

Kingdom of Cambodia
Nation Religion King



Ministry of Agriculture, Forestry and Fisheries



Gender Mainstreaming Policy and
Strategic Framework in Agriculture
2016 - 2020

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PREFACE

The Royal Government of Cambodia has long recognized that women are the backbone of Cambodian Society and Economy. In this fifth mandate, the Government, under the leadership of **Samdech Akka Moha Sena Padei Techo Hun Sen**, the Rectangular Strategy Phase III (2014-2018), the National Strategic Development Plan (NSDP) and the Cambodian Gender Strategic Plan (Neary Rattanak, 2014-2018) have determined to further address gender inequality and improve the status of women. The Ministry of Agriculture, Forestry and Fisheries (MAFF) is strongly committed to accelerate the effective implementation of these national approaches and has set out its strategic directions to achieve gender equality and women's empowerment in the Agriculture Sector Strategic Development Plan (ASDP) (2014-2018).

The Ministry of Agriculture, Forestry and Fisheries Gender Mainstreaming Policy and Strategic Framework in agriculture (2016-2020) is a significant milestone setting out MAFF's strategic direction and actions to accelerate the equitable development of agricultural sector.

In the process of developing this policy and strategic framework, there was good discussion, cooperation, and partnership with all line departments/institutions as well as other stakeholders at both the national and sub-national levels, including Ministry of Women's Affairs (MOWA) and development partners.

I would like to express my gratitude to the Ministry of Agriculture, Forestry and Fisheries Gender and Children Working Group (GCWG), management and staff at all levels and concerned stakeholders who actively involved themselves in the formulation process and committed themselves to it. This has contributed to a comprehensive strategy which addresses the remaining challenges and gender inequalities in agriculture sector in Cambodia to ensure a better life for all Cambodians, our children and our children's children.

On behalf of the Ministry of Agriculture, Forestry and Fisheries, I urge all line departments institutions at all levels and ask the wide range of stakeholders to participate in full and cooperate in the implementation of this Policy and Strategic Framework with the co-ordination of the MAFF GCWG. Full implementation of the MAFF Gender Mainstreaming Policy and Strategic Framework in agriculture (2016-2020) will be an important step towards achieving the goal of gender equality and development of the future Cambodia.

Phnom Penh, October ~~20~~ 2015

Minister

Ministry of Agriculture, Forestry and Fisheries



Dr. OUK-RABUN

1.Introduction

Cambodia's agriculture sector continues to play an important role in supporting economic growth, ensuring equity, securing food security, and promoting development of the rural economy. The long-term vision¹ of the Ministry of Agriculture, Forestry and Fisheries (MAFF) is:

“To contribute poverty reduction, ensure enough & safe food availability for all people, through modernization of agricultural sector based on a new approach and with changed scope and pace for accelerating agricultural economic growth, and sustainable natural resource management & conservation.”

The Gender Mainstreaming Policy and Strategic Framework in Agriculture specifies and affirms the commitment of the Royal Government of Cambodia (RGC) through its Ministry of Agriculture, Forestry and Fisheries (MAFF) with respect to gender equality. The document outlines MAFF vision, mission, overall goal, strategic objectives and implementation steps in mainstreaming gender perspectives in all its affiliated departments/institutions and activities of sub-sectors (Agriculture, Fisheries, Livestock and Forestry) of the agriculture sector. The document hence intends to provide the basis to enhance coordination and effectiveness toward greater gender equality in the agriculture sector in Cambodia. The document emphasizes capacity and human resource development on gender and agriculture as well as rural women's economic empowerment and embodies a Programme Based Approach.

The Gender Mainstreaming Policy and Strategic Framework in Agriculture (2016–2020) is particularly important as it recognizes the significant contribution of Cambodian women to agricultural labour, production, harvest, processing and marketing. It identifies specific constraints in these areas and proposes some sector-specific outcomes and target indicators to address those identified constraints. Moreover, it recognizes women's participation in fisheries, livestock and in the management of forest resources, including non-timber products, and recognizes the high reliance on biomass for meeting basic household energy needs. Finally, the document recognizes that climate change is a cross-cutting issue, which affects agriculture, livestock, fisheries and forestry practices, which are not gender neutral and therefore need to be addressed to ensure both mitigation and adaptation initiatives will produce the desired effects and contribute to achieving gender equality.

The update and development of the MAFF Gender Mainstreaming Policy and Strategic Framework in Agriculture (2016-2020) was initiated and led by MAFF Gender and Children Working Group (GCWG) in coordination with the Department of Planning and Statistics. The process comprised a series of internal workshops with the 18 members of the GCWG, MAFF officials and 25 provincial gender focal points in order to reflect on MAFF's achievements and challenges in implementing its

¹ Agriculture Sector Strategic Development Plan (ASDP) 2014-2108, Ministry of Agriculture, Forestry and Fisheries, 2015.

2006-2010 Gender Policy and Strategy; meetings with development partners and relevant stakeholders; consultation and coordination with the Ministry of Women's Affairs (MoWA) and reviews of the legal framework on gender equality and agriculture in Cambodia, available literature and key government policies. The document is shaped in particular by the agriculture sector and sub-sectors current strategic plans.

The Gender Working Group was established in 2005 and in 2006 the RGC endorsed the first Gender Mainstreaming Policy and Strategy in Agriculture sector. It shall be noted that the process of updating and development of the Gender Mainstreaming Policy and Strategic Framework in Agriculture was informed in particular by the on hand limitations within MAFF, such as human and financial resources, as well as weak institutional capacity through which to translate gender policies and strategies into practice. Hence it offered the opportunity to particularize the importance of accountability for gender equality and women's empowerment and how to connect gender mainstreaming with the major policy, planning and budgeting processes of all sub-sectors and departments at MAFF at all levels.

2. Legal Framework

Opportunities and entry points for advancing gender equality within the agriculture sector need to be assessed within the framework of the evolving policy commitments and legal frameworks of the Royal Government of Cambodia (RGC). Key developments in the overall policy environment have very much supported and shaped how Cambodia is moving forward in addressing gender concerns and achieving the goal of gender equality.

The RGC has demonstrated considerable support for gender equality since the re-establishment of peace. Equality between men and women is enshrined in the 1993 Cambodian Constitution. This commitment is also reinforced by Cambodia's ratification of the Convention on Elimination of Discrimination against Women (CEDAW) in 1992, and its signing of the "Platform for Action" agreed at the 1995 Fourth World Conference on Women in Beijing. The Neary Rattanak (NR) is a strategic plan developed since 1999 by the Ministry of Women's Affairs (MoWA) as Cambodia's strategic plan for gender equality. The Neary Rattanak underscores gender relevance and women's empowerment in all spheres of development for Cambodia and ensures sustainable gender-responsive development processes. MoWA launched the NR IV (2014-2018) in December 2014.

To date, gender equality is one of the important cross-cutting themes of the RGC socio-economic policy as reflected in the Government's Rectangular Strategy Phase III (2014-2018), and the National Strategic Development Plan (NSDP) as well as the 10-year National Programme for Sub-national Democratic Development. The Rectangular Strategy specifies the need to "further improve the status of women who are the backbone of Cambodian society and economy". In response to

latter, the RGC has intensified its efforts to accelerate progress on Cambodian Millennium Development GOAL 3 (CMDG3) (Gender Equality and Women's Empowerment), with a special focus on women's economic empowerment. The MDG Acceleration Framework (MAF)-Cambodia Action Plan (2013-2015) on women's economic empowerment is envisaged to contribute to the achievement of other CMDGs.

The Cambodian national gender mainstreaming institutional machinery includes four main elements within line ministries; MOWA, the Cambodian National Council for Women, the Technical Working Group on Gender (TWG-G), and the Gender mainstreaming Action Groups (GMAG); and the Women's and Children's Consultative Committees which operate sub-nationally to promote gender equality.

The MAFF Gender Mainstreaming Policy and Strategic Framework in Agriculture has been formulated in supporting of the implementation of the above listed policies, strategies and national machineries with specific focus on the agriculture sector. In addition, it has informed and is aligned with the Agriculture Sector Strategic Development (ASDP) Plan (2014-2018). MAFF has three objectives in its Gender Mainstreaming Policy and Strategic Framework in Agriculture to be achieved by 2020.

The three strategic objectives are:

- 1. To promote women's economic empowerment through women's access to goods and services for agricultural development and markets**
- 2. To strengthen capacities, resources and commitment within MAFF to ensure effective mainstreaming of gender perspectives into the agriculture sector**
- 3. To increase women's and men's equal representation and participation in agriculture sector.**

MAFF will adopt two main approaches to achieve its gender equality objectives. First, it will adopt gender mainstreaming internally as a cross-cutting theme in all its work. Second, it will commit to develop and carry out gender equality initiatives that specifically target women and women's economic empowerment.

3.Overview: Gender and Agriculture

Cambodia has a population of 14.9 million with 82% of the households living in rural areas². A large majority of these households engage in rice based agriculture, fisheries, collection of forest products, crops and livestock production. Agriculture is central to the livelihood of small farm

² National Gender Profile of Agriculture Households, Food and Agriculture Organization of the United Nations-National Institute of Statistics, Ministry of Planning, Cambodia, 2010.

holders and women. In 2014, agriculture accounts for 28.7% of the country's GDP³. The sector is important source of employment for the large group of men and women (75% women) who are mainly engaged in subsistence production in small farms⁴. The majority of rural Cambodian women work in agriculture on their own land or carry out unpaid agricultural work. There are 2.3 million agricultural households in Cambodia, of which 80% (1,618,588) are male headed and 20% female headed (412,510)⁵.

Cambodian women farmers play a crucial role in the translation of the products of the agriculture sector into food and nutritional security for their households. Women are responsible for food production, selection and preparation and for the care and feeding of children and are the key to food security for their households. Women are increasingly involved in commercially-oriented agricultural production particularly in the horticulture value chain.

Women in Cambodia are also central in wholesale and retail marketing of agricultural products. They are involved as collectors and/or traders and are the principal retail sellers, working in markets at local, provincial and national levels. In addition, women are active partners in input supply agro-business, dealing directly with clients, providing information and knowledge on use of inputs, fertilizers and pesticides.

3.1. Emerging Trends and Risks

Climate change, mechanization and migration are affecting the agriculture sector in Cambodia significantly, in particular women's labour and contribution and gender roles and relations. These changes and trends present opportunities but also pose significant uncertainties in addressing gender issues in the sector.

The threat of climate change, manifested by the increase of droughts, storms or floods, has been recognized as a key global development challenge. There is established evidence that climate change disproportionately impacts women and men. Women and men can contribute to both adaptation and mitigation measures in different but complementary ways.

In Cambodia, as the majority of farmers still rely on rain-fed rice farming and natural resources as a main source of household income, a change of climate directly threatens people's livelihoods, in both the short and long term⁶. Women's susceptibility to climate change impacts in Cambodia is exacerbated by their limited knowledge and access to resources. Women are generally not the

3 Census of Agriculture in Cambodia, Preliminary Report, National Institute of Statistics, Ministry of Planning in collaboration with the Ministry of Agriculture, Forestry and Fisheries, 2013.

4 Cambodia: Gender in agriculture Assessment, World Bank, 2014. (Preliminary draft)

5 National Gender Profile of Agriculture Households, Food and Agriculture Organization of the United Nations-National Institute of Statistics, Ministry of Planning, Cambodia, 2010.

6 Cambodia Gender Assessment, Policy Brief 3, Women's Economic Empowerment, Ministry of Women's Affairs, 2014.

main recipients of extension services and less access to information about the effects of climate change and relevant technological resources. Women also have limited access to financial services and the emerging financial mechanisms which may offer support for climate change adaptation and mitigation initiatives. The emerging focus on the provision of information regarding the effects of climate change, and new practices to support adaptation and mitigation, offers an opportunity to gainfully tailor services which would meet women's practical needs and strategic interests. In this context, RGC adopted Gender and Climate Change Action Plan⁷ (2014-2018) and identified climate change mitigation and green growth as one of its strategic focus for women's economic empowerment⁸.

Mechanization and introduction of new technologies impacts men and women farmers differently. Mechanization can increase production, reduce women farmers' workload⁹ and facilitate some hard operations. In Cambodia, limited efforts are being made to train women in using various machineries and new technologies. Harvest and post-harvest activities, which were often carried out by women, are increasingly undertaken with the use of machines, operated by men¹⁰. Mechanization may have unintended effects in particular on landless and women farm workers. Social biases that associate machinery use with men further limit women's use of technological improvements.

Migration has a strong influence on gender roles and division of labour in rural Cambodia. It can have impacts in the level of participation which women have had in agriculture value chains. The key factor contributing to this change is increased migration of young women and men to garment factories, construction work, service industry and others. Poverty, insufficient income from farming activities and debts are key reasons for the decision of rural households to migrate or send family members away to alternative work. Rural households are often made up of only the elderly and children or, when men only migrate, of women and children.

It is important to note that in areas experiencing outmigration of men to Thailand, women are increasingly becoming farm managers with the consequent opening up of new opportunities, such as greater control over household resources and improved socio-economic status. Migration can also increase demand and opportunities to create services such as savings markets for remittances, childcare options in villages and the development of a formal agri-business sector for young rural women.

⁷Gender and Climate change Action Plan (2014-2018), Ministry of Women's Affairs.

⁸ Cambodia Gender Assessment, Policy Brief 10, Gender and Climate Change, Ministry of Women's Affairs, 2014.

⁹<http://www.oxfamamerica.org/explore/stories/mechanical-advantage/>- Rice Weeder (Niek Srer - Rice Dragon). Increase Yield 1 Ton/Ha & Save time and labour 80%.

Oxfam supported RACHANA in designing and testing the mechanical weeder.

¹⁰ Cambodia: Gender in agriculture Assessment, World Bank, 2014. (Preliminary draft)

The RGC vision for agriculture is to transform the sector to commercial agriculture through improved productivity and diversification, modernization as well as market access. Understanding these dynamic processes of change and emerging trends and its differentiated effects on women and men is crucial to better position the sector for inclusive and faster growth and sustainable development. In this context, a gender perspective is in particular critical to understand the impact of large scale land investments and the shift to large scale commercial agriculture. These shifts often lead to changes in household dynamics and roles, income-generation activities, and landownership rights. The RGC recognizes that both men and women contribute to development outcomes and gender equality is crucial for agricultural development.

3.2. Gender Assessment in Agriculture Sector and Sub-Sectors

Women and Literacy

The gender gap in literacy in Cambodia has diminished. Overall 72% of agricultural household heads can read and write a simple message. However, around 29% of Cambodian women aged 15 and above are illiterate, compared to 15% of men¹¹. According to 2011 census data nationally some 69% of women are literate compared to 85% of men¹². The gap is particularly high between female and male headed households. Literacy among female heads of agricultural households is 42% compared to 80% among male agricultural heads of households¹³.

Women Representation in Agriculture Administrations

MAFF employs approximately 6,629 government officials, of whom 20% are women. Women make up 20.4% of staff working in agriculture, 7.7% of staff working in forestry, 30% of staff working in livestock, 28% of staff working in rubber and 14.6% of staff working in fisheries. Women comprise 12% of agricultural extension services officers.

The representation of women in decision-making positions at MAFF is low for all sub-sectors. However in 2013, for the fifth Mandate of RGC (2013-2018), MAFF appointed and welcomed 2 women at senior positions, 1 secretary of state and 1 under-secretary of state. Women accounted for 35% of the new recruits in 2014.

Women comprise 23% of students at the Royal University of Agriculture (RUA). 22% of undergraduate students at RUA are women. 22 out of 173 RUA graduate school students are women. Only, 19 out of 82 registrants for Technical Skill Certificate Degrees are women. There are two colleges: Prek Leap National Agricultural College with the number of 1,562 students of whom

11 Cambodia: Gender in agriculture Assessment, World Bank, 2014. (Preliminary draft)

12 Cambodian Climate Change Resilient Rice Commercialization: Socio Economic Assessment and Gender Analysis, ADB, 2012.

13 National Gender Profile of Agriculture Households, Food and Agriculture Organization of the United Nations-National Institute of Statistics, Ministry of Planning, Cambodia, 2010.

502 are female and Kampong Cham National Agricultural College the number of 1,559 students of whom 608 are female.

Women constitute about 38% of 516 community fisheries groups (CFi) members and 40% of 457 forestry community groups' members. 3 community fisheries groups are chaired by women. In forestry community groups, women held 5% of chief and 30% of deputy chief positions. In agriculture community groups/associations, women account for 14% of members and 112 leadership positions. 10% of 263 poultry (farm/feed processing) farms are managed by women.

Women and Access to Agricultural Extension Services

Agricultural extension services refer to the range of information, advice, research and development (R&D) initiatives, training and knowledge related to agriculture, fisheries or Forestry, livestock production, processing and marketing. Agricultural extension services occur within a specific socio-cultural context, and the availability and efficacy of these services are strongly influenced by the social conditions and socio-political dynamics that shape gender relations. Gender disparities in access to agricultural extension and support services in Cambodia have been a long term challenge. Despite RGC efforts to scale up extension services for men and women, extension services in Cambodia are still predominantly staffed by men, who tend to focus service delivery on male farmers¹⁴. Compounding this situation is that men, traditionally regarded as the head of the household, are often automatically the recipient of new information.

The constraints affecting rural Cambodian women's ability to have adequate access to agricultural extension services include distance to the point of service provision; insensitivity to the level of literacy; time; lack of childcare options; household responsibilities; mobility; and socio-cultural characteristics.

Women and Access to Farming Equipment and Technologies

Agricultural mechanization is beyond the reach of women farmers in Cambodia and bypassing them. It is now well established in agricultural studies that mechanization serves to reduce women farmers' workload and increase their productivity. The latest available national statistics indicates that there are significant differences between female and male farmers 'access to selected agricultural tools and farming equipment in Cambodia. Male-headed agricultural households are seven times more likely to have access to hand tractors and more than twice as likely to have access to a water pump compared to female-headed agricultural households¹⁵. In using ploughs, the proportion of male headed agricultural households is still 17% higher than that of female headed agricultural households. Women also have significantly less access to threshing machines

¹⁴ Cambodia: Gender in agriculture Assessment, World Bank, 2014. (Preliminary Draft)

¹⁵ National Gender Profile of Agriculture Households, Food and Agriculture Organization of the United Nations-National Institute of Statistics, Ministry of Planning, Cambodia, 2010.

and small-scale rice mills which are used for agro-processing purposes. A very small proportion (0.2%) of female headed agricultural households have used threshing machines and rice mills (1%). On the other hand, a somewhat higher proportion of male headed agricultural households have access to threshing machines (1.3%) and rice mills (3.7%)¹⁶.

Women's Access to Financial Services

Women can become economically empowered in several ways by greater access to financial services. Through savings, credit, insurance facilities and financial literacy activities women can improve their own economic activities, create and protect assets, enter markets, and diversify their economic activities. Despite the considerable potential of rural financial services in Cambodia for women farmers, there is still a long way to go before women have equal access to these services or fully benefit from them. Achieving both of these goals does not depend only on expanding financial services, but also on the specific types of financial services that are delivered in different contexts to women farmers from different backgrounds and by different types of institutions or programs.

Women farmers often tend to borrow inputs (seed, plough, water pump), which are then calculated in monetary value and puts them in debts to the suppliers. They pay off their debts during harvest time, or as soon as they have sold their crops. A low yield or crop damage due to natural shock, however, can push women and in particular female headed households harder into a critical situation in terms of debt repayment and food shortage. The problem of such debt relationship with input suppliers can impact women's ability to have access to better sale price or market via mechanisms such as collective community actions/contract farming.

National statistics shows that 37% of all agricultural households in Cambodia have access to loans. The breakdown by gender is 33.4% of female-headed agricultural households and 38.1% of male-headed agricultural households¹⁷. Slightly more female-headed agricultural households have obtained loans from middlemen (moneylenders) compared to male-headed households (8.9% and 7.7% respectively). Meanwhile, almost double the number of male-headed agricultural households (9.1%) obtained their loans from banks, in comparison to only 5.3% of female-headed households¹⁸. Although Microfinance Institutions (MFIs) and banks offer cheaper loans compared to middlemen (moneylenders), who charge around 5 to 7% interest a month, they demand the deposit of collateral to secure the loan and repayment schedules are less flexible¹⁹.

16 National Gender Profile of Agriculture Households, Food and Agriculture Organization of the United Nations-National Institute of Statistics, Ministry of Planning, Cambodia, 2010.

17 National Gender Profile of Agriculture Households, Food and Agriculture Organization of the United Nations-National Institute of Statistics, Ministry of Planning, Cambodia, 2010.

18 National Gender Profile of Agriculture Households, Food and Agriculture Organization of the United Nations-National Institute of Statistics, Ministry of Planning, Cambodia, 2010.

19 Cambodia: Gender in agriculture Assessment, World Bank, 2014. (Preliminary Draft)

Women's Access to Land

The recognition and official registration of land tenure has become an integral part of the economic reform process in Cambodia during the past decade. Policy makers contend that the issuance of private ownership titles will increase land tenure security while promoting efficient land market. Within this context the RGC has initiated a series of legislative reforms, including the passage of the 2001 Land Law, which has been operationalized through a number of implementing regulations and guidelines. Following the adoption of the Land Law, the Ministry of Land Management, Urban Planning and Construction (MLMUPC) began a systematic land registration campaign. The government's policies relating to land aim to protect women's rights in the process of land reform, following the RGC Strategy Framework on Land Policy. The framework recognizes that "for land policy to meet the needs of all Cambodians it must be responsive to the needs of women. One main principal of such responsiveness is that land titling will continue to be available in the form of joint ownership between husband and wife".

Gender-based constraints to land registration comprise: problems accessing information about the land titling process, difficulties for female headed household to obtain paperwork that prove their single status hinder they ability to register land, gender imbalance in control and decision making²⁰.

The 2013 Agriculture Census found that around 85% of the total agricultural households in Cambodia have access to agricultural land, with an average area of agricultural land per agricultural household of 1.637 hectares. Men account for 1.4 million or 73% of all holders while women holders stand for 0.5 million or 27% (a ratio of 268 male holders for every 100 male holders)²¹.

The proportion of male-headed agricultural households with access to agricultural land is higher than the female-headed agricultural households by 3 percentage points. Another difference between access to land for male and female headed households in Cambodia is the number of plots of land owned. National statistics indicates that 49% of female-headed households have only one plot, while more than 61% of male-headed households have more than one plot²².

Women's Access to Market

Access to sales markets has been enhanced for Cambodian farmers, both women and men, over the last decade. Improvements in transport infrastructure, adoption of value chain approach by different stakeholders as well as prevalent use of mobile phones have facilitated easier access to markets, pricing and reduced marketing costs. The value chain approach strengthens business

20 Women's Perspectives: A Case Study of systematic Land Registration, Hienrich Boll Foundation, Mehrak Mehrvar, Chhay Kimsor, My Sambath, 2008.

21 Census of Agriculture in Cambodia, Preliminary Report,, National Institute of Statistics, Ministry of Planning in collaboration with the Ministry of Agriculture, Forestry and Fisheries, 2013.

22 National Gender Profile of Agriculture Households, Food and Agriculture Organization of the United Nations-National Institute of Statistics, Ministry of Planning, Cambodia, 2010.

linkages between producer groups, service providers, and other actors, such as processors and importers, rather than focusing exclusively on farm interventions. One noteworthy feature of modern agricultural value chains is the growth of contract farming through which large scale agro-processing companies or traders seek to ensure a steady supply of quality produce. Such schemes can help small-scale farmers and livestock producers and fisheries communities' accessibility to farm inputs, ensuring the more stable prices for produce, and ultimately generating higher incomes. Moreover it contributes in overcoming the technical barriers and transaction costs involved in meeting the increasingly strict demands local and international markets²³. The RGC, in 2011, issued a sub-decree on contract farming as a supply chain government strategy to build backward and forward market linkage between producer and buyers on the basis of balance and justice in agricultural development²⁴. Furthermore, the Law on Agricultural Cooperative was adapted by the RGC in 2014.

Gender differences are at work in the full range of activities making up value chains. A gender approach to value chain analysis makes it possible to consider the access to productive activities of men and women individually and in groups, differential gender-based opportunities for upgrading within the chain, the gender-based division of activities in a given value chain, and how gender power relations affect economic rents among actors throughout the chain²⁵.

Cambodian women farmers increasingly supply local markets with traditional and high-value produce, but compared to men, women still face a number of disadvantages, including lower mobility, lower level of literacy, less access to training, less access to market information, and less access to productive resources. Lower financial literacy of women than men and travel safety are identified as main gender gaps in Cambodia to access to markets for women²⁶. Evidences also suggest that men may take over production and marketing when it becomes financially lucrative to do so²⁷.

To market their produce, women farmers in Cambodia need timely, reliable and accessible market information. Loan finance and credit are also essential so that women smallholder farmers can pay for inputs, improve farming, and develop small business enterprises to empower themselves economically and support their families. Collective action can play a significant role for women stallholder farmers to increase productivity and access to markets. Furthermore, initiatives to facilitate access to market need to take account of and address the gender specific constraints on women smallholder farmers and agro-business entrepreneurs. Hence, strengthening their access to markets requires targeted value chain analysis and interventions.

23 Interviews and discussion with MAFF officials and relevant stakeholders

24 The Study on the Effect of Rice Contract Farming on Smallholder Farmers' Incomes in Kampong Speu Province, Cambodia, Kong Sopheak, Royal University of Phnom Penh, 2014.

25 Gender in Agriculture Source Book, World Bank, IFAD, 2009.

26 Cambodia: Gender in agriculture Assessment, World Bank, 2014. (Preliminary Draft)

27 Ibid

Women's Participation in Climate Change Initiatives

In Cambodia, climate change is expected to compound and intensify development challenges, stresses and problems, further affecting poor and marginalized people, particularly women and children²⁸. Climate change does not affect everyone in the same way. Men and women are affected differently. Their responses to the impacts of climate change also differ, especially when it comes to safeguarding food security and livelihoods and to cope with hazards and risks. Women have disproportionately low access to financial resources, land, natural resources, climate change resources and technologies, education and other development services that are essential for effective adaptation to climate change. It is important to note, however, that women are not only vulnerable to climate change but they are also effective actors or agents of change in relation to both mitigation and adaptation. Women farmers in Cambodia often have a strong body of knowledge and expertise that can be used in climate change mitigation, disaster reduction and adaptation strategies. Furthermore, women's responsibilities in households and communities, as stewards of natural and household resources, positions them well to contribute to livelihood strategies adapted to changing environmental realities.

Therefore, responses to climate change must be gender-specific, understanding the specific roles and activities of women and men. Initiatives need to ensure that women are included in climate change mitigation and adaptation plans and plans designed to enhance food security and livelihoods. To date, however, there has been little focus on how men and poor women farmers mitigate risks and adapt to challenges brought about by climate change. Increasing resilience to climate change will necessitate strengthening women farmers knowledge and capacities to withstand climate-related stresses (extreme weather events, uncertain rainfall, changes in precipitation patterns, flood, prolonged droughts), in the agriculture sector, and ensuring their access to related extension services. Additional mitigation interventions particularly important for women include: identification of technologies for product processing (i.e. heating, cooking, drying); cooling and preserving of products; the treatment of agricultural waste to reduce methane emissions and the use of chemical fertilizers; utilization of renewable energy technologies for water pumping and irrigation, and the use of improved agricultural practices including better soil management.

Gender issues and Crop production

Crops account for about 60% of agricultural output in Cambodia, with rice contributing about 40%. The predominant crop in Cambodia is rice, grown on over 90% of the currently cropped area²⁹. Four different rice crops are grown throughout the year, in four seasons: Recession Rice (mid-December to end-April), Irrigated Rice (mid-January to end-May), Pre-monsoon Rice (May to mid-

²⁸ Cambodia Gender Assessment, Policy Brief 10, Gender and Climate Change, Ministry of Women's Affairs, 2014.

²⁹ Cambodian Climate Change Resilient Rice Commercialization: Socio Economic Assessment and Gender Analysis, ADB, 2012.

August) and Monsoon Rice (August to mid-December)³⁰. Traditionally, the first stages of rice cultivation are male-designated and the latter stages female designated. Men generally perform land preparation tasks, while seedling preparation and weeding are commonly assigned to women. All others – harvesting, uprooting, transplanting and marketing– are generally shared tasks³¹. These roles are presently changing with the adoption of mechanized farming and migration of young men out of rural areas. Women are as a result ever more involved in all farming tasks such as land preparation, irrigation, threshing, and recruitment of labour, farm management and trading.

Cambodian women farmers' contribution to growing secondary crops such as vegetables is even greater. Grown mainly in home gardens, these crops provide essential nutrients and contribute to households' food security. Hence, local markets increasingly offer a good opportunity to women to earn income through small scale sales of vegetable crops.

Gender issues and Forestry

The recognition of the important role Cambodian women play in forest-related activities is increasing. Yet, more needs to be done to take into account the relationship between men and women's roles in forests and forestry issues. Forestry and agro-forestry systems are not gender-neutral. Compared with men, women in forest communities are frequently disadvantaged, for a range of interrelated cultural and socio-economic reasons, in their access to and control over forest resources and in the availability of economic opportunities.

Forestry activities in Cambodia are typically gender-differentiated: while men are usually interested in timber forest products for commercial purposes, women are more inclined to Non-timber forest (NTFP) products (wild leaves, rattan, roots, bamboo, medicinal plants, seeds, nuts, and mushrooms) for subsistence, such as for food, and for income-generation³². Women often have highly specialized knowledge of wild leaves and forest species and their uses for various purposes, and good understanding of conservation practices. This understanding could offer an excellent opportunity for tapping women's knowledge and skills to support forest-related climate change mitigation activities which reduce greenhouse gas emissions and, in the future, may deliver an economic dividend or other co-benefits. Women in Cambodia, in particular, play the primary role in financial management, processing and marketing activities of NTFP.

However, women's roles in forestry value chain are still limited and generally poorly supported. Forestry value chain is crucial for the incomes and livelihoods of women. Women do not have the same or adequate access to new technologies, credit, appropriate trainings, market and decision-making as men.

30 Cambodian Climate Change Resilient Rice Commercialization: Socio Economic Assessment and Gender Analysis, ADB, 2012.

31 Ibid

32 Gender and REDD: An Asia Regional analysis, 2010.

Gender issues and Rubber Production

The Royal Government of Cambodia has a strong commitment to promoting agro-industrial plantations which includes economic land concessions and rubber development. Rubber production has seen strong and solid growth in Cambodia, due to the increase in international consumption and price together with the potential of suitable soils and policy and legal frameworks. In Cambodia, rubber plantations can be divided into three categories of ownership: state, household-owned, and private-industrial plantations.

Women presently make up 50% of the workers on rubber production and processing fields. They comprise 26% of the workers for tapping. A holistic approach with the introduction of decent rural employment, strengthening of women's associations and gender sensitive labour rights (access to employment, equal wage and equal capacity development) can play a significant part to support women's economic empowerment in rubber-sub-sector and enhance their active representation and participation.

Gender issues and Livestock

Most rural Cambodian women are involved in raising small livestock such as poultry (chicken and ducks) and pigs, which are an important source of food and supplementary household's income. For many poor women, livestock acts as a primary form of savings, as well as insurance against accidents, illness, death and natural disasters such as drought.

National statistics indicates that the majority of female (70%) and male (74%) heads have their households engaged in chicken farming. Total sale value of all livestock and poultry raised by female headed agricultural households amounted to 175 billion riels or 43 million dollars, averaging to 424 thousand riels per household. At the same time, male headed agricultural households sold livestock and poultry for the total amount of 1.3 trillion riels or 313 million dollars, recording an average of 794 thousand riels per household³³.

Despite women's great contribution in management of livestock, they frequently have poorer access to services, information and resources and play a limited role in the commercialization of livestock and livestock products. This often arises from limited access to resources and market, combined with low levels of literacy and mobility constraints. Identifying and supporting women's roles as livestock owners, care providers, feed gatherers, processors, users and sellers are key aspects in promoting women's economic development. This support can include access to improved inputs (feed), new technologies, veterinary services (vaccinations, monitoring of diseases), credit, market information, and resources for better upkeep of chickens, ducks and pigs

³³National Gender Profile of Agriculture Households, Food and Agriculture Organization of the United Nations-National Institute of Statistics, Ministry of Planning, Cambodia, 2010.

(pens, fences, nets). Furthermore, as the livestock sub-sector in Cambodia faces rapid market restructuring, poor livestock producers, particularly women, may face disproportionate barriers in meeting a growing number of regulations (for example, sanitary standards, animal transportation, storage standards, etc) required by more structured markets.

Gender issues and Fisheries

Fisheries, including aquaculture is the fastest growing agricultural sector. It is an important source of livelihood and provides food and nutrition security to the entire household, as well as much needed micronutrients for women and children. In Cambodia, women play a significant role in fisheries sector and the extent of their participation in aquaculture value chains is extensive. Data confirms that women's participation around the Tonle Sap Lake ranges from around 50% in fish culture to 85% in production, processing, marketing and trading³⁴. Women almost dominate the retail trade of small fish from the Tonle Sap Lake and from rice fields. These are sold in domestic markets or on a small scale or to the smaller middlemen³⁵. Processing fish to make products such as *Prahok*, fish sauce and smoked and dried fish and shrimp is a common activity for women in villages around Tonle Sap Lake³⁶. Particularly in poor households, women and children constitute the principal labor force for fish processing activities³⁷. In addition, women are engaged in preparing bait, supplying fish gears, assembling and maintaining fishing implements such as gill nets, shrimp traps and fish long lines. Men, for their part, do most of the fishing. As a third occupation during the flooded season, women also capture fish right at their homes using single fish lines and hooks³⁸.

Although it is evident that both Cambodian men and women are involved in fisheries, women's contribution to the sector has been overlooked. Women are often bypassed in the transfer of fisheries and aquaculture technology, have limited access to essential resources such as credit, and extension services and remain excluded from large scale value chains. Women have limited presence and influence in the community fisheries management committees. Closing the gender gap in access to important resources along with organization of collective initiatives (women producer groups) can improve productivity and increase incomes and food security for women in fisheries and aquaculture value chains. Collective action specifically is a powerful means for increase productivity and access to markets whilst sharing knowledge, information and productive assets including; modern equipment, storage facilities, transportation, licensing and credit. Supportive collective structures – such as producer groups, community-managed savings and marketing cooperatives help women farmers through economies of scale, greater bargaining power, facilitating access to extension services, and strengthening their political voice. Groups can

34 Gender and Aquaculture: Sharing the benefits equitably, World Fish Center, 2011.

35 Gender Issues in Small Scale Inland Fisheries in Asia: Women as an important source of information, Kyoko KUSAKABE

36 Women Fish Processing Project, Terms of Reference, Cambodia Harvest Program, USAID.

37 Ibid

38 Enhancing the role of Cambodian women in inland fisheries, Asian Development Bank, 2007.

be especially empowering for women, providing opportunities to participate in decision-making and take on leadership roles.

4. Vision, Mission and Overall Goals

Vision: To support the enhancement of gender equality and women's economic empowerment in Cambodia through active participation and representation of women and men for the opportunity to contribute and benefit equally from agriculture economic growth based on effective approaches on productivity, diversification, value chains, commercialization and sustainable natural resource management and conservation.

Mission: To strengthen MAFF impacts on gender equality in all its areas of its work— poverty reduction, food security, agricultural production, knowledge exchange, research and quality extension services and adding value on a gender sensitive, equitable and effective basis to agriculture sector.

Overall Goal: To ensure mainstreaming of gender perspectives, analysis, norms, standards and approaches in the work of MAFF affiliated departments/institutions and offices of agriculture, fisheries and forestry sub-sectors at all levels.

5. Strategic Objectives

Objective 1: To promote women's economic empowerment through women's access to goods and services for agricultural development and markets.

Outcomes:³⁹

1. Women have improved access to agricultural inputs
2. Women have greater access to information, knowledge and technical skill services to support their work in the agricultural sector, including emerging areas such as crop intensification and diversification, fisheries, including aquaculture), livestock, forestry and rubber and climate change related opportunities
3. Women have stronger linkages to traditional and new market channels

Objective 2: To strengthen capacities, resources and commitment within MAFF to ensure effective mainstreaming of gender perspectives into agriculture sector.

Outcomes:⁴⁰

1. Women's as well as men's needs and concerns are integrated in all policies, regulations and legal frameworks

39A list of Indicators is tabled in Annex A

40 A list of Indicators is tabled in Annex A

2. Gender issues are integrated into the design, planning, implementation, monitoring and evaluation of all activities, technical services, projects, programmes and budgets
3. MAFF Gender Working Group has appropriate and improved gender expertise, skills and resources to carry out its advocacy, knowledge building, partnership, technical assistance and monitoring roles

Objective 3: To increase women's and men's equal representation and participation in agriculture sector.

Outcomes:⁴¹

1. Women's presence and influence in decision making processes at MAFF has increased
2. Women's presence and influence in decision-making processes in community-based agricultural and natural resources management groups has increased
3. Women have increased access to academic and professional development opportunities to support their participation in the agriculture sector including crop production, livestock, fisheries, forestry and rubber

6.Implementation

Understanding the significance of gender mainstreaming is an important step in redressing the limited attention to women's and men's different roles, responsibilities, needs, interests, and constraints in the agriculture sector. However, translating this understanding into actions poses the greatest challenge to MAFF senior officials, technical staff, members of the GCWG and focal points at all levels and sub-sectors. The implementation requires commitment, accountability and dedicated financial and human resources. The Gender Mainstreaming Policy and Strategic Framework in Agriculture is an evidence of this commitment. The intensive capacity development of the GCWG to initiate the mainstreaming process and allocation of adequate financial resources are the very first steps in the implementation process. In addition, adequate mechanisms for monitoring of the progress need to be established.

The responsibility for implementing the Gender Mainstreaming Policy and Strategic Framework in Agriculture rests at the highest senior levels within MAFF (offices, departments and administrations) of the sub-sectors of the sector at all levels while the GCWG will play a key element in the process. The GCWG will be responsible for: a) drafting and finalizing the gender mainstreaming annual activity plan, b) integrating the gender mainstreaming annual plan into the MAFF annual plan c) seeking for partnership with relevant stakeholders supports, d) coordinating the implementation of the activity plan, e) developing and implementing capacity building

⁴¹ A list of Indicators is tabled in Annex A

interventions, e) preparing progress reports to be presented to the sector Technical working groups and TWG-G.

The following strategic steps are key essentials for the effective implementation of MAFF Gender Mainstreaming Policy and Strategic Framework in Agriculture (2016-2020):

1. **Development of gender standards:** Officials and implementers at different offices, departments and administrations of all sub-sectors cannot be effective if there is no clear set of information and instructions on what gender mainstreaming is, or how it is relevant to their work. There should be tailored handbooks and practical checklists that provide guidance on how to conduct simple analysis of gender differentiated-needs, specific actions to mainstream gender equality into sub-sectors (Agriculture, Fisheries, Livestock and Forestry) as well as extension activities and most importantly indicators to use for measuring progress in gender mainstreaming.
2. **Capacity development:** There needs to be a concerted effort to build knowledge and skills to mainstreaming gender into technical subjects and how to effectively incorporate this in daily work. This will be vital in enabling the GCWG and MAFF officials to maintain, adapt and expand their abilities to lead the process of gender mainstreaming in their respective departments and sub-sectors. The support shall be provided in the form of targeted training courses, on-the-job training, field visits, study tours, internship with specialized institutions as well as advisory technical assistance. It is essential to strengthen the capacity of members of the GCWG and focal points to undertake gender analysis, gender responsive budgeting and to develop the methodologies and tools needed to play a catalytic role in gender mainstreaming across the sector.
3. **Monitoring and gender accountability:** Given the challenges being experienced in gender mainstreaming and implementation processes and the wide network of players and stakeholders in agriculture sector, there is a need to provide a structured process that will enable tracking of progress against objectives. Such a structured process shall be provided through development of a gender sensitive monitoring and evaluation system. In this context, in order to be able to better track and monitor progress towards the listed indicators, it would be essential for MAFF and its development partners to start with setting up of collection of baselines as a primary step in the effective implementation of the Gender Mainstreaming Policy and Strategic Framework in Agriculture.
4. **Partnership Building:** By building partnerships between and among relevant stakeholders, including women's rights organizations, development partners, MoWA and other actors with agreed upon objectives and concrete outcomes and outputs and coordinated efforts much can be achieved for the goal of gender equality and implementation of MAFF Gender

Mainstreaming Policy and Strategic Framework in Agriculture. This will facilitate joint efforts on mainstreaming gender into MAFF's existing Monitoring and Evaluation system, collecting sex-disaggregated data, information and knowledge sharing, documenting best practices and identifying relevant research and studies.

Annex: Table of Outcomes and Indicators

Objective 1 : To promote women's economic empowerment through women's access to goods and services for agricultural development and markets			
Outcome	Indicators	Means of verification ⁴²	Baseline
1. Women have improved access to agricultural inputs	1. Percentage of women and men who use improved agricultural inputs (high-quality seeds, approved fertilizers and pesticides, good-quality fingerlings...)	TBD	TBD
	2. Percentage of women and men who have access to savings- led and credit-led (micro-finance)	TBD	National Gender Profile of Agriculture Households (2010)
	3. Percentage of women and men who own and use mechanized equipment and new technologies for crop, livestock and fisheries production, harvesting and processing	TBD	National Gender Profile of Agriculture Households (2010)
	4. Percentage of women and men who own and manage formal business (agriculture, fisheries, livestock, forestry) - small and medium at all levels (district, provincial, national)	TBD	TBD
	5. Percentage of young women and men who own and manage business (small and medium) as input supplier, equipment, fertilizers and etc at all levels (district, provincial, national)	TBD	TBD
	6. Number of targeted initiatives to support young women entrepreneurship at all levels (village, district, province and national) in agro-business, forestry and fisheries and livestock enterprises /startups	TBD	TBD

⁴²To be determined

<p>2. Women have greater access to information, knowledge and technical skill services to support their work in the agricultural sector, including emerging areas such as crop, intensification and diversification, fisheries, including aquaculture livestock, forestry and rubber and climate change related opportunities.</p>	1. Percentage of women and men who adapted best practices and new technologies to support production, disaggregated by rice cultivation, fisheries (including aquaculture), horticulture, forestry and livestock	TBD	TBD
	2. Percentage of women and men who have skills and use new technologies for post harvest and processing in rice cultivation, horticulture, fisheries ,including aquaculture forestry and livestock	TBD	TBD
	3. Percentage of women and men who have skills in financial literacy and enterprise development to support farming as a business	TBD	TBD
	4. Percentage of women and men who have participated in technical agriculture skill training, provided by MAFF, private sector and development organizations	TBD	TBD
	5. Number of targeted training to women in preventing and responding to small livestock diseases	TBD	TBD
	6. Percentage of young women and men who have participated in entrepreneurship trainings in agro-business, forestry and fisheries include aquaculture enterprises	TBD	TBD
	7. Percentage of women and men who have access to and use information technologies for agricultural production and marketing	TBD	National Gender Profile of Agriculture Households (2010)
	8. Percentage of women and men who are employed as semi-skilled and skilled workers in agricultural production, post-harvest and processing	TBD	National Gender Profile of Agriculture Households (2010)
	9. Gender-responsive extension services that address systematic gender bias considering women's issues such as literacy, time and mobility constraints	TBD	TBD
	10. Percentage of women and men who have improved understanding of climate change and disaster-risk mitigation		TBD
	11. Percentage of women and men whose dependency on biomass usage for cooking and agro-processing has decreased.		TBD
	12. Percentage of women and men who have improved knowledge on rubber cultivation, maintenance, taping and processing of rubber product		N

<p>3. Women have stronger linkages to traditional and new market channels</p>	<p>1. Percentage of women and men's membership in producer marketing groups, agricultural cooperatives, Community Fisheries (CFi) and Community Forestry (CFo),</p>		TBD
	<p>2. Percentage of women and men in senior position in producer marketing groups, agricultural cooperatives, Community Fisheries (CFi) and Community Forestry (CFo).</p>	TBD	TBD
	<p>3. Percentage of women and men who have established connections to higher-order traders at district, provincial and national levels</p>	TBD	TBD
	<p>4. Percentage of women and men, individually or in producer marketing groups, who are connected to tourism and food retail markets at district, provincial and national levels</p>	TBD	TBD
	<p>5. Number of purchase agreements that have been negotiated by women and men, individually or in producer marketing groups</p>	TBD	TBD
	<p>6. Percentage of women and men who have access to local, provincial and national market information and fair shows</p>		TBD
	<p>7. Percentage of women and men producers who participate in farmer markets and exhibitions at provincial and national levels</p>	TBD	TBD
	<p>8. Percentage of women and men farmers who have access to niche export markets for high-value and brand-marketed products such as fair trade and certified organic products</p>	TBD	TBD

Objective 2 :To strengthen capacities, resources and commitment within MAFF to ensure effective mainstreaming of gender perspectives into agriculture sector			
Outcome	Indicators	Means of verification	Baseline
1. Women's as well as men's concerns and experiences are integrated in all policies, regulations and legal frameworks	1. The Strategic Planning Framework for Livestock (2015-2025) is gender responsive	Livestock Strategic Document	
	2. The Strategic Planning Framework for Fisheries (2015-2025) is gender responsive	Fisheries Strategic Document	
	3. The Strategic Planning Framework for Agriculture sector is gender responsive	Agriculture Strategic Document	
	4. The Strategic Planning Framework for Forestry is gender responsive	Forestry Strategic Document	
	5. The Agricultural Extension Policy is gender responsive	Agriculture Extension Policy	
	6. MAFF Human Resource and Capacity Development policy is gender responsive	HR Policy Document	
	7. The Strategic Planning Framework for rubber sector is gender responsive	Rubber Strategic Document	
	8. Gender issues have been incorporated into the curriculum of agriculture education institutions	Curricula	
	9. Gender issues have been incorporated into MAFF/Inter-Ministerial Natural Resource Management and Risk Assessment Policy	NRM & Risk Document	
	10. Gender Mainstreaming Action Plan (2016-2020) in Agriculture	Internal Document – GCWG Reports	
2. Gender issues are integrated into the design, planning, implementation, monitoring and evaluation of all activities, technical services, projects,	1. Gender analysis carried out at each stage of planning and implementation of all MAFF activities and programmes	GCWG Reports	
	2. Sex disaggregated targets and data are integrated into the planning and monitoring and evaluation of all MAFF activities and programmes	GCWG Reports MAFF Internal Report Department of Statistics & Planning	

programmes and budget	3. Reports for all departments, administrations and programmes contain full information on gender	MAFF Internal reports	
3. MAFF Gender and Children Working Group has appropriate and improved gender expertise, skills and resources to carry out its advocacy, knowledge building, partnership, technical assistance and monitoring roles	1. Number of targeted capacity development initiatives for the members of the Gender and Children Working Group and focal points at all levels (mentoring and coaching, on-job trainings), especially on emerging issues such as climate change	GCWG annual reports-Activity Plan	
	2. Number of tailored trainings, exchange visits, study tours and accredited courses (Gender and Children Working Group and focal points at all levels), especially on emerging issues such as climate change	GCWG annual reports-Activity Plan	
	3. Number of Gender and Children Working Group members attendance and official presentations in related policy dialogue workshops, especially on emerging issues such as climate change	GCWG annual reports-Activity Plan	
	4. Number of Gender and Children Working Group presentations in relevant Technical Working Groups, especially on emerging issues such as climate change	GCWG annual reports-Activity Plan Presentation documents	
	5. Gender and Children Working Group Activity Plan developed and supported with adequate budget on annual base	Internal MAFF Document	
	6. Number of partnership initiatives with the Ministry of Women's Affairs, relevant development organizations and women's rights organizations for advocacy, technical support, capacity development and monitoring and evaluation and research	GCWG annual reports MOWA internal reports	

	7. Number of gender and agriculture related publications (Guidelines, Toolkits, Research, case studies and tailored training manuals, Reports, Technical briefing, IEC materials)	Publications & Documents	
	8. Number of policy dialogue workshops on gender issues in agriculture sector	GCWG annual reports	

Objective 3 :To increase women's and men's equal representation and participation in agriculture sector			
Outcome	Indicators	Means of verification	Baseline
1. Women's presence and influence in decision making processes at MAFF has increased	1. Number of women in leadership positions at MAFF ~ annual increase (National, provincial, district levels)	MAFF HR Report	Personnel Database 2016
	2. Percentage of women in management positions at MAFF ~ annual increase (National, provincial, district levels)	MAFF HR Report	Personnel Database 2016
	3. Percentage of women in technical positions at MAFF ~ annual increase (National, provincial district levels)	MAFF HR Report	Personnel Database 2016
	4. Percentage of female extension workers at MAFF ~ annual increase	MAFF HR Report	MAFF HR Report 2016
2. Women's presence and influence in decision-making processes in community-based agricultural and natural resources groups has increased	1. Percentage of women and men who participate in village/community groups (Farmer associations/agricultural cooperatives, water user groups, community fisheries and community forestry groups)	MAFF internal Report	MAFF & Sub sectors" internal database 2016
	2. Percentage of women and men holding management positions in farmer, fisheries and forestry community groups	MAFF internal Report	MAFF & Sub sectors" internal database 2016

<p>3. Women have increased access to academic and professional development opportunities to support their participation in the agriculture sector including crop production, livestock, fisheries, forestry and rubber</p>	1. Percentage women and men who have received scholarships	MAFF HR Report	MAFF HR Report 2016
	2. Percentage of women and men who have access to technical and management development opportunities	MAFF HR Report	MAFF HR Report 2016
	3. Percentage of women and men in senior and technical positions in academic institutions	MAFF HR Report	MAFF HR Report 2016
	4. Number of targeted professional development opportunities and trainings for female official at MAFF at all levels	GCWG Annual Report MAFF & its departments internal reports	MAFF Internal Report 2016
	5. Percentage of women and men participating in and benefiting from climate change adaptation and/or mitigation initiatives.	GCWG Annual Report MAFF & its departments internal reports	TBD
	6. Percentage of women female students enrolled in Agricultural academic field ~ annual increase (B.Sc., MSc., PhD.)	MAFF Database	MAFF Data base 2016

