate sanitation and changing facilities, correctly sized PPE and no children on active work sites; UXO awareness delivered in border communes [Layer 1].	DSC, contractors, ESMU	Throughout CW implementation
COMPONENTS 2 AND 3: Commune and District capacities strengthened through institutional digitization and governance enhancement and project management, coordination and knowledge systems strengthened		

Performance Indicators (Activities and Targets)	Responsibility	Timeline
3a. ESMU Gender Specialist appointed and operational within 3 months of project effectiveness.	PMU	Q1 2027
3b. Provincial gender officers designated in all 7 PWGs; GAP monitoring tools in place; training delivered.	PMU, SDGE, PDWAs (7 provinces)	By Q4 2027
3c. CCWCs strengthened and trained in all target communes (at least 20% women membership); functional as gender focal structure at community level.	PMU, SDGE, PDWAs, CCWCs	By Q4 2028
3d. Gender-transformative training modules developed and delivered to PDWA, CCWC, CAO and contractor staff in all target provinces.	PMU, SDGE	By Q4 2028
3e. All project data collected and reported with sex disaggregation (at minimum by sex, age and disability, and by Indigenous status where relevant).	PMU Gender Specialist	Ongoing throughout project
3f. Gender baseline survey completed and baselines entered for all GAP indicators before the first subproject is approved.	ESMU Gender Specialist, SDGE	Before first subproject approval
3g. GAP progress reported in each semi-annual environmental and social monitoring report to AIIB and disclosed.	PMU	Semi-annual

Negative impacts and risks: Without the Layer 1 measures in Table B, the Project could harm women and girls through SEA/SH and GBV linked to labour influx, unequal pay and unsafe conditions for women workers, children brought to work sites, loss of women's land or assets through land acquisition, repayment pressure in revolving funds, and exclusion from consultation and grievance channels. These risks are managed through contractor Codes of Conduct, a survivor-centred SEA/SH channel within the Project GRM, mandatory gender equality and GBV prevention training for all PMU, PIU, contractor, and supervision staff before mobilization.

Monitoring and reporting: The PMU Gender Specialist will design the GAP monitoring system and produce semi-annual GAP progress reports, which form part of the semi-annual environmental and social monitoring reports to AIIB. All project baselines, endlines, meeting records, training attendance lists, CW employment records, and progress reports will be disaggregated by sex (and where feasible, by age, disability, and ethnicity). Qualitative tools—including focus group discussions with women's LIG and AC members and annual community feedback sessions—will complement quantitative indicators to capture changes in gender relations, women's confidence, and intrahousehold dynamics.

Budget. The indicative framework-level cost of implementing this GAP over the five-year Project is shown in Table C, for NCDDS to confirm against the Project cost estimate. Construction of facilities, Group Revolving Funds and small grants, extension delivery and contractors' obligations (Code of Conduct, equal pay, welfare facilities, PPE) are financed from Components 1 and 2 and the works contracts, not from this budget.

Table C: Indicative GAP budget

#	Item	Basis (USD)	Amount (USD)	Financing
1	Gender Specialist in the ESMU (national, full-time)	60 person-months × 1,800	108,000	Component 4
2	PIC Social Development and Gender Expert (intermittent)	18 person-months × 3,000	54,000	Component 4 (PIC)

#	Item	Basis (USD)	Amount (USD)	Financing
3	Provincial gender focal points (PDWA): allowances	7 × 60 months × 100	42,000	Component 4, via PGO work plans
4	Gender baseline and endline survey	2 × 25,000	50,000	Component 4
5	Gender, SEA/SH and equal-pay training (ESMU, PWGs, DSC, contractors, CAOs)	35 rounds × 1,200	42,000	Component 4
6	GBV service mapping and referral protocols	7 provinces × 2,500	17,500	Component 4
7	CCWC capacity building	117 communes × 250	29,250	Component 3
8	Women's leadership training (LIG, AC/PG, FWUC and O&M committees)	28 rounds × 1,500	42,000	Components 1 and 2
9	Gender-transformative household dialogue pilot	14 communes × 1,500	21,000	Component 2
10	Women-only consultations, facilitation and childcare at Project events	234 events × 150 (may be shared with SEP)	35,100	Component 4
11	Accessible information materials and disclosure	Lump sum	15,000	Component 4
12	Qualitative monitoring; mid-term and completion GAP reviews	2 × 15,000 + 10,000	40,000	Component 4
	Subtotal		**495,850**	
	Contingency (10%)		49,585	
	Indicative total		**545,435**	

Links with other instruments. Each gender risk and measure is managed through one Project instrument and referenced from the others, as shown in Table D.

Table D: Gender measures and the instruments that manage them

Gender risk or measure	Managing instrument	GAP matrix action
SEA/SH and GBV prevention; Code of Conduct	ESMP/ESCoP; bidding documents	1d
SEA/SH complaints and referral; PPM information	Project GRM (NCDDS multi-stage)	1d
Equal pay, welfare facilities, PPE, child safety, UXO awareness	Bidding documents; ESCoP	1a, 1f
Workers' grievances	Workers' grievance mechanism in works contracts	1f
Women's land, assets and compensation	RPF; land acquisition plans (GDR)	3e
Women's participation in consultations; invitation lists	SEP	Outcome; §VIII-A
Indigenous women	IPPF; IPPs	3e
GRF and grant rules	Project Implementation Manual; Component 2 grant manual	2b
O&M committee representation	Project Implementation Manual; FWUC by-laws	1e
Gender questions at preliminary screening; design check at DED	Project Implementation Manual; subproject cycle	1c
Monitoring and reporting	Semi-annual E&S monitoring report; Project results framework	3f, 3g

Disclosure and validation. The draft GAP will be discussed at a validation meeting with the Ministry of Women's Affairs, the seven PDWAs and women's organizations, and disclosed in English with a summary in Khmer on the NCDDS and AIIB websites. The final GAP and its semi-annual progress reports are disclosed in the same way.

APPENDIX 1: GAP Monitoring Matrix by Component

Each GAP action is monitored by Component, following the results framework (Project Document, Annex 2), and reported in the GAP section of the semi-annual environmental and social monitoring report (Annex 9).

*Notes: Layer: L1 = gender risk management (mandatory where the risk applies); L2 = value addition; Inst. = institutional. RMF = indicator in the Concept Project Document results framework (Annex 2), with the gender disaggregation or target added here. * = corresponds to an AIIB standardized gender indicator in the RMF–IMIS list (Cross-Sector Gender Integration Guidance Note, March 2026, Section C; Transport Tipsheet). Counts are cumulative; percentages are the status in that year. Years follow the results framework: 2027 (Year 1) to 2031 (Year 5); the mid-term review is in 2029 and civil works end in Q2 2031. "Report" = monitored without a target; "Set" = baseline established that year; "MTR" = assessed at the mid-term review from MIS and qualitative data. Baselines citing a paragraph of this assessment are provisional until the baseline survey (Annex 4). GAP ref. = action in the Section X matrix or Table B, C or D.*

N	Indicator (unit; disaggregation)	Layer	Baseline (source)	2027	2028	2029 (MTR)	2030	2031 (end)	Means of verification	Frequency	Responsibility	GAP ref.
A. Project development objective: gender results												
A1	Rural households benefiting from climate-resilient upgraded roads, irrigation and community facilities (number; by sex of household head). Female-headed households benefit at least in proportion to their share of commune households. RMF PDO 1	L2	0; female-headed share of commune households from ID Poor (2027)	500	10,000	25,000	50,000	75,000	MIS beneficiary lists by subproject; commune household lists	Annual	PMU M&E; ESMU Gender Specialist	3e
A6	Travel time of women and men to the nearest market and health centre in upgraded-road catchments (minutes)*	L2	Baseline survey (2027)	Set	—	MTR	—	Lower; set at baseline	Baseline and endline surveys (Annex 4)	Baseline; endline	ESMU Gender Specialist; survey firm	1c
B. Component 1: Rural infrastructure and facilities upgraded and expanded												
B1	Works contracts whose bidding documents and contracts include the SEA/SH Code of Conduct, equal pay for work of equal value, welfare facilities and PPE for women workers, the prohibition of child labour and the workers' grievance mechanism (%)	L1	0	100%	100%	100%	100%	—	ESMU clause checklist signed before bidding documents are issued	Per contract	PMU procurement; ESMU	1a, 1d, 1f
B2	Contractor, subcontractor and DSC personnel who signed the Code of Conduct and completed SEA/SH induction before starting work (%; by sex)	L1	0	100%	100%	100%	100%	100%	Signed Codes of Conduct; induction registers	Quarterly	Contractors; DSC; ESMU	1d
B3	Site-months in which the DSC check confirms separate sanitation and changing facilities, correctly sized PPE for women workers and no children on active work sites (%); non-compliance corrected within 7 days	L1	n/a	100%	100%	100%	100%	100%	DSC monthly E&S checklist; ESMU spot checks	Monthly	DSC; contractors; ESMU	1f
B4	Works contracts whose sex-disaggregated payroll shows equal daily wages for women and men doing the same task (%)	L1	n/a	100%	100%	100%	100%	100%	DSC payroll audit	Semi-annual	DSC; ESMU	1a
B5	Women's share of unskilled civil-works person-days (%)*	L2	Set at mobilization of the first contracts (2027)	Set	Report	≥25%	Report	≥30%	Contractor payroll by sex	Monthly	Contractors; DSC; PWG focal points	1a

N	Indicator (unit; disaggregation)	Layer	Baseline (source)	2027	2028	2029 (MTR)	2030	2031 (end)	Means of verification	Frequency	Responsibility	GAP ref.
B6	Subprojects in border communes where UXO/landmine risk screening was completed and awareness delivered to workers and returnee households before works (%)	L1	0	100%	100%	100%	100%	—	ESMP records; mine-clearance confirmation; attendance by sex	Per subproject	ESMU; DSC; PWGs	1f
B7	Subprojects whose designs include the gender-responsive and universal-access features agreed in the design checklist (Annex 6), verified at DED and at completion (%)	L2	0	100%	100%	100%	100%	100%	Annex 6 checklist signed at DED; completion inspection report	Per subproject	DSC; PWG focal points; ESMU	1c
B8	Women's share of seats on O&M bodies (FWUC committees, road maintenance groups, facility management committees), with at least one woman in an executive post in each (%)*	L2	FWUC committees under 25% (confirm at baseline)	—	Report	≥25%	≥30%	≥30%	Committee rosters; FWUC by-laws	Annual	PWGs; FWUCs; ESMU	1e
B9	Community childcare centres (4Cs) built or upgraded where prioritised in CIPs, with recurrent operation agreed before approval (number)	L2	0	—	Set after first CIP round	Report	Report	Report	Subproject approval records; operation agreements	Annual	PMU; PWGs; CCWCs	1b
B10	Affected households recorded by sex of members in the land census, and compensation for jointly held assets paid in both spouses' names (%)	L1	n/a	100%	100%	100%	100%	100%	Land acquisition plan monitoring; GDR payment records	Semi-annual	GDR; ESMU	Table B
C. Component 2: Commune and district capacities strengthened through institutional digitization and governance enhancement												
D1	Communes and districts using digital tools/MIS for planning and reporting (RMF intermediate result) that record people-level data by sex, age and disability (% of those using MIS)	L2	0	—	100% of 10	100% of 50	100% of 80	100% of 117	MIS data audit	Annual	PMU M&E; commune and district administrations	3e
D2	Women's share of participants in CIP prioritization and subproject consultations, with invitation lists recorded (%)*	L1	35% at community meetings (Table 6)	≥40%	≥40%	≥45%	≥45%	≥45%	Invitation, attendance and summary forms (Annex 7)	Quarterly	PWGs; commune councils; CCWCs	Outcome; §VIII-A
D3	Women-only consultation sessions held (number, cumulative)*	L1	0	20	80	150	210	234	Consultation summary forms (Annex 7)	Quarterly	PWGs; CCWCs; ESMU	§VIII-A; Table C
D4	Commune Committees for Women and Children trained as the community gender structure: childcare planning, GBV referral and women's inclusion in subproject planning (number of 117)	L2	0	40	117	117	117	117	Training records; CCWC action plans	Annual	PDWAs; SDGE	3c
D5	Communes with Indigenous presence where Indigenous women were consulted separately and in a culturally appropriate way (%)	L1	0	100%	100%	100%	100%	100%	IPP consultation records	Per subproject	ESMU; PWGs	Table B

N	Indicator (unit; disaggregation)	Layer	Baseline (source)	2027	2028	2029 (MTR)	2030	2031 (end)	Means of verification	Frequency	Responsibility	GAP ref.
D. Component 3: Project management, coordination and knowledge systems, including environmental and social management												
E1	Gender Specialist in post in the ESMU within 3 months of effectiveness (Yes/No)	Inst.	No	Yes	Yes	Yes	Yes	Yes	Contract; ESMU staffing list	Semi-annual	PMU	3a
E2	Provincial Working Groups with a designated and trained PDWA gender focal point (number of 7)	Inst.	0	7	7	7	7	7	Designation letters; training records	Annual	PMU; PGOs; PDWAs	3b
E3	Gender baseline survey completed before the first subprojects (after the pilot) are approved for works, and endline survey completed (Yes/No)	Inst.	No	Yes	—	—	—	Yes	Survey reports (Annex 4)	Baseline; endline	ESMU Gender Specialist	3f
E4	Provinces with a survivor-centred SEA/SH channel in the Project GRM, a trained female focal point and a mapped GBV referral pathway before the first works contract (number of 7)	L1	0	7	7	7	7	7	GRM manual; referral directory (Annex 8); training records	Semi-annual	ESMU; PDWAs	1d
E5	SEA/SH complaints referred to GBV services within 24 hours with the survivor's consent (%); average days to resolve or refer other gender-related grievances	L1	n/a	100%	100%	100%	100%	100%	Confidential SEA/SH log with no identifying details; GRM register	Quarterly	ESMU Gender Specialist	1d
E6	Grievances received through the Project GRM that are recorded by sex of complainant and by category (%)	L1	n/a	100%	100%	100%	100%	100%	GRM register	Quarterly	ESMU; PWGs	3e
E7	Project personnel (ESMU, PWGs, DSC, contractors' supervisors, CAOs) who completed gender, SEA/SH and equal-pay training (%; by sex)	L1	0	≥80%	100%	100%	100%	100%	Training records	Semi-annual	ESMU; SDGE	3d
E8	Women among sub-national officials trained in participatory planning, M&E and digital tools (%; RMF intermediate result: 50, 150, 250, 450 officials)	L2	28–36% women in sub-national management (NCDD-S)	≥30% of 50	≥30% of 150	≥30% of 250	≥35% of 450	≥35% of 450	Training records by sex	Annual	PMU; SDGE	3d
E9	Semi-annual environmental and social monitoring reports with a GAP section (Annex 9) submitted to AIIB and disclosed (number, cumulative)	Inst.	0	2	4	6	8	10	Reports; NCDDS and AIIB websites	Semi-annual	PMU; ESMU	3g
E10	GAP mid-term review (2029) and completion review (2031) completed, with the GAP updated where targets prove unrealistic (Yes/No)	Inst.	No	—	—	Yes	—	Yes	Review reports; AIIB mission aide-mémoire	Mid-term; completion	ESMU; AIIB	Table C

APPENDIX 2: Gender Risk Management Plan (Layer 1)

This plan times the Layer 1 measures in Table B to the subproject cycle in the Project Document. Table A 2.1 lists what must be done at each stage and the hold point that stops a subproject from moving on; Table A2.2 sets out the plan risk by risk. Both apply to every subproject, including the pilot subproject designed for appraisal.

Table A 2.1: Gender measures and hold points at each stage of the subproject cycle

Stage	Gender measures	Responsible	Evidence	Hold point
Before effectiveness and start-up (to Q2 2027)	Validate and disclose the GAP; include GAP clauses in the ESMP and ESCoP templates, the bidding document templates and the Project Implementation Manual; recruit the ESMU Gender Specialist; designate PDWA focal points; map GBV services and set up the SEA/SH channel in the Project GRM in each province (Annex 8); design the baseline survey (Annex 4); apply Annexes 5 and 6 to the pilot subproject.	PMU; ESMU; PDWAs; PGOs	Disclosed GAP; PIM sections; referral directories; staffing records	No works contract is signed in a province until its SEA/SH channel and referral pathway are operational.
1. Identification: Commune Investment Plans and provincial consultations	Invite women directly and record invitation lists; hold a women-only session wherever women are less than 40% of participants; record women's priorities separately; prioritise 4Cs only where recurrent operation can be agreed.	Commune councils; PWGs; CCWCs	Invitation, attendance and summary forms (Annex 7)	A subproject is not sent to screening without a consultation record showing women's participation.
2. Preliminary screening: eligibility and safeguards categorization	Complete the gender screening checklist (Annex 5); rate SEA/SH risk; identify land, Indigenous Peoples, UXO and child-safety triggers; list the Layer 1 measures and instruments required; exclude Category A subprojects.	PWG gender focal point; ESMU Gender Specialist (review)	Signed Annex 5 checklist	No feasibility assessment without a signed checklist.
3. Feasibility assessment	Assess women's travel, water and market use and O&M arrangements; cost the design features in Annex 6 and the welfare facilities in the engineering estimate; identify the baseline survey catchment.	Feasibility / DSC consultant; ESMU	Feasibility report gender section; cost estimate	Cost estimate includes design features and welfare facilities.
4. Detailed engineering design and procurement documentation	Complete and sign the design checklist (Annex 6) after validating the design with women; prepare the ESMP/ESCoP with gender clauses; prepare the land acquisition plan (census by sex; joint compensation) and IPP where triggered; include in bidding documents the Code of Conduct, equal pay, sex-disaggregated payroll, welfare facilities and PPE, the child-labour prohibition, the workers' grievance mechanism and UXO measures.	DSC; ESMU; PMU procurement; GDR	Signed Annex 6; ESMU clause checklist (Annex 1, B1)	Bidding documents are not issued without ESMU clearance of the gender clauses.
5. NCDDS approval, AIIB no-objection and disclosure	Confirm that the subproject E&S instruments, including gender measures, are acceptable to AIIB and disclosed by contract award.	PMU; ESMU; AIIB	No-objection; disclosure records	No contract award before disclosure; no civil works before instruments are final and disclosed.
6. Contract award and mobilization	Contractor appoints a gender and SEA/SH focal point; all personnel sign the Code of Conduct and receive induction in Khmer; separate facilities in place; recruitment notice open to women with equal pay stated; payroll by sex set up; UXO awareness in border communes.	Contractor; DSC; ESMU	Signed Codes; induction register; site readiness checklist	Works do not start until the DSC confirms facilities and induction.
7. Construction	Monthly DSC checks of facilities, PPE, children on site and Code of Conduct; semi-annual payroll audits; GRM and SEA/SH channel publicized at sites and in villages; temporary access to services maintained; quarterly reporting to the ESMU.	DSC; contractor; ESMU; PWGs	Monthly checklists; payroll audits; GRM register	Non-compliance corrected within 7 days; repeated non-compliance handled under the contract's E&S provisions.
8. Completion, handover and O&M	Inspect the design features at completion (Annex 6); form or update the O&M body with at least 30% women and a woman in an executive post; train women in O&M roles; record lessons for the next batch.	DSC; PWGs; FWUCs; commune councils	Completion report; committee rosters	Handover certificate records the composition of the O&M body.

Table A 2.2: Risk-by-risk management plan

Risk (Table B)	Where it applies	Measures	Timing	Responsibility	Instrument	Annex 1 indicator
1. SEA/SH and GBV linked to labour influx	All works contracts; higher where workers come from outside the commune, stay in camps or work near schools (Annex 5 rating)	Code of Conduct signed by all personnel; induction and six-monthly refresher; camp rules and lighting; SEA/SH channel in the Project GRM with trained female focal points; referral pathway mapped; GBV service provider engaged where the risk is rated substantial	Clauses at bidding; induction before mobilization; throughout works	Contractors; DSC; ESMU; PDWAs	ESMP/ESCoP; bidding documents; Project GRM	B1, B2, E4, E5
2. Unequal pay and working conditions	Works contracts employing local labour	Equal pay for work of equal value; written terms of employment; payroll by sex; workers' grievance mechanism; open recruitment notice	Bidding; monthly payroll	Contractors; DSC	Bidding documents; ESCoP	B1, B4, B5
3. Welfare and safety of women workers	All sites	Separate lockable toilets and changing space; drinking water; correctly sized PPE at no cost; working hours agreed with women; safe transport where work ends after dark	Before works start; monthly checks	Contractors; DSC	ESCoP; bidding documents	B3
4. Children at work sites; child labour	All sites; longan and other harvest areas	Age verification: no worker under 18 ; no children on active work sites; fencing near villages; childcare arrangement where women are employed	Recruitment; monthly checks	Contractors; DSC	ESCoP; bidding documents	B3
5. Landmines and UXO	Subprojects in the five border provinces (Battambang, BMC, OMC, PLN, PVH) and any site flagged at screening	UXO risk screening and clearance confirmation before earthworks and borrow pits; awareness for workers and returnee households, with attendance by sex	Screening; before earthworks	ESMU; DSC; mine-action authority	ESMP	B6
6. Loss of women's land, assets or income	Subprojects affecting land, crops, trees or structures, including temporary use	Census and socio-economic survey by sex; women's informal and joint use recorded; compensation for jointly held assets in both spouses' names; women consulted on options; no voluntary land donation or negotiated settlement; compensation before displacement	Feasibility to DED; before works	GDR; ESMU	RPF; land acquisition plans	B10
7. Exclusion from consultation and grievance channels	All subprojects	Direct invitation of women; women-only sessions where women are under 40% of participants; suitable timing, childcare and transport support; GRM entry points accessible to women; PPM information in Khmer	Identification to completion	PWGs; CCWCs; ESMU	SEP; Project GRM	D2, D3, E6
8. Indigenous women	Communes with Indigenous presence (IPPF screening)	Separate, culturally appropriate consultation with Indigenous women; their land and resource uses recorded in IPPs; interpreters	Screening; IPP preparation	ESMU; PWGs	IPPF; IPPs	D5
9. Repayment pressure and loss of assets in LIGs and GRFs	Component 2 GRF loans and small grants	Repayment matched to seasonal income; loan caps; no land title as security; loans in women's own names; arrears monitored by sex with a review trigger	Before first disbursement; semi-annual	FLIA; PWGs; ESMU	PIM; Component 2 grant manual	C3, C4
10. Agrochemical exposure	Extension and Farmer Field School activities	Safe handling, storage and disposal of pesticides for women and men; protective equipment advice for spraying	Each training cycle	PDAFF; CAOs	ESCoP (agricultural activities); extension curriculum	C2
11. Disrupted access to services; road safety	Works near villages, schools, health centers and markets	Temporary access maintained; traffic management and speed control near schools; road-safety awareness with attendance by sex; design features (Annex 6)	Construction; completion	Contractors; DSC	ESMP/ESCoP	B7, A6
12. Misuse of personal data of returnees and survivors	Returnee registers; GRM and SEA/SH records	Consent before returnee lists are used; restricted access; no identifying information in the SEA/SH log; records held by the ESMU only	Throughout	ESMU; PDWAs	PIM; GRM manual	E5

APPENDIX 3: GAP Implementation Schedule, 2027 - 2031

Dates follow the Project Document: start January 2027, civil works complete by Q2 2031, closing December 2031. Shaded cells show activity; ◆ marks a milestone.

Activity (GAP ref.)	Responsible	2027 H1	2027 H2	2028 H1	2028 H2	2029 H1	2029 H2	2030 H1	2030 H2	2031 H1	2031 H2
Start-up and institutional arrangements											
ESMU Gender Specialist recruited and in post (3a)	PMU	◆									
PDWA gender focal points designated and trained in the 7 PWGs (3b)	PMU; PGOs		◆								
GAP clauses in ESMP/ESCoP templates, bidding documents and the PIM (1a, 1d, 1f)	ESMU; PMU procurement	◆									
GBV service mapping, referral directories and SEA/SH channel in the Project GRM; annual update (1d; Annex 8)	ESMU; PDWAs		◆		◆		◆		◆		
Gender baseline survey (3f; Annex 4) and endline survey	ESMU; survey firm		◆							◆	
Layer 1 measures across all subprojects											
Gender screening at preliminary screening, including the pilot subproject (Annex 5)	PWGs; ESMU										
Design checklist at DED and at completion (Annex 6)	DSC; ESMU										
Women's participation in CIP and subproject consultations; women-only sessions (Annex 7)	PWGs; CCWCs										
Code of Conduct, induction, welfare facilities and UXO awareness at each mobilization (1d, 1f)	Contractors; DSC; ESMU										
Monthly site checks and semi-annual payroll audits (1a, 1f)	DSC; ESMU										
Land census by sex and joint compensation, where triggered (RPF)	GDR; ESMU										
Component 1: value addition											
Community 4Cs where prioritized in CIPs (1b)	PMU; CCWCs										
O&M bodies formed or updated with women's representation; leadership training (1e)	PWGs; FWUCs								◆		
Component 2											
Extension and Farmer Field Schools reaching women; agrochemical safety (2a)	PDAFF; CAOs										
GRF loans and small grants with receipt targets and safeguards (2b)	FLIA; PWGs										
Women-led agri-processing groups, two per province (2c)	PDWAs; PWGs						◆				
School Feeding Program supply contracts for women-led groups (2d)	PDAFF; PWGs								◆		
Women's leadership in LIG and AC/PG committees (2e)	FLIA; SDGE						◆				
Gender-transformative household dialogue pilot, 14 communes	PDWAs; SDGE										
Components 3 and 4: capacity, training, monitoring, reporting and review											
CCWC capacity building in the 117 target communes (3c)	PDWAs; SDGE				◆						
Sex, age and disability fields in commune and district MIS (3e)	PMU M&E										
Gender, SEA/SH and equal-pay training for Project personnel; refreshers (3d)	ESMU; SDGE										
GAP section in each semi-annual E&S monitoring report (3g; Annex 9)	PMU; ESMU	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆
GAP mid-term review (2029) and completion review (2031)	ESMU; AIIB						◆				◆

APPENDIX 4: Gender Baseline Survey: Design and Data Requirements

The baseline survey supplies the women-and-men comparisons that this assessment could not provide for the Project area and sets the baselines marked "baseline survey" in Annex 1. It is completed before the first subprojects after the pilot are approved for works (action 3f) and repeated as an endline in H1 2031; the mid-term review uses MIS and qualitative data. Budget: Table C, line 5.

Table A 3.1: Survey design

Parameter	Proposal
Sampling frame	Households in villages to be served by planned subprojects in the 117 target communes (from CIP lists), stratified by province and subproject type: road, irrigation, community facility, Component 2 only.
Sample size	Large enough to report women and men separately for each province: indicatively about 250 households per province (about 1,750 in total, 15 per commune), to be confirmed by the survey firm within the budget.
Respondents	In households with an adult woman and man, both are interviewed separately and in private: the woman and the man who manage farming or enterprise activities. Female-headed households are identified. Women respondents are interviewed by women enumerators.
Instruments	Household module (assets, land, income sources, group membership, access to services); individual module (time use, travel, extension, credit, decision-making, digital access); community module (commune council and CCWC); facility observation for the design features in Annex 6.
Disaggregation	Sex; age group; disability (Washington Group Short Set); Indigenous status; household headship; returnee or displaced status.
Ethics and safety	Informed consent; private interviews; anonymized data. No questions on personal experience of violence: GBV context comes from the Cambodia Demographic and Health Survey and PDWA data (if ever added, WHO ethical and safety recommendations apply).
Timing and outputs	Fieldwork Q3 2027; report and baselines entered in Annex 1 by Q4 2027; endline fieldwork H1 2031 on the same sample frame; anonymized datasets held by the ESMU.

Table A 3.2: Data requirements

N	Annex 1 indicators	Variable (women and men)	Source	Level; timing
1	A1	Households by sex of head; ID Poor status; returnee status	ID Poor database; baseline survey	Commune; baseline
2	A2, C1	Adoption of climate-smart practices by the person who manages the plot; extension participation	Survey (individual module); PDAFF and CAO records	Individual; baseline, endline
3	A3, A4, C3, C6, C7	LIG membership, GRF loans and grants (number and value); enterprise ownership and management	FLIA, LIG and GRF records; survey	Individual and group; baseline, semi-annual
4	A5	Income from crops, livestock, processing and wage work, by the person who earns it; say over its use	Survey (individual module)	Individual; baseline, endline
5	A6	Travel time and mode to the nearest market, health centre, school and commune office; trips per week	Survey (individual module)	Individual; baseline, endline
6	B5	Women's share of rural construction workers and daily wages	NIS Labour Force Survey and CSES tables; NRRPCP-II contractor payrolls (MRD); first RISING payrolls	Province and contract; 2027
7	B8, C5	Committee seats by sex: FWUC, road maintenance, facility management, LIG, AC/PG, CCWC	PDWRAM and FWUC records; PDAFF; commune database	Committee; baseline, annual
8	B10	Agricultural land by sex of holder; sole and joint titles; informal land and resource use	Agriculture Census 2023; MLMUPC; survey	Household and individual; baseline
9	C1	Extension and FFS participants and lead farmers by sex	PDAFF and CAO records, 2025–2026	Province; baseline
10	D2, D3	Participation by sex at CIP meetings	Commune council records; Table 6	Commune; baseline
11	D5	Indigenous households and women by target commune; communal land title status	Reconciled IPPF baseline; MRD; Ministry of Interior	Commune; baseline
12	E8	Women in sub-national management and among officials to be trained	NCDD-S personnel records	Commune and district; baseline
13	Context	Hours of unpaid care work by sex; childcare arrangements; 4C hours and ages served	Survey; provincial education offices	Individual and commune; baseline
14	Context	Mobile phone ownership and internet use; persons with disabilities (Washington Group Short Set)	Survey	Individual; baseline, endline
15	E4	GBV service providers by district and referral pathway (not a household question)	PDWA and MoWA service maps (Annex 8)	District; H1 2027

APPENDIX 5: Subproject Gender Screening Checklist

Completed at preliminary screening for every subproject, including the pilot, by the PWG gender focal point with the subproject engineer, and reviewed by the ESMU Gender Specialist. Each "Yes" or "Unknown" answer triggers the measure shown; the triggered measures are carried into the feasibility assessment, the design checklist (Annex 6), the ESMP/ESCoP and the bidding documents.

Table A 4.1: Subproject details

Subproject details	
Subproject name and ID	
Commune, district, province	
Type (road / irrigation / community facility / Component 2)	
Estimated workforce; share from outside the commune	
Screened by (PWG gender focal point), date	
Reviewed by (ESMU Gender Specialist), date	

Table A 4.2: Screening questions

N	**Question**	**Answer**	**If "Yes" or "Unknown": measure and instrument**
A. Participation			
1	Were women less than 40% of participants at the CIP or provincial consultation that prioritised this subproject?	☐ Yes ☐ No ☐ Unknown	Women-only session before feasibility (Annex 7); record women's priorities. SEP
2	Are there female-headed, ID Poor, returnee or displaced households, or persons with disabilities, in the area of influence?	☐ Yes ☐ No ☐ Unknown	Record numbers; targeted invitation; accessible venues. SEP
3	Are Indigenous Peoples present in the commune or area of influence?	☐ Yes ☐ No ☐ Unknown	IPPF screening; separate consultation with Indigenous women. IPPF/IPP
B. Land and assets			
4	Will land, crops, trees or structures be affected, including temporary use?	☐ Yes ☐ No ☐ Unknown	Census by sex; joint compensation; no voluntary land donation or negotiated settlement. RPF/land acquisition plan
5	Do women use the site or right-of-way informally (roadside vending, grazing, water collection, fishing, gathering)?	☐ Yes ☐ No ☐ Unknown	Record uses; include in the land acquisition plan or ESMP; maintain access during works
C. Works and labour			
6	Will more than a few workers come from outside the commune, or will there be a worker camp?	☐ Yes ☐ No ☐ Unknown	SEA/SH risk rating (Table A5.3); camp rules; Code of Conduct. ESMP/ESCoP; bidding documents
7	Are works near schools, health centres, markets, pagodas or water points, or on routes used by women and children?	☐ Yes ☐ No ☐ Unknown	Traffic and access management; lighting; road-safety awareness. ESMP/ESCoP
8	Is the site in a border commune or an area with suspected landmines or UXO?	☐ Yes ☐ No ☐ Unknown	UXO screening and clearance confirmation; awareness for workers and returnees. ESMP
9	Are children present nearby during harvest or likely to come to the site?	☐ Yes ☐ No ☐ Unknown	Fencing; no children on active work sites; childcare arrangement. ESCoP
D. Design and services			
10	Does the subproject include a facility or road section used daily by women (market, water point, school route, health centre access)?	☐ Yes ☐ No ☐ Unknown	Apply the design checklist at DED (Annex 6)
11	Will an O&M body be formed or updated (FWUC, road maintenance group, facility committee)?	☐ Yes ☐ No ☐ Unknown	Representation rule: at least 30% women and one woman in an executive post (action 1e). PIM
12	Will the subproject change women's time use (water collection, market trips, childcare)?	☐ Yes ☐ No ☐ Unknown	Include the catchment in the baseline survey (Annex 4)

E. Livelihood activities (Component 2)			
13	Does the subproject involve GRF loans or grants with collateral or eligibility conditions?	☐ Yes ☐ No ☐ Unknown	No land title as security; receipt targets; arrears monitored by sex (action 2b). Grant manual
14	Will pesticides or other agrochemicals be promoted or used?	☐ Yes ☐ No ☐ Unknown	Safe-handling training for women and men. ESCoP (agricultural activities)
F. GBV services			
15	Is there no mapped GBV service provider or referral pathway for this province and district?	☐ Yes ☐ No ☐ Unknown	Hold: no contract award until the pathway is mapped and the SEA/SH channel is operational (Annex 8)

Table A4.3: SEA/SH risk rating (indicative scoring for the Project Implementation Manual)

Risk factor	Score 0	Score 1	Score 2
Workers from outside the commune	None or very few	Some	Most
Worker camp or overnight accommodation	No	—	Yes
Works within walking distance of schools, health centres or markets	No	Yes	—
Remote site, night work or limited supervision	No	Yes	—
Nearest GBV service	Mapped, under 1 hour	Mapped, over 1 hour	Not mapped
Displaced or returnee households, or women trading informally near the site	No	Yes	—
Rating: 0–2 low; 3–5 moderate; 6 or more substantial			

Table A 4.4: Measures by SEA/SH risk rating

Rating	Measures (cumulative)
Low	Code of Conduct and induction; SEA/SH channel and referral pathway publicised at site and in villages; monthly DSC checks.
Moderate	Low measures plus: contractor focal point (a woman where possible); community awareness sessions before works; quarterly ESMU spot checks.
Substantial	Moderate measures plus: site-specific SEA/SH action plan in the ESMP; camp management plan; GBV service provider engaged for the subproject; monthly ESMU checks.

Table A 4.5: Screening result and sign-off

Screening result	
SEA/SH risk rating	☐ Low ☐ Moderate ☐ Substantial
Layer 1 measures required (question numbers)	
Instruments to prepare or update	☐ ESMP/ESCoP clauses ☐ Land acquisition plan ☐ IPP ☐ Consultation plan ☐ Design checklist
Hold points	
Signatures	PWG gender focal point: _____ ESMU Gender Specialist: _____

APPENDIX 6: Gender-Responsive and Universal-Access Design Checklist

Completed by the DSC at DED and at completion, signed by the PWG gender focal point and reviewed by the ESMU. R = rural road; I = irrigation (canals, small-scale reservoirs, solar-powered irrigation); F = community facility. National codes apply; where silent, ISO 21542:2021 and Crime Prevention Through Environmental Design principles (Cross-Sector Gender Integration Guidance Note, 2026).

N	Feature	Applies to	Specification or evidence	DED	Completion
A. All subprojects					
A1	Design validated with women (women-only session or women's group) before DED approval, with changes recorded	R, I, F	Consultation summary form (Annex 7)	☐	—
A2	Level or ramped access (ramps no steeper than 1:12); handrails; firm, non-slip paths	F; R in villages	National code; ISO 21542:2021	☐	☐
A3	Lighting at facility entrances, toilets and village junctions, using solar where there is no grid supply	F, R	Lighting layout on drawings	☐	☐
A4	Facilities designated as flood refuges have separate, lockable toilets and sleeping space for women and families	F	Design principles); ESS 1 para51	☐	☐
B. Rural roads					
B1	Walkable hard shoulder or footpath through village sections	R	Typical cross-section	☐	☐
B2	Marked pedestrian crossings and speed calming near schools, health centres, markets and pagodas	R	Road-safety drawings	☐	☐
B3	Shaded waiting area at pick-up points; drainage keeps shoulders and footpaths passable in the wet season	R	Drawings; drainage design	☐	☐
B4	School-zone signage; temporary access to services maintained during works	R	ESMP traffic and access plan	☐	☐
C. Irrigation					
C1	Footbridges or safe crossings over canals where women and children cross	I	Walk-through with women; drawings	☐	☐
C2	Fencing, warning signs and steps or ladders at deep canals, reservoirs and pump stations (child drowning risk)	I	Drawings; safety plan	☐	☐
C3	Washing and water-collection steps where communities use canals or reservoirs	I	Drawings	☐	☐
C4	Turnouts reach smallholder plots, including those of female-headed households, identified in a walk-through with women	I	Command-area map	☐	☐
C5	Solar pump controls and schedules explained to women FWUC members, at times they can attend	I	O&M manual; training record	—	☐
D. Community facilities					
D1	Separate, lockable toilets for women and men with water, handwashing and a menstrual-hygiene bin; one accessible toilet	F	Drawings	☐	☐
D2	Shaded seating and a space for breastfeeding and young children in markets and community halls	F	Drawings	☐	☐
D3	Market stall allocation gives women vendors fair access, including informal vendors affected by works	F (markets)	Allocation rules agreed with the commune	☐	☐
D4	Drying floors and lockable storage close to villages, with lighting	F	Site plan	☐	☐
D5	4Cs: fenced, child-safe design; child-sized toilets and handwashing; shade; drop-off away from traffic	F (4Cs)	Drawings; Community Preschool Expert review	☐	☐
E. Operation and maintenance					
E1	O&M body rules: at least 30% women and one woman in an executive post; meetings at times agreed with women; women in paid O&M roles with equal pay	R, I, F	By-laws; committee roster (action 1e); O&M agreement	☐	☐
Signatures: DSC designer _____ PWG gender focal point _____ ESMU Gender Specialist _____ Date _____					

APPENDIX 7: Women's Participation in Consultations: Guide and Forms

This guide applies to CIP prioritization, provincial consultations, subproject consultations, design validation and O&M meetings. It puts into practice ESS 1 para 23.2 (consultation that is gender sensitive, inclusive and gives additional support so that women and vulnerable groups take part) and ESS 2 para 17 (appropriate meeting times, transport, childcare support and women-only meetings). The forms are used for every consultation and summarized in the semi-annual report (Annex 9).

A 6.1 Guide

Timing. Agree meeting times with women's groups or CCWCs; avoid transplanting and harvest peaks, market days and the hours when women collect water or care for children; keep meetings under two hours.

Place. Hold meetings in the village, within walking distance, in a safe and accessible venue (pagoda hall, school, commune office), not at a contractor's camp.

Invitation. Invite women by name, not only household heads, through the village chief, CCWC, LIGs and women's groups, by notice and by word of mouth at least three days ahead; record who was invited (Form A6.2).

Support. Provide a supervised childcare corner and, for distant villages, transport or its cost; offer water and a light snack.

Facilitation. Include at least one woman facilitator; use Khmer and, where needed, an Indigenous-language interpreter; use pictures, maps and models rather than drawings alone; ask women's views directly and early.

Women-only sessions. Hold a separate session with a woman facilitator wherever women are less than 40% of participants, or where topics such as safety, sanitation, the Code of Conduct or harassment are discussed.

Accessibility. Seat persons with disabilities and older people near the front; read information aloud; allow a companion.

Grievance information. Explain the Project GRM, the confidential SEA/SH channel and AIIB's Project-affected People's Mechanism at every consultation and give a contact card in Khmer.

Recording. Record attendance by sex, age group and disability (Form A6.3), and the issues raised by women and by men separately (Form A6.4). Do not take photographs of participants without their consent.

Feedback. Report back to the same village on which requests were accepted and why others were not, before DED is approved.

Form A 6.2: Invitation record

Village	Invited through (chief, CCWC, LIG, women's group, notice, loudspeaker)	Date	Women invited	Men invited	Female-headed households invited	Persons with disabilities invited	Indigenous households invited

Form A 6.3: Attendance sheet

N	Name	Sex (W/M)	Age group (18–35 / 36–59 / 60+)	Village	Group (female head, LIG, returnee, disability, Indigenous)	Signature or thumbprint
1						
2						

N	Name	Sex (W/M)	Age group (18–35 / 36–59 / 60+)	Village	Group (female head, LIG, returnee, disability, Indigenous)	Signature or thumbprint
3						
4						
5						

Children under 18 attend only with a parent or guardian and are not recorded by name.

Form A 6.4: Consultation summary

Item	Record
Subproject and stage (CIP, screening, design validation, O&M)	
Date, time and place	
Facilitators (women / men); interpreter and language	
Participants: women / men / total; Indigenous women; persons with disabilities	
Women's share of participants (%)	
Women-only session held? If women were under 40%, date of session	
Childcare or transport support provided	
Main issues raised by women	
Main issues raised by men	
Design or plan changes agreed	
Requests not accepted and the reason given	
Project GRM, SEA/SH channel and PPM explained? (Yes/No)	
Follow-up actions, responsible, date	
Prepared by; reviewed by (PWG gender focal point)	

APPENDIX 8: Sexual Exploitation, Abuse and Harassment: Code of Conduct and Referral Protocol

This annex sets the minimum content of the Code of Conduct required in every works and consultancy contract (action 1d) and the survivor-centred protocol for the SEA/SH channel within the Project GRM. It applies ESS 1 para 47 (confidential, culturally appropriate channels and support to survivors), ESS 1 para 53 (labour influx) and ESP para 73.2 (protection from retaliation, confidentiality and anonymity). Details are set in the ESMP/ESCoP, the bidding documents and the GRM manual.

Table A 7.1: Code of Conduct minimum content

Element	Minimum content
Who signs	All contractor, subcontractor, DSC, PIC and PMU field personnel, including drivers and security staff; signed individually in Khmer at induction, before starting work; copy kept on file.
Prohibited conduct	Sexual exploitation and abuse; sexual harassment, including unwelcome comments, gestures and physical contact; any sexual activity with a person under 18, whatever the local age of consent, and a mistaken belief about age is no defence; offering money, employment, goods, services or Project benefits in exchange for sex; using Project vehicles, premises or equipment for such conduct; retaliation against anyone who reports.
Conduct in communities	Respectful behavior in villages; no alcohol or drugs on site; camp rules on visitors; no unaccompanied visits to households.
Workplace	Equal treatment of women workers in assignments and pay; separate facilities respected; no harassment by supervisors.
Duty to report	Report suspected SEA/SH through the channels in Table A8.3; confidentiality of all information.
Sanctions	Proportionate disciplinary measures up to dismissal; referral to the police where the survivor chooses; contractor liable under the contract for failing to enforce the Code.
Training	Induction before starting work; refresher at least every six months; community awareness sessions on the Code and the SEA/SH channel before works start.
Contractor duties	Appoint a gender and SEA/SH focal point, a woman where possible; display the Code and SEA/SH channel contacts in Khmer, with pictures, at sites and camps; provide lighting and separate facilities; report Codes signed and training delivered to the DSC monthly.

A 7.2 Survivor-centred principles

Safety first. Every action considers the survivor's safety and the risk of retaliation.

Confidentiality. Information is shared only with the survivor's consent and only as needed to provide services. The Project GRM register holds no identifying information: only a case code, date, type of complaint, whether it is linked to the Project and whether a referral was made.

Respect and choice. The survivor decides whether to be referred, which services to use and whether to take any further action. Services do not depend on filing a complaint.

No investigation by GRM staff. Focal points do not question the survivor about the incident or try to establish what happened.

Non-discrimination. All survivors receive the same support regardless of age, ethnicity, disability, marital or migration status.

Protection. Complainants and those who help them are protected from retaliation, and may remain anonymous (ESP para 73.2(d)).

Table A 7.3: Referral and response steps

Step	Stage	Action	Who	Time limit
1	Disclosure	Listen without asking for details of the incident; explain available services; ask whether the survivor wants to be referred	Any trained focal point: commune GRM focal point, CCWC, PWG female focal point, contractor focal point	Immediately
2	Referral	With consent, refer to the service the survivor chooses: health care, psychosocial support, legal aid, safe shelter, police or judicial police officer	Focal point; PDWA	Within 24 hours
3	Recording	Enter the case in the confidential SEA/SH log with a case code only; notify the ESMU Gender Specialist	Focal point; ESMU Gender Specialist	Within 24 hours
4	Notification	Inform AIIB of the incident without identifying details, following the ESMPF incident-reporting procedure	ESMU	Promptly
5	Action on Project personnel	Where the alleged perpetrator is Project personnel and the survivor consents: verification by a small panel (ESMU Gender Specialist, DSC E&S lead, contractor representative, PDWA officer); sanction under the Code; the survivor is never required to face the alleged perpetrator	ESMU; contractor	As set in the GRM manual
6	Follow-up and closure	Confirm through the service provider that support was received; close the case in the log	ESMU Gender Specialist; service provider	Proposed: 30 days, then as needed
7	Reporting	Aggregate numbers only (received, referred within 24 hours, closed) in the semi-annual report (Annex 9)	ESMU	Semi-annual

Table A 7.4: Provincial GBV referral directory (template)

Service	Provider and focal person	Location; distance from subproject districts	Phone or hotline	Hours	Languages; accessible	Last verified
Health care (health center, referral hospital)						
Psychosocial support						
Legal aid						
Safe shelter						
Police / judicial police officer						
PDWA and CCWC focal points						

One directory per province, prepared with the PDWA before the first works contract in that province, verified by telephone every six months and posted at sites in Khmer.

APPENDIX 9: Semi-Annual GAP Progress Report Template

The GAP section of each semi-annual environmental and social monitoring report to AIIB (action 3g) follows this structure. All people-level data are reported for women and men, and by age group, disability and Indigenous status where relevant. No information that could identify a survivor of SEA/SH is reported.

1. Summary

Item	Summary
Reporting period	
Overall GAP status (on track / partly on track / off track)	
Main achievements	
Main issues and risks	
Corrective actions agreed	
Changes to the GAP proposed for the mid-term review	

2. Progress against the monitoring matrix

No	Indicator (Annex 1)	Target for the year	Achieved this period	Cumulative	Status	Comment
B5	Women's share of unskilled civil-works person-days					
…						
…						

3. Civil-works workforce and site conditions

Contract package; province	Workers (W / M)	Unskilled person-days (W / M)	Women's share of person-days	Average unskilled daily wage, KHR (W / M)	Codes of Conduct signed (%)	Site-months compliant (%)	Children found on site (number)

4. Participation in consultations

Stage or event type	Events	Participants (W / M)	Women's share	Women-only sessions	Indigenous women consulted
CIP and provincial consultations					
Subproject consultations and design validation					
O&M meetings					

5. Grievances by sex and category

Grievance category	Received (W / M / anonymous)	Resolved within timeline	Pending	Average days to resolve	Referred to GDR or court
Land and compensation					
Works, access and community safety					
Labour and working conditions (workers' mechanism)					
Component 2 (GRF, grants, extension)					
Other					
SEA/SH (aggregate only)	Received:	Referred within 24 hours:	Closed:	Linked to Project personnel:	

6. Component 2 and 3 participation and benefits

Indicator	Women	Men	Total	Women's share
Extension training participants				
FFS lead farmers				
GRF loans (number)				
GRF loans (value, KHR)				
Small grants (number / value)				
LIG management committee seats				
AC/PG management committee seats				
O&M body seats				
Sub-national officials trained				

7. GAP budget and staffing

Table C line	Planned this year (USD)	Committed (USD)	Disbursed (USD)	Comment
1–13 (one row per line)				
ESMU Gender Specialist in post (Yes/No); PDWA focal points active (of 7)				

8. Corrective action plan

Issue	Corrective action	Responsible	Deadline	Status of previous actions